



ELEVATE Responsible Sourcing Assessment Report

Uzhgorod Clothing Factory

Service Provider:	Elevate
Report No.	EVT-UA-223599
Assessment Type:	Remote
Schedule Type:	Announced
Assessors:	Sergei Sergaev
Assessment Date:	Jan 2, 2023 ~ Jan 3, 2023

Report Summary

Uzhgorod Clothing Factory

Country
Ukraine

Primary Sector
Clothing

Avg. Units Produced / Week
5200

No. of Employees
249

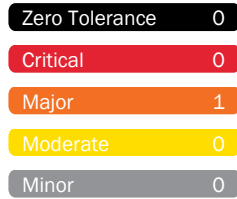
Audit Summary

Grade

Score: 90 /100



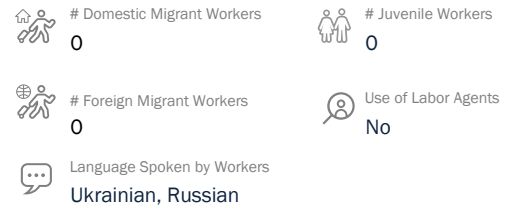
Findings



Total Findings

1

Key Workforce Statistics

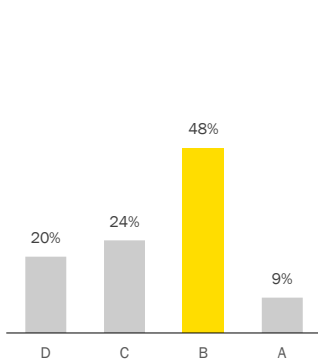


Performance Summary

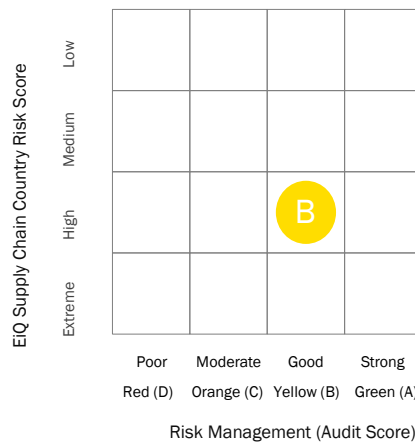
Pillars	No. of Findings	Risk Management Audit Score	Risk Management *Worker Sentiment	Risk Exposure **EIQ Supply Chain Country Risk Score
Labor	0 0 0 0 0	● 10.00	● N/A	● 4.28
Health & Safety	0 0 1 0 0	● 7.49	● N/A	● 3.74
Environment	0 0 0 0 0	● 10.00	● N/A	● 4.09
Business Ethics	0 0 0 0 0	● 10.00	● N/A	● 5.37
Management System	0 0 0 0 0	● 10.00	● N/A	● 4.18
Overall	0 0 1 0 0	Yellow (B)	● N/A	● HIGH

Benchmarking

Grade Distribution
(Global)



Site Risk Matrix



Risk score ● Extreme risk ● High risk ● Medium risk ● Low risk

* Worker Sentiment is based on anonymous worker survey conducted as part of the assessment. It provides a snapshot of worker's feedback regarding assessed dimensions with the purpose to help various levels of stakeholders effectively identify high priority improvement areas and key topics for additional support. If it is shown as N/A, it means a worker sentiment survey was not conducted.

** EIQ Supply Chain Country Risk Score provides insight into the inherent risk in the supply chain. It is based on risks associated with countries / provinces based on public domain data and aggregated ELEVATE audit data generated from 30,000+ days per annum on site in supply chains in over 100+ countries and regions.

Good Practices & Priority Improvement Areas

Good Practices

Section	Details
<input checked="" type="checkbox"/>	The facility has its own code of ethical business conduct. The code of ethical business conduct has been well communicated and implemented both internally and externally to its supplier chain.

Priority Improvement Areas (Zero Tolerance / Critical / Major Findings)

Rating	Details
Major	<p>Health & Safety</p> <p>It was noted the facility had the system of regular fire drills (twice per year), but no drill were conducted in 2022 due to the war; the last drills were organized in September 2021.</p>

General Assessment Overview

This announced assessment was conducted in remote mode on February 2-3, 2023. The audit was based on document checks and conversations via computerized communication tools (MS Teams). The audit components included an opening meeting, a virtual factory tour, employee interviews, ongoing discussions with the management regarding factory practices including previous issues, a review of documentation and records, and a final discussion with the management. Most documents were provided (uploaded to the shared resource) for inspection prior the audit.

The facility management representatives, Ms. Myroslava Kalamunyak/Director and Ms Marianna Pryshliak/Director's Assistant participated in the opening and closing meetings; they and other involved specialists were cooperative to assessor throughout the entire audit process. All requested documents and records were provided in a timely manner.

The overall factory outlook was found good and the working environment was quite healthy and safe. The facility's compliance with the Client's Code of Conduct was found to be maintained very well and responsibly. As the result, no NCs were found. The results were communicated to the facility management during a closing meeting, and they accepted and agreed to sign the audit final document.

Audit Findings

👥 Labor
No. of Findings
Audit Score ● 1
Worker Sentiment ● N
EIQ Supply Chain Country Risk Score ● 4

Hiring, Disciplinary & Termination

Audit findings

Young Worker & Child Labor

Audit findings

Forced Labour and Migrant Workers

Audit findings

Harassment & Abuse

Audit findings

Discrimination

Audit findings

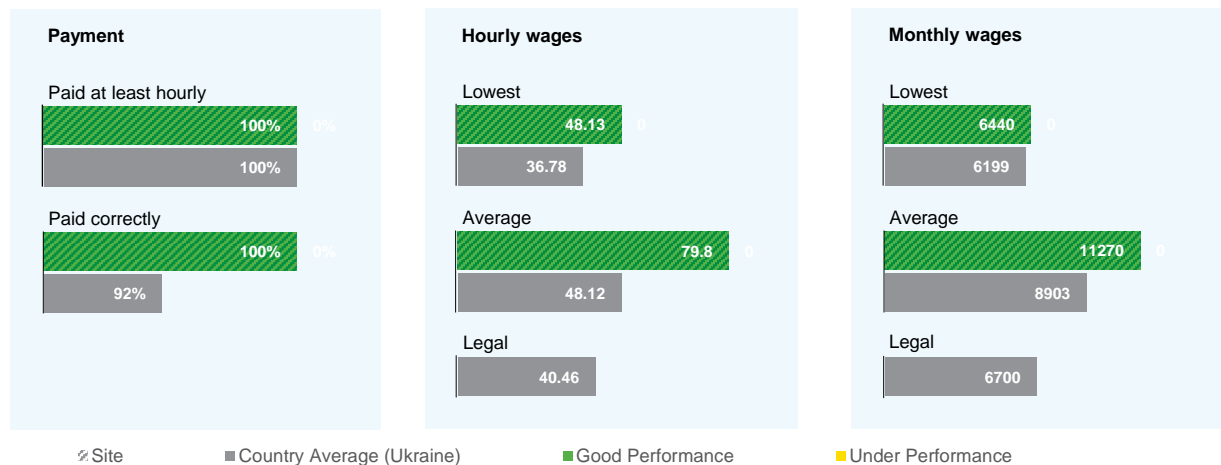
Freedom of Association & Grievance

Audit findings

Wages & Benefits

Audit findings

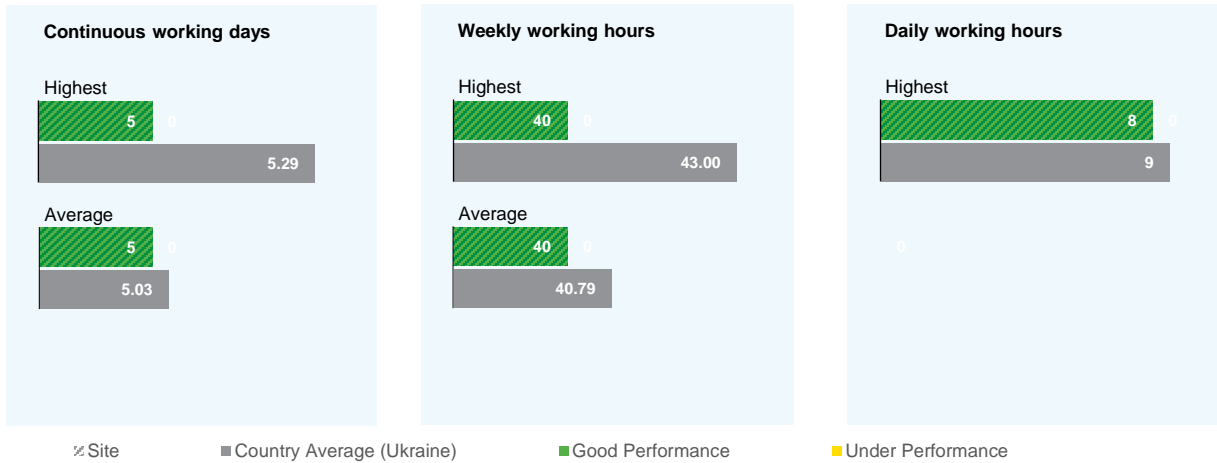
Audit Data



Hours of Work

Audit findings

Audit Data



Heal...	No. of Findings	Audit Score	Worker Sentiment	EIQ Supply Chain Country Risk Score
	<div style="display: flex; gap: 5px;"> <div style="border: 1px solid #ccc; padding: 2px 5px;">0</div> <div style="border: 1px solid #ccc; padding: 2px 5px;">0</div> <div style="border: 1px solid #ccc; padding: 2px 5px; background-color: #f4a460;">1</div> <div style="border: 1px solid #ccc; padding: 2px 5px;">0</div> <div style="border: 1px solid #ccc; padding: 2px 5px;">0</div> </div>	<div style="display: flex; align-items: center;"> ● 7 </div>	<div style="display: flex; align-items: center;"> ● N </div>	<div style="display: flex; align-items: center;"> ● 3 </div>

Health & Safety

Audit findings 0 0 1 0 0

ERSA-11.3.26

Major

Details


It was noted the facility had the system of regular fire drills (twice per year), but no drill were conducted in 2022 due to the war; the last drills were organized in September 2021.

Legal requirements

Customer's requirement


Recommendations

It is recommended to conduct fire drills on a regular basis at least annually

 Envi...	No. of Findings	Audit Score	Worker Sentiment	EIQ Supply Chain Country Risk Score
	0 0 0 0 0	● 1	● N	● 4


Environment

Audit findings 0 0 0 0 0

 Busi...	No. of Findings	Audit Score	Worker Sentiment	EIQ Supply Chain Country Risk Score
	0 0 0 0 0	● 1	● N	● 5

Transparency & Business Integrity

Audit findings 0 0 0 0 0

 Man...	No. of Findings	Audit Score	Worker Sentiment	EIQ Supply Chain Country Risk Score
	0 0 0 0 0	● 1	● N	● 4

Management System

Audit findings 0 0 0 0 0

Subcontracting

Audit findings 0 0 0 0 0

Homework

Audit findings 0 0 0 0 0

Site Information

Site Profile

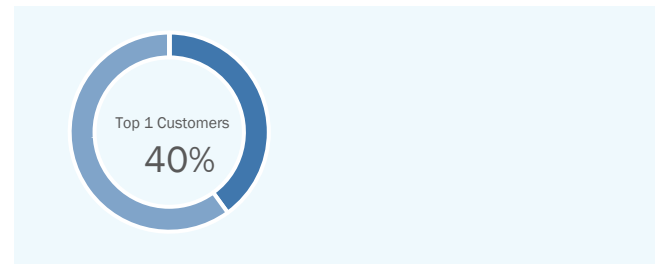
Site Name (English):	Uzhgorod Clothing Factory
Legal Site Name:	ЗАТ Ужгородська швейна фабрика
Address (English):	40 Tolstoy str, 88018 Uzhhorod, Zakarpatska reg.
Site Legal Address:	Толстого 40, 88018 Ужгород, Закарпатська обл.
Business License #:	00309140
Location Type:	Urban
Year Site Began Operations:	1995
# of Buildings / Approx. Area (m2):	2 / 3800 m2
Dormitories Onsite:	No
Multiple Tenants:	No
Site Owned:	No
Primary Contact:	Ms. Myroslava Kalamunyak
Title:	Director
Email:	main@parada-ua.com
Phone:	+ 380 115 03 178 536
Social Compliance Contact:	Ms. Myroslava Kalamunyak
Average # of Assessments in a Year:	1
Last 3rd Party Assessment:	12/15/2020 by Intertek

Business Information

Brand(s) for Client: Marc O'Polo

Customer Breakdown

Primary Customers	% of Business
Marc O'Polo International GmbH	40%
Other	60%



Production Information

Main Production Processes:	Manufacturing of textile garment - spreading, cutting, sewing, assembling, pressing, finishing, packing,
Main Machine Types:	Sewing, cutting, pressing
Total Number of Machines:	up to 270, 5 sewing lines
Primary sector/product/commodity type:	Clothing
Detailed Information of Product Type:	Women's textile garment - coats, jackets etc.
Average Units Produced per Week:	5200
Units Produced in Last 3 Months:	62000
Units Projection for Next 3 Months:	62000
Peak Season:	None
Low Season:	None

Employee Information

Total Number of Employees:	249
Production Workers:	228
Management Staffs (non-prod):	21
Male:	19
Female:	230
Local Workers:	249
Domestic Migrant Workers:	0
Foreign Migrant Workers:	0
Worker Turnover Rate (Annual):	17%

Language Spoken

Management:	Ukrainian, English, Russian
Workers:	Ukrainian, Russian

Worker Age Data

Personnel Files Reviewed:	15
Minimum Legal Work Age:	18
Youngest Worker Found:	19
Juvenile Workers:	0

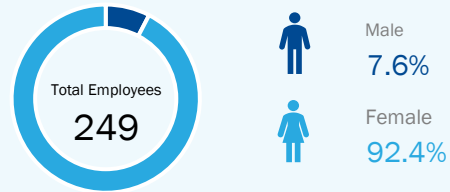
Breakdown of Workers by Nationality

Country	# of Workers
Ukraine	249 (100.00%)

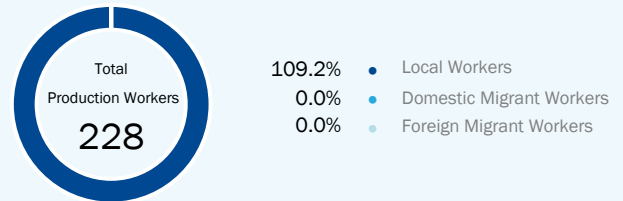
Labor Agents

Labor Agents Used: No

Gender



Local / domestic migrant workers / foreign migrant workers



Country	# of Workers
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Wages and Working Hours

Wages Data

Wage System:	Monthly rate
Payment Schedule:	By-monthly up to the 7th and 20th days of a month
Wage Payment Method:	Bank transfer
Wage payment currency:	Ukrainian Hryvnia
Payroll Records Reviewed Period:	January 2022 - December 22

Working Hours Data

Time Recording System:	Electronic
Time Records Complete or Not:	Yes
Overtime Waiver:	N/A
Shifts and Operating Hours:	The company uses 1-shift system: 8:15 - 16:45, 30 min break; Monday to Friday

Sampling Period

Record	Current Month	Peak Month	Non-peak Month	Interview / Survey	# of workers
Payroll Records Sampling	Dec-22	Nov-22	Mar-22	Total interviewed	15
Samples Reviewed	15	5	5	Individual interview	8
Time Records Sampling	Dec-22	Nov-22	Mar-22	Group interview	7
Samples Reviewed	15	5	5		

Freedom of Association

Union in Site:	No
CBA in Place:	Yes
CBA Valid Period:	Not Provided
Worker Committee:	Yes
Committee Details:	Workers' Council

Subcontractor Information

Does the site employ subcontractors for any part of the production process? **Yes**

Subcontractor Name	Service Provided
Texwash Gonser Ltd, Ukraine	Washing

Current Certifications / Programs

Certification / Program	Status	Expiry Date
BSCI	-	-
ICTI	-	-
EICC (RBA)	-	-
WRAP	-	-
SAS000	-	-
SMETA	-	-

BAP	-	-
Better Work	-	-
ISO14001	-	-
OHSAS18001	-	-

About ERSA Standard

The ELEVATE Responsible Sourcing Assessment (ERSA) is an industry-leading audit protocol accepted by leading brands and retailers globally. ERSA delivers a comprehensive social and environmental compliance audit experience. The standard is designed to cater to specific conditions and hazards concerning different types of facilities in a wide variety of industries. It is developed based on local and national laws, International Labour Organization (ILO) conventions and benchmarked against industry protocols including RBA, ETI, BSCI, SEDEX SMETA and IETP. In addition, ERSA also provides unique benefits including:

- A workplace performance benchmark that shows your company alongside peers in your country. The benchmark draws on data from our EiQ supply chain intelligence platform and insight from 30,000+ days per annum on site in supply chains in over 100+ countries and regions;
- ELEVATE's proprietary Laborlink Worker Sentiment Survey (WSS) that provides insight into what workers want, areas for improvement, and uses performance data from more than 1.5 million workers surveyed globally. The WSS will help you to support worker retention and performance.

Methodology and Assessment Scope

This assessment aims to assess and verify factory's social and environmental compliance performance. It is based on applicable local laws and international standards, including guidance from the International Labor Organization (ILO). It covers the following assessment areas:

Labor

- Hiring, Disciplinary & Termination**
- Young Worker & Child Labor**
- Forced Labor and Migrant Workers**
- Harassment & Abuse**
- Discrimination**
- Freedom of Association & Grievance**
- Wages & Benefits**
- Hours of Work**

Health and Safety

Environment

Business Ethics

Transparency & Business Integrity

Management Systems

Management System

Subcontracting

Homework

The assessment method includes onsite confidential interviews with workers, document/record review, physical observations and management interviews. Workers are randomly selected by auditors onsite by taking into account of workers' demographic characteristics. They are interviewed either one-on-one or in a group. Interviews are conducted without the presence of factory management. Conclusions are drawn based on a limited, yet thorough sampling and collaborated from different information sources.

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