



SMETA Corrective Action Plan Report (CAPR)

Version 6.1



Audit Content:

- (1) A SMETA audit was conducted which included some or all of Labour Standards, Health & Safety, Environment and Business Ethics. The SMETA Best Practice Version 6.1 (March 2019) was applied. The scope of workers included all types at the site e.g. direct employees, agency workers, workers employed by service providers and workers provided by other contractors. Any deviations from the SMETA Methodology are stated (with reasons for deviation) in the SMETA Declaration.
- (2) The audit scope was against the following reference documents
2-Pillar SMETA Audit
 - ETI Base Code
 - SMETA Additions
 - Universal rights covering UNGP
 - Management systems and code implementation,
 - Responsible Recruitment
 - Entitlement to Work & Immigration,
 - Sub-Contracting and Home working,**4-Pillar SMETA**
 - 2-Pillar requirements plus
 - Additional Pillar assessment of Environment
 - Additional Pillar assessment of Business Ethics
 - The Customer's Supplier Code (Appendix 1)
- (3) Where appropriate non-compliances were raised against the ETI code / SMETA Additions & local law and recorded as non-compliances on both the audit report, CAPR and on Sedex.
- (4) Any Non-Compliance against customer code shall not be uploaded to Sedex. However, in the CAPR these 'Variances in compliance between ETI code / SMETA Additions/ local law and customer code' shall be noted in the observations section of the CAPR.

Guidance

The Corrective Action Plan Report summarises the site audit findings and a corrective, and preventative action plan that both the auditor and the site manager believe is reasonable to ensure conformity with the ETI Base Code, Local Laws and additional audited requirements. After the initial audit, the form is used to record actions taken and to categorise the status of the non-compliances.

N.B. observations and good practice examples should be pointed out at the closing meeting as well as discussing non-compliances and corrective actions.

To ensure that good practice examples are highlighted to the supplier and to give a more 'balanced' audit a section to record these has been provided on the CAPR document (see following pages) which will remain with the supplier. They will be further confirmed on receipt of the audit report.

Root cause (see column 4)

Root cause refers to the specific procedure or lack of procedure which caused the issue to arise. Before a corrective action can sustainably rectify the situation, it is important to find out the real cause of the non-compliance and whether a system change is necessary to ensure the issue will not arise again in the future.

See SMETA BPG Chapter 7 'Audit Execution' for more explanation of "root cause".

Next Steps:

1. The site shall request, via Sedex, that the audit body upload the audit report, non-compliances, observations and good examples. If you have not already received instructions on how to do this then please visit the web site www.sedexglobal.com.
2. Sites shall action its non-compliances and document its progress via Sedex.
3. Once the site has effectively progressed through its actions then it shall request via Sedex that the audit body verify its actions. Please visit www.sedexglobal.com web site for information on how to do this.
4. The audit body shall verify corrective actions taken by the site by either a "Desk-Top" review process via Sedex or by Follow-up Audit (see point 5).
5. Some non-compliances that cannot be closed off by "Desk-Top" review may need to be closed off via a "1 Day Follow Up Audit" charged at normal fee rates. If this is the case, then the site will be notified after its submission of documentary evidence relating to that non-compliance. Any follow-up audit must take place within twelve months of the initial audit and the information from the initial audit must be available for sign off of corrective action.
6. For changes to wages and hours to be correctly verified it will normally require a follow up site visit. Auditors will generally require to see a minimum of two months wages and hours records, showing new rates in order to confirm changes (note some clients may ask for a longer period, if in doubt please check with the client).

Audit Details				
Sedex Company Reference: <i>(only available on Sedex System)</i>	ZC416333003	Sedex Site Reference: <i>(only available on Sedex System)</i>	ZS416337881	
Business name (Company name):	From Wild LLC			
Site name:	From Wild LLC			
Site address:	659377, Россия, Алтайский край, Бийский район, с. Лесное, ул. Совхозная, 24Г с. Лесное 659377 RU	Country:	RU	
Site contact and job title:	Kirill Maltsev / Cheif technologist			
Site phone:	7 923 655 2442	Site e-mail:	malcev@from-wild.com	
SMETA Audit Pillars:	<input checked="" type="checkbox"/> Labour Standards	<input checked="" type="checkbox"/> Health and Safety (plus Environment 2-Pillar)	<input checked="" type="checkbox"/> Environment 4-pillar	<input checked="" type="checkbox"/> Business Ethics
Date of Audit:	2024-07-02			

Audit Company Name:
SGS CBE Russia

Audit Conducted By					
Affiliate Audit Company	<input checked="" type="checkbox"/>	Purchaser	<input type="checkbox"/>	Retailer	<input type="checkbox"/>
Brand owner	<input type="checkbox"/>	NGO	<input type="checkbox"/>	Trade Union	<input type="checkbox"/>
Multi-stakeholder	<input type="checkbox"/>	Combined Audit (select all that apply)			

Audit Parameters				
Time in and time out	Day 1		Day 2	
	In	08:00	In	08:00
	Out	17:00	Out	12:00
Audit type:	PERIODIC			
Was the audit announced?	ANNOUNCED			
Was the Sedex SAQ available for review?	Yes			
Any conflicting information SAQ/Pre-Audit Info to Audit findings?	No			
Who signed and agreed CAPR	Kirill Maltsev / Cheif technologist			
Is further information available	No			

Audit attendance	Management	Worker Representatives	
	Senior management	Worker Committee representatives	Union representatives
A: Present at the opening meeting?	Yes	No	No
B: Present at the audit?	Yes	No	No
C: Present at the closing meeting?	Yes	No	No
<i>Reason for absence at the opening meeting</i>	There is no workers committee. There is no union on site.		
<i>Reason for absence during the audit</i>	There is no workers committee. There is no union on site.		
<i>Reason for absence at the closing meeting</i>	There is no workers committee. There is no union on site.		

Summary of Findings

Issue <i>(please click on the issue title to go direct to the appropriate audit results by clause)</i>	Area of Non-Conformity		Number of issues			Findings
	ETI	Local Law	NC	Obs	GE	
0A - Universal rights covering UNGP			0	1	0	Obs - ZAF600498051
10C - Business ethics 4-pillar			0	1	0	Obs - ZAF600498052
3 - Working conditions are safe and hygienic	3.1 3.1 3.1 3.1	§1 §2 §3 §4	4	0	1	NC - ZAF600544439 NC - ZAF600544440 NC - ZAF600544441 NC - ZAF600544442 GE - ZAF600544446
5 - Living wages are paid			0	0	1	GE - ZAF600544443
0B - Management systems and code implementation			0	0	2	GE - ZAF600544444 GE - ZAF600544445
10B4 - Environment 4-pillar			0	0	2	GE - ZAF600544447 GE - ZAF600544448

Local Law Issues

Issue	Description
§1	Labor Code of the Russian Federation Article 214. Responsibilities of the employer in the field of labor protection. The employer is obliged to ensure: systematic identification of hazards and occupational risks, their regular analysis and assessment; Трудовой Кодекс РФ Статья 214. Обязанности работодателя в области охраны труда. Работодатель обязан обеспечить: систематическое выявление опасностей и профессиональных рисков, их регулярный анализ и оценку;
§2	Labor Code of the Russian Federation Article 214. Responsibilities of the employer in the field of labor protection. The employer is obliged to ensure: the development and approval of local regulations on labor protection, taking into account the opinion of the elected body of the primary trade union organization or another representative body authorized by employees (if there is such a representative body) in the manner established by Article 372 of this Code for the adoption of local regulations; maintaining a register (list) of regulatory legal acts (including the use of electronic computers and databases) containing labor protection requirements, in accordance with the specifics of their activities, as well as access for employees to current versions of such regulatory legal acts; / Трудовой Кодекс РФ Статья 214. Обязанности работодателя в области охраны труда. Работодатель обязан обеспечить: разработку и утверждение локальных нормативных актов по охране труда с учетом мнения выборного органа первичной профсоюзной организации или иного уполномоченного работниками представительного органа (при наличии такого представительного органа) в порядке, установленном статьей 372 настоящего Кодекса для принятия локальных нормативных актов; ведение реестра (перечня) нормативных правовых актов (в том числе с использованием электронных вычислительных машин и баз данных), содержащих требования охраны труда, в соответствии со спецификой своей деятельности, а также доступ работников к актуальным редакциям таких нормативных правовых актов;

§3	Rules of the fire regime in the Russian Federation of September 16, 2020 N 1479 Item 60; Set of rules 9.13130.2009 Fire equipment. Fire extinguishers. Operating requirements. Paragraphs 4.3.5 – 4.3.7, 4.3.9 / Правила противопожарного режима в Российской Федерации от 16 сентября 2020 года N 1479 Пункт 60; СП 9.13130.2009 Техника пожарная. Огнетушители. Требования к эксплуатации. Пункты 4.3.5 – 4.3.7, 4.3.9
§4	Order of the Ministry of Health of the Russian Federation dated December 15, 2020 N 1331n "On Approval of Requirements for Completion of First Aid Kit with Medical Devices" / Приказ Министерства здравоохранения Российской Федерации от 15 декабря 2020 года N 1331н «Об утверждении требований к комплектации медицинскими изделиями аптечки для оказания первой помощи работникам»

Corrective Action Plan - Non Compliances

Non-Compliance		Evidence
[Back to findings summary]		
Non-Compliance		
Status	OPEN	
Reference	ZAF600544439	
Clause	3 - Working conditions are safe and hygienic	
Issue Title	152 - Health and safety risk assessment conducted, but not suitable / sufficient and/or documented	
Subcategory	Health & Safety Management	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	
Root cause - Other		
Local law issue	Labor Code of the Russian Federation Article 214. Responsibilities of the employer in the field of labor protection. The employer is obliged to ensure: systematic identification of hazards and occupational risks, their regular analysis and assessment; Трудовой Кодекс РФ Статья 214. Обязанности работодателя в области охраны труда. Работодатель обязан обеспечить: систематическое выявление опасностей и профессиональных рисков, их регулярный анализ и оценку;	
ETI code	3.1 - A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.	
Explanation to the non compliance	The organization has not confirmed a systematic approach to identifying, analyzing and assessing hazards and occupational risks. For example, hazards have not been identified and risks have not been assessed for two new car driver jobs created in January 2024. / Организацией не подтвержден системный подход по выявлению, анализу и оценке опасностей и профессиональных рисков. Например, не идентифицированы опасности и не оценены риски в отношении двух новых рабочих мест водителей автомобиля, образованных в январе 2024.	
Follow up method	<input type="checkbox"/> Follow up audit <input checked="" type="checkbox"/> Desktop audit	

Timescale	<input type="checkbox"/> Immediate <input checked="" type="checkbox"/> 30 days <input type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	
Actions	<p>Hazard identification and risk assessment of new workplaces must be carried out. A systematic approach to identifying, analyzing and assessing hazards and occupational risks must be established. / Необходимо провести идентификацию опасностей и оценку рисков новых рабочих мест. Необходимо установить системный подход к выявлению, анализу и оценке опасностей и профессиональных рисков.</p>	

Non-Compliance		Evidence
[Back to findings summary]		
Non-Compliance		
Status	OPEN	
Reference	ZAF600544440	
Clause	3 - Working conditions are safe and hygienic	
Issue Title	146 - Lack of detailed health and safety policy that is communicated to workers	
Subcategory	Health & Safety Management	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	
Root cause - Other		
Local law issue	<p>Labor Code of the Russian Federation Article 214. Responsibilities of the employer in the field of labor protection. The employer is obliged to ensure: the development and approval of local regulations on labor protection, taking into account the opinion of the elected body of the primary trade union organization or another representative body authorized by employees (if there is such a representative body) in the manner established by Article 372 of this Code for the adoption of local regulations; maintaining a register (list) of regulatory legal acts (including the use of electronic computers and databases) containing labor protection requirements, in accordance with the specifics of their activities, as well as access for employees to current versions of such regulatory legal acts; / Трудовой Кодекс РФ Статья 214. Обязанности работодателя в области охраны труда. Работодатель обязан обеспечить: разработку и утверждение локальных нормативных актов по охране труда с учетом мнения выборного органа первичной профсоюзной организации или иного уполномоченного работниками представительного органа (при наличии такого представительного органа) в порядке, установленном статьей 372 настоящего Кодекса для принятия локальных нормативных актов; ведение реестра (перечня) нормативных правовых актов (в том числе с использованием электронных вычислительных машин и баз данных), содержащих требования охраны труда, в соответствии со спецификой своей деятельности, а также доступ работников к актуальным редакциям таких нормативных правовых актов;</p>	
ETI code	3.1 - A safe and hygienic working environment shall	

	be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.	
Explanation to the non compliance	When assessing the documentation, it was found that some local regulations on labor protection, for example, the Regulations on the Occupational Safety and Health Management System, and the administrative documents (orders) in the field of labor protection in force in the company, require updating due to changes in legislation. / При проведении оценки документации было установлено, что некоторые локальные акты по охране труда, например Положение о Системе управления охраной труда, Распорядительные документы (приказы) в области охраны труда, действующие в компании, требуют актуализации в связи с изменениями законодательства.	
Follow up method	<input type="checkbox"/> Follow up audit <input checked="" type="checkbox"/> Desktop audit	
Timescale	<input type="checkbox"/> Immediate <input type="checkbox"/> 30 days <input checked="" type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	
Actions	It is necessary to establish control over changes in current legislation, as well as ensure timely updating of all relevant local regulations on labor protection. / Необходимо установить контроль за изменениями действующего законодательства, а также обеспечить своевременную актуализацию всех соответствующих локальных нормативных документов по охране труда.	

Non-Compliance		Evidence
[Back to findings summary]		
Non-Compliance		
Status	CLOSED	
Reference	ZAF600544441	
Clause	3 - Working conditions are safe and hygienic	
Issue Title	187 - Fire extinguishers not inspected / checked regularly / out of date	
Subcategory	Fire Safety - Fire Fighting Equipment	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Resolved by audit	ZAA600069421	
Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	
Root cause - Other		
Local law issue	Rules of the fire regime in the Russian Federation of September 16, 2020 N 1479 Item 60; Set of rules 9.13130.2009 Fire equipment. Fire extinguishers. Operating requirements. Paragraphs 4.3.5 – 4.3.7, 4.3.9 / Правила противопожарного режима в Российской Федерации от 16 сентября 2020 года N 1479 Пункт 60; СП 9.13130.2009 Техника пожарная. Огнетушители. Требования к эксплуатации. Пункты 4.3.5 – 4.3.7, 4.3.9	
ETI code	3.1 - A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.	
Explanation to the non compliance	There is no evidence of quarterly inspections of fire extinguishers. The fire protection operation log is not presented. / Не предоставлено свидетельств проведения ежеквартальных осмотров огнетушителей. Не представлен журнал эксплуатации противопожарной защиты.	
Follow up method	<input type="checkbox"/> Follow up audit <input checked="" type="checkbox"/> Desktop audit	
Timescale	<input type="checkbox"/> Immediate <input checked="" type="checkbox"/> 30 days <input type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	

<p>Actions</p>	<p>It is necessary to ensure that periodic inspections of fire extinguishers are carried out in a timely manner. Records must be kept in accordance with applicable law. / Необходимо обеспечить проведение периодических осмотров огнетушителей в установленные сроки. Необходимо обеспечить ведение записей в соответствии с действующим законодательством.</p>	
<p>Additional comments</p>	<p>В ООО "Фром Вайлд" организованы работы по осмотру и обслуживанию огнетушителей. Учет выполненных мероприятий, сроки их проведения и результаты обследования фиксируются в специальных журналах, карточках, как на бумажных носителях так и в электронном виде Corrective actions are accepted and effective</p>	

Non-Compliance		Evidence
[Back to findings summary]		
Non-Compliance		
Status	OPEN	
Reference	ZAF600544442	
Clause	3 - Working conditions are safe and hygienic	
Issue Title	289 - First aid box available but contents are missing / contents out of date or otherwise inadequate	
Subcategory	First Aid / Accidents	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	
Root cause - Other		
Local law issue	Order of the Ministry of Health of the Russian Federation dated December 15, 2020 N 1331n "On Approval of Requirements for Completion of First Aid Kit with Medical Devices" / Приказ Министерства здравоохранения Российской Федерации от 15 декабря 2020 года N 1331н «Об утверждении требований к комплектации медицинскими изделиями аптечки для оказания первой помощи работникам»	
ETI code	3.1 - A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.	
Explanation to the non compliance	Not all first aid kits for workers located in production workshops are equipped in accordance with current standards. First aid kits partially contain opened packages of sterile medical devices. Confirmation of the establishment of control and appointment of those responsible for the maintenance and timely replenishment of first aid kits was not provided. / Не все аптечки для оказания первой помощи работникам, размещенные в производственных цехах, укомплектованы в соответствии с действующими нормами. Частично в аптечках присутствуют вскрытые упаковки стерильных медицинских изделий. Не представлено подтверждение об установлении контроля и назначении ответственных за содержанием и своевременным пополнением аптечек.	
Follow up	<input type="checkbox"/> Follow up audit <input checked="" type="checkbox"/> Desktop audit	

method		
Timescale	<input type="checkbox"/> Immediate <input type="checkbox"/> 30 days <input checked="" type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	
Actions	Equip first aid kits in accordance with the Requirements, appoint responsible persons, and ensure control over the consumption of medical products. / Укомплектовать аптечки в соответствии с Требованиями, назначить ответственных, обеспечить контроль расходования медицинских изделий.	

Corrective Action Plan - Observations

Observation		Evidence
[Back to findings summary]		
Observation		
Status	OPEN	
Reference	ZAF600498051	
Clause	0A - Universal rights covering UNGP	
Issue Title	683 - No / inadequate policy in place to respect international human rights standards	
Subcategory	Human rights	
New or carried over?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Carried Over	
Raised by audit	ZAA422575095	
Root cause	<input type="checkbox"/> Training <input type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input checked="" type="checkbox"/> Other	
Root cause - Other	N/A	
Explanation to the observation	There is no evidence of human rights policy being broadcast to all relevant parties, including their own suppliers. / Отсутствуют свидетельства трансляции политики по правам человека всем соответствующим сторонам, включая своих собственных поставщиков.	
Actions	N/A	

Observation		Evidence
[Back to findings summary]		
Observation		
Status	OPEN	
Reference	ZAF600498052	
Clause	10C - Business ethics 4-pillar	
Issue Title	659 - Policy and procedures to prevent or avoid bribery, corruption and other unethical business practices have not been communicated to employees in higher risk positions such as management, finance, purchasing and logistics	
Subcategory	BE - Systems to manage compliance	
New or carried over?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Carried Over	
Raised by audit	ZAA422575095	
Root cause	<input type="checkbox"/> Training <input type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input checked="" type="checkbox"/> Other	
Root cause - Other	N/A	
Explanation to the observation	There is no evidence of broadcasting business ethics relating to bribery, corruption or any fraudulent business practices to all relevant parties, including their own suppliers. / Отсутствуют свидетельства трансляции деловой этики, касающейся взяточничества, коррупции или любых видов мошеннической деловой практики, всем соответствующим сторонам, включая своих собственных поставщиков	
Actions	N/A	

Corrective Action Plan - Good Examples

Good Example		Evidence																		
[Back to findings summary]																				
<table border="1"> <thead> <tr> <th colspan="2">Good Example</th> </tr> </thead> <tbody> <tr> <td>Status</td> <td>OPEN</td> </tr> <tr> <td>Reference</td> <td>ZAF600544443</td> </tr> <tr> <td>Clause</td> <td>5 - Living wages are paid</td> </tr> <tr> <td>Issue Title</td> <td>429 - Company provides a range of additional benefits, including: free medical care on-site, holiday and other bonuses, free library, food subsidy, free transport</td> </tr> <tr> <td>Subcategory</td> <td>Benefits & Insurance</td> </tr> <tr> <td>New or carried over?</td> <td><input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over</td> </tr> <tr> <td>Explanation to the good example</td> <td>Organization of free delivery of employees (shuttle bus) / Организация бесплатной доставки сотрудников (развозка)</td> </tr> <tr> <td>Evidence</td> <td>Interviews with employees, management</td> </tr> </tbody> </table>		Good Example		Status	OPEN	Reference	ZAF600544443	Clause	5 - Living wages are paid	Issue Title	429 - Company provides a range of additional benefits, including: free medical care on-site, holiday and other bonuses, free library, food subsidy, free transport	Subcategory	Benefits & Insurance	New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	Explanation to the good example	Organization of free delivery of employees (shuttle bus) / Организация бесплатной доставки сотрудников (развозка)	Evidence	Interviews with employees, management	
Good Example																				
Status	OPEN																			
Reference	ZAF600544443																			
Clause	5 - Living wages are paid																			
Issue Title	429 - Company provides a range of additional benefits, including: free medical care on-site, holiday and other bonuses, free library, food subsidy, free transport																			
Subcategory	Benefits & Insurance																			
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over																			
Explanation to the good example	Organization of free delivery of employees (shuttle bus) / Организация бесплатной доставки сотрудников (развозка)																			
Evidence	Interviews with employees, management																			

Good Example		Evidence																		
[Back to findings summary]																				
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Status	OPEN	
Reference	ZAF600544447	
Clause	10B4 - Environment 4-pillar	
Issue Title	611 - Site has a good awareness of laws related to environment as well as customer's environmental requirements	
Subcategory	General Environmental Permits, & Management systems	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Explanation to the good example	Site has a good awareness of laws related to environment as well as customer's environmental requirements / Объект хорошо осведомлен о законах, связанных с окружающей средой, а также об экологических требованиях заказчика	
Evidence	Documents review, employees/management interview	

Good Example		Evidence
[Back to findings summary]		
Good Example		
Status	OPEN	
Reference	ZAF600544448	
Clause	10B4 - Environment 4-pillar	
Issue Title	614 - The site has policies in place to minimise the use and / or disposal of natural resources e.g.. water, energy, waste, etc.	
Subcategory	General Environmental Permits, & Management systems	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Explanation to the good example	The site has policies in place to minimise the use and / or disposal of natural resources e.g.. water, energy, waste, etc. / На объекте действует политика, направленная на минимизацию использования и / или утилизации природных ресурсов, таких как вода, энергия, отходы и т.д.	
Evidence	Documens review, employees/management interview	

SMETA Declaration

I declare that the audit underpinning the following report was conducted in accordance with SMETA Best Practice Guidance and SMETA Measurement Criteria.

- (1) Where appropriate non-compliances were raised against the ETI code / SMETA Additions & local law and recorded as non-compliances on both the audit report, CAPR and on Sedex.
- (2) Any Non-Compliance against customer code alone shall not be uploaded to Sedex. However, in the CAPR these 'Variances in compliance between ETI code / SMETA Additions/ local law and customer code' shall be noted in the observations section of the CAPR.

Auditor Team			
Lead Auditor:	Konstantin Kopotilov	APSCA Number:	21703197
Additional Auditors:			
Date of declaration:	2024-07-03		

Note: The focus of this ethical audit is on the ETI Base Code and local law. The additional elements will not be audited in such depth or scope, but the audit process will still highlight any specific issues.

Site Representation	
Full Name:	Kirill Maltsev
Title:	Cheif technologist
Date of declaration:	2024-07-03
Comments:	<p><i>Any exceptions to this must be recorded here (e.g. different sample size):</i> <i>Sampled wage records from the past 5 months were provided for review (5 months only since the operation for digital thermometer just started last Sep 2020).</i> <i>The audit took 2.0 man-days (9AM-6PM per day). Audit time was extended until 8PM due to the extent of documentation; this was agreed upon with the factory representatives</i></p>
	n/a

Guidance on Root Cause

Explanation of the Root Cause Column

If a non-compliance is to be rectified by a corrective action which will also prevent the non-compliance re-occurring, it is necessary to consider whether a system change is required.

Understanding the root cause of the non-compliance is essential if a site is to prevent the issue re-occurring.

The root cause refers to the specific activity/ procedure or lack of activity /procedure which caused the non-compliance to arise. Before a corrective action can rectify the situation, it is important to find out the real cause of the non-compliance and whether a system change is necessary to ensure the issue will not arise again in the future.

Since this is a new addition, it is not a mandatory requirement to complete this column at this time. We hope to encourage auditors and sites to think about Root Causes and where they are able to agree, this column may be used to describe their discussion.

Some examples of finding a “root cause”

Example 1

Where excessive hours have been noted the real reason for these needs to be understood, whether due to production planning, bottle necks in the operation, insufficient training of operators, delays in receiving trims, etc.

Example 2

A non-compliance may be found where workers are not using PPE that has been provided to them. This could be the result of insufficient training for workers to understand the need for its use; a lack of follow-up by supervisors aligned to a proper set of factory rules or the fact that workers feel their productivity (and thus potential earnings) is affected by use of items such as metal gloves.

Example 3

A site uses fines to control unacceptable behaviour of workers.

International standards (and often local laws) may require that workers should not be fined for disciplinary reasons.

It may be difficult to stop fines immediately as the site rules may have been in place for some time, but to prevent the non-compliance re-occurring it will be necessary to make a system change.

The symptom is fines, but the root cause is a management system which may break the law. To prevent the problem re-occurring it will be necessary to make a system change for example the site could consider a system which rewards for good behaviour

Only by understanding the underlying cause can effective corrective actions be taken to ensure continuous compliance.

The site is encouraged to complete this section so as to indicate their understanding of the issues raised and the actions to be taken.



For more information visit: [Sedexglobal.com](https://www.sedexglobal.com)

Your feedback on your experience of the SMETA audit you have observed is extremely valuable. It will help to make improvements to future versions.

You can leave feedback by following the appropriate link to our questionnaire:

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http://www.surveymonkey.com/s.aspx?sm=riPsbE0PQ52ehCo3lnq5lw_3d_3d

[Click here for Supplier \(B\) members:](http://www.surveymonkey.com/s.aspx?sm=d3vYsCe48fre69DRgIY_2brg_3d_3d)

http://www.surveymonkey.com/s.aspx?sm=d3vYsCe48fre69DRgIY_2brg_3d_3d

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