

Monitored Party Stuco munkavédelmi cipoipari Kft.	amfori ID 348-000006-000	Address H-7355 Nagymanyok, Fenyves u.4- first building, Fenyves u.23- second building, Nagy Sandor Str.3- third building, 7355 Nagymanyok, Tolna, Hungary
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 27/03/2024	Closing Meeting Finished Date 08/07/2024	Submission Date 08/07/2024
Expiration Date 08/07/2026	Announcement Type Semi Announced	
Site Stuco munkavédelmi cipoipari Kft.	Site amfori ID 348-000006-002	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	A	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	A	

PA 6: Decent Working Hours	A	
PA 7: Occupational Health and Safety	A	
PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Auditor: Sonja Batinic, CSCA 21704994

Monitoring partner: Tuv Rheinland

The audit was performed by one auditor and lasted 1,5 days.

Announcement type: Semi Announced

Company is founded 26.08.1993.

Stuco Munkavédelmi Cipőipari Kft is part of the Stuco group with the HQ in Switzerland. Company is producing safety shoes. Factory is located in the place Nagymanyok in Hungary. Factory complex is consisted of three buildings, which are very close to each other, although at three different addresses, all property of Stuco:

1) Administration building, Fenyves u.4, 7355 Nagymanyok, ground floor building, total size of 466.69 m2, where are situated administration offices, room for lunch, changing rooms and toilets,

2) Building where is main production of the shoes, Fenyves u.23, 7355 Nagymanyok - cutting, and sewing (ground floor building, total size of 985.19 m2) and

3) Building, Nagy Sandor Str.3, 7355 Nagymanyok, where is assembling of shoes, warehouses, chemicals storage (ground floor building, total size of 985.19 m2).

Company is not sharing space with any other company.

The production process consists of: tailoring, sewing, gluing, finishing, control, packaging and storage.

Company is currently employing 95 workers (71 Female, 24 Male). 7 of them are administrative workers (4 male, 3 female). There are 10 workers with disabilities (5 male, 5 female). There are no subcontracted work. There are no significant oscillation in production during the months. Workers are working in I shift, 8 hours, five days in the week. The daily break is 30 minutes long. Time presence registration is conducted manually. Salary is paid on bank account until 10th day in the month for previous month.

Company have Workers representative.

The company has ISO 9001 and ISO 14001 certified systems.

The interviewed workers were very glad to answer the asked questions. The conversation gave the impression that they were satisfied with the working conditions in the company and the employer's attitude towards them. Workers stated that they have good communication with management.

Management of the company was very interested in auditing process and showed willingness for improvement. All required documents were presented to Auditor. On closing meeting Management Representatives were agreed with Findings.

Summary of findings

Pa7

Chemical waste were not adequately stored. It is located in the yard area, accessible to everyone and without a system that prevents spillage into the working environment.

Building for shoes assembling are obvious cracks on the ceiling in the part of warehouse of material.

Notes: Following documents were not attached, due the fact that it is not applicable: Contractor permits – company doesn't have contractors Agency labor contracts- company doesn't hire workers via agencies Governmental waivers Environmental licenses – for relevant industry scope, environmental licenses are not required. CBA – there is no CBA on force

#LivingWage

a. No anker wage available for the producer location, so we used the data provided by auditing company;

b. The calculation methodology refers to anker living wage structure;

c. The data comes from the local bureau of statistics for the current year.

There was no special circumstance during the audit.

Following documents were not available, due the fact that it is not applicable:

Contract with subcontractor- they don't have subcontractors

Contract with labor agency – they are not using labor agency.

Governmental waivers - Not applicable

No confidential comments provided.

No collective bargaining agreement

SITE DETAILS

Site
Stuco munkavédelmi cipoipari Kft.

Site amfori ID
348-000006-002

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Textiles, Apparel & Luxury Goods
Sub Industry		
Footwear		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	84	Workers
Legal minimum wage in local currency	288.600	Monthly
Lowest wage paid for regular work at the site	288.600	Monthly
Calculated living wage in local currency	327.500	Monthly
Total sample	15	Workers

Other Metrics

Male workers	22	Workers
Female workers	62	Workers
Non-binary workers	0	Workers
Permanent workers - Male	24	Workers
Permanent workers - Female	71	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	4	Workers
Management - Female	3	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	5	Workers
Workers with disabilities - Female	5	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	24	Workers
Workers hired directly - Female	71	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	2	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	5	Workers
Sample - Female	10	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA 7: Occupational Health and Safety

Site: Stuco munkavédelmi cipoipari Kft. | Site amfori ID: 348-000006-002

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH

LOCAL LANGUAGE

Finding

During the site tour and interview with the management it was founded that chemical waste were not adequately stored. It is located in the yard area, accessible to everyone and without a system that prevents spillage into the working environment. This question is rated as partially because company have established system. (amfori BSCI system manual)

A helyszíni bejárás során megfigyelhető volt, hogy a vegyi hulladékot nem tárolták megfelelően. Az udvarban található, mindenki számára megközelíthető és a környezetbe ömlést megakadályozó rendszer nélkül. . Ezt a kérdést részben azért értékelték, mert a gyár külön helyiséget biztosít, korlátozott hozzáféréssel, ahol csak az üres csomagolóanyagokat tárolják. (amfori BSCI CoC rendszer kézikönyv)

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH

LOCAL LANGUAGE

Finding

During the site tour and management interview it was found that building for shoes assembling are obvious cracks on the ceiling in the part of warehouse of material. This question is rated as partially because there is not a lot of workers. amfori BSCI CoC manual

A helyszíni bejárás és a vezetői interjú során kiderült, hogy a cipő összeszerelési épületben nyilvánvaló repedések vannak a mennyezeten az anyagraktár részében. Ez a kérdés részben azért van besorolva, mert nincs sok munkavállaló. amfori BSCI CoC kézikönyv