



CLARITY
BY BUREAU VERITAS

SOCIAL FIELD AUDIT REPORT



Site: E.MIROGLIO EAD - Clarity

Address: Industrial Zone
Sliven 8800 - - Bulgaria

Contact Person: Milena Ivanova
Telephone: +359 44 500717
Email: Milena.Ivanova@emiroglio.com

Completed By: Irena GINEVA
Completed On: 14/02/2025



CLARITY
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Report No :

171-2025-000061-EN

SECTION RELEVANCY FOR YOUR ENTITY AND OPERATION

Choices of Assignees on what sections should be evaluated depending on their justifications (Comments and Documents shared).

Section Name	Response	Comment
Community Involvement	Relevant	

Practice in Place

	Score (Percentage)	Number of Required Practice Nonconformity*	Total Number of Nonconformity Practices
1. Governance	100.00 %	0	0
2. Child & Forced Labour	100.00 %	0	0
3. Freedom of Association & Collective Bargaining	100.00 %	0	0
4. Working Hours & Wages	100.00 %	0	0
5. Employee Wellbeing & Benefits	92.73 %	0	0
6. Career Development	92.31 %	0	1
7. Gender Equality	72.63 %	0	1
8. Inclusion & Diversity	91.43 %	0	0
9. Community Involvement	88.00 %	0	0
Total	93.01 %	0	2

Audit Summary

Audit Summary (to be written after completing the below checklist) The company is SA8000 certified and there are a lot of good practices in place. The overall performance of the system is on a very high level. Documents are well developed and maintained. Workers were eager to communicate and share information on work condition and social practices in the company.

Nonconformity Action Plan Contact (Please put NA if no NCs are raised)

Contact Name Milena Ivanova

Contact Email Milena.Ivanova@emiroglio.com

Contact Phone Number

GENERAL SITE INFORMATION

General Information & Contacts

Site Activities

Peak Production Month (If applicable) n/a	Annual Production Capacity (previous year):
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Employees General Information

Working Hours General Information

Number of shifts 3	Working hours per shift 8
Working Hours per Week 40	

Number of Migrant Workers & Country of Origin

Number of Immigrant Employees	Countries	Percentage %
320	Nepal	14

Languages Spoken

Number of Employees	Language Spoken	Percentage %
320	Nepali	14
1912	Bulgarian	86

Interview

Interview

How many employees were interviewed 35	How many interview were done individually 20
How many interviews are done in groups (write as X group of Y)? 1 group of 3, 1 group of 4 and 1 group of 5	

PAYSLIP PROVIDED FOR REVIEW

From	To	Number of records	Comments
02/01/2023	31/12/2023	35	No concerns

OTHER RECORDS PROVIDED FOR REVIEW

Other Records Provided for Review

Personnel records	✓
Production records	✓
Non-Production records	✓
Employment contracts	✓
Legal Permits	✓
Social insurance documentation	✓
Employee leave register	
Infirmity logs	
Young worker registration	
Health examination records	✓
Machine maintenance records	✓
Security log book	✓
Others, please specify:	Collective Bargaining Agreement
Comment	No concerns

CLARITY SOCIAL CHECKLIST

1. Governance

		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.1.1	Does the organisation have policies that cover the following Social and Human Rights topics? ("Yes" for all, "Partially" for some, "No" for none)	Yes	Company is SA8000 certified and policy is dated 22.10.2018			It is generally accepted that a thorough policy alignment with Social and Human Rights issues is essential for fostering a responsible and ethical organisational culture. A policy should define the scope, objectives, responsibilities, monitoring & verification procedures, qualitative and quantitative targets, key performance indicators to be implemented and monitored for each topic.
S.1.1_1	Child & Forced Labour	✓				
S.1.1_2	Freedom of Association & Collective Bargaining	✓				
S.1.1_3	Working Hours & Wages	✓				
S.1.1_4	Employee Wellbeing & Benefits	✓				
S.1.1_5	Career Development	✓				
S.1.1_6	Gender Equality	✓	Set in Social Accountability Policy			
S.1.1_7	Inclusion & Diversity					
S.1.1_8	Community Involvement	✓				
S.1.2	Are the organisation's Social and Human Rights policies communicated to all employees through means such as employment contract, employee manual, newsletter/poster, intranet, website, employee training?	Yes	Yes, during induction training, SA8000 leaflet and annual trainings.			It is generally accepted that robust communication mechanisms foster a shared understanding of policies, reinforcing a culture of inclusivity and adherence to social and human rights standards across the organisation.
S.1.3	Is there a Social Governance Officer, Committee, or equivalent, enforcing and implementing the organisation's Social and Human Rights policy and procedures?	Yes	Social performance team consisting of equal number of employees and employers representatives.			It is generally accepted that a designated oversight body will enhance accountability and alignment with ethical principles, fostering a socially responsible organisational culture.

		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.1.4	Does the organisation provide regular training for employees on its Social and Human Rights policy and procedures?	Yes	During induction trainings and on annual basis			It is generally accepted that continuous training fosters awareness and adherence, promoting a culture of respect for social and human rights within the organisation.
S.1.5	Does the organisation conduct periodic assessments, audits or monitoring programs to verify whether it complies with its Social policy and procedures?	Yes	Annually as per documented procedures and ongoing as per inspection plans			It is generally accepted that regular evaluations provide a proactive approach, fostering a culture of continuous improvement and accountability in social policy adherence.
S.1.6	Has the organisation established channels for employees to provide their feedback on Social topics such as union representative, employee committee, suggestion box, or dedicated phone number?	Yes	There are channels established for the gathering employees feedback - anonymous boxes and through direct communication to line managers and representatives of the trade union.			It is generally accepted that fostering open communication channels empowers employees to contribute to social discussions, enhancing organisational understanding and responsiveness.
S.1.7	Has the organisation established a confidential grievance mechanism (e.g. whistleblowing procedure or hotline) for reporting issues related to social non-compliances?	Yes	Yes - there is a procedure part of SA8000 management system.			It is generally accepted that establishing a confidential grievance mechanism enhances transparency and encourages employees to report social non-compliance issues without fear of retaliation.

		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.1.8	Verify the implementation of the Social policy - at minimum 1) are employees aware of the policy? 2) do they know where to find information on the policy? ("Yes" for all, "Partially" for some, "No" for none)	Yes	Verified though employees interviewed			It is generally accepted that effective policy implementation requires not only awareness but also easy access to information for employees to comply with policy requirement.
S.1.9	Verify the implementation of the Social policy - at minimum 1) Are disciplinary measures for breaching Social & Human Rights policies implemented? 2) Can these be appealed by workers? ("Yes" for all, "Partially" for some, "No" for none)	Yes	Social policies are well implemented. All legal requirements are strictly followed. No breaches observed or reported by workers.			It is generally accepted that enhancing the clarity and inclusivity of the appeals mechanism would empower workers and foster a more equitable implementation of policies.

		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.1.10	Verify the Social policy in practice - Can you report a Social & Human Rights breach issue without any fear of retaliation or intimidation?	Yes	Suggestion boxes are located on the territory of the factory and they are actively used by the employees.			It is generally accepted that a robust reporting system promotes accountability and protects those who expose violations, fostering a culture of transparency and respect for human rights.

2. Child & Forced Labour

		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.2.1	Are there any procedures or instructions to prevent the presence and use of Child Labour?	Yes	Company is not engaged in any form of child labour			It is generally accepted that robust procedures and strict enforcement with monitoring and penalties are essential to combat child labor effectively.
S.2.2	Is the age of employees documented with official IDs during the hiring process?	Yes	Youngest worker found on site is 19 years old and employed in 2024			It is generally accepted that recording employees age using official IDs will enhance organisational transparency and facilitates adherence to legal requirements related to age verification in the hiring process.
S.2.3	Are young workers (between the age of 15-18) managed by specific policies and procedures?	NA	No young workers on site			It is generally accepted that effective management of young workers requires targeted policies to ensure their safety, well-being, and compliance with legal regulations.
S.2.4	Are there any procedures or instructions to prevent the presence and use of Forced Labour?	Yes	As per SA8000 policies and procedures			It is generally accepted that addressing forced labor requires a multifaceted approach that combines legal measures, enforcement mechanisms, and proactive monitoring to create a strong deterrent and promote a culture of compliance.

		Practice in Place	Comments/Observations	Reviewer Comments	Document	Common Practice
S.2.5	Does the labour contract template has a clear clause allowing contract termination by both parties?	Yes	1 month notice for termination of employment as per labour contract			It is generally accepted that clarity in termination provisions promotes a fair understanding and resolution for both employers and employees.
		Practice in Place	Comments/Observations	Reviewer Comments	Document	Common Practice
S.2.6	Verify Child & Forced Labour policy implementation - at min. 1) Valid legal documents from local authorities for foreign/migrant employees 2) Verification of authenticity of age documents provided by new recruits	Yes	Performed by HR department during hiring process			It is generally accepted that robust verification processes are crucial for enforcing Child & Forced Labor policies, fostering compliance, and safeguarding against potential risks in the workforce.
S.2.7	Verify Child & Forced Labour policy implementation - Are special rules for young workers implemented? At minimum 1) Limited working hours 2) No night shifts 3) Absent from particular chemical & hazardous working environment	NA	No young workers			It is generally accepted that robust enforcement of specific rules is crucial for safeguarding young workers' rights and well-being, aligning with ethical labor practices and regulatory standards.
S.2.8	Verify Child & Forced Labour policy in practice - Are employees engaging in overtime work on a voluntary basis?	Yes	There is no overtime in the company - the work process is organised in 3 shifts which eliminates the possibility for work overtime.			It is generally accepted that transparent monitoring mechanisms are essential to assess the practical application of the policy and ascertain the voluntary nature of overtime, fostering a responsible and ethical work environment.
S.2.9	Verify Child & Forced Labour policy in practice - Can employees leave the workplace at the end of the shift?	Yes	Monitored during the shift change during the audit			It is generally accepted that a well-organized departure routine not only fosters a positive work culture but also contributes to heightened productivity and employee satisfaction.

		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.2.10	Verify Child & Forced Labour policy in practice - 1) Can employees access washrooms and take water breaks? 2) Do they have access to necessary medical attention without restriction throughout the work day?	Yes	There is a medical personnel on site and all employees have access to it.			It is generally accepted that prioritize employee well-being by ensuring unrestricted access to essential facilities, emphasizing the importance of health and basic needs in the workplace.
S.2.11	Verify Child & Forced Labour policy in practice - Can employees terminate employment without being penalized financially or by legal actions?	Yes	As per rules set in Labour Contract			It is generally accepted that providing a transparent and supportive termination process fosters a positive work environment, promoting employee trust and engagement.
S.2.12	Verify Child & Forced Labour policy in practice - Do employees possess their official identification documents (e.g. government ID, passport, travel document, immigration card, etc.) that are not retained by the company or any related organization?	Yes	Employees files reviewed confirmed that there are no original documents of workers kept.			It is generally accepted that safeguarding employees' personal identification documents enhances security and respects individual privacy.

3. Freedom of Association & Collective Bargaining

		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.3.1	Are there any procedures in place to ensure employees' Freedom of Association & Collective Bargaining rights?	Yes	Procedures are part of SA8000 management system, they are very well developed and known by employees.			It is generally accepted that fostering a culture of open communication and collaboration enhances both employee satisfaction and organisational resilience.

		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.3.2	Does the organisation communicate to employees their right to establish or join a worker association, and collectively bargain, through employee handbook, labour contract, on-board training, or other channels?	Yes	Workers are free to join Unions. There is a signed CBA in the company and all workers are covered by it. - no exclusions.			It is generally accepted that transparent and accessible communication of labor rights fosters a positive workplace culture and compliance with legal norms, promoting employee engagement and satisfaction. Empower employees with knowledge of their right to form and join worker associations and engage in collective bargaining through clear and consistent communication across multiple channels.
S.3.3	Are labour unions allowed by law in your region/ country?	Yes	the company has a Collective Bargaining Agreement - the 2 biggest Trade Unions in the country are represented in the CBA. CBA is renewed in 2024			
S.3.4	If labour union is not allowed or non-existing, are there other alternative measures to allow independent employees gatherings to discuss issues and negotiate with management (open-door policy, worker committee, etc.)?	NA				It is generally accepted that creating inclusive and transparent communication channels fosters a collaborative work environment, promoting employee engagement and satisfaction.
		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.3.5	Verify Freedom of Association & Collective Bargaining in practice - When employees have the legal right to elect representatives, are they freely elected without management interference?	Yes	Representatives are elected by workers, information is then provided to management.			It is generally accepted that a fair election empowers employees and fosters a harmonious workplace, promoting mutual trust and collaboration.
S.3.6	Verify Freedom of Association & Collective Bargaining in practice - Are employee representatives free to convene meetings with employees without any interferences from top management?	Yes	Meetings are regularly performed and results are communicated to the management			It is generally accepted that unimpeded communication between employee representatives and their peers is essential for fostering a healthy and transparent work environment.

		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.3.7	Verify Freedom of Association & Collective Bargaining in practice - Are employees who joined labour unions treated equally as any other employee?	Yes	No discrepancies found			It is generally accepted that equal treatment of unionized and non-unionized employees fosters a positive workplace environment and supports harmonious labor relations.
S.3.8	Verify Freedom of Association & Collective Bargaining in practice - If labour union exists, is top management respecting the negotiating rights of the union representatives?	Yes	Found in compliance of laws and good practices			It is generally accepted that a collaborative approach fosters a positive labor-management relationship, enhancing overall workplace harmony.

4. Working Hours & Wages

		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.4.1	Are working hours, annual leaves and other leaves (maternity, paternity, sick leave, etc.) clearly communicated to employees through working contract or similar documents?	Yes	Information is available in labour contracts			It is generally accepted that the clear and accessible communication of working conditions fosters a positive work environment and avoids potential misunderstandings between employers and employees.
S.4.2	Does the organisation have a working hours monitoring system in place?	Yes	Yes a check-in check-out system is available			It is generally accepted that a transparent and well-communicated system for working hours and leaves enhances employee understanding and satisfaction.
S.4.3	Are wage calculations clearly communicated to employees using pay stub or similar documents?	Yes	information is provided to all employees for each pay period			It is generally accepted that clarity in wage communication fosters trust and understanding, contributing to positive employer-employee relations.
S.4.4	Does the organisation keep complete payroll records of all the employees, including overtime?	Yes	Payroll records were reviewed			It is generally accepted that transparent and detailed payroll records are essential for regulatory compliance and fostering trust among employees.

		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.4.5	Does the organisation have HR procedures on managing labour termination and/or severance pay?	Yes	Procedures are available and communicated to workers			It is generally accepted that establishing transparent HR procedures for labor termination and severance pay fosters employee trust, mitigates legal risks, and promotes ethical employment practices within the organisation.
		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.4.6	Verify Working Hours & Wages implementation - If applicable, does the organisation have special rules to protect workers who work night shifts?	Yes	All rules are part of the CBA and Internal Labour rules document			It is generally accepted that night shift regulations are essential for employee well-being and productivity; explicit policies can enhance both compliance and worker satisfaction.
S.4.7	Verify Working Hours & Wages in practice - Do employees agree that in general their time record corresponds to actual working hours?	Yes	No concerns during workers interviews			It is generally accepted that employee perception of time records aligning with actual working hours is crucial for trust and compliance.
S.4.8	Verify Working Hours & Wages in practice - Do all workers receive annual leaves or leaves (maternity, paternity, sick leave ...) as stated in their labour contract and in accordance with local labour law?	Yes	All necessary information is available in labour contracts			It is generally accepted that alignment between employment contracts and local labor laws is crucial compliance.
S.4.9	Verify Working Hours & Wages in practice - Is overtime work compensated according to company rules and/or stated in the labour contract, in accordance with local labour law?	Yes	Overtime if any is paid on premium rates as per the requirements of the local legislation - information is visible in well explained in each worker payslip			It is generally accepted that transparent communication on overtime compensation and alignment with legal standards fosters trust and compliance among employees.
S.4.10	Verify Working Hours & Wages implementation - Does the organisation compensate all employees' work at least with local minimum wage?	Yes	The employer has established a Basic Need wage calculation which is higher than the minimum legal wage in the country. Last calculation			It is generally accepted that transparent communication and implementation of fair compensation practices are crucial for fostering a positive work environment and compliance with labor regulations.

		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.4.11	Verify Working Hours & Wages implementation - Are standard wage and overtime payments made on time and regularly as defined in the labour contract, in accordance with local labour law?	Yes	Wages are higher for the standard of the industry of the company. They are regularly reviewed and negotiated with Unions and workers via CBA			It is generally accepted that regular and timely wage payments align with the stipulations in the labor contract and local labor law, fosters financial stability for employees.

5. Employee Wellbeing & Benefits

		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.5.1	Does the organisation have annual quantitative target(s) on Employee Wellbeing & Benefits?	Yes	They are part of SA8000 management system			It is generally accepted that establishing quantifiable targets for Employee Wellbeing & Benefits can drive focused efforts and foster a healthier workplace culture.
S.5.2	If the organisation monitors its Employee Wellbeing & Benefits Key Performance Indicator(s) (KPIs), what progress did it achieve against its annual target(s) overall?	50%-75%				It is generally accepted that monitoring Employee Wellbeing & Benefits KPIs are essential for tracking progress and achieving overall annual targets.
S.5.3	Does the organisation provide social benefits such as health insurance, unemployment insurance, etc. for its employees?	Yes	All benefits are set in the CBA and are received by employees as confirmed during interviews.			It is generally accepted that providing social benefits is a widely accepted practice that demonstrates the organisation's commitment to its employees and to social responsibility.
S.5.4	Does the organisation provide social benefits such as health insurance, unemployment insurance, etc. for its part-time employees?	Yes	Health insurance is provided to all employees - there are no part-time employees in the company			It is generally accepted that providing social benefits is a widely accepted practice that demonstrates the organisation's commitment to its part-time employees and to social responsibility.

		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.5.5	Does the organisation promote Employee Wellbeing & Benefits programs such as physical health, healthy eating, and social activities?	Yes	Information is provided on regular basis - last initiatives were related to Sexual health, Healthy eating, How to stop smoking			It is generally accepted that providing Employee Wellbeing & Benefits reflects the organisation's commitment to employee welfare, fostering a positive workplace culture and enhancing overall staff satisfaction and productivity.
S.5.6	Does the organisation provide mental health support for employees?	Yes	As per the requirements of the CBA for any health needs of the employees, employer provides money as charity			It is generally accepted that Prioritizing mental health initiatives fosters a healthier and more productive work environment, benefiting both employees and the organisation.

6. Career Development

		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.6.1	Does the organisation have annual quantitative target(s) on Career Development?	Yes				It is generally accepted that establishing clear and measurable goals for career development fosters a proactive approach towards professional advancement and skill enhancement among employees.
S.6.2	If the organisation monitors its Career Development Key Performance Indicator(s) (KPIs), what progress did it achieve against its annual target(s) overall?	No KPI monitored				It is generally accepted that monitoring Career Development Key Performance Indicator(s) KPIs is essential for tracking progress and achieving overall annual targets.
S.6.3	Does the organisation have career development plans for all employees?	Yes				It is generally accepted that a well-structured career development program enhances employee engagement, retention, and overall organisational performance.

		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.6.4	Does the organisation hold regular assessment of individual performance regularly (at least on an yearly basis)?	Yes	The assessment is performed by the line manager but not formally documented			It is generally accepted that regular performance assessments foster employee growth, align organisational goals, and enhance overall productivity and efficiency.
S.6.5	Does the organisation provide skill and development training to all employees?	Yes	As per organisational needs and workers willingness to be part of the process			It is generally accepted that focusing on employee development not only enhances individual capabilities but also contributes to overall organisational success and adaptability.
S.6.6	Does the organisation provide mentor or "buddy" systems to help junior employees to integrate and develop?	Yes	System is in place for any new comer and if there is change in position			It is generally accepted that a structured support system enhances onboarding, nurtures talent, and fosters a positive workplace culture.
S.6.7	Does the organisation provide upskilling or reskilling training to workers?	Yes	Planned and executed on annual basis. Documented in Annual training plans.			It is generally accepted that focusing on upskilling or reskilling training fosters employee growth and satisfaction
S.6.8	When employees are made redundant, does the organization provide assistance for new employment, training and counselling?	Yes	Company can provide employment in other companies part of E.MIROGLIO group			It is generally accepted that a robust support system not only facilitates the transition for affected employees but also contributes to maintaining a positive employer brand and employee relations.

		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.6.9	Verify Career Development in practice - Do employees think that their performance assessments are done in an objective and just manner based on real performances?	Yes	No concerns during workers interviews			It is generally accepted that establishing clear and transparent performance assessment criteria, along with effective communication strategies, fosters a sense of fairness and objectivity in the evaluation process.

7. Gender Equality

		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.7.1	Does the organisation have annual quantitative target(s) on Gender Equality?	Yes	Part of SA8000 management system objectives and targets set on annual basis			It is generally accepted that establishing measurable goals is essential for promoting Gender Equality, providing a framework for assessment, and signalling organisational commitment.
S.7.2	If the organisation monitors its Gender Equality Key Performance Indicator(s) (KPIs), what progress did it achieve against its annual target(s) overall?	50%-75%				It is generally accepted that analysing the progress against annual gender equality targets provides valuable insights into the effectiveness of current initiatives and highlights areas for improvement in fostering a more balanced and diverse organisational culture.
S.7.3	Does the organisation have mandatory awareness training on Gender Equality for all employees?	Yes	Company is SA8000 certified and this commitment is part of the non-discrimination policy of the company			It is generally accepted that training on gender equality fosters a culture of diversity, educates employees on the importance of gender equality, and aligns with organisational values and legal obligations.
S.7.4	Does the organisation offer specific programs and support for women in their career advancement?	Yes	There is a balanced proportion of women on managerial positions			It is generally accepted that recognizing and addressing gender-specific challenges in career progression fosters a more inclusive and equitable workplace, enhancing overall organisational success.
S.7.5	Does the organisation have recruitment procedures that promotes Gender Equality?	Yes	Part of SA8000 policies and procedures, verified via review of current job announcements			It is generally accepted that a transparent and unbiased recruitment process ensures equal opportunities, attracting a diverse talent pool and contributing to a more inclusive organisational culture.

		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.7.6	Does the organisation track its gender pay gap on an annual basis?	Yes	There are no pay gaps - equal positions receive equal payment - verified through employee files review and payslips			It is generally accepted that regularly tracking the gender pay gap is essential for fostering equality, identifying trends, and enabling informed strategies to promote a more inclusive workplace.
S.7.7	If the organisation detects gender pay gaps, does it adjust payment accordingly?	NA	No payment gaps.			It is generally accepted that addressing gender pay gaps not only promotes workplace fairness and equality but also enhances organisational reputation, employee satisfaction, and overall performance.
		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.7.8	Verify Gender Equality implementation - Does the organisation prohibit pregnancy testing or questioning of pregnancy as a condition of employment?	Yes	No concerns raised by workers			It is generally accepted that policies/procedures on prohibition of pregnancy testing/questioning promotes inclusivity, prevent discrimination, and align with legal and ethical standards, fostering a supportive work environment.
S.7.9	Verify Gender Equality in practice - Are security practices at this facility gender appropriate and non-intrusive?	Yes	No concerns from workers			It is generally accepted that an inclusive security approach acknowledges and addresses diverse gender needs, promoting both safety and equality within the facility.
S.7.10	Verify Gender Equality implementation - Does the organisation provide child care services or child care subsidies?	No	No such legal requirement.			It is generally accepted that supporting child care services or subsidies fosters a more inclusive work environment, alleviating gender-based caregiving burdens and enhancing overall gender equality in the workplace.

8. Inclusion & Diversity

		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.8.1	Does the organisation have annual quantitative target(s) on Inclusion & Diversity?	Yes	Part of SA8000 management system and annual objectives and targets			It is generally accepted that establishing specific targets fosters accountability and provides a framework for tracking and improving Inclusion & Diversity initiatives within the organisation.
S.8.2	If the organisation monitors its Inclusion & Diversity its Key Performance Indicator(s) (KPIs), what progress did it achieve against its annual target(s) overall?	50%-75%				It is generally accepted that analysing the progress against annual targets reveals areas of success and areas needing attention, guiding strategic efforts for a more inclusive and diverse organisational culture.
S.8.3	Does the organisation have mandatory awareness training on Inclusion & Diversity for all employees?	Yes	Part of induction training for SA8000			It is generally accepted that comprehensive training ensures that employees understand and embrace diversity, fostering a more inclusive and harmonious organisational environment.
S.8.4	Does the organisation have procedures on employees' career development (promotion, training, remuneration, performance assessment, etc.) to promote Inclusion & Diversity?	Yes	Part of induction and periodical training for SA8000			It is generally accepted that a well-structured and transparent career development framework is pivotal for nurturing Inclusion & Diversity by addressing promotion, training, remuneration, and performance assessment equitably.
S.8.5	Does the organisation have internal procedures to evaluate the risks of discrimination at the workplace?	Yes	Part of induction and periodical training for SA8000			It is generally accepted that continuous assessment empowers the organisation to address evolving dynamics and ensures a safer, more equitable work environment.

		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.8.6	Does the organisation track its diversity pay gap on an annual basis?	Yes	As part of the analysis done by management for SA8000 system in place			It is generally accepted that regular monitoring of the diversity pay gap allows the organisation to identify trends, measure the effectiveness of diversity initiatives, and foster a more inclusive workplace culture.
S.8.7	If the organisation detects diversity pay gap, does it adjust payment accordingly?	NA	No pay gaps			It is generally accepted that addressing diversity pay gaps not only promotes equity but also enhances organisations reputation, employee morale, and overall performance.

		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.8.8	Verify Inclusion & Diversity in practice - How comfortable are employees in the workplace 1) Talking about their social and cultural background 2) Expressing different opinions 3) Equal treatment despite their differences	Yes	No concerns raised by workers			It is generally accepted that promoting an inclusive environment not only enhances employee well-being but also drives creativity and innovation through the synergy of diverse perspectives.

9. Community Involvement

		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.9.1	Does the organisation have annual quantitative target(s) on Community Involvement?	Yes	As part of SA8000 management system			It is generally accepted that setting measurable targets for Community Involvement enhances accountability, motivates engagement, and facilitates meaningful impact assessment.
S.9.2	If the organisation monitors its Community Involvement Key Performance Indicator(s) (KPIs), what progress did it achieve against its annual target(s) overall?	50%-75%				It is generally accepted that analysing KPI data reveals areas of success and improvement, allowing for informed strategies to optimize community involvement impact

		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.9.3	Does the organisation have dedicated annual budget for philanthropy and Community Involvement programs?	Yes	Evidences were presented and verified			It is generally accepted that a dedicated budget for philanthropy and community involvement programs not only fosters a positive corporate image but also ensures sustained and meaningful contributions to the community.
S.9.4	Does the organisation have any on-going Community Involvement programs?	Yes	Supporting local sports clubs, donation of trees to several schools, etc.			It is generally accepted that engaging in community involvement programs not only fosters positive relationships with local residents but also contributes to the organisation's reputation as a socially responsible entity, potentially enhancing brand loyalty and public perception.
S.9.5_1	Employees volunteer (work-time or financially) to support a philanthropic cause	✓				
S.9.5_2	Involved in and support local communities (support of local sports, associations, health programmes, educations, etc.)	✓	Donations to schools; sport clubs and			
S.9.5_3	Pro-bono work or philanthropic projects related to the organization's expertise					
S.9.6	Does the organisation periodically assess and monitor these Community Involvement programs?	Yes	On annual basis			It is generally accepted that regular monitoring fosters adaptability, enabling the organisation to align community involvement initiatives with evolving community needs and organisational goals.
S.9.7	Does the organisation prioritize employment opportunities to the local workforce?	Yes	Percent of migrant workers employed by the organisation is 14% of the total workforce.			It is generally accepted that aligning hiring practices with the local workforce not only enhances community relations but also contributes to sustainable development by leveraging local talent and expertise.

		Practice in Place	Comments/ Observations	Reviewer Comments	Document	Common Practice
S.9.8	Does the organisation conduct feasibility studies on the proposed Community Outreach programs to ensure their appropriate utilisation of resources and funds?	NA				It is generally accepted that rigorous feasibility studies provide a strategic foundation, assessing viability and potential impact, ensuring effective allocation of resources for Community Outreach programs.

CLARITY by Bureau Veritas

is a suite of solutions that helps clients to manage sustainability related data and to monitor their progress against their sustainability roadmaps. Either it is their internal sites, or their supply chain and business partners, clients can trust the data to be accurate and credible

KEY FEATURES INCLUDE:

- **Accompany you on your unique sustainability journey** no matter your level of sustainability maturity. Choose from CLARITY One, the essential starter sustainability Module; or the standard ESG Modules, or Net Zero Modules for a technical deep-dive.
- **Ready-to-use or customized checklists** developed by BV Sustainability experts, based on globally-recognized standards and recommendations. Specific topics outside the standard offering are available and can be customized.
- **A fully digital process** that gathers data from suppliers via Bureau Veritas' digital platforms, feeding into a centralized CLARITY dashboard with a synthesized result of the self-assessment or field audits. The Dashboard contains multiple filters based on SDGs, evaluation modules, and locations to better understand a company's sustainability maturity and KPIs.

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Bureau Veritas is a Business to Business to Society company, contributing to transforming the world we live in.

A world leader in testing, inspection, certification and technical services, we help clients across all industries address challenges in quality, health & safety, environmental protection and social responsibility.

For more information,

contact the **CLARITY** team at Bureau Veritas:

clarity.info@bureauveritas.com

