

Monitored Party	amfori ID	Address
<b>PREDUZEĆE ZA PROIZVODNJU TRGOVINU I USLUGE TEHNOPLAST DOO, STARI BANOVC</b>	<b>688-000061-000</b>	<b>Zdravka Jekića 119, 22305 STARI BANOVC, Sremski okrug, Serbia</b>

Monitoring Activity	Monitoring Type	Monitoring Partner
<b>amfori Social Audit - Manufacturing</b>	<b>Full Monitoring</b>	<b>TUV Rheinland</b>

Monitoring Start Date	Closing Meeting Finished Date	Submission Date
<b>14/07/2025</b>	<b>27/07/2025</b>	<b>28/07/2025</b>

Expiration Date	Announcement Type
<b>28/07/2026</b>	<b>Semi Announced</b>

Site	Site amfori ID
<b>PREDUZEĆE ZA PROIZVODNJU TRGOVINU I USLUGE TEHNOPLAST DOO, STARI BANOVC</b>	<b>688-000061-001</b>

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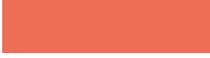
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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>B</b>	
PA 2: Workers Involvement and Protection	<b>A</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	

PA 5: Fair Remuneration	<b>A</b>	
PA 6: Decent Working Hours	<b>A</b>	
PA 7: Occupational Health and Safety	<b>D</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Auditors:

LA- Sonja Batinic, CSCA 21704994

Team member- Jelena Vidakovic CSCA 21702034

Monitoring partner: Tuv Rheinland

Announcement type: Semi announced

The audit is planned with 2 auditors in one day. Audit duration was 10h in one day, equal to 2.5 man day. The audit was opened by mistake on the platform for the dates 14-15 July.

Company Tehnoplast doo has been founded in 1968. on address Zdravka Jekića 119, 22305 STARI BANOVC, Serbia. The main products are fuse panels.

Production processes: plastic injection molding, sheet metal forming, assembly, tool making, packaging, storage.

The company includes 3 buildings. One is ground floor building and two building has one floor. In one building the offices are located on the floor and in the second building kitchen and changing rooms are on the floor. Warehouses and total production is performed in all buildings on ground floor. Total area under the buildings is 12,000 m<sup>2</sup>. It include commercial warehouse space, the sales, procurement, bookkeeping, administrative services, a modern tool room and a production plant for plastic injection are distributed. Buildings are owned by factory owner. Space is not shared with any company. Total land area is 2,98ha.

All areas were visited during the site tour. All documents were provided any shown to the auditors. Top management agreed with all findings presented during the closing meeting.

Company have 232 employees, including 76 male workers and 156 female workers. There is 70 male production workers and 142 female production workers. The company operates three shifts, from Monday to Friday.

Employees are provided with at least one 30-minute break during their shift, as well as up to two additional short breaks of 2 to 5 minutes each and it is included in working hours as per law. The company uses an electronic system to register working hours. Company has collective holiday, usually, during July (10 working days).

Audit was conducted in semi announced method. Audit plan was discussed during the opening meeting, and there were no changes in the plan.

Company does not have seasonal and foreign workers. There is 5 disability workers, 1 pregnant worker and 4 on maternally leave.

Production volume 1923236 pcs in 2024.

Production is same during all year. According to the management declaration salaries were paid to the 07th day in the month for the previous month on bank account.

Potable water is available on site. Company is equipped with clean and gender separated toilets. Changing rooms are provided to the workers. Company provides room for the rest and eating, food is not provided for the workers but they get financial compensation. The company provide transportation for workers.

PA1

Due to the fact that there were findings company does not fully meet the requirements of amfori BSCI standards. Auditee do not monitors how its business partners observe the amfori BSCI Code of Conduct.

PA2

There is no formal written grievance procedure in place

PA7

Fire drill exercise had not been conducted.

Chemicals are kept in the production area without any restriction of access and prevention of spillage into the work area

Not enough safety signs posted in the production area

Several fire hydrants were blocked or with restricted access

Company does not have evacuation plans posted at all locations and that they do not fully reflect the actual situation

PA12

chemical waste were not adequately stored

#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 collective bargaining agreement.

Company does not provide dormitory.

No confidential comments provided.

Workers organization in company- workers representative

The employee representative was not present at the closing meeting.

The button of "finish closing meeting" pressed after audit.

## SITE DETAILS

Site  
**PREDUZEĆE ZA PROIZVODNJU  
TRGOVINU I USLUGE  
TEHNOPLAST DOO, STARI  
BANOVC**

Site amfori ID  
**688-000061-001**

### GICS Classification

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Sector <b>Industrials</b>	Industry Group <b>Capital Goods</b>	Industry <b>Electrical Equipment</b>
Sub Industry <b>Electrical Components &amp; Equipment</b>		

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

## METRICS

### Key Metrics

Total workforce	225	Workers
Legal minimum wage in local currency	56,672	Monthly
Lowest wage paid for regular work at the site	68,119	Monthly
Calculated living wage in local currency	62,000	Monthly
Total sample	18	Workers

### Other Metrics

Male workers	73	Workers
Female workers	152	Workers
Non-binary workers	0	Workers
Permanent workers - Male	62	Workers
Permanent workers - Female	145	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	14	Workers
Temporary workers - Female	11	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	6	Workers
Management - Female	14	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	4	Workers
Workers with night shift - Female	39	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	3	Workers
Workers with disabilities - Female	2	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	76	Workers
Workers hired directly - Female	156	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	1	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	4	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	10	Workers
Sample - Female	8	Workers
Sample - Non-binary	0	Workers

## FINDINGS

### PA1: Social Management System

Site: PREDUZEĆE ZA PROIZVODNJU TRGOVINU I USLUGE TEHNOPLAST DOO, STARI BANOVCI |  
Site amfori ID: 688-000061-001

**Question:** 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

#### ENGLISH

#### LOCAL LANGUAGE

#### Finding

During the documentation review and interview with management it was noted, due to the fact that there were some findings, the company does not fully meet the requirements of amfori BSCI standards. Partially rating was selected because the system is well implemented for other PA.(amfori BSCI system manual)

Zbog činjenice za je bilo nekih nalaza kompanija ne ispunjava u potpunosti zahteve amfori BSCI standarda. amfori BSCI priručnik

**Question:** 1.5 Is there satisfactory evidence that the auditee monitors how its business partners observe the amfori BSCI Code of Conduct?

#### ENGLISH

#### LOCAL LANGUAGE

#### Finding

During the review of documentation and an interview with management it was noted that the auditee do not monitors how its business partners observe the amfori BSCI Code of Conduct. This question is rated as partially because auditee have list of significant business partners and they sent to them amfori BSCI CoC (amfori BSCI system manual)

Tokom pregleda dokumentacije i intervjua sa rukovodstvom, primećeno je da revidirani subjekt ne prati kako njegovi poslovni partneri poštuju Kodeks ponašanja Amfori BSCI. Ovo pitanje je ocenjeno kao delimično zato što revidirani subjekt ima listu značajnih poslovnih partnera i poslao im je Amfori BSCI Kodeks ponašanja amfori BSCI priručnik

### PA 2: Workers Involvement and Protection

Site: PREDUZEĆE ZA PROIZVODNJU TRGOVINU I USLUGE TEHNOPLAST DOO, STARI BANOVCI |  
Site amfori ID: 688-000061-001

**Question:** 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

#### ENGLISH

#### LOCAL LANGUAGE

#### Finding

Based on documentation check and interview with management and workers, it was noted that company has implemented an effective grievance system, although there is no formal written

Na osnovu provere dokumentacije i intervjua sa menadžmentom i radnicima, primećeno je da je kompanija uspostavila efikasan sistem za podnošenje pritužbi, iako ne postoji formalna

Finding	
procedure in place. This question is rated as Partially because workers know procedure and procedure exist but not in written form (amfori BSCI system manual)	pisana procedura. To predstavlja kršenje zahteva amfori BSCI Kodeksa ponašanja (COC) tačka 2.5, zbog čega je ovo pitanje ocenjeno kao Delimično ispunjeno (Partial).

## PA 7: Occupational Health and Safety

Site: PREDUZEĆE ZA PROIZVODNJU TRGOVINU I USLUGE TEHNOPLAST DOO, STARI BANOVC I |  
Site amfori ID: 688-000061-001

**Question:** 7.5 Is there satisfactory evidence that the auditee regularly provides OHS trainings to ensure workers understand the rules of work, personal protection and measures for preventing and reacting to injury to themselves and fellow workers?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
During the interviews with the management and workers, it was noted that the fire drill exercise had not been conducted. This question was assessed as partially fulfilled because other trainings are regularly conducted. amfori BSCI CoC	Tokom interjua sa menadžmentom i radnicima utvrđeno je da pokazna vežba evakuacije nije sprovedena. Ovo pitanje je ocenjeno da delimično ispunjeno zato što se ostali treninzi i obuke redovno sprovode.amfori BSCI CoC

**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
<b>Finding</b>	
During the site tour and interviews with the management, it was noted that chemicals are kept in the production area without any restriction of access and prevention of spillage into the work area. There is no chemicals storage. This question is rated as partially because there is not a lot of chemicals. amfori BSCI system manual	Tokom obilaska lokacije i intervjua sa rukovodstvom, primećeno je da se hemikalije čuvaju u proizvodnom prostoru bez ikakvih ograničenja pristupa i sprečavanja prosipanja u radni prostor. Nema skladištenja hemikalija. Ovo pitanje je ocenjeno kao delimično jer nema mnogo hemikalija. amfori BSCI priručnik

**Question:** 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
During the site tour, it was observed that there were not enough safety signs posted in the production area, such as, "Be careful of electrocution" signs.	Tokom obilaska, primetilo se da nije bilo dovoljno sigurnosnih znakova postavljenih u proizvodnom prostoru, kao što su znakovi upozorenja, što je

Finding	
That is deviation from amfori BSCI system manual. This question is rated as partially because there was only one dangerous place.	odstupanje od amfori BSCI principa 7.9.

**Question:** 7.14 CRUCIAL: Is there satisfactory evidence that the auditee has installed an adequate amount of properly working firefighting equipment?

ENGLISH	LOCAL LANGUAGE
Finding	
During site tour It was found that several fire hydrants were blocked or with restricted access. This question is rated as partially because there are accessible hydrants and fire extinguishers. (amfori BSCI system manual)	Tokom obilaska lokacije utvrđeno je da je nekoliko hidranata blokirano ili sa ograničenim pristupom. Ovo pitanje je ocenjeno kao delimično jer postoje pristupačni hidranti i aparati za gašenje požara. (priručnik za sistem Amfori BSCI)

**Question:** 7.16 Is there satisfactory evidence that the auditee ensures evacuations plans meet legal requirements and that these plans are posted in relevant places so workers can see and understand them?

ENGLISH	LOCAL LANGUAGE
Finding	
During the tour and discussions with management, it was determined that the company does not have evacuation plans posted at all locations and that they do not fully reflect the actual situation (they are not clear, doors are not marked). This question was scored partially because evacuation plans exist. amfori BSCI system manual	Tokom ture obilaska i razgovora sa menadžmentom utvrđeno je da kompanija nema postavljenje planove evakuacije na svim mestima i da oni ne odgovaraju u potpunosti stvarnom stanju (nisu jasni, vrata nisu obeležena). Ovo pitanje je ocenjeno delimično zato što planovi evakuacije postoje.

## PA 12: Protection of the Environment

Site: PREDUZEĆE ZA PROIZVODNJU TRGOVINU I USLUGE TEHNOPLAST DOO, STARI BANOVCII |  
Site amfori ID: 688-000061-001

**Question:** 12.4 Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?

ENGLISH	LOCAL LANGUAGE
Finding	
During site tour and interview with management it was established that the 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 environment. This question is rated as partially because they have	Tokom obilaska lokacije i razgovora sa rukovodstvom utvrđeno je da hemijski otpad nije adekvatno skladišten. Nalazi se u dvorištu, dostupan svima i bez sistema koji sprečava izlivanje u životnu sredinu. Ovo pitanje je ocenjeno kao delimično jer imaju odgovarajuće mesto za

**Finding**

adequate place for storing. amfori BSCI system manual

skladištenje. amfori BSCI sistemski priručnik