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| Monitored Party STEINEL ELECTRONIC SRL | amfori ID 498-000006-000 | Address 42/3, Mihail Sadoveanu street, 2075 Chisinau, Anenii Noi, Moldova, Republic Of |
| Monitoring Activity amfori Social Audit - Manufacturing | Monitoring Type Full Monitoring | Monitoring Partner SGS |
| Monitoring Start Date 03/10/2023 | Closing Meeting Finished Date 05/10/2023 | Submission Date 07/10/2023 |
| Expiration Date 07/10/2025 | Announcement Type Fully Announced | |
| Site Steinel Electronic | Site amfori ID 498-000006-002 | |

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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 | 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 Labour | A |  |
| PA 12: Protection of the Environment | A |  |
| PA 13: Ethical Business Behaviour | A |  |

GENERAL DESCRIPTION

The company is located in Chisinau, Republic of Moldova, and is operating with health authorization for operation no. P-1723/2019 and tax registration certificate no. 1007600048369. Steinel Electronic Moldova was founded in 2007. In 2013, it bought the land (2.8102ha) and the related building (10.699sqm). There are 4 production departments, as follows: S1- production of lamps and sensors; S2- production of electronic boards for household appliances; S3- accessories and soldering sticks, hot air blowers and S4- lampshades for sensors.

The factory is working in 2 shifts. Facilities tour, document review and employees interviews were conducted during audit. The factory management agreed that SGS auditor to conduct confidential interview with workers; workers were selected freely by the auditor from list of employees, from 1st and 2nd shifts. The selection was without any influence by the factory management. Interviews are conducted in an independent place. For interviews were selected 2 groups of 5 employees and 10 individual workers. All records requested by auditor were presented and available.

The manager agreed to the examination of company records, so that audit was completed in the allocated time. All requested documents were presented without any reserve from management. It is ensured minimum wage, work overtime with worker acceptance, only. There are two contracts with "Steinel Immobilien und management" SRL, as follows: contract no. SIM-SCN/CL/01 from 01.07.2013, for renting space, and contract No. 1-SIM-SCN/01.02.2013, for service benefits. Service provision consists in: Management and consultant, accounting, human resources, controlling services according to the internal requirements of the Steinel group, and full services in the field of OHS. Free transport is provided and also all employees receive a hot meal,

The factory owns an integrated certification for ISO 9001:2015 and ISO 14001:2015 granted by DEKRA, All employees have individual labour contract; the interviews confirmed that there have been performed fire drills and that there were no accidents or emergency situations; no children working; there is no discrimination and the communication with the management is normal. The workers stated that they are satisfied with the management and with working conditions.

SITE DETAILS

Site
Steinel Electronic

Site amfori ID
498-000006-002

GICS Classification

| | | |
|--|--|---|
| Sector Industrials | Industry Group Capital Goods | Industry Electrical Equipment |
| Sub Industry Electrical Components & Equipment | | |

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

| | | |
|---|-------|---------|
| Total workforce | 219 | Workers |
| Legal minimum wage in local currency | 4,000 | Monthly |
| Lowest wage paid for regular work at the site | 7,700 | Monthly |
| Calculated living wage in local currency | 4,015 | Monthly |
| Total sample | 20 | Workers |

Other Metrics

| | | |
|------------------------------------|-----|---------|
| Male workers | 61 | Workers |
| Female workers | 158 | Workers |
| Permanent workers - Male | 61 | Workers |
| Permanent workers - Female | 158 | Workers |
| Temporary workers - Male | 0 | Workers |
| Temporary workers - Female | 0 | Workers |
| Seasonal workers - Male | 0 | Workers |
| Seasonal workers - Female | 0 | Workers |
| Management - Male | 1 | Workers |
| Management - Female | 0 | Workers |
| Apprentices - Male | 0 | Workers |
| Apprentices - Female | 0 | Workers |
| Workers on probation - Male | 0 | Workers |
| Workers on probation - Female | 0 | Workers |
| Workers with night shift - Male | 0 | Workers |
| Workers with night shift - Female | 0 | Workers |
| Workers with disabilities - Male | 8 | Workers |
| Workers with disabilities - Female | 8 | Workers |
| Domestic migrant workers - Male | 0 | Workers |
| Domestic migrant workers - Female | 0 | Workers |
| Foreign migrant workers - Male | 0 | Workers |
| Foreign migrant workers - Female | 0 | Workers |
| Workers hired directly - Male | 61 | Workers |
| Workers hired directly - Female | 158 | Workers |
| Workers hired indirectly - Male | 0 | Workers |
| Workers hired indirectly - Female | 0 | Workers |
| Unionised workers - Male | 0 | Workers |
| Unionised workers - Female | 0 | Workers |
| Workers under CBA - Male | 0 | Workers |
| Workers under CBA - Female | 0 | Workers |
| Pregnant workers | 2 | Workers |

| | |
|------------------------------------|-------------------|
| Workers on parental leave - Male | 1 Workers |
| Workers on parental leave - Female | 21 Workers |
| Sample - Male | 11 Workers |
| Sample - Female | 9 Workers |