

Monitored Party Jordan chalk manufacturing company	amfori ID 400-000001-000	Address Jordan - Karak - Al Hussein Bin Abdullah II Industrial Estate., 61110 Karak, 'Ajlūn, Jordan
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner Intertek
Monitoring Start Date 21/09/2024	Closing Meeting Finished Date 01/10/2024	Submission Date 01/10/2024
Expiration Date 08/04/2026	Announcement Type Semi Announced	
Site Jordan Chalk Mfg Co	Site amfori ID 400-000001-002	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
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	B	
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

Auditors: Mostafa HASSAN, APSCA: CSCA 21700368

This follow-up audit was semi announced, conducted by Intertek Egypt on 21, 22 September 2024 (1 auditor for 1.5 days), (1.5 audit days applied excluding 0.5 reporting time), increased 0.5 day due to the facility has 2 production buildings.

Jordan Chalk is a manufacturer of chalk and modeling clay, facility started since 2002 at its current location at Al Hussein bin Abdullah II Industrial Estate, Area Code 61110, P. O. Box 32 - Karak, Jordan

Facility is situated in a total land area 6702 square meters, building area is 3720 square meters in 2 buildings, first building including clay production facility in 1120 square meters, second building including chalk production facility, admin offices, warehouse in 2600 square meters, buildings are made from steel, concrete and bricks.

The facility does not provide accommodation or dormitory.

Main operations in the facility: production, drying, quality control, packing.

There are total of 4 production lines for chalk, 3 production lines for modeling clay.

Total production capacity is 256 million pieces per year

There are total of 106 employees (49 male, 57 female) in the facility, all are permanent employees, all are local employees.

93 employees were present during the audit time (48 females, 45 males), difference is due to annual leaves, sick leaves.

Facility was closed from 05 January 2024, till 11 February 2024, due to the port was closed during that time due to the War in Gaza.

There are no contracted or agency workers in the facility, all employees are permanent employees.

All employees are hired directly, no brokers or recruitment agents are used to hire employees.

There are no apprentices in the facility, there are no contracted workers in the facility

Languages spoken by management are Arabic, English, language spoken by workers is Arabic.

Interviews with employees were conducted in a private room, in Arabic language, no translator used.

The wages of employees are calculated based on monthly rate, paid regularly in cash on the 5th of each month.

Regular working hours are 8 hours/day, 48 hours per week, 1 hour break per day

Facility uses fingerprint time keeping system to record the attendance of employees with time in and out, regular working hours in the facility are mainly in 1 shift for admin and packing sections from 07:00 till 15:30 with 30 minutes rest break per day plus 2 short breaks of 15 minutes, and in 2 shifts for production workers, 07:00-15:00, 15:00-23:00 with 30 minutes rest break per day plus 2 short breaks of 15 minutes.

Working week is defined between Saturday and Thursday, 1 day off per week on Fridays.

The legal minimum age is 15 years old; facility policy is not to hire any employees below the age of 18 years old, the youngest employee found to be working in facility is 21 years old, born on 07/06/2003, hired on 29/06/2024.

Legal minimum wage in the country is 260 JOD/month, lowest wage paid is 260 JOD/month, average regular wage is 295 JOD/month, highest wage is 380 JOD/month, calculated living wage used GLWC/Anker methodology (365 JOD/month).

There is no union associated with the facility, no collective bargaining agreement, there is no restriction from employer to let the workers form or join any external union, there is a workers committee in the facility consisting of 9 members, out of which there are 3 workers representatives, workers representatives are elected, elections were conducted on 02/10/2023, monthly meetings are conducted, latest meeting was conducted on 25/08/2024, there is 1 grievance box in the facility, 5 months of time and payment records were available for review from April 2024 till August 2024.

There is an onsite clinic in the facility.

There are no pregnant women in the facility

The facility has 30 fire extinguishers, 11 fire hose reels, and a reserve tank for firefighting system with the size of 60 m3.

Facility is covered by alarm system and smoke detections.

Facility is certified for ISO 9001:2015 by TUV Austria, certificate no. 20001230009353, valid from 17/07/2023 till 16/07/2026.

Business License Nr. 3 (Facility ID 200007352), valid from 27/01/2021 till 31 /12/2027

Tax ID Nr. 300002041, valid from 07/12/2023 till 22/12/2024

There are 20 first aiders in the facility trained during February 2023, training given by the civil defense.

There are 20 fire fighters in the facility, latest training was conducted during February 2023, training given by the civil defense.

Emergency evacuation drill was conducted on 30/04/2024 however covering the morning shift only 07:00-15:30.

Noise levels, heat stress, light, dust, air quality, air emissions were assessed during February 2024, results were within permissible limits.

The latest medical check-up on occupational health was conducted during October 2023.

Free transportation is provided to all workers.

There is no government waiver for wages or hours

Management was cooperative during the whole audit process and accepted all audit findings.

Workers in general point of view considers it as an acceptable facility, showed their satisfaction of the factory management attitude toward them.

PA2: Workers involvement and protection, PA 3: The Rights of Freedom of Association and Collective Bargaining, PA 4: No Discrimination, PA 8: No Child Labor, PA 9: Protection of Young workers, PA 11: No Bonded Labor, PA 12: Protection of the Environment were not audited during this follow-up audit.

SITE DETAILS

Site
Jordan Chalk Mfg Co

Site amfori ID
400-000001-002

GICS Classification

Sector Materials	Industry Group Materials	Industry Chemicals
Sub Industry Commodity Chemicals		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	93	Workers
Legal minimum wage in local currency	260	Monthly
Lowest wage paid for regular work at the site	260	Monthly
Calculated living wage in local currency	365	Monthly
Total sample	10	Workers

Other Metrics

Male workers	45	Workers
Female workers	48	Workers
Non-binary workers	0	Workers
Permanent workers - Male	49	Workers
Permanent workers - Female	57	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	9	Workers
Management - Female	6	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	23	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	2	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	49 Workers
Workers hired directly - Female	57 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	0 Workers
Workers on parental leave - Non-binary	0 Workers
Sample - Male	2 Workers
Sample - Female	8 Workers
Sample - Non-binary	0 Workers

FINDINGS



PA1: Social Management System

Site: Jordan Chalk Mfg Co | Site amfori ID: 400-000001-002

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

In accordance with amfori BSCI social requirements 1.1, the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct. It was noted that the auditee and management understand the importance and benefits of having an effective management system and related policies and procedures however there is a gap in internal verification regarding social management system and cascade effect, Fair remuneration, occupational health and safety, therefore the auditor provided partial rating instead of No rating.

لوحظ أن الجهة الخاضعة للتدقيق والإدارة تدرك أهمية وفوائد وجود نظام إدارة فعال والسياسات والإجراءات ذات الصلة، ولكن هناك فجوة في التحقق الداخلي فيما يتعلق بنظام الإدارة الاجتماعية والأثر التالي، والأجور العادلة، والصحة والسلامة المهنية، ولذلك قدم المراجع تصنيفاً جزئياً بدلاً من التصنيف لا.



PA 5: Fair Remuneration

Site: Jordan Chalk Mfg Co | Site amfori ID: 400-000001-002

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH

LOCAL LANGUAGE

Finding

In accordance with amfori BSCI requirements 5.4, the auditee provides sufficient remuneration that allows workers to meet decent living standards. It was noted that 66% from employees did not achieve the sufficient remuneration that allows workers to meet decent living standards. No policies or procedures related to living wage, 85% of employees were found paid below the calculated living wage. Legal minimum wage in the country is 260 Jod/month, lowest wage paid is 260 JOD/month, average regular wage is 295 JOD/month, highest wage is 380 JOD/month, calculated living wage used GLWC/Anker methodology (365 JOD/month), therefore auditor gave No rating instead of Partial.

وقد لوحظ أن 85% من الموظفين لم يحصلوا على الأجر الكافي الذي يسمح للعمال بتحقيق مستويات معيشية كريمة.



PA 7: Occupational Health and Safety

Site: Jordan Chalk Mfg Co | Site amfori ID: 400-000001-002

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
Finding	
<p>Follow-up audit 21,22.09.2024 - Not corrected</p> <p>In accordance with Jordan labor law, Article 78: A. The employer shall do the following: 1. Provide the required precautions to protect the employees from the dangers and diseases that may result from the work and the used equipment. 2. Provide personal protection equipment for the employees to protect them against work dangers and occupational diseases such as clothes, glasses, gloves, shoes, and others, in addition to guiding them how to use, keep them and keep their cleanliness. 3.Acquainting the employee before his/her employment with the dangers of his/her occupation and the protective means that shall be taken in accordance with the regulations and decisions issued in this regard. 4. Providing medical aid means and equipment for the employees in the establishment in accordance with the levels specified by the Minister after consulting the competent official authorities. B. The employees shall not bear any expenses arising from executing or providing what has been mentioned in paragraph, Jordan Labor law, Article 80, the employer shall take the required precautions for protecting the establishment and employees from the dangers of fire, explosions, storing, transferring or dealing with flammable materials and provide the sufficient equipment or means in accordance with the instructions of the competent official authorities. In accordance with amfori BSCI Social Requirement 7.5: the auditee regularly provides OHS trainings to ensure workers are conversant with the rules of work, personal protection and measures for preventing and reacting to injury to themselves and fellow workers.</p> <p>It was noted that emergency evacuation drill was conducted on 30/04/2024 however covering the morning shift only 07:00-15:30, no emergency evacuation drill covering the night shift (15:00-23:00)</p> <p>The facility has policies and procedures, workers</p>	<p>تجدر الإشارة إلى أنه تم تنفيذ تمرين الإخلاء الطارئ بتاريخ 30/04/ 2024 ولكن يشمل الفترة الصباحية فقط من الساعة 07:00 إلى 15:30 ، ولا يوجد تمرين إخلاء طارئ يغطي الفترة الليلية (23:00-15:00)).</p>

Finding	
know what to do in case of evacuation, therefore auditor gave partial rating instead of No.	

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH	LOCAL LANGUAGE
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Finding	
<p>Follow-up audit 21,22.09.2024 - Not Corrected In accordance with amfori BSCI Social Requirement 7.22: the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs. It was noted that the facility renovated all toilets however it was noted that still no flushing system provided for 2 female toilets, there are total of 4 male toilets, 3 female toilets in the facility. Facility has policies and procedures, there are sufficient number of toilets in the facility therefore auditors gave partial rating instead of NO.</p>	<p>وقد لوحظ أن المنشأة قامت بتجديد جميع المراحيض، ولكن لوحظ أنه لا يوجد حتى الآن نظام تنظيف متوفر لمراحيض للسيدات، ويوجد إجمالي 4 مراحيض للرجال و3 مراحيض للنساء في المنشأة</p>