

PORTUGAL

GABRITEX

A Nudie Jeans supplier since 2011.

The company was established in 1988 with about 50 employees, during the years the number of employees has increased to 126, 108 women and 18 male. The factory performs the following operations: sampling, cutting, ironing and packaging.

Nudie Jeans occupies less than 4% of the factory's total production. The business relationship with Nudie Jeans started in 2011. (however, we produced Denimbirds there before) The factory has a production capacity of 7.000 packed pieces per day. Peak months are June to August and, November to December.

POSITIVE:

- No discrimination was found, 100% of the employees were Portuguese
- All interviewees confirmed that they know about Nudie Jeans Code of Conduct
- There is an employee committee at the factory, along with the union ANIVEC APIV.
- Employees reported being trained regularly on any H&S procedures.
- Most documents required are available
- 100% of the employees have social security insurance
- English courses are available for the workers

AMONG THE THINGS TO IMPROVE WE COULD FIND:

- There is no grievance system in place
- No evacuation drills were conducted the last 12 months.

The first Nudie Jeans audit was made in spring 2012. The follow up made during fall of 2012 showed that the factory made some improvement of all non-compliances mentioned and an analysis for improving the issues mentioned in the CAP. Among that, a system for controlling the overtime and training for fire and first aid kits was done. Follow up visit has been made regularly since 2013. The latest audit was made in March 2016 and showed major improvements in all areas, we could only find minor points to improve as two points above. During 2017, all the points above has been improved including the latest fire drill, a chemical risk assessment and health and security training.