

PORTUGAL

SERGIL CONCFECOES

Sergil is a Nudie Jeans supplier since 2013

The company was established in 1982 and had at the time of the audit 27 employees, 24 women and 3 men. The operations made onsite are preparations of samples, cutting, sewing, ironing and packaging. The first audit was made in 2013 and the latest one in March 2017. During the audit a number of employees were interviewed as well as the management. The audit findings were few and connected to management system of factory to improve working conditions.

POSITIVE:

- 100% interviewees reported being treated equally and having same access to benefits, training and overtime hours, when needed.
- All interviewed workers who have needed to use social security benefits were fully compensated
- All overtime was declared to be voluntary and not to exceed 1 to 2 hours per day and being paid at premium rates.
- The production area has sufficient space and is free from obstruction in a way to allow fast evacuation in case needed. Enough ventilation is in place.

AMONG THE THINGS TO IMPROVE WE COULD FIND:

- The grievance treatment procedures are not clear to all interviewed workers
- No Health and Safety consultation to workers had been documented

The follow up of the corrective actions was made during 2017 and 2018, according to the time frame decided together with the factory.