

Monitored Party <b>DOO Metlara Trusina</b>	amfori ID <b>688-000026-000</b>	Address <b>Generala Viesta 31, 21425 Selenča, Južnobački okrug, Serbia</b>
Monitoring Activity <b>amfori Social Audit - Small Producer Assessment</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>TUV Rheinland</b>
Monitoring Start Date <b>20/02/2025</b>	Closing Meeting Finished Date <b>10/03/2025</b>	Submission Date <b>10/03/2025</b>
Expiration Date <b>10/03/2027</b>	Announcement Type <b>Semi Announced</b>	
Site <b>DOO Metlara Trusina</b>	Site amfori ID <b>688-000026-001</b>	

This is an extract of the online Monitoring Result, generated on 10/03/2025, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.





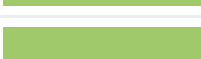

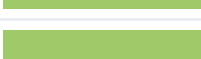
amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent. © amfori, 2021

## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>A</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>A</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

Auditor:

Sonja Batinic, CSCA 21704994 (Auditor under Monitoring)

Jelena Vidakovic CSCA 21702034 (Senior Auditor), Jelena Vidakovic as observer joined audit for internal monitoring purpose.

Audit date 20.02.2025.

Monitoring partner: Tuv Rheinland

The audit was performed by one auditors and lasted 1 day.. The workers did not have to stay longer for the audit, the parts of the audit that included them were done during their working hours.

Announcement type: Semi announced

The employee representative left work at 2:00 PM and was unable to attend the final meeting and sign the CAP.

The company was founded in 1975 as a home workshop and on 31.12.2009. was registered as a d.o.o. (Ltd) - private family business. Registration address is Generala Viesta 31, Selenča, but entire production is located in Čajakova 93, Selenča.

The company is specialized production of sorghum brooms. Annual production is 350000 pcs.

Company performs their activities in accordance with business and building license. The total area of the building is 450m<sup>2</sup> and land area 1300m<sup>2</sup>

The building is on the ground floor and consist of an office, workshop, production rooms, sanitary rooms, rest room and storage space. The production process consists of: grading, sewing, binding, packaging, storage, production of pellets from waste for own needs.

There are no high/low production months, production is more or less on the same level. Company has 19 full time employees (11 male and 8 female). Production workers: 10 male and 7 female. There are no any subcontractors on site, migrant workers, workers with disabilities and pregnant workers.

90% production are for export to Switzerland, France, Slovenia, Croatia, Hungary...

Company works from Monday to Friday from 07:00 to 14:00 and on Saturday from 07:00 to 12:00. There is no overtime work in the company. Lunch break is granted to the workers and it can be used from 09:00 to 09:30 and from 12:00 to 12:15. The production process consists of: grading, sewing, binding, packaging, storage, production of pellets from waste for own needs. Manual time records are used for the time evidence.

Salaries were paid on 30th – 31st day in the current month. Minimum wage is granted to all workers. Records of the presence of workers at work are kept electronically.

Workers are satisfied with communication with management. Open communication with management on daily level is evident. Amfori BSCI principles have been applied, amfori BSCI training was organized to the workers.

Working conditions are good. Company meets legal requirements related to Fire safety and Health and safety.

No other company has been identified in this site or building. The auditee rent the building from the building owner.

Company does not provide dormitory for workers.

Company provides rest room with Kitchen.

The management was willing to give all the necessary information and show all the premises within the factory. They had no objection to the findings identified and expressed good will to take corrective action when it will be possible.

The company meets all the requirements required for small producers: 1) It is an independent business unit that has no branches and is not a member of the group, 2) Annual turnover is 758.474 euro, 3) Over the last 12 months company has 19 full time employees and does not employ seasonal workers and 4) The company is non-food manufacturer and it is not a farm.

Summary of findings:

PA1

Due to the fact that there were findings in some PA, the company does not fully meet the requirements of amfori BSCI standards

PA5

BNW is not calculated by company.

PA7

-Production workers keep machine oil in bottles for water and juice

-Company did not include all the necessary elements (air, ventilation, lighting...) within the framework of measuring the

working environment conditions.

#### #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 use one labor agency. Agency is use to help the workers in collecting the documentation in their domestic country

No confidential comments provided.

No collective bargaining agreement.

Company does not provide dormitory.

Company provide canteen and kitchen.

## SITE DETAILS

Site  
**DOO Metlara Trusina**

Site amfori ID  
**688-000026-001**

### GICS Classification

---

Sector  
**Industrials**

Industry Group  
**Commercial & Professional  
Services**

Industry  
**Commercial Services & Supplies**

Sub Industry  
**Office Services & Supplies**

### amfori Process Classifications

---

N.A.

### GS1 Classifications

---

N.A.

### NACE Classification

---

N.A.

### Water Stress Situation

---

N.A.

# METRICS

## Key Metrics

Total sample	5	Workers
--------------	---	---------

## Other Metrics

Total workforce	19	Workers
Male workers	11	Workers
Female workers	8	Workers
Non-binary workers	0	Workers
Permanent workers - Male	11	Workers
Permanent workers - Female	6	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	2	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	1	Workers
Management - Female	1	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	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	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
Unionised workers - Male	0	Workers

Unionised workers - Female	0	Workers
Unionised workers - 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
Legal minimum wage in local currency	56.672	Monthly
Lowest wage paid for regular work at the site	56.672	Monthly
Calculated living wage in local currency	62.000	Monthly
Sample - Male	3	Workers
Sample - Female	2	Workers
Sample - Non-binary	0	Workers

## FINDINGS

### PA1: Social Management System

Site: DOO Metlara Trusina | Site amfori ID: 688-000026-001

**Question:** 1.1 Is there satisfactory evidence that the auditee has understood the importance to implement the amfori BSCI Code of Conduct in its small business?

#### ENGLISH

#### LOCAL LANGUAGE

#### Finding

During the documentation review and interview with management due to the fact that there were findings in some PA, the company does not fully meet the requirements of amfori BSCI standards. This question was assessed as partially fulfilled due to the fact that many questions were agreed and the good intentions of the employer. (amfori BSCI system manual)

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

### PA 5: Fair Remuneration

Site: DOO Metlara Trusina | Site amfori ID: 688-000026-001

**Question:** 5.2 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

#### ENGLISH

#### LOCAL LANGUAGE

#### Finding

During documentation check and interview with the management it was noted that BNW is not calculated by company. This question was rated partially because company have awareness about BNW  
amfori BSCI system manual

pregledom dokumentacije i tokom razgovora sa rukovodstvom utvrđeno je da plata osnovnih životnih potreba nije izračunata od strane proveravane organizacije.  
amfori BSCI system manual

### PA 7: Occupational Health and Safety

Site: DOO Metlara Trusina | Site amfori ID: 688-000026-001

**Question:** 7.6 Is there satisfactory evidence that the auditee implements control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below limits that can harm workers health or lives?

#### ENGLISH

#### LOCAL LANGUAGE

Finding	
During the site tour and interview with the managers and workers it was established that that production workers keep machine oil in bottles for water and juice. This question is rated as partially because they are trained for safety at work. amfori BSCI CoC	Tokom ture obilaska i razgovora sa radnicima i menadzmentom utvrđeno je da radnici u proizvodnji u bočicama za vodu i sok drže mašinsko ulje. Ovo pitanje je ocenjeno kao delimično ispunjeno zato što su radnici trenirani za bezbedan rad. amfori BSCI CoC

**Question:** 7.16 Is there satisfactory evidence the auditee verifies that temperature, humidity, space, sanitation, illumination are adequate for the health and safety of workers?

ENGLISH	LOCAL LANGUAGE
Finding	
During documentation check and interview with the management it was noted that the company did not include all the necessary elements (air, ventilation, lighting...) within the framework of measuring the working environment conditions. This question is rated as partially because all another measuring's are done. amfori BSCI system manual	Tokom ture pregleda dokumentacije i tokom razgovora sa rukovodstvom utvrđeno je da preduzeće nije obuhvatilo sve potrebne elemente (vazduh, ventilaciju, osvetljenje...) u okviru merenja uslova radne sredine. amfori BSCI priručnik