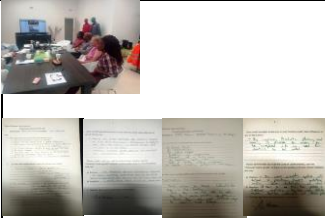

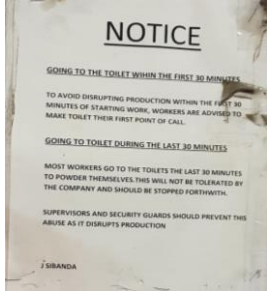



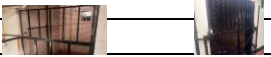
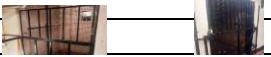
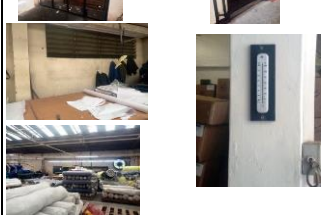
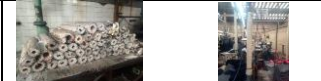

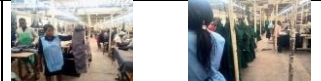

























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




No.	Old/New	O/ NC/ CNC	Description	Photo	Comments by Paramount, 30.11.2018	Revised Dates	Photos/Document Evidence
1. Management Practice							
1.1	New	NC	Management does not possess the necessary knowledge about the FWF, engelbert strauss CoC, FWF Code of Labour Practice, and/or FWF Workers Info Sheet.		Management has appointed Nyaradzo Makoni HR Manager as SHEQ. In this capacity the HR manager is responsible for OH&S, best practice, training and awareness and the decemination of FWF Code of labour practice and principles. NM to arrange and carry out management training to impart FWF CoL practice. The Fairwear Factory-online-guide was shown to and discussed with management-staff on the 23.11.2018 and questionaires answered, further sessions will be held in 2019.	30-04-2019	
1.2	New	NC	FWF Workers Info Sheet is posted on the production floor, but not trained to workers.		HR is to develop an induction booklet that can be handed to all employess containing all relevant information required including FWF principles and code of conduct	30-04-2019	
1.3	New	NC	Neither management nor workers have the necessary knowledge with regards to occupational health and safety.		in order to improve the OH&S knowledge PEX will use the OH&S Introduction training progams including booklets and models. These will be delivered by Television presentation in the canteens and other media. NM to contact NSSA and British council for training material.	30.04.2019	
1.4	New	NC	Top Management does not manage occupational health and safety in a way to ensure a safe and healthy work environment.		Nyaradzo Makoni HR Manager is responsible for managing the process and ther HOD's are responsible for implimentation. OH&S audit documentation has been developed to assess hazards, Once established CORRECTION ACTION REQUESTS will be assigned to HOD's to establish root cause and corrective actions. These CAR's will be tracked in the CAR register.	30-12-2018	
1.5	New	NC	Tasks and duties with regard to occupational health and safety are not distributed in a way to ensure a safe and healthy work environment.		Asw in 1.4 HR manager is responsible for OH&S, responsibility is assigned by Corrective action requests (CAR'S) to relevant HOD's.	30-12-2018	
1.6	New	NC	The company does not have an approved building plan.		Building plan is available	30-12-2018	see attachment 1.6 Building-plan
1.7	New	NC	The company does not have a building stability certificate/report.		Building assessment is available	30-12-2018	see 3 attachment 1.7.1, 1.7.2 and 1.7.3 Building-Assessment
1.8	New	CNC	All workers continuously sign fixed term contracts for a period of only 7 weeks.		PEX is looking into fixed term contracts for up to 5 years, after which time management will decide whether or not to offer a permanent contract of employment.	30-12-2024	
1.9	New	NC	Workers are not provided with a copy of the work contract.		Every employee is given and signed copy of their current contract. The supervisor or Department manager signs for having given the contracts to all staff/workers.	30-12-2018	
1.10	New	NC	The company has an induction programme, but it is not efficient since workers do not have necessary knowledge of the trained content.		As in 1.2	30-04-2019	


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No.	Old/New	O/ NC/ CNC	Description	Photo	Comments by Paramount, 30.11.2018	Revised Dates	Photos/Document Evidence
1.11	New	NC	The company applies strict rules and restrictions for the usage of toilets. Workers need to be allowed to use the toilet at any time.		The posting was removed and replaced by a new guideline, see photo	30-12-2018	see attachment 1.11
2. Working Time			Nothing to report				
3. Compensation							
3.1	New	NC	Workers are paid in line with the collective bargaining agreement of the Clothing Industry. However, the last agreement from 2014 allows the workers to be paid 20% less than the minimum wage which was bargained in 2013. Rates have not been increased since then. Wages cannot be considered a living wage.		PEX has introduced production bonuses and also a cost of living adjustment.	30-04-2019	
3.2	New	CNC	According to Zimbabwe Labour Act, pregnant workers who work in the company for more than one year are entitled to 98 days of paid maternity leave. In the company, paid maternity leave is only provided within the time of the limited contract. This may be in line with the collective agreement, but is against international standards and CoC requirements, even if jurisdiction in Zimbabwe accepted this conduct.				

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No.	Old/New	O/ NC/ CNC*	Description	Photo	Comments by Paramount, 30.11.2018	Revised Dates	Photos/Document Evidence
3.3	New	O	The company applies a grading system for the different positions, which is good. However, the system is not communicated efficiently to the workers nor posted, and workers would like to have transparency.		Notice-boards now have copy's of the CBA Grading-System, rates of pay as well as code of conduct. See Photo	30-12-2018	
3.4	New	O	Medical treatment related to private diseases are not covered by the social insurance. Schools are not free. This creates a large financial burden for the workers.				
3.5	New	O	Workers are paid by bank transfer only and it is difficult for them to get cash. If they can only pay with e-cash, they are charged a premium for usage e.g. transport is more expensive.				
3.6	New	O	Transport is very expensive. The company does not provide transport and workers would like to get a transport allowance.				
4. Child Labour			Nothing to report				
5. Forced Labour			Nothing to report				
6. Freedom of association & collective bargaining							
6.1	New	NC	When workers have a complaint or request, the outcome is not efficiently communicated to the workforce.		Works-council minutes and resolutions will be published on the Noticeboard.	30-12-2018	photos attached
7. Discrimination							
7.1	New	NC	Not all jobs are offered to both sexes.				
8. Occupational Health and Safety							
General working conditions							
8.1	New	NC	The company does not have a risk-/ and hazard assessment which includes the designated responsible member of management, nor describes any preventive actions.		Risk and hazard assessment documentation has been compiled. A risk and hazard assesment will be carried out in the first 1/4 of 2019 by the PEX Audit team. The findings will be managed by Corrective Action requests and tracked in the CAR LOG.	30-04-2019	see attachment
8.2	New	NC	The company does not have a work environment test report which shows the conditions for the different work places/areas with regards to noise, air quality (dust level seems high), illumination etc.		NSSA who is the Statutory Agency responsible for OH&S in Zimbabwe inspect the factory annually, their reports and findings are documented and actioned accordingly. In addition Black Crystal an independent organisation has been approached to find out if they are able to carry out environmental tests.	30-04-2019	
8.3	New	NC	Hoist doors are unsafe and the barrier to the hoist shaft is very low and easy to fall through.		corrections have been done, as per photo	30-12-2018	

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No.	Old/New	O/ NC/ CNC*	Description	Photo	Comments by Paramount, 30.11.2018	Revised Dates	Photos/Document Evidence
8.4	New	NC	The temperature in certain parts of the company, such as the warehouse and cutting section, is way too hot, especially during the so-called "suicide month" (October = hottest month of the year) and is also possibly too cold during the wintertime.		Harare is considered to have a very temperate climate where the temperatures remain fairly constant all year round - Jan High 27 Low 17, Feb. 27 High 16 low, March 26 High 16 low, April 25 High 13 low, May 24 high 10 low, June 21 high 8 low, July 21 high 7 low, Aug 24 high 9 low, Sept 27 high 12 low, Oct 28 high 15 low, Nov 28 high 16 low, Dec 27 high 16 low. Extractor fan in Cutting to be switched on as and when required to regulate temperature. GM to look into installing extractor fans in the Material stores to aid cooling. Thermometers to be installed in both Cutting room and Material warehouse to monitor temperatures.	30-12-2018	
8.5	New	NC	Steam pipes were not all (or not properly) insulated and there is open steam next to the production line. This increases the room temperature, the risks of burn and wastes energy.		Due to lack of availability progress is slow. Workshops has been able to secure/restore some insulation/piping but more needs to be imported	30-04-2019	
8.6	New	NC	The sewing lines are too narrow. There is almost no space for working, walking, or for escaping during an emergency.		machine layout and isle space has been reviewed. Isle widths are on average 800mm, acceptable, however when there are items stacked in the isles there is a problem with access. House keeping has been improved.	30-12-2018	
8.7	New	NC	Workers in the fabric storage room were put at risk of falling when climbing on top of the towers of fabric with no ladder or support.		Investigating the use of ladders/ mobile staircases and fall arrest harnesses to improve safety.	30-04-2019	
8.8	New	NC	Storage and dispatch areas had boxes stacked up to 15 high				
8.9	New	NC	In the storage and dispatch areas, the shelves were missing maximum capacity labels, and the current weight of boxes on the shelves were unknown.				
Social Facilities							
8.10	New	NC	Food in service stations is not covered.		most food stations are covered at kitchen-service-stations. 2 big old cooking pots do not have lids. Maintenance department to fit lids	30-04-2019	
8.11	New	NC	No soap is provided at the washing facilities in the bathrooms/toilets.		58 soap-dispenser will be purchased, we await delivery. All staff have been issued hand sanitizer to aid hygiene.	30-12-2018	 see order attached
8.11.2	New	NC	The company does not provide a proper area for breastfeeding for breastfeeding mothers.		culture is not considering such habits		
8.12	New	NC	Workers' lockers are in a state of disarray and a substantial number of them are completely unusable.		After discussion with interested parties it was decided to repair lockers where possible and tidy up the locker room. A lasting solution will need to be found to prevent vandalism and misuse. Perhaps a reasonable deposit payment refundable at the end of the year upon locker inspection.	20.02.	lockers fixed photos attached
8.13	New	O	Worker's canteen is not comfortable or welcoming, as it is made of all cement, and many workers eat outside while sitting on garbage piles because they find it nicer.		we are still thinking of sensible and attractive way of decorating and improving canteen	30-04-2019	
8.14	New	NC	It was noted that the ceiling in the kitchen is infested with mould.		kitchen-ceiling has been and will be cleaned and disinsected on a regular basis. The painting with suitable Claytex-paint is to be done after the rainy saison latest End August 2019	31-08-2019	
Chemical safety							
Chemical safety is not ensured:							

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8.15		NC	The company does not have a complete chemical inventory which includes all of the chemicals available in the company.		The Chemical Management form is completed see attachment	30-12-2018	see attachment
8.16	New	NC	No updated Safety Data Sheets (SDS) are available for some chemicals, while others have no SDS at all.		safety data-sheets have all been received and have been included into the Chemical Management sheet	30-12-2018	see attachment
8.17	New	NC	Chemical risks and hazards have not yet been analysed.		The risk and hazards assesment to be carried out during R&H audit	31-03-2019	
8.18	New	NC	Chemical storage is done in a hap hazardous and unorganized way.		Chemical stores to be redesigned to allow more efficient storage and access.	31-03-2019	
8.19	New	NC	Some of the chemical containers are unlabelled or the labels are ripped off, making the instructions unknown/unclear.		All Chemical containers are labeled, Obsolete chemicals are to be disposed of, supplier to be contacted regarding removal.	31-03-2019	
8.20	New	NC	Secondary containment is missing where needed.		secondary containment to be addressed in new store design.	31-03-2019	
8.21	New	NC	No SDS available or posted where chemicals are stored or used.		SDS now available	31-03-2019	
8.22	New	NC	Workers who are in contact with chemicals are not trained on the specific risks, preventive actions, and what to do in case of an accident/emergency.		Workers dealing with Chemical have received special worksuits including protective Gloves as well as chemical-respirators. Apraised of Safety-requirement according to SDS. Training to be repeated/improved.	31-03-2019	
Machine Safety and Steam Boiler							
8.23	New	NC	Cutters are not provided with hand protection (at band knife, two cut-resistant gloves should be provided).		protective gloves were precured and issued. More have been ordered. The use will be checked by Risk and Hazards Controler.	31-03-2019	
8.24	New	NC	The conveyor belt under the storage room at the loading section goes over two levels and can only be turned off on the ground level. Moreover, there is no emergency stop button in case of emergency. Additionally, moving and turning parts are not covered and this increases the risk for accidents.		Emergency stop switch and trip wire switch was installed on the main fabric conveyer to the cuttingroom. A Service provider has been requested to install emergency stop buttons on the two wooden-slat-conveyers and one beld conveyer.	30-04-2019	
8.25	New	NC	On sewing machines, most of the foot peddles were not rubberized for safety precautions and most workers did not wear rubberized shoes.		new machines have rubberized peddels, old machine are continously equipped with rubberized peddels	30-12-2019	
8.26	New	NC	Machines had exposed belts and/or gears, needle guards are missing in general and on automatic machines, the eye glass was missing.		some guards have been placed, balance outstanding	30-04-2019	
Fire safety							
Fire safety is not ensured:							
8.27	New	NC	Even though the company has recently hired a service provider for fire safety recently, a lot of improvement with regards to fire-fighting equipment was found: at least two fire hoses missing (canteen and kitchen), one fire extinguisher was found with a "date serviced" to be in the future, and was the same date as the "Date of Next Service", some fire fighting equipment was not meaningfully distributed or not appropriate, like in warehouse. The whole fire fighting concept seemed as though it had not really been thought through in-depth.		Service provider engaged, await reports.	31-03-2019	
8.28	New	NC	The written and posted fire emergency procedure bears risks and needs optimisation.		a revised and improved emergency procedure was established see attachment	30-12-2018	8.28 Fire&Emergency evacuation plan
8.29	New	NC	Even though the fire procedure is posted in production, workers were not aware of it.		Fire&Emergency documentation completed. Training-programmand evacuation drill to start in 2019.	31-03-2019	8.29 fire-prevention-plan

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No.	Old/New	O/ NC/ CNC*	Description	Photo	Comments by Paramount, 30.11.2018	Revised Dates	Photos/Document Evidence
8.30	New	NC	The company has a small emergency evacuation plan, but it does not meet the requirements. It is recommended to orientate on ISO norm 23601.		see 8.28	30-12-2018	see above
8.31	New	NC	Escape routes are not clearly marked and have no signs which indicates to the nearest emergency exit and some escape sign exits lead to a dead-end or simply end in the middle of nowhere.		see 8.28	31-03-2019	
8.32	New	NC	Necessary emergency lights are missing/emergency exit signs are not lit up.		subject to 8.28	31-03-2019	
8.33	New	CNC	Most exits are blocked, locked, or open inwards. Sometimes a key is available under glass, but this is also not acceptable.		all locked external doors are now unlocked at 0700 and locked again at 1700	30-12-2018	how to document this?
8.34	New	NC	Fluorescent lights were in disrepair and a few showed signs of smoking/burnt surroundings.		Some LED lights are replacing broken fluorescent light	30-04-2019	
Electrical Safety							
8.35	New	NC	Not all electrical switch boards are properly wired and do not comply with electrical safety standards; sometimes they were not locked and were accessible to everyone.		on some fuseboxes wiring has been tidied up and covered. More to be done	30-04-2019	
8.36	New	NC	In some places, the wiring was unsafe, unsecured protruding, or there were cables laying around.		Electrical department tasked with tidying up electrical wiring. Risk and Hazard assessment in 2019 will assess progress.	30-04-2019	
8.37	New	NC	There was no rubber mat in front of main power station.		rubber mats are placed, others are being mounted on wooden floor boards. Once maintenance has completed this operation the insulation boards will be put in place.	30-04-2019	
Medical Safety and First Aid							
8.38	New	NC	First aid boxes are poorly marked and there are not enough in the factory building. Moreover, they were found locked with a key that only the medic has.		In accordance to NSSA regulations PEX will supply sufficient First Aid boxes.	31-03-2019	
8.39	New	O	Small accidents (like stitch in finger) are not well analysed.		There is an accident and near misses register (IOD) and an treatment register. CAR forms will be issued to relevant department who will carry out root cause analysis and corrective actions. CAR's will be tracked by CAR log.	31-03-2019	
9. Environment							
9.1	New	NC	The company does not have an environmental risk and hazard assessment.		Waste has been separated and is being stored separately. Work on risk and hazard assessment and await report from Black Crystal	31-03-2019	
9.2	New	NC	The company does not have a certificate that proves that the company is authorised to dispose of industrial waste water into the public canalisation system.		City of Harare tests pH on waste-water. No NC were reported. No certificates are being issued. PEX to design a form which will be signed by the inspecting officer.	31.03.2019	
9.3	New	NC	The company has not developed nor implemented a proper waste management system.		waste separation has been improved. Much is being reused. PEX bales and sells fabric offcuts for recycling. Paper, plastic and other hard waste is sent to the munisiple dump for further processing. Going forward PEX will adopt a recycling program.	31-03-2019	

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9.4	New			The waste water tank has a crack and waste water is leaking.		The leak will be repaired during annual shutdown in January 2019.	28-03-2019	leak fixed and containment area constructed see photos attached