

Monitored Party AMP CEYLON PVT LTD	amfori ID 144-000046-000	Address Phase 2, Ring Road 3, Export Processing Zone, Katunayake, Western Province, Sri Lanka
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 04/09/2024	Closing Meeting Finished Date 04/09/2024	Submission Date 13/09/2024
Expiration Date 13/09/2026	Announcement Type Semi Announced	
Site AMP Ceylon Pvt Ltd	Site amfori ID 144-000046-002	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	A	
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	A	
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

1. Name of lead auditor: Dhanushka Pemadasa (CSCA21701489)
2. Name of team auditor (if applicable):N/A)
3. Name of observers, translators, trainees, advisors/consultants (if applicable): None
4. Monitoring partner name: SGS Lanka (Pvt) Ltd
5. Audit schedule details: Audit is planned for 1 day with 1 auditors to cover onsite 1 onsite Man-days.
6. Announcement Type: Full audit on Semi-announced basis
7. Business partner information:

AMP Ceylon (Pvt) Ltd is a manufacturing facility producing artificial floral arrangements and decorative and located in Phase 2, Ring Road 3, Export Processing Zone, Katunayake, Sri Lanka. Which is in the Western province of the country and about 30 Kms from the country capital city - Colombo.

Company has a broad organizational structure. Chairmen is the head of the company and under him there is A Managing director to control the operations. After him there are Director General, General Manager, Managers, Executives and staff to control the operations and workers.

Factory has started its operations in 1984 and it has a valid business registration (No: PV4812). Factory manufacturing artificial flower and Home decorative item to customers in the world and the current manufacturing processes are comprised with receiving and handling raw material, cutting, dyeing, heating, assembling, final assembling, quality checking and packing In order to cater the customer requirement, the factory has 6 assembly lines.

8. Audited location information:

Total area of the factory is about 10206 square meters and has 4 main buildings. The building description is as below;

Building no 01: Raw material storage, heating section, cutting section, dye section, chemical storage and office area

Building no 02: Assembling section, sample section, packing and finished goods storage

Building no 03: corrugation section

Building no 04: Both ground and upper floors have offices

The business license (PV 4812) of the facility is the legal reference of this facility and it is a valid business registration as per "The Companies Act No 7 of 2007"

9. Operating shifts and hours:

Factory follows 5 days week pattern which is complied with legal requirement. As per the general wages board they can work 48 normal working hours. And they follow 5 days work week pattern for general wages board There are 1 shifts followed by the factory: 8.00am to 6.00pm .Saturday and Sunday is the weekly holiday as required by law. Factory provides 3 break times in each shift (break times are aligned with the local law requirement).

Factory does not have vulnerable workers such as pregnant.

10. Time recording system: Factory uses biometric system (fingerprint authentication system) for recording attendance of workers.

11. Salary payment details: Wages are paid as bank payment on weekly and monthly basis and paid within the legal period within 10 days after the end payment cycle – (payment cycle is 1st to 30th/31st of the month)

12. Worker number information:

- Total worker number - Production (with all departments related to production) workers (Male –10 and Female 17) and management workers (Male – 8 and Female - 7)
- Production (with all departments related to production) workers (Male – 10 and Female 17)
- No Vulnerable workers in the factory
- Any other special group workers – No interns, apprentices, contractor workers in the factory. Factory has hired security and janitorial workers from third party service providers. (Security workers Male - 2 and Female - 1)

13. Good practices:

Facility provides Lunch & breakfast free of charge

Factory provides free transport facility for all employees

Factory provides medical facilities at free of charge for workers

Facility provides annual bonus for all workers

14. Worker organization details: There is no trade union in the factory, but factory employees have formed a worker committee called "Joint consultative committee (JCC)" as a parallel mean of trade union. Last election of members occurred on 5th January 2024

15. Circumstances:

There were no special circumstances noted during the audit. Auditors were provided full access for all audit functions and the management was co-operative and extended their fullest support throughout the audit

16. Summary of findings:

Factory has established its management system (policies, procedures, training and awareness, practices) to comply with the amfori BSCI system requirement.

17. Living wage calculation:

#LivingWage: Anker methodology was used to develop living wages analysis and information given by Census and Statistics Department of Sri Lanka was referred. GLWC study data covers only the Urban and State sector in Sri Lanka.

SITE DETAILS

Site
AMP Ceylon Pvt Ltd

Site amfori ID
144-000046-002

GICS Classification

Sector
Consumer Staples

Industry Group
Household & Personal Products

Industry
Household Products

Sub Industry
Household Products

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	42	Workers
Legal minimum wage in local currency	16,000	Monthly
Lowest wage paid for regular work at the site	20,795	Monthly
Calculated living wage in local currency	43,870.5	Monthly
Total sample	7	Workers

Other Metrics

Male workers	18	Workers
Female workers	24	Workers
Non-binary workers	0	Workers
Permanent workers - Male	8	Workers
Permanent workers - Female	6	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	10	Workers
Temporary workers - Female	18	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	8	Workers
Management - Female	7	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
Workers hired directly - Male	8	Workers
Workers hired directly - Female	6	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	10	Workers
Workers hired indirectly - Female	18	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	5	Workers
Sample - Non-binary	0	Workers