

Fair Labor Association: Independent External Factory Assessment

Assessment Date :

12 Jul 2023



Factory Information

FLA Affiliates	SanMar Corporation
Country	Ethiopia
Number of Workers	1130

Understanding this Report

Companies that join the FLA agree to uphold the FLA Workplace Code of Conduct throughout their entire supply chain. The Code of Conduct is based on International Labour Organization (ILO) standards, and defines labor standards that aim to achieve decent and humane working conditions.

FLA Code Element

Number of Violations

Freedom Of Association And Collective Bargaining (FOA)	1
Health, Safety And Environment (HSE)	1

Assessment Information

Assessor	Ethical Trade Services - Africa
Assessment Date	12 Jul 2023
Assessment Purpose	

ASSESSMENT RESULTS

Freedom Of Association And Collective Bargaining (FOA)

Benchmark ID	FOA.1.1
Benchmark Details	Employers shall comply with all national laws, regulations and procedures concerning freedom of association and collective bargaining. national laws, rules, and procedures protecting the rights of workers to organize and bargain collectively. Where local laws and FLA standards differ, the employer is expected to follow the highest applicable standard.
Finding Details	Through interviews with union representatives and management, the assessment found that the union and management have not held a meeting, nor have the union representatives held a meeting among themselves, since union leadership was elected on February 18th, 2023.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	

Health, Safety And Environment (HSE)

Benchmark ID	HSE.8
Benchmark Details	Workers shall be provided with training on the use and maintenance of personal protective equipment. Training shall be upon hire with periodic refresher training offered to all workers. Management will ensure use of PPE as necessary.

Finding Details	The assessment observed 5 out of the 8 canteen workers and 1 out of the 4 garbage sorting workers wearing open shoes (sandals) despite having been provided with closed-toe shoes. Facility management had the workers change shoes during the course of the assessment.
Recommendation for Immediate Action	1. Enforce the use of the provided closed-toe safety shoes at all times, including by installing signs requiring PPE at work areas and by supervising workers' compliance.
Compliance Classifications	Immediate Action Required
Local Law	Labour Proclamation No. 1156/2019 Article 93 sub-article 4 and 5 states; Any worker shall: 4) Make proper use of all safety devices and other appliances furnished for the protection of his health and safety or for the protection of the health and safety of others; 5) Observe all health and safety instructions issued by the employer or by the Competent Authority.

