

Sedex Members Ethical Trade Audit Report

Version 7



Contents

[Audit content](#)

[Audit details](#)

[SMETA declaration](#)

[Summary of findings](#)

[Management systems](#)

[Site details and data points](#)

[Site details](#)

[Worker analysis](#)

[Worker interviews](#)

[Measure workplace impact](#)

[0. Enabling accurate assessment](#)

[1. Employment is freely chosen](#)

[1.A. Responsible recruitment and entitlement to work](#)

[2. Freedom of association and right to collective bargaining are respected](#)

[3. Working conditions are safe and hygienic](#)

[4. Child labour shall not be used](#)

[5. Legal wages are paid](#)

[5.A. Living wages are paid](#)

[6. Working hours are not excessive](#)

[7. No discrimination is practiced](#)

[8. Regular employment is provided](#)

[8.A. Sub-contracting and homeworkers are used responsibly](#)

[9. No harsh or inhumane treatment is allowed](#)

[10.A. Environment 2-Pillar](#)

[Attachments](#)

Audit content

(1) A SMETA audit was conducted which included some or all of labour standards, health and safety, environment and business ethics. The SMETA minimum requirements were applied and the SMETA auditor manual was followed. The scope of workers included all types at the site e.g. direct employees, agency workers, workers employed by service providers and workers provided by other contractors. Any deviations from the SMETA methodology are stated (with reasons for deviation) in the SMETA declaration.

The audit scope includes an assessment of the Workplace Requirements and the Management Systems Assessment against the code areas below.

2-pillar audits include:

- Labour standards:
 - 0. Enabling accurate assessment
 - 1. Employment is freely chosen
 - 1.A. Responsible recruitment and entitlement to work
 - 2. Freedom of association and right to collective bargaining are respected
 - 4. Child labour shall not be used
 - 5. Legal wages are paid
 - 5.A. Living wages are paid
 - 6. Working hours are not excessive
 - 7. No discrimination is practiced
 - 8. Regular employment is provided
 - 8.A. Sub-contracting and homeworkers are used responsibly
 - 9. No harsh or inhumane treatment is allowed
- Health and safety:
 - 3. Working conditions are safe and hygienic
- Environment:
 - 10.A. Environment 2-pillar

4-pillar audits include, in addition to the above:

- Environment:
 - 10.B. Environment 4-pillar
- Business ethics:
 - 10.C. Business ethics

(2) Where appropriate, non-compliances or non-conformances were raised where either local law or the base code were not met, and recorded as non-compliances on both the audit report, CAPR and on the Sedex Platform.

(3) Any non-conformance against customer code shall not be uploaded to Sedex, but sent directly to the customer in question.

Audit details

Site details

Sedex site reference	ZS1000002030	Site name	UNIBAG
Business name	UNIBAG	Site address	Bernardo O'higgins Bernardo O`Higgins 143, Parque Industrial Los Libertadores, Colina Santiago, Chile Santiago de Chile CL 9361274

Audit details

Sedex company reference	ZC5000001931	Auditor company name	SGS Chile
Audit company address	Puerto Madero #130, Pudahuel, Santiago, CL, 9020000		
Date of audit	2026-03-12	Audit conducted by	Mauricio Saldana
Audit pillars	Labour Standards Health and safety		
Time in and out	Day 1		
	In	09:00	
	Out	18:00	
Audit type	Periodic		
Was the audit announced?	Announced		

[← Contents](#)

[Findings →](#)

Was the Sedex SAQ available for review? Yes

Who signed and agreed CAPR? Cesar Montes / Head of Quality Assurance and Continuous Improvement

Any conflicting information SAQ/Pre-Audit Info No

Is further information available? No

Audit attendance

	Senior management	Worker representative	Union representative
A: Present at the opening meeting?	Yes	No	No
B: Present at the audit?	Yes	No	No
C: Present at the closing meeting?	Yes	No	No
Reason for absence at the opening meeting	There is no trade union or workers' representative.		
Reason for absence during the audit	There is no trade union or workers' representative.		
Reason for absence at the closing meeting	There is no trade union or workers' representative.		

SMETA declaration

Auditor team

SMETA declaration

I declare that the audit underpinning the following report was conducted in accordance with SMETA Minimum Requirements and the SMETA Auditor Manual.

1. Where appropriate non-compliances/ non-conformances were raised against the Base Code and local law and recorded as non-compliances/ non-conformances on both the audit report, CAPR and on the Sedex Platform.
2. Any non-conformance against customer code alone shall not be uploaded to Sedex, and will be shared directly with the customer in question.

This report provides a summary of the findings and other applicable information found/gathered during the social audit conducted on the above date only and does not officially confirm or certify compliance with any legal regulations or industry standards. The social audit process requires that information be gathered and considered from records review, worker interviews, management interviews and visual observation. More information is gathered during the social audit process than is provided here. The audit process is a sampling exercise only and does not guarantee that the audited site prior, during or post-audit, are in full compliance with the Code being audited against. The provisions of this Code constitute minimum and not maximum standards and this Code should not be used to prevent companies from exceeding these standards. Companies applying this Code are expected to comply with national and other applicable laws and where the provisions of law and this Code address the same subject, to apply that provision which affords the greater protection. The ownership of this report remains with the party who has paid for the audit. Release permission must be provided by the owner prior to release to any third parties.

Any exceptions to the SMETA Methodology must be recorded here (e.g. different sample size)

Lead auditor	Mauricio Saldana	APSCA Number	21702767
---------------------	------------------	---------------------	----------

Additional auditor

Date of declaration	2026-03-12
----------------------------	------------

[← Contents](#)

[Findings →](#)

Site representation

Declaration	I acknowledge that details from this report can change during the review process and that I will be given the opportunity to dispute the content once the review has been published.
Full name	Cesar Montes
Title	Head of Quality Assurance and Continuous Improvement
Date of declaration	2026-03-12

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
3. Working conditions are safe and hygienic	3.G Provide sufficient first-aid supplies ons...	Base code	NC ZAF601410964
	3.N Ensure that all hazardous substances (e.g...	Base code	NC ZAF601410960
5. Legal wages are paid	5.B Ensure that workers receive the insurance...	Local law Base code	NC ZAF601410961
5.A. Living wages are paid	5.A.A Review workers' total pay including ben...	Base code	NC ZAF601410962
	5.A.B Put in place a wage improvement plan th...	Base code	NC ZAF601410963
6. Working hours are not excessive	6.J Comply with all other applicable laws tha...	Local law Base code	NC ZAF601410965

Management systems

	Policies and procedures	Resources	Communication and training	Monitoring
1. Employment is freely chosen	✗	⚠	✗	✗
1.A. Responsible recruitment and entitlement to work	✗	⚠	✗	✗
2. Freedom of association and right to collective bargaining are respected	✗	⚠	✗	✗
3. Working conditions are safe and hygienic	ℹ	ℹ	ℹ	ℹ
4. Child labour shall not be used	✗	⚠	✗	✗
5. Legal wages are paid	✗	⚠	✗	✗
6. Working hours are not excessive	✗	⚠	✗	✗
7. No discrimination is practiced	✗	⚠	✗	✗
8. Regular employment is provided	✗	⚠	✗	✗

✗ Not addressed

⚠ Fundamental improvements required

ℹ Some improvements recommended

✓ Robust management systems

[← Summary of findings](#)

[Site details →](#)

	Policies and procedures	Resources	Communication and training	Monitoring
8.A. Sub-contracting and homeworkers are used responsibly				
9. No harsh or inhumane treatment is allowed				
10.A. Environment 2-Pillar				

Not addressed

Fundamental improvements required

Some improvements recommended

Robust management systems

Site details

Company and site details

Sedex company reference	ZC5000001931	
Sedex site reference	ZS1000002030	
Company name	UNIBAG	
Business ownership type	GOODS	
Site name	UNIBAG	
Site name in local language		
GPS location	GPS address	Bernardo O'higgins, Bernardo O`Higgins 143, Parque Industrial Los Libertadores, Colina Santiago, Chile
	Coordinates	-33.30073011826833, - 70.71794164602737
Is the worksite in a remote location, far from habitation?	No	
Site contact	Contact name	Cesar Montes
	Job title	Head of Innovation and Continuous Improvement
	Phone number	+56927975711
	Email	cesar.montes@unibag.cl
Applicable business and other legally required business license numbers and documents	RUT: 76283675-0 Sin vencimiento	

[← Management systems](#)

[Worker analysis →](#)

Site activities

Site function	Finished Product Supplier	
Site activities	Primary	Manufacture of other textiles n.e.c.
	Secondary	
	Other	

Product type Reusable bags.

Process overview

We have three production lines: one for screen printing, one for flexography, and one for custom screen printing. The production process for reusable bags begins with the arrival of the raw materials. The fabric rolls are printed using flexography or screen printing, for which we have two flexographic printers and two screen printing machines. We also have a screen printing machine for custom projects.

After printing, the bags are sealed using four automatic sealing lines or machines.

In addition, we have four manual machines for sealing bags or handles.

Finally, the product is packaged in corrugated cardboard boxes and palletized for shipment to our various customers.

What level of mechanization best describes the work at this site? Fair mechanisation / manual Labour

Site scope

Is the audited site a physically continuous area? Yes

What is the area of audited site to its boundary? 3248m²

[← Management systems](#)

[Worker analysis →](#)

Site scope

Building 1	Last construction works on site	2010
	If building is shared, provide details	NO
	Number of floors	2
	Description of floor activities	The company occupies a total site area of 5,000 m ² , with a total floor area of 3,248 m ² , and was built in 2010. The premises include a warehouse for storing raw materials and finished products, a workshop, a hazardous waste storage area and a spacious production area.

Is there any difference between the site scope of the audit and the Sedex site profile? No

Does the scope of the audit subdivide any building or is limited to particular processes, products or businesses within the physical site? No

Is any activity conducted onsite not included within the scope of the audit? No

Worker accommodation and transport

Are there any site-provided worker accommodation buildings? No

Does the site organise worker transport to the worksite? Site provided
The site provides transport for workers.

[← Site details](#)

[Worker analysis →](#)

Work patterns

Approximate workers on site per month (% of peak)	January	90-100%	February	90-100%
	March	90-100%	April	90-100%
	May	90-100%	June	90-100%
	July	90-100%	August	90-100%
	September	90-100%	October	90-100%
	November	90-100%	December	90-100%

Is there any night shift work at the site? No

Site assessments

Does this site hold any certifications that address labour standards, human rights, corruption or environmental impact? Other social audit
Company B certified under version 1.6 of the 2022 standard

Has the site assessed for negative impacts on the human rights, lands, resources, territories, livelihoods or food security of indigenous peoples or the local community? No
The company is located in Aurea Industrial.

Has there been a Human Rights Impact Assessment (HRIA) conducted within the last three years at this site? Yes
Update to the internal regulations, including workers' fundamental rights

[← Site details](#)

[Worker analysis →](#)

Worker analysis

Gender disaggregated data available Men and women

Worker totals

	Men	Women	Other	Total
Number of workers	36 (64.3%)	20 (35.7%)	- -	56 (100%)

Workers by type

	Men	Women	Other	Total
Permanent workers (employees)	29 (61.7%)	18 (38.3%)	- -	47 (83.9%)
Temporary or fixed term employees	7 (77.8%)	2 (22.2%)	- -	9 (16.1%)
Agency or subcontracted workers	0 -	0 -	- -	0 (0%)
Seasonal workers	0 -	0 -	- -	0 (0%)
Self-employed workers	0 -	0 -	- -	0 (0%)
Informal workers including home workers	0 -	0 -	- -	0 (0%)
Apprentices, trainees or interns	0 -	0 -	- -	0 (0%)

* % of total workforce

[← Site details](#)

[Worker interviews →](#)

Migrant workers

	Men	Women	Other	Total
Domestic migrant workers	0 -	0 -	- -	0 (0%)
International migrant workers	0 -	0 -	- -	0 (0%)
Total migrant workers	0 -	0 -	- -	0 (0%)

* % of total workforce

Where workers have migrated internally, N/A
list the most common internal states
workers have moved from

Workers by age

	Men	Women	Other	Total
18 - 24 years old	1 (25%)	3 (75%)	- -	4 (7.1%)
15 - 17 years old	0 -	0 -	- -	0 (0%)
Under 15 years old	0 -	0 -	- -	0 (0%)

* % of total workforce

[← Worker analysis](#)

[Worker interviews →](#)

Is the worker analysis data relevant for peak season and current to the audit? Yes

Please list the nationalities of all workers, with the three most common nationalities listed first Chilean

Most common nationalities as approximate % of workforce

	Men	Women	Other	Total
Chilean	64%	36%	-	100%

Workers by remuneration type

	Men	Women	Other	Total
Workers paid per unit (piece rate)	0 -	0 -	- -	0 (0%)
Workers paid based on a mix of 'piece work' and hourly rate	0 -	0 -	- -	0 (0%)
Workers paid hourly / daily rate	0 -	0 -	- -	0 (0%)
Salaried workers	36 (64.3%)	20 (35.7%)	- -	56 (100%)

* % of total workforce

Workers by payment cycle

	Men	Women	Other	Total
Paid daily	- -	- -	- -	0 (0%)
Paid weekly	- -	- -	- -	0 (0%)
Paid monthly	36 (64.3%)	20 (35.7%)	- -	56 (100%)
Other	0 -	0 -	- -	0 (0%)

* % of total workforce

If other payment cycle entered, please provide details N/A

People in managerial, supervisory and administrative roles

	Men	Women	Other	Total
Employees in management positions	2 (33.3%)	4 (66.7%)	- -	6
Supervisors or team leaders	4 (80%)	1 (20%)	- -	5
Administrative staff	16 (66.7%)	8 (33.3%)	- -	24

[← Worker analysis](#)

[Worker interviews →](#)

Worker interview summary

Gender disaggregated data available Men and women

Which methods of worker engagement were used? Individual interviews
 Group interviews

Digital worker survey participants

	Men	Women	Other	Total
Number of workers	-	-	-	-

Were any of the audit findings attributable to the survey?

Was the interview sample representative of all types of nationality and employment types of workers? Yes

Was the interview sample representative of the gender composition of the workforce? Yes

Number and size of group interviews A group of 5 workers

Did workers understand the purpose of the audit? Yes

Were interviews conducted in circumstances to ensure privacy, with the confidentiality of the interview process communicated to the workers? Yes

Was there any indication that workers had been 'coached' in how they should respond to questions?

No

What was the general attitude of the workers towards their workplace?

Favorable

Attitude of workers

In which areas did workers raise significant concerns or complaints?

Other (provide details)

They did not raise any complaints or negative comments.

What did the workers like the most about working at this site?

Contracts
Equal opportunities
Facilities (e.g. rest area, recreation, canteen)
Freedom of movement

Additional comments

No comments

Attitude of workers' committee/union representatives

There is no trade union or workers' representative

Attitude of managers

The managers supported the process throughout the audit; during the review of the non-conformities, they undertook to rectify the deviations as soon as possible.

Workers interviewed by type

	Total
Permanent workers	9
Temporary or fixed-term employees	1
Agency or subcontracted workers	0

[← Worker analysis](#)

[Measuring workplace impact →](#)

Workers interviewed by type

Seasonal workers	0
Other workers	0
Total number of workers interviewed	10

Workers interviewed by group/individual

	Men	Women	Other	Total
Workers interviewed in groups	4	0	-	4
Workers interviewed individually	1	5	-	6

Migrant workers interviewed

	Men	Women	Other	Total
Domestic migrant workers interviewed	0	0	-	0
International migrant workers interviewed	0	0	-	0
Total migrant workers interviewed	0	0	-	0

Measuring workplace impact

Gender disaggregated data available Men and women

Annual worker turnover (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	10.7%	5.4%	-	16.1%
Last full calendar year (2025)	25.0%	3.5%	-	28.5%
Previous full calendar year (2024)	25.0%	19.6%	-	44.6%

* Number of workers leaving in last 12 months as a % of average total number of workers on site over the year.

Rate of absenteeism (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2025)	0.0%	0.0%	-	0.0%
Previous full calendar year (2024)	0.0%	0.0%	-	0.0%

Number of days lost through job absence in the year, calculated as: (Number of days lost through job absence in the year) / [(Number of employees on 1st day of the year + Number of employees on the last day of the year) / 2] * (Number of available workdays in the year).

Are accidents recorded? Yes

Accidents are recorded and reported to the managing body

[← Worker interviews](#)

[Code area 0 →](#)

Annual number of work related accidents and injuries (per 100 workers)*

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	56.0%
Last full calendar year (2025)	1.8%	1.8%	-	56.0%
Previous full calendar year (2024)	3.6%	0.0%	-	56.0%

* Calculated as (number of work related accidents and injuries * 100) / number of total workers.

Lost day work cases (per 100 workers)*

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	56.0%
Last full calendar year (2025)	67.9%	0.0%	-	56.0%
Previous full calendar year (2024)	226.8%	0.0%	-	56.0%

* Calculated as (number of lost days due to work accidents and work related injuries * 100) / number of total workers.

Percentage of workers that work on average more than 48 total hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2025)	0.0%	0.0%	-	0.0%

[← Worker interviews](#)

[Code area 0 →](#)

Percentage of workers that work on average more than 48 total hours in a given week

Previous full calendar year (2024)	0.0%	0.0%	-	0.0%
------------------------------------	------	------	---	------

Percentage of workers that work on average more than 60 total hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2025)	0.0%	0.0%	-	0.0%
Previous full calendar year (2024)	0.0%	0.0%	-	0.0%

0. Enabling accurate assessment

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
No findings			
Systems and evidence examined to validate this code section	<p>0.A The audit was carried out without hindrance; the management provided the audit team with the necessary resources to carry out the audit process properly.</p> <p>0.B No bribes were offered, nor was any attempt made to influence the outcome of the audit.</p> <p>Requirement met</p> <p>0.C The site description is adequate and consistent with the description on the platform.</p> <p>0.D A statement on human rights and compliance with fundamental rights is maintained in the UNIBAG Code of Conduct, updated in January 2022</p>		

0. Enabling accurate assessment

Data points

Has the site received an official notice, fine, prosecution, or withhold release order (WRO) for non-compliance with legislation, regulation, consent, or permits within the last three years, relating to Health and Safety, labour rights or the environment? No

Did any workers selected by the auditor decline to be interviewed? No

Were any external stakeholders such as consultants, customer representatives, industry experts etc. present during the audit? No

1. Employment is freely chosen

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Not Addressed
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Fundamental Improvements Required
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Not Addressed
Monitor the effectiveness of procedures to meet policy and workplace requirements	Not Addressed
Explanation for management systems grades	<p>The company does not have any procedures or policies in place regarding free choice of employment.</p> <p>There is a Human Resources manager in place; however, there is no formal evidence of their appointment to fulfil this requirement.</p> <p>As there are no policies, these are not communicated.</p> <p>There are no policies or procedures, so there is nothing to measure in terms of effectiveness.</p>

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

Systems and evidence examined to validate this code section

- 1.A: No instances of modern slavery were identified
- 1.A.1: There are no instances of slavery; however, the recruitment procedure managed by the company's HR department sets out corrective measures should any non-compliance be identified.
- 1.B: During site visits and interviews with workers, no evidence was found that workers were subjected to any form of coercion.
- 1.C: During interviews and a review of the internal regulations, it was confirmed that workers are free to leave the site whenever they wish or need to.
- 1.D: The CCTV system has been identified and reviewed; it only covers general areas of physical security importance. Under no circumstances are the cameras directed at workers or in private areas; upon reviewing the CCTV system, no breaches were identified.
- 1.E: Workers have access to their mobile phones whenever they need them.
- 1.F: No documents are retained; only a copy of the identity card and a birth certificate are requested to verify the workers' age; the company does not retain any original identification documents.
- 1.G: For workers who have left the company, evidence of severance pay is provided; severance pay slips for former workers are reviewed, which include amounts for holiday pay, one month's notice, and a notary's signature validating the process.
- 1.H: During the review of pay slips and interviews with workers, it is confirmed that payment is made by bank transfer before the last working day of the month.
- 1.I: There are no loans to workers.
- 1.J: No payments are withheld from workers.
- 1.K: There are no compulsory savings schemes.
- 1.L: 100% of workers receive above the legal minimum wage.
- 1.M: A risk assessment has been carried out, confirming that there is no possibility of forced labour; however, should any be detected, corrective measures and a prohibition against it are included in the code of conduct and internal regulations.
- 1.N: There is no prison labour.
- 1.O: There are no deviations from other regulations relating to this requirement.

Evidence reviewed:

- Interview with the HR manager
- Employee interviews
- Personnel files
- Hiring procedures
- Eti Code

1. Employment is freely chosen

Data points

If required under local law, is there a published 'modern slavery' or similar statement? Not Applicable

Does the site utilise any workers who are prisoners? No

Does the site use the labour of persons required to work under any government scheme? No

1.A. Responsible recruitment and entitlement to work

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Not Addressed
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Fundamental Improvements Required
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Not Addressed
Monitor the effectiveness of procedures to meet policy and workplace requirements	Not Addressed
Explanation for management systems grades	<p>The company does not have any procedures or policies in place Responsible recruitment and entitlement to work.</p> <p>There is a Human Resources manager in place; however, there is no formal evidence of their appointment to fulfil this requirement.</p> <p>As there are no policies, these are not communicated.</p> <p>There are no policies or procedures, so there is nothing to measure in terms of effectiveness.</p>

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
No findings			

[← Code area 1](#)

[Code area 2 →](#)

Systems and evidence examined to validate this code section

1.A.A. - The company has a personnel selection process, which is included among the steps to follow in hiring. Part of this process is the review of the submitted documentation to validate that it is current and relevant to ensure the applicant has the legal right to work. The process is carried out in accordance with the requirements of local regulations and SMETA guidelines.

1.A.B. - The company maintains the necessary records to demonstrate that all workers have the legal right to work. This is done by the labor relations analyst. During the review of documents (employee files), the following were found, among others: employment contract, copy of identity card, copy of employee visa.

1.A.C. - There is evidence of an employment contract for all sampled workers, which establishes the working conditions. This is confirmed in an interview with the workers.

1.A.D. - The Company does not hire personnel through employment agencies or recruitment partners. During the interview and document review, it was confirmed that minors are not hired.

1.A.E. - The Company does not use third-party employment agencies or other recruitment intermediaries. However, where applicable, the organization has established that it will review the recruitment process to verify that it follows the required ethical practices.

1.A.F. - The Company does not use third-party employment agencies or other recruitment intermediaries to manage the recruitment process. However, where applicable, the organization has established that it must pay the expenses associated with its recruitment costs.

1.A.G. - The Company does not use third-party employment agencies or other recruitment intermediaries to manage the recruitment process. However, where applicable, the organization has established that the payments owed by employees are reviewed.

1.A.H. - The Company does not use third-party employment agencies or other recruitment intermediaries to manage the recruitment process. However, if applicable, the organization has established that if workers are required to make any type of payment, they will be reimbursed. During the document review and interview with the workers, it was evident that they do not make any payments.

1.A.I. - During the interview, it was confirmed that the workers do not pay hiring fees or related costs (both internal and external).

1.A.J. - The organization complies with the country's legal requirements.

Evidence reviewed:

- Interview with the HR manager
- Employee interviews
- Personnel files
- Hiring procedures
- Eti Code

1.A. Responsible recruitment and entitlement to work

Data points

Labour hire

Does the site use labour providers and/or formal, temporary, seasonal or guest worker programmes? Workers are recruited, selected, and hired directly by our company

How do the labour providers recruit and hire workers? N/A - Recruitment providers not used

Where labour providers were used to recruit, what was the highest number of tiers identified in a workers recruitment journey? 0

Are there any subcontracted workers (excluding dispatched labour) on site? No

Were all non-employee (e.g. agency or subcontracted) workers included within the scope of this audit for the purpose of document review and (if onsite on date of audit) interview? Not Applicable

Were sufficient documents for non-employee (e.g. agency or other subcontracted) workers available for review? Not Applicable

Migrant workers

Do any workers migrate across international borders to work at this site? No

[← Code area 1](#)

[Code area 2 →](#)

Percentage of workers that are migrant 0%

Do any workers migrate from other states, provinces or regions within the country to work at this site? No

Recruitment fees

Have any workers who started at this site in the last 12 months (new workers) paid any recruitment fees or associated costs, such as visas or travel, which have not been fully repaid? No - there are no new workers

[← Code area 1.A](#)

[Code area 2 →](#)

2. Freedom of association and right to collective bargaining are respected

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Not Addressed
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Fundamental Improvements Required
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Not Addressed
Monitor the effectiveness of procedures to meet policy and workplace requirements	Not Addressed
Explanation for management systems grades	<p>The company does not have any procedures or policies in place regarding responsible recruitment and entitlement to work.</p> <p>There is a Human Resources manager in place; however, there is no formal evidence of their appointment to fulfil this requirement.</p> <p>As there are no policies, these are not communicated.</p> <p>There are no policies or procedures, so there is nothing to measure in terms of effectiveness.</p>

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

[← Code area 1.A](#)

[Code area 3 →](#)

Systems and evidence examined to validate this code section

The facility does not have a Workers Union.
It is not a requirement in Chile to have a Union or Workers' Committee.
According to interviews, the site respects local legislation and the ETI Base Code on freedom of association and collective bargaining and does not prohibit, discourage or interfere with workers' right to organize.

Evidence reviewed:

- Interview with the HR manager
- Employee interviews
- Personnel files
- Hiring procedures
- Eti Code

2. Freedom of association and right to collective bargaining are respected

Data points

Are trade unions allowed by law in the national context?	Yes
Are there any registered trade unions in the workplace?	No
Are they active?	
Does the employer recognise the trade union?	Not Applicable
Are there alternative worker representative bodies in place?	None
Are the worker representative bodies, trade union or otherwise, accessible to all workers, including more vulnerable workers (such as female, migrant, agency, and seasonal workers)?	Not Applicable
Are the worker representatives freely elected by the workforce as a whole?	Not Applicable
Does union/worker committee membership reflect the gender composition of the workforce?	Not Applicable
Does the membership reflect the nationality composition of the workforce?	Not Applicable

[← Code area 2](#)

[Code area 3 →](#)

Has there been any industrial action (e.g. strikes, unrest, or cases raised to formal tribunals or labour courts) in the past two years? No

3. Working conditions are safe and hygienic

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Some Improvements Recommended
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Some Improvements Recommended
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended
Explanation for management systems grades	<p>Although there is a policy in place, procedures for certain specific functions are either inadequate or non-existent.</p> <p>Whilst the company employs a safety officer, this expert is a contractor who carries out weekly site visits; greater support is needed to ensure the system is managed properly.</p> <p>Health and safety policies and procedures are in place and are published in various sections of the website; however, interviews reveal that training is insufficient, as workers do not demonstrate knowledge of them</p> <p>Although reviews are carried out on issues such as accident rates and these are presented to management, there is no evidence of monitoring across the entire system.</p>

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
-----------	-----------------------	------------	---------

[← Code area 2](#)

[Code area 4 →](#)

3. Working conditions are safe and hygienic

3.G Provide sufficient first-aid supplies ons...	Base code	NC ZAF601410964
3.N Ensure that all hazardous substances (e.g...	Base code	NC ZAF601410960

Systems and evidence examined to validate this code section

3.A.- The Company established the following documents establishing controls to prevent accidents and injuries to health, as well as the relevant records.

- "Emergency and Evacuation Plan
- Emergency Response Plan document
- Technical Report on the Final Verification and Control

3.B.- The company conducts risk assessments of potential hazards arising from the workplace, known as the "Risk Identification and Assessment Matrix and Determination of Control Measures." The matrix evaluates the risks associated with production lines and administrative activities.

3.C.- The organization has designated an Occupational Health and Safety Engineer as the Occupational Health and Safety Manager. It is evident that he or she has the authority to oversee occupational health and safety issues.

3.D.- There is a health and safety committee (Joint Committee), which includes employee and company representatives (required by local legislation).

3.E.- Training is provided to each employee who joins the company on various health and safety-related topics:

- Emergency plan, use and handling of fire extinguishers, integrated company policy, RESPEL and SUSPEL management, serious and fatal accidents, exposure to UV radiation, maximum load, external and internal machinery noise, fires and explosions, noise exposure, psychosocial factors, ergonomics (among others).

3.F.- The effectiveness of the training will be measured by asking the employee questions to verify the level of understanding of the topics covered by the participants.

3.G. The facility has two first aid kits. In the event of major accidents, workers are transferred to the Mutualidad. There are no staff trained in first aid; see NC.

3.H. During the facility visit, it was evident that workers were using appropriate PPE (safety footwear, hearing protection, and respirators). In addition, signs were posted throughout the facility indicating the hazards and the type of PPE required.

3.I. Accident records were kept for the 2024 and 2025 periods. In the event of an accident, the Risk Prevention Officer and a facility representative investigate it, leaving a record that presents the established corrections.

3.J. This information is verified through worker interviews. It is a legal requirement that every worker has the authority to stop work, seek safety, or leave the facility, without threats or fear of retaliation, when they believe that occupational hazards have placed them in imminent danger.

3.K. The facilities are in adequate condition. Health Service Resolution

- Emergency Response Plan Document - Evacuation drill record; all staff were evacuated. Three drills per year are planned for

the two existing shifts. Fire extinguisher training record dated 3.L. Evidence:

- "Factory Emergency and Evacuation Plan" document
- Emergency Response Plan document

- Evacuation drill record.

3.M.- During the document review and interview with the responsible party, it was evident that the company does not have an Annual Preventive Maintenance Plan

3.N. During During the site visit, solvent containers without lids were found on the premises view NC.

3.O During the document review and facility visits, it was evident that an inspection is not required.

3.P.- It is evident that weather conditions do not represent a significant risk factor, as normal weather conditions exist. This analysis is evident and is considered in the disaster response plan.

3Q: No risks associated with climate change have been identified for the site

3R: The number of toilets is adequate and they are kept in excellent condition, as observed during a site visit.

3.S. The company does not provide housing for its workers.

3.T. The company does not provide transportation to/from the facility/home.

3.U. There are no additional health and safety requirements beyond those already reviewed.

Findings: non-compliances

ZAF601410964

Non-compliance

Due 2026-06-03

Code area

3 Working conditions are safe and hygienic

Status

Open*

Workplace requirement

3.G Provide sufficient first-aid supplies onsite, and ensure that adequately trained personnel are available during all shifts.

Time given to resolve

30 days

Issue title

167 - No or inadequately trained first aiders

Verification method

Desktop audit

Description

There is no staff trained in first aid.

Area of non-compliance/non-conformance

Base code

No hay personal capacitado en primeros auxilios.

Corrective and preventative actions

Make sure there is at least one person per shift who is trained in first aid.

Asegúrese de mantener a lo menos un responsable por turno capacitado en primeros auxilio.

* PDF generated at 19:36 (UTC) on 04 May 2026. [View this finding on the Sedex platform](#) for live updates and closure details.

ZAF601410960

Non-compliance

Due 2026-06-03

Code area

3 Working conditions are safe and hygienic

Status

Open*

[← Code area 3](#)

[Code area 4 →](#)

Workplace requirement

3.N Ensure that all hazardous substances (e.g. chemicals and pesticides) are officially registered where possible, Material Safety Data Sheets are used, and they are managed appropriately at all times in line with registration and safety instructions, including storage, use and disposal.

Time given to resolve

30 days

Issue title

237 - Improper storage of hazardous substances (e.g. chemicals and pesticides)

Verification method

Desktop audit

Description

During the site visit, solvent containers without lids were observed. The safety data sheet for the product "F-STAR PA Solvent-Based Liquid Ink" states P233: Keep container tightly closed.

Area of non-compliance/non-conformance

Base code

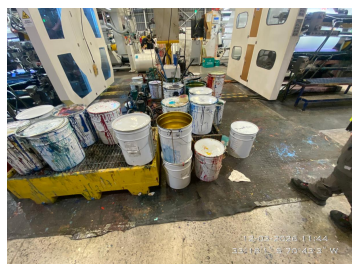
Durante la visita instalaciones se observaron contenedores de solvente sin tapa. La ficha de seguridad del producto "tinta Liquida al Solvente" F-STAR PA describe P233-Mantener el recipiente herméticamente cerrado.

Corrective and preventative actions

Please ensure that containers of solvent-based products are kept tightly closed at all times.

Asegúrese de mantener los contenedores de productos en base a solvente cerrados en todo momento.

Evidence



[IMG_2360.jpeg](#)

* PDF generated at 19:36 (UTC) on 04 May 2026. [View this finding on the Sedex platform](#) for live updates and closure details.

3. Working conditions are safe and hygienic

Data points

Is someone within the company responsible for health and safety?	Yes, qualified safety officer
Do workers operate high risk or heavy machinery or vehicles as part of their jobs?	Yes
Do workers handle or have access to hazardous substances (e.g. chemicals or pesticides)?	Yes Solvents for paints
Who organises accommodation for workers?	Workers independently arrange their own accommodation
Who organises worker transportation between accommodation and worksite?	Workers organise their own transport
Who organises worker transportation while at work?	Workers organise their own transport
Do all structural additions (e.g. added floors) have a valid permit/inspection report as per local law?	Yes No extensions have been added since it was built
Does the visual appearance of the building give you any immediate concerns about the structural integrity of the building?	No
Are there any cracks observed in the walls, floors, ceilings or other areas of the facility, both internally or externally?	No

[← Code area 3](#)

[Code area 4 →](#)

Does the site have a structural engineer evaluation? Yes

[← Code area 3](#)

[Code area 4 →](#)

4. Child labour shall not be used

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Not Addressed
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Fundamental Improvements Required
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Not Addressed
Monitor the effectiveness of procedures to meet policy and workplace requirements	Not Addressed
Explanation for management systems grades	<p>The company does not have any procedures or policies in place regarding Child Labour.</p> <p>There is a Human Resources manager in place; however, there is no formal evidence of their appointment to fulfil this requirement.</p> <p>As there are no policies, these are not communicated.</p> <p>There are no policies or procedures, so there is nothing to measure in terms of effectiveness.</p>

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

[← Code area 3](#)

[Code area 5 →](#)

Systems and evidence examined to validate this code section

4.A. No child labor is recruited, and the minimum hiring age is 18 years, as verified by the company's job vacancy check.

4.B. At the beginning of the recruitment/hiring process, workers are asked to present identification to verify their age and to record basic information for the preparation of the employment contract. After the interview, verification of documents and records, contractors/agencies (when applicable) also request identification and keep a copy in the workers' personnel file.

4.C. After verification of documents, records, interviews, and visits to the facilities, no workers under the age of 18 have been found.

4.D. As indicated, there are no minors under the age of 18 at the facility.

4.E. The facility does not have housing on site. Therefore, there are no homes on site where families live who require their children to attend school.

4.F The company has developed a policy prohibiting child labor with corrective measures in accordance with ILO provisions. According to the documents and the employee roster, no worker is under 18 years of age.

There are no workers under 18 years of age employed. The youngest worker is 18 years old.

4.G As previously reported, policies and procedures comply with ILO standards, and if any instances of child labor are observed, the site will implement the corresponding Remediation Policy.

Evidence reviewed:

- Interview with the HR manager
- Employee interviews
- Personnel files
- Hiring procedures
- Eti Code

4. Child labour shall not be used

Data points

Percentage of workers that are age 24 or younger	7%
Enter the legal age of employment	15
Enter the age of the youngest worker identified	19
Enter the number of workers under local legal minimum age	0
Enter the number of workers under 15 years old	0
Percentage of workers that are apprentices, trainees or interns	0.0%
Were there children present on the work floor but not working at the time of audit?	No
Do children live at the accommodation provided to workers?	Not Applicable

[← Code area 4](#)

[Code area 5 →](#)

5. Legal wages are paid

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met

Not Addressed

Appoint a manager with sufficient seniority who is responsible for implementing procedures

Fundamental Improvements Required

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures

Not Addressed

Monitor the effectiveness of procedures to meet policy and workplace requirements

Not Addressed

Explanation for management systems grades

The company does not have any procedures or policies in place regarding Legal waged.

There is a Human Resources manager in place; however, there is no formal evidence of their appointment to fulfil this requirement.

As there are no policies, these are not communicated.

There are no policies or procedures, so there is nothing to measure in terms of effectiveness.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
5. Legal wages are paid	5.B Ensure that workers receive the insurance...	Local law Base code	NC ZAF601410961

[← Code area 4](#)

[Code area 5.A →](#)

Systems and evidence examined to validate this code section

- 5.A.- During the documentation review was evident that all workers receives a salary above the current statutory minimum wage This was confirmed during the interview with the worker.
- 5.B.- During the documentary review, it became apparent that employees do not take at least 10 consecutive days of annual leave; instead, they take these days in separate blocks, thereby failing to comply with the requirement for at least 10 consecutive days of leave as defined by current local legislation.
- 5.C.- During the documentation review, it was confirmed to the workers and during the interview with the plant manager that partial payments are not made with in-kind benefits.
- 5.D.- During the document review and interview with the plant manager, it was confirmed to the workers that no deductions are made from their wages for disciplinary actions. All workers are provided with information so they understand the wage deductions that will be made.
- 5.E.- During the document review and interview with the workers, it was confirmed that they receive compensation for all time worked, including essential meetings and training. Essential meetings and training are conducted at no cost to the worker and during paid work hours.
- 5.F.- During the document review and interview with the workers, it was confirmed that all workers receive clearly written information, in a language they understand, describing pay information (rates and total pay, overtime, frequency of pay, deductions, benefits and insurance, and paid vacation) prior to the start of employment, and clearly written information about any changes during the course of employment.
- 5.G.- During the document review and employee interviews, it was confirmed that the company maintains appropriate records demonstrating that employees receive a pay stub or payroll statement each pay period with a clear and understandable breakdown of their wages, benefits, and deductions.
- 5.H.- Compliance with legal requirements is evident.

Findings: non-compliances

ZAF601410961

Non-compliance

Due 2026-06-03

Code area

5 Legal wages are paid

Status

Open*

Workplace requirement

5.B Ensure that workers receive the insurances and benefits (including leave entitlements) they are legally or contractually entitled to.

Time given to resolve

30 days

Issue title

416 - Failure to provide workers with legally required leave entitlement (e.g. annual, maternity, paternity, sick leave) - systemic

Verification method

Follow up audit

Description

The document review reveals that 6 out of 10 workers selected for the sample have not taken at least 10 consecutive days of annual leave in the last 12 months.

Area of non-compliance/non-conformance

Local law

Base code

Durante la revisión documental se evidencia que 6 de 10 trabajadores seleccionados en la muestra no se han tomado a lo menos 10 días continuo de descanso de vacaciones en los últimos 12 meses.

Corrective and preventative actions

Take the necessary steps to ensure that your employees take action for at least 10 days.

Tome las medidas necesarias para asegurar que sus trabajadores tomen acciones de a lo menos 10 días

Local law reference

In accordance with Article 67 of the Labor Code, employees with more than one year of service are entitled to an annual leave of 15 working days with full pay. The same legal provision states that the leave should preferably be granted in spring or summer, taking into account the needs of the service. Article 70 of the same legal code establishes that the leave must be taken continuously, but any period exceeding ten working days may be divided by mutual agreement.

* PDF generated at 19:36 (UTC) on 04 May 2026. [View this finding on the Sedex platform](#) for live updates and closure details.

[← Code area 5](#)

[Code area 5.A →](#)

5. Legal wages are paid

Data points

What is the basic wage paid to workers? The legal minimum wage

Does the site use digital payment methods (i.e. money paid directly into a bank account) to pay workers? Only digital payments

How much as a percentage of their pay does a worker receive as 'payment-in-kind' benefits? None

Where the site has undertaken a Living Wage gap analysis against a credible Benchmark which Benchmark have they used? Not Applicable

Worker remuneration

Which benefits are provided to permanent or full-time workers that are not provided to temporary or part-time workers? Not applicable

Summary information

Is legal wage/legally recognised CBAs data available for any of these options? Monthly

Is actual wage data available on site for any of these options? Monthly

Maximum legal working hours	Max hours per day	9.0
	Max hours per week	44.0
	Max hours per month	176.0
Actual required working hours	Required hours per day	8.0
	Required hours per week	44.0
	Required hours per month	176.0
Maximum legal overtime hours	Max hours per day	2.0
	Max hours per week	12.0
	Max hours per month	48.0
Actual overtime hours	Max hours per day	2.0
	Max hours per week	12.0
	Max hours per month	48.0
Minimum legal wage	Min per hour	3098.0
	Min per day	19967.0
	Min per week	134750.0
	Min per month	539000.0
Actual minimum wage	Actual per hour	4540.0
	Actual per day	26333.0
	Actual per week	197500.0
	Actual per month	790000.0

Minimum legal overtime wage	Min per hour	4184.0
	Min per day	Non applicable
	Min per week	Non applicable
	Min per month	Non applicable
Actual minimum overtime wage	Actual per hour	6284.0
	Actual per day	Non applicable
	Actual per week	Non applicable
	Actual per month	Non applicable

Wage analysis

Number of workers' records checked	10
Provide the date and details of the records	Payroll statements, timesheets and production bonus records for July, November 2025 and February 2026
Are there different legal minimum/legally recognised CBAs wage grades?	No
For the lowest paid workers, are wages paid for standard/contracted hours (excluding overtime) below or above the legal minimum/ legally recognised CBAs?	Above legal minimum
Indicate the breakdown of workforce per earnings	100% above the statutory minimum
Are there any bonus schemes used?	Yes Production bonus

[← Code area 5](#)

[Code area 5.A →](#)

Were accurate records shown at the first request? Yes

Were any inconsistencies found? No

[← Code area 5](#)

[Code area 5.A →](#)

5.A. Living wages are paid

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
5.A. Living wages are paid	5.A.A Review workers' total pay including ben...	Base code	NC ZAF601410962
	5.A.B Put in place a wage improvement plan th...	Base code	NC ZAF601410963

Systems and evidence examined to validate this code section

5.A.A A CAR was raised regarding the organization's failure to review total employee compensation, including benefits, and compare it to a credible "living wage" to calculate a "living wage gap", and to understand what proportion of the workforce has a gap.

5.A.B A CAR was raised regarding the implementation of a wage improvement plan that aims to pay workers a living wage within a given timeframe.

Findings: non-compliances

ZAF601410962

Non-compliance

Code area

5.A Living wages are paid

Status

Open*

Workplace requirement

5.A.A Review workers' total pay including benefits and compare it with a credible 'living wage' to calculate a 'living wage gap', and understand what proportion of the workforce has a gap.

Time given to resolve

Verification method

Collaborative action required

Issue title

903 - CAR: A living wage gap analysis has not been completed

Area of non-compliance/non-conformance

Base code

Description

No hay un análisis de brecha salarial

Corrective and preventative actions

Realice un análisis de brecha

* PDF generated at 19:36 (UTC) on 04 May 2026. [View this finding on the Sedex platform](#) for live updates and closure details.

ZAF601410963

Non-compliance

Code area

5.A Living wages are paid

Status

Open*

Workplace requirement

5.A.B Put in place a wage improvement plan that aims to pay workers a living wage within a stated timeframe.

Time given to resolve

Verification method

Collaborative action required

Issue title

906 - CAR: A wage improvement plan (with Living Wage as the goal) has been completed but it is missing key elements

Area of non-compliance/non-conformance

Base code

Description

No se ha completado un análisis de sueldo digno, por lo que no hay una mejora evidenciada.

[← Code area 5.A](#)

[Code area 6 →](#)

Corrective and preventative actions

Una vez realizado análisis de sueldo digno, por lo que no hay una mejora evidenciada

* PDF generated at 19:36 (UTC) on 04 May 2026. [View this finding on the Sedex platform](#) for live updates and closure details.

[← Code area 5.A](#)

[Code area 6 →](#)

6. Working hours are not excessive

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Not Addressed
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Fundamental Improvements Required
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Not Addressed
Monitor the effectiveness of procedures to meet policy and workplace requirements	Not Addressed
Explanation for management systems grades	<p>The company does not have any procedures or policies in place regarding Working hours.</p> <p>There is a Human Resources manager in place; however, there is no formal evidence of their appointment to fulfil this requirement.</p> <p>As there are no policies, these are not communicated.</p> <p>There are no policies or procedures, so there is nothing to measure in terms of effectiveness.</p>

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
6. Working hours are not excessive	6.J Comply with all other applicable laws tha...	Local law Base code	NC ZAF601410965

[← Code area 5.A](#)

[Code area 7 →](#)

Systems and evidence examined to validate this code section

- 6.A.- During the document review, it was evident that workers within the sample worked overtime hours above the legally permitted.
- 6.B.- During the document review and employee interviews, it was evident that workers receive all legally required rest and meal breaks, including continuous rest between shifts. The established meal break is 30 minutes.
- 6.C.- All workers work Monday through Saturday.
- 6.E.- According to local regulations, the maximum standard workweek is 44 hours per week.
- 6.F. During the review of attendance records it was evident that, when overtime is used, it is done to manage changes in demand..
- 6.G. During the interview with the employee, it was confirmed that overtime is voluntary and can be declined without additional consequences.
- 6.H. Overtime is compensated with a premium of 150%. During the interview with the employee, it was confirmed that overtime pay is provided in accordance with local regulations.
- 6.I.- During the interview with the Human Resources manager, it was evident that they monitor the hours worked to ensure they do not exceed the number of hours permitted by local regulations and that they manage them responsibly.
- 6.J.- Evidence a CAR. Employees work overtime in accordance with current local legislation; however, this is not limited to special circumstances but has become an integral part of the company's day-to-day operations, being carried out on a routine basis rather than on an ad hoc basis or to deal with emergencies or specific situations, as described in the relevant legislation.

Findings: non-compliances

ZAF601410965

Non-compliance

Due 2026-08-02

Code area

6 Working hours are not excessive

Status

Open*

Workplace requirement

6.J Comply with all other applicable laws that impose conditions on Code Area 6.

Time given to resolve

90 days

Issue title

911 - An isolated breach of local law which represents low risk to workers (relating to Code Area 6: Working Hours are not Excessive but which cannot be captured under another Workplace Requirement)

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law
Base code

Description

The document review revealed that workers, primarily machine operators, routinely work overtime; this overtime is not used to address the company's temporary needs or situations, as required by law, but rather to meet production targets.

Durante la revisión documental se evidencio que trabajadores, principalmente operadores de equipo realizan horas extras de manera estructural, no son utilizadas para atender necesidades o situaciones temporales de la empresa como lo describe la ley si no son para cumplir con la producción requerida.

Corrective and preventative actions

Make sure that overtime is managed appropriately and that it is not used solely to deal with temporary situations within the company

Asegúrese de gestionar de manera adecuada las horas extras y que estas no sean utilizadas solo para atender situaciones temporales de la empresa

Local law reference

According to Article 30 of the Labor Code, overtime is defined as work that exceeds the maximum legal working hours (44 hours per week) or the agreed-upon working hours if they are less. Overtime can only be agreed upon to address temporary needs or situations within the company.

* PDF generated at 19:36 (UTC) on 04 May 2026. [View this finding on the Sedex platform](#) for live updates and closure details.

[← Code area 6](#)

[Code area 7 →](#)

6. Working hours are not excessive

Data points

Is the sample size the same as in the wages section?	Yes
Normal day overtime premium as a percentage of standard wages	150%
If the site pays an overtime premium of less than 125% and this is allowed under local law, are there other considerations?	N/A
Excluding overtime, what are the regular working hours per week for workers at this site?	44.0
Including overtime, what is the average number of working hours per week for full-time workers at this site?	56.0
In the sample, what was the maximum number of hours worked in a single week, including overtime, for any worker at this site?	56.0
Maximum number of days worked without a day off in sample	6

[← Code area 6](#)

[Code area 7 →](#)

7. No discrimination is practiced

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met Not Addressed

Appoint a manager with sufficient seniority who is responsible for implementing procedures Fundamental Improvements Required

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures Not Addressed

Monitor the effectiveness of procedures to meet policy and workplace requirements Not Addressed

Explanation for management systems grades The company does not have any procedures or policies in place regarding No discrimination.
There is a Human Resources manager in place; however, there is no formal evidence of their appointment to fulfil this requirement.
As there are no policies, these are not communicated.
There are no policies or procedures, so there is nothing to measure in terms of effectiveness.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
-----------	-----------------------	------------	---------

No findings

[← Code area 6](#)

[Code area 8 →](#)

Systems and evidence examined to validate this code section

7.A.- During the interview with the workers and the plant manager, documentation demonstrating the absence of discrimination was reviewed, especially considering race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership, or political affiliation.

7.B.- During the interview with the workers and plant managers, documentation demonstrating that employment policies and processes are sufficient to prevent discrimination at all stages of employment was reviewed. This includes hiring, compensation, access to training, promotion, dismissal, or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership, or political affiliation. The Company has a Code of Conduct and an Employee Handbook (Internal Regulations) that establishes that there is no discrimination in hiring, compensation, access to training, promotion, dismissal, or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership, or political affiliation.

7.C.- No occupational medical examinations are performed on workers that could lead to discrimination, such as pregnancy or HIV/AIDS tests. This was confirmed during the interviews.

7.D.- It is evident that the Company has a complaints and grievance mechanism. No cases have been reported in the last two years. However, most of the employees interviewed are unaware of the system in place.

7.E.- The company has a personnel selection process, which is included among the steps to follow for hiring. Part of the process includes reviewing the submitted documentation to ensure it is current and relevant, ensuring the applicant has the right to work. The process complies with local regulations and the SMETA guidelines. The interview confirmed that there were no instances of discrimination in these processes.

7.F. The Organization complies with the country's legal requirements.

7. No discrimination is practiced

Data points

Percentage of women workers in skilled or technical roles (e.g. where specific qualifications are needed, such as engineer/laboratory analyst)?	15%
Representation of women in managerial roles (ratio of women workers to women managers)	20%
Representation of women in supervisory roles (ratio of women workers to women supervisors)	5%
Three most common nationalities in managerial and supervisory roles	Chilean

8. Regular employment is provided

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Not Addressed
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Fundamental Improvements Required
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Not Addressed
Monitor the effectiveness of procedures to meet policy and workplace requirements	Not Addressed
Explanation for management systems grades	<p>The company does not have any procedures or policies in place regarding regular employment.</p> <p>There is a Human Resources manager in place; however, there is no formal evidence of their appointment to fulfil this requirement.</p> <p>As there are no policies, these are not communicated.</p> <p>There are no policies or procedures, so there is nothing to measure in terms of effectiveness.</p>

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

[← Code area 7](#)

[Code area 8.A →](#)

Systems and evidence examined to validate this code section

8.A.- During the review of documents (employee and non-employee files), it was evident that all employees have a written contract specifying the terms and conditions of employment. The document meets all legal requirements and is written in a language understandable to the employees. This was confirmed during the interview with the employees.

8.B.- During the review of documents, it was evident that the company complies with legal requirements.

8.C. During the review of documentation (employee files), it was evident that employment or contracting models appropriate to the nature of the work performed in the local context were used. 30 employment contracts signed by both parties were identified.

8.D. During the review of documentation, it was evident that apprenticeship, irregular, subcontracted, or non-employee work models are not used to avoid obligations related to regular employment.

8.E.- During the documentation review and the interview with the facility manager, it was evident that the legal conditions for the use of temporary work models (where applicable) will be met.

8.F.- During the interview with the facility manager, it was confirmed that no unfair restrictions are imposed on those working on temporary employment seeking regular employment.

8.G.- The Organization does not have apprenticeship work models.

8.H.- The Organization strictly complies with legal and regulatory requirements.

8. Regular employment is provided

Data points

Percentage of workers that are permanently or temporarily employed	100.0%
Percentage of workers that have been engaged via irregular, sub-contracted or non-employment models of labour, rather than permanent or temporary contracts of employment	0.0%
Percentage of workers employed as apprentices, trainees or interns	0.0%

8.A. Sub-contracting and homeworkers are used responsibly

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	Not have sub contracting or homeworker

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings
Systems and evidence examined to validate this code section	The company does not have subcontractors or home-based workers.		

[← Code area 8](#)

[Code area 9 →](#)

8.A. Sub-contracting and homeworkers are used responsibly

Data points

Are homeworkers employed directly or engaged through an agent? Not applicable

Gender disaggregated data available

Number of homeworkers used

	Men	Women	Other	Total
Number of workers	-	-	-	-

What processes are carried out by homemaker?

Are full records of homeworkers available at the site?

Does the supplier buy products or services from suppliers that use homeworkers? No
N/A

Sub-contracting

Are there any concerns about unrecorded work or undeclared sub-contracting on site, giving considerations to the workers' capacity? No
No risks associated with subcontracting have been identified on site

[← Code area 8.A](#)

[Code area 9 →](#)

Are any sub-contractors used? No

[← Code area 8.A](#)

[Code area 9 →](#)

9. No harsh or inhumane treatment is allowed

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met Not Addressed

Appoint a manager with sufficient seniority who is responsible for implementing procedures Fundamental Improvements Required

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures Not Addressed

Monitor the effectiveness of procedures to meet policy and workplace requirements Not Addressed

Explanation for management systems grades

The company does not have any procedures or policies in place regarding inhumane treatment.

There is a Human Resources manager in place; however, there is no formal evidence of their appointment to fulfil this requirement.

As there are no policies, these are not communicated.

There are no policies or procedures, so there is nothing to measure in terms of effectiveness.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
-----------	-----------------------	------------	---------

No findings

[← Code area 8.A](#)

[Code area 10.A →](#)

Systems and evidence examined to validate this code section

- 9.A.- Interviews with employees reveal that they do not receive inhumane treatment or any type of violence. A good relationship with management is mentioned.
- 9.B.- During the on-site interview, it was evident that the Company does not engage in or facilitate cruel or inhumane treatment of workers, including gender-based violence and harassment. This point is included in a Code of Conduct, available to all employees.
- 9.C.- All new employees receive training on various topics, including the Code of Conduct and Internal Regulations (documents available to all employees). In addition, training is conducted throughout the year to update them on the subject (confirmed during the interview with internal and external employees).
- 9.D.- During the interview with the plant manager, it was confirmed that the Company implemented measures to prevent and control the risks of cruel or inhumane treatment, including gender-based violence and harassment. This was achieved by training all employees on the requirements established in the Code of Conduct and Internal Regulations, as well as on the behavior to be followed by all personnel. During the interview with the workers, it was confirmed that the work environment is very good and the treatment is appropriate, with no inappropriate treatment having occurred.
- 9.E. During the interview with the plant manager, it was confirmed that, while no risks have been identified, equally adequate training is provided to workers at all levels, as well as those with relevant managerial or supervisory responsibilities, to prevent harsh or inhumane treatment in the workplace. Systems have been established to monitor the understanding and implementation of the training. During the interview with the workers, it was confirmed that the work environment is very good and the treatment is appropriate, with no inappropriate treatment having occurred.
- 9.F. All employees who join the company receive training on various topics, including the Code of Conduct and Internal Regulations (documents available to all employees). The personnel manager is responsible for supervision to prevent cruel or inhuman treatment in the workplace.
- 9.G.- During the interview with employees, it was confirmed that body searches are not conducted.
- 9.H.- It is evident that the Company has a complaints and grievance mechanism (website and phone number) where employees can file any complaints or claims. No cases have been reported in the last two years.
- 9.I.- The organization complies with legal and regulatory requirements.

9. No harsh or inhumane treatment is allowed

Data points

Is there a formal process for workers to report concerns, complaints, or problems ('grievance mechanism')? Yes, there is a formal grievance process

What type of grievance mechanism(s) are available? Información mediante código QR publicado en el sitio

Number of grievances raised in the last 12 months 1

Number of grievances resolved in the last 12 months 1

10.A. Environment 2-Pillar

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Some Improvements Recommended
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Some Improvements Recommended
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Not Addressed
Explanation for management systems grades	<p>Although there is an established policy, the procedures for certain specific functions are inadequate or non-existent. No one has been formally appointed as the environmental officer.</p> <p>Environmental policies and procedures are published in various sections of the website; however, interviews and site visits reveal that training is insufficient, as workers do not demonstrate an understanding of them. There is no monitoring.</p>

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

[← Code area 9](#)

Systems and evidence examined to validate this code section

10.AA The company maintains an environmental legal matrix to verify the plant's compliance with legal and customer requirements. LEGAL COMPLIANCE MATRIX

10.AB When reviewing the legal matrix, it describes the legal requirements and records are associated with it to demonstrate legal compliance.

10.AC The legal matrix includes the requirements and appropriate information for compliance. It describes compliance with each of these requirements.

10.AD A list of chemical substances present on-site is maintained. The quantity of products stored in each storage warehouse is identified.

[← Code area 9](#)

10.A. Environment 2–Pillar

Data points

Has the site received an official notice, fine or prosecution for any non-compliances with environmental legislation, regulation, consent or permits (within the last three years)?

No

Does the site have any valid environmental or energy management certificates?

No

Are there any other sustainability certifications present (e.g. Forest Stewardship Council (FSC), Marine Stewardship Council (MSC))?

No

Has the site implemented or made plans to implement any adaptive measures to protect workers from the impact of climate change?

No

[← Code area 10.A](#)

Attachments

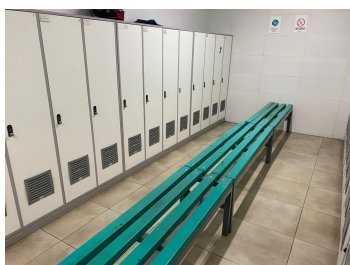


[SIGN_CAPR_ZAA600191154.pdf](#)

[Dining room00.jpeg](#)

[Dining room01.jpeg](#)

[electrical hazard signage.jpeg](#)



[Biometric attendance and first aids kit.jpeg](#)

[changing rooms.jpeg](#)

[Fire extinguisher.jpeg](#)

[Information published by the workers' information.jpeg](#)



[mergency exit.jpeg](#)

[Ink and solvent storage.jpeg](#)

[Water heater for the workers' shower.jpeg](#)

[signage risk map in operational area.jpeg](#)