Monitoring summary report for Fashion Style

MONITORING ID: 26-0411432

amfori
Trade with purpose

Monitored Party **Fashion Style**	amfori ID **788-000198-000**	Address **AV Habib Bourguiba 8070-korba, 8070 korba, Nabeul, Tunisia**
Monitoring Activity **amfori Social Audit - Manufacturing**	Monitoring Type **Full Monitoring**	Monitoring Partner **SGS**
Monitoring Start Date **04/09/2026**	Closing Meeting Finished Date **17/09/2026**	Submission Date **17/09/2026**
Expiration Date **17/09/2028**	Announcement Type **Semi Announced**	
Site **Fashion Style**	Site amfori ID **788-000198-001**	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	**B**	
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	**B**	
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

Name of lead auditor: HAMID BERRHAZI; APSCA membership number: CSCA 21704320.
No additional auditor.
Monitoring partner name: SGS. Audit schedule details: The audit planned for 1 auditor x 1.5days on site. Lead auditor HAMID BERRHAZI
Announcement Type: Audit conducted in KORBA, in the governorate of Nabeul; this is a semi announced full initial audit with four-week windows between 15/08/2026-15/09/2026 and conducted on 4th and 5th September 2026.
Business partner information: Fashion Style is a privately owned company, located in KORBA, in the governorate of Nabeul; Company created in 22/09/2010 under business license N°: RNE: B07181812010 this license valid for 99 years, company is registered at taxes administration under Taxes identification Card N°: 000MA1168357/K.
The site produces ready-made garment for gents and ladies (trousers, shirts, dresses, shorts, leggings, using different type of sewing machines and tools (stitching machines, overlocking machines, ironing tools, bar-tacking machine, buttons and buttonholes machines.
The production structure consists primarily of reception of fabric and trims, cutting, dispatch on sewing lines, assembling and sewing, finishing, pressing and.
Audited location information: The site is in residential area; company occupy the ground floor of a residential building of 2 floors; All company operations are located on the ground floor (administrative offices, production area, ironing, packaging, and export sections, as well as restrooms and the workers' canteen); a small mezzanine serves as a storage area for thread and accessories, Company’s relation with workers is governed by the national joint sectoral agreement for the woven and ready-made garment industry. no dormitories provided by the company for any of its workers.
Operating shifts and hours: Company’s average working hours is 48 hours, administration and the production departments are as follows: 8 hours per day from Monday to Saturday (start time 7:30am To 04:30PM with 60Mn lunch break from 12 to 13:00) which is compliant with the local law and national CBA in force.
Time recording system: All employees reported that they do punch "in & out" through the available electronic fingerprint time record system. They reported paid monthly. Salary payment details: There is no industry-specific remuneration system. The legal minimum wage agreed by CBA is 3.248 TND per hour for workers paid on hourly calculation basis and 678,490TND/month for employees paid on monthly basis for 208 hours. Company found fully in line with local regulations and laws regarding payment of wages. The highest regular wage paid by the facility is 675.584TND/month for a worker paid at hourly rate. The average regular wage paid by the facility is 3.248 TND per hour as the lowest hourly rate to be paid to a worker while the monthly rate is 901,80 for a technician paid per month.
Worker number information: The company employs 55 persons with the number may varies depending on the production need and absenteeism for varied reasons (maternity leave, sick leave…….), 5 of them are men and 50 are women. No foreign workers hired or in activity at the company. Ten (10) employees selected for document review and interviews. The months selected for review are September 2025 (As the most distant of the last twelve months to sample and high season period), January 2026 (medium season period with bank holiday and the month of entrance in force of the last national CBA) and July 2026(peak month and the most recent period available for review and checking). Employees selected from various departments, (02) men and (08) women all permanent, no pregnant registered at the company, 01 elected worker’s representative. there are no foreign workers in the company. The youngest employee in the facility was a female hired recruited on 24/10/2023 and she was 19,16 at recruitment time.
Good practices: In General, no best practices raised during the audit.
Worker organization details: The facility respects workers’ rights to form join unions as declared on its FAO policy communicated to all workers of the site, the facility has an Advisory Committee and Health and Safety Committee elected in the facility. The last election dates from 18/04/2024. Circumstances: Managers were very cooperative in term of giving access to all departments and sections of the site, documents and interviews with workers, all interviewees confirm enjoying good working conditions regarding infrastructures and communication with managers of the site. In general, the audit conducted in a very normal condition.
Special circumstances to be reported. The company’s HR declared on initial form and on the AMFORI platform Aa total of 5 worker instead of 55 as he excluded administration and maintenance persons.
Summary of findings: PA5/5.4- Asper interviews with management, workers and document review, the company still do not pay the living wage of 1083 TND as defined by GLWC this question scored not compliant as the company still did not proceed with the calculation of the living wage and adopted no living wage calculated by recognised organisations.
Regarding health and safety Three deviations raised during audit regarding non fulfilment of obtention of fire department certificate(PA7/7.1) this question scored partially non-compliant as company already submitted all administrative

documents to the fire department; during the site tour it was noticed that 2 sewing machines were not equipped with the fingers protection means, this question score partially non-compliant as only 2 machines out of 39 found not equipped with protection means (PA7/7.17) and last NC raised regarding missing assessment of (noise-light-temperature and air quality) (PA7/7.25) this question scored NO compliant as none of the four working place parameters was assessed. There is a personal privacy law in the Tunisian constitution regarding confidentiality and protection of personal data (Organic Law No. 2004-63 of July 27, 2004, relating to the protection of personal data) this law used by the company as procedure for protection of all worker's information and personal data.

SITE DETAILS

Site
Fashion Style

Site amfori ID
788-000198-001

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Textiles, Apparel & Luxury Goods

Sub Industry
Apparel, Accessories & Luxury Goods

amfori Process Classifications

- Packaging / wrapping / shipping
- Ironing
- Sewing / Stitching
- Cutting

GS1 Classifications

Segment	**Clothing**
Family	**Clothing**
Product Class	**Lower Body Wear/Bottoms**

NACE Classification

Manufacture of wearing apparel, except fur apparel

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	**51**	**Workers**
Legal minimum wage in local currency	**675,58**	**Monthly**
Lowest wage paid for regular work at the site	**675,58**	**Monthly**
Calculated living wage in local currency	**1.200**	**Monthly**
Total sample	**10**	**Workers**

Other Metrics

Male workers	**5**	**Workers**
Female workers	**46**	**Workers**
Non-binary workers	**0**	**Workers**
Permanent workers - Male	**5**	**Workers**
Permanent workers - Female	**50**	**Workers**
Permanent workers - Non-binary	**0**	**Workers**
Temporary workers - Male	**0**	**Workers**
Temporary workers - Female	**0**	**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	**2**	**Workers**
Management - Female	**1**	**Workers**
Management - Non-binary	**0**	**Workers**
Apprentices - Male	**0**	**Workers**
Apprentices - Female	**0**	**Workers**
Apprentices - Non-binary	**0**	**Workers**
Workers on probation - Male	**0**	**Workers**
Workers on probation - Female	**0**	**Workers**
Workers on probation - Non-binary	**0**	**Workers**
Workers with night shift - Male	**0**	**Workers**
Workers with night shift - Female	**0**	**Workers**
Workers with night shift - Non-binary	**0**	**Workers**
Workers with disabilities - Male	**0**	**Workers**
Workers with disabilities - Female	**0**	**Workers**
Workers with disabilities - Non-binary	**0**	**Workers**
Domestic migrant workers - Male	**0**	**Workers**
Domestic migrant workers - Female	**0**	**Workers**
Domestic migrant workers - Non-binary	**0**	**Workers**
Foreign migrant workers - Male	**0**	**Workers**

Foreign migrant workers - Female	**0**	**Workers**
Foreign migrant workers - Non-binary	**0**	**Workers**
Workers hired directly - Male	**5**	**Workers**
Workers hired directly - Female	**50**	**Workers**
Workers hired directly - Non-binary	**0**	**Workers**
Workers hired indirectly - Male	**0**	**Workers**
Workers hired indirectly - Female	**0**	**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	**5**	**Workers**
Workers under CBA - Female	**50**	**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**
Minimum wage agreed on CBA in local currency	**675**	**Monthly**
Sample - Male	**2**	**Workers**
Sample - Female	**8**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: Fashion Style | Site amfori ID: 788-000198-001

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
amfori bsc code :1.1 Based on management, workers and workers' representative interviews, onsite observation and documents review Company implemented a social management system with necessary policies and procedures however it still cannot be considered as completely effective as per the non-conformities raised, on question (PA5:5.4)(PA7: 7.1/1.17.7.25). The point is scored as partially since the raised NC is partially non-compliant and not a crucial question.	Code amfori bsc : 1.1 Suite aux entretiens avec la direction, les employés et leurs représentants, aux observations sur site et à l'examen des documents, l'entreprise a mis en place un système de gestion sociale doté des politiques et procédures nécessaires. Toutefois, son efficacité ne peut être considérée comme pleinement satisfaisante au vu des non-conformités relevées aux questions (PA5:5.4) et (PA7:7.1/ 1.17.7.25). Ce point est noté comme partiellement conforme, car la non-conformité relevée concerne une non-conformité partielle et ne porte pas sur une question cruciale.

PA 5: Fair Remuneration

Site: Fashion Style | Site amfori ID: 788-000198-001

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH	LOCAL LANGUAGE
Finding	
amfori6BSCI: 5.4 AS per interviews with management, workers and document review, the company still do not pay the living wage of 1083 TND as defined by GLWC. The question is scored not compliant as the company did not proceed of the calculation of the LW in the region of KORBA where from come its workers.	amfori-BSCI : 5.4 D'après les entretiens avec la direction et les employés, ainsi que l'examen des documents, l'entreprise ne verse toujours pas le salaire minimum vital de 1 083 TND tel que défini par le GLWC. La question est jugée non conforme car l'entreprise n'a pas procédé au calcul du salaire minimum vital dans la région de Korba, d'où proviennent ses employés.

PA 7: Occupational Health and Safety

Site: Fashion Style | Site amfori ID: 788-000198-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH	LOCAL LANGUAGE
Finding	
Local Laws: The Code of Safety and Prevention of Fire, Explosion, and Panic Risks in Buildings / Law No. 2009-11 of March 2, 2009 Article 46 - Operators of the various types of buildings governed by the provisions of this code are prohibited from operating them, in whole or in part, before or without obtaining from the Civil Protection services a certificate of prevention attesting that all safety rules and measures for preventing fire, explosion, and panic risks have been applied to the building. Article 47 - The building operator submits the application for the certificate of prevention to the Civil Protection services in the territorial jurisdiction where the building is located. Amfori-bsci code:PA7.1 Scored partially as the compnay did the necessary and waiting for fire department administration feed back The company submitted all necessary administrative documents and applications to fire department, due to administrative procedure the certificate still not delivered by local fire authorities department.	Lois locales : Code de sécurité et de prévention des risques d'incendie, d'explosion et de panique dans les bâtiments / Loi n° 2009-11 du 2 mars 2009 Article 46 - Il est interdit aux exploitants des différents types de bâtiments soumis aux dispositions du présent code d'exploiter ces bâtiments, en tout ou en partie, avant d'avoir obtenu des services de la Protection civile un certificat de prévention attestant que toutes les règles et mesures de sécurité relatives à la prévention des risques d'incendie, d'explosion et de panique ont été appliquées au bâtiment. Article 47 - L'exploitant du bâtiment soumet la demande de certificat de prévention aux services de la Protection civile du territoire où se situe le bâtiment. Code Amfori-bsci : PA7.1 Question noté partiellment non conforme: l'entreprise a effectué les démarches nécessaires et attend la réponse des services d'incendie et de secours. L'entreprise a soumis tous les documents administratifs et les demandes nécessaires aux services d'incendie et de secours. En raison des délais administratifs, le certificat n'a pas encore été délivré par les autorités locales compétentes.

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH	LOCAL LANGUAGE
Finding	
amfori bsci code / PA7: 7.17 and Tunisian Labor Code – Article 152-2 (added by Law No. 96-62 of July 15, 1996). Based on site tour, 2 sewing machines at sewing and assembly sections found not equipped with finger's necessary protection means The question scored partially compliant as its not systemic issue with machines (02 machines out of 44 number declared by the maintenance responsible.	Code BSCI Amfori / PA7 : 7.17 et Code du travail tunisien – Article 152-2 (ajouté par la loi n° 96-62 du 15 juillet 1996). Lors d'une visite sur site, il a été constaté que 2 machines à coudre des sections couture et assemblage n'étaient pas équipées des protections de doigts nécessaires. La question a été jugée partiellement conforme, car il ne s'agit pas d'un problème systémique (3 machines sur 44, selon le responsable de la

Finding	
	maintenance).

Question: 7.25 Is there satisfactory evidence the auditee verifies that temperature, humidity, space, sanitation, illumination are adequate for the health and safety of workers?

ENGLISH	LOCAL LANGUAGE
Finding	
amfori-bsci : 7.25 Tunisian labour code: Article 152-2 of the Tunisian Labour Code, introduced by Law No. 96-62 of 15 July 1996. It requires every employer to:protect workers' health at the workplace; provide adequate working conditions and environment; prevent occupational risks; and provide appropriate collective and individual protection measures. Compnay still did not proceed with assessment of temperature, noise and lighting at work place	amfori-bsci : 7.25 Code du travail tunisien :Article 152-2 du Code du travail tunisien, introduit par la loi n° 96-62 du 15 juillet 1996. Il impose à tout employeur de : protéger la santé des travailleurs sur le lieu de travail ; fournir des conditions et un environnement de travail adéquats ; prévenir les risques professionnels ; et mettre en œuvre des mesures de protection collectives et individuelles appropriées. L'entreprise n'a toujours pas procédé à l'évaluation de la température, du bruit et de l'éclairage sur le lieu de travail.