

Monitored Party EUROPEAN FOOD INTERNATIONAL SRL	amfori ID 642-000105-000	Address No. 9 Lucian Blaga, 415600 Stei, Bihor, Romania
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Intertek
Monitoring Start Date 23/07/2025	Closing Meeting Finished Date 07/08/2025	Submission Date 07/08/2025
Expiration Date 07/08/2026	Announcement Type Semi Announced	
Site EUROPEAN FOOD INTERNATIONAL SRL	Site amfori ID 642-000105-002	

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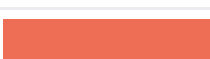
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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	A	
PA 6: Decent Working Hours	A	
PA 7: Occupational Health and Safety	D	

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: Ciprian Neculaesi-APSCA Registration number CSCA 21700323 Name of team auditor (if applicable): NA

Name of observers, translators, trainees, advisors/consultants (if applicable): NA Monitoring partner name: Intertek Romania

Audit schedule details: The audit was conducted on 22-25.07.2025, in four man-days: 3,5 onsite and 0,5 man-day allocated for reporting.

Announcement Type: Semi-announced

Business partner information: European Food International-Production Unit Stei. The auditee is legally registered as a private company with registration no. J05/1741/2022 in Romanian Trade Register. The auditee acting in food sector as producer of sauces, ketchup, mustard, pasta, snacks, cereals, chips and confectionery goods.

Audited location information: The company is located in 9 Lucian Blaga St., Stei, Bihor County, Romania. The company facility consists in building complex including: one office building of one floor, for office activities, 3 one floor building covering the following workshops: - biscuits, wafers, sticks, pretzels - snacks and extruded products - chips and pellets products - pasta sauces, mayonnaise, ketchup, mustard - creams each having own storage warehouse, and maintenance building complex. The extruded products area has its own small milling. Each building has its own facilities (meaning sanitary groups, locker rooms, meal rooms). The buildings are in fair to good condition and maintained, being subject of an on-going investment program which include infrastructure and equipment restoring and updating. The facility land size is 80 000 m²; total manufacturing floor size is 41 055 m². There are no dormitories provided to workers.

Operating shifts and hours: The working program for production employees is in three shifts 8 hours/day, 5 days per week from Monday to Friday: Shift 1: 7:00 to 15:00; Shift 2: 15:00 to 23:00; Shift 3: 23:00 to 07:00. Administrative staff working in one shift from 08:00 to 16:00. There are 30 minutes allocated for lunch breaks, additionally, 3 short breaks for smoking or coffee breaks are allowed, also included in working program and paid.

Time recording system: Timecard system

Salary payment details: The wages are calculated on an hourly basis and the monthly bonus is based on productivity and performance. Salaries are paid by bank transfer on each 15th and 30th of the month, no payment delay registered.

Worker number information: The auditee personnel structure counts 614 employees of which 322 are female and 292 are male. From the total number 39 employees are involved in office activities and the rest are in production and related production activities. Employment contracts are open-ended agreements with provision regarding the notice period for ending contracts for both parties, employee and employer. There are no temporary or seasonal workers. All employees are locally, no national or foreigner migrants, and no agencies or contractors are used for hiring. There are no disabled person and no young workers in place. The youngest employees is 19 years. 25 employees were absent during audit days: 5 pregnant women-prenatal medical leave and 20 workers being in annual leave. There are no used contractors or agencies for hiring the workforce.

Good practices: The auditee provided benefits to all workers like food tickets (1 food ticket/each working day), bonuses for holidays and transportation free of charge.

Worker organization details: The auditee has no trade union in place. There are 3 WRs freely elected on 07.07.2025.

There is no Collective Bargaining Agreement in place. Circumstances:

There was no special circumstance during the audit.

Summary of findings: amfori BSCI social compliance requirements are not all being fully implemented, gaps have been observed in PA1: Social Management System, PA 7: Occupational Health and Safety and PA 12: Protection of the Environment.

The scope of audit: The last 12 months concluded from July 2024 to June 2025: the sample months selected for working time and wages for 27 employees: June 2025- as the last paid month, October 2024-peak month and February 2025 selected as non-peak month. Highest gross wage in June 2025 in sample: 5507 RON/month; average gross wage: 4280 Ron/month; lowest gross wage: 4050 Ron/month. The minimum legal gross wage is 4050 RON/month (approx. 2540 RON net/month).

#LivingWage: The auditing company completed the calculation of living wage using SAI formula and provided it to the auditors in the country (2889 RON net/month).

Documents or photos not uploaded on platform as are not applicable for auditee: Contractor license/permit, Agency labor contract, Government waivers, Stability licenses; dormitories photos.

SITE DETAILS

Site
**EUROPEAN FOOD
INTERNATIONAL SRL**

Site amfori ID
642-000105-002

GICS Classification

Sector Consumer Staples	Industry Group Food, Beverage & Tobacco	Industry Food Products
Sub Industry Packaged Foods & Meats		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

Manufacture of other food products

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	589	Workers
Legal minimum wage in local currency	4,050	Monthly
Lowest wage paid for regular work at the site	4,050	Monthly
Calculated living wage in local currency	2,889	Monthly
Total sample	27	Workers

Other Metrics

Male workers	287	Workers
Female workers	302	Workers
Non-binary workers	0	Workers
Permanent workers - Male	292	Workers
Permanent workers - Female	322	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	1	Workers
Management - Female	3	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	11	Workers
Workers on probation - Female	9	Workers
Workers on probation - Non-binary	9	Workers
Workers with night shift - Male	225	Workers
Workers with night shift - Female	275	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	292	Workers
Workers hired directly - Female	322	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	292	Workers
Workers under CBA - Female	322	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	5	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	5	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	13	Workers
Sample - Female	14	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: EUROPEAN FOOD INTERNATIONAL SRL | Site amfori ID: 642-000105-002

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

Based on satisfactory evidence the main auditee partially respects this principle because they have comprehensive policies and procedures in a written manual that support adherence to amfori BSCI social compliance requirements but are not all being fully implemented as gaps have been observed in PA1; PA 7 and PA 12.

Finding it is against amfori BSCI Code of Conduct Management System: By endorsing the amfori BSCI Code of Conduct, the signatories confirm that their commitment will follow the values below: • Continuous improvement: The signatories undertake to implement the amfori BSCI Code of Conduct in a holistic approach, embedded in their management systems and company culture, to ensure the continuous improvement of due diligence within their organisations and supply chains in a progressive manner.

În baza evidentelor auditatului respecta parțial acest principiu deoarece există politici și proceduri scrise care să acopere cerințele sociale ale Codului amfori BSCI, dar nu toate procedurile sunt implementate integral, fiind notate constatări în ariile de performanță PA1, PA7 și PA12. Constatarea este împotriva Codului de Conducă amfori BSCI-Sistemul de Management: Prin aprobarea Codului de conduită amfori BSCI, semnatarii confirmă că angajamentul lor va respecta valorile de mai jos: • Îmbunătățire continuă: Semnatarii se angajează să implementeze Codul de conduită amfori BSCI printr-o abordare holistică, încorporată în sistemele lor de management și în cultura companiei, pentru a asigura îmbunătățirea continuă a practicilor de verificare prealabilă din cadrul organizațiilor lor și al lanțurilor de aprovizionare în mod progresiv.

Question: 1.3 Is there satisfactory evidence that the auditee has identified their significant business partners and their level of alignment with the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

Based on satisfactory evidence the organization partially complies with this requirement because it has a supplier selection procedure and keeps a list of approved suppliers, but a self-assessment questionnaire correlated with amfori BSCI principles (as it exists at IFS) was not available to assess the risk of violate these principles by the suppliers and the suppliers were not informed of the commitment to comply with the amfori BSCI principles, respectively the amfori BSCI code of conduct.

Finding it is against amfori BSCI Code of Conduct Management System Cascade Effect: according to the amfori BSCI Code of Conduct, companies must

În baza evidentelor organizația respecta parțial această cerință deoarece are o procedură de selecție a furnizorilor și păstrează o listă a furnizorilor agreeți însă nu a fost disponibil un chestionar de autoevaluare corelat cu principiile amfori BSCI (așa cum există la IFS) pentru a se putea evalua riscul de a se încălca aceste principii de către furnizori iar furnizorilor nu le-au fost comunicate informații privind angajamentul de respectare a principiilor amfori BSCI respectiv codul de conduită amfori BSCI.

Constatarea este împotriva Codului de Conducă amfori BSCI-Sistemul de Management: conform Codului de conduită amfori BSCI, companiile

Finding

apply responsible purchasing practices.

trebuie sa aplice practici de achizitie responsabile.

PA 7: Occupational Health and Safety

Site: EUROPEAN FOOD INTERNATIONAL SRL | Site amfori ID: 642-000105-002

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH

LOCAL LANGUAGE

Finding

Based on satisfactory evidence, the main auditee partially respects this requirement because some chemicals are not properly stored: inflammable substances are not stored in small quantities in the production area (Rollo workshop) and are without secondary containment. The Auditor decided to select the rating "Partially" instead of "No" because secondary containment is available in the main chemicals warehouse, there is a person appointed and trained to manage chemicals, an updated list of chemicals is in place and all MSDS are available in the local language.

Romanian Governmental Order # 1218/ 2006 Art. 17: The employer is obliged to take measures for elimination or minimization of risks to health and safety in work processes involving hazardous chemical agents, in particular by: f) reducing the quantity of chemical agents present at the workplace to the minimum necessary for the type of activity; g) appropriate procedures including in particular technical regulations for the safe handling, storage and transport of hazardous chemical agents at the workplace and waste containing such chemical agents.

In baza evidentelor auditatului respecta partial acest principiu deoarece unele chimicalele nu sunt depozitate corespunzator: substantele inflamabile sunt depozitate in spatiul de productie (rollo) fara dubla containerizare/retentie si nu doar in cantitati mici necesare pentru respectiva activitate. Auditorul a decis sa selecteze rating-ul "Partial" in loc de "Nu" pentru ca dubla containerizare este implementata in magazia centrala de chimicale, exista o persoana desemnata si instruita pentru gestionarea chimicalelor, lista chimicalelor este updata si toate FTS-urile sunt disponibile in limba locala.

In concordanta cu H.G.nr.1218/2006 Art. 17 Angajatorul este obligat sa ia masuri de eliminare sau de reducere la minimum a riscurilor pentru securitatea si sanatatea lucratorilor in procesele de munca in care sunt implicati agenti chimici periculosi, in special prin: f) reducerea cantitatii de agenti chimici prezenti la locul de munca la nivelul minim necesar pentru tipul de activitate respective. g) proceduri adecvate de lucru care includ in special reglementări tehnice privind manipularea, depozitarea și transportul în condiții de siguranță la locul de munca ale agenților chimici periculosi și ale deșeurilor care conțin asemenea agenți chimici.

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH

LOCAL LANGUAGE

Finding

Based on satisfactory evidence the auditee partially

In baza evidentelor auditatului respecta partial

Finding	
respects this requirement because it was noted that no updated fire safety permit was issued by local authority presented. The Auditor decided to select the rating "Partially" instead of "No" because the documentation for obtaining the fire license is approved and it received from the local Emergency Inspectorate a pre-approval fire permit (doc.# 528/23/SU-BH issued on 09.03.2023). In accordance with Fire protection Law #307/2006– Art.19: Administrator/ General Manager have the follow commitment: c) to apply for and obtain permits and licenses fire safety, prescribed by law and enforce the conditions that led to the release thereof; in case of cancellation of permits or licenses, to order the suspension of works construction industry construction or to stop operation of or use it's of these development works.	aceasta cerinta deoarece s-a constatat ca nu este updatata autorizatia de securitate la incendiu eliberată de autoritatea locala. Auditorul a selectat rating "Partial" in loc de "Nu" pentru ca documentia pentru avizarea ISU a fost elaborata si s-a emis de catre Inspectoratul local pentru Situatii de Urgenta avizul de Securitate la Incendiu (doc.#528/23/SU-BH din data de 09.03.2023). In concordanta cu Legea nr. 307/2006 privind apărarea împotriva incendiilor Art. 19. - Administratorul sau conducătorul instituției, după caz, are următoarele obligații principale: c) să solicite și să obțină avizele și autorizațiile de securitate la incendiu, prevăzute de lege, și să asigure respectarea condițiilor care au stat la baza eliberării acestora; în cazul anulării avizelor ori a autorizațiilor, să dispună imediat sistarea lucrărilor de construcții sau oprirea funcționării ori utilizării construcțiilor sau amenajărilor respective.

Question: 7.14 CRUCIAL: Is there satisfactory evidence that the auditee has installed an adequate amount of properly working firefighting equipment?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on satisfactory evidence the main auditee partially respects this requirement because it was observed during the site tour that some fire extinguishers or fire hose not accessible or temporarily blocked: one fire extinguishers and one fire hose (out of 9) in carton warehouse (D 7913) and 3 out of 5 fire extinguishers in raw materials warehouse (BD SNK). The Auditor decided to select the rating "Partially" instead of "No" because is a punctual situation and all other firefighting equipment (280 fire extinguishers and 160 fire hoses) were found accessible clear of obstacle. In accordance with Governmental Order 1091/2006 –5.2 Fire intervention equipment shall be easily accessible and easy to handle.	In baza evidentelor auditatului respecta partial aceasta cerinta deoarece in timpul vizitei s-au observat stingatoare si hidrant interior blocati temporar sau neaccesibili: un stingator si un hidrant interior (din 9) in depozitul de cartoane (D7913) si 3 din 5 stingatoare in depozitul de materie prima (BD SNK). Auditorul a selectat rating "Partial" in loc de "Nu" pentru ca este o situatie punctual si celelalte mijloace de stingere a incendiilor au fost observate libere de obstacle si accesibile. In concordanta cu H.G. 1091/ 2006 –5.2 Dispozitivele neautomatizate de stingere a incendiilor trebuie sa fie ușor accesibile și simplu de manevrat.

Question: 7.16 Is there satisfactory evidence that the auditee ensures evacuations plans meet legal requirements and that these plans are posted in relevant places so workers can see and understand them?

ENGLISH	LOCAL LANGUAGE
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Finding

Based on satisfactory evidence the main auditee partially respects this requirement because the evacuation maps posted in each production do not contain all information required: missing position of alarm buttons. The Auditor decided to select the rating "Partially" instead "No" because other elements requested by local legislation are indicated on evacuation map like the position of fire hoses, fire extinguishers and emergency exits. In accordance with Order #163/2007 of Administration & Internal Affairs Ministry – Art. 29 (4) Firefighting equipment: fire extinguishers, inside hydrants, buttons or other alarm system, possibilities of evacuation, and interdiction of elevator using should be indicated on the evacuation plan.

In baza evidentelor auditatului respecta partial aceasta cerinta deoarece planurile de evacuare afisate in companie nu contin toate elementele cerute: lipsesc locurile de amplasare a butoanelor de alarmare. Auditorul a selectat rating "Partial" in loc de "Nu" pentru ca elementele cerute de legislatia locala sunt notate pe planul de evacuare: amplasamentul hidrantilor si stingatoarelor si iesirile de urgenta sunt indicate. In concordanta cu Ordinul #163/2007 MAI Art. 29 (4) Pe planurile de evacuare se indică locul mijloacelor tehnice de apărare împotriva incendiilor: stingătoare, hidranți interiori, butoane și alte sisteme de alarmare și alertare a incendiilor, posibilitățile de refugiu, încăperi speciale, terase, precum și interdicția de folosire a lifturilor în asemenea situații.

PA 12: Protection of the Environment

Site: EUROPEAN FOOD INTERNATIONAL SRL | Site amfori ID: 642-000105-002

Question: 12.4 Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?

ENGLISH

LOCAL LANGUAGE

Finding

Based on satisfactory evidence the auditee partially respects this requirement because it was observed during site tour that some waste oils and a part of chemicals waste (approximate 30%) were improperly stored in the yard of facility without double container and in uncovered area, to ensure that they do not leak into the ground. The Auditor decided to select rating "Partially" instead "No" because the chemicals waste was placed on concrete platform and all other waste are stored in designed, secured and covered area. In accordance with Romanian Governmental Order #195/2005 - Art. 29: Waste management is carried out under the protection of human health and the environment and is subject to the provisions of this order and specific legislation in force.

In baza evidentelor auditatului respecta partial aceasta cerinta deoarece s-a observat in timpul vizitei ca o parte din uleiul uzat si deseuri de chimicale (aproximative 30%) sunt depozitate necorespunzator in curtea fabricii fara dubla containerizare si intr-o zona neacoperita, pentru a se asigura ca nu sunt scurgeri in pamant. Auditorii au selectat rating "Partial" in loc de "Nu" pentru ca deseurile de chimicale sunt pe o platforma betonata si celelalte deseuri sunt depozitate intr-un spatiu destinat, securizat si acoperit. In concordanta cu H.G. #195/2005 Art. 29: Gestionarea deșeurilor se efectuează în condiții de protecție a sănătății populației și a mediului și se supune prevederilor prezentei ordonanțe de urgenta, precum și legislației specifice în vigoare.