



Sedex Members Ethical Trade Audit Report

Version 6.1



Audit Details			
Sedex Company Reference: <i>(only available on Sedex System)</i>	ZC: 402594895	Sedex Site Reference: <i>(only available on Sedex System)</i>	ZS: 402881274
Business name (Company name):	Weckerle GmbH, Profit Centre Machines		
Site name:	Weckerle GmbH, Profit Centre Machines		
Site address: <i>(Please include full address)</i>	Holzhofstr. 26 82362 Weilheim	Country:	Germany
Site contact and job title:	Claudia F., Quality/ Environment Manager		
Site phone:		Site e-mail:	
SMETA Audit Pillars:	<input checked="" type="checkbox"/> Labour Standards	<input checked="" type="checkbox"/> Health & Safety (plus Environment 2-Pillar)	<input checked="" type="checkbox"/> Environment 4-pillar <input checked="" type="checkbox"/> Business Ethics
Date of Audit:	19.04- 21.04.2021		

Audit Company Name & Logo: 	Report Owner (payer): <i>(If paid for by the customer of the site please remove for Sedex upload)</i> Weckerle GmbH, Profit Centre Machines
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Audit Conducted By					
Affiliate Audit Company	<input checked="" type="checkbox"/>	Purchaser	<input type="checkbox"/>	Retailer	<input type="checkbox"/>
Brand owner	<input type="checkbox"/>	NGO	<input type="checkbox"/>	Trade Union	<input type="checkbox"/>
Multi-stakeholder	<input type="checkbox"/>	Combined Audit (select all that apply)			

If you have any concerns or queries about this SMETA report or the associated SMETA audit, please contact grievance@sedex.com.

To confirm the validity of this report, please visit <https://www.sedex.com/audit-verifier/>

Audit Content:

(1) A SMETA audit was conducted which included some or all of Labour Standards, Health & Safety, Environment and Business Ethics. The SMETA Best Practice Version 6.1 was applied. 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.

(2) The audit scope was against the following reference documents

2-Pillar SMETA Audit

- ETI Base Code
- SMETA Additions
 - Universal rights covering UNGP
 - Management systems and code implementation,
 - Responsible Recruitment
 - Entitlement to Work & Immigration,
 - Sub-Contracting and Home working,

4-Pillar SMETA

- 2-Pillar requirements plus
- Additional Pillar assessment of Environment
- Additional Pillar assessment of Business Ethics
- The Customer's Supplier Code (Appendix 1)

(3) Where appropriate non-compliances were raised against the ETI code / SMETA Additions & local law and recorded as non-compliances on both the audit report, CAPR and on Sedex.

(4) Any Non-Compliance against customer code shall not be uploaded to Sedex. However, in the CAPR these 'Variances in compliance between ETI code / SMETA Additions/ local law and customer code' shall be noted in the observations section of the CAPR.

SMETA Declaration

I declare that the audit underpinning the following report was conducted in accordance with SMETA Best Practice Guidance and SMETA Measurement Criteria.

- (1) Where appropriate non-compliances were raised against the ETI code / SMETA Additions & local law and recorded as non-compliances on both the audit report, CAPR and on Sedex.
- (2) Any Non-Compliance against customer code alone shall not be uploaded to Sedex. However, in the CAPR these 'Variances in compliance between ETI code / SMETA Additions/ local law and customer code' shall be noted in the observations section of the CAPR.

Any exceptions to this must be recorded here (e.g. different sample size):

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Due to the corona pandemic and the associated short-time work, only 21 employees were interviewed.

Auditor Team (s) (please list all including all interviewers):

Lead auditor: Miss Katharina N., Lead Auditor	APSCA number: 21704375
Lead auditor APSCA status: Miss Katharina N., Lead Auditor	
Team auditor: Miss Katharina N., Lead Auditor	APSCA number: 21704375
Interviewers: Miss Katharina N., Lead Auditor	APSCA number: 21704375

Report writer: Miss Katharina N., Lead Auditor

Report reviewer: Miss Rama S. Rao

Date of declaration: 21.04.2021

Note: The focus of this ethical audit is on the ETI Base Code and local law. The additional elements will not be audited in such depth or scope, but the audit process will still highlight any specific issues.

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.

Summary of Findings

Issue <i>(please click on the issue title to go direct to the appropriate audit results by clause)</i> Note to auditor, please ensure that when issuing the audit report, hyperlinks are retained.	Area of Non-Conformity <i>(Only check box when there is a non-conformity, and only in the box/es where the non-conformity can be found)</i>				Record the number of issues by line*:			Findings <i>(note to auditor, summarise in as few words as possible NCs, Obs and GE)</i>
	ETI Base Code	Local Law	Additional Elements	Customer Code	NC	Obs	GE	
0A Universal Rights covering UNGP			<input type="checkbox"/>	<input type="checkbox"/>				• None observed
0B Management systems and code implementation		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				• None observed
1. Freely chosen Employment	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>				• None observed
2 Freedom of Association	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>				• None observed
3 Safety and Hygienic Conditions	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>				• None observed
4 Child Labour	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>				• None observed
5 Living Wages and Benefits	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>				• None observed
6 Working Hours	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>				• None observed
7 Discrimination	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>				• None observed
8 Regular Employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				• None observed

8A	<u>Sub-Contracting and Homeworking</u>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				<ul style="list-style-type: none"> • None observed
9	<u>Harsh or Inhumane Treatment</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				<ul style="list-style-type: none"> • None observed
10A	<u>Entitlement to Work</u>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				<ul style="list-style-type: none"> • None observed
10B2	<u>Environment 2-Pillar</u>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				<ul style="list-style-type: none"> • None observed
10B4	<u>Environment 4-Pillar</u>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				<ul style="list-style-type: none"> • None observed
10C	<u>Business Ethics</u>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				<ul style="list-style-type: none"> • None observed

General observations and summary of the site:

Intertek Certification GmbH assessed Weckerle GmbH against the ETI Basecode and local laws on a random sampling basis. This periodic SMETA audit was done by 1 auditor in 2,5 days (2,5 mandays). The audit was conducted by collecting samples of evidence in various forms such as documents, interviews and observations.

The site is located in the town Weilheim/ Germany and was built in 1965. The family company is divided into two divisions: Weckerle Machines is one of the global leaders in manufacturing innovative filling machines for the cosmetic industry. Weckerle Cosmetics is specialized in producing turnkey color cosmetic products to serve well-known international beauty brands.

Facility does not use Homeworkers, migrant workers or agency workers.

The opening meeting was attended by the auditors Katharina N. (Lead Auditor), Peter E. (General Manager), Sandra W. (Commercial Manager), Daniel K. (Director Production), Claudia F. (Quality/ Environment Manager).

A complete facility tour has been done and employee interviews have been conducted. The atmosphere was friendly. Physical access is controlled through keys and chip cards. The building complex is made of stable materials. No cracks or other defects have been noticed.

Facility areas: buildings with administration, warehouse, social rooms, various working places in production area.

The facility employs 195 employees, Youngest worker found was 19 years old.

It was possible to speak with 21 employees, Number of document checks were reduced as well.

Standard working hours are 40.0 hours per week, in one shift (7.30 to 15.30- flexible working hours) or three shifts in production (06:00 to 14:45, 14:45 to 22:45 and 22.45: to 06:00) from Monday to Friday, following 2 days off.