Monitoring summary report for BETLIS TEKSTIL LLC
MONITORING ID: 26-0379260

Monitored Party
BETLIS TEKSTIL LLC

amfori ID
860-000034-000

Address
Sirdaryo region, Gulistan city,
Bogishamol, MFY Kurumvich
street, 13 house, 120101 Gulistan,
Sirdaryo, Uzbekistan

Monitoring Activity
amfori Social Audit - Manufacturing

Monitoring Type
Full Monitoring

Monitoring Partner
Intertek

Monitoring Start Date
10/03/2026

Closing Meeting Finished Date
14/03/2026

Submission Date
18/03/2026

Expiration Date
18/03/2028

Announcement Type
Semi Announced

Site
BETLIS TEKSTIL LLC

Site amfori ID
860-000034-001

> This is an extract of the online Monitoring Result, generated on 18/03/2026, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform]() - The English version is the legally binding one.
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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	**A**	🟩
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: Zsolt Badacsonyi, CSCA 21701449
Name of team auditor: Not applicable
Name of observers, translators, trainees, advisors/consultants: Muhammadjon Sulaymanov, translator
Monitoring partner name: Intertek
Audit schedule details: Initial audit was conducted on March 10-12, 2026. Three (3) mandays on-site (2,5 mandays increased by 20% due to interpreter) and 0,5 day for reporting. The audit started and ended as follows.
March 10: 09:00-17:00
March 11: 09:00-17:00
March 12: 08:00-16:00
Announcement Type: The initial audit was conducted as semi-announced by the Auditor in a country where he is affiliated with.
Business partner information:
The factory was established in 2008 and produces apparel. The production consists of cutting, sewing, quality control and packaging. There was one contractor in use by the factory for transportation of workers. The factory's business license (Nr. 003642-11) was checked by the auditor and found as valid without expiry date. The factory receives all raw materials from its mother company. The factory does not use subcontractor.
Audited location information:
The facility consists of one flat building, whereas production, warehouse and social premises and offices are located. The building is made of brick. There is a canteen on the site which prepares food and operated by factory. There was no dormitory on the site.
Operating shifts and hours:
The factory has one shift from 08:00 to 17:00 from Monday to Friday and from 08:00-15:00 on Saturday, with 120 minutes break (60 minutes lunch break and one additional 60 minutes break). Security guards have 2 shifts, 1st: 08:00 to 20:00, 2nd: 20:00-08:00 from Monday to Sunday with 120 minutes break (60 minutes lunch break and one additional 60 minutes break).
Time recording system: Electronic attendance system was used, but security guards register their working hours manually.
Salary payment details: The factory pays the workers by bank transfer two times (till the 16th day of actual month-called "avans" and till 5th of next month with the rest of the salary). The highest wage was 4800000 UZS per month, the average wage was 2600000 UZS per month.
Worker number information:
There were 250 permanent employees present (12 males and 238 females) in the factory during the days of the audit. The workers are employed directly by the Auditee. The youngest employee was 18 years old. There were 6 disabled workers (1 male, 5 females) in the factory.
Good practices: The factory installed photo-voltaic panels on the rooftop.
Worker organization details: There was neither Trade Union nor Worker's Council at the Auditee, but there were 5 freely elected representatives.
Circumstances: There were only 250 workers (12 males and 238 females) instead of 287 workers (14 males and 273 females) in the factory during the audit due to sick leave, maternity leave or holiday.
The following documents were not applicable for the factory:
1) Contractor license/permit - Not applicable –license is not required for the contractor;
2) Government waivers - Not applicable – no such waivers exist in the country;
3) Agency labor contract – Not applicable – there were no agency workers;
4) Dormitory - Not applicable – there was no dormitory in the factory;
5) Fire-related licenses - Not applicable – not required by law to have such fire license;
6) Remediation of previous findings - Not applicable – it was full audit;
7) Environmental licenses - Not applicable – the factory is not obliged to have permit;
8) Collective Bargaining Agreement Not applicable – there is no CBA in the factory.
Summary of findings:
PA1: The Auditee has not effectively implemented amfori BSCI requirements into its management system, because improvement opportunity was noted in performance area of Workers involvement and protection (PA2).
PA2: The Auditee has not effectively implemented amfori BSCI requirements into its management system, because improvement opportunity was noted in Grievance policy.

PA3: The factory does have neither Trade Union nor Worker's Council at the Auditee. There were 5 freely elected worker representatives who were acting as voice of workers.
PA4: The factory has established its Anti-discrimination policy. The workers stated that there is none form of discrimination present in the factory. There were no migrant workers , but some disabled workers were present who were treated equally by the factory.
PA5: The Auditee pays above minimum and living wage also. The living wage calculation was provided by the Auditee and confirmed by the auditor.
PA6: Attendance sheets of 19 workers from November 2025 (random month), December 2025 (random month) and January 2026 (last current month) were reviewed. According to the law, the working schedule is 40 hours per week or 40 hours per week in average (in the case of security guards). The factory has only one shift from 08.00 to 17:00 with 120 minutes break, but security guards have 2 shifts, 1st: 08:00 to 20:00, 2nd: 20:00-08:00 from Monday to Sunday with 120 minutes break. Overtime was not found in the selected samples. The highest number of overtime hours in the sample were as follows:
o November 2025 – standard hours (40) + maximum weekly OT (0)
o December 2025 – standard hours (40) + maximum weekly OT (0)
o January 2026 – standard hours (40) + maximum weekly OT (0).
PA7: The Auditee has conducted a Risk Assessment in 2025. Safety and fire safety trainings were provided for all workers according to law. The overall working and safety conditions were adequate and appropriate to the nature of activities. The necessary PPEs were provided for free to the workers. There was trained nurse present in the factory and the first aid kits were available and fully stocked. The factory does use some chemicals in spot removal, but in very small amount. Safety Data Sheets were available and posted. There was no accident in the factory in the last several years. The break room, locker room and sanitary facilities were clean and appropriate, potable water was provided for free. Kitchen was also clean and medical check-up records of cookers was up-to-date. Fire detection and alarm system, as well as fire extinguishers were installed in all premises and inspected at regular interval by external service provider. Fire evacuation plan was posted.
PA8: Child labor was not found in the factory, and it was corroborated by the interviews. The factory checks the age of workers.
PA9: Young labor was not found in the factory, as was corroborated by the interviews.
PA10: Workers stated during the interviews that their employment is not precarious. Only local workers were employed directly by the factory.
PA11: Forced or bonded labor was not found and it was corroborated by the interviews and document reviews.
PA12: The factory established its environmental policy. Environmental permit is not required for the factory. The environmental aspects are identified. There was no industrial wastewater discharge from the factory.
PA13: Factory established its Anti-Corruption and Anti-Bribery policy. The business license is valid (there is no expiration date of it). Confidential information policy was also in place.
Living wage calculation: Anker Methodology was used in living wage calculation by the Auditee.

SITE DETAILS

Site	Site amfori ID
BETLIS TEKSTIL LLC	**860-000034-001**

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	**Consumer Durables & Apparel**	**Textiles, Apparel & Luxury Goods**

Sub Industry

Textiles

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	**250**	**Workers**
Legal minimum wage in local currency	**1,271,000**	**Monthly**
Lowest wage paid for regular work at the site	**2,500,000**	**Monthly**
Calculated living wage in local currency	**2,000,000**	**Monthly**
Total sample	**19**	**Workers**

Other Metrics

Male workers	**12**	**Workers**
Female workers	**238**	**Workers**
Non-binary workers	**0**	**Workers**
Permanent workers - Male	**14**	**Workers**
Permanent workers - Female	**273**	**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	**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	**1**	**Workers**
Workers with disabilities - Female	**5**	**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	**14**	**Workers**
Workers hired directly - Female	**273**	**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	**0**	**Workers**
Workers under CBA - Female	**0**	**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**
Sample - Male	**2**	**Workers**
Sample - Female	**17**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: BETLIS TEKSTIL LLC | Site amfori ID: 860-000034-001

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	
Based on satisfactory evidences, the Auditee has not fully implemented all amfori BSCI CoC requirements to its management system. Improvement opportunity was noted in performance area Workers Involvement and Protection. (amfori BSCI Code of Conduct)	Qoniqarli dalillarga asoslanib, tekshiruvdan o'tgan tomon boshqaruv tizimiga barcha amfori BSCI CoC talablarini to'liq joriy etmagan. Ijro ko'rsatkichlari bo'yicha Xodimlarning ishtiroki va himoyasi sohasida takomillashtirish imkoniyati qayd etildi. (amfori BSCI Xulq-atvor kodeksi)

PA 2: Workers Involvement and Protection

Site: BETLIS TEKSTIL LLC | Site amfori ID: 860-000034-001

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review and management interview it was observed that the Auditee established a Grievance Mechanism Policy, however 1. Timelines to address grievances 2. The process for “appeals” or escalation as an additional guarantee and 3.Regular survey on the grievance procedure are lacking to comply with the Code requirements. This question was rated as Partial because only some elements of the amfori BSCI Code was not implemented. (amfori BSCI Code of Conduct)	Hujjatlarni ko'rib chiqish va boshqaruv bilan intervyu o'tkazish natijasida auditdan o'tgan tashkilotda shikoyatlarni ko'rib chiqish mexanizmi siyosati mavjudligi aniqlangan, ammo Kodeks talablariga muvofiq bo'lish uchun quyidagilar yetishmayapti: 1. Shikoyatlarni ko'rib chiqish muddatlari 2. Qo'shimcha kafolat sifatida "appeal" yoki eskalatsiya jarayoni 3. Shikoyatlar bo'yicha muntazam so'rovnoma Ushbu savol qisman bajarilmagan deb baholandi, chunki amfori BSCI Kodeksining faqat ayrim elementlari amalga oshirilmagan. (amfori BSCI Xulq-atvor Kodeksi)