

Monitored Party Optimum doo	amfori ID 688-000040-000	Address Majora Gavrilovica 40, 11420 Smederevska Palanka, Podunavski okrug, Serbia
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 07/04/2026	Closing Meeting Finished Date 09/04/2026	Submission Date 11/05/2026
Expiration Date 11/05/2028	Announcement Type Semi Announced	
Site Site 1	Site amfori ID 688-000040-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	A	
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

This audit has started on 7.4.2026. at 8:00 a.m. Monitoring Firm: SGS (Monitoring Firm APSCA #: 11600006). The audit was conducted by 1 auditor x 2.5 man-days on-site. Designated lead auditor Mr. Slobodan Mihailovic (CSCA No. 21704481) is employed within SGS Belgrade. During the opening meeting the company was represented by General manager Mr. Mikica Gojković, Commercial manager Mrs. Marija Teodorčević, lawyer and management representative Mr. Slađan Radojević and workers representative Mr. Darko Dražić. Terms of Implementation were presented and explained to the company management by the auditors. After explanation of the purpose of the audit Tol were presented – signed and stamped.

Company OPTIMUM d.o.o. Smederevska Palanka is established in 1992. with business license no. 06384005 last updated 17.5.2022.. The Company is private and owned by one owner - manufacture of paper products. Facility is approved for industrial use, as per use permit for constructed facility no. 354-21/92-XIII/2 dated 12.3.1992, issued by Municipality of Smederevska Palanka as per Building permit no. 351-105/89-XIII/2 dated 26.6.1989. Use permit no. ROP-SPA-38580-IUPH-8/2025 dated 12.8.2025. issued by Municipality of Smederevska Palanka (net area 1017,87 m2) – production and storage facilities. Building permit no. ROP-SPA-9662-CPIH-2/2024 dated 30.4.2024. issued by Municipality Smederevska Palanka. Cadastral sheet no. 1606 dated 15.1.2025. – cadastral parcel no. 678/6 – 30983 m2 issued by Republic geodetic authority Republic of Serbia.

The company has ISO 9001:2015 no. 25037-1 dated 20.6.2025. issued by Kvalitet Niš, valid till 19.6.2028. The company has FSC CoC certificate no. SGS-COC-009471 dated 2.7.2012. issued by SGS Belgrade, valid till 1.7.2027.

Operating shifts and hours: One regular 8-hours shift for management/administration (7.00 – 15:00), two 8-hours shifts for production workers (7:00 - 15:00 and 15:00 – 23:00), 5 days per week (Monday - Friday), total of 40 regular working hours, with 2 rest days (Saturday and Sunday). During one working day there is one 30-minutes fixed lunch break.

Overtime was performed in production, for 8 hours per day, usually on Saturdays, usually during peak season months.

Overtime hours are compliant with local legislation and they are paid at the legal minimum premium rates, as per local Labor Law (26%). All workers are citizens of Republic of Serbia, with signed individual employment contracts. All workers are directly hired, no external labor agencies are being used for recruitment and hiring process. No migrant workers, no children, no young workers and no home workers are employed in the company. Youngest worker employed on-site is 21 years old (above 18 years old). No pregnant workers found on-site, two female worker is currently on maternity leave.

Time recording system: Facility is using electronic time in/out card combined with manual system for registration of the working hours. Salary payment details: Wages are regularly paid every month, until the 25th date of the following month via bank transfer. No cash payments observed, performed, reported during the audit.

Worker number information: • Total workers number - 140 (management - 5, commercial and administration - 38, logistic – 5, production and warehouse - 92); • Production worker number - 54 female, 38 males; Permanent workers – 123, temporary workers – 17. • Vulnerable worker number - N/A, see information above; • Any other special group workers - N/A, see information above; Good practices: None observed. Worker organization details: One workers representative, freely elected by the workforce. No Trade Union formed on-site and no CBA applied in the company. Circumstances: There was no special circumstance during the audit.

Summary of findings: Five findings were observed and raised under the following Performance Areas: - PA 5, question 5.2. – the allowance for meals during work, which is paid out, is not sufficient for basic meal expenses for one month; PA 7, question 7.1 – auditee is not fully compliance with legal regulations; question 7.6 – PPE with expired shelf life is available in chemical storage; question 7.25. – the measured temperature for the summer period, in production halls is not within the permitted limits; PA 12, question 12.1 – Periodic measurement of air emission is not performed. See detailed findings raised under the relevant questions and Performance Areas, as described above. Living wage calculation is made, upon information, provided by the audited facility. There is implemented calculation method for defining the living wage in the country - Family consumer basket - defined by the Ministry of Trade Republic of Serbia and available on the official website of the ministry. Management of the factory was open and transparent. Full access was given to all areas, requested documents and records were provided in timely manner. Private area was provided for the workers' interviews. The current audit is subject to EU GDPR 2016/ 679 (The General Data Protection Regulation), therefore some personal data is not visible in the report, as applicable.

During the audit, factory management demonstrated dedicated approach to comply with BSCI requirements, they were well prepared for the audit, and the management system was found well-functioning, based on well-developed policies, procedures and designated responsible people, following their assigned responsibilities. More details for the performance areas are given in each section of the current audit report on AMFORI Sustainability platform. There are five defined findings – 1 in PA5, 3 in PA7 and 1 in PA12. During the closing meeting on 9.4.2026. audit results were discussed and

agreed with the company Management. Closing Meeting document was signed by both Management and Workers' Representatives.

SITE DETAILS

Site

Site amfori ID

Site 1

688-000040-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Leisure Products

Sub Industry

Leisure Products

amfori Process Classifications

Flat-screen/ Rotary/ Roller and Jet Printing

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

This site is located in a high or extremely high water stressed region

METRICS

Key Metrics

Total workforce	140	Workers
Legal minimum wage in local currency	51.744	Monthly
Lowest wage paid for regular work at the site	52.253	Monthly
Calculated living wage in local currency	56.868,37	Monthly
Total sample	16	Workers

Other Metrics

Male workers	59	Workers
Female workers	81	Workers
Non-binary workers	0	Workers
Permanent workers - Male	54	Workers
Permanent workers - Female	69	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	5	Workers
Temporary workers - Female	12	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	3	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	3	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	3	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	59	Workers
Workers hired directly - Female	81	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	2	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	6	Workers
Sample - Female	10	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA 5: Fair Remuneration

Site: Site 1 | Site amfori ID: 688-000040-001

Question: 5.2 Is there satisfactory evidence that wages are paid in a timely, stable and regular manner, and fully in legal tender?

ENGLISH

LOCAL LANGUAGE

Finding

The allowance for meals during work, which is paid out, is not sufficient for basic meal expenses for one month.
It is recommended that the organization provide in the Labour rules or some other document an allowance for food expenses that is sufficient for basic expenses and that this amount be paid to the employees.

Naknada troškova za ishranu u toku rada koja se isplaćuje, nije dovoljna za osnovne troškove ishrane u toku jednog meseca.
Preporuka je da organizacija u Pravilniku o radu ili nekom drugom dokumentu, predvidi naknadu troškova za ishranu koja je dovoljna za osnovne troškove i da taj iznos bude isplaćen zaposlenima.

PA 7: Occupational Health and Safety

Site: Site 1 | Site amfori ID: 688-000040-001

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

ENGLISH

LOCAL LANGUAGE

Finding

Auditee is not fully compliant with the certain laws and regulations in the Republic of Serbia
See details in findings raised under relevant questions in the current PA 7.

Organizacija nije u potpunosti usklađena sa određenom zakonskom regulativom u Republici Srbiji. Videti detalje u odgovarajućim zahtevima poglavlja PA 7.

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH

LOCAL LANGUAGE

Finding

During the site visit, it was noticed that in chemical storage equipment with an expired shelf life is available (e.g. filter on protective mask...).
The organization will provide appropriate personal protective equipment for all workers and will establish control over the implementation and use of PPE at workplaces.

Prilikom obilaska lokacije uočeno da je u magacinu hemikalija dostupna oprema sa isteklim rokom trajanja (pr. filter na zaštitnoj masci...).
Organizacija će za sve radnike da obezbedi odgovarajuću ličnu zaštitnu opremu i uspostaviće kontrolu primene i korišćenja LZO na radnim mestima.

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

Based on microclimate measurements for the summer period from 9.7.25. (production halls of the printing house measuring points M18 – M32) the measured temperature is not within the permitted limits (max. 28; outside the comfort zone from 28.9 to 29.5).

It is recommended that the organization ensure adequate microclimatic conditions in the production hall of the printing house by applying appropriate measures.

Na osnovu merenja mikroklimе za letnji period od 9.7.25. (proizvodna hala štamparije merna mesta M18 – M32) izmerena temperatura nije u dozvoljenim granicama (max. 28; van zone komfora od 28,9 do 29,5).

Preporuka je da organizacija primenom odgovarajućih mera obezbedi adekvatne mikroklimatske uslove u proizvodnoj hali štamparije.

PA 12: Protection of the Environment

Site: Site 1 | Site amfori ID: 688-000040-001

Question: 12.1 Is there satisfactory evidence that the auditee continuously identifies the significant impacts and environmental implications associated to its activity?

ENGLISH

LOCAL LANGUAGE

Finding

There is no evidence that the organization performed prescribed periodic measurement of the emission of polluting substances at the emitters from boiler room (last done on 14.2.24.), in accordance with the Rules on the measurement of the emission of polluting substances into the air ("Official Gazette of RS" No. 5 /2016).

It is recommended that facility should establish a process of initial and periodical measurement and monitor the emission of pollutants into the air.

Nema dokaza da je organizacija obavila propisano, periodično, merenje emisije zagađujućih materija na emiteru sa kotlarnice (poslednje je urađeno 14.2.24.), u skladu sa Uredbom o merenju emisije zagađujućih materija u vazduh ("Sl. glasnik RS" br. 5/2016).

Potrebno je da organizacija uspostavi proces periodičnog merenja i praćenja emisija zagađujućih materija u vazduh, u skladu sa zakonskom regulativom.