Monitoring summary report for Mid Ocean Logistics Poland Sp. Z O.O. (Solo)

MONITORING ID: 25-0320061

amfori
Trade with purpose

Monitored Party **Mid Ocean Logistics Poland Sp. Z O.O. (Solo)**	amfori ID **616-000022-000**	Address **Aleja Rodziny Gürtlerów 98, 41-700 Ruda Śląska, Dolnośląskie, Poland**
Monitoring Activity **amfori Social Audit - Manufacturing**	Monitoring Type **Full Monitoring**	Monitoring Partner **Intertek**
Monitoring Start Date **24/06/2025**	Closing Meeting Finished Date **27/06/2025**	Submission Date **15/07/2025**
Expiration Date **15/07/2027**	Announcement Type **Semi Announced**	
Site **MIDOCEAN LOGISTICS POLAND Sp. Z O.O.**	Site amfori ID **616-000022-002**	

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OVERALL RATING



A B C D E None

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	**C**	

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: Robert Podstolski; APSCA membership number: CSCA 21703203
Name of team auditor: Not applicable.
Name of observers, trainees, advisors/consultants (if applicable): Not applicable.
Monitoring partner name: Intertek Poland.
Audit schedule details: 1 auditor x 5 days. - The actual audit length, audit date (23-27 June) and business partner have mistakenly entered 27th June as their unavailable day, but they were available on 27th June.
Announcement Type: semi-announced with a 4-week audit window.
Business partner information: Midocean Logistic Poland is a part of the Solo Midocean Group, which was created from the merger of two industry leaders (SOLO Group and Midocean) and is currently the first group that is able to provide an integrated advertising and marketing solution for all industry needs: textiles, promotional items and personalization.
The factory is located in Ruda Slaska in two high-tech, newly constructed buildings. The buildings are rented from the Panattoni company.
There are the following areas:
Building 1:
Production and storage hall - 45970 sqm
Office and social rooms - 3153 sqm
Technical area - 216 sqm
Building 2:
Warehouse - 19460 sqm

The owner of the building is responsible for the building integrity inspections, which are conducted every 6 months according to Polish law, always on time. The buildings were built with resistant materials such as metal constructions, reinforced concrete, glass, and bricks.
No added floors were observed. No visible cracks. The buildings are not shared.
No dormitories are provided.
The main production processes - All manufacturing processes, including product for raw material reception, raw material storage, cardboard production, semi-finished product storage, and processing (cutting, printing, glueing, finished product storage).
There is a canteen in place where meals are served.
Transportation is ensured for workers, and it is provided by an external service provider.
There are no Trade Unions in place. No Collective Bargaining. There are 5 Workers' Representatives elected.
There are no government waivers to extend working hours.
All workers are above 18 years old.
The company cooperates with six work business partners providing workers to production-related processes and three business partners dealing with security, cleaning and canteen services.
Operating shifts and hours: Generally, workers work on one, two or three-shift system where the I shift starts from 6.00 am to 2.00 pm., II shift starts from 2.00 pm to 10.00 pm. and III shift starts from 10.00 pm to 6.00 am. The unpacking and unpacking department works on 2 shift working system where the I shift starts from 6.00 am to 6.00 pm., II shift starts from 6.00 pm to 6.00 am. Days off are Saturday and Sunday. Administrative employees work from Monday to Friday on the I shift 8:00 a.m. to 4:00 p.m. Workers are provided with at least one 30-minute meal break included in working hours (paid).
Time recording system: An Electronic timekeeping system and attendance lists are used to record working hours.
Maximum working hours, including overtime documented at the site.
May 2025 – standard working hours 40 + maximum 20 weekly OT
April 2025 – standard working hours 40 + maximum 20 weekly OT
February 2025 – standard working hours 40 + maximum 20 weekly OT
Highest salary: 8700 PLN gross
Average salary: 5700 PLN gross
Salary payment details: Wages and benefits are paid directly to employees, monthly, always on time by bank transfer.
Worker number information:
• Total worker number: 1774
• Production worker number: 568 males and 930 females.
• Vulnerable worker number:

o Foreign migrants: 348 females and 146 males
o Females: 1030
o Temporary workers: 409 females and 255 males
o Seasonal workers: 0 females and 0 males
o Disabled: 6 females and 11 males
• Any other special group workers:
o Apprentices: 0 females and 0 males
o Workers hired indirectly: 409 females and 255 males.

Good practices:
PA 1
o There is evidence indicating that the company regularly measures its impacts on stakeholders' (rights holders) human rights - e.g., a workers' satisfaction survey is conducted regularly (annually) covering also workers hired by external labour providers.
PA 2
o Monthly meetings are scheduled between Workers' representatives and the HR Director as well as workers' representatives are involved in the H&S Committee.
o A workers' satisfaction survey is conducted yearly, covering also workers hired by external labour providers.
PA 3
o The meetings between the HR Director and workers' representatives are conducted once a month.
PA 5
o Employees receive several benefits in addition to their salaries, including extra medical insurance ("Luxmed"), a sports package ("Multisport"), free transportation, subsidised meals, legal and psychological support programs, and production bonuses.
PA 7
o The company has implemented a complex management system in the H&S area. Internal H&S and 5S audits are conducted monthly, visible actions are implemented in order to improve H&S conditions and make the workplace safer, the H&S committee has been established and meetings are scheduled once a month, near-miss reporting system has been implemented, and AEDs are accessible in production halls.

Summary of findings:
PA 1:
o The Auditee did not establish an effective management system to implement the Code of Conduct of amfori BSCI: gaps were identified and findings were raised in the following PAs: PA 1, PA 6, PA 10.
o The company has implemented some processes to ensure business partners observe the amfori BSCI Code of Conduct however, taking into account the finding raised in PA 6, PA 10, it should be stated that the process requires improvement to ensure all workers receive overtime allowances at least as indicated in the amfori BSCI Code of Conduct
PA 6:
o Workers engaged in the packing process who are employed by one of the external labour providers, the company APT 4 Work, work overtime, an average of more than 8 hours/per day and 40 hours/per week. These workers typically work 12 hours per day from Monday to Friday and sometimes an additional 8 hours on Saturdays. It means that they work overtime (an average of more than 40 hours per week), however, they are not paid overtime allowance at all.
PA 10:
o IT was found that all employees employed by the outsourcing company APT 4 Work, dealing with the packaging process, are employed on the basis of contracts of mandate based on the requirements of the Civil Code. As a result, employees employed in this way are deprived of the protection of employee labour rights, such as e.g. the right to paid overtime allowance, an allowance for working at night.

Circumstances: There was no special circumstance during the audit.
Living wage calculation: Living wage calculation information: for the purpose of the current audit, the following information was used: https://wageindicator.org/salary/minimum-wage/minimum-wages-higher-than-living-wages-by-country-and-by-region. According to the data presented by Wage Indicators in Poland, the minimum wage is higher than the living wage calculated by the Wageindicator.org. which means the audited company pays a living wage since all wages are above the minimum wage.

Attached documents: The following documents/photos were not attached to the audit report:

- Contractor license/permit – not applicable
- Government waivers – not applicable
- Remediation of previous findings/areas of improvement – not applicable
- Dormitories – not applicable
- Environmental license - not applicable
- Stability license - not applicable
- Social insurance - no photo was taken

SITE DETAILS

Site
MIDOCEAN LOGISTICS POLAND Sp. Z O.O.

Site amfori ID
616-000022-002

GICS Classification

Sector
Industrials

Industry Group
Commercial & Professional Services

Industry
Commercial Services & Supplies

Sub Industry
Commercial Printing

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	1,774	Workers
Legal minimum wage in local currency	4,666	Monthly
Lowest wage paid for regular work at the site	5,100	Monthly
Calculated living wage in local currency	4,940	Monthly
Total sample	39	Workers

Other Metrics

Male workers	744	Workers
Female workers	1,030	Workers
Non-binary workers	0	Workers
Permanent workers - Male	425	Workers
Permanent workers - Female	592	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	255	Workers
Temporary workers - Female	409	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	29	Workers
Management - Female	10	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	35	Workers
Workers on probation - Female	19	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	557	Workers
Workers with night shift - Female	780	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	11	Workers
Workers with disabilities - Female	6	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	146	Workers

Foreign migrant workers - Female	**348**	**Workers**
Foreign migrant workers - Non-binary	**0**	**Workers**
Workers hired directly - Male	**489**	**Workers**
Workers hired directly - Female	**621**	**Workers**
Workers hired directly - Non-binary	**0**	**Workers**
Workers hired indirectly - Male	**255**	**Workers**
Workers hired indirectly - Female	**409**	**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	**8**	**Workers**
Workers on parental leave - Male	**3**	**Workers**
Workers on parental leave - Female	**20**	**Workers**
Workers on parental leave - Non-binary	**0**	**Workers**
Sample - Male	**13**	**Workers**
Sample - Female	**26**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: MIDOCEAN LOGISTICS POLAND Sp. Z O.O. | Site amfori ID: 616-000022-002

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	
1. Based on on-site tour observations, worker and management interviews and documentation reviewed, it was identified that the Auditee did not establish an effective management system to implement the Code of Conduct of amfori BSCI: gaps were identified and findings were raised in the following PAs: PA 1, PA 6, PA 10. According to amfori BSCI CoC: Auditee should have the strategy, processes, and sufficient resources in place to meet the responsibilities related to the amfori BSCI Code of Conduct and ensure that there is continuous improvement in its implementation.	1. Na podstawie obserwacji na miejscu, wywiadów z pracownikami i kierownictwem oraz przejrzanej dokumentacji stwierdzono, że audytowany nie w pełni ustanowił skuteczny system zarządzania w celu wdrożenia Kodeksu postępowania amfori BSCI: zidentyfikowano luki i zgłoszono ustalenia w następujących PA: PA 1, PA 6, PA 10. Zgodnie z amfori BSCI CoC: audytowany powinien mieć strategię, procesy i wystarczające zasoby, aby sprostać obowiązkom związanym z Kodeksem postępowania amfori BSCI i zapewnić ciągłe doskonalenie jego wdrażania.

Question: 1.5 Is there satisfactory evidence that the auditee monitors how its business partners observe the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
The company has implemented some processes to ensure business partners observe the amfori BSCI Code of Conduct however, taking into account the finding raised in PA 6, PA 10, it should be stated that the process requires improvement to ensure all workers receive overtime allowances at least as indicated in the amfori BSCI Code of Conduct. This question was assessed as "partially" since the audited company and other work agencies, except this one, noted in PA 6, observed fully the Polish Labour Code and the amfori BSCI CoC. In accordance with the amfori BSCI Code of Conduct, the auditee requires and follows up with their business partners to work towards full observance of the amfori BSCI Code of Conduct within the sphere of their influence, including	Firma wdrożyła pewne procesy, aby zapewnić, że partnerzy biznesowi przestrzegają Kodeksu postępowania amfori BSCI, jednak biorąc pod uwagę ustalenia podniesione w PA 6,PA 10, należy stwierdzić, że proces wymaga udoskonalenia, aby zapewnić, że wszyscy pracownicy otrzymują dodatki za nadgodziny, co najmniej zgodnie z Kodeksem postępowania amfori BSCI. To pytanie zostało ocenione jako „częściowe”, ponieważ audytowana firma i inne agencje pracy, z wyjątkiem tej, wymienionej w PA 6, w pełni przestrzegały polskiego Kodeksu pracy i CoC amfori BSCI. Zgodnie z Kodeksem postępowania amfori BSCI, podmiot audytowany wymaga i współpracuje ze swoimi partnerami biznesowymi, aby dążyć do

Finding	
intermediaries that are involved in the worker recruitment process, such as brokers, recruiters and recruitment agencies.	pełnego przestrzegania Kodeksu postępowania amfori BSCI w zakresie ich wpływu, w tym pośredników zaangażowanych w proces rekrutacji pracowników, takich jak brokerzy, rekruterzy i agencje rekrutacyjne.

PA 6: Decent Working Hours

Site: MIDOCEAN LOGISTICS POLAND Sp. Z O.O. | Site amfori ID: 616-000022-002

Question: 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on interviews with management and workers, as well as a review of documentation, it was stated that workers engaged in the packing process who are employed by one of external labour providers, the company APT 4 Work, work overtime, an average of more than 8 hours/per day and 40 hours/per week. These workers typically work 12 hours per day from Monday to Friday and sometimes an additional 8 hours on Saturdays. It means that they work overtime (an average of more than 40 hours per week), however, they are not paid overtime allowance at all. E.g. the working hours records and remuneration documents for one of the sampled migrant workers indicated that she worked 212 hours in February 2025, while the standard working hours in February 2022 was 160 hours, which means she worked 52 overtime, in April 2025 the same worker worked 244 hours, which means she worked 76 overtime since the standard working hours in April 2025 was 168 hours, and in May 2025 the worker worked 272 hours which means she worked 112 overtime since the standard working hours in May 2025 was 160 hours. The worker received one hourly rate for all worked hours without being paid an overtime allowance at all. This question was assessed as "partially" since the workers have the right to resting breaks in every working day and the right to at least one day off in every seven days, and overtime is not mandatory. Additionally, other workers hired directly and by work agencies were paid overtime allowance	Na podstawie wywiadów z kierownictwem i pracownikami, a także przeglądu dokumentacji stwierdzono, że pracownicy zaangażowani w proces pakowania, którzy są zatrudnieni przez jednego z zewnętrznych dostawców siły roboczej , firmę APT 4 Work, pracują w godzinach nadliczbowych, średnio ponad 8 godzin dziennie i 40 godzin tygodniowo. Pracownicy ci zazwyczaj pracują 12 godzin dziennie od poniedziałku do piątku, a czasami dodatkowo 8 godzin w soboty. Oznacza to, że pracują w godzinach nadliczbowych (średnio ponad 40 godzin tygodniowo), jednak w ogóle nie otrzymują dodatku za nadgodziny. Np. ewidencja czasu pracy i dokumenty dotyczące wynagrodzenia jednej z badanych pracownic migrujących wskazywały, że przepracowała ona 212 godzin w lutym 2025 r., podczas gdy standardowy czas pracy w lutym 2022 r. wynosił 160 godzin, co oznacza, że przepracowała 52 nadgodziny, w kwietniu 2025 r. ta sama pracownica przepracowała 244 godziny, co oznacza, że przepracowała 76 nadgodzin, ponieważ standardowy czas pracy w kwietniu 2025 r. wynosił 168 godzin, a w maju 2025 r. pracownica przepracowała 272 godziny, co oznacza, że przepracowała 112 nadgodzin, ponieważ standardowy czas pracy w maju 2025 r. wynosił 160 godzin. Pracownica otrzymała jedną stawkę godzinową za wszystkie przepracowane godziny, bez żadnego dodatku za nadgodziny. Kwestię tę oceniono jako „częściową”, gdyż pracownicy mają prawo do przerw na odpoczynek

Finding	
according to the Polish Labour Code. In accordance with the amfori BSCI Code of Conduct, the auditee should use overtime as an exceptional and voluntary practice, paid at a premium rate of a minimum 125% of the standard rate.	w każdym dniu pracy oraz prawo do co najmniej jednego dnia wolnego w ciągu siedmiu dni, a praca w godzinach nadliczbowych nie jest obowiązkowa. Dodatkowo pozostałym pracownikom zatrudnionym bezpośrednio i przez agencje pracy wypłacany był dodatek za nadgodziny zgodnie z polskim Kodeksem Pracy. Zgodnie z Kodeksem postępowania amfori BSCI, audytowany powinien wykorzystywać nadgodziny jako wyjątkową i dobrowolną praktykę, płatną według stawki premiowej wynoszącej co najmniej 125% stawki standardowej.

PA 10: No Precarious Employment

Site: MIDOCEAN LOGISTICS POLAND Sp. Z O.O. | Site amfori ID: 616-000022-002

Question: 10.1 Is there satisfactory evidence that auditee employment relationships are not precarious for the workers?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on interviews with management and employees and a review of documentation, it was found that all employees employed by the outsourcing company APT 4 Work, dealing with the packaging process, are employed on the basis of contracts of mandate based on the requirements of the Civil Code. As a result, employees employed in this way are deprived of the protection of employee labour rights, such as e.g. the right to paid overtime allowance, an allowance for working at night. This question was assessed as "partially" because the majority of workers directly employed by the audited company and workers hired by work agencies received contracts of work written based on the Polish Labour Code and their labour rights are protected which means that overtime is paid following the Polish Labour Code: 50% of the normal rate of pay for weekday overtime (150% in total), 100% of the normal rate of pay for weekend overtime (200% in total), and 100% of the normal rate of pay for statutory holidays (200% in total) and they receive 20% bonus for work at nioght.	Na podstawie wywiadów z kadrą zarządzającą i pracownikami oraz przeglądu dokumentacji ustalono, że wszyscy pracownicy zatrudnieni przez firmę outsourcingową APT 4 Work , zajmujący się procesem pakowania, są zatrudnieni na podstawie umów zlecenia opartych na wymogach Kodeksu cywilnego. W efekcie pracownicy zatrudnieni w ten sposób są pozbawieni ochrony praw pracowniczych, takich jak np. prawo do płatnego dodatku za nadgodziny, dodatku za pracę w nocy. Pytanie to oceniono jako „częściowe”, ponieważ większość pracowników zatrudnionych bezpośrednio przez audytowaną firmę oraz pracowników zatrudnionych przez agencje pracy otrzymała umowy o pracę sporządzone na podstawie polskiego Kodeksu pracy, a ich prawa pracownicze są chronione, co oznacza, że nadgodziny są opłacane zgodnie z polskim Kodeksem pracy: 50% stawki podstawowej za nadgodziny w dni powszednie (łącznie 150%), 100% stawki podstawowej za nadgodziny w weekendy (łącznie 200%) i 100% stawki podstawowej za święta ustawowe (łącznie 200%) oraz otrzymują 20% premii za pracę w nocy.

Finding	
In accordance with the amfori BSCI Code of Conduct, the auditee should ensure that their recruitment process and employment relationships do not cause insecurity and social or economic vulnerability for their workers, and not use employment arrangements in a way that deliberately does not correspond to the genuine purpose of the law. This includes - but is not limited to - (a) apprenticeship or training schemes where there is no intent to impart skills or provide regular employment, (b) seasonality or contingency work when used to undermine workers' protection, (c) labour-only contracting, and d) contract substitution.	Zgodnie z Kodeksem postępowania amfori BSCI, podmiot audytowany powinien upewnić się, że jego proces rekrutacji i stosunki pracy nie powodują niepewności i społecznej lub ekonomicznej podatności na zagrożenia dla pracowników, a także nie stosować ustaleń dotyczących zatrudnienia w sposób, który celowo nie odpowiada rzeczywistemu celowi prawa. Obejmuje to - ale nie ogranicza się do - (a) programów praktyk lub szkoleń, w których nie ma zamiaru przekazywania umiejętności lub zapewniania regularnego zatrudnienia, (b) sezonowości lub pracy tymczasowej, gdy jest ona wykorzystywana do podważania ochrony pracowników, (c) umów o pracę wyłącznie na podstawie umowy o pracę i d) substytucja umowy.