

Auditee :	LUKS PLASTIK INS. SAN. TIC. LTD. STI (ISTANBUL SB.)
Audit Date From :	31/07/2015
Audit Date To :	01/08/2015
Expiry Date of the Audit :	31/07/2016
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Arda Karaoglan, Onder Danisman(Lead)
Auditing Branch (if applicable) :	TUV Rheinland Turkey



BSCI Audit Summary Report

This is an extract of the on line Audit Report. The complete report is available in the BSCI Platform.
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Rating Definitions



Rating	A combination of ratings per performance area where:	Consequence																																													
<p>A OUTSTANDING</p>	<p>o Minimum 7 performance area rated A o No Performance area rated C, D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	A	B	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A	A	A																																	
A	A	A	A	A	A	A	A	A	A	A	A	B	B	B																																	
A	A	A	A	A	A	A	A	B	B	B	B	B	B	B																																	
<p>B GOOD</p>	<p>o Maximum 3 performance area rated C o No performance area rated D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	A	B	B	B	B	B	B	B	B	A	A	A	A	A	A	B	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	A	B	B	B	B	B	B	B	B																																	
A	A	A	A	A	A	B	B	B	B	B	B	B	B	C																																	
B	B	B	B	B	B	B	B	B	B	B	C	C	C	C																																	
<p>C ACCEPTABLE</p>	<p>o Maximum 2 performance areas rated D o No performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	C	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	C	D	D	C	C	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	C	C	C	C	C																																	
A	A	A	A	A	B	B	B	B	C	C	C	C	D	D																																	
C	C	C	C	C	C	C	C	C	C	C	C	C	D	D																																	
<p>D INSUFFICIENT</p>	<p>o Maximum 6 performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	D	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	D	E	E	D	D	D	D	D	D	D	D	E	E	E	E	E	E	E	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	A	D	D	D	D																																	
A	A	A	B	B	B	C	C	C	D	D	D	D	E	E																																	
D	D	D	D	D	D	D	D	E	E	E	E	E	E	E																																	
<p>E UNACCEPTABLE</p>	<p>o Minimum 7 performance areas rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	E	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners</p>
A	A	A	A	A	A	A	E	E	E	E	E	E	E	E																																	
A	A	B	B	C	D	E	E	E	E	E	E	E	E	E																																	
E	E	E	E	E	E	E	E	E	E	E	E	E	E	E																																	
<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see Annex 5)</p>	<p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p>																																													

Main Auditee Information



Name of producer :	LUKS PLASTIK INS. SAN. TIC. LTD. STI (ISTANBUL SB.)		
DBID number :	351395		
Audit ID :	34725		
Address :	Ortakoy Merkez Mah. Mor Menekse Sk. Cemsan Apt. No:3/2 Silivri Istanbul		
Province :	Istanbul	Country :	Turkey
Management Representative :	Serdar Pataci		
Contact person:	Serdar Pataci	Sector :	Non-Food
Industry Type :	Plastic Industry	Product group :	Plastic and articles thereof
Product Type :	Plastic Kitchen Items and Bathroom Items		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 01/08/2016

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	C	A	B	A	A	D	A	A	A	A	A	A

Executive summary of audit report

The audited factory was established in 1989 and located current address in November 2014 at Ortakoy Merkez Mah. Mormenekse Sok. Çemsan Apt. No:3-2 Silivri Istanbul, Turkey. The process of Dyehouse, Plastic injection, Moulding Room, Press, Assembly, Shipping were done in-house; no subcontracter were used at facilities. The facility occupies 1 floors of 2 story building with a total production area of 15,000 square meters. Eating area is provided with a capacity of 100 seats and no dorms provided for workers. Food and transportation provided for free of charge. The factory specialized in the production of Plastic Kitchen Items and Bathroom Items. The factory had a total monthly capacity of 800,000 pcs per month. The products made in the factory were sent 80% to Export market (mainly to Germany, Holland, UK, Morocco, Nigeria, Russia) and 20% domestic market. The entire workforce of the factory consisted of a total of 145 employees (64 male, 81 female), which included 136 production workers (59 male, 77 female) and 9 non-production workers (5 male, 4 female). All workers were living domestically and permanent contracted. The youngest worker was 18 years old. The factory adopted face scan attendance system to record employees' clocking in and out hours. The regular working hours of Injection Employees were from Monday to Friday in 2 shifts; as follow; 1st shift: from 8:00 a.m. to 6:00 p.m. with 15x2 min tea break at 10:00 a.m. and 04:00 p.m., 30-min staggered meal break at 12:30 p.m. 2nd shift: from 11:00 p.m. to 08:00 a.m. with 15x2 min tea break at 12:00 p.m. and 04:00a.m., 30-min staggered meal break at 01:00 a.m. The regular working hours of other production employees and management staff were from Monday to Friday; from 8:00 a.m. to 6:00 p.m. with 15x2 min tea break at 10:00 a.m. and 04:00 p.m., 30-min staggered meal break at 12:30 p.m. Saturdays and Sundays were granted as weekly rest day for all employees. The regular monthly salaries were paid in hourly rate to all employees through bank transfer on the 5th of each month.

Ratings Summary



Auditee's background information			
Auditee's name :	LUKS PLASTIK INS. SAN. TIC. LTD. STI (ISTANBUL SB.)	Legal status :	Ltd. Company
Auditee aliases :		Year in which the auditee was founded :	1989
Address :	Ortakoy Merkez Mah. Mor Menekse Sk. Cemsan Apt. No:3/2 Silivri	Contact person (please select) :	Serdar Pataci
Province :	Istanbul	Contact's Email :	serdar.pataci@luxplastic.com
City :	Istanbul	Auditee's official language(s) for written communications :	Turkish
Region :	Middle East/ North Africa	Other relevant languages for the auditee :	English
Country :	Turkey	Website of auditee (if applicable) :	www.luxplastic.com
GPS coordinates :	41.101608, 28.378589	Total turnover (in Euros) :	10000000.00
Sector :	Non-Food	Of which exports % :	80.00
Industry :	Plastic Industry	Of which domestic market % :	20.00
If other, please specify :	N/A	Production volume :	800.000
Product Group :	Plastic and articles thereof	Production cost calculation :	No
If other, please specify :	N/A	Lost time injury calculation cost :	No
Product Type :	Plastic Kitchen Items and Bathroom Items		

Auditee's employment structure at the time of the audit			
Total number of workers :	145	Total number of workers in the production unit to be monitored (if applicable) :	145
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	64	81	
Temporary workers	0	0	
In management positions	1	0	
Apprentices	0	0	
On probation	0	0	
With disabilities	1	0	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	64	81	
Production based workers	59	77	
With shifts at night	36	17	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	1	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [34725] Audit Date: 31/07/2015 PA Score: D		
	Based on satisfactory evidence, the main auditee does not respect this principle because : 1.The factory did not establish and post a Social Policy that includes all BSCI social requirements and relevant national law. (BSCI Principle 1.1); 2. There is no evidence that a senior manager is appointed to ensure that the BSCI values and principles are followed in a satisfactory manner. (BSCI Principle 1.2); 3. Terms of Implementation was not communicated with the current sub-suppliers and social compliance performances and BSCI compatibility status were not considered as a criteria for selection of current and possible business partners. (BSCI Principle 1.3) --- Elde edilen yeterli delillere göre denetlenen firma ilgili BSCI prensibini şu sebeplerden dolayı tamamen karşılayamamaktadır: 1. İşletme BSCI gereksinimlerini içeren bir Sosyal Politika oluşturmamış ve bu politikayı çalışanlara duyurmamıştır. (BSCI Prensibi 1.1); 2. Firmada BSCI değerlerinin ve prensiplerinin eksiksiz olarak takibi ile ilgili üst yönetimden yetkili birinin yazılı olarak atanmamıştır. (BSCI Prensibi 1.2); 3. İşletmede BSCI gereksinimleri tüm tedarikçilere ve fasonların BSCI gereksinimlerine uyduklarını gösteren dökümanlar tüm tedarikçiler ve hizmet sağlayacılar için bulunmamaktadır (BSCI Prensibi 1.3)	30/09/2015
Remarks from Auditee:		

Performance Area 2 : Workers Involvement and Protection

GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [34725] Audit Date: 31/07/2015 PA Score: C		
	Based on satisfactory evidence, the main auditee partially respect this principle because: 1.It was noted that there were no worker representative election process record in the factory. (BSCI Principle 2.1) (Notification Regarding Qualification of Worker Representative and Principles and Procedures of Worker Representative Election, Article 5) 2. No records could be provided to prove that two-way communication meetings to discuss about improving working conditions take place between management and workers regularly. (BSCI Principle 2.1) 3. The factory did not define long-term goals for protecting workers in line with the aspirations of the BSCI Code of Conduct. (BSCI Principle 2.2) 4. According to management and workers and workers representative interviews, the workers were not trained to confirm to a good level of awareness on BSCI Code of Conduct. (BSCI Principle 2.4) ----- Elde edilen yeterli delillere göre denetlenen firma ilgili BSCI prensibini şu sebeplerden dolayı kısmen karşılayamamaktadır: 1. İşçi temsilcisi seçim kayıtları bulunmamaktadır. (BSCI Prensibi 2.1.) (İs Sağlığı Ve Güvenliği İle İlgili Çalışan Temsilcisinin Nitelikleri Ve Seçilme Usul Ve Esaslarına İlişkin Teblig, Madde 5)2. Fabrikada çalışanlarla çalışma koşullarının iyileştirilmesi hakkında düzenli yapılan toplantı ilgili bir kayıda rastlanılmamıştır. (BSCI Prensibi 2.1) 3. Fabrikada BSCI Davranış Kuralları çerçevesinde uygulanmak üzere uzun vadeli hedefler belirlenmemiştir. (BSCI Prensibi 2.2) 4. BSCI davranış kuralları ile ilgili çalışanlara eğitim verilmemiştir. (BSCI Prensibi 2.4)	30/09/2015
Remarks from Auditee:		

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [34725] Audit Date: 31/07/2015 PA Score: A		
	Based on satisfactory evidences, the main auditee respects this principle. Auditor note regarding N/A - marking for 3.3 & 3.4: There was no union established in the factory. --- Firma ilgili presip gereksinimlerine tam uygunluk göstermektedir. 3.3 ve 3.4 maddesindeki N/A olarak işaretlenmesi için denetçi notu: Firmada sendika bulunmamaktadır.	
Remarks from Auditee:		
Performance Area 4 : No Discrimination		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [34725] Audit Date: 31/07/2015 PA Score: B		
	Based on satisfactory evidences, the main auditee partially respect this principle because: 1. The factory did not document a progressive disciplinary policy (e.g. escalating disciplinary action steps such as verbal warning, written warning, suspension and termination). (BSCI Principle 4.2) --- Elde edilen yeterli delillere göre denetlenen firma ilgili BSCI prensibini şu sebeplerden dolayı kısmen karşılayamamaktadır: 1. Firmada disiplin prosedürleri oluşturulmamıştır. (BSCI Prensibi 4.2)	30/09/2015
Remarks from Auditee:		
Performance Area 5 : Fair Remuneration		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [34725] Audit Date: 31/07/2015 PA Score: A		
Remarks from Auditee:		
Performance Area 6 : Decent Working Hours		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [34725] Audit Date: 31/07/2015 PA Score: A		
Remarks from Auditee:		

Performance Area 7 : Occupational Health and Safety		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [34725] Audit Date: 31/07/2015 PA Score: D		
	Based on satisfactory evidences, the main auditee partially respect this principle because: 1. The building licence was not available in the factory. (Official Newspaper dated August 8, 2005 regarding the Law establishing new company and running, Article 6. (BSCI Principle 7.1). 2. Business license was not available for review. (Official Newspaper dated August 8, 2005 regarding the Law establishing new company and running, Article 6. (BSCI Principle 7.1). 3. OHS training were not conducted at all in the factory. (BSCI Principle 7.5). Health and Safety Regulation, 6331 4. Emergency escape routes were not marked warehouse section in the factory. (BSCI Principle 7.15). Health and Safety Regulation, 6331 5. Evacuation plans were not available in all floors of factory (BSCI Principle 7.16), Health and Safety Regulation, 6331 6. Internal environmental measurements (illumination, noise, thermal comfort, dust) were not conducted in the factory. (BSCI Principle 7.25) Health and Safety Regulation, 6331 --- (Elde edilen yeterli delillere göre denetlenen firma ilgili BSCI prensibini şu sebeplerden dolayı kısmen karşılayamamaktadır: 1. İşletmede Bina Yapı ruhsatı bulunmamaktadır. (İşyeri Açma Çalışma Ruhsatlarına İlişkin Yönetmelik, Madde 6) (BSCI Prensibi 7.1), 2. Fabrikaya ait çalışma ruhsatı bulunmamaktadır. (İşyeri Açma Çalışma Ruhsatlarına İlişkin Yönetmelik, Madde 6) (BSCI Prensibi 7.1), 3. Fabrikada çalışanlar iş sağlığı güvenliği eğitimi verilmediği gözlenmiştir. (BSCI Prensibi 7.5), İş sağlığı ve güvenliği Madde 6331 4. Fabrikanın depo bölümünde acil kaçış yolların işaretlenmediği gözlenmiştir. (BSCI Prensibi 7.15), İş sağlığı ve güvenliği Madde 6331 5. Tahliye Planları hiçbir bölümde asılı değildir. (BSCI Prensibi 7.16), İş sağlığı ve güvenliği Madde 6331 6. Ortam ölçümleri (gürültü, toz, aydınlatma, termal konfor) yapılmamıştır. (BSCI Prensibi 7.25) İş sağlığı ve güvenliği Madde 6331	30/11/2015
Remarks from Auditee:		
Performance Area 8 : No Child Labour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [34725] Audit Date: 31/07/2015 PA Score: A		
Remarks from Auditee:		
Performance Area 9 : Special protection for young workers		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [34725] Audit Date: 31/07/2015 PA Score: A		
Remarks from Auditee:		
Performance Area 10 : No Precarious Employment		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [34725] Audit Date: 31/07/2015 PA Score: A		
Remarks from Auditee:		

Performance Area 11 : No Bonded Labour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [34725] Audit Date: 31/07/2015 PA Score: A		
Remarks from Auditee:		
Performance Area 12 : Protection of the Environment		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [34725] Audit Date: 31/07/2015 PA Score: A		
Remarks from Auditee:		
Performance Area 13 : Ethical Business Behaviour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [34725] Audit Date: 31/07/2015 PA Score: A		
	Based on satisfactory evidence, the main auditee partially respect this principle because : 1. The company did not have any anti-corruption and anti-bribery system in place for all business activities. (BSCI Principle 13.1) ----- Elde edilen yeterli delillere göre denetlenen firma ilgili BSCI prensibini su sebeplerden dolayı kısmen karşılayamamaktadır. 1. Fabrikada rüşvet ve yolsuzluk politikasının oluşturulmamış olduğu gözlenmiştir. (BSCI Prensibi 13.1.)	30/10/2015
Remarks from Auditee:		

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	31/07/2015	34725	D	C	A	B	A	A	D	A	A	A	A	A	A	C

Producer Photos



External photo(s) of the production unit(s)
IMG_2607.JPG



Photo of the inside of the main production hall
IMG_2576.JPG



Photo of the inside of the main production hall
IMG_2569.JPG



External photo(s) of the production unit(s)
IMG_2606.JPG



Photo of the inside of the main production hall
IMG_2591.JPG



Photo of the inside of the main production hall
IMG_2595.JPG



Photo first aid facilities
IMG_2563.JPG



Photo of the inside of the main production hall
IMG_2589.JPG



Photo of the inside of the main production hall
IMG_2597.JPG



Photo of the canteen (if applicable)
IMG_2600.JPG



Photo of the nursery (if applicable)
IMG_2562.JPG



Photo of the inside of the main production hall
IMG_2566.JPG



Photo of the inside of the main production hall
IMG_2571.JPG



Photo of the sanitary facilities
IMG_2579.JPG