

Monitored Party xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxx	amfori ID 156-004443-000	Address xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxxxxxxxxx China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner TÜV SÜD
Monitoring Start Date 22/04/2024	Closing Meeting Finished Date 23/04/2024	Submission Date 30/04/2024
Expiration Date 18/05/2025	Announcement Type Semi Announced	
Site xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx	Site amfori ID 156-004443-002	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	D	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination	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 Labour	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Mr. Lionel Wang; APSCA membership number: CSCA21700977

Name of team auditor (if applicable): Nil

Name of observers, translators, trainees, advisors/consultants (if applicable): Nil

Monitoring partner name: TÜV SÜD

Audit schedule details: The audit is planned for 1 auditor x 2 days on April 22-23, 2024.

Announcement Type: Semi Announced

Only PA1, PA2, PA5, PA6, PA7, and PA12 were covered as this audit is onsite follow up audit.

Business partner information:

The audited factory named xxx (Business license No.: 913707855599354996) was located at xxx China. The factory was established on August 10, 2010. The factory was specialized in the manufacture of cotton towel. The main production processes included winding, sizing, warping, weaving, printing, dyeing, washing, drying, cutting, sewing, embroidering, inspection and packing.

Audited location information:

The factory currently used one 6-storey office building as office, kitchen, and canteen areas; one 7-storey production building (Partial 1-storey) as warehouse and production area; two 5-storey buildings (Partial 1-storey) as warehouse and production area; one 5-storey warehouse building as warehouse; one 4-storey production building as production and warehouse area; one 1-storey warehouse building as warehouse area (located at xxxxxxxx and about 200 meters away from the main factory); and one 6-storey dormitory building as dormitory area. The detailed information of each building was shown as below.

Building No. 1 (6-storey office building):

The 1F, 3-4F, and 6F of this building were used as office area.

The 2F of this building was used as canteen, kitchen, and office areas.

The 5F of this building was used as customer reception and office areas.

Building No. 2 (7-storey production building (Partial 1-storey)):

The 1F of this building was used as workshop for dyeing, washing, drying, and printing processes.

The 2F of this building was used as workshop for printing process.

The 3F of this building was used as workshop for sewing and embroidering processes.

The 4F of this building was used as workshop for inspection process.

The 5F of this building was used as workshop for sewing and cutting processes.

The 6F of this building was used as workshop for inspection and packing processes.

The 7F of this building was used as warehouse area.

Building No. 3 (5-storey production building (Partial 1-storey)):

The 1F of this building was used as workshop for weaving and warping processes.

The 2-3F of this building was used as workshop for fabric inspection process.

The 4F of this building was used as workshop for inspection and packing processes.

The 5F of this building was used as workshop for sewing process.

Building No. 4 (5-storey production building (Partial 1-storey)):

The 1F of this building was used as workshop for sizing and warping processes.

The 2F of this building was used as office area.

The 3-4F of this building was used as workshop for winding process.

The 5F of this building was used as warehouse for yarn.

Building No. 5 (5-storey warehouse building):

The 1-5F of this building were used as accessory material warehouse.

Building No. 6 (4-storey production building):

The 1F of this building was used as workshop for water purification.

The 2F of this building was used as warehouse for idle material .

The 3-4F of this building was idle.

Building No. 7 (1-storey warehouse building):

It was used as finished goods warehouse.

Building No. 8 (6-storey dormitory building):

1-6F of this building were used as dormitory areas.

Operating shifts and hours:

The regular working hours of all employees were 8 hours per day and 40 hours per week. The kitchen staff; security guards and workers of winding, sizing, warping, weaving, printing, dyeing, washing, and drying workshops worked in three shifts (8:00-16:00, 16:00-0:00, 0:00-8:00). All other employees worked in one shift (Summer season from April 1 to September 30: 8:00-12:00, 14:00-18:00; winter season from October 1 to March 31: 8:00-12:00, 13:30-17:30).

Time recording system: The factory used IC card system to record working hours of all employees.

Salary payment details: All employees were paid by daily rate and the wages were paid in cash by the 30th of each month for the preceding month.

Worker number information:

On the audit day, there were total 984 employees working in the factory, that included 870 production employees (306 males and 564 females) and 114 non-production employees (43 males and 71 females); and included 8 security guards (8 males and 0 female) and 5 kitchen staffs (4 males and 1 female) which belonged to the factory's parent company (xxxxxxxxxxxxxxxx). There were 13 management (7 males and 6 females) in the factory. There were 13 domestic migrant workers (7 males and 6 females) from other provinces of China and no foreign migrant worker in the factory. The factory did not have young worker, pregnant worker, seasonal worker, temporary worker, disabled worker, or home-based worker. The factory also did not have other special group workers such as interns, apprentices, contractor workers etc.

Good practices:

1. The factory provided meal allowance (RMB 8 per day for daytime shift, RMB 24 per day for mid-time shift, and RMB 48 per day for night shift) for workers every month.
2. The factory provided the attendance award with RMB 5 per day for workers every month.
3. The factory provided the seniority award for workers with increase of 100 yuan per month for each full year of service.

Worker organization details: The factory did not have trade union; however, 12 worker representatives were elected by workers.

Circumstances:

1. All buildings used by the audited factory belonged to its parent company named xxxxxxxxxxxxxxxxxx. The fire licenses and building safety license were under the previous name of the parent company.
2. There was no agency or contractor used by the factory, and no government waivers and collective bargaining agreement were provided during the audit.
3. The audited factory was a branch company of xxxxxxxxxxxxxxxxxx and some workers were employed before the factory established as they were transferred form other branch of xxxxxxxxxxxxxx.
4. Remark: There is Personal Information Protection Law in China. Hence, the personal information of employees is removed from the uploaded documents.

Summary of findings: In this audit, non-compliances were observed in three performance areas, please refer to PA1, PA2, and PA7 for details.

Living wage calculation: # For living wage, the data on GLWC website was not used, but the calculation method still follows Anker's methodology. The data were mainly manually collected through local market investigation and worker interview by auditor.

SITE DETAILS

Site
XXXXXXXXXXXXXXXXXXXXXXXXX
XXXXXXXXXXXXXXXXXXXXXXXXX

Site amfori ID
156-004443-002

GICS Classification

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

Sub Industry
Textiles

amfori Process Classifications

- Bleaching
- Drying (finished textile)
- Flat screen printing
- Inspection / Quality Inspection
- Labelling / Label Sewing
- Unit Dyeing / Garment Dyeing / Piece Dyeing / Beck Dyeing /Winch Dyeing / Box Dyeing
- Warping
- Washing
- Weaving

GS1 Classifications

N.A.

NACE Classification

Finishing of textiles

Water Stress Situation

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

METRICS

Key Metrics

Total workforce	984	Workers
Legal minimum wage in local currency	2,010	Monthly
Lowest wage paid for regular work at the site	2,362	Monthly
Calculated living wage in local currency	2,255.18	Monthly
Total sample	16	Workers

Other Metrics

Male workers	349	Workers
Female workers	635	Workers
Permanent workers - Male	349	Workers
Permanent workers - Female	635	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	7	Workers
Management - Female	6	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers with night shift - Male	215	Workers
Workers with night shift - Female	339	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Domestic migrant workers - Male	7	Workers
Domestic migrant workers - Female	6	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	349	Workers
Workers hired directly - Female	635	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Pregnant workers	0	Workers

FINDINGS



PA1: Social Management System

Site: xxx | Site amfori ID: 156-004443-002

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	
<p>The factory partially complied with the requirements of this checkpoint. It was because that had established the social accountability management system; but it still needed to be improved due to some non-compliance issues were detected regarding Workers Involvement and Protection, and Occupational Health and Safety. For details, please refer to Performance Areas 2 and 7.</p>	<p>工厂部分符合本检查点要求。因为工厂有建立社会责任管理体系，但是仍需要改进，因为在此次审核中，发现了关于工人参与和保护职业健康与安全方面的问题。具体请参见区域2和7。</p>

Question: 1.3 Is there satisfactory evidence that the auditee has a good overview of the significant business partners and their level of alignment with the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on document review, management interview, and worker interview; it was noted that this checkpoint was partial compliance. It was because that the factory has conducted regular evaluation for suppliers on social accountability; but the evacuation of suppliers still did not cover some requirements of BSCI Code of Conduct such as Protection of the Environment and ethical business behavior. This violated the BSCI Code of Conduct.</p>	<p>根据文件审核、管理层访谈和工人访谈，本检查点为部分符合。因为工厂有对其供应商定期进行社会责任评估并且有提供评估记录；但是供应商的评估仍没有涵盖部分BSCI行为准则的要求如环境保护和商业道德。这违反了BSCI行为准则。</p>

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on management interview, worker interview, and document review; it was noted that this checkpoint was partial compliance. It was because that overtime hours of workers did not exceed legal requirement, and the factory had provided the production planning record for review. However, still no sufficient evidence to prove that the factory had</p>	<p>根据管理层访谈、员工访谈和文件审核，本检查点为部分符合。因为工人的加班时间没有超出法规要求，工厂也提供了产能规划的记录。但是仍没有充分的证据证明工厂对现有员工产能是否可以按时完成客户订单数量进行了有效评估和合理计划，从而减少在生产过程中影响质量的不必要分包和加班：首先，工厂没有提供生产成本核算记录；其</p>

Finding	
effectively assessed and properly planned its workforce capacity to meet the expectations of the delivery order and to reduce unnecessary subcontracting and overtime that may impact quality: Firstly, the factory did not provide the cost calculation; secondly, the factory did not establish a contingency plan in case something slows down or interrupts production. This violated the BSCI Code of Conduct.	次，工厂没有建立应对减缓或干扰生产时的应急计划。这违反了BSCI行为准则。

PA 2: Workers Involvement and Protection

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-004443-002

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 management interview, worker interview, site tour, and document review; it was noted that this checkpoint was partial compliance. It was because that the factory had grievance procedure and suggestion box; but no evidence showed that the factory had estimated and taken action to improve the effectiveness of the grievance mechanism. This violated the BSCI Code of Conduct.	根据管理层访谈、工人访谈、现场审核和文件审核，本检查点为部分符合。因为工厂有申诉程序，也有意见箱；但仍没有记录显示工厂有评估和采取措施以提高申诉机制的有效性。这违反了BSCI行为准则。

PA 7: Occupational Health and Safety

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-004443-002

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?	
ENGLISH	LOCAL LANGUAGE
Finding	
The factory partially complied with the requirements of this checkpoint. It was because that the factory had set up the occupational health and safety regulations and procedures; however, the actual practice throughout the factory was not fully in compliance. Please refer to the non-compliance of PA7 for detailed information.	工厂部分符合本检查点要求。因为工厂虽然建立了职业健康安全方面的程序和相关制度，但是工厂在实际的执行过程中还存在问题。请参考PA7部分的不符合项。

