

Monitored Party XXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXX	amfori ID 156-016646-000	Address XXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXXXX XXX China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Bureau Veritas Hong Kong Limited
Monitoring Start Date 04/07/2023	Closing Meeting Finished Date 04/07/2023	Submission Date 11/07/2023
Expiration Date 11/07/2024	Announcement Type Fully Announced	
Site XXXXXXXXXXXXXXXXXXXXXXXXXXXX	Site amfori ID 156-016646-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	C	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination	A	
PA 5: Fair Remuneration	B	

PA 6: Decent Working Hours	D	
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	

- Government waivers

Not Applicable. There was no government waiver provided by the factory.

- Collective bargaining agreements

Not Applicable. No collective bargaining agreements were provided by the factory.

SITE DETAILS

Site
XXXXXXXXXXXXXXXXXXXX

Site amfori ID
156-016646-001

GICS Classification

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

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	98	Workers
Legal minimum wage in local currency	2,030	Monthly
Lowest wage paid for regular work at the site	2,500	Monthly
Calculated living wage in local currency	2,664.87	Monthly
Total sample	10	Workers

Other Metrics

Male workers	16	Workers
Female workers	82	Workers
Permanent workers - Male	16	Workers
Permanent workers - Female	82	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	2	Workers
Management - Female	3	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	0	Workers
Workers with night shift - Female	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Domestic migrant workers - Male	5	Workers
Domestic migrant workers - Female	61	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	16	Workers
Workers hired directly - Female	82	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

Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Sample - Male	5	Workers
Sample - Female	5	Workers

FINDINGS



PA1: Social Management System

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ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>Per document review, employee interview, management interview and onsite tour, it was noted that the auditee did not establish effective management system to implement the BSCI Code of Conduct in production, performance area 1, 2, 5, 6 and 7 need to improve. This question was rated as partially because the policy and procedure had established, but the management did not effectively work.</p> <p>This violated BSCI 1.1.</p>	<p>通过文件查阅，员工访谈，管理层访谈以及现场走访，工厂未建立有效的管理系统将BSCI的运作融入日常生产中，执行领域1, 2, 5, 6和7需要改善。这个问题被评为部分不符合，是因为政策和程序已经建立，但管理没有有效地工作。不符合BSCI 1.1条款。</p>
<p>Per document review, employee interview, management interview, the factory had made plan for its production and could meet the expectation of the delivery order or contract, but it was found that the factory did not organize its workforce capacity reasonably and effectively. Based on the finding on PA6.2, workers' monthly overtime hours exceeded legal limits systematically. This question was rated as partially because the policy and procedure had established, but the management did not effectively work.</p> <p>This violated BSCI 1.4</p>	<p>通过文件查阅，员工访谈，管理层访谈，工厂已经制定了生产计划且能够满足订单及合同的交期需求，但发现工厂没有合理有效地安排其员工劳动力。根据PA6.2的审核发现，工人的月加班时间系统性的超出法规要求。这个问题被评为部分不符合，是因为政策和程序已经建立，但管理没有有效地工作。不符合BSCI 1.4条款。</p>



PA 2: Workers Involvement and Protection

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ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>Per document review, management interview, employee interview, it was noted that the factory did not have completed system for training to related responsible person in order to ensure they have sufficient competence to implement BSCI management system. For example, the management representative provided training on BSCI Code to its managers and workers and posted BSCI code onsite, but according to the interview statement of workers, workers did not know what BSCI is. Thus, the finding was rating as</p>	<p>通过文件查阅，管理层访谈，员工访谈，审核发现工厂并未有完整的培训系统来保证相关负责人有足够的的能力来实施BSCI管理系统。例如工厂BSCI管理者代表虽给经理和员工提供BSCI行为准则培训，并将BSCI的行为准则张贴在现场，但根据员工访谈，员工不清楚什么是BSCI。因此，该问题被评为部分不符合。根据BSCI 2.4要求改善。</p>

Finding(s)	
partially. This violated BSCI 2.4.	
Per document review, management interview, employee interview, it was noted that the facility did not have a functional and transparent system in place to guarantee that workers can address complaints in a confidential manner and receive a proper follow up within a reasonable period of time. This question was rated as no because the factory management did not know how to establish a functioning and transparent system. This violated BSCI 2.5.	通过文件查阅，员工访谈，管理层访谈,审核发现被审核方没有一个有效和透明的制度，以保证工人能够以保密的方式处理投诉，并在合理的时间内得到适当的跟进。这个问题被评为否，是因为工厂管理层不知道如何建立一个有效和透明的系统。依据BSCI 2.5的要求改善。

PA 5: Fair Remuneration

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ENGLISH	LOCAL LANGUAGE
Finding(s)	
Per document review, management interview, employee interview, it was noted that the facility did not have a good understanding about living costs of the workforce in the region, possible gaps that exist between the actual remuneration and the fair remuneration and potential actions to fill the gaps. This question was rated as no because the factory management did not know how to calculate the BNW. This violated BSCI 5.4.	通过文件查阅，员工访谈，管理层访谈,审核发现被审核方未很好地理解劳工在所在地区的生活成本、实际报酬和公平报酬之间可能存在的差异和填补差距的潜在措施。这个问题被评为否，是因为工厂管理层不知道如何计算最低生活工资。根据BSCI 5.4改善。
Per document review, management interview, employee interview, it was noted that according to the social insurance payment receipts of May 2023 provided by factory management, it was noted that 79 out of 98 (80%) employees were provided with pension, unemployment, medical, maternity and accident insurance in May 2023. And the facility also provided the commercial insurance for 46 employees with the valid date from March 19, 2023 to March 18, 2024. This question was rated as partially because the average participation rate of five kinds of social insurance was more than 80%. This violated Article 73 of the Labor Law of the People's Republic of China.	通过文件查阅，员工访谈，管理层访谈,根据工厂管理层提供的2023年5月社保收据，98名员工中有79人(80%)获得了养老保险、失业保险、医疗保险、生育保险、工伤保险。此外，工厂给46名员工提供了商业保险，有效期为2023年3月19日至2024年3月18日。这个问题被评为部分不符合，工厂员工五险的平均参保率大于80%。根据《中华人民共和国劳动法》第73条改善。

PA 6: Decent Working Hours

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ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>Per document review, employee interview, management interview, it was noted that 23 out of 30 sample population employees worked in excess of the statutory overtime hour limits. A review of 30 sample time records (10 samples from January 2023, 10 samples from April 2023 and 10 samples from May 2023) yielded the following:</p> <ul style="list-style-type: none"> •10 out of 10 sample population employees worked in excess of 36 overtime hours per month (i.e. 52-58 hours) in May 2023, •10 out of 10 sample population employees worked in excess of 36 overtime hours per month (i.e. 44-52 hours) in April 2023, •3 out of 10 sample population employees worked in excess of 36 overtime hours per month (i.e.38 hours) in January 2023, which was not in compliance with the legal requirement. <p>This question was rated as no because the 23 out of 30 sampled employees worked in excess of 36 overtime hours in 3 out of 3 months.</p> <p>This violated Article 41 of the Labor Law of the PRC.</p>	<p>通过文件查阅，员工访谈，管理层访谈，根据厂方提供的工时记录，审核员发现员工加班时间超出了法定标准。审核员从厂方提供的工时记录中抽15样本(其中从2023年1月抽取10名，从2023年4月抽取10名，从2023年5月抽取10名)，发现共有23名员工加班时间超出了法定标准，具体为：•10/10名员工在2023年5月的加班时间为52-58小时，•10/10名员工在2023年4月的加班时间为44-52小时，•3/10名员工在2023年1月的加班时间为38小时，超过每月加班时间不能超过36小时的法律规定。这个问题被评为否，是因为23/30名抽样员工在3/3个抽样月份加班超过36小时每月。根据《中华人民共和国劳动法》第41条改善。</p>

PA 7: Occupational Health and Safety

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ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>Per employee interview, onsite tour, document review and management interview, it was noted that the risk assessment did not cover other facilities in the same building. This question was rated as no because the manager did not know they need to take the risk assessment cover the facilities in the same building. This violated BSCI 7.3.</p>	<p>通过员工访谈，现场走访和管理层访谈，文件查阅，审核员发现受审核方的风险评估没有覆盖到同栋楼的其他工厂。这个问题被评为否，因为工厂管理层不了解工厂的风险评估需要覆盖到同栋楼的其他工厂。根据BSCI 7.3改善。</p>
<p>Per employee interview, onsite tour, document review and management interview, it was noted that all the employee in the punching workshop, who were contact with the noise, did not wear earplugs during the working hour in the audit date. This question was rated as no because all the punching employees did not wear the PPE. This violated Article 42 of Law of the People's Republic of China on Production Safety.</p>	<p>通过员工访谈，现场走访和管理层访谈，文件查阅，审核员发现工厂冲裁车间里所有接触噪音的员工在审核当天的工作时间内没有佩戴耳塞。该问题被评为否，是因为所有冲裁员工都没有佩戴劳保用品。根据《中华人民共和国安全生产法》第42条改善。</p>

Finding(s)	
<p>Per management and employee interview, factory tour and document review, it was noted that all of the high sewing machines and computer sewing machines being used were equipped with Plexiglas shields but 80% of them were not effectively used. All of the sewing machines being used were equipped with needle guards but 80% of them were not effectively used. This question was rated as no because most of the machines were equipped with machine guards but not effectively used. This violated Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene.</p>	<p>通过管理人员及员工面谈、现场巡查及文件审阅，审核员发现针车部门所有的高头车和电脑车都安装了树脂挡板，但其中80%没有有效使用，所有的针车都安装了针挡，但其中80%没有有效使用。该问题被评为否，是因为大部分的机器均安装机器保护罩但没有有效使用。 根据《生产设备安全卫生设计总则 (GB5083-1999)》第6.1.6条。</p>