Monitoring result for XXXXXXXXXXXXXXXXXXXXXXXXXXX

amfori
Trade with purpose

Monitoring

Monitored Party	: XXXXXXXXXXXXXXXXXXXXXXXX
amfori ID	: 156-021288-000
Site	: XXXXXXXXXXXXXXXXXXXXXXXXXXXX
Site amfori ID	: 156-021288-001
Address	: XXXXXX XX XXXXXXXXXXXXXXXXXXXXXXX
	: XXXXXXXXXXXXXX
	: China

Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Monitoring Partner	: SGS
Monitoring Start Date	: 11/10/2022
Closing Meeting Finished Date	: 18/10/2022
Submission Date	: 18/10/2022
Expiration Date	: 18/10/2023

This is an extract of the online monitoring result, generated on 18/10/2022, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available **here** - The English version is the legally binding one.

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Overall rating

A	B	C	D	E	None

Section rating

PA1: Social Management System	C
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	B
PA 6: Decent Working Hours	D
PA 7: Occupational Health and Safety	B

Monitoring result for XXXXXXXXXXXXXXXXXXXX

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

The main auditee named XXXXXXXXXXXXXXXXXXXXwas located at NO. XXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXX

Site Details

Site :XXXXXXXXXXXXXXXXXXXXXXXXXXXX

Site amfori ID : 156-021288-001

GICS Classification

Sector : Consumer Discretionary

Industry Group : Consumer Durables & Apparel

Industry : Leisure Products

Sub Industry : Leisure Products

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	**35** Workers
Legal minimum wage in local currency	**2280** Monthly
Lowest wage paid for regular work at the site	**2400** Monthly
Calculated living wage in local currency	**2496** Monthly
Total sample	**6** Workers

Other Metrics

Male workers	**9** Workers
Female workers	**26** Workers
Permanent workers - Male	**9** Workers
Permanent workers - Female	**26** 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	**1** 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	**1** Workers
Domestic migrant workers - Female	**2** Workers
Foreign migrant workers - Male	**0** Workers
Foreign migrant workers - Female	**0** Workers
Workers hired directly - Male	**9** Workers
Workers hired directly - Female	**26** 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	**2** Workers
Sample - Female	**4** Workers

Findings

PA1: Social Management System

1.1 The main auditee partially respects this principle; the audited factory had established social responsibility management systems including written policies and procedures as per the amfori BSCI COC and laws & regulations, however, some social responsibility policies and procedures were not carried out effectively, the findings on monthly overtime hours, social insurance, and occupational health & safety etc. were identified during this audit.

被审核方部分遵循该准则；被审核工厂已经依据amfori BSCI行为守则和法律法规建立了社会责任管理体系包括书面的政策和程序，然而部分社会责任政策和程序未得到有效地执行，本次审核发现工厂在月加班时间，社会保险，和职业健康与安全等方面存在不符合项。

1.4 The main auditee partially respects this principle, because the workforce capacity of the factory was not organized properly to meet the expectations of the delivery orders and/or contracts, so that workers' monthly overtime hours exceeded 36 hours which was not in accordance with the legal requirements. Details refer to PA 6.2.

被审核方部分遵循该准则，因为工厂没有合理地组织劳动力资源以满足订单和/或合同的需求，从而导致员工的月加班时间超过了36小时，不符合法规的要求。详细参照PA 6.2。

PA 2: Workers Involvement and Protection

2.4 The main auditee partially respects this principle; it was noted that the audited factory had provided relevant training regarding the amfori BSCI Code of Conduct to all workers regularly and posted the amfori BSCI Code of Conduct in the production workshop for workers' reference, but all interviewed workers didn't clearly know the contents of the amfori BSCI Code of Conduct.

被审核方部分遵循该准则；被审核工厂已经定期给所有工人提供了amfori BSCI行为守则的培训并且在生产车间展示了amfori BSCI行为守则给工人参考，但是所有访谈的工人均不能清楚地知道amfori BSCI行为守则的相关内容。

PA 5: Fair Remuneration

5.5 The main auditee does not respect this principle, because the factory didn't provide social insurance to any employee. The factory had provided commercial injury insurance to 27 workers, and the commercial injury insurance was valid from Oct.11, 2022 to Oct.10, 2023. There were totally 35 employees working in the factory during this audit and 19 employees had reached the retirement ages. The factory management stated that many workers had bought the new rural cooperative medical insurance and/or new rural social endowment insurance by themselves, but the factory didn't collect and retain the related evidence.

被审核方未遵循该准则，因为工厂未给任何员工缴纳社会保险。工厂给27名员工购买了商业意外险，商业意外险的有效期从2022年10月11日到2023年10月10日。工厂目前合计共有35名员工，其中有19名已经到达退休年龄的工人。工厂管理层表示很多工人均有自己购买新农合和/或者新农保，但工厂未收集和保留相关资料。

PA 6: Decent Working Hours

6.2 The main auditee does not respect this principle, because the workers' monthly overtime hours had exceeded 36 hours which was not in accordance with the legal requirements. Based on the electronic attendance records review from Sep.1, 2021 to Oct.11, 2022 provided by the factory, it was noted that all sampled workers' monthly overtime hours in each month except Jan. 2022 had exceeded the legal requirements of 36 hours per month. In general, workers were arranged to work overtime 2 hours on regular weekdays per day and 1-3 times per week, work overtime 8 hours on Saturdays and rest on Sundays always. The sampled workers' maximum monthly overtime hours were 58 hours (including 18 overtime hours on regular weekdays and 40 overtime hours on rest days) occurred in Jul. 2022.

被审核方未遵循该准则，因为工人的月加班时间超过了36小时，不符合法规的要求。根据查看工厂提供的从2021年9月1日到2022年10月11日的电子考勤记录，所有抽样的工人除了在2022年1月之外在每月的月加班时间均超过了法规要求的36小时。通常工人会被安排在正常工作日加班2小时，一周加班1-3次，被安排在星期六加班8小时，星期日都是安排休息。抽样工人的最大月加班时间为58小时(包括正常工作日加班的18个小时和周末加班的40个小时)，发生在2022年7月。

PA 7: Occupational Health and Safety

7.1 The main auditee partially respects this principle, because: 1). it was noted that the audited factory had identified the laws and regulations on occupational health and safety applicable for its activities, but the audited factory was not in observance of the laws and regulations on occupational health and safety completely; for example, there were findings detected in PA7.11 and PA7.17; 2). some incoming materials and finished products were stored against the walls at the storage areas.

被审核方部分遵循该准则，因为：1).被审核工厂已经识别了适用其运营的职业健康与安全的法律法规，但是被审核工厂未完全遵守相应的职业健康与安全法律法规，比如在绩效区域7.11和7.17有发现不符合项；2).工厂仓储区的部分来料和成品靠墙摆放。

PA 7: Occupational Health and Safety

7.2 The main auditee does not respect this principle, because the factory had identified all accident risks at the production area and provided training for workers, but the factory only provided commercial injury insurance to 27 out of total 35 employees, and the factory did not provide accident insurance to any employee.

被审核方未遵循该准则，因为尽管工厂已识别出了生产过程中的意外事故风险并已向员工提供了培训，但是工厂只提供了商业意外险给35名员工中的27名员工，工厂未提供工伤保险给任何员工。

7.7 The main auditee partially respects this principle, because two small machine oil containers used in the sewing workshop missed the chemical labels, and no MSDS (Material Safety Data Sheet) of machine oil was displayed onsite.

被审核方部分遵循该准则，因为工厂缝纫车间使用的两个小机油瓶未张贴化学品标签，也未在现场提供机油的MSDS(物质安全数据表)。

7.11 The main auditee does not respect this principle, because the factory did not provide the Building Structure Safety Certificates and Fire Safety Certificates of two 3-storey buildings where the factory was located for review. Based on management interview, both buildings were constructed in year 2011 approximately.

被审核方未遵循该准则，因为工厂未提供工厂所在的两栋三层建筑的竣工验收合格证明和消防验收合格证明。根据和管理层确认，这两栋建筑大约竣工于2011年。

7.17 The main auditee partially respects this principle, because no finger safeguards were installed for all sewing machines, and no belt safeguards were installed for two sewing machines in the sewing workshop.

被审核方部分遵循该准则，因为工厂缝纫车间所有的缝纫机均未安装护指环，有两台缝纫机未安装皮带轮保护罩。

7.24 The main auditee partially respects this principle; the audited factory rented partial areas of the 2nd floor and the 3rd floor of two 3-storey buildings from the landlord for production, warehouse and office. Based on site observation, it was found that there were persons who lived in one room on the 2nd floor and three rooms of a small attic above the 3rd floor, the factory management explained that the room on the 2nd floor was for the landlord's boss to live occasionally, and the salespeople from the landlord’s salesroom on the 1st floor lived in the rooms of the small attic, all interviewed workers confirmed that the audited factory did not provide dormitory to them.

被审核方部分遵循该准则；被审核工厂向房东租赁了两栋三层建筑的2楼和3楼局部区域用作生产、仓储和办公，现场稽核时发现其中二楼有一个房间以及三楼上面一个小阁楼有三个房间有人员入住，工厂管理层解释二楼一个房间为房东老板偶尔居住，小阁楼的房间给房东的一楼门市部的售货员入住。访谈的员工也均表示工厂未提供宿舍给他们。

PA 12: Protection of the Environment

12.5 The main auditee partially respects this principle, because the factory had established a policy to save water, but the factory did not establish detailed plan to reduce water consumption, and also did not make statistics on water consumption regularly.

被审核方部分遵循该准则，因为工厂建立了节约用水的政策，但是未建立详细的计划去减少水的消耗，也未定期对水消耗量进行统计。