

Monitoring

amfori ID	: 156-002993-000
Site amfori ID	: 156-002993-001
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 08/03/2021
Expiration Date	: 08/03/2022

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Overall rating



Section rating

PA1: Social Management System	D
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	B
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

[Structure of facility]:

The auditee rented partial the second floor of one 2-storey building No.6 as office area, workshops and warehouses. The main products of the auditee were socks. The main processes include knitting, sewing, inspection and packing.

[Employee analysis]:

There were 25 employees working in the factory. Among them 16 were production employees and 9 were non-production employees. All employees were permanent employees and 9 employees were migrant employees. And there were total 13 female employees.

[Summary of working hour]:

Factory used electronic attendance system to record workers' working time. All employees work for 5 days a week from Monday to Friday in one shift. The normal working hours is 8 hours from 8:00 to 17:00 with one hour for lunch time from 11:30 to 12:30. The attendance records from February 2020 to the audit day were reviewed in the audit. 8 sampled workers' attendance records from January 2021 (current month), July 2020 (random month), and May 2020 (random month) were selected for checking. The peak season was no obvious each year.

According to the provided attendance records and workers interviews, the maximum daily overtime hours are 2 hours, the maximum weekly overtime hours are 14 hours per week, and the maximum monthly overtime hours are 64 hours in May 2020.

[Summary of compensation]:

The local minimum wage was RMB 1800 per month equivalent to RMB 10.34 (1800/21.75/8) per hour since December 1, 2017. Payroll records from February 2020 to January 2021 were provided for review. 8 sampled workers' payroll records from January 2021 (current month), July 2020 (random month), and May 2020 (random month) were selected for checking.

Workers were paid by hourly rate basis; the minimum basic wage was RMB 12.07 per hour, which was higher than legal requirement. Wage was released by cash at around 30th of the following month. The factory paid 150% and 200% of normal rate for the overtime on regular working days and rest days respectively. No overtime work was arranged on holidays.

[Summary of interview]:

8 workers were interviewed on site, including 5 females and 3 males, and 4 workers were migrant workers. And all of them were permanent workers.

[Special scene during on site observed]:

1. Through facility tour, facility management interview and document review, the facility rented the areas from Haining Shunda Warp Knitting Co., Ltd. And the facility management stated that there were many other facilities in the same boundary, but did not know the detail. All facilities had their own management systems and finance systems, and employees were not cross-using. The facility provided the rent agreement and the business license of the landlord for review.

2. Through management interview and factory tour, the shaping process was subcontracted in the factory.

3. There are no agencies and contractor used by the auditee, which makes the contractor license/permit and agency labour contract not applicable. No government waivers and collective bargaining agreements are available in the auditee.

4. This audit was conducted by one auditor named as Thoma Zhao, the APSCA registration number was RA 21700190.

Site Details

Site : Site 1

Site amfori ID : 156-002993-001

GICS Classification

Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Textiles

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	25 Workers
Legal minimum wage in local currency	1800 Monthly
Lowest wage paid for regular work at the site	2100 Monthly
Calculated living wage in local currency	2040 Monthly
Total sample	8 Workers

Other Metrics

Male workers	12 Workers
Female workers	13 Workers
Permanent workers - Male	12 Workers
Permanent workers - Female	13 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	0 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	3 Workers
Domestic migrant workers - Female	6 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	12 Workers
Workers hired directly - Female	13 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	3 Workers
Sample - Female	5 Workers

Findings

PA1: Social Management System

The auditee had established and implemented BSCI management system, however, some performance areas should be continuous improvement, for example, sampled workers worked excessive monthly overtime, insufficient social insurance coverage were found, occupational health and safety issues, and etc.

被审核方建立和实施了BSCI管理体系，但一些领域仍需要持续提高，如抽样员工存在月加班超，社会保险覆盖不足，职业健康安全的问题等。

The auditee had established production cost calculation procedure, but did not conduct production cost calculation. In addition, the auditee did not have written production arrangement to meet the expectations of the delivery order, which led to the monthly overtime hours exceeded legal requirement.

被审核方建立了成本核算的程序文件，但是没有进行生产成本计算。此外，被审核方没有关于劳动生产能力分析及生产计划的完善记录，并存在加班超时的情况。

PA 2: Workers Involvement and Protection

The auditee had limit understanding of BSCI Code of Conduct and did not define long term goals to protect workers according to the BSCI Code of Conduct.

被审核方对于BSCI行为准则了解有限，也并未根据BSCI行为准则建立起长期目标以保护员工。

The training on amfori BSCI COC was provided to all employees including newcomers, and amfori BSCI COC was posted on site. However, the interviewee did not know well about the amfori BSCI COC.

amfori BSCI行为准则的培训有提供给了所有员工包括新员工，并且BSCI行业准则张贴在现场。然后，被访员工不太了解amfori BSCI COC。

PA 5: Fair Remuneration

The auditee was aware of fair remuneration and had collected the local legal minimum wage document. But they did not collect local living costs data to identify the possible gap between actual remuneration and living wages, and took potential action to fill the gap.

被审核方有了解公平报酬，也收集了当地的法定最低工资文件。但未收集当地的生活成本的数据，从而发现与其实际支付工资的差距，并致力于提供能满足员工基本生活需求的工资。

Insufficient social insurance participated. There were total 25 employees (including 3 retired employees and 1 new employee), only 19 employees were provided with retirement insurance, medical insurance, maternity insurance, unemployment insurance and injury insurance. In addition, the auditee purchased the commercial injury insurance to 12 employees (including 3 retired employees and other 2 employees who were not covered social insurances). Reference Law: China Labor Law, Article 72 &73.

社会保险覆盖不足。工厂总共25名员工（包含3名退休员工和1名新员工），仅仅只有19人缴纳了养老保险，医疗保险，生育保险，失业保险和工伤保险。此外，被审核方给12名员工（包含3名退休员工和其他未参加社险的2名员工）购买商业工伤保险。

PA 6: Decent Working Hours

Monthly overtime hours exceeded the legal requirement (36 hours per month). The auditee had provided the attendance records from February 2020 to audit day. According to the sampled records, the maximum monthly overtime hours were 56 hours in January 2021 (current month), 58 hours in July 2020 (random month) and 64 hours in May 2020 (random month) respectively. Reference law: the PRC Labour Law article 41.

工人的工作时间超出法规要求（每月36小时）。工厂提供了2020年02月到审核当天的考勤记录。抽样发现，每月最大加班时间在2021年01月（当前月）为56小时，2020年07月（随机月）为58小时，2020年05月（随机月）为64小时。

PA 7: Occupational Health and Safety

1.The auditee complied with occupational health and safety regulations in most areas, but some areas still needed to be improvement, such as partial goods were stored against the wall or the pile in warehouse, machines without protective devices and etc. 2.The auditee did not provide occupational health examination to knitting workers who contacting with noise and dust. Reference law: PRC Law of Prevention and Control of Occupational Diseases Article 35.

1. 被审核方在大部分区域遵守了职业健康安全法规，但有一些地方仍需改善，例如仓库部分货物靠墙靠柱存放，设备缺少安全防护装置等。2. 被审核方没有提供职业病体检给所有接触噪音和粉尘的织造工人。

During facility tour, auditor noted that hazardous factors such as noise and dust in knitting workshop. However, the facility could not provide evaluation report of occupational hazardous factors for review. Reference law: Provisions on the Supervision and Administration of Workplace Occupational Health Article 20.

PA 7: Occupational Health and Safety

在现场巡查时，发现工厂生产中存在职业病危害因素，例如织造车间存在职业危害因素噪声和粉尘。但是，工厂未能提供其作业场所的职业危害因素监测报告供审阅。

Although the factory has established the PPE procedure and provided relevant training to employees. However, it was noted that all knitting workers contacting with noise and dust were not wearing provided ear-plug and anti-dust during operation.

Reference law: Law of the PRC on Work Safety article 42

尽管工厂建立了个人防护用品程序，提供了相关劳保用品培训。但是接触噪声和粉尘的织造员工在工作时间未戴提供耳塞和防尘口罩。

During facility tour, auditor found that there was no anti-leakage container installed for lubricating oil using in the knitting workshop. In addition, no MSDS (Material Safety Data Sheet) was provided for lubricating oil using in above area. Reference law: Code of Design on Building Fire Protection and Prevention, Article 3.6.12. 2 and Regulations on the Safe Use of Chemicals in Workplace, Article 12

在现场巡查时，发现织造车间内使用的润滑油没有安装防泄漏容器，此外，没有提供润滑油的物质安全资料表在该区域。

1. Through document review, auditor noted that the factory could not provide the registration record of completion acceptance and fire protection acceptance for production building No.6, which was built in 2011. Reference law: PRC Construction Law Article 61 2 and PRC Fire Prevention Law article 11 2. During factory tour, auditor found that the partial goods were stored against the wall or the pile in final products warehouse and material warehouse. Reference law: General Rules for Fire Safety Management of Storage Occupancies GA1131-2014 Article 6.8.

1.通过文件查阅，发现工厂无法提供2011年建成6号厂房的工程竣工验收备案记录和消防验收报告。2.在现场巡查时，发现工厂的成品仓和原料仓中部份货物靠墙或靠柱堆放。

1. Through factory tour and document review, auditor found that there was one cargo lift used on-site, but the factory could not provide cargo lift inspection and administrator certificate of cargo lift for review. Reference law: Regulations on Safety Supervision of Special Appliance article 28 and Regulations on Safety Supervision of Special Appliance article 38. 2. During factory tour, auditor found that no needle guard was equipped to 2 out of 3 sewing machines, and no safety eye-shields were available for all two over-locking sewing machines in the sewing workshop. Reference law: Law of the PRC on Work Safety article 33

1.通过现场巡查和文件查阅，发现工厂有使用一台电梯，但是工厂未提供电梯检测报告和电梯管理员证书供查阅。2.在现场巡查时，发现缝纫车间内3台缝纫机中2台没有针挡和所有2台锁边机没有安装安全护眼挡板。

During factory tour, auditor found that no toilet paper, soap and towel in the toilet.

在现场巡查时，发现工厂卫生间内没有厕纸、肥皂、毛巾等。

PA 12: Protection of the Environment

The boundary noise (produced by knitting machine) was not monitored to comply with the requirement of law. Reference law: Measures for Administration of Environmental Surveillance Article 21

被审核方没有监测其厂界噪音(由织造机产生)状况以确保其符合法规的要求。

PA 13: Ethical Business Behaviour

The auditee had established personal privacy protection procedure, such as personal information privacy, financial privacy and etc, but trainings on personal privacy protection procedure was not provided to all employees.

被审方建立了个人隐私保护程序，例如个人信息隐私、财务隐私等，但并未向所有员工提供个人隐私保护方面程序的培训。