

Monitoring result for Gao'an xinchaodian Packaging Co., Ltd on site Gao'an xinchaodian Packaging Co., Ltd

Monitoring

Monitored Party	: Gao'an xinchaodian Packaging Co., Ltd	amfori ID	: 156-015156-000
Site	: Gao'an xinchaodian Packaging Co., Ltd	Site amfori ID	: 156-015156-001
Address	: Huibu Huixiang Industrial Park, Gao'an City	Monitoring Activity	: amfori Social Audit - Manufacturing
	: Yichun	Monitoring Type	: Full Monitoring
	: Jiangxi Sheng	Submission Date	: 08/07/2021
	: China	Expiration Date	: 08/07/2022

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Overall rating



Section rating

PA1: Social Management System	D
PA 2: Workers Involvement and Protection	B
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

General description

1. Gao'an xinchao dian Packaging Co., Ltd is located at Huibu Huixiang Industrial Park, Gao'an City, Yichun, China.
2. Auditor arrived at the factory at 9:10 on 3 Jul.,2021 and departed at 16:30 on 3 Jul.,2021.
3. The audited factory rented F1 and F2 of one 3-storey production building total about 4032 square meters as production workshop, office and warehouse.
4. The main product in the factory was Bag. The manufacturing process was Raw material- Cutting-Sewing-Packing-Finished goods.
5. Auditor was allowed by the management to access the factory area and take photos. According to management representative interview and workers confirmation, the auditee did not provide dormitory, canteen and transportation facility to workers.
6. The auditee agreed that auditor conduct individual and group interviews with workers confidentially during this audit. Workers had been chosen within the whole factory freely without any influence by the management. Auditor randomly selected total 6 workers including 2 male and 4 female workers from different production process, different production site, gender, age and worker representative for interviews without interrupted.
7. During the audit, the factory management demonstrated a willingness to gradually improve all issues found during this audit. All findings had been discussed and communicated to management representative, top management and worker representative during the closing meeting. The management representative and worker representative agreed all findings, which identified during the audit and signed the onsite finding report.
8. The final CAP was agreed and signed by Mr. Wang Peng / factory director and Mr Cheng Qingjian / Worker representative.
9. The Unified social credit code number: was 91360983MA39RJQ48U, effective from 26 Nov.,2020 to long term.
10. The factory did not obtain consolidated working hours system approval from local HR resource Security bureau.
11. Auditing company name: SGS-CSTC
The name of the auditors: Lynn Lin
APSCA number and status: CSCA 21701754
Audit date: 3 Jul.,2021

Remark:

1. The factory rented F1&F2 of a 3-storey production building(B3) from Gao'an Huibu Government as workshop, warehouse and office. During the audit, the factory provided lease contract for review. Based on onsite observation, F3 of B3 building was used by Gao'an Wending Garment Co., Ltd Huibu Branch as garment workshop. Confirmed by workers interview, no worker mixed in these two factories. So the audit was only covered the area used by the audited factory.
2. Based on management interview and document review, the audited factory was established in 26 Nov.,2020, with effective business license since 26 Nov.,2020. But the factory recruited workers for production since Dec.,2020., so the factory provided records from Dec.,2020 to Jul.,2021 for review during the audit.
3. Auditor clicked "start" button on Amfori BSCI platform on 1 Jul.,2021 carelessly, but the audit was started on 3 Jul.,2021 actually.

Site Details

Site : **Gao'an xinchaodian Packaging Co., Ltd** Site amfori ID : **156-015156-001**

GICS Classification

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

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	47 Workers
Legal minimum wage in local currency	1610 Monthly
Lowest wage paid for regular work at the site	2100 Monthly
Calculated living wage in local currency	2409 Monthly
Total sample	6 Workers

Other Metrics

Male workers	6 Workers
Female workers	41 Workers
Permanent workers - Male	6 Workers
Permanent workers - Female	41 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	3 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	3 Workers
Domestic migrant workers - Female	4 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	6 Workers
Workers hired directly - Female	41 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 Finding: The main auditee partially respects this principle because management system to implement the amfori BSCI Code of Conduct was not set up effectively, such as the factory understand the legal requirement and amfori BSCI code on working hours and compensation clearly, but they didn't take effective action to control it, so it was found workers' working hours exceeded legal requirement, and no social insurance to worker systematically. Management representative Mr Wang Peng stated the factory would improve the implementation of social responsibility system continuously.

被审核方部分遵守原则是因工厂未建立一个有效的系统实施amfori BSCI行为准则。例如工厂虽了解法规和amfori BSCI关于工时和福利的要求，但未对其进行有效管控，导致员工系统性工时超时，员工未缴纳社保。管代王朋先生表示将持续完善厂内的社会责任体系。

1.4 Finding: The main auditee partially respects this principle because the factory had realistically calculated the costs of production and delivery times. But the calculation of production capacity was not reasonable to cause workers' monthly overtime working hours exceeded legal requirement. Based on the attendance records from 1 Dec.,2020 to 3 Jul.,2021, workers overtime worked over 36 hours each month except for Feb.,2021, the max was up to 52 hours, in Mar.,2021.

被审核方部分遵守该原则是因工厂了解如何计算生产产能和订单周期，但产能分析不合理，导致员工的月加班超过法规要求。根据工厂提供的2020年12月1日至2021年7月3日的考勤记录显示，员工除2021年2月外，其他每月月加班超过36小时，最大为52小时，如2021年3月。

PA 2: Workers Involvement and Protection

2.2 Finding: The main auditee partially respects this principle because the factory established long term goals to protect workers according to the amfori BSCI Code of Conduct. But the goal was not complete, such as no goal was set for commercial ethic.

被审核方部分遵守该原则是因工厂根据amfori BSCI行为准则定义了长期目标来保护员工，但长期目标不完整，例如缺少商业道德的部分。

2.5 Finding: The main auditee partially respects this principle because opening policy was established in the factory for internal workers and outside stakeholders, which defined the corresponding departments and their responsibilities. But Mr Wang Peng/ management representative stated that the factory didn't collect and keep the communication record with stakeholders.

被审核方部分遵守该原则是因工厂建立了对内对外的沟通过程，并规定了对应的利益相关方的各部门及其职责，但管代王朋表示厂内未收集并保留与利益相关方之间的信息沟通记录。

PA 3: The Rights of Freedom of Association and Collective Bargaining

3.1 Finding: The main auditee partially respects this principle because there was 1 worker representative was elected on 8 Mar.,2021. But based on workers interview, 5 workers did not know the responsibility of worker representative. And the factory management didn't post worker representative' information onsite, so interview workers didn't know who worker representative was.

被审核方部分遵守该原则是因是厂内于2021年3月8日选举出一名员工代表，但是根据员工访谈发现，5名访谈的员工不清楚代表职责，且管理层未在现场粘贴员工代表的信息，以致员工不了解员工代表是谁。

PA 5: Fair Remuneration

5.5 Finding: The main auditee does not respect this principle because the factory didn't provide social insurance to workers as per legal requirement. During the audit, there were 47 workers in the factory in total. But based on management interview and workers interview, the factory didn't provide social insurance to any one employee. By interview with workers, parts of workers had attended New Rural Cooperative Medical System in their village. But the factory didn't verify it, so they didn't calculate the ratio and collect the name list of workers who attended New Rural Cooperative Medical System. Remark: The factory purchased commercial injured insurance to all employees, which was effective from 18 Jan.,2021 to 17 Jan.,2022 and 18 Jun.,2021 to 17 Jun.,2022.

被审核方未遵守该原则是因工厂未按法规要求给员工提供福利。审核期间，工厂共有47名员工，但根据管理层访谈和员工访谈，工厂未给任何一名员工缴纳社保。经访谈，部分员工已在当地购买了新农合保险。但工厂未对员工购买新农合保险进行核实，因此未统计参与新农保的人员名单和比例。备注：工厂所有员工购买了商业意外险，有效期为2021年1月18日至2022年1月17日和2021年6月18日至2022年6月17日。

PA 6: Decent Working Hours

6.2 Finding: The main auditee does not respect this principle because the monthly overtime working hours exceeded legal requirement. During the audit, the factory provided the attendance records from 1 Dec.,2020 to 3 Jul.,2021 for review. The workers' overtime hour was 0-2 hours per day, 16 to 52 hours per month. But 83% sampled workers' monthly overtime working hours exceeded 36 hours, such as: May,2021(recent month), all 6 sampled workers' monthly overtime working

PA 6: Decent Working Hours

hours exceeded 36 hours, the max was up to 48 hours(including 16 overtime hours in weekdays and 32 overtime hours in weekend). Mar.,2021(random), all 6 sampled workers' monthly overtime working hours exceeded 36 hours, the max was up to 52 hours(including 20 overtime hours in weekdays and 32 overtime hours in weekend). Dec.,2020(random), 3 out of 6 sampled workers' monthly overtime working hours exceeded 36 hours, the max was up to 52 hours(including 20 overtime hours in weekdays and 32 overtime hours in weekend).

被审核方因员工月加班工时超过法规要求而未遵守该原则。审核期间，工厂提供了员工从2020年12月1日至2021年7月3日的考勤记录，根据记录显示，员工日加班为0-2小时，月加班为16-52小时，但83%的抽样员工月加班超过36小时：例如2021年5月（当前月），所有抽样的6名员工的月加班超过36小时，最大为48小时（包括16小时的平时加班和32小时的周末加班）；2021年3月（随机），所有抽样的6名员工的月加班超过36小时，最大为52小时（包括20小时的平时加班和32小时的周末加班）；2020年12月（随机），抽样的6名员工中的3名员工的月加班超过36小时，最大为52小时（包括20小时的平时加班和32小时的周末加班）。

PA 7: Occupational Health and Safety

7.1 Finding The main auditee partially respects this principle because the factory had established management system on health and safety, included health and safety check, training, etc, and appointed Mr Wang Peng as EHS representative. But due to management negligence, some findings were found on EHS, such as the factory didn't install adequate safety guards on sewing machines. (Remark: the factory had collected occupational health and safety regulations applicable for its activities).

被审核方部分遵守原则因虽然工厂已建立健康安全管理体系，包括健康安全检查，培训等，并指定王朋作为健康安全代表。但是由于管理疏忽，导致健康安全部分出现问题，例如工厂未在针车机上安装合适的防护罩。(备注：工厂已经搜集了适用于生产健康安全的相关法律法规)。

7.6 Finding: The main auditee partially respects this principle because the factory didn't provide adequate PPE to workers. Although the factory provided metal glove and relevant training to cutting workers. But based on occupational hazardous factor testing report review, the noise level on computer sewing position was up to 84 dB(A). But the factory didn't provide earplug to 5 computer sewing workers.

被审核方部分遵守原则因工厂未给员工提供合适的劳保用品。虽然工厂给裁剪员工提供了钢丝手套及其培训。但根据职业危害因素监测报告显示，电脑车岗位噪音为84分贝。但工厂未给五名电脑车员工提供耳塞。

7.11 Finding: The main auditee partially respects this principle because the factory conducted regular monitoring on safety of special equipment and building. But during the audit, the factory didn't provide registration certificate and annual inspection report of a cargo lift for review. Remark: There were two cargo lifts in the production building. But the other one hasn't been put in use yet.

被审核方部分遵守该原则是因为工厂虽对厂房建筑和特种设备的安全进行定期管控，但审核期间，工厂未能提供的一部货梯的使用登记证和年检报告。备注：厂房内共有两部货梯，另外一部货梯尚未投入使用。

7.17 Finding: The main auditee does not respect this principle because all flat sewing machines in sewing workshop on F2 were missing finger guards, and 7 computer sewing machines were missing needle guards, 6 high head sewing machines were missing pulley belt safety guards.

被审核方未遵守该原则因工厂二楼针车车间的平车机未安装护指器，7台电脑车未安装挡针板，6台高头车未安装皮带轮防护罩。