

Monitoring result for YUANSHI COUNTY HENGYIYUAN KNITTING PRODUCTS CO., LTD. on site YUANSHI COUNTY HENGYIYUAN KNITTING PRODUCTS CO., LTD.

Monitoring

Monitored Party	: YUANSHI COUNTY HENGYIYUAN KNITTING PRODUCTS CO., LTD.	amfori ID	: 156-020897-000
Site	: YUANSHI COUNTY HENGYIYUAN KNITTING PRODUCTS CO., LTD.	Site amfori ID	: 156-020897-001
Address	: (Huainan Industry Zone), Beiyuan Section of Binhe Avenue, Dongzhang Town, Yuanshi County	Monitoring Activity	: amfori Social Audit - Manufacturing
	: 051130, Shijiazhuang	Monitoring Type	: Full Monitoring
	: Hebei Sheng	Submission Date	: 30/08/2021
	: China	Expiration Date	: 30/08/2022

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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	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

General description

YUANSI COUNTY HENGYIYUAN KNITTING PRODUCTS CO., LTD. was located at "(Huainan Industry Zone), Beiyan Section of Binhe Avenue, Dongzhang Town, Yuanshi County, Shijiazhuang City, Hebei Province, China" (中国河北省石家庄市元氏县东张乡滨河大道北岩段 (槐南工业区)). The total land area occupied by the facility was about 15000 square meters. The auditee was founded since 2009. Based on site tour, the facility used one 2-storey building used as office, canteen, and kitchen, and one 3-storey building and five flat buildings used as workshop and warehouse. No dormitory was provided by the factory. The main products manufactured by the facility was knitted towel, bath towel, chemical fiber cloth. The main production processes were listed as follows: weaving, cutting, sewing, finishing, inspection and packing. Except the dyeing process was needed to subcontract to another factory, the other processes were completed by the factory self. Usually, no obvious peak season in the facility. All employees were directly hired by the facility. There was no dispatched worker used, no home worker or temporary worker hired by the auditee. The management and workers were cooperative during the whole audit and willing to provide the information. This audit was conducted as per audit plan.

Remark:

1. The facility did not use contractor or labor agency, which makes the agency labour contract and contractor permit not applicable; the facility did not have government waiver which makes the government waiver not applicable; the facility did not have collective bargain agreement which makes the collective bargain agreement not applicable.
2. Lead Auditor: Burgess Liu, CSCA, registration number 21701894;
Auditing company: TUV Rheinland, APSCA Number: 11600007

Site Details

Site : YUANSHI COUNTY HENGYIYUAN
KNITTING PRODUCTS CO., LTD.

Site amfori ID : 156-020897-001

GICS Classification

Sector : Consumer Discretionary
Industry Group : Consumer Durables & Apparel

Industry : Textiles, Apparel & Luxury Goods
Sub Industry : Textiles

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	49 Workers
Legal minimum wage in local currency	1680 Monthly
Lowest wage paid for regular work at the site	2000 Monthly
Calculated living wage in local currency	2035 Monthly
Total sample	10 Workers

Other Metrics

Male workers	12 Workers
Female workers	37 Workers
Permanent workers - Male	12 Workers
Permanent workers - Female	37 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	4 Workers
Management - Female	2 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	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	12 Workers
Workers hired directly - Female	37 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	7 Workers

Findings

PA1: Social Management System

The facility established a CSR management system to implement the amfori BSCI requirement. However, some management procedures was not strictly implement by the auditee, and it caused there were systematic findings such as overtime hours and social insurances. The management explained that the CSR management system had established, and the internal audit and external audit were conducted per year. But the facility belonged to the labor-intensive enterprise, moreover, the profits was low, thus the overtime hours and social insurances could not correct immediately. The facility would reduce the overtime hours and increase the ratio of participating social insurances step by step. The workers stated that the facility provided all kinds of training such as working hours, benefits, EHS, social responsibility and etc. Workers' monthly overtime exceeded 36 hours, and worked overtime voluntarily. However, the facility ensure at least one day rest in one week. Workers were not willing to participate in the social insurance.

被审核方建立一个社会责任管理体系去执行amfori BSCI行为准则，但是企业没有严格执行部分管理程序，造成存在系统的问题比如加班时间和社保。管理人员解释工厂已经建立了社会责任管理体系，并且每年会进行内部审核和外部审核。但是由于企业属于劳动密集型企业，并且利润比较低，所以很难在加班时间和社保上立即整改，企业将逐步减少工作时间和逐步增加参保比例。工人表示企业提供了各种培训，比如工作时间、福利待遇、健康安全环境，社会责任等。虽然工人的月加班时间会超过36小时，但是工人自愿加班。企业会确保工人每周至少休息1天。工人自愿不参加社保。

The facility did not plan effectively to meet the expectations of the delivery order led to workers have excessive overtime work in past 12 months. Interview with production supervisor, the production supervisor said that the facility had established the production planning management procedure, however the actual overtime was arranged as per the customer's order, and they did not conduct capacity planning.

企业未能进行有效规划去完成预期的订单交货以致于工人在过去12个月中有超时加班工作。与生产主管访谈，生产主管说企业建立了生产计划管理程序，但实际的加班安排要根据客户订单要求，而未做产能规划。

PA 5: Fair Remuneration

There were 49 employees, including 24 retired employees and no new hired employees in the facility. The facility should buy social insurance for the 25 employees. However, the facility did not provide 25 out of 25 employees with retirement insurance, medical insurance, childbearing insurance, occupational injury insurance and unemployment insurance. Workers stated that they did not want to participate social insurance, due to the monthly personal deduction. The auditee stated that due to no compulsive requirement by local government, they did not provide social insurance to all workers. Reference law: Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44, 53. Remark: The facility provided group business insurance to 49 employees, which is valid from 1 July 2021 to 30 June 2022.

企业有49名员工，包含24名退休员工，没有新员工。工厂应该为25名员工购买社保。但是，发现工厂没有给25名员工中25名提供养老，医疗，生育，工伤保险和失业保险。员工表示由于社保每月要承担个人费用，他们不愿意交社保。企业表示当地政府没有强制要求，故没有给全部员工缴纳社保。参考法律法规：《中华人民共和国社会保险法》第10，23，33，44，53条。备注：工厂给我49名员工购买了集体商业险，有效期从2021年7月1日到2022年6月30日。

PA 6: Decent Working Hours

The auditee provided time records from August 2020 to the audit day for review. The auditor selected the time records of July 2021, March 2021 and December 2020 as sampled months for review. A total of 10 employees were also selected as samples. As per the sampled time records, the monthly overtime of July 2021, March 2021 and December 2020 exceeded 36 hours, the max was 67 hours, 62 hours and 66 hours respectively. Through document review, the auditee established working hour control procedure, however, it was not strictly follow in workshops. Through site observation and the workshop supervisor interview, the workshop could not fully in compliance with the overtime standard for lack of manpower. Reference law: Article 41, PRC Labor Law. Remark: The max monthly overtime hour from 1 August 2021 to the audit day was 42 hours.

工厂提供了自2020年8月至审核当天的考勤来查看。审核员抽取了2021年7月，2021年3月和2020年12月作为抽样月份。且共10名员工被选作抽样。根据抽样的考勤记录，2021年7月，2021年3月和2020年12月的月加班时间超出36小时，最大值分别是67小时，62小时和66小时。根据文件审核，工厂建立了控制加班时间的程序文件，然而，车间没有严格的遵守。根据现场观察和车间主任访谈，由于人手短缺，车间无法完全符合加班标准。参考法规：中华人民共和国劳动法第41条。备注：自2021年8月1日至审核当天的最大月加班一共为42小时。

PA 7: Occupational Health and Safety

During onsite observation, it was noted that around 20% employees did not use eye-protection panel when operated overedging machines. Reference law and regulation: Law of the PRC on Work Safety article 33

现场审核发现，大约20%的员工在操作包缝机的时候没有使用护目挡板。参考法律法规：《中华人民共和国安全生产法》第33条