

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 : 051130, Shijiazhuang : Hebei Sheng : China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Follow-up Monitoring
Submission Date	: 31/08/2022
Expiration Date	: 30/08/2023

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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

The factory 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)). It was founded and started operation at the existing location in 2009. The occupied land areas was 15000 square meters. In view of the facilities, the factory consists of 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 to the workers in the factory. The main products manufactured by the factory were knitted towel, bath towel, chemical fiber cloth, and the main production processes were as follows: weaving, dyeing, 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. Through management interview and worker interview, all production processes in the factory were in normal operation on the day of audit. Usually, the peak season was not obvious in the factory. All employees were directly hired by the factory. Subsequently Mr. Congxuan Zhang/ Administration manager granted the auditor full access to the factory, including document review, employee interview and factory walkthrough. All buildings were visited in this audit, and all findings were acceptable by the factory management at the end of the audit. No other factories were in the same building and same address.

Remark:

1. There were no agencies used by the factory, which made the agency labor contract not applicable; there were no contractors used by the factory, which made the contract permit not applicable; there was no waiver obtained by the factory, which made the government waiver not applicable; there was no collective bargaining agreements in the factory, which made the collective bargaining agreements not applicable.
2. This was follow-up audit based on the full audit on 23 August 2021, so this audit scope only covered PA1, PA5, PA6, and PA7.
3. The rate for the questions in PA2, PA3, PA4, PA8, PA9, PA10, PA11, PA 12, and PA13 was kept the same as the previous audit, and the related evidence was selected DE.
4. Auditor: Jackey Ji, CSCA, registration number 21701861
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 : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Textiles

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	68 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	13 Workers
Female workers	55 Workers
Permanent workers - Male	13 Workers
Permanent workers - Female	55 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	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	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	13 Workers
Workers hired directly - Female	55 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	8 Workers

Findings

PA1: Social Management System

The auditee established the written amfori BSCI management procedures such as working hour management procedure, benefits management procedure, machine safety management procedure, and etc. however, these management procedures were not effectively implemented, the findings such as no social insurances were provided to the employees, the monthly overtime exceeded legal requirement, and the worker did not use eye-protection panel when operated overredging machines, etc. were in place. The management explained that the auditee established the amfori BSCI management procedures, and most daily operation was based on the established amfori BSCI management procedures, but its actual gaps were between the auditee social performance and the amfori BSCI requirements.

被审核方建立了书面的amfori BSCI管理程序，例如工作时间管理程序、福利管理程序和机器安全管理程序等，但这些管理程序没有有效地执行，例如，未提供社会保险给员工、月加班超过法规要求、员工在操作包缝机时没有使用护目板等问题还存在。管理层解释说被审核方建立了amfori BSCI管理程序，日常的运作大部分是依照amfori BSCI管理程序来执行，但是其实际社会责任表现与BSCI的要求之间确实还存在差距。

The auditee had established the production cost and capacity calculation procedure, but did not conduct the effective production capacity evaluation to match the delivery order contract' expectations, which led to the monthly overtime hours of workers exceed 36 hours.

被审核方建立了生产成本和产能计算程序，但没有进行有效地产能评估来确保产能满足交付订单合同的需求，导致工人的月加班时间超出36小时。

PA 5: Fair Remuneration

There were 68 employees (included 41 retired employee hired again, who did not need to participate in any social insurance according to the law, no new employee hired in August 2022) in the auditee. However, excluded 41 retired employees hired again, 27 employees did not participate in basic endowment insurance, employment injury insurance, basic medical insurance, unemployment insurance and maternity insurance. Through management interview and worker interview, the interviewees stated that the employees were from the villages, and had participated in the new rural cooperative medical insurance and rural endowment insurance in their village, and did not want to participate in any social insurances. But, the auditee did not provide any documents about employees participated in the new rural cooperative medical insurance and rural endowment insurance in their village for review. (Reference law and regulations: Social Insurance Law of PRC, Article 10, Article 23, Article 33, Article 44, and Article 53) Remark: The auditee provided the commercial group accident injury insurance to all 68 employees from 1 July 2022 to 30 June 2023.

被审核方有68名员工(包含依据法律要求不需要参加任何社会保险的41名退休返聘员工，2022年8月没有新入职员工)。可是，除了41名退休返聘员工，27名员工没有参加养老保险、工伤保险、医疗保险、失业保险和生育保险。通过管理人员访谈和员工访谈，被访谈者称被审核方所有员工都来自农村，在自己村里已经参加新型农村合作医疗保险和农村养老保险，不愿意参加社会保险。但被审核方不能提供员工已经在村里参加新型农村合作医疗保险和农村养老保险的任何资料供审核。(参考法律法规:《中华人民共和国社会保险法》第10、23、33、44和53条)备注:被审核方在2022年7月1日到2023年6月30日提供商业团体意外伤害险给所有68名员工。

PA 6: Decent Working Hours

Through reviewing the attendance records from 1 September 2021 to 25 August 2022, the monthly overtime hours of 10 out of 10 randomly selected employees exceeded 36 hours and reached 66 hours; however, the auditee did not have an effective system to control its overtime work compliance on daily operation. The management explained that the auditee used the IC card scanning attendance system to record the working hours included overtime working hours for the employees, but did not have an early warning system to give notice when the overtime working hours of workers had reached or exceeded 36 hours. The interviewed workers only knew that they used the IC card scanning attendance system to record their working hours included overtime working hours, but did not know whether there was the overtime working control system in the auditee. (1) Through reviewing the attendance records in July 2022, the monthly overtime hours of 10 out of 10 randomly selected employees were 66 hours; (2) Through reviewing the attendance records in April 2022, the monthly overtime hours of 10 out of 10 randomly selected employees ranged from 58 hours to 60 hours; (3) Through reviewing the attendance records in December 2021, the monthly overtime hours of 10 out of 10 randomly selected employees ranged from 60 hours to 62 hours; (4) Through reviewing the attendance records in August 2022 (from 1 August 2022 to 25 August 2022), the monthly overtime hours of 10 out of 10 randomly selected employees were 45 hours. (Reference law and regulation: PRC Labour Law article 41)

通过查阅2021年9月1日至2022年8月25日的考勤显示，随机抽取10名员工中10名员工月加班时间超过36小时，最高月加班时间达到66小时。然而，被审核方在日常运行中没有有效的系统去控制加班。管理人员解释说被审核方使用IC卡考勤来记录员工的工作时间包括加班时间，没有预警系统在员工加班时间达到或已经超过36小时时发出预警。被访谈员工说他们使用IC卡考勤来记录工作时间包括加班时间，但不知道被审核方是否有加班管控系统。(1)通过查阅2022年7月10名员工考勤显示，10名员工月加班66小时；(2)通过查阅2022年4月10名员工考勤显示，10名员工月加班58小时到60小时；(3)通过查阅2021年12月10名员工考勤显示，10名员工月加班60小时到62小时；(4)通过查阅2022年8月(2022年8月1日到2022年8月25日)10名员工考勤显示，10名员工月加班45小时。(参考法律法规:《中华人民共和国劳动法》第41条)

PA 7: Occupational Health and Safety

Two employees did not use eye-protection panel when used the overedging machines in sewing workshop of the auditee. (Reference law and regulation: General rules for designing the production facilities in accordance with safety and health requirements (GB5083-1999) article 6.1.6)

被审核方缝纫车间2名员工在使用包缝机时没有使用护目板。(参考法律法规:《生产设备安全卫生设计总则》(GB 5083-1999) 》第6.1.6条)