

Monitoring result for Jiangsu Hongyuan Home-Textile Co., Ltd. on site Jiangsu Hongyuan Home-Textile Co., Ltd.

Monitoring

Monitored Party	: Jiangsu Hongyuan Home-Textile Co., Ltd.
amfori ID	: 156-013974-000
Site	: Jiangsu Hongyuan Home-Textile Co., Ltd.
Site amfori ID	: 156-013974-002
Address	: No.15 Danjin Road, Hengtang, Yunyang Town
	: Danyang
	: Jiangsu Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 05/07/2022
Expiration Date	: 05/07/2023

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Overall rating

A	B	C	D	E	None
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Section rating

PA1: Social Management System	C
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	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	C
PA 13: Ethical Business Behaviour	A

General description

Factory name: Jiangsu Hongyuan Home-Textile Co., Ltd. 江苏弘源家纺有限公司

Factory address: No.15 Danjin Road, Hengtang, Yunyang Town, Danyang City, Jiangsu Province 江苏省丹阳市云阳镇横塘丹金路15号

Business license number: 91321181724156166B

The factory was established on December 25, 2000 and specialized in the manufacture of sleeping bags and picnic blankets. The main production activities included cutting, silk-screening, sewing, carding, quilting, inspection and packing. The relevant peak season was not obvious.

The factory was consisted of one 2-storey office, production and warehouse building, six flat production or warehouse buildings, one 2-storey canteen and dormitory building. The total construction areas were about 11,000 square meters.

The factory had 88 employees (male 40 and female 48), including 16 non-production employees and 72 production employees. The youngest employee was 24 years old. The factory adopted biometric recognition attendance system to record workers' working time, all employees ran 1 shift (09:30-13:30 and 15:00-19:00 for canteen staff; 07:30-11:30 and 13:00-17:00 for other employees). Employees were paid directly at hourly rate on or before 30th of the following month in cash.

According to payroll and attendance records of each 10 sample employees from April 2022, January 2022 and October 2021, it was noted that all samples were paid CNY 13.79 to 16.09 per hour, which was higher than the local legal minimum wage requirement of CNY 2280 per month or CNY13.10 per hour since August 1, 2021. All employees were paid 150% and 200% of normal wage for overtime worked on weekdays and rest days respectively, which was in compliance with the local law; no overtime on holidays was noted. The maximum overtime working hours were 2 hours a weekday and 58 hours a month, the maximum weekly working hours were 54 hours and the longest consecutive working days were 6 days.

Insufficient social insurance coverage. Excluding 31 retirees, there were 57 employees in the auditee that need to participate in the social insurance program. According to the social insurance payment receipt provided by factory management, it was noted that 39 out of 57 (68.42%) employees were provided with pension, medical, unemployment, accident and maternity insurance in June 2022. The factory had provided the commercial group accident insurance for 52 employees (covering all rest employees), the valid period until June 23, 2023 for 14 employees and until May 5, 2023 for 38 employees.

The attendance records were cross-checked against production records and confidential interviews were conducted with 10 employees from different departments. No inconsistency regarding working hours was found.

At the end of the audit, a closing meeting was held with the factory representatives. All of the findings were disclosed and discussed and a corrective action plan was explained to the factory representatives. Ms. Shi Mengting/Sales Manager, agreed with the findings and signed the corrective action plan.

Opening meeting factory representatives (name and titles): Ms. Shi Mengting/Sales Manager; Ms. Huang Xiaodan/Admin staff; Ms. Gao Guohua/Worker Representative

Remark: The factory did not obtain government waivers, collective bargaining agreements, and no agencies or contractor was used by the factory; no fire safety and building safety license was provided for review; which made aforesaid documents not applicable.

Audit Company: Bureau Veritas Consumer Product Service

Audit Company APSCA number: 11600002

Lead Auditor Name: Hazel Chen

APSCA Auditor Registered Number: CSCA 21702115

Announcement Type: Semi-announced full audit

Monitoring Date: June 27&28, 2022

Site Details

Site : Jiangsu Hongyuan Home-Textile Co., Ltd.
Site amfori ID : 156-013974-002

GICS Classification

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

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	88 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	2348 Monthly
Total sample	10 Workers

Other Metrics

Male workers	40 Workers
Female workers	48 Workers
Permanent workers - Male	40 Workers
Permanent workers - Female	48 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	1 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	6 Workers
Domestic migrant workers - Female	5 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	40 Workers
Workers hired directly - Female	48 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	5 Workers
Sample - Female	5 Workers

Findings

PA1: Social Management System

The factory had established a management system according to amfori BSCI requirements, but partial area could not be implemented according to amfori BSCI COC completely at current, such as insufficient social insurance, monthly overtime exceeded 36 hours, issue of occupational health and safety, environment, etc. This violated Performance Area 1: Social Management System and Cascade Effect-1.1.

工厂已根据amfori BSCI要求建立了一个管理体系，但目前部分区域还未能完全按照amfori BSCI的要求来执行，如社保不足、月加班超过36小时、健康安全和环境问题等。根据执行领域1：社会管理体系和级联效应-1.1。

It was noted that the factory had established the production capacity assessment procedure, but the factory's workforce capacity was not properly organized to meet the expectations of the delivery order and contracts, as overtime hours exceeded the legal requirement. This violated Performance Area 1: Social Management System and Cascade Effect 1.4.

工厂已建立生产能力评估程序，但没有合理的组织人力资源以满足订单和合同的要求，因为加班时间超过法规要求。根据执行领域1：社会管理体系和级联效应 1.4。

PA 2: Workers Involvement and Protection

The factory provided the records of communication about requirements of social responsibility between the management and workers, however, 5 out of 10 sampled workers were not aware of the requirements of social responsibility or the BSCI Code per employee interview. This violated Performance Area 2: Workers Involvement and Protection 2.4.

工厂有提供进行管理层与员工之间关于社会责任的沟通的记录，但是5/10名抽样员工并不清楚社会责任的要求和BSCI的要求。根据执行领域2：工人参与和保护2.4。

It was noted that the established grievance mechanism included all interested parties, but no record was showed factory had collected the grievance of interested parties. This violated Performance Area 2: Workers Involvement and Protection 2.5.

工厂建立的申诉机制虽然已包含所有利益相关方，但没有记录显示工厂有收集相关方的申诉。根据执行领域2：工人参与度和保护-2.5改善。

PA 5: Fair Remuneration

Insufficient social insurance coverage. Excluding 31 retirees, there were 57 employees in the auditee that need to participate in the social insurance program. According to the social insurance payment receipt provided by factory management, it was noted that 39 out of 57 (68.42%) employees were provided with pension, medical, unemployment, accident and maternity insurance in June 2022. The factory had provided the commercial group accident insurance for 52 employees (covering all rest employees), the valid period until June 23, 2023 for 14 employees and until May 5, 2023 for 38 employees. In accordance with Article 73 of the Labor Law of the People's Republic of China.

工厂的社会保险覆盖不足。除去31名达到退休年龄的员工，工厂共有57名员工需要参加社会保险。根据厂方提供的2022年6月社会保险缴费单据显示工厂为39/57名（68.42%）员工提供了养老，医疗，生育，工伤和失业保险。工厂为52名员工（含所有剩余员工）提供了商业团体意外伤害险，14人有效期至2023年6月23日，38人有效期至2023年5月5日。根据《中华人民共和国劳动法》第73条。

PA 6: Decent Working Hours

According to the attendance records of 30 sample employees' time records (each 10 samples from April 2022, January 2022 and October 2021), it was noted that 30 out of 30 sample employees worked in excess of 36 overtime hours per month, details as following: 10 out of 10 sample employees worked 58 overtime hours per month in April 2022, 10 out of 10 sample employees worked 48 overtime hours per month in January 2022, 10 out of 10 sample employees worked 58 overtime hours per month in October 2021. This violated Article 41 of the Labor Law of the PRC.

抽样30名员工的考勤记录(2022年4月，2022年1月，2021年10月各10名)，显示30/30名工人加班时间超过36小时/月的法律规定，具体如下：10/10名员工在2022年4月加班58小时/月；10/10名员工在2022年1月加班48小时/月；10/10名员工在2021年10月加班58小时/月。根据《中华人民共和国劳动法》第41条。

PA 7: Occupational Health and Safety

It was noted that the factory did not provide the occupational health checks to employees in carding, quilting and silk-screening workshop who were in contact with hazardous materials during past one year. This Violated Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases.

审核员发现厂方在过去一年没有为在梳棉，绗缝和丝印车间接触有毒有害物质的员工提供职业病体检。根据《中华人民共和国职业病防治法》第35条。

PA 7: Occupational Health and Safety

It was noted that the factory had not taken into account the special needs of other particularly vulnerable employees in the risk assessment, such as older workers, disabled workers, workers with chronic disease, etc. This violated Performance Area 7: Occupational Health and Safety 7.3.

工厂风险评估没有考虑到其他弱势群体例如，残疾人，遗传病，年老员工。根据执行领域7：职业健康和安全 7.3改善。

It was noted that 1 out of 12 workers in quilting workshop did not wear the provided earplugs. This violated Article 42 of Law of the People's Republic of China on Production Safety.

审核员在绗缝车间内发现1/12名员工没有佩戴提供的防护耳塞。根据《中华人民共和国安全生产法》第42条。

1. It was noted that thinner used and stored in silk-screening workshop was not posted with a safety label. This violated Article 14 of the Regulation For Chemical Usage Safety in Work Place. 2. It was noted that there was no anti-leakage facility (e.g. secondary container) for chemicals (e.g. ink, thinner) used in silk-screening workshop. In accordance with article 20 of Regulation for Safety of Hazardous Chemical. 3. It was noted that chemicals (e.g. ink, thinner) being used in silk-screening workshop, however, no material safety data sheet for products (MSDS) was provided on site. In accordance with Article 27 of the Regulation For Chemical Usage Safety in Work Place.

1. 工厂丝印车间内使用和存放的稀释剂没有张贴安全标签。根据《工作场所安全使用化学品规定》第14条。2. 工厂丝印车间内使用的化学品（如油墨，稀释剂）没有设置防渗漏设施（二次容器）。根据《危险化学品安全管理条例》第20条。3. 工厂丝印车间内使用化学品（如油墨，稀释剂），但工厂没有在现场提供化学品安全技术说明书（MSDS）。根据《工作场所安全使用化学品规定》第27条。

1. It was noted that no occupational hazardous notification card was posted in workshops, only PPEs reminder signs. Such as thinner was using in silk-screening workshop, which might result in Toluene poisonous (serious occupational hazardous position). In accordance with Article 16 of Administrative Provision on the Occupational Hazardous Notification and Warning Sign. 2. It was noted that no warning sign was posted for 1 electrical box in the quilting workshop. In accordance with Article 2-7 of Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008.

1. 工厂未在车间内设置职业病危害告知卡，只张贴了防护用品提醒标识，如丝印车间使用的天那水可能造成甲苯中毒，属于严重职业病危害的作业岗位。根据《用人单位职业病危害告知与警示标识管理规范》第16条。2. 工厂绗缝车间内发现有一个电箱没有张贴警告标示。根据《安全标志及使用导则(GB 2894-2008)》警示标志2-7。

It was noted that employees in carding and quilting workshop were in contact with noise and cotton dust, employees in silk-screening workshop were in contact with benzene series, which might cause occupational diseases to employees in these workshops. However, factory did not conduct testing of factors of occupational hazards in these workshops. In accordance with Article 20 of Provisions on the Supervision and Administration of Occupational Health at Work Sites.

工厂梳棉和绗缝车间员工接触噪声和棉尘，丝印车间员工接触苯系物，对员工存在潜在的职业病危害。但工厂并未对这些车间进行职业危害因素检测。根据《工作场所职业卫生监督管理规定》第20条。

1. It was noted that factory was unable to provide the construction safety document (e.g. report or registration files of inspection for completed building construction projects) for all buildings (one 2-storey office, production and warehouse building, six flat production or warehouse buildings, one 2-storey canteen and dormitory building). As per stated by factory management, the buildings were completed during 2005 to 2021. In accordance with Article 61 of Construction Law of the People's Republic of China. Article 49 of Regulation on the Quality Management of Construction Projects. No obvious crack was available on the walls of buildings. 2. It was noted that factory management was unable to provide the fire acceptance check for all buildings (one 2-storey office, production and warehouse building, six flat production or warehouse buildings, one 2-storey canteen and dormitory building). The construction area of the buildings were around 11000 square meters. In accordance with Article 14, 26, 33, 34 of Interim Provisions on Management of Fire Prevention Design Examination and Acceptance Check of Construction Project. The factory had installed hydrants and fire extinguishers in buildings.

1. 工厂未能提供所有厂房（1幢2层办公、生产和仓库楼，6幢1层生产或仓库楼，1幢2层食堂宿舍楼）的结构安全证明文件（如建筑工程竣工验收报告或相关备案资料）。根据管理人员访谈，建筑在2005至2021年竣工。根据《中华人民共和国建筑法》第61条。《建设工程质量管理条例》第四十九条。工厂建筑的墙体无明显裂缝。2. 工厂未能提供所有厂房（1幢2层办公、生产和仓库楼，6幢1层生产或仓库楼，1幢2层食堂宿舍楼）的消防验收合格证明，总建筑面积约11000平方米。根据《建设工程消防设计审查验收管理暂行规定》第14，26，33，34条。工厂建筑安装了消防栓和灭火器。

It was noted that production material was laid below two electric boxes in quilting workshop, without sufficient safety path and operation space. In accordance with Article 5.1.1 of the General Guide for Safety of Electric User (GB/T13869-2017).

工厂绗缝车间内发现2个电箱下方堆放生产物料，没有足够的安全通道和工作空间。根据《用电安全导则GB/T13869-2017》第5.1.1条。

It was noted that insufficient facilities provided in washing room located in production area, such as no toilet paper, soap and towel. This violated Performance Area 7: Occupational Health and Safety 7.22. The privacy door was available in toilet and it was relatively clean.

工厂生产区卫生间设施不足，如没有厕纸、肥皂和毛巾。根据执行领域7：职业健康和安全 7.22。厕所所有隐私门，也比较干净。

Remark: No transportation was provided by the factory.

备注：工厂未提供交通。

PA 9: Special Protection for Young Workers

Remark: No young worker was hired by the factory.

备注：工厂未雇佣未成年员工。

Remark: No young worker was hired by the factory.

备注：工厂未雇佣未成年员工。

PA 12: Protection of the Environment

It was noted that the factory added the silk-screening process. However, the factory was unable to provide the new report of environmental impacts / report form of environmental impacts for the new added process. In accordance with the Article 24 of Law of the People's Republic of China on Appraising of Environment Impacts.

审核员发现工厂新增加了丝印工序，但工厂未能提供新增工序的环境影响报告书/环境影响报告表。根据《中华人民共和国环境影响评价法》第24条。

1. It was noted that the factory added the silk-screening process, however factory was unable to provide the approval document for the added process. In accordance with the Article 22 of Law of the People's Republic of China on Appraising of Environment Impacts. In accordance with Registration measures on the administration of environmental impact registration forms of construction projects, article 3, article 7, article 12, article 15. 2. It was noted that the factory added the silk-screening process, however factory was unable to provide the approval document for on-site inspection and acceptance of added process for review. In accordance with Article 17 of the Regulations on Environmental Protection Check and Acceptance for Completed Construction Project.

1. 审核员发现工厂新增加了丝印工序，但工厂不能提供新增工序的环境影响报告书（或环境影响报告书）的批复文件供审查。根据《中华人民共和国环境影响评价法》第22条。根据《建设项目环境影响登记表备案管理办法》第3条,第7条,第12条,第15条。2. 审核员发现工厂新增加了丝印工序，但工厂未能提供新增工序的竣工环境保护验收文件。根据《建设项目竣工环境保护验收管理办法》第17条。

It was noted that the empty chemical drum (HW49) were generated in the factory, such as ink empty barrels. However, the factory management was unable to provide the hazardous waste entrust disposal contract and relevant transfer manifest of these hazardous wastes for review. In accordance with Article 57 of Law of the People's Republic of China on Prevention and Control of Solid Waste Pollution.

审核员发现工厂有废化学品空桶(HW49)产生，如油墨空桶，但工厂不能提供相关的合法处置文件(与有资质回收商的合同与危废转移联单)。根据《中华人民共和国固体废物污染环境防治法》第57条。