

Monitoring result for Zhejiang Samsung Down Co., Ltd. on site Zhejiang Samsung Down Co., Ltd.

Monitoring

Monitored Party	: Zhejiang Samsung Down Co., Ltd.	amfori ID	: 156-019892-000
Site	: Zhejiang Samsung Down Co., Ltd.	Site amfori ID	: 156-019892-002
Address	: No.288, Xiaoshao East Road, Xintang Street, Xiaoshan District : 311201, Hangzhou : Zhejiang Sheng : China	Monitoring Activity	: amfori Social Audit - Manufacturing
		Monitoring Type	: Follow-up Monitoring
		Submission Date	: 13/08/2021
		Expiration Date	: 17/08/2022

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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	A
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

This was a follow up audit for Zhejiang Samsung Down Co., Ltd., which was located at No.288, Xiaoshao East Road, Xintang Street, Xiaoshan District, Hangzhou, Zhejiang, China-中国浙江省杭州市萧山区新塘街道萧绍东路288号.

The factory was located within independent physical boundary, the total land area occupied by the auditee was about 26600 square meters. There were total 5 blocks of buildings within the boundary: one 6-storey building was used as office, canteen and warehouse (1F was used as canteen and warehouse; 2F~3F were used as office; 4F~6F were used as technical department and warehouse); one 5-storey building was used as production and warehouse (1F was used as finished goods warehouse, packing materials warehouse and down feather warehouse; 2F was used as inspecting, packing and filling workshop; 3F was used as quilting workshop; 4F was used as sewing workshop; 5F was used as fabric warehouse and cutting workshop); one 3-storey building was used as production and warehouse (1F was used as materials warehouse, sorting and washing workshop; 2F was used as piling and materials warehouse; 3F was used as materials warehouse); one flat building was used as accessory warehouse; one flat building was currently idle.

The main products manufactured by the factory were down, down quilt, quilted comforter and pillow. The main processes were as follows: sorting, washing, piling, cutting, sewing, filling, quilting, inspection and packing. No subcontractor or home worker was detected or used.

There was no peak season in the factory. 6 security staffs were hired. No dormitory or transportation was provided.

During the assessment, the management was cooperative. Full access was allowed including the worker interview and take photo etc. The auditor introduced all findings to the factory and the management agreed with the listed findings. The amfori BSCI management representative expressed the willingness of continuous improvement.

Remark:

1. Auditor: Elina Hu, CSCA, registration number 21701929. Auditing company: TUV Rheinland, APSCA Number: 11600007.
2. There were no agencies or Contractor used by the factory at present, the factory did not get any government waivers from local government and did not sign any Collective bargaining agreements with workers, so that above mentioned attachments were not applicable for the specific factory.
3. This was a follow up audit, no finding was detected in PA3, 4, 8, 9, 10, 11, 12 and 13, thus these performance areas were not assessed during current audit. The rating of these performance areas were kept same as the previous report, the evidence was only collected on "DE". The documents upload, such as environment documents were not applicable.
4. The auditee had two business licenses. One was "Zhejiang Samsung Down Co., Ltd.-浙江三星羽绒股份有限公司", the other was "Hangzhou Samsung Down Products Co., Ltd.-杭州三星羽绒制品有限公司". The labor relationship, social insurance, attendance, payroll were managed and operated in the name of Zhejiang Samsung Down Co., Ltd.

Site Details

Site : Zhejiang Samsung Down Co., Ltd.

Site amfori ID : 156-019892-002

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	464 Workers
Legal minimum wage in local currency	2010 Monthly
Lowest wage paid for regular work at the site	2200 Monthly
Calculated living wage in local currency	2211 Monthly
Total sample	10 Workers

Other Metrics

Male workers	159 Workers
Female workers	305 Workers
Permanent workers - Male	159 Workers
Permanent workers - Female	305 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	12 Workers
Management - Female	8 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	29 Workers
Workers with night shift - Female	2 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	101 Workers
Domestic migrant workers - Female	188 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	159 Workers
Workers hired directly - Female	305 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	4 Workers
Sample - Female	6 Workers

Findings

PA1: Social Management System

The factory has established management procedures to implement the amfori BSCI code of conduct, such as the working hours system, wage and welfare system, occupational health and safety policies, etc., but the factory failed to implement the procedures effectively. The factory has implemented the amfori BSCI code of conduct for many years, and the local government, including fire and safety agencies, will frequently come to inspect it. Most of the requirements of amfori BSCI have been implemented. However, there are still some systemic problems, such as excessive overtime and insufficient social insurance coverage. Factory management stated that they had to consider about the cost, the willingness of employees, and the delivery date during the implementation process.

工厂建立了管理程序来实施amfori BSCI行为准则，例如工时制度、工资和福利制度、职业健康安全政策等，但工厂未能有效执行该程序。工厂已经多年执行amfori BSCI行为准则，当地政府，包括消防、安全机构都会经常上门检查。amfori BSCI的大部分要求都已经被执行。然而，仍存在一些系统性问题，例如月加班超时，社保覆盖率不足等。工厂管理表示在实施过程中不得不考虑成本、员工的意愿以及交货期等。

The factory has established a cost accounting program, and has also carried out capacity calculations and order arrangements in daily production. However, the working hours system is not well controlled, which has caused employees to work overtime during the past 1 year.

工厂建立了成本核算程序，在日常生产中也进行了产能的计算和订单的安排。然而，工时体系未能很好的管控，导致的员工在过去一年内出现超时的加班。

PA 2: Workers Involvement and Protection

In accordance with the amfori BSCI code of conduct and local regulations, the factory has established long-term goals for protecting workers, such as gradually reducing overtime and gradually increasing the proportion of insurance participation, but employees or employee representatives failed to participate in the formulation of its goals. According to an interview with an employee representative, the employee did not know the long-term goal. In addition, the factory has not actually implemented related projects in accordance with the established long-term goals. For example, excessive overtime and insufficient social insurance situation still exist.

工厂按照amfori BSCI行为准则和当地法规制定了保护工人的长期目标，例如逐渐减少加班，和逐步提升参保比例等，但是员工或员工代表未能参与其目标的制定。根据员工代表访谈，该员工对长期目标不了解。此外，工厂还没有切实地按照既定的长期目标来执行相关的项目，例如超时加班，社保不足的情况依然存在。

PA 5: Fair Remuneration

The factory has 464 employees, including 93 retired employees and 5 new employees. Therefore, 366 employees can participate in social insurance. The factory provided the social insurance system from August 2020 to June 2021 to check. In June 2021, the factory failed to provide five insurances for 96 employees, including pension, medical care, maternity, unemployment and work injury. The factory management stated that they fully support and follow the employees' purchase intentions. Some employees interviewed said that they did not want to buy social insurance due to personal deductions, and they looked forward to more income. Reference law: Social insurance law of the People's Republic of China Article 10, 23, 33, 44, 53. Remarks: The factory provides personal commercial accident insurance (China Life) for both retired employees and employees who have not participated in social insurance, and the validity period is 1 year. All the individual insurance policies sampled are within the validity period.

工厂共有464名员工，其中包含93名退休员工和5名新员工。因此，366名员工可以参与社会保险。工厂提供了2020年8月至2021年6月的社保系统来查看，在2021年6月，工厂未能给96名员工提供五险，包含养老、医疗、生育、失业和工伤。工厂管理层表示他们完全支持和遵循员工的购买意愿。部分访谈员工表示他们由于个人扣款而不希望购买社保，他们期盼更多收入。参考法规：《中华人民共和国社会保险法》第十条，第二十三条，第三十三条，第四十四条，第五十三条。备注：工厂给退休员工和未参加社保的员工都提供了个人的商业意外险（中国人寿），有效期均为1年。所有抽样的个人保单均在有效期内。

PA 6: Decent Working Hours

Time records from 1 July 2020 to the audit day was provided for review. Randomly selected 10 sampled workers' time records each from December 2020, April 2021 and June 2021, it was noted that the monthly overtime hours had exceeded 36 hours, the maximum had reached 62 hours, 58 hours and 56 hours respectively. The factory had established overtime control policy, but failed to implement. As reported by workshop supervisor, the workshop need to do excessive overtime work to finish the order in time although they knew the legal limitation of overtime hours. As reported by workers, they conducted overtime work voluntarily. Reference law: Article 41, PRC Labor Law. Remark: The maximum monthly overtime hours from 1 August 2021 to the audit day were 4 hours.

自2020年7月1日至审核当天的考勤记录提供查看。随机在2020年12月、2021年4月和2021年6月抽取了10名抽样员工的考勤，发现月加班均超出36小时，最大分别达到了62小时、58小时和56小时。工厂建立了加班控制政策，但是未能实施。根据车间主任汇报，车间需要进行超时加班来按时完成订单，尽管他们知道加班时间的法定限制。根据员工汇报，他们进行加班都是自愿的。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时数为4小时。

Four sampled workers exposed to dust were wearing disposable mask instead of dust proof mask. The worker reported that the weather was too hot, that they used to wear the disposable mask. Reference law: Work Safety Law of the People's Republic of China, Article 42.

四名抽样的暴露在粉尘中的员工穿戴的是一次性口罩而不是防尘口罩。员工汇报说天气太热，他们习惯佩戴一次性口罩。参考法律法规：《中华人民共和国安全生产法》第42条。

The factory used 5 buildings: No. 1 workshop: three floors, 9267 square meters; No. 2 workshop: five floors, 18016 square meters; No. 3 workshop: six floors, 7695 square meters; flat building 1: 842 square meters; flat building 2: 845 square meters. The factory provided the Completion Acceptance Fire Recording Inspection Opinions/Re- Inspection Opinions issued by the Xiaoshan District Brigade of the Hangzhou Public Security Fire Fighting Detachment in 2016 and 2017 respectively, showing that all the above buildings are Category E factory buildings. The main products produced by the factory are down, down quilt, quilted comforter and pillow. No. 1 and No. 2 buildings are used for production and warehouses, and No. 3 building is used for canteens, technical departments, offices and warehouses. Therefore, the fire hazard level of the buildings should be changed to Category C. The fire hazard level of Category C is higher than Category E, but the factory has not obtained updated fire safety certificates or reports for all buildings. In addition, the factory failed to provide the completion acceptance documents for the two flat buildings. The building structure is intact without cracks. The factory provides adequate firefighting facilities. Reference law: PRC Fire Prevention Law article 13& PRC Construction Law Article 61.

工厂共使用了5栋建筑：1号厂房：三层，9267平米；2号厂房：五层，18016平米；3号厂房：6层，7695平米；平房1：842平米；平房2：845平米。工厂提供了由杭州市公安消防支队萧山区大队分别在2016年和2017年出具的竣工验收消防备案检查意见书/复查意见书，显示以上所有建筑的使用性质均为戊类厂房。工厂生产的主要产品是羽绒、羽绒被、绗缝被和枕头，1号厂房和2号厂房用于生产和仓库，3号厂房用于食堂、技术部、办公室和仓库，因此厂房的火灾危险性等级应更改为丙类，丙类的火灾危险性等级高于戊类，但工厂没有获得所有建筑更新的消防安全证明或报告。此外，工厂未能提供两栋平房的竣工验收文件。建筑结构完整无裂痕。工厂提供了充足的消防设施。相关法规：《中华人民共和国消防法》第十三条&《中华人民共和国建筑法》第61条

The factory had set up sample storage cabinets in the kitchen, but no retention food samples in 48 hours were kept. Reference regulations: Operating Specifications on Food Safety in Catering Services 7.9. Remark: Good hygienic conditions in the canteen, the food business license and health certificates of the kitchen staffs were valid.

工厂在厨房设置了留样柜，然而，没有保留48小时内的食品样本。参考法规：《餐饮服务食品安全操作规范》7.9条。备注：食堂卫生条件良好，食品经营许可证和厨房员工的健康证都是有效的。