

# Monitoring result for Hubei Jiawei Garments Co., Ltd. on site Hubei Jiawei Garments Co., Ltd.

## Monitoring

Monitored Party	: Hubei Jiawei Garments Co., Ltd.	amfori ID	: 156-025040-000
Site	: Hubei Jiawei Garments Co., Ltd.	Site amfori ID	: 156-025040-002
Address	: South Industry Park, Hong'an County	Monitoring Activity	: amfori Social Audit - Manufacturing
	: Huanggang	Monitoring Type	: Follow-up Monitoring
	: Hubei Sheng	Submission Date	: 21/10/2021
	: China	Expiration Date	: 08/11/2022

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## Overall rating



## Section rating

PA1: Social Management System	C
PA 2: Workers Involvement and Protection	C
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	A
PA 7: Occupational Health and Safety	D
PA 8: No Child Labour	A
PA 9: Special Protection for Young Workers	A
PA 10: No Precarious Employment	B
PA 11: No Bonded Labour	A
PA 12: Protection of the Environment	B
PA 13: Ethical Business Behaviour	A

## General description

Hubei Jiawei Garments Co., Ltd. (Local Name: 湖北嘉威制衣有限公司 Uniform Code of Social Credit: 914211007809068498) located in South Industry Park, Hong'an County, Huanggang, Hubei, China (湖北省红安县城南工业园). The factory was registered in 2005 and in 2008 started to operation at the present address. The factory was specialized in manufacturing of garments. Main production activities included Cutting, Sewing, Filling, and Finishing.

The factory was consisted of one 2-storey building as office, three 1-storey buildings as workshops and warehouses, one 6-storey building as dormitory (only used 1F-3F), and one 2-storey building as kitchen and canteen (1F). The factory provided kitchen, canteen, and dormitory, but did not provide transportation to workers. The total campus area was 46,690 square meters while construction area was about 14,000 square meters according to management statement and document review. Only one company was in the campus.

On the audit day, there were total 175 employees on the roster. Among them, 163 employees were production workers. As per management interview, the peak season and low season was not obvious in past 12 months.

Based on documents review and management interview, it was noted that all employees, in the factory, were paid by hourly rate. Wages were paid by cash around 30th every month for the preceding month. The factory used finger printing system to record employees working hours. The employees took two kinds of shifts. The regular working hours were from 8:00 to 17:30 with lunch break from 11:30 to 13:00. The kitchen staff took the shift of 9:30-18:30 and security guards took the turning shifts of 0:00-8:00, 8:00-16:00, and 16:00-0:00. Normal working days were from Monday to Friday. Overtime was only arranged for 8 hours on Saturdays.

During the current audit, payroll records from November 2020 to August 2021 and attendance records from November 2020 to the audit day were provided for review. The auditor randomly selected 6 samples from August 2021 (Current month), 6 samples from June 2021 (Random month) and 6 samples from December 2020 (Random month) for verification.

Zhang Huapeng / Factory Manager, Jiang Huizhen / Statistics, and Liu Jiehua / Worker representative from Cutting section participated in the opening (started at 8:30 on 12 October 2021) and closing meeting (end at 13:30 on 13 October 2021). The auditor communicated the findings in detail to them, answered questions, and made necessary clarifications. Finally, they agreed on the findings and signed the on-site audit findings report.

### Remark:

1. The follow up audit (Semi-Announced) was conducted on 12-13 October 2021 by ALGI auditor, Frank Zhou (lead auditor), with APSCA registration No. CSCA 21703847.
2. The local legal minimum wage standard was CNY 1,520 per month (or equivalent to CNY 8.74 per hour) since 01 September 2021 and CNY 1,250 per month (or equivalent to CNY 7.18 per hour) before that.
3. There was no agency or subcontracted worker used by the factory, and no government waivers and collective bargaining agreement were provided during the audit, which led to not applicable for documents of the agency labor contract, contractor permit, government waivers and collective bargaining agreement.
4. The factory did not establish the procedure to calculate local basic living wage and the data. Therefore, the auditor used basic living wage (CNY 2276.87 per month, Huanggang) by Anker's methodology, which based on the data from the local government and calculated by ALGI. The payment to all sampled workers was higher than the standard.
5. The detail address of the factory was No.138 Tongtai Road (同泰路138号). However, the factory preferred the description on the Amfori platform. Two descriptions named the same physical address.

Site Details

Site	: Hubei Jiawei Garments Co., Ltd.	Site amfori ID	: 156-025040-002
GICS Classification			
Sector	: Consumer Discretionary	Industry	: Textiles, Apparel & Luxury Goods
Industry Group	: Consumer Durables & Apparel	Sub Industry	: Apparel, Accessories & Luxury Goods
GS1 Classifications		Product Process Classifications	
N.A.		N.A.	

## Metrics

### Key Metrics

Total workforce	175 Workers
Legal minimum wage in local currency	1250 Monthly
Lowest wage paid for regular work at the site	2400 Monthly
Calculated living wage in local currency	2276 Monthly
Total sample	12 Workers

### Other Metrics

Male workers	11 Workers
Female workers	164 Workers
Permanent workers - Male	11 Workers
Permanent workers - Female	164 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	2 Workers
Management - Female	4 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	3 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	1 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	1 Workers
Domestic migrant workers - Female	6 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	11 Workers
Workers hired directly - Female	164 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	10 Workers

## Findings

### PA1: Social Management System

Previous finding (Initial Audit on 2-4 November 2020): The social management system was not effective since non-compliance issues were detected regarding Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety, No Precarious Employment and Protection of the Environment. Not Corrected (1st Follow-up Audit during 12-13 October 2021): The social management system was proved to be not that effective since some non-compliance issues were detected regarding Workers Involvement and Protection, Fair Remuneration, Occupational Health and Safety, No Precarious Employment, Protection of the Environment, and Ethic Business Behavior. Details please refer to Performance Areas 2, 5, 7, 10, 12, and 13.

前次审核问题（2020年11月2-4日初审）：工厂的社会责任管理体系尚待完善，因为在此次审核中，发现了关于工人参与和保护、公平报酬、体面劳动时间、职业健康与安全、无缺乏保障的就业关系和保护环境方面的问题。未改善（2021年10月12-13日第一次跟进审核）：工厂的社会责任管理体系尚待完善，因为在此次审核中，发现了关于工人参与和保护、公平报酬、职业健康与安全、无缺乏保障就业、环境保护以及商业道德行为方面的问题。具体请参见区域2, 5, 7, 10, 12和13。

Previous finding (Initial Audit on 2-4 November 2020): The factory had established the procedure on monitoring and assessment of its partners such as suppliers and subcontractor; however, the assessment record only had a final evaluation result but did not show the details of the non-compliance description or the non-compliance evidences. Not Corrected (1st Follow-up Audit during 12-13 October 2021): The factory had established the procedure on monitoring and assessment of its partners such as suppliers and subcontractor; however, the assessment record only had a final evaluation result but did not show the details of the non-compliance description or the non-compliance evidences.

前次审核问题（2020年11月2-4日初审）：工厂有建立程序对合作伙伴如供应商和分包商进行社会责任评估及监控，但工厂提供的评估记录只有评估结果，而没有具体的不符合项的描述或证据。未改善（2021年10月12-13日第一次跟进审核）：工厂有建立程序对合作伙伴如供应商和分包商进行社会责任评估及监控，但工厂提供的评估记录只有评估结果，而没有具体的不符合项的描述或证据。

Previous finding (Initial Audit on 2-4 November 2020): The overtime in the factory did not exceed legal limit, but the factory did not provide documented assessment of workforce capacity and production plan during the audit. Corrected (1st Follow-up Audit during 12-13 October 2021): During the audit, the factory provided documented assessment of workforce capacity and production plan and the overtime in the factory did not exceed legal limit.

前次审核问题（2020年11月2-4日初审）：尽管工厂加班时间没有超出法律要求，但是工厂没有提供书面的产能评估和生产计划。改善（2021年10月12-13日第一次跟进审核）：本次审核中，工厂有提供书面的产能评估和生产计划，并且工厂的加班时间没有超过法律要求。

### PA 2: Workers Involvement and Protection

Previous finding (Initial Audit on 2-4 November 2020): The factory did not establish and provide long term goals/vision on protecting workers according to the BSCI Code of Conduct. Not Corrected (1st Follow-up Audit during 12-13 October 2021): The factory did not establish and provide long term goals/vision on protecting workers according to the BSCI Code of Conduct.

前次审核问题（2020年11月2-4日初审）：工厂未根据BSCI行为准则定义长期目标来保护员工。未改善（2021年10月12-13日第一次跟进审核）：工厂未根据BSCI行为准则定义长期目标来保护员工。

New finding (1st Follow-up Audit during 12-13 October 2021): The effectiveness of the training did not meet expectations. The BSCI Code of Conduct was posted onsite and related trainings were provided to all employees. But all the interviewed employees had no idea about the basic requirements of corporation social responsibilities.

新问题（2021年10月12-13日第一次跟进审核）：关于BSCI行为准则的培训效果没有达到预期。工厂在现场张贴了BSCI行为准则，并且给所有员工提供了相关培训，但是所有受访员工对企业社会责任基本要求没有概念。

Previous finding (Initial Audit on 2-4 November 2020): The grievance procedure provided by the factory missed below items: 1. how to avoid the potential conflicts of interest; 2. how long to solve grievance. Not Corrected (1st Follow-up Audit during 12-13 October 2021): The grievance procedure provided by the factory missed below items: 1. how to avoid the potential conflicts of interest; 2. how long to solve grievance.

前次审核问题（2020年11月2-4日初审）：工厂提供的申诉程序内容不全，未包含：1.如何避免利益冲突；2.申诉解决时限。未改善（2021年10月12-13日第一次跟进审核）：工厂提供的申诉程序内容不全，未包含：1.如何避免利益冲突；2.申诉解决时限。

### PA 5: Fair Remuneration

Previous finding (Initial Audit on 2-4 November 2020): The factory provided social insurance records from Jul 2019 to Jun 2020 for review. Based on management representation, according to the requirements of local government, the factory shall pay for social insurance from July of the last year to June of the current year in June of the current year. There were total 174 permanent employees in the factory, no retiree/temponary/dispatch/newly hired employee, but based on the social insurance payment receipts of Jun 2020, it was noted that only 61 out of 174 employees(35.1%) had participated in retirement insurance, No maternity, injury, medical and unemployment insurances was provided. The management and interviewee said most workers did not want to buy social insurance. The factory did not provide commercial injury insurance for the rest workers. This violated Articles 72 and 73 of the Labor Law of the People's Republic of China. Not Corrected (1st Follow-up Audit during 12-13 October

## PA 5: Fair Remuneration

2021): Based on the social insurance receipt and participate list in August 2021, 83 out of 175 employees participated in Medical, Retirement, Maternity, Unemployment and Work-related injury insurance. The coverage of 5-type social insurances (Medical, Retirement, Maternity, and Unemployment insurance and Work-related injury insurances) was 70.3%, excluded 57 people, who could not participate in social insurance scheme at present. The factory did not provide any other insurance. This violated Labor Law, Article 72 and 73. Remark: Through management interview and worker interview, partial workers had participated in rural social insurance scheme. There were 54 retirees, 3 newly joined (after August 2021) worker, but no temporary worker or dispatched worker in the factory. No social insurance waiver was provided.

前次审核问题（2020年11月2-4日初审）：工厂提供了2019年7月至2020年6月的社保记录。根据管理层访谈，根据当地政府的要求，工厂每年6月缴纳上一年度7月至当年6月份的社会保险费用。工厂目前有174名全职员工，没有退休人员/临时工/派遣工/新进人员。但是通过查看工厂提供的2020年6月的社保缴费收据，发现工厂174名员工中，只有61人（35.1%）参加了养老、生育、工伤、医疗和失业保险。管理层和访谈的员工表示，大多数员工不愿意购买社会保险。且工厂也没有提供商业工伤保险给到剩下的员工。这违反了《中华人民共和国劳动法》第72、73条。未改善（2021年10月12-13日 第一次跟进审核）：根据2021年8月的社保单据和参保名单，工厂在册的175名员工中有83名员工参加医疗、养老、生育、失业以及工伤保险，社保五险（医疗、养老、生育、失业以及工伤保险）覆盖率为70.3%，未包括57名现在不能参保人员。工厂没有提供其他任何任保险。这违反了《中华人民共和国劳动法》第72条和73条。备注：通过管理层访谈和员工访谈，部分员工已经参加本地农保。工厂有54名退休返聘人员，3名新入职(2021年8月以后)的员工，但是没有临时工以及劳务派遣工。工厂没有提供社保批文。

## PA 6: Decent Working Hours

Previous finding (Initial Audit on 2-4 November 2020): The overtime in the factory did not exceed legal limit, but the factory did not provide documented assessment of workforce capacity and production plan during the audit. Corrected (1st Follow-up Audit during 12-13 October 2021): During the audit, the factory provided documented assessment of workforce capacity and production plan and the overtime in the factory did not exceed legal limit.

前次审核问题（2020年11月2-4日初审）：尽管工厂加班时间没有超出法律要求，但是工厂没有提供书面的产能评估和生产计划。改善（2021年10月12-13日 第一次跟进审核）：本次审核中，工厂有提供书面的产能评估和生产计划，并且工厂的加班时间没有超过法律要求。

## PA 7: Occupational Health and Safety

Previous finding (Initial Audit on 2-4 November 2020): 10% materials in warehouse were stored against wall. This violated the Rules Concerning Warehouse Safety and Fire Control article 18. Not Corrected (1st Follow-up Audit during 12-13 October 2021): 10% materials in warehouse were noted to be stored against wall. This violated to the General Rules for Fire Safety Management of Storage Occupancies, Article 6.8.

前次审核问题（2020年11月2-4日初审）：工厂仓库约10%原料靠墙放置。这违反了《仓库防火安全管理规划》第18条。未改善（2021年10月12-13日 第一次跟进审核）：工厂仓库约10%原料被发现靠墙放置。这违反了《仓储场所消防安全管理通则》GA1131-2014第6.8条。

Previous finding (Initial Audit on 2-4 November 2020): The factory did not provide injury insurance to worker. Not Corrected (1st Follow-up Audit during 12-13 October 2021): According to management interview and document review, the factory had not yet subscribed to any compulsory insurance schemes for 92 out of 175 employees in case of accidents. No social insurance waiver was obtained. This violated to the Ordinance of Work-related Injury Insurance article 2.

前次审核问题（2020年11月2-4日初审）：工厂没有提供工伤保险给员工 未改善（2021年10月12-13日 第一次跟进审核）：根据工厂提供文件资料以及管理层描述，工厂没有为175名员工中的92名（超过退休年龄）购买强制的意外保险。工厂没有获得社保批文。这违反了《工伤保险条例》第2条。

Previous finding (Initial Audit on 2-4 November 2020): 1. The factory did not provide occupational health examination to stuffing workers who were engaged in work with dust. This violated PRC Law of Prevention and Control of Occupational Diseases article 35. 2. The factory did not conduct the occupational hazards factors testing of dust in stuffing workshop. This violated Provisions on the Supervision and Administration of Workplace Occupational Health Article 20. Not Corrected (1st Follow-up Audit during 12-13 October 2021): 1. The factory did not provide occupational health examination to stuffing workers who were engaged in work with dust. This violated PRC Law of Prevention and Control of Occupational Diseases article 35. 2. The factory did not conduct the occupational hazards factors testing of dust in stuffing workshop. This violated Provisions on the Supervision and Administration of Workplace Occupational Health Article 20.

前次审核问题（2020年11月2-4日初审）：1. 工厂没有为填充车间受粉尘影响的员工提供职业病健康体检。这违反了《中华人民共和国职业病防治法》第三十五条。2. 工厂没有进行职业危害因素（填充车间的粉尘）的检测。这违反了《工作场所职业卫生监督管理规定》第二十条。未改善（2021年10月12-13日 第一次跟进审核）：1. 工厂没有为填充车间受粉尘影响的员工提供职业病健康体检。这违反了《中华人民共和国职业病防治法》第三十五条。2. 工厂没有进行职业危害因素（填充车间的粉尘）的检测。这违反了《工作场所职业卫生监督管理规定》第二十条。

New finding (1st Follow-up Audit during 12-13 October 2021): Workers or their representatives were not involved in the drafting and implement of the internal procedures on occupational health and safety. For example, the comments or advices from workers and worker representatives were not assessed during the OHS management procedures or regulations setting.

新问题（2021年10月12-13日第一次跟进审核）：员工或员工代表未参与到制定健康安全程序中。例如，在职业健康安全管理确定时，没有考虑来自员工或代表的意见及建议。



## PA 7: Occupational Health and Safety

Previous finding (Initial Audit on 2-4 November 2020): The factory did not provide the fire inspection documents of the following buildings. 1. Three 1-storey production buildings constructed in 2006 and each with construction area of 2448 square meters. 2. One 2-storey office building constructed in 2006 and with construction area of 829.55 square meters. 3. One 2-storey canteen&kitchen building constructed in 2006 and with construction area of 1773 square meters. 4. One 6-storey dormitory building constructed in 2006 and with construction area of 2812.32 square meters. This violated the PRC Fire Prevention Law article 11. Corrected (1st Follow-up Audit during 12-13 October 2021): The factory provided the fire inspection reports for review in this audit. No other finding was raised.

前次审核问题（2020年11月2-4日初审）：工厂未能提供以下建筑的消防验收文件。建筑的具体信息如下：1.3栋1层生产楼，建于2006年，每栋建筑面积约为2448平米。2.1栋2层办公楼，建于2006年，建筑面积约为829.55平米。3.1栋2层厨房餐厅，建于2006年，建筑面积约为1773平米。4.1栋6层宿舍，建于2006年，建筑面积约为2812.32平米。这违反了《中华人民共和国消防法》第十一条。改善（2021年10月12-13日第一次跟进审核）：本次审核中，工厂提供了消防验收报告等文件。未见其他违反项。

Previous finding (Initial Audit on 2-4 November 2020): Two electrical switch box in the sewing workshop were found without inner cover. This violated Safety code of electric power industry—Part1: Thermal and machine Article 3.5.5. Not Corrected (1st Follow-up Audit during 12-13 October 2021): All selected electrical switches box in the workshops were found without inner cover and function labels. This violated Safety code of electric power industry—Part1: Thermal and machine Article 3.5.5.

前次审核问题（2020年11月2-4日初审）：车缝车间2电开关箱没有内盖。这违反了《电业安全工作规程第1部分：热力和机械》第3.5.5条。未改善（2021年10月12-13日第一次跟进审核）：所有抽样的电开关箱没有内盖以及功能标签。这违反了《电业安全工作规程第1部分：热力和机械》第3.5.5条。

Previous finding (Initial Audit on 2-4 November 2020): The factory specialized in manufacturing garments. But no sprinkler system was installed in the three 1-storey production buildings (The land area of each building was 2448 square meters). This violated Code of Design on Building Fire Protection and Prevention GB50016-2014, Article 8.3.1. Corrected (1st Follow-up Audit during 12-13 October 2021): Those buildings were set up in 2006 according to the construction acceptance report provided by the factory. It was no requirement on the sprinkler system in the Code of Design on Building Fire Protection and Prevention GB50016-2006. Moreover, the factory provided fire inspection report, which stated the fire safety facility complied with legal requirement.

前次审核问题（2020年11月2-4日初审）：工厂生产的产品为服装。但工厂3栋1层的厂房都没有安装自动喷淋系统。每栋厂房的占地面积约为2448平方米。这违反了《建筑设计防火规范》第8.3.1条。改善（2021年10月12-13日第一次跟进审核）：根据工厂提供的竣工报告显示，厂房建于2006年，当时建规未要求安装喷淋系统。并且，工厂提供了消防验收，显示工厂消防设施符合要求。

New finding (1st Follow-up Audit during 12-13 October 2021): It was noted that there was no first aider personnel in the factory. The factory had set up the emergency procedure and provided provided first aid box with sufficient medicine in the workshops.

新问题（2021年10月12-13日第一次跟进审核）：审核发现工厂没有经培训合格的急救员。工厂已经建立急救程序并且在车间提供了急救药箱（药品充足）。

## PA 10: No Precarious Employment

Previous finding (Initial Audit on 2-4 November 2020): The factory did not sign employment contract without a fixed term with two workers who had worked here for over 10 consecutive full years. It violated PRC Employment Contract Law article 14. Not Corrected (1st Follow-up Audit during 12-13 October 2021): The factory did not provide non-fixed periods labor contract to three sampled workers, who worked more than 10 years or signed third labor contracts without any waiver. This violated to the PRC Employment Contract Law article 14. New finding (1st Follow-up Audit during 12-13 October 2021): 1. The labor contract with 4 sampled over-aged workers were not in compliance with legal requirements (All contents listed in labor contract was not approval according to law). This violated to the Implementation on the PRC Employment Contract Law, Article 21. 2. The labor contract of 1 out of 12 sampled workers were without the chop as authorization. This finding did not comply with PRC Employment Contract Law article 10.

前次审核问题（2020年11月2-4日初审）：工厂没有与工作年限超过十年的两名员工签订无固定期限合同。违反了《中华人民共和国劳动合同法》第十四条。未改善（2021年10月12-13日第一次跟进审核）：工厂未与服务超过10年或签订第三次劳动合同的3名抽样员工签订无固定期限合同或者取得豁免。这违反了《中华人民共和国劳动合同法》第十四条。新问题（2021年10月12-13日第一次跟进审核）：1. 工厂忽视了4名抽样超过退休年龄员工的合同的法律规范（所签署的内容不得得到法律认可）。这违反了《劳动合同法实施条例》第二十一条规定。2. 抽样的12个样本中有1名员工的劳动合同没有工厂的授权盖章。这违反了《中华人民共和国劳动合同法》第十条。

## PA 12: Protection of the Environment

Previous finding (Initial Audit on 2-4 November 2020): The environmental Impact Registration Form did not cover the stuffing process. This violated the PRC Environmental Impact Assessment Law Article 16. Not Corrected (1st Follow-up Audit during 12-13 October 2021): The environmental Impact Registration Form did not cover the filling process. This violated the PRC Environmental Impact Assessment Law Article 16. New finding (1st Follow-up Audit during 12-13 October 2021): The factory did not register its pollution information according to legal requirement. This violated to the Regulations on The Administration of Pollutant Discharge Permits, Article 24.

## PA 12: Protection of the Environment

前次审核问题（2020年11月2-4日初审）：工厂环境影响登记表没有包含填充工序。违反了《中华人民共和国环境影响评价法》第16条。未改善（2021年10月12-13日第一次跟进审核）：工厂环境影响登记表没有包含充绒工序。违反了《中华人民共和国环境影响评价法》第16条。新问题（2021年10月12-13日第一次跟进审核）：工厂没有按照法规要求登记其污染源。这违反了《排污许可管理条例》第二十四条。

## PA 13: Ethical Business Behaviour

New finding (1st Follow-up Audit during 12-13 October 2021): The factory had not yet developed effective mechanism or system to collect and use personal information with reasonable care.

新问题（2021年10月12-13日第一次跟进审核）：工厂没有有效的程序或机制来保护个人隐私。