

# Monitoring result for QINGDAO JINCHUAN GARMENTS CO., LTD on site Site 1

## Monitoring

Monitored Party	: QINGDAO JINCHUAN GARMENTS CO., LTD
amfori ID	: 156-030382-000
Site	: Site 1
Site amfori ID	: 156-030382-001
Address	: No.3, Tianhai Road, Hongdao Street, Hongdao Economic Zone
	: Qingdao
	: Shandong Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 07/01/2022
Expiration Date	: 07/01/2023

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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

### [Location and size]:

The audited company of Qingdao Jinchuan Garments Co., Ltd. (Business license number: 91370222MA3F9K6C67) is located at No.3, Tianhai Road, Hongdao Street, Hongdao Economic Zone, Qingdao, Shandong Province, China .

The company was established on Jul. 24, 2017.

The total land area is about 60000 square meters, with construction area of about 39606 square meters.

### [Structure of facility]:

The factory used one 4-storey building as office, six 1-storey buildings as workshop and warehouse, one 1-storey building as workshop and canteen, two 5-storey and one 4-storey buildings as dormitory.

The main production processes were listed as follows: cutting, sewing, filling, quilting, ironing, inspection and packing.

The main business products were garments.

### [Employee analysis]:

There were 403 employees working in the factory.

Among them 351 were production employees, 52 non-production employees. All employees were permanent employees including 218 local workers, 185 migrant workers. And there were total 169 male employees and 234 female employees.

### [Summary of working hour]:

The factory recorded workers' working time by electronic attendance system, and provided attendance records from Dec. 1, 2020 to audit date for review; the months of Sep., Oct. and Nov. 2021 were selected as primary samples. The normal working hours were 8 hours per day (Door keepers: three shift, 8:00-16:00/16:00-24:00/24:00-8:00; canteen staff: one shift, 6:00-8:00, 10:00-14:00, 17:00-19:00; other workers: one shift, 8:00-12:00, 12:45-16:45) and 5 days per week. The attendance records indicated workers' maximum overtime hours were 3 hours per day, 82 hours per month and 20 hours per week. No overtime happened on Statutory holidays. There was no obvious peak or non-peak season in the factory.

### [Summary of compensation]:

The factory provided payrolls from Dec. 2020 to Nov. 2021 for review; the months of Sep., Oct. and Nov. 2021 were selected as primary samples. The factory paid workers by monthly rate. The factory paid wages to all workers on or before 25th of each next month by cash. According to the payrolls, the minimum wage paid for workers was RMB2150 per month which was more than the local minimum wage(RMB1910 per month before Oct. 1 2021 and RMB 2100 per month since Oct. 1 2021). Sufficient overtime wage and holiday allowance were paid to all employees.

### [Summary of interview]:

Worker interviews were conducted by individual and in group.

Randomly selected 22 employees, no complaint was raised.

### [Special scene during on site observed]:

1. The factory didn't use contractor and agency labor.
2. The factory didn't obtain government waivers.
3. No inconsistencies between time records and production records.
4. Collective bargaining agreements were not available to review, no chemical was used by the factory, so they were not uploaded.
5. Audit company: TUV SUD; Lead auditor: Vivian Li, APSCA No.: CSCA21701816; member auditor: Lionel Wang, APSCA No.: CSCA21700977
6. Announcement Type: Announced; Monitoring Date: Dec. 27-28 2021.
7. The factory rented two 4-storey buildings, two 5-storey buildings and seven 1-storey buildings from Qingdao Xuechi Co., Ltd, provided business license and lease contract to auditor for review, this audit covered above area. In the yard one 1-storey building was used as workshop by Qingdao Ruihongde Garment Co., Ltd., one 1-storey building was used as show room by individual, one 1-storey building was used as canteen by Hongdao Economic Zone Xiangrikui Wedding hotel. There was no business relationship between the audited factory and other factories, and there was no management and worker exchange.
8. The factory address provided the factory was No.3, Tianhai Road, Hongdao Street, Hongdao Economic Zone, Qingdao, Shandong Province, China, the address in the business license was (In Qingdao Xuechi Co., Ltd) No.3, Tianhai Road, Hongdao Street, Hongdao Economic Zone, Qingdao, Shandong Province, China, the both addresses were the same location.

Site Details

Site : Site 1  
Site amfori ID : 156-030382-001

GICS Classification

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

GS1 Classifications

N.A.

Product Process Classifications

N.A.

## Metrics

### Key Metrics

Total workforce	<b>403</b> Workers
Legal minimum wage in local currency	<b>2100</b> Monthly
Lowest wage paid for regular work at the site	<b>2150</b> Monthly
Calculated living wage in local currency	<b>2200</b> Monthly
Total sample	<b>22</b> Workers

### Other Metrics

Male workers	<b>169</b> Workers
Female workers	<b>234</b> Workers
Permanent workers - Male	<b>169</b> Workers
Permanent workers - Female	<b>234</b> Workers
Temporary workers - Male	<b>0</b> Workers
Temporary workers - Female	<b>0</b> Workers
Seasonal workers - Male	<b>0</b> Workers
Seasonal workers - Female	<b>0</b> Workers
Management - Male	<b>9</b> Workers
Management - Female	<b>9</b> Workers
Apprentices - Male	<b>0</b> Workers
Apprentices - Female	<b>0</b> Workers
Workers on probation - Male	<b>0</b> Workers
Workers on probation - Female	<b>0</b> Workers
Workers with night shift - Male	<b>4</b> Workers
Workers with night shift - Female	<b>0</b> Workers
Workers with disabilities - Male	<b>0</b> Workers
Workers with disabilities - Female	<b>0</b> Workers
Domestic migrant workers - Male	<b>84</b> Workers
Domestic migrant workers - Female	<b>101</b> Workers
Foreign migrant workers - Male	<b>0</b> Workers
Foreign migrant workers - Female	<b>0</b> Workers
Workers hired directly - Male	<b>169</b> Workers
Workers hired directly - Female	<b>234</b> Workers
Workers hired indirectly - Male	<b>0</b> Workers
Workers hired indirectly - Female	<b>0</b> Workers
Unionised workers - Male	<b>0</b> Workers
Unionised workers - Female	<b>0</b> Workers
Workers under CBA - Male	<b>0</b> Workers
Workers under CBA - Female	<b>0</b> Workers
Pregnant workers	<b>0</b> Workers
Workers on parental leave - Male	<b>0</b> Workers
Workers on parental leave - Female	<b>0</b> Workers
Sample - Male	<b>6</b> Workers
Sample - Female	<b>16</b> Workers

## Findings

### PA1: Social Management System

The factory had the policy and procedures on social management system, however the procedures had not been implemented systematically, and no regular monitoring and continuous improvement was taken. There were still some performance areas which need improvement, for example, social insurance, working hours, occupational health and safety etc.

工厂建立了符合BSCI要求的社会责任政策和程序，但是没有有效的实施，监控和持续改进。当前审核在几个执行领域发现一些有待完善的地方，例如社会保险、工作时间、职业健康安全等。

The factory did not appoint staff to conduct productivity evaluation. Through reviewing the attendance records from Nov. 1, 2020 to Dec. 27, 2021, the monthly overtime hours of sampled months exceeded 36 hours and reached 82 hours.

工厂没有指定员工进行生产力评估。通过查阅2020年11月1日至2021年12月27日的考勤显示，抽样月份的月加班时间超过36小时，最高月加班时间达到82小时。

### PA 5: Fair Remuneration

The factory had 403 workers, it was noted that no temporary, dispatched and newly joined workers, the factory had 30 retirees, according to social insurance receipt of Oct., Nov. and Dec. 2021, the factory provided five kinds of social insurance to 24.9% workers. And the factory provided group commercial injury insurance to 13.2% workers, the valid period was from Sep. 19 2021 to Sep. 18 2022. As per interview, reason for the workers not joining the social insurance was they were not willing to pay the individual parts. (PRC Labor Act (1995), Article 72)

工厂共有403名员工，工厂没有临时工、派遣工和新员工，有30名退休工人，根据工厂提供的2021年10月，11月及12月的社保收据，工厂为24.9%的员工缴纳了五项社会保险，工厂为13.2%的员工购买了团体商业意外险，有效期从2021年9月19日至2022年9月18日。根据访谈得知，员工没有参加社保的原因是工人不愿意支付个人部分。

### PA 6: Decent Working Hours

The factory didn't ensure the workers' overtime working hours in accordance with the requirement of local law. The factory provided attendance records from Nov. 1 2020 to the audit day (Dec. 27 2021), according to the sampled attendance record of Sep., Oct. and Nov. 2021, workers' OT hours exceeded 36, the maximum number was up to 82 hours in Nov. 2021. (PRC Labor Act (1995), Article 41)

工厂没有保证员工的加班时间符合法律要求。工厂提供了从2020年11月1日至审核当日（2021年12月27日）的考勤记录，根据抽样的2021年9月份，10月份和11月份的考勤记录，员工的月加班时间超过36小时，最大达到82小时在2021年11月份。

### PA 7: Occupational Health and Safety

The factory generally followed occupational health and safety regulations, but some areas still need to be improved, such as PA7.2, PA7.3, PA7.8, PA7.9.

工厂总体遵守职业健康安全法规，但一些地方仍需要进行改善，如PA7.2, PA7.3, PA7.8, PA7.9。

According to social insurance receipt of Oct., Nov. and Dec. 2021 provided by the audited factory, the factory only provided injury insurance to some workers, please refer to PA5.5 for details. The factory provided group commercial injury insurance to 13.2% workers, the valid period was from Sep. 19 2021 to Sep. 18 2022. (PRC Labor Act (1995), Article 72)

根据被审核工厂提供的2021年10月，11月及12月的社保收据，工厂仅为部分员工缴纳了工伤保险，详情参考PA5.5。工厂为13.2%的员工购买了团体商业意外险，有效期从2021年9月19日至2022年9月18日。

The factory conducted occupational disease hazardous element inspection by the related qualified occupational health technology services organization, such as: noise and dust at production workshop. But the factory did not provide occupational health examination to workers who engaged in positions with occupational hazardous factors such as noise and dust. (PRC Law on Prevention and Control of Occupational Diseases (2002) Amendment (2018), Article 35)

工厂安排有资质的机构对存在职业危害因素的车间进行了监测，例如：噪声及粉尘，但是工厂没有为接触噪声及粉尘职业病危害因素岗位工作的工人提供职业健康体检。

The factory had developed the accident and emergency procedures but had not displayed the accident and emergency procedures in a way that was clear for workers and first-aid personnel reference.

工厂已经制定了意外和应急程序，但是没有将意外和应急程序以清晰可见的方式展示以供工人和急救人员参考。

No PPE warning sign was posted at the factory filling workshop. (Employing Unit Occupational Disease Hazard Notification and Warning Sign Supervision Regulations Article 13)

工厂没有在充棉车间张贴PPE佩戴提醒标识。

## PA 10: No Precarious Employment

The factory has signed the labour contracts with all workers, but they did not provide the social insurance to all workers as required by the contract, provided five kinds of social insurance to 24.9% workers. (PRC Labor Act (1995), Article 72).

工厂与所有员工签订了劳动合同，但未按照合同要求为全部员工购买社会保险，为24.9%的员工提供了五项社会保险。