

Monitoring result for Hebei Bandfar Garment Co., Ltd on site Hebei Bandfar Garment Co., Ltd

Monitoring

Monitored Party	: Hebei Bandfar Garment Co., Ltd	amfori ID	: 156-019540-000
Site	: Hebei Bandfar Garment Co., Ltd	Site amfori ID	: 156-019540-002
Address	: No. 113 Gongye Road, Ningjin County	Monitoring Activity	: amfori Social Audit - Manufacturing
	: 055550, Xingtai	Monitoring Type	: Full Monitoring
	: Hebei Sheng	Submission Date	: 27/08/2021
	: China	Expiration Date	: 27/08/2022

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Overall rating



Section rating

PA1: Social Management System	D
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	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

Hebei Bandfar Garment Co., Ltd is located at No. 113 Gongye Road, Ningjin County, Xingtai City, Hebei Province, China (河北省邢台市宁晋县工业路113号). The auditee own one 3-storey office building, 7 flat production and warehouse buildings. No canteen or dormitory was provided by the facility. The total landing area used by the auditee around 25,000 square meters. The management was positive and cooperative. The management permitted auditor to take photos, review documents, interview workers confidentially. The management signed finding report without opposition and claimed would like to be continuous improvement. The management confirmed that peak season was not obvious. All the employees were hired by the auditee directly.

The main production was Garment. The main production processes are listed as following: cutting, sewing, filling, finishing, washing (if need) and packing.

Except the embroidery process was needed to subcontracted to the other factories, the other processes were completed by the factory self.

Remark:

1) No contractor and agency labor was used in the factory, which makes the contractor license or permit, agency labor contract not applicable. No government waivers and collective bargaining agreements obtained by the factory, which makes the government waivers and collective bargaining agreements not applicable for the auditee.

2) Lead Auditor: Burgess Liu, CSCA, registration number 21701894,

Auditor: Rico SHANG, ASCA, registration number 21701901;

Auditing company: TUV Rheinland, APSCA Number: 11600007.

3) The facility rented all buildings from its Group company Hebei XXX Group Co., Ltd. as production and warehouse. The facility also rent two rooms to one Garment company as its warehouse. The facility provided release contracts and business license of the two companies for review. Per management interview, employee interview and facility tour, no workers from other company worked in this area.

Site Details

Site	: Hebei Bandfar Garment Co., Ltd	Site amfori ID	: 156-019540-002
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	533 Workers
Legal minimum wage in local currency	1680 Monthly
Lowest wage paid for regular work at the site	2262 Monthly
Calculated living wage in local currency	1874 Monthly
Total sample	25 Workers

Other Metrics

Male workers	92 Workers
Female workers	441 Workers
Permanent workers - Male	92 Workers
Permanent workers - Female	441 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	21 Workers
Management - Female	38 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	4 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	9 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	92 Workers
Workers hired directly - Female	441 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	20 Workers

Findings

PA1: Social Management System

The facility had established amfori BSCI management procedure such as wages and benefits management procedure, health& safety management procedure and etc. However, the amfori BSCI management procedures were not implemented effectively, such as insufficient social insurance and excess overtime and etc. were occurred. The reason was because the facility did not establish effective management system to follow and implement the requirements of amfori BSCI COC and local laws. Interview with facility management, the management said that facility set up the amfori BSCI management procedures, but the daily operation had a little gap with the amfori BSCI requirements. Interview with facility amfori BSCI management representative and employee representative, they confirmed that the facility did not have effective actions to control the gaps.

企业建立了书面的amfori BSCI管理程序,例如工资福利管理程序和健康安全管理程序等,但企业的amfori BSCI管理程序没有有效执行,例如,社保不足,超时加班等仍然会发生。究其原因,是企业没有建立有效的管理体系来跟进以及执行amfori BSCI的行为守则及法律法规的要求。基于管理层访谈,管理层解释企业建立了amfori BSCI管理程序,但企业日常的运作与amfori BSCI的要求之间确实还存在差距。基于与amfori BSCI管理者代表以及员工代表的访谈,他们确认企业没有有效的措施去控制这些差距。

The auditee has conducted capacity plan and the cost calculation of manpower and production. However, the auditee didn't have a good capacity planning to meet the expectations of the delivery order led to workers had excessive overtime work.

企业建立产能规划以及劳动力与成本核算,但是没有完善的产能计划去完成预期的订单交货以致于员工超时加班。

PA 2: Workers Involvement and Protection

It was noted that the factory had not defined long term goals to protect workers according to the amfori BSCI values and principles or its amfori BSCI performance.

工厂没有根据amfori BSCI价值观和原则以及其amfori BSCI表现去定义长期的目标去保护员工。

PA 5: Fair Remuneration

There were 533 employees (no retired employees and no new employee) in the auditee. The facility provided social insurance receipts from July 2020 to July 2021 for review, it was noted that the facility did not provided 111 out of 533 employees with basic endowment insurance, unemployment insurance and employment injury insurance, did not provided 533 out of 533 employees with basic medical insurance and maternity insurance. Through management interview and worker interview, the interviewees stated that due to it was the high human cost, the auditee did not have enough fund for providing the social insurance to the workers. All employees in the auditee were from the villages, they 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. (Reference law and regulations: Social Insurance Law of PRC, Article 10, Article 23, Article 33, Article 44, and Article 53)

被审核方有533名员工(没有退休员工,没有新入职员工),被审核方提供了从2020年7月到2021年7月的社保收据,发现533名员工中有111名员工没有参加养老保险、失业保险和工伤保险,533名员工中533名员工没有参加医疗保险和生育保险。通过管理人员访谈和员工访谈,被访谈者称由于高人力成本,被审核方没有充足资金给员工购买社会保险。被审核方所有员工都来自农村,他们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。(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)

PA 6: Decent Working Hours

The auditee provided time records from July 2020 to the audit day for review. The auditor selected the time records of June 2021, March 2021 and December 2020 as sampled months for review. A total of 25 employees were also selected as samples. As per the sampled time records, the monthly overtime hours exceeded 36 hours, the max was 50 hours, 50 hours and 52 hours respectively. Through document review, the auditee established working hour control procedure, however, it was not strictly followed in workshops. Through site observation and the workshop supervisor interview, the workshop could not fully in compliance with the standard for lack of manpower. Reference law: Article 41, PRC Labor Law. Remark: The monthly overtime hour from 1 August 2021 to the audit day was 28 hours.

工厂提供了自2020年7月至审核当天的考勤来查看。审核员抽取了2021年6月,2021年3月和2020年12月作为抽样月份。且共25名员工被选作抽样。根据抽样的考勤记录,月加班时间超出36小时,最大值分别是50小时,50小时和52小时。根据文件审核,工厂建立了控制加班时间的程序文件,然而,车间没有严格的遵守。根据现场观察和车间主任访谈,由于人手短缺,车间无法完全符合加班标准。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日至审核当天的月加班一共为28小时。

PA 7: Occupational Health and Safety

There was occupation hazards factors (dust) in the filling section, however, the facility did not conduct occupational hazards factors testing and arrange the relevant employees to receive the occupational health check (pre-job, on-post and post-job).

PA 7: Occupational Health and Safety

Reference law: Provisions on the Administration of Occupational Health at Work Sites, Article 20 and Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35

工厂充绒工序有职业病有害因素（粉尘），但是工厂没有进行职业病有害因素检测，并安排相关员工接受职业病体检（岗前，岗中和离职）参考法规：工作场所职业卫生管理规定 第二十条和《中华人民共和国职业病防治法》第35条

As per interview and documents review, the injury insurance (or commercial insurance) did not cover 111 workers. Reference to Social Insurance Law of the People's Republic of China, Article 33.

根据访谈和文件查阅，工伤保险（或商业保险）没有覆盖到111个员工。参考《中华人民共和国社会保险法》第33条。

The cleaning agent used in the finishing process was not provided with standard containers and not clearly marked. Reference laws and regulations: Safe Use of Chemicals in Workplace, Article 12.

后整车间使用的清洁剂，没有使用标准的容器，且没有张贴清楚的标识。参照法律法规：《工作场所安全使用化学品规定》第十二条。

There were 2 flat buildings used as workshop and warehouse (the building areas was 1500 square meters and 2000 square meters respectively, these buildings were built in 2000) in the auditee. However, the auditee could not provide Fire certificate or registered record and Construction Structure Acceptance Certificate of these buildings. Per onsite observation, fire facility is in good condition, the structure is steady, no obvious crack was found. Reference law and regulation: Fire Prevention Law of the People's Republic of China Article 13 and PRC Construction Law Article 61

被审核方使用2栋单层建筑用作车间和仓库（建筑面积分别为1500平方米和2000平方米，这些建筑建于2000年），但没有提供这些建筑的消防验收/备案以及房屋质量竣工验收报告。现场观察，消防设施状态良好，建筑稳固，没有发现明显的裂缝。参考法律法规：中华人民共和国消防法第13条和《中华人民共和国建筑法》第六十一条

PA 10: No Precarious Employment

The facility did not sign occupational hazards notification with employee from filling workshop who working exposed with occupational hazards dust. Reference Law: the People's Republic of China on Prevention and Control of Occupational Diseases, Article 33

工厂没有跟暴露在粉尘中的充绒的员工进行签订职业危害告知。参考法律法规：《中华人民共和国职业病防治法》第33条

PA 13: Ethical Business Behaviour

The factory did not established the Information safety management procedure.

工厂尚未制订信息安全管理程序。