

Monitored Party <b>Hebei Bandfar Garment Co., Ltd</b>	amfori ID <b>156-019540-000</b>	Address <b>No. 113 Gongye Road, Ningjin County, 055550 Xingtai, Hebei Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>TUV Rheinland</b>
Monitoring Start Date <b>30/08/2023</b>	Closing Meeting Finished Date <b>31/08/2023</b>	Submission Date <b>07/09/2023</b>
Expiration Date <b>07/09/2024</b>	Announcement Type <b>Fully Announced</b>	
Site <b>Hebei Bandfar Garment Co., Ltd</b>	Site amfori ID <b>156-019540-002</b>	

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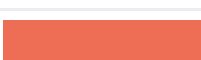

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	C	
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

Name of lead auditor: Snow Fan; APSCA membership number: CSCA 21702064

Name of member auditor: Jordan Pang; APSCA membership number: CSCA 21701794

Monitoring partner name: TÜV Rheinland

Audit schedule details: The audit is planned for 2 auditors x 1.5 days

Announcement Type: Full Announced.

Business partner information: Hebei Bandfar Garment Co., Ltd (河北奔发制衣有限公司) is located at No. 113 Gongye Road, Ningjin County, Xingtai, Hebei, China. (中国河北省邢台市宁晋县工业路113号). The auditee established since June 1, 2001. The main products manufactured by the factory were garment, and the main production processes are listed as following: cutting, sewing, down filling, ironing, washing, inspection and packaging. All processes operated normally in the audit days.

Audited location information: The auditee located in one factory yard. There was eight flat buildings and one 3-storey building in the factory yard. The factory yard and all buildings were belong to its Group company (Hebei XXX Group Co., Ltd.). The auditee rented seven flat buildings and one 3-storey building as production and warehouse. The other flat building was used by Company A as warehouse. Relevant business license of its Group company & Company A and leasing contracts were provided for review. Per management interview, employee interview and facility tour, no workers from other companies worked in this area. The auditee only covered the areas used by the auditee. The total building area occupied by the facility is about 25000 square meters. No canteen, kitchen and dormitory was available in the auditee.

The details were listed as below:

1. One 3-storey building was used as office.
2. One flat building was used as sewing workshop.
3. One flat building was used as down filling workshop.
4. One flat building was used as Ironing, inspection and packing workshop.
5. One flat building was used as raw material and finished goods warehouse.
6. One flat building was used as cutting workshop.
7. One flat building was used as washing workshop and warehouse.
8. One flat building was used as washing workshop and warehouse.
9. One flat building was used by Company A as warehouse.

Operating shifts and hours: The normal working hours were 5 days (from Monday to Friday) per week and 8 hours per day. The employees worked in one shift (7:30-11:30, 13:30-17:30). They worked two hours' overtime from 18:30-20:30 and at most 2 times per week on normal working days and 8 hours' overtime on Saturdays. The maximum overtime hours were 2 hours per day, 12 hours per week and 58 hours per month. In this audit, 25 employees were selected as samples. Their attendance records from December 2022, June 2023 and July 2023 were provided for review. There was no obvious peak season in the auditee. The auditee provided attendance records from August 1, 2022 to August 31, 2023 for review. 4 disabled employees worked in the factory. Their working times were same as other employees. No pregnant, young employees worked in the auditee.

Time recording system: The auditee used finger printing attendance system to record employees' working hours.

Salary payment details: Employees' wages were calculated in hourly rate and paid in cash before 25th of next month. The local minimum wage standard was set at RMB 2000 per month and RMB 11.49 per hour since January 1, 2023 and RMB 1680 per month and RMB 9.66 per hour before January 1, 2023. The wages included wages on normal working hours, overtime wages, wages on paid leaves. Currently, the minimum hourly wage paid by the auditee was RMB 13.5. The auditee paid 150%, 200% and 300% of normal wages for overtime on normal working days, rest days and statutory holidays respectively. The auditee paid 100% of normal wages on statutory holidays and paid leaves. The auditee provided payroll records from August 2022 to July 2023 for review. 25 employees was selected as samples. Their payroll records from December 2022, June 2023 and July 2023 were selected as samples for review.

Worker number information: There were 522 employees including 42 non production employee (11 male employees and 31 female employees) and 480 production employees (66 female employees and 414 male employees) in the auditee. 4 disabled employees worked in the factory. No foreign migrant, domestic migrant, young, women, pregnant, seasonal, temporary, home-based, interns, apprentices, contractor workers worked in the auditee.

Good practices: Nil

Worker organization details: There was no union, worker committee or any other worker organizations existed in the auditee. The employees freely elected six employee representatives on November 25, 2021.

Circumstances: There was no special circumstance during the audit. Management representative and employee

representatives attended the opening and closing meeting. The management representative stated they would be cooperative in this audit. At the closing meeting, auditor introduced all findings to them. They accepted these findings.

Summary of findings: Some findings was raised in below PAs:

PA1: Social Management System

1. The auditee did not effectively implement amfori BSCI management system and working hour/ benefits management regulation etc.
2. The auditee did not effectively implement working hour management regulation and productivity evaluation regulation.

PA2: Workers Involvement and Protection

1. No assessment for the implementation status of the long-term goals to protect employees.

PA 5: Fair Remuneration

1. Insufficient social insurance

PA 6: Decent Working Hours

1. Excessive monthly overtime hours

PA 7: Occupational Health and Safety

1. Health and safety risk assessment was not comprehensive.
2. Down filling employees did not wear proper personal protecting devices.
3. Some chemicals were not installed with secondary containers and labels.
4. No building safety certificate and fire safety certificate of 2 flat buildings used as washing workshop and warehouse.
5. No sewing machines were not equipped with needle guards in the sewing workshop.

For # Living Wage:

- a. No anker wage available for the producers location, so we used the data provided by auditing company.
- b. The calculation methodology refers to anker living wage structure.
- c. The data comes from the local bureau of statistics for the current year.

Attachment:

1. For Personal Information Protection: The Personal Information Protection Law of the People's Republic of China was effective as of 1 November 2021, the producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor(s) had been obtained the individual's consent during the audit.
2. The auditee did not use any contractor/agency, did not obtain any Government waivers, and did not sign Collective bargaining agreements, which made the Contractor license/permit, Agency labour contract, Government waivers, Collective bargaining agreements not applicable in this audit.

## SITE DETAILS

Site	Site amfori ID
Hebei Bandfar Garment Co., Ltd	156-019540-002

### GICS Classification

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

### amfori Process Classifications

N.A.

### GS1 Classifications

N.A.

### NACE Classification

N.A.

### Water Stress Situation

This site is not located in a water stressed region

## METRICS

### Key Metrics

Total workforce	517	Workers
Legal minimum wage in local currency	2,000	Monthly
Lowest wage paid for regular work at the site	2,349	Monthly
Calculated living wage in local currency	2,207.35	Monthly
Total sample	25	Workers

### Other Metrics

Male workers	76	Workers
Female workers	441	Workers
Permanent workers - Male	77	Workers
Permanent workers - Female	445	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	3	Workers
Management - Female	2	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	2	Workers
Workers with disabilities - Female	2	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	77	Workers
Workers hired directly - Female	445	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	21	Workers

## FINDINGS



### PA1: Social Management System

Site: Hebei Bandfar Garment Co., Ltd | Site amfori ID: 156-019540-002

**Question:** 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>The auditee partially respected the principle, because based on document review, on site observation, employee interview, employee representative interview and management interview, the auditee did not effectively implement the amfori BSCI management system, working hour management procedure and benefit regulation. The findings of monthly overtime exceed law requirement and insufficient social insurance were found in this audit. The auditee stated they knew these findings and made correction plans for these findings. However, the management staff stated these correction plans need time to be implemented step by step due to cost pressure and employees' wills. These findings were still existed by far. Some employees stated they did not want to participate in social insurance. All employees stated they voluntarily worked overtime. They could get more incomes through overtime.</p> <p>It was violated the requirement of amfori BSCI manual.</p>	<p>被审核方部分遵守该原则，因为根据文件审核，现场审核，员工访谈，员工代表访谈和管理人员访谈，被审核方没有有效的执行amfori BSCI管理体系，工时管理程序和福利制度。在本次审核中被发现月加班超时和社保不足问题。被审核方表示他们知晓这些问题并针对这些问题制定了改善计划。但是由于成本压力和员工的意愿，管理人员表示这些改善计划需要时间来逐步执行。到目前为止，这些问题依然存在。部分员工表示他们不愿意参加社保。所有员工表示他们自愿加班。他们可以通过加班获得更高的收入。</p> <p>这违反了amfori BSCI 行为手册的要求。</p>

**Question:** 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>The auditee partially respected the principle, because based on document review, employee interview, employee representative interview and management interview, the auditee has production capacity assessment procedure and working hour management procedure. The auditee conducted production capacity assessment. However, the auditee did not arrange production based on the results of production capacity assessment. The auditee has not effectively implemented the</p>	<p>被审核方部分遵守该原则，因为根据文件审核，员工访谈，员工代表访谈和管理人员访谈，被审核方有产能评估的程序和工时管理程序。被审核方进行了产能评估。但是被审核方没有依据产能评估的结果来安排生产。被审核方也没有在平时有效的执行工时管理程序。管理人员表示由于成本压力和员工的意愿他们不得不安排加班以完成订单。在本次审核中，员工大多数月的月加班时间超过了36小时。管理人员表示他们会逐渐改善这个问题。</p> <p>这违反了amfori BSCI 行为手册的要求。</p>



### Finding

working hour management procedure at ordinary times. The management staff stated they had to arrange overtime for completing orders due to cost pressure and employees' wills. In this audit, the monthly overtime of employees exceeded 36 hours in most months. The management staffs stated they would correct the finding gradually. It was violated the requirement of amfori BSCI manual.

## PA 2: Workers Involvement and Protection

Site: Hebei Bandfar Garment Co., Ltd | Site amfori ID: 156-019540-002

**Question:** 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

### ENGLISH

### LOCAL LANGUAGE

### Finding

The auditee partially respected the principle, because based on document review, employee interview, employee representative interview and management interview, the auditee provided the long-term goals to protect employees for review. But the auditee did not assess the implementation status of the long-term goals. It was violated the requirement of amfori BSCI manual.

被审核方部分遵守该原则，因为根据文件审核，员工访谈，员工代表访谈和管理人员访谈，被审核方提供了保护员工的长期目标以供审核。但是被审核方没有评估该长期目标的执行情况。这违反了amfori BSCI行为手册的要求。

## PA 5: Fair Remuneration

Site: Hebei Bandfar Garment Co., Ltd | Site amfori ID: 156-019540-002

**Question:** 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted?

### ENGLISH

### LOCAL LANGUAGE

### Finding

The auditee partially respect the principle, because based on document review, employee interview, employee representative interview and management interview, the auditee provided social insurance receipts for last 12 months from September 2022 to August 2023 for review. There were 522 employees in the auditee. The auditee

被审核方部分遵守该原则，因为根据文件审核，员工访谈，员工代表访谈和管理人员访谈，被审核方提供了最近12个月(2022年9月至2023年8月)的社保收据以供审核。被审核方有522名员工。被审核方没有新员工或退休返聘员工。基于2023年8月社保缴费收据显示，522名正式员工中有123人没有参加养老保险，失业保险，工伤保险，所有员工都没有参加医

## Finding

did not have new employee or retiree hired to work again. Through review social insurance receipt in August 2023, 123 out of 522 employees had not participated in basic endowment insurance, unemployment insurance and employment injury insurance. All employees did not participate in medical insurance and maternity insurance. (Reference Law and Regulation: Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44 and 53)

Remark: The auditee purchased commercial work related injury insurance for all employees who did not participate in social insurance. The validity period of commercial work related injury insurance was from January 19, 2023 to January 18, 2024. The auditee purchased social insurance based on employees' wills. The employees stated they had participated in endowment insurance for rural residents and new rural cooperative medical insurance. The fees of these insurances were cheaper. However, they could meet their need endowment and medical needs in future. So they did not want to purchased social insurance again. The auditee did not collect and retain the evidence about employee participating in endowment insurance for rural residents and new rural cooperative medical insurance.

疗保险以及生育保险。《参考法律法规《中华人民共和国社会保险法》第十条、二十三条、三十三条、四十四条、五十三条》

备注：被审核方为未参加社保的所有员工购买了商业性的工伤保险。商业性的工伤保险的有效期是2023年1月19日到2024年1月18日。被审核方依据员工的意愿为员工购买保险。未参加保险的员工表示他们已经参加了农村居民养老保险和农村合作医疗保险。这些保险的费用更低。但是它们能满足他们的未来的养老和医疗需要。因此他们不想再购买社保。被审核方没有收集和保存员工参加农村居民养老保险和农村合作医疗保险的证据。

## PA 6: Decent Working Hours

Site: Hebei Bandfar Garment Co., Ltd | Site amfori ID: 156-019540-002

**Question:** 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

### ENGLISH

### LOCAL LANGUAGE

## Finding

The auditee did not respect the principle, because based on document review, employee interview, employee representative interview and management interview, the auditee has production capacity assessment procedure and working hour management procedure. The auditee conducted production capacity assessment. However, the auditee did not arrange production based on the results of production capacity assessment. The auditee has not effectively implemented the working hour management procedure at ordinary

被审核方未遵守该原则，因为根据文件审核，员工访谈，员工代表访谈和管理人员访谈，被审核方有产能评估的程序和工时管理程序。被审核方进行了产能评估。但是被审核方没有依据产能评估的结果来安排生产。被审核方也没有在平时有效的执行工时管理程序。管理人员表示由于成本压力和员工的意愿他们不得不安排加班以完成订单。在本次审核中，员工大多数月的月加班时间超过了36小时。管理人员表示他们会逐渐改善这个问题。员工表示加班是自愿的。

(1) 通过查阅2023年7月25名选择的员工考勤显示，

## Finding

times. The management staff stated they had to arrange overtime for completing orders due to cost pressure and employees' wills. In this audit, the monthly overtime of employees exceeded 36 hours in most months. The management staffs stated they would correct the finding gradually. The employees stated the overtime was voluntary.

(1) Through reviewing the attendance records in July 2023, the monthly overtime hours of all 25 randomly selected employees were 56 hours;  
(2) Through reviewing the attendance records in June 2023, the monthly overtime hours of all 25 randomly selected employees were 48 hours;  
(3) Through reviewing the attendance records in December 2022, the monthly overtime hours of all 25 randomly selected employees were 58 hours;  
Reference law and regulation: PRC Labour Law article 41.

Remark: Through reviewing the attendance records in August 2023, till August 31, 2023, the monthly overtime hours of all 25 randomly selected employees were 48 hours;

所有25名选择的员工月加班56小时；  
(2) 通过查阅2023年6月25名选择的员工考勤显示，所有25名选择的员工月加班48小时；  
(3) 通过查阅2022年12月25名选择的员工考勤显示，所有25名选择的员工月加班58小时；  
参考法律法规：《中华人民共和国劳动法》第41条。  
备注：通过查阅2023年8月25名选择的员工考勤显示，截至2023年8月31日，所有25名选择的员工月加班48小时；

## PA 7: Occupational Health and Safety

Site: Hebei Bandfar Garment Co., Ltd | Site amfori ID: 156-019540-002

**Question:** 7.3 Is there satisfactory evidence that the auditee regularly carries out risk assessments for safe, healthy and hygienic working conditions?

### ENGLISH

### LOCAL LANGUAGE

## Finding

The auditee partially respected the principle, because based on document review and management interview, the auditee conducted a health and safety risk assessment, but the assessment was not comprehensive. For example, there was no health risk assessment for people with disabilities. There is no risk assessment for non communicable diseases. There is only risk assessment of # COVID-19 but no risk assessment of other communicable diseases.  
It was violated the requirement of amfori BSCI manual.

被审核方部分遵守该原则，因为通过文件审核和管理人员访谈，被审核方举行了健康安全风险评估，但是评估不全面。例如：没有针对残疾人的健康风险评估。没有非传染性疾病的风险评估。只有新冠肺炎的风险评估而没有其它传染性疾病的风险评估。  
这违反了amfori BSCI 行为手册的要求。

**Question:** 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>The factory partially respected this principle. Based on site observation, confirmed with factory management and verified via worker interviews, the workers working in down filling process were constantly exposed to dust while working, however, three down filling workers did not wear mask provided by factory when working. The factory management said, the factory provided dust proof masks to down filling workers, and the factory trained workers how to use PPE regularly. The interviewed workers said, due to hot weather, they felt uncomfortable when wearing the dust proof masks, so the workers did not wear dust proof masks but wear non woven masks some time. Per documents review, the PPE using management procedure was established by factory, but the procedure was not implemented effectively. Reference law and regulation: Law of the PRC on Work Safety article 45.</p>	<p>工厂部分遵守该原则，通过现场观察，经工厂管理层确认，并经员工访谈核实，充绒工序员工在工作时会一直接触粉尘，但3名充绒员工在工作时没有佩戴工厂提供的口罩。工厂管理层说，工厂为充绒工序员工提供了防尘口罩，工厂定期培训员工如何使用劳保用品。被访谈的员工说，因为天气炎热，他们感到戴防尘口罩不舒服，所以员工有时就没有佩戴防尘口罩而佩戴了无纺布口罩。基于文件审核，工厂建立了劳保用品使用管理程序，但程序没有有效执行。参考法律法规：中华人民共和国安全生产法，第45条</p>

**Question: 7.7** Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>The factory partially respected this principle. Based on factory management interview, workers interviews and on site observation, it was noted that approximated 10% of the chemicals such as water paints or machine oil stored in maintenance workshop were not provided anti-leakage container, and approximate 10% of chemicals were not labelled. The factory management said, due to more chemicals used and cost reason, the factory did not provide anti-leakage containers for all chemicals. The main chemicals used in the workshop were water paints or machine oil, and all the workers knew this situation, so some chemicals were not labelled. Per document review, the chemicals management procedure was established, but the procedure was not implemented effectively. Reference law: Safety Administration of Dangerous Chemicals, Article 20 and Regulations on Safety in Workplaces Where Chemicals Are Used, Article 12.</p>	<p>工厂部分遵守该原则，基于工厂管理层访谈，员工访谈以及现场观察发现，储存在维修车间内的约10%的化学药品像水性漆和机油等没有提供防泄漏容器，并且约10%的化学药品没有进行标识。工厂管理层说，由于工厂使用的化学药品比较多和成本原因，所以工厂没有为所有的化学药品提供防泄漏设施。这个车间使用的主要化学药品就是水性漆和机油，所有员工都知道这个情况，所以部分化学药品没有标识。通过文件审核，工厂建立了化学药品管理程序，但该程序没有有效执行。参考法规：危险化学品安全管理条例 第二十条以及工作场所安全使用化学品的规定，第十二条。</p>

**Question:** 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

**ENGLISH**

**LOCAL LANGUAGE**

**Finding**

The auditee partially respected the principle, because based on document review and management interview, the factory did not provide building safety certificate and fire safety certificate of 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). Reference law: Construction Law of the People's Republic of China, Article 61. Fire Prevention Law of the People's Republic of China, Article 13. Remark: Through onsite observation, all the buildings were safety and integrity, no structural crack was found. Fire facility is fully equipped and designated employees will conduct regular inspection. The management staffs stated they would find these files.

被审核方部分遵守该原则，因为通过文件审核和管理人员访谈，工厂没有提供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）的建筑竣工验收和消防验收报告。参考法规：中华人民共和国建筑法 第61条。中华人民共和国消防法第13条。  
备注：通过现场观察，所有建筑完整和安全，没有结构性裂痕。消防设施齐全，有专人进行定期检查。管理人员表示他们将查找相关文件。

**Question:** 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

**ENGLISH**

**LOCAL LANGUAGE**

**Finding**

The factory partially respected this principle. Based on documents review, management and worker interviews and site observation, it was noted that about 30% sewing machines were not equipped with needle guards in the sewing workshop. The factory management said, these sewing machines were old, the factory did not purchase the fitted needle guards. Per documents review, the factory maintained sewing machines monthly, maintenance records were provided for review. Reference law: Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene.

工厂部分遵守该原则，基于文件审核，管理层和员工访谈以及现场观察，缝纫车间发现约30%的缝纫机没有安装护指器。工厂管理层说这些缝纫机很老旧，一直没有购买到合适的护指器。通过文件审核，工厂每月一次保养缝纫机，保养记录已提供审核。参考法律：生产设备安全卫生设计总则第6.1.6条。