

Monitored Party Hebei Bandfar Garment Co., Ltd	amfori ID 156-019540-000	Address No. 113 Gongye Road, Ningjin County, 055550 Xingtai, Hebei Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 28/08/2024	Closing Meeting Finished Date 28/08/2024	Submission Date 05/09/2024
Expiration Date 07/09/2025	Announcement Type Fully Announced	
Site Hebei Bandfar Garment Co., Ltd	Site amfori ID 156-019540-002	

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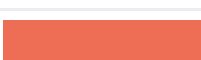

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OVERALL RATING



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	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

Lead Auditor: Burgess Liu; APSCA membership number: CSCA 21701894

Monitoring partner: TUV Rheinland

Audit schedule details: The audit was planned for 1 auditor x 1 day

Announcement type: Fully-Announced

Monitoring type: Follow-up audit

This was follow-up audit, so this audit scope only covered PA1, PA2, PA5, PA6, PA7

The rate and related evidence for the questions in PA3, PA4, PA8, PA9, PA10, PA11, PA12, PA13 was kept the same as the previous audit.

Business partner information: The auditee was 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 was established in 2001. The main product manufactured by the auditee was garment, and the main production processes are listed as following: cutting, sewing, down filling, ironing, washing, inspection and packaging. No subcontractor was used by the facility, all processes were completed by the factory self.

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 office, 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: Normal working hour was 8 hours per day and 5 days per week (from Monday to Friday).

Working on Saturday was treated as overtime and Sunday was guaranteed as rest. Attendance records from 1 August 2023 to the audit date were reviewed. One shift was arranged for the packing workers and office employees: 7:30-11:30, 13:30-17:30. Overtime will be arranged from 18:30 to 20:30. No apparent peak season or low season existed.

Time recording system: Finger printer attendance machine was used to record the time in/out.

Salary payment details: Legal minimum wage was RMB2000 per month equal to RMB 11.49 per hour since 1 January 2023. The whole month was counted as a wage calculation cycle, and the wage was paid through cash on the 25th days of next month. Payroll records from August 2023 to July 2024 were reviewed. All workers' wages were calculated by hourly rate and at least RMB 13.5 per hour. Overtime on normal working days, rest days and statutory holidays was paid at 150%, 200% and 300% of normal wage.

Worker number information: Total 522 employees including 77 male employees and 545 female employee were working in the factory. There were 430 production employees (52 male employees and 378 female employees) and 92 non-production employees. All employees were local workers. All employees were hired by the factory directly.

Good practices: None

Worker organization details: There was no labor union in the factory. Workers freely elected 6 worker representatives in

2023. The management held meetings with worker representative regularly.

Circumstances: The factory management and sampled workers were cooperative during the audit. There was no special circumstance during the audit.

Summary of findings:

PA1: insufficient management system, insufficient capacity planning;

PA2: No assessment for the implementation status of the long-term goals to protect employees.

PA5 No social insurance was provided to some employees;

PA6: Monthly overtime hours exceeded the legal requirement;

PA7: 1. Health and safety risk assessment was not comprehensive.

2. No building safety certificate and fire safety certificate of 2 flat buildings used as washing workshop and warehouse.

3. No sewing machines were not equipped with needle guards in the sewing workshop.

Living wage calculation:

#Living Wage:

1).No anker wage available for the producer location, so we used the data provided by auditing company.

2).The calculation methodology refers to anker living wage structure.

3).The data comes from the local bureau of statistics for the current year.

Attachment:

1)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 had been obtained the individual's consent during the audit.

2)The facility did not use contractor or labor agency, which makes the agency labour contract and contractor permit not applicable; the facility did not have government waiver which makes the government waiver not applicable; the facility did not have collective bargain agreement which makes the collective bargain agreement not applicable.

SITE DETAILS

Site

Hebei Bandfar Garment Co., Ltd

Site amfori ID

156-019540-002

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Textiles, Apparel & Luxury Goods

Sub Industry

Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	522	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	10	Workers

Other Metrics

Male workers	77	Workers
Female workers	445	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	3	Workers
Sample - Female	7	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

Finding

The auditee partially respect this principle. According to document review, onsite observation, management and employee interview, the factory established a series of procedures to implement amfori BSCI COC, but partial procedures could not implement efficiently caused gap to respect this principle, such as the monthly overtime exceeding 36 hours, and there were partial findings in PA 2, 5, 7. As per management interview, the management was aware of amfori BSCI COC; the management claimed that partial requirements could not be implemented according to amfori BSCI COC completely due to the budget and cost, they claimed that they would raise the budget and improve the insufficient points towards amfori BSCI COC. (Against the requirements of amfori BSCI system manual)

被审核方部分遵守该原则。根据文件审阅、现场观察、管理层和员工访谈，工厂建立了一系列的程序去执行amfori BSCI行为守则，但部分程序未能有效的执行导致对于遵守本条原则仍然有差距，如员工的月加班系统性超出36小时，以及PA 2、5、7也有部分发现点。根据管理层访谈，管理层对amfori BSCI行为守则有了了解；管理层表示由于成本和预算有部分要求未能完全按照amfori BSCI行为守则的要求来执行，他们表示会增加预算和会朝着amfori BSCI行为守则改善不足的地方。（违反了amfori BSCI系统手册中的要求。）

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

Finding

The auditee partially respect this principle. As per document review, interviews with management, workers' representative and workers, the factory established capacity planning procedure, and the management arranged the production planning according to the order from client, but the workforce capacity in the factory was not assessed and properly planned to match delivery order contracts' expectations. (Against the requirements of amfori BSCI system manual)

被审核方部分遵守该原则。通过文件审阅，管理层访谈，员工以及员工代表访谈，工厂建立了产能计划程序，管理层按照客户的订单来安排生产，但是工厂没有对现有产能是否可以按时完成客户订单数量进行评估并合理计划。（违反了amfori BSCI系统手册中的要求。）

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 respect this principle. As per document review, interviews with management, 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. (Against the requirements of amfori BSCI system manual)

被审核方部分遵守该原则。通过文件审阅，管理层访谈，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。(违反了amfori BSCI系统手册中的要求。)

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 did not respect this principle. According to document review, management and employee interview, the factory did not provide social insurance to some workers. The facility provided social insurance receipt of August 2023 to August 2024 for review, it was noted that the factory did not purchase endowment insurance to 52 out of 437 employees, did not purchase employment injury insurance to 49 out of 437 employees, did not purchase unemployment insurance to 55 out of 437 employees, did not purchase child-birth insurance and medical insurance to all 437 employees. (Remark: Total 522 workers in the factory, including 85 retired workers, no new worker, casual worker and dispatching worker in the factory). As per interview, both management and interviewed workers stated that partial workers were unwilling to participate in social insurance. The factory noticed workers about social insurance issues during the recruiting. Partial workers were purchased new rural social pension insurance at their hometown, but the management did not collected evidence so far. Reference to Social Insurance Law of the People Republic of China, Article 10, 23, 33, 44 and 53. Remark: all employees were provided group

被审核方未遵守该原则。根据文件审阅，管理层和员工访谈，工厂没有提供社保给部分工人。工厂提供了从2023年8月到2024年8月的社保发票，发现工厂没有给437位员工中的52名员工提供养老保险，没有给437位员工中的49名员工提供工伤保险，没有给437位员工中的55名员工提供失业保险，没有给全部437位员工提供生育保险和医疗保险。(备注：工厂总共有522个员工，包含85名退休员工，没有新员工，临时工和派遣工)。根据访谈，管理层和被访谈的员工都表示有部分员工不愿意购买社保。工厂在员工入职时已告知员工相关社保事宜。部分有在家乡购买新农保，但是管理层目前未收集证据。参考《中华人民共和国社会保险法》第10条，第23条，第33条，第44条和第53条。备注：工厂给所有员工提供了商业意外险，有效期从2024年1月19日到2025年1月18日。

Finding

business insurance, the valid period is from 19 January 2024 to 18 January 2025.

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 this principle. According to document (working hours management procedure, attendance records, production schedules and daily production reports) review, management and employee interview, workers' monthly overtime hours exceeded legal requirement. Based on attendance records from August 2023 to audit day review and worker interview, workers' monthly overtime hours exceeded 36 hours and the maximum was up to 56 hours: (1) The attendance records in July 2024 showed the monthly overtime hours of 10 out of 10 randomly selected employees exceeded 36 hours and the maximum was up to 50 hours; (2) The attendance records in May 2024 showed the monthly overtime hours of 10 out of 10 randomly selected employees exceeded 36 hours and the maximum was up to 50 hours; (3) The attendance records in March 2024 showed the monthly overtime hours of 10 out of 10 randomly selected employees exceeded 36 hours and the maximum was up to 56 hours. Reference law: PRC Labour Law article 41. Till the audit day, the maximum monthly overtime hours of 10 randomly selected employees were 40 hours in August 2024 (from 1 August 2024 to 28 August 2024). The interview workers stated that they worked overtime voluntarily and were willing to have overtime to increase income.

被审核方未遵守该原则。根据文件《工时管理程序、考勤记录、生产排班表、生产日报表》审阅，管理层和员工访谈，工人的月加班时间超过法规要求。根据2023年8月1号到审核当天的考勤记录以及员工访谈，工人月加班时间超过36小时，最高达到56小时。(1) (3) 2024年7月的考勤记录显示10名抽样员工中的10名月加班超过36小时，最大的达到50小时；(2) 2024年5月的考勤记录显示10名抽样员工中的10名月加班超过36小时，最大的达到50小时；(3) 2024年3月的考勤记录显示10名抽样员工中的10名月加班超过36小时，最大的达到56小时。参考法律法规：《中华人民共和国劳动法》第41条。至审核当天，10名抽样员工在2024年8月的最大加班时间为40小时（从2024年8月1号到2024年8月28号）。访谈工人表示他们自愿加班且愿意加班来增加收入。

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	
<p>The auditee partially respect this principle. According to document review, onsite observation, 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. Per management, they will conduct the risk assessment soon. (Against the requirements of amfori BSCI system manual)</p>	<p>被审核方部分遵守该原则。根据文件审阅，现场查看，管理层访谈，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。管理层表示，他们会尽快进行评估。(违反了amfori BSCI系统手册中的要求。)</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	
<p>The auditee partially respect this principle. According to document review, onsite observation, 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.</p>	<p>被审核方部分遵守该原则。根据文件审阅，现场查看，管理层访谈，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。</p>

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	
<p>The auditee partially respect this principle.</p>	<p>被审核方部分遵守该原则。根据文件审阅，现场查</p>

Finding

According to document review, onsite observation, management interview, it was noted that about 30% sewing machines were not equipped with needle guards in the sewing workshop. The factory management said, the sewing machine was old, the factory did not purchase the fitted needle guards. Reference law: Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene.

看，管理层访谈，缝纫车间发现约30%台缝纫机没有安装护指器。工厂管理层说这台缝纫机很老旧，一直没有购买到合适的护指器。参考法律：生产设备安全卫生设计总则第6.1.6条。