

Monitoring result for JIANGXI PROVINCE XIN BANG GARMENTS CO.,LTD on site Site 1

Monitoring

Monitored Party	: JIANGXI PROVINCE XIN BANG GARMENTS CO.,LTD	amfori ID	: 156-020714-000
Site	: Site 1	Site amfori ID	: 156-020714-001
Address	: B11-12, Gongqing City Export Garment Industrial Park, Gonganzhong Road, Gongqing City	Monitoring Activity	: amfori Social Audit - Manufacturing
	: Jiujiang	Monitoring Type	: Full Monitoring
	: Jiangxi Sheng	Submission Date	: 18/08/2021
	: China	Expiration Date	: 18/08/2022

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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	B
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

JIANGXI PROVINCE XIN BANG GARMENTS CO.,LTD (91360405MA364HL503) was established on Jul. 24, 2017 and located at B11-12, Gongqing City Export Garment Industrial Park, Gonganzhong Road, Gongqing City, Jiujiang, Jiangxi, China. The main products manufactured in the factory were down jacket, cotton padded clothes, cotton trousers, jacket, windbreaker with the main production activities was cutting, sewing, ironing, down filling and packing.

Total 91 employees worked in the factory including 29 male employees and 62 female employees, all employees were recruited by the audited factory directly.

The factory used finger scanning attendance system to record working hours for employees. Employee sometimes had 0-2 hours OT in the working days and usually 0-8 hours OT on Saturdays. No any OT was arranged on Sunday and public holidays. The maximum daily OT/weekly working hours/monthly OT working hours were respectively 2 hour/58 hours/82 hours. The factory had set up wages and benefit paying system, which included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave, etc. Based on the wages from Jul. 2020 to Jun. 2021, the minimum wage was RMB2600 per month which was higher than the legal requirement. What's more, the factory paid accommodation and full-attendance bonus for the workers. The factory paid salary to the employees in the end of the following month by cash.

The management allowed auditors to visit and take photos for all areas of the factory, review production records, all attendance records and payroll records. Workers interview were conducted in confidential and independent place without any interference. All interviewees were cooperated with auditor. Normally they were satisfied with the factory. Mrs. Xiong Wenfei/General Manager and Mrs. Xiong Donghua/workers representative attended the opening and close meeting and signed the onsite CAP. Remark:

1. The audited factory rent two 3-storey production buildings (11# and 12#) in the industrial estate used as workshop, warehouse and office. The other buildings of the industrial estate were all rent by the other factories from the landlord. The audited factory did not provide the meal or dormitory for the employees. Based on onsite observation and interview, there was not any employee/management or process mixing between the factories. The audited factory provided the independent business license and the plant purchase contract for review during the audit and this audit was only covered the areas under the business license of the audited factory.

2. The audit information was as below:

Announcement Type: Semi-announced

Monitoring Date: Aug. 9-10, 2021

Monitoring firm: SGS (Monitoring firm APSCA #: 11600006)

Auditor name: Stefanie Liu (APSCA member No.: CSCA21702102)

Site Details

Site	: Site 1	Site amfori ID	: 156-020714-001
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	91 Workers
Legal minimum wage in local currency	1610 Monthly
Lowest wage paid for regular work at the site	2600 Monthly
Calculated living wage in local currency	2165 Monthly
Total sample	10 Workers

Other Metrics

Male workers	29 Workers
Female workers	62 Workers
Permanent workers - Male	29 Workers
Permanent workers - Female	62 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	6 Workers
Management - Female	5 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	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	3 Workers
Domestic migrant workers - Female	2 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	29 Workers
Workers hired directly - Female	62 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	6 Workers

Findings

PA1: Social Management System

1.1- The main auditee partially respected the principle because the factory did not completely identify the non-compliance in Amfori BSCI system implementation. The Amfori BSCI procedure and policy were established and documented, and it was implemented during the factory operation and updated periodically; but gaps were identified between the requirements of Amfori BSCI during the system implementation, there were health and safety issues, working hour issues etc. The factory internal audit was incomplete that not all the non-compliances were observed during the system implementation.

被审核方没有完全识别系统运行存在的不符合问题而部分遵守Amfori BSCI行为守则。工厂有建立Amfori BSCI体系的相关程序并在日常生产中执行该程序,且定期更新。但是工厂在执行Amfori BSCI体系时与要求存在差距,工厂现场存在健康安全问题和工时管控超时等。工厂内审不全面,未能发现体系运作中实际存在的问题。

1.4- The main auditee partially respects this principle. The factory had calculated the production capacity and formulate the production plan according to the orders, but Some of the workers' monthly OT hours exceeded legal requirement due to the working hours control system was not implemented effectively.

被审核方部分遵循该准则。工厂有进行产能核算并依据订单制定生产计划,但是工厂的工时控制计划实施不完善导致部分员工的月加班时间超出法规要求。

PA 2: Workers Involvement and Protection

2.2- The auditee partially respects this principle because the factory defined long term goals for protecting workers, but the factory did not conduct the regular evaluation for the goals by item.

被审核方已定义保护员工的长期目标,但是工厂没有对该目标实施逐项的定期评估而部分遵循该准则。

PA 3: The Rights of Freedom of Association and Collective Bargaining

3.1- The main auditee partially respects this principle because the workers representatives had been elected by the workers in the factory. But according to interview statement of workers, some of them did not know who the worker representative was.

被审核方有组织员工选举员工代表,但是基于员工访谈发现,部分员工不清楚员工代表是谁而部分遵循该准则。

PA 5: Fair Remuneration

5.5- The main auditee does not respect this principle because they did not provide any kind of social insurance to all the employees. The factory provided commercial injury insurance for 10 employees out of the 91 in total which valid from Jul. 23, 2021 to Jul. 22, 2022.

被审核方因没有为所有员工购买任何社保而未遵守该原则。工厂有为其中91名员工中的10名购买了商业意外险,有效期从2021年7月23日至2022年7月22日。

PA 6: Decent Working Hours

6.2- The main auditee does not respect this principle. Because workers' overtime hours did not comply with legal requirements. Based on sampling review of workers' attendance records from Jul. 2020 to the audit day, it was noted that about 80% sampled workers' monthly overtime hours were exceeded 36 hours and up to 82 hours in Aug. 2020 included 42 OT hour on weekdays and 40 OT hour on Saturdays.

被审核方因未确保员工的加班时间符合法规要求而未遵守该原则。根据抽样查看员工自2020年7月至审核当天的考勤显示,约80%抽样员工的月加班时间超过了36小时,最高的在2020年8月达到了82小时,其中正班加班42小时,周六加班40小时。

PA 7: Occupational Health and Safety

7.1- The main auditee partially respects this principle because the factory had established the complete management system on health and safety, included identify and awareness of related legal regulation, health and safety check, training and etc. However, Some findings on H&S that violated the local regulations were found during the audit.

被审核方因已建立完整的健康安全管理体系,包括相关法规的识别与了解,健康安全检查,培训等,但在审核当天工厂在健康安全方面仍有违反当地法规的问题出现而部分遵守该原则。

7.2- The main auditee does not respect this principle because the factory only provided the injury insurance for 10 workers out of the 91 in total.

被审核方因仅为91名员工中的10名购买工伤险而未遵循该准则。

PA 7: Occupational Health and Safety

7.3- The main auditee partially respects this principle because the factory had carried out regular risk assessment for safe, healthy and hygienic working conditions. But the factory only provided the occupational health examination for two down filling workers out of the three in total.

被审核方因有针对安全，健康和卫生工作条件进行定期风险评估，但工厂仅为3名充绒员工中的2名提供了职业病体检而部分遵守该准则。

7.6- The main auditee partially respects this principle because three down filling workers only wore the one-off mask during the operation but not the factory provided dust-proof mask on the audit day.

被审核方部分符合该原则，原因是审核当天工厂3充绒员工操作时仅佩戴一次性口罩而非工厂提供的防尘口罩。

7.17- The main auditee does not respect this principle because all sewing machines and nailing machines of the factory were missed the finger guards on the audit day.

被审核工厂因审核当天工厂所有针车和打钮机没有护指器未遵守该原则。

7.22- The main auditee partially respects this principle because the privacy doors for two squat positions of the toilet on 2F of production building No. 11 of the factory were fell off on the audit day.

被审核方因审核当天工厂11号生产楼二楼2处洗手间蹲位隐私门脱落而部分遵循该准则。

PA 10: No Precarious Employment

10.2- The main auditee partially respects this principle because labor contracts were signed with all workers and copies were issued to workers, but labor contracts signed with workers exposed to hazardous factors (such as down filling) did not include the content of occupational hazardous announcement and prevention.

被审核方部分遵循准则。工厂有同员工签订劳动合同并提供副本，但是工厂同接触职业危害的员工(如充绒)签订的劳动合同没有包含职业危害告知及预防等内容。