

Monitoring result for Jiangsu Sainty Jintan Garments Co., Ltd. on site Jiangsu Sainty Jintan Garments Co., Ltd.

Monitoring

Monitored Party	: Jiangsu Sainty Jintan Garments Co., Ltd.	amfori ID	: 156-008035-000
Site	: Jiangsu Sainty Jintan Garments Co., Ltd.	Site amfori ID	: 156-008035-002
Address	: No.218 Huacheng Road Jintan District Changzhou City Jiangsu Province China	Monitoring Activity	: amfori Social Audit - Manufacturing
	: 213200, Changzhou	Monitoring Type	: Follow-up Monitoring
	: Jiangsu Sheng	Submission Date	: 08/12/2021
	: China	Expiration Date	: 15/12/2022

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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	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

Jiangsu Sainty Jintan Garments Co., Ltd. was located at No.218 Huacheng Road Jintan District Changzhou City Jiangsu Province China. The number of factory business license was 91320413756446926T, it was founded on Jan 9, 2004, its main products were Windbreaker, slacks, cotton coat, coat. The main processes were cutting, sewing, ironing, inspection and packing in the factory. There was no obvious peak season in the factory.

There were 170 workers in the auditee factory during audit, including 50 male workers and 120 female workers. 2 male worker and 4 female workers were selected for interview, they were interviewed as one group (3 workers in the group) and 3 workers were interviewed individually. All 6 sample workers were permanent workers, 1 sample worker was domestic migrant people. The normal working hours of all workers were 8 hours per day, 5 days per week, the normal working time of production workers: 7:30-11:30, 12:30-16:30, workers sometimes OT for 2 hours on weekdays and OT for 8-10 hours on some Saturdays, the normal working time of office workers: 7:30-11:30, 13:00-17:00, the normal working time of canteen workers: 8:30-13:00, 14:00-17:30, workers' attendance was recorded by electrical attendance recorder (Face recognition and fingerprint system). All workers had one day off per seven days.

The minimum wage in the factory was RMB2600 per month now, the local minimum wage was RMB2280 per month from Aug 1, 2021, RMB1830 per month before Aug 1, 2021. The factory paid workers' wage at the 30th of each following month by bank transfer, the settlement cycle was a natural month.

Yang Jun (Vice General Manager), Ling Yunhua (Vice Manager) and Luo Kouhong (Worker representative) attended opening meeting and closing meeting. All of the interviewees showed cooperative attitude, effective evidence was collected during the worker interview. The management showed a cooperative attitude during the audit. They agreed auditor conducted whole audit including workplace observation and confidential workers interviews without any influence. And they were willing to take corrective action for the findings identified during the audit. Ling Yunhua (Vice Manager) and Luo Kouhong (Worker representative) had signed the onsite CAP.

Remark:

The audited factory used one 1-storey building as workshop, warehouse, and office, one 2-storey building for canteen (2F leave unused). One 4-storey dormitory building leave unused, this building was being renovated, no workers lived in it, other buildings were rented to other companies as warehouses, the factory provided the rental contracts and their business licence.

Two down filling machines were not put into used yet in the workshop.

Announcement Type: Semi-announced

Monitoring Date: Nov. 26, 2021

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

Auditor name: Lily Gong (APSCA member No. CSCA21702051)

Site Details

Site

: Jiangsu Sainty Jintan Garments Co., Ltd.

Site amfori ID

: 156-008035-002

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	170 Workers
Legal minimum wage in local currency	2280 Monthly
Lowest wage paid for regular work at the site	2600 Monthly
Calculated living wage in local currency	2629 Monthly
Total sample	6 Workers

Other Metrics

Male workers	50 Workers
Female workers	120 Workers
Permanent workers - Male	50 Workers
Permanent workers - Female	120 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	9 Workers
Management - Female	15 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	3 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	15 Workers
Domestic migrant workers - Female	11 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	50 Workers
Workers hired directly - Female	120 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	2 Workers
Sample - Female	4 Workers

Findings

PA1: Social Management System

1.1 Follow up audit on Nov.26, 2021: Open The main auditee partially respects this principle because the factory established written policy and procedure regarding amfori BSCI management. But the factory did not implement the procedure effectively, also non-conformances were found in some PAs.

1.1 2021年11月26日 跟进审核：未关闭 被审核方部分遵循该准则。工厂建立了关于amfori BSCI管理的书面政策及程序，但是未有效执行这些程序，例如有些PA仍然有不符合发现。

1.4 Follow up audit on Nov.26, 2021: Open The main auditee partially respects this principle because the audited factory had established a capacity planning program, the factory did not arrange production plan in accordance with amfori BSCI requirement of overtime, the factory did not control overtime per the regulation requirement, employee's monthly overtime had exceeded the limit of local law.

1.4 2021年11月26日 跟进审核：未关闭 被审核方部分遵循该准则。被审核方制定了产能规划的程序，工厂并未按amfori BSCI加班时间的要求安排生产计划，工厂没有按法规要求来管控加班时间，员工的月加班时间超过法规要求。

PA 2: Workers Involvement and Protection

2.4 Follow up audit on Nov.26, 2021: Open The factory partially respects this principle. The factory had provided training of amfori BSCI Code to all employees and posted amfori BSCI Code onsite, but the factory did not assess the training effect, 3 interviewed workers did not know the amfori BSCI Code clearly.

2.4 2021年11月26日 跟进审核：未关闭 被审核方部分遵循该准则。虽然工厂对所有员工进行amfori BSCI行为准则的培训，现场张贴了amfori BSCI行为准则，工厂没有评估培训效果，3名访谈员工不太了解amfori BSCI Code的内容。

PA 5: Fair Remuneration

5.5 Follow up audit on Nov.26, 2021: Open The main auditee does not respect this principle, there were 170 workers in total, and 39 workers had reached the retirement age, 2 hired less than one month. The factory provided social insurance for 110 workers. The factory provided commercial injury insurance to other workers which valid from Aug.4, 2021 to Aug.3, 2022.

5.5 2021年11月26日 跟进审核：未关闭 被审核方未遵守该原则，工厂共有员工170人，其中39名员工达到了退休年龄，2名新入职不满一个月的员工，工厂为110人购买了社保，工厂为其他员工购买了雇主责任险，有效期自2021年8月4日至2022年8月3日。

PA 6: Decent Working Hours

6.2 Follow up audit on Nov.26, 2021: Open The main auditee does not respect this principle. Based on the attendance records from Dec 1, 2020 to the audit date, all sampling workers' monthly overtime exceeded 36 hours, the maximum monthly overtime was 60 hours (overtime weekdays 20 hours, overtime weekends 40 hours) which happened in Jul. 2021. The maximum weekly working hours was 60 hours.

6.2 2021年11月26日 跟进审核：未关闭 被审核方未遵循该准则。根据工厂提供的2020年12月1日至审核当天的考勤记录显示，所有抽样的工人月加班时间超过36小时，最大达到60小时(平时加班时间20小时，周末加班时间40小时)，发生在2021年7月。最大周工时60小时。

PA 7: Occupational Health and Safety

7.11 Follow up audit on Nov.26, 2021: Closed The main auditee respects this principle. During audit, the auditee factory provided calibration report of pressure gauge, valid from Nov.10, 2021 to May.9, 2022, verification conclusion: acceptable.

7.11 2021年11月26日 跟进审核：关闭 被审核方遵循该原则。审核期间工厂提供了压力表的校验报告，有效期是2021年11月10日至2022年5月9日，校验结论：合格。

7.17 Follow up audit on Nov.26, 2021: Open The main auditee partially respects this principle. Factory installed finger guards for sewing machines in sewing workshop, but the finger guard of one sewing machine was not used effectively during audit.

7.17 2021年11月26日 跟进审核：未关闭 被审核方部分遵循该原则。工厂缝纫机安装了护指环，但审核期间发现有一名员工未有效使用护指环。

7.25 Follow up audit on Nov.26, 2021: Open The factory partially respects this principle because some fabrics were piled against the wall in the warehouse.

7.25 2021年11月26日 跟进审核：未关闭 被审核方部分遵循该准则，因为工厂仓库部分面料靠墙堆放。