

Monitoring result for Baodi Jinyu Garment Factory on site Site 1

Monitoring

Monitored Party	: Baodi Jinyu Garment Factory
amfori ID	: 156-040195-000
Site	: Site 1
Site amfori ID	: 156-040195-001
Address	: 天津市宝坻区林亭口镇林中路22公里处 22km from Linzhong Road, Lintingkou Town, Baodi District, Tianjin, China
	: 301800, Tianjin
	: Tianjin Shi
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Monitoring Partner	: TÜV NORD CERT GmbH
Monitoring Start Date	: 03/11/2022
Closing Meeting Finished Date	: 04/11/2022
Submission Date	: 19/11/2022
Expiration Date	: 19/11/2023

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Overall rating

A	B	C	D	E	None
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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

Announced Type: Fully Announced

Monitoring Type: Full Monitoring

Monitoring Partner: TÜV NORD CERT GmbH (APSCA Firm Member: 11600051)

Leader Auditor: Ivy Qiao (APSCA Number: CSCA 21701960)

[Location and size]:

Baodi Jinyu Garment Factory (local name, business license number and address: 天津市宝坻区金羽服装加工厂 92120224MA07CL735F, 天津市宝坻区林亭口镇林中路22公里处), started business in Jun. 2021, in the place of 22km from Linzhong Road, Lintingkou Town, Baodi District, Tianjin, China. The factory composed of two 1-storey buildings as office, workshops and warehouse, the total area was around 3,020 square meters. There was no dormitory and canteen provided by the auditee.

[Structure of facility]:

The main business products were garments. The main process included cutting, sewing, finishing and packing.

[Employee analysis]:

There were 97 employees on the roster. All employees were permanent employees, 0 workers were migrant employees from other provinces in China. 75 employees were female.

All employees were present on the audit date.

[Summary of working hours]:

The factory used the electric attendance system to record the working hours. The normal working shift is from 7:30 to 17:00 with 1.5 hours lunch break from 11:30 to 13:00 from Monday to Friday. The Saturday overtime is noted as same as the regular working day for 24 hours to 40 hours per month.

The factory provided the working time records from Oct. 2021 to audit date for review. The regular working time was 8 hours per day, 5 day per week, 8 hours overtime on Saturday normally. The max monthly overtime was 62 hours.

[Summary of compensation]:

The local minimum wages were RMB 2,180 per month from Jul. 1, 2021.

The factory provided payrolls from Oct. 2021 to Sep. 2022 for review.

Workers paid by hourly rate; the basic wage was more than RMB 2,600 per month. For overtime wages, the factory paid 150% of normal pay for overtime working on normal working day and paid 200% of normal pay for overtime working on Saturday.

The wages were paid by cash on or before 10th of each month. The auditee only purchased social insurance for 3 out of 97 employees. The auditee purchased commercial work-related injury insurance for all employee.

[Summary of Interview]:

Worker interviews were conducted individually and in group.

Randomly selected 14 employees, no complaint was raised.

[Special scene during on site observed]:

1. There was no contractor and agency used by the auditee, so the agency labor contract or contractor license/permit not applicable for the auditee.
2. The auditee did not obtain any government waivers.
3. There was no contractor license and collective bargaining agreement in the auditee.

Site Details

Site : Site 1
Site amfori ID : 156-040195-001

GICS Classification

Sector : Consumer Discretionary
Industry Group : Consumer Durables & Apparel

amfori Process Classifications

N.A.

NACE Classification

N.A.

Industry : Textiles, Apparel & Luxury Goods
Sub Industry : Apparel, Accessories & Luxury Goods

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	97 Workers
Legal minimum wage in local currency	2180 Monthly
Lowest wage paid for regular work at the site	2600 Monthly
Calculated living wage in local currency	2250 Monthly
Total sample	14 Workers

Other Metrics

Male workers	22 Workers
Female workers	75 Workers
Permanent workers - Male	22 Workers
Permanent workers - Female	75 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	2 Workers
Management - Female	3 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	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	22 Workers
Workers hired directly - Female	75 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	10 Workers

Findings

PA1: Social Management System

The auditee established management system; however, it was not effective for some performance areas, such as Occupational Health and Safety and working hour etc.

被审核方已建立社会责任管理体系，但是并未有效执行，如职业健康和安全和工作时间等。

The auditee didn't organize workforce capacity properly and monthly overtime exceeded legal requirement.

被审核方没有对其产能进行合理规划，从而导致工厂的月加班超出法规要求。

PA 2: Workers Involvement and Protection

The auditee had not yet provided the survey reports on the user satisfaction with its grievance procedure though grievance records for past 12 months provided by auditee were complete blank.

工厂提供过去12个月的申诉记录都为空白，并且被审核方未提供关于其申诉程序的调查报告。

PA 5: Fair Remuneration

The auditee did not provide social insurance for all employees, details as: In Oct. 2022, the auditee only purchased social insurances for 3 out of 97 employees. Meanwhile, the auditee purchased commercial work-related injury insurance for all employees. Reference law/regulation: PRC Labor Law, Article 72 and 73.

受审核方未给全部员工提供社会保险。具体情况如下：2022年10月，受审核方只给97名员工中的3人提供了社会保险。同时，受审核方为所有员工缴纳了商业意外伤害险。参考法律法规：《中华人民共和国劳动法》第72条73条。

PA 6: Decent Working Hours

Based on 14 sample workers' attendance records, who selected from Dec. 2021, Jul. 2022 and Sep. 2022, it was noted that the maximum overtime working hours of randomly selected workers' were 56 hours in Dec. 2021, 62 hours in Jul. 2022 and 46 hours in Sep. 2022. This violated the PRC Labor Law article 41.

根据抽样的14名工人的考勤记录(2021年12月，2022年7月和2022年9月)，发现2021年12月最大加班时间是56小时，2022年7月是62小时，2022年9月是46小时。此项违反了《中华人民共和国劳动法》第41条。

PA 7: Occupational Health and Safety

During risk assessment, EHS management system developing and implementation, no worker representative was involved.

在风险评估过程，健康安全管理系统开发和执行过程中，无员工代表的参与。

There were parts of raw materials in the warehouse were stored against the wall through onsite review. Reference law: General Rules for Fire safety Management of Storage Occupancies, article 6.8.

现场发现工厂仓库的部分材料存在靠墙放置现象。参考法律法规：《仓储场所消防安全管理通则》第6.8条。

No inner cover for part electrical control panels in workshop was installed and the external panel were opened. Reference law: General Guide for Safety of Electric User (GB/T13869-2008), Article 6.7

车间部分电箱没有内盖并且外盖打开。参考法规：用电安全导则 (GB/T13869-2008)第6.7条。

PA 13: Ethical Business Behaviour

The auditee had not yet developed mechanism or system to collect and use personal information with reasonable care.

被审核方没有有效的程序或机制来保护个人隐私。