

Monitoring result for GLOBAL FASHION CO.,LTD on site GLOBAL FASHION CO.,LTD

Monitoring

Monitored Party	: GLOBAL FASHION CO.,LTD
amfori ID	: 156-003053-000
Site	: GLOBAL FASHION CO.,LTD
Site amfori ID	: 156-003053-003
Address	: 2/F, No.6 & No.9 Building, 3/F, No.7 Building , No.340 Zhangqiao Road, Fuyang Development Zone : 236000, Fuyang : Anhui Sheng : China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Monitoring Partner	: TÜV SÜD
Monitoring Start Date	: 08/03/2023
Closing Meeting Finished Date	: 10/03/2023
Submission Date	: 20/03/2023
Expiration Date	: 20/03/2024

This is an extract of the online monitoring result, generated on 21/03/2023, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - The English version is the legally binding one.



amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent. © amfori, 2021

Overall rating



Section rating

PA1: Social Management System	D
PA 2: Workers Involvement and Protection	B
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

[Location and size]:

The auditee (Global Fashion Co., Ltd). The Business license number: 91341200MA2UDR9W1G and the auditee was located at 2/F, No.6 & No.9 Building, 3F, No 7 Building, 340 Zhangqiao Road, Fuyang Development Zone, Anhui Province, China. The auditee was established on 17 December 2019. The total construction area of about 8,500 square meters.

[Structure of facility]:

Within the premises, the auditee rented and used 2F of two 4-storey buildings(No.6&No.9 building) and 3F of one 4-storey building(No.7 building) was unused. The 2F of No.6 building was used as office, cutting, sewing, down filling workshops and raw material warehouse, the 2F of No.9 building was used as sewing, ironing, packing workshops and finished goods warehouse. The factory did not provide canteen, dormitory or transportation to workers. The main products were cotton clothing, down jacket and clothing. The productive operation includes cutting, sewing, down filling, ironing and packing.

[Employee analysis]:

There were 182 employees working in the factory. Among them 153 were production employees, 29 non-production employees. All employees were permanent employees, 3 migrant employees worked in the factory. And there were total 161 female employees.

[Summary of working hour]:

Factory uses electronic attendance machine to record workers' working time. Attendance records from Feb 2022 to the audit date were provided for review. As per management and workers interview, there was no peak season in production for the year of 2022/2023. 16 workers' attendance records of Jul 2022, Nov 2022 and Jan 2023 were sampled for review. All employees worked in one shift (08:00-12:00; 13:00-17:00; 18:00-20:00 if busy). 2 hours overtime on some working days, 8 hours overtime arranged on Saturday regularly. No overtime on Sundays or holidays. The maximum working time was 10 hours (8 hours regular time + 2 hours overtime) per day, 52 hours (40 hours regular time + 12 hours overtime) per week. The maximum weekly overtime hours were 12 hours, the maximum monthly overtime hours were 56 hours.

[Summary of compensation]:

Payroll from Feb 2022 to Jan 2023 were provided for review. Wages were issued at the end of each month by bank. 16 workers' payroll records of Jul 2022, Nov 2022 and Jan 2023 were sampled for review. The minimum wage paid to employees was RMB 2200 per month, which was higher than the local minimum wage rate of RMB 1870 per month since March 2023 and RMB 1430 per month before March 2023. The overtime was paid as 150% and 200% of normal rate for the overtime on weekdays and Saturday respectively.

#For living wage, we do not use the data on GLWC website, but the calculation method still follows Anker's methodology. The data were mainly manually collected through local market investigation and worker interview by auditor.

[Summary of interview]:

Workers' interviews were conducted by individual and in group. Randomly selected 16 employees, no complaint was raised.

[Special scene during on site observed]:

1. Based on site observation, there were at least 20 buildings in the audited area. The auditee only rented 2F of two 4-storey buildings(No.6&No.9 building) and 3F of one 4-storey building(No.7 building), the rest areas of these buildings were used by other factories which were independent companies with the separated business licenses, management system and employees. The leasing agreements and business licenses were provided for review. There was no relationship between the auditee and the other factories. No management staff or worker was shared.
2. No contractor or agency was used by the factory, which made the contractor license and agency labor contract not applicable.
3. No government waiver was obtained by the factory, which made the government waiver not applicable.
4. No inconsistencies was found during the audit, which made the inconsistencies was not applicable.
5. No collective bargaining agreement was available in the factory, which made the collective bargaining agreement not applicable.
6. The construction finished fire approval and construction finished inspection permit were conducted by the landlord, the auditee did not decorate or transform the buildings after rented these buildings.
7. In January 2023, the factory rented the 3F of No.7 building for the finished product warehouse and changed the business license address. During the audit, it was found that the 3F of No.7 building is currently idle. The factory management said that it has just been rented, it is still planning the specific layout and has not yet been officially launched.
8. All 3 migrant employees of the factory are all non-production employees, so the sampled interviewees does not cover the migrant employees.
9. Audit Company: TUV SUD, audit date: 8-10 March 2023, Announcement type: Announced. Auditor and APSCA Number: Lead auditor: Matt Yang, APSCA number: CSCA 21702796.
10. The planned window period on the audit platform is from the afternoon of March 8 2023 to the afternoon of March 10 2023, but due to actual transportation and work arrangements, this audit has conducted from the morning of March 8 2023 to the noon of March 10 2023.

Site Details

Site : GLOBAL FASHION CO.,LTD
Site amfori ID : 156-003053-003

GICS Classification

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

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	182 Workers
Legal minimum wage in local currency	1430 Monthly
Lowest wage paid for regular work at the site	2200 Monthly
Calculated living wage in local currency	1572 Monthly
Total sample	16 Workers

Other Metrics

Male workers	21 Workers
Female workers	161 Workers
Permanent workers - Male	21 Workers
Permanent workers - Female	161 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	1 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	1 Workers
Domestic migrant workers - Female	2 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	21 Workers
Workers hired directly - Female	161 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	12 Workers

Findings

PA1: Social Management System

The BSCI management system of the factory failed to fully comply with the BSCI code of conduct, because non-compliance items were found in some implementation areas during this audit.

工厂的BSCI管理体系未能完全符合BSCI行为准则，因为此次审核中在一些执行领域发现不符合项。

The factory did not establish capacity assessment process, nor did it calculate the production cost. At the same time, most of the employees' monthly overtime hours violated the legal limit.

工厂没有建立产能评估程序，也没有进行了生产成本计算。同时大部分的员工月加班时数违反法律限制。

PA 2: Workers Involvement and Protection

The factory had defined a long-term goal to protect workers according to the BSCI Code of Conduct, but the long term goal did not reflect a step-wise approach toward making sustainable improvements and did not genuinely involve workers and workers representatives in defining the goals.

工厂有按照BSCI守则建立保护工人的长远目标，但是此目标未反映做出可持续改进的渐进式方法，并且没有确实地让工人和工人代表共同参与制定此目标。

According to the interview, the employees' representative knows her responsibilities. Although the factory posted the BSCI code of conduct on site, the employees' representative was not clear about the BSCI principles or other concepts of social responsibility.

根据访谈得知，员工代表知道她的职责。工厂虽然张贴了BSCI行为守则在现场，但员工代表并不清楚BSCI原则或其它社会责任概念。

PA 5: Fair Remuneration

The minimum wage paid by the factory to employees exceeds the local minimum wage standard, but the factory management does not know the local decent wage level.

工厂支付给员工的最低工资超出当地最低工资标准，但是工厂管理层不了解当地地面工资水平。

Total 182 employees were available at the facility during the audit period, there were 25 newly joined employees and 27 retired employees, no dispatched workers or temporary workers during the recent 3 months. Based on management and workers' interview, it was noted that the facility only provide pension insurance, medical insurance, unemployment insurance, work related injury insurance and child bearing insurance for partly employees, employees did not participate in social insurance because some employees participated in agricultural insurance. During the audit period, the factory provided the social insurance payment records from December 2022 to February 2023. According to the social insurance payment record in February 2023, the factory provided the work related injury insurance, pension insurance, medical insurance, unemployment insurance and child bearing insurance for 53 employees, insured proportion was about 41%. Reference law: Labor Law of the PRC, Article 72 and Article 73. The factory had purchased group commercial insurance for all employees (100%, valid since 11 March 2022 to 10 March 2023, 1 May 2022 to 30 April 2023, 26 June 2022 to 25 June 2023).

审核期间工厂共有182名员工，最近3个月有25名新进员工和27名退休员工，没有派遣工或临时工。根据管理层及员工访谈确认，工厂仅提供养老保险、医疗保险、失业保险、工伤保险及生育保险给部分员工，员工没有参加社保是因为部分员工参加了农保。审核期间工厂提供了2022年12月至2023年2月的社保缴费记录。根据2023年2月的社保缴费记录显示，工厂给53名员工提供了工伤保险、养老保险、医疗保险、失业保险及生育保险，参保比例约41%。工厂为所有雇员购买了团体商业保险（100%，有效期分别为2022年3月11日至2023年3月10日，2022年5月1日至2023年4月30日，2022年6月26日至2023年6月25日）

PA 6: Decent Working Hours

The payrolls of February 2022 to January 2023 and the working time records from February 2022 to the audit day provided by the factory, showed that the monthly overtime hours exceeded 36 hours in most months. For three sampled months, all sampled workers' monthly overtime was 56 hours in July 2022; all sampled workers monthly overtime was 50 hours in November 2022. Reference law: PRC Labour Law article 41.

根据工厂提供的2022年2月至2023年1月的工资以及2022年2月至审核当天的考勤记录，员工在大多数月份加班超过法规要求。比如抽样三个月里，2022年7月所有16名抽样员工均加班56小时，2022年11月所有16名抽样员工均加班50小时。

PA 7: Occupational Health and Safety

The factory had established the health and safety management, but the implementation was insufficient, because of the defects found in this audit.

工厂建立了健康安全管理，但实施不足，因为此次审核中发现缺陷。

PA 7: Occupational Health and Safety

Risk assessment regarding occupational health and safety was conducted, the factory conducted workplace occupational hazards testing but did not provide occupational disease physical examination for workers exposed to occupational hazards. Reference Law: PRC Law on Prevention and Control of Occupational Diseases (2002) Amendment (2018), Article 35

进行了职业健康安全风险评估，工厂进行了工作场所职业危害因素检测，但是没有提供职业病体检给接触到职业危害的员工。

The factory did not provide the EHS committee election record, during the risk assessment, EHS management system developing and implementation, no workers' representatives were involved.

工厂未提供健康安全委员会的选举过程记录，在风险评估过程，健康安全管理系统开发和执行过程中，员工代表未参与。

The factory had electricians to regularly maintain electrical facilities, most electric boxes were well maintained but it was found that there was one electrical box in the warehouse without insulation cover. Reference Law: General Guide for Safety of Electric User (GB/T13869-2017), Article 5.1.2

工厂有电工定期维护电气设施，大部分电箱维护良好但是发现仓库内有一处电箱缺少绝缘外盖。

PA 10: No Precarious Employment

The factory has signed labor contracts with all directly employed employees. The factory does not use dispatched workers, but does not provide social insurance for some employees.

工厂已和所有直接雇佣员工签订劳动合同，工厂未使用派遣工，但未给部分员工提供社会保险。

PA 13: Ethical Business Behaviour

The factory established the policy based on BSCI principle on ethical business behavior, but the reward for ethical behavior and integrity was not covered.

工厂基于BSCI原则建立了商业道德规范政策，但没有建立鼓励商业道德行为的奖励机制。