

# Monitoring result for SHANGHAI EAST DRAGON FABRIC&GARMENT CO.,LTD on site SHANGHAI EAST DRAGON FABRIC&GARMENT CO.,LTD



## Monitoring

Monitored Party : SHANGHAI EAST DRAGON FABRIC&GARMENT CO.,LTD  
amfori ID : 156-025902-000  
Site : SHANGHAI EAST DRAGON FABRIC&GARMENT CO.,LTD  
Site amfori ID : 156-025902-001  
Address : NO 8 Nanlu Road Nanhui Industrial Park, Pudong New District  
: 201300, Shanghai  
: Shanghai Shi  
: China  
Monitoring Activity : amfori Social Audit - Manufacturing  
Monitoring Type : Full Monitoring  
Monitoring Partner : TUV Rheinland  
Monitoring Start Date : 09/01/2023  
Closing Meeting : 18/01/2023  
Finished Date :  
Submission Date : 18/01/2023  
Expiration Date : 18/01/2024

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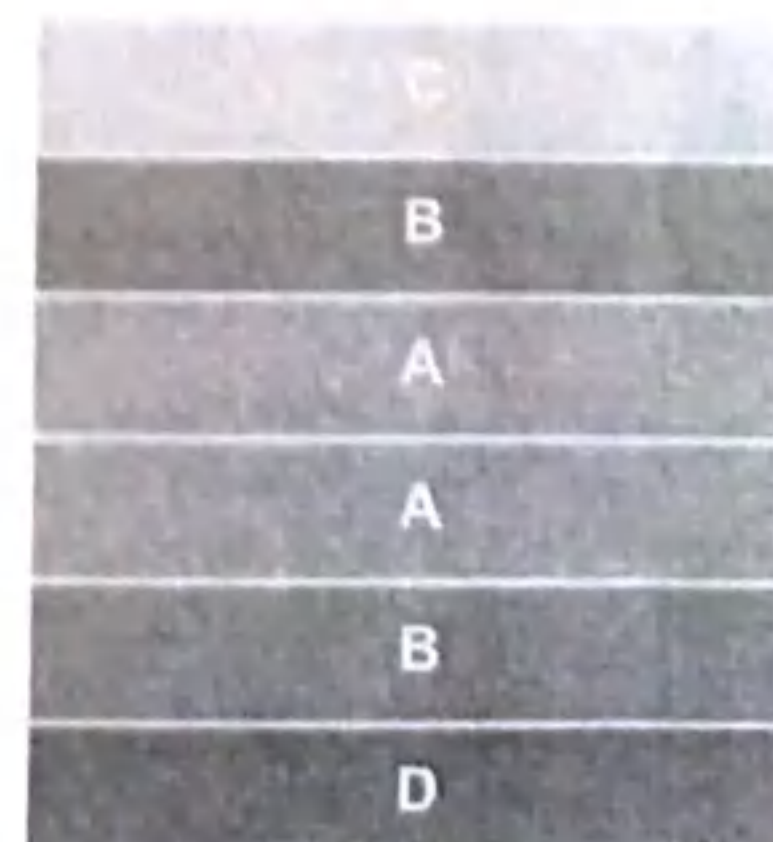
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## Overall rating



## Section rating

PA1: Social Management System  
PA 2: Workers Involvement and Protection  
PA 3: The Rights of Freedom of Association and Collective Bargaining  
PA 4: No Discrimination  
PA 5: Fair Remuneration  
PA 6: Decent Working Hours





PA 7: Occupational Health and Safety

PA 8: No Child Labour

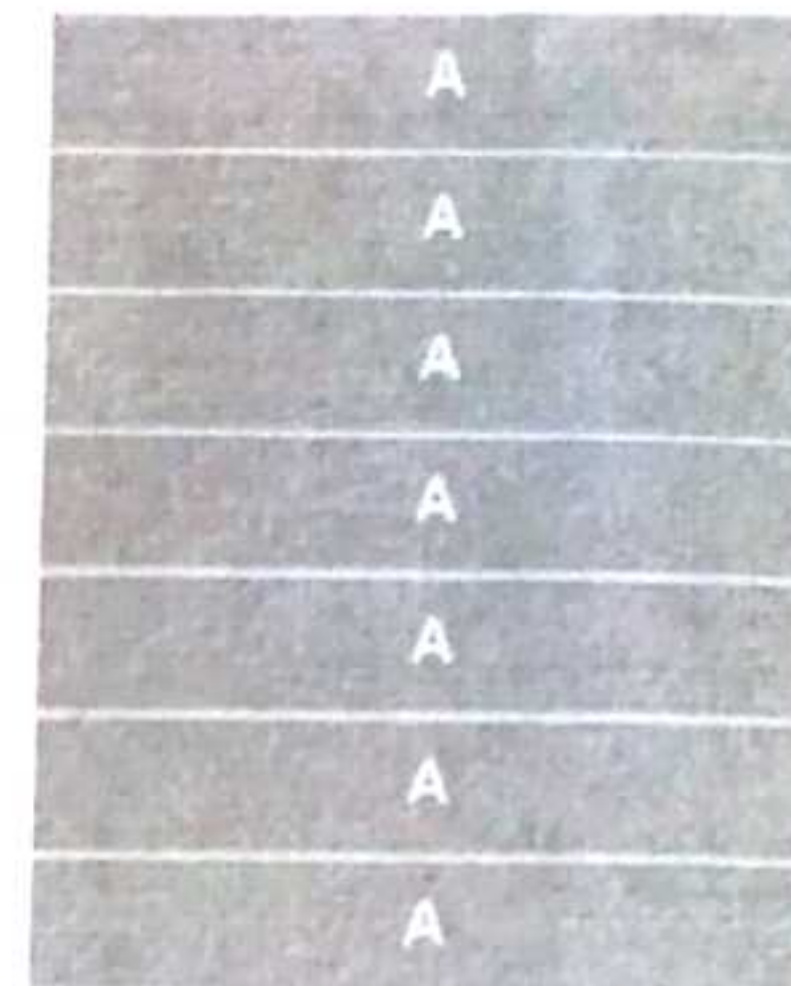
PA 9: Special Protection for Young Workers

PA 10: No Precarious Employment

PA 11: No Bonded Labour

PA 12: Protection of the Environment

PA 13: Ethical Business Behaviour





## General description

The auditee was located at NO 8 Nanlu Road Nanhui Industrial Park, Pudong New District, Shanghai, China. (上海市南汇工业园区南芦公路8号).

There were total 12 buildings inside the factory boundary and all owned by the auditee. Total land area was about 50346 m<sup>2</sup>. Details as follows: one 2-storey canteen building; one 4-storey office building; one 3-storey main production building; one partial 2-storey building used as dyeing workshop; one 1-storey warehouse building; one flat sundries warehouse; one flat chemical warehouse; one 2-storey electricity distribution room; one flat boiler building and one 2-storey building for toilet; one 2-storey office building and one 2-storey building (this 2 buildings all rented out to other companies which had no production activities at site). No dormitory or transportation was provided for workers. There total construction area used by the auditee was about 35000 square meters.

The auditee was specialized in manufacturing of zipper. The main production processes were weaving, dyeing, metal processing, paint spraying, injection, assembly, inspecting and packing. As claimed by factory management that all production processes were completed in the factory and no process was subcontracted by other factories. All workers including the canteen staffs and security guards were recruited by the auditee directly. As per claimed by management and document review, normally, there was no obvious peak season in the factory.

It was a fully-announced full audit conducted on 09-11 January 2023. The facility was cooperative and active throughout the whole audit, all the requested documents were provided in a timely manner, full access to facility walk-through and employee interview were granted, and photo-taking of necessary evidences for the audit were permitted. During the closing meeting, the auditor communicated fully with facility representative on detected non-compliance, the facility representative were positive and committed to make continuous improvement according to amfori BSCI requirement.

Remark:

1. Auditor: Alice Wang, CSCA, registration number 21701959; Auditing company: TUV Rheinland, APSCA Number: 11600007.
2. A. There was no Collective Bargaining agreements in the factory, which makes the Collective Bargaining agreements not applicable; B. There was no contractor used by the auditee, which makes the Contractor license not applicable; C. The factory did not obtain the Government Waivers in past one year, which makes the Government Waivers not applicable; D. There was no agencies used by the auditee, which makes the agency labour contract not applicable.
3. Per management interview, employee interview and factory tour, no business relationship existed between the auditee and other companies in the same boundary, no employee was shared. So this audit scope just focused on the used area of the auditee.
4. The business address was described as NO 8 Nanlu Road Nanhui Industrial Park, Shanghai (上海市南汇工业园区南芦公路8号). Based on management interview, Nanhui District had been merged into Pudong New District for several years. Thus, they confirmed that the address in the report should be NO 8 Nanlu Road Nanhui Industrial Park, Pudong New District, Shanghai.
5. The auditee had provided the fire safety acceptance and final completion acceptance of all buildings, the auditor only uploaded one sample.



## Site Details

Site : SHANGHAI EAST DRAGON FABRIC&GARMENT CO.,LTD  
Site amfori ID : 156-025902-001

## 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

N.A.





## Metrics

### Key Metrics

Total workforce	230 Workers
Legal minimum wage in local currency	2590 Monthly
Lowest wage paid for regular work at the site	2590 Monthly
Calculated living wage in local currency	4602 Monthly
Total sample	18 Workers

### Other Metrics

Male workers	119 Workers
Female workers	111 Workers
Permanent workers - Male	119 Workers
Permanent workers - Female	111 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	8 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	4 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	100 Workers
Domestic migrant workers - Female	97 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	119 Workers
Workers hired directly - Female	111 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	9 Workers
Sample - Female	9 Workers





## Findings

### PA1: Social Management System

The factory had established the social accountability management system based on amfori BSCI Code of Conduct and Terms of Implementation. The necessary procedures and policies had been checked and corrected by assigned person periodically. However, the factory did not effectively implement social accountability management system to comply with the amfori BSCI Code of Conduct and local legal law requirements. For example, the decent working hours had exceeded legal requirement systematically without suitable control mechanism. According to workers interview, they were prefer to appropriate overtime for high overtime remuneration.

工厂基于amfori BSCI行为准则和商业伙伴专用实施条款建立了社会责任管理系统。必要的程序由指定的人员负责定期检查和整改。然而，工厂未能有效地执行社会责任管理体系去遵循amfori BSCI行为准则和法律法规的要求。例如，体面的工作时间系统性的超过法定要求而无适当的控制机制。员工表示接受适当的加班来获取加班补偿。

There was procedure to evaluate workforce capacity. However, the facility did not organize effective workforce capacity plan to meet the expectations of the delivery order, which led to workers' excessive monthly overtime hours. Facility management explained that established production plans were adjusted according to production orders in each period, and workers also wanted to conduct more overtime hours for higher salary.

工厂有建立产能评估程序，但未安排有效的产能计划以满足订单交付的要求，导致员工有月加班超时的情况。工厂解释说原先制定的生产计划根据各个阶段的生产订单进行了调整，员工也想要多加班来获得更高的工资。

### PA 2: Workers Involvement and Protection

The long-term goals established by the factory did not reflect a stepwise approach toward making sustainable improvements, such as how to reduce overtime hours within specified period.

工厂制定的长期目标并没有反映出一种逐步实现可持续改进的方法，例如如何在规定的时间内减少加班时间。

The factory established the grievance mechanism. However, the factory did not carry out the regular satisfaction survey on grievance mechanism. Based on the grievance records review and workers interview, no grievance case reported in the past 12 months.

工厂建立了申诉机制，但是工厂未对申诉机制进行定期的满意度调查。根据申诉记录检查和员工访谈，在过去12个月未有申诉案例汇报。

### PA 5: Fair Remuneration

The factory did not collect and calculate the local minimum living wage. According to wage records of 3 sampled months in July 2022, September 2022 and November 2022, the gross salary of 2 out of 18 sampled workers in the sampled months was lower than the local minimum living wage. The total salary of this 2 workers were about RMB 4000 in the sampled months, while the local minimum living wage was RMB4602 based on the data from Anker Research Institute. This 2 workers were security guard and kitchen staff.

工厂没有进行最低生活需求工资的信息收集和计算，根据抽样的3个月(2022年7月，9月和11月)的工资记录显示，18名抽样员工中2人在抽样月份的总工资低于当地最低生活需求工资。抽样月份里这2名员工的总工资约4000元左右，而根据Anker研究所的数据，当地最低生活需求工资为4602元。这2名员工为门卫和厨工。

The auditee purchased social insurances for employees, but not covered all employees. There were 230 workers in the auditee, 6 of them were retired and re-employed. There were no new employees joined after November 2022 and 2 workers resigned after November 2022 (the latest social insurance declaration date). Therefore, 226 workers could purchase five types of social insurances in the auditee in November 2022. However, based on the online verification of social insurance payment records from December 2021 to November 2022, according to the latest social insurance payment record in November 2022, 5 employees were not provided with pension, medical, unemployment and maternity insurance, 8 employees were not provided with work related injury insurance. According to the management interview and employee interview, these 8 employees were security guards and kitchen workers, of them 3 were re-hired retirees. They reported they wanted to get more income and were unwilling to pay social insurance. They thought their work was relatively easy and injury accidents were unlikely to occur.

Reference law: Social Insurance Law of P.R.C, Article 10, Article 23, Article 33, Article 44, Article 53

被审核方给员工购买了社会保险，但是没有覆盖全部的员工。被审核方共有230名工人，其中有6名工人是退休返聘的，2022年11月（最近一次社保申报日期）后没有新员工入职但有2人离职，因此226名工人可以在工厂参保社保。但是基于2021年12月到2022年11月的社保缴费记录的在线核实，2022年11月份最近一次的社保扣费记录显示，工厂有5名员工没有参养老保险、医疗、失业和生育保险，有8名员工没有参保工伤保险。根据管理层访谈和员工访谈，这8名员工为门卫和厨工，其中3人为退休返聘员工，他们表示想获取更多的收入而不愿意缴纳社保，并且他们认为他们的工作比较轻松，不太会发生工伤事故。参考法规：《中华人民共和国社会保险法》第10、23、33、44及53条

### PA 6: Decent Working Hours

Confirmed by worker attendance records from 1 December 2021 to audit date, the workers monthly OT working hours exceeded 36 hours. The details of 3 sampled months were as follows: 1) 17 out of 18 sampled employees monthly OT working hours



## PA 6: Decent Working Hours

exceeded 36 hours in July 2022, and up to 54 hours. 2) 15 out of 18 sampled employees monthly OT working hours exceeded 36 hours in September 2022, and up to 52 hours. 3) 14 out of 18 sampled employees monthly OT working hours exceeded 36 hours in November 2022, and up to 58 hours. Reference law: Labor Law of the P.R.C, Article 41. Remark: the maximum monthly overtime hours of 18 sampled employees did not exceed 36 hours from 1 January 2023 to 11 January 2023 (the audit date), and up to 14 hours. Confirmed by the documents review, the factory established written working time management procedure. The procedure showed that the daily OT working hours should not be exceeded 3 OT working hours, and the monthly OT working hours should not be exceeded 36 hours. However, the production department did not execute the procedure. The management reflected their priority was to complete the orders. Confirmed by workers interview, overtime was voluntary. And they expected more overtime, which could increase total wages. The factory guaranteed at least one day off per week.

基于工厂提供的2021年12月1日至审核期间的考勤记录,工人的月加班超出36小时。抽样的3个月详细如下: 1) 18名抽样员工中17名员工在2022年7月的月加班超出36小时,达到54小时; 2) 18名抽样员工中15名员工在2022年9月的月加班超出36小时,达到52小时; 3) 18名抽样员工中14名员工在2022年11月的月加班超出36小时,达到58小时; 参考法规:《中华人民共和国劳动法》第41条。备注:18名抽样员工中在2023年1月1号至11日(审核当天)的最大月加班未超出36小时,达到14小时。经文件审查,工厂建立了书面的工作时间管理程序。程序中规定,每日加班工作时间不得超过3小时,每月加班工作时间不得超过36小时。但是生产部门并没有执行此程序。管理层表示他们的首要任务是完成订单。基于员工访谈,加班是自愿的。他们期望有更多的加班,这样可以增加收入。工厂保证了工人每周休息一天。

## PA 7: Occupational Health and Safety

No pre-job and post-job occupational health examination was provided to workers who work in contact with occupational hazard of noise and chemical hazard. The on-job occupational health examination had been provided for all workers who work in contact with occupational hazard. Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35

工厂未给接触噪音和化学品职业危害的工人进行岗前和离岗的职业健康检查。工厂已为所有接触职业危害的工人提供了在岗的职业健康检查。参考法规:《中华人民共和国职业病防治法》,第35条

The factory failed to provide work related injury insurance or additional commercial accident insurance for 8 workers. Reference Law: social Insurance Law of the People's Republic of China, Article 33. Remark: The factory had provided trainings on work injury management and OHS. No work injury was noted in the past year.

工厂没有给8名工人购买工伤保险或者附加的商业意外险。参考法规:《中华人民共和国社会保险法》,第33条。备注:工厂提供了工伤管理、职业健康安全方面的培训。过去一年未发现工伤事故。

It was noted that 3 workers exposed to loud noise in weaving workshop were not wearing earplugs during operation; one paint spraying worker was wearing normal disposal mask instead of activated carbon mask. PPEs had been provided by the factory and PPE using training had been provided. But workers said they do not like to wear PPE during working. Reference law: Safety Law of the People's Republic of China, Article 45.

审核发现织造车间3名暴露在高噪音环境下的工人在作业过程中没有佩戴耳塞;1名喷漆工人戴着普通的口罩,而不是活性炭口罩。工厂提供了劳保用品,并提供了劳保用品使用培训。但工人们表示,他们不喜欢在工作期间穿戴劳保用品。参考法规:《中华人民共和国安全生产法》第45条。

1. No secondary containers were equipped for the chemicals such as paint and diluent stored in paint mixing room; 2 barrels of diluent in chemical warehouse were not placed into secondary container. Reference law: Regulations on the Safety Management of Dangerous Chemicals, article 20. 2. No safety warning sign was attached to chemicals such as paint and diluent stored in paint mixing room. Reference Law: Regulation on Chemical Safety Usage in Workplace, Article 12.

1. 工厂调漆房存放的化学品如油漆和稀释剂没有配备二次防泄漏设施;化学品仓库中的2桶稀释剂未放入二次容器中。参考法规:《危险化学品安全管理条例》第20条。2. 工厂调漆房存放的化学品如油漆和稀释剂没有张贴安全警示标识。参考法规:《工作场所安全使用化学品规定》第12条。

1. One moving ladder in injection workshop was more than 1.5 meters and one fixed ladder in dying workshop was more than 2 meters, but no handrail was installed for the two ladders. No relevant falling or injury occurred in the past year. Reference law: Safety of machinery - Permanent means of access to machines and industrial plants - Part 3: Stairways, stepladders and guard - rails. Article 7.2.1 2. Per onsite observation, it was noted 3 injection machines in injection workshop were not installed with safety device, such as safety interlock switch or infrared raster device. The management explained these 3 machines not used very often. Reference law: General rules for designing the production facilities in accordance with safety and health requirements (GB5083-1999), Article 6.1.2

1. 注塑车间的一个移动梯子超过1.5米,染色车间的一个固定的梯子超过2米,但这两个梯子没有安装扶手。过去一年没有发生过相关的坠落或工伤。参考法规:《机械安全进入机器和工业设备的固定设施 第三部分:楼梯、阶梯和护栏》7.2.1 2. 现场走访发现注塑车间3台注塑机没有安装安全防护装置,比如安全联锁开关或者红外线光栅。管理层解释说这3台机器不常用。参考法规:《生产设备安全卫生设计总则》(GB5083-1999)第6.1.2条

## PA 12: Protection of the Environment

The auditee did not establish a grievance mechanism in place to address the environmental concerns of surrounding communities.

被审核方没有建立适合提出有关周围社区环境问题的申诉机制。



**PA 13: Ethical Business Behaviour**

It was noted that the written information confidentiality procedure was established by the facility, but no related training was provided to management and workers.

工厂建立了书面的信息保密程序，但没有为管理层和员工进行相关的培训。

