

Monitored Party HeFei Xingji Garment Co., Ltd	amfori ID 156-027218-000	Address East of No.4 Road, North Side of Hengda Road, Feidong County Economic Development Zone, Hefei City, Anhui Province and China, Hefei, Anhui Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TÜV NORD CERT GmbH
Monitoring Start Date 14/11/2023	Closing Meeting Finished Date 23/11/2023	Submission Date 23/11/2023
Expiration Date 23/11/2024	Announcement Type Fully Announced	
Site HeFei Xingji Garment Co., Ltd	Site amfori ID 156-027218-002	

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OVERALL RATING



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, Violence or Harassment	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, Forced Labour or Human Trafficking	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)

Auditor: Amanda Liu, APSCA Auditor Number: CSCA 21701254

Monitoring Schedule Details: 1 auditor x 3 days onsite

[Location and size]:

HeFei Xingji Garment Co.,Ltd (合肥兴际服饰有限公司) is located at East of No.4 Road, North Side of Hengda Road, Feidong County Economic Development Zone, Hefei City, Anhui Province, China, (中国安徽省合肥市肥东县经济开发区恒大路北侧四号路东侧). The Uniform Code of Social Credit is 91340122MA2T1P5H1T, valid from September 4, 2018 to September 3, 2048.

[Structure of facility]:

In view of the facilities, the factory rented one 4-storey building (#2) and 2nd and 4th floor of another one 4-storey building (#1) as production, office and warehouse from the building owner as Hefei Yufan Printing Co., Ltd.(合肥裕繁印务有限公司). Per the management interview, the workers interview and site tour, there were other three factories located on the 1st -3rd floor of the same building (#1) as Anhui Siwen Window Curtain Wall Engineering Co., Ltd, Hefei Yunhequan Food Co.,Ltd and Anhui Shangcai E-commerce Co., Ltd respectively. The rental contract or separated copied business licenses were provided for review on site.

[Process of facility]:

The main products manufactured by the auditee were apparel, and the main processes were listed as below: cutting, sewing, filling, ironing, QC and packing. No process was subcontracted to other factories. No homemaker was used by the auditee.

[Employee analysis]:

A total of 241 employees including 27 male employees and 214 female employees were currently working in the auditee, all employees were local. There were 224 production employees including 25 males and 199 females. There were 17 non-production employees including 2 males and 15 females. No children or young workers worked in the factory. There was no Trade Union available in the factory, but there were two worker representatives elected by workers.

[Summary of working hours]:

Attendance records from October 2022 to the current month were reviewed in this audit.

The working time was recorded by electronic attendance recorder and every worker must scan the working hours when on and off duty.

The regular working hour was carried out for 8 hours a day and 40 hours a week in the factory.

There was only 1 shift, 8:00-12:00, 13:00-17:00.

The workers generally had overtime work for 2 hours/night (18:00-20:00) & 1-3 nights/week on weekdays and 8 hours (8:00-17:00) on Saturdays.

All workers always had 1-day off in a week.

According to the sampled attendance records, the maximum overtime hours for workers were 2 hours/day and 60 hours/month, and the maximum working hours were 54 hours a week.

[Summary of compensation]:

Payroll records from October 2022 to September 2023 were reviewed during the audit.

All employees' wages were paid by hourly rate, and the lowest wage for regular work was RMB2262 per month which was higher than legal minimum wage i.e. RMB1870 per month.

For overtime premium, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively, and no overtime was arranged on public holidays.

The wages were paid in cash no more than 30th of the following month.

According to the social insurance receipts provided by the factory for the past 12 months, including the social insurance receipts for October 2023, the factory has provided pension, unemployment, accident, medical and maternity insurances

for 17% employees. The factory did not provide commercial accident insurance for employees.

[Note for living wage calculation]:

The source of data for living wage was manually calculated by auditor according to the concept of Anker methodology. The formula "Net Living Wage = Cost of Basic but Decent Life for a Family / Number of Workers per Family". The specific data used is sourced from the National Economy and Society Development Statistical Bulletin, the Seventh National Census Report (2020) and the Statistical Communique of the People's Republic of China on the 2021 National Economic and Social Development.

[Summary of Interview]:

Worker interview were conducted individually and in group.
Randomly selected 24 employees, no complaints were raised.

[Overall Circumstances]:

The auditee management and workers (representative) showed a positive attitude to this audit during the whole process. There was no abnormal levels of production or workforce composition identified during the audit. The audit was basically fulfilled according to the audit plan sent prior to the audit. At the end of the audit, all the findings were accepted by the auditee. The performance areas needed improvements were as follows: PA1-2, PA5-7.

[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 was not applicable for the auditee.
2. The auditee did not obtain any government waiver.
3. There was no collective bargaining agreement in the auditee.
4. Due to personal data protection law/requirement, the personal information related to attached documents had been treated confidentially on the BSCI platform.
5. For COVID-19, there was no special or mandatory requirement from local government currently.
6. The main products of the factory was apparel, according to Directory of Classification Management of Environmental Impact Assessment of Construction Projects, EIA report was not required.
7. The auditee rented the buildings from Hefei Yufan Printing Co., Ltd/合肥市裕繁印务有限公司.

SITE DETAILS

Site

HeFei Xingji Garment Co., Ltd

Site amfori ID

156-027218-002

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	241	Workers
Legal minimum wage in local currency	1,870	Monthly
Lowest wage paid for regular work at the site	2,262	Monthly
Calculated living wage in local currency	2,050	Monthly
Total sample	24	Workers

Other Metrics

Male workers	27	Workers
Female workers	214	Workers
Non-binary workers	0	Workers
Permanent workers - Male	27	Workers
Permanent workers - Female	214	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	2	Workers
Management - Female	15	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	27	Workers
Workers hired directly - Female	214	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	4	Workers
Sample - Female	20	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: HeFei Xingji Garment Co., Ltd | Site amfori ID: 156-027218-002

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respects this principle. Based on document review and management interview, it was noted that the auditee had established management procedures to implement the amfori BSCI Code of Conduct, appointed senior manager responsible for it. However, it was not well implemented, such as the factory had established working hours control procedure, but the monthly overtime hours exceeded legal limit.

工厂部分遵循该准则。基于文件查阅和管理层访谈，审核员发现被审核方已经建立了确保amfori BSCI有效实施的管理制度，指定高阶经理负责，但是它没有很好的实施，比如工厂已经建立了工作时间管理程序，然而月加班时间超过法律限制。

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respects this principle. Based on document review, management and workers interview, it was noted that the facility had established procedures on workforce capacity evaluation, but the facility did not conduct workforce capacity assessment. Based on PA 6.2, the monthly overtime hours exceeded the law requirements.

工厂部分遵循该准则。基于文件查阅，管理层和员工访谈，审核员发现企业已经建立了关于产能评估的程序，但是企业没有进行产能评估。基于PA6.2，审核员发现工人的月加班时间超过法律要求。

PA 2: Workers Involvement and Protection

Site: HeFei Xingji Garment Co., Ltd | Site amfori ID: 156-027218-002

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respects this principle. It was noted that, the auditee had established grievance

工厂部分遵循该准则。审核发现被审核方建立了申诉机制程序，并给员工提供了相应培训，现场有员

Finding

mechanism procedure, related training was provided, there were workers' representatives and one suggestion box in place. However, there's no grievance record in recent year, nor regular survey on the grievance procedure.

工代表和一个意见箱。但是，被审核方过去一年没有投诉记录，也没有定期对申诉机制进行调查评审。

PA 5: Fair Remuneration

Site: HeFei Xingji Garment Co., Ltd | Site amfori ID: 156-027218-002

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee does not respect this principle. According to the social insurance receipts provided by the factory for the past 12 months, including the social insurance receipts for October 2023, the factory has provided pension, unemployment, accident, medical and maternity insurances for 17% employees. The factory did not provide commercial accident insurance for employees. No social insurance waiver was obtained for review. No temporary, retired, newly or dispatched workers noted. (The PRC Labor Law article 72 & 73).

被审核方未遵守本原则。工厂提供了最近12个月的社保收据回执单，根据2023年10月回执单显示工厂为17%人提供了养老，失业，工伤，医疗和生育保险。没有为员工提供商业意外保险。工厂没有获得社保批文。工厂没有临时，退休，新进或者派遣人员。（中华人民共和国劳动法第72,73条）

PA 6: Decent Working Hours

Site: HeFei Xingji Garment Co., Ltd | Site amfori ID: 156-027218-002

Question: 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee does not respect this principle. It was found that the monthly overtime hours of workers did not meet legal requirement systematically. Based on the sampled working time records of September 2023, April 2023, December 2022, it was found that the monthly overtime hours for 24 out of 24 sampled workers were 48 hours in December 2022, the monthly overtime hours for 24

被审核方未遵守本原则。审核发现员工的月加班时间系统地未遵守法规要求。根据抽样的2023年9月，2023年4月和2022年12月工时记录，发现：在2022年12月24/24个抽样的工人的月加班时间为每月48小时，在2023年4月24/24个抽样的工人的月加班时间为每月58小时。在2023年9月24/24个抽样的工人的月加班时间为每月60小时。超出法规允许的上限每月最多36小时。通过员工访谈确认，工厂有就

Finding	
<p>out of 24 sampled workers were 58 hours in April 2023, the monthly overtime hours for 24 out of 24 sampled workers were 60 hours in September 2023 which exceeded legal limit i.e. maximum 36 hours/month. Per employee interview, they all confirmed that the factory had provided the related training and communicated the working time policy with them, they worked overtime voluntarily. The factory represented they would arrange production schedule more reasonable in accordance with the weekly production report, or hire more staff to reduce the working time if applicable. (The PRC Labor Law, Article 41)</p>	<p>工作时间方面进行培训和宣导，员工自愿加班。工厂表示以后会根据每周产量表合理安排订单量，招聘更多的员工，以减少加班时间。（《中华人民共和国劳动法》第41条）</p>

PA 7: Occupational Health and Safety

Site: HeFei Xingji Garment Co., Ltd | Site amfori ID: 156-027218-002

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee partially respects this principle. The OHS management system had been established by the auditee based on local laws and amfori BSCI COC. But below OHS non-compliance issues were identified during this audit.</p>	<p>工厂部分遵循该准则。被审核方按照当地法律和 amfori BSCI 行为准则来建立职业健康安全管理体系。但是，在这次审核中发现了下列职业健康安全问题。</p>

Question: 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee does not respect this principle. It's noted that the auditee did not provide social injury treatment insurance or commercial accident insurance for 217 employees.</p>	<p>工厂没有遵循该准则。审核发现工厂没有217人提供工伤保险或者商业意外保险。</p>

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH	LOCAL LANGUAGE
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Finding	
The auditee partially respects this principle. Based on document review, management and workers interview, it was noted that the factory had conducted the OHS risk and drafted OHS policies or procedures. However, workers were not involved in conducting OHS risk and drafting OHS policies or procedures.	工厂部分遵循该准则。基于文件查阅，管理层和员工访谈，工厂进行了健康安全风险评估，并制定了相关的制度和程序。但是员工未参与到健康安全风险评估及制定健康安全的政策或程序中。

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially respects this principle. It seems that the building and equipment used for production was stable and safe in general. Sufficient firefighting equipment was installed in place and maintained in good conditions at the workplace. However, it was found that: Based on onsite observation, 10% finished goods were stored against the wall. (Article 18 of Rules for Storage Fire Prevention Safety Management)	被审核方部分遵守本原则。生产所用的建筑和设备总体上是稳定和安全的。工作场所已安装了足够的消防设备并保持良好状态。然而，审核发现：根据现场观察，10%的成品紧靠墙存放。（仓库防火安全管理规则第18条）