

Monitoring result for Changzhou Weimeng Apparel Co., LTD on site Site 1

Monitoring

Monitored Party	: Changzhou Weimeng Apparel Co., LTD
amfori ID	: 156-039906-000
Site	: Site 1
Site amfori ID	: 156-039906-001
Address	: Building 2, Zone C, No.2 Industrial Park, Hebei Community, Wujin National High-tech Industrial Development Zone
	: Changzhou
	: Jiangsu Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 02/09/2022
Expiration Date	: 02/09/2023

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Overall rating



Section rating

PA1: Social Management System	C
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

This was announced full audit authorized by amfori BSCI Member.

[Location and size]:

The auditee named Changzhou Weimeng Apparel Co.,LTD (local name:常州威萌服饰有限公司, Uniform Code of Social Credit: 91320412MA1M9DX54A) was located at Building 2, Zone C, No.2 Industrial Park, Hebei Community, Wujin National High-tech Industrial Development Zone, Changzhou City, Jiangsu Province, China (Local address:中国江苏省常州市武进国家高新技术产业开发区贺北社区第二工业园C区2幢). The auditee's name and address are same as registration form for foreign trade managers, amfori BSCI platform and business license. The auditee was established on 13-October-2015 and the business license was valid from 13-October-2015 to long term. Total land area is 1300 m2 and building area is 2530 m2.

[Structure of facility]:

The auditee was specialized in manufacture of garment, the main production processes was cutting, sewing, ironing, inspection and packaging. All processes were completed by the auditee self, no subcontractor was used by the auditee. The auditee consisted of partial 2nd floor and whole 3rd floor of one 4-storey building as canteen, kitchen, office, workshop and warehouse. No dormitory and transportation were provided by the auditee.

[Employee analysis]:

There were 87 employees including 14 male and 73 females, 19 employees were local residents and 68 employees from other provinces of China in the auditee. All 87 employees were permanent and all 87 employees were hired by the facility directly. There were 5 non-production employees and 82 production employees in the auditee. No homemaker used by the auditee.

[Summary of working hours]:

The auditee used the electronic attendance system to record the working hours. The working shift included one shift (working time were: 8:00~17:00, with 1 hour's lunch break from 11:30 to 12:30) for all employees. The attendance records from 1-August-2021 to the audit day were reviewed in the audit. 10 sampled workers' attendance records from July 2022 (current month), April 2022 (random month) and December 2021 (random month) were selected for checking. No peak month in the auditee. According to the provided attendance records and workers interviews, the maximum daily overtime hours are 2 hours, the maximum weekly overtime hours are 12 hours in July 2022 and the maximum monthly overtime hours are 52 hours in July 2022.

[Summary of compensation]:

The auditee has paid sufficient regular wages (RMB 2600 per month/RMB14.95 per hour) above the local minimum wage standard, the local minimum wage standard was set at RMB 2020 per month (RMB 11.61 per hour) from 1-August-2018 to 31-July-2021 and RMB 2280 per month (RMB 13.10 per hour) from 1-August-2021. The auditee provided payrolls from August-2021 to July-2022 for review. Workers were paid by hourly rate. 10 sampled workers' attendance records from July 2022 (current month), April 2022 (random month) and December 2021 (random month) were reviewed. For overtime wages, the auditee paid 150% and 200% of normal payment for overtime working on weekdays and Saturdays. The wages were paid by cash on each 30th of following month. Part employees had participated in social insurance. The auditee did not provide commercial insurance of disability caused by work-related injury or occupational disease for employees.

[Occupational Health and Safety]:

The auditee had established health and safety procedure. The auditee had conducted the risk assessment for health, safety and hygienic work condition. The auditee had established an occupational health and safety committee and conducted regular meeting to health and safety committee members. The auditee had provided free drinking water for employees. The auditee had installed adequate firefighting equipment in all workshops and warehouses (fire extinguishers, fire hydrant, fire alarm and etc). The auditee had provided first aid kit in the workshops and warehouses. Cleaning toilet provided for employees. The auditee had not obtained fire acceptance report and building construction acceptance report.

[Summary of Interview]:

10 employees were selected for interview including 2 male and 8 female employees. 5 employees were interviewed individually and 5 employees were interviewed as 1 group of 5. Randomly selected 10 employees, no negative feedback or complain was raised.

[Special scene during on site observed]:

1). The auditee had rented part 2nd floor and whole 3rd floor of one 4-storey building from Individual (landlord). The auditee had provided rent contract for review.
2). Whole 1st floor of the building used by Changzhou Yingxin Commerce and Trade Co., Ltd., part 2nd floor of the building used by Changzhou City Rongsheng Electronic Co., Ltd., whole 4th floor of the building used by landlord. So this audit only covered the part 2nd floor and whole 3rd floor. All production processes could be completed by the auditee independently and no necessary processes were missed in the auditee. Through facility tour, employee interview and management interview, three facilities were independent companies with different business licenses, production areas, management systems, employees, attendance system, safety guards and etc. No product or employee was shared each other.

[Remark]:

1). There are no contractors used by the auditee, which makes the contractor license/permit not applicable.
2). There are no agencies used by the auditee, which makes the agency labour contract not applicable.

- 3). There are no Comprehensive Working Hours System Waiver and Social Insurance Waiver used by the auditee, which makes the government waivers not applicable.
- 4). There are no union and no collective bargaining agreements used by the auditee, which makes the collective bargaining agreements not applicable.
- 5). Name of the auditor: Eli Ma. APSCA registration number: CSCA 21700316.
- 6). Audit Company: QIMA LIMITED, APSCA Membership Number:11600049.
- 7). According to Classified Management Directory of Environmental Impact Assessment of Construction Projects (Version 2021), the auditee did not need Environmental Impact Assessment document, no Environmental Impact Assessment document was uploaded on amfori BSCI platform.
- 8). The auditee did not provide fire acceptance report and building construction acceptance report of the building, no relevant documents were upload on amfori BSCI platform.

Site Details

Site : Site 1
Site amfori ID : 156-039906-001

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	87 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	2315 Monthly
Total sample	10 Workers

Other Metrics

Male workers	14 Workers
Female workers	73 Workers
Permanent workers - Male	14 Workers
Permanent workers - Female	73 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	1 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	9 Workers
Domestic migrant workers - Female	59 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	14 Workers
Workers hired directly - Female	73 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	8 Workers

Findings

PA1: Social Management System

Through document review, the auditee had established social compliance policy and procedures. But part procedures were not properly implemented, details please refer to Performance Area 1 Social Management System and Cascade Effect, Performance Area 2 Workers Involvement and Protection, Performance Area 5 Fair Remuneration, Performance Area 6 Decent Working Hours, Performance Area 7 Occupational Health and Safety and etc.

通过文件查阅，被审核方建立了社会责任方针政策和管理程序。但被审核方部分程序没有有效实施，详细分别见执行领域1供应链管理 & 级联效应，执行领域2工人参与和保护，执行领域5公平报酬，执行领域6体面劳动时间，执行领域7职业健康与安全等。

Through document review, the auditee had established workforce capacity management procedure, but the auditee had not reasonable evaluated whether its workforce capacity could meet the expectations of delivery orders or contracts. In addition, based on attendance records provided by the auditee, monthly overtime hours of randomly selected employees exceeded legal requirements.

通过文件查阅，被审核方有建立生产能力管理程序，但没有合理的评估其生产能力是否可以满足其生产订单要求。另外，根据被审核方提供的考勤记录，随机抽取的员工的月加班时间超出了法规要求。

PA 2: Workers Involvement and Protection

Through document review, employee interview and management interview, the auditee had not established the long terms goals to protect workers according to the amfori BSCI Code of Conduct.

通过文件审核，员工访谈和管理人员访谈，审核员发现被审核方未按照amforiBSCI的期望建立保护工人的长期目标。

PA 5: Fair Remuneration

Through document review and management interview, auditor noted that the auditee management did not collect the datum and conduct the assessment for the remuneration of decent standard of living as per amfori BSCI requirements. The actual regular wage paid by auditee for all employees was more than the fair remuneration figure calculated by audit company and local minimum wage.

通过文件查阅和管理人员访谈，审核员发现被审核方的管理层没有按照 amforiBSCI要求收集相关数据并对当地体面生活工资标准进行评估。但被审核方实际支付的所有员工基本工资高于审核公司计算的公平需求工资也高于最低工资标准。

Insufficient social insurance participated. There were 87 employees (including 17 workers who had reached retire age) in August 2022, 2 employees (2.85%) had participated in basic endowment insurance, basic medical insurance, unemployment insurance, maternity insurance and employment injury insurance. In addition, the auditee had not provided commercial insurance of disability caused by work-related injury or occupational disease for employees. Reference Law: Social Insurance Law of the People's Republic of China, Article 10, Article 23, Article 33, Article 44 and Article 53.

社会保险参保不足。被审核方2022年8月有87名员工（包括17人退休返聘），2人（2.85%）参加养老保险，医疗保险，失业保险，生育保险，工伤保险。此外，被审核方没有为员工购买商业意外保险。

PA 6: Decent Working Hours

Overtime hours exceeded the legal requirement. Through document review, auditor found that the monthly overtime hours of 10 out of 10 randomly selected employees were 52 hours in July 2022 (current month), 10 out of 10 randomly selected employees were 50 hours in April 2022 (random month), 10 out of 10 randomly selected employees were 50 hours in December 2021 (random month). Reference law: The PRC Labour Law article 41.

加班时间超过法规要求。通过文件审核，审核员发现在抽取的2022年7月份（当前月）的考勤中，10名随机抽取的员工中10人月加班时间为52小时，2022年4月份（随机月）的考勤中，10名随机抽取的员工中10人月加班时间为50小时，2021年12月份（随机月）的考勤中，10名随机抽取的员工中10人月加班时间为50小时。

PA 7: Occupational Health and Safety

1. The auditee was in line with most of the regulations on occupational health and safety relevant for its activities such as the regulations on electricity, fire protection, escape routes and emergency exit, first aid etc. But the auditee was not fully in line with its activities such as goods were stored against the wall in the warehouse and etc. 2. During document review, auditor found that the auditee could not provide the training records / certificate of safety production knowledge and management skill of the principal in charge of work safety for review. Reference law: In accordance with the Law of the PRC on Work Safety Article 27.

1. 被审核方大部分符合了职业健康安全与其活动相关的规定如关于电力、防火、逃生路线和紧急出口、急救等方面的规定。但是，被审核方没有完全遵守适用于其活动的职业健康安全规定，如仓库货物靠墙等。2. 被审核方无法提供该企业主要负责人的安全生产知识和管理能力培训记录/证书供审阅。

PA 7: Occupational Health and Safety

There were 87 employees (including 17 workers who had reached retire age) in August 2022, 2 employees (2.85%) had participated in employment injury insurance. In addition, the auditee had not provided commercial insurance of disability caused by work-related injury or occupational disease for employees. Reference Law: Social Insurance Law of the People's Republic of China, Article 33.

被审核方2022年8月有87名员工（包括17人退休返聘），2人（2.85%）参加工伤保险。此外，被审核方没有为员工购买商业意外保险。

1. Through document review, the auditee could not provide construction safety certificate of the building to review. Reference law: In accordance with the PRC Construction Law Article 61. 2. Through document review, the auditee could not provide fire certificate or registered record of the building to review. Reference law: In accordance with PRC Fire Prevention Law article 11. 3. The goods were stored against the wall in the warehouse. During facility tour, some materials stored against wall in material warehouse directly. Reference law: In accordance with General Rules for Fire Safety Management of Storage Occupancies XF1131-2014 Article 6.8.

1. 通过文件查阅，被审核方不能提供这栋建筑的竣工验收报告供查阅。2. 通过文件查阅，被审核方不能提供这栋建筑的消防验收/备案文件。3. 被审核方的仓库中货物靠墙堆放。经现场走访发现，被审核方的原材料仓中的部分货物靠墙堆放。

1. Machines without protective devices. During facility tour, auditor found that no needle guard was installed for all 65 sewing machines in the sewing workshop; no protection guard was installed for all 26 tacking machines in the sewing workshop. Reference law: In accordance with National Safety Technical Code for Electric Equipments-GB19517-2009 Article 2.3.3. 2. No registration for special appliances. During facility tour, auditor found that there was one lifter. However, the auditee could not provide the registered certificate of the lifter. Reference law: Regulations on Safety Supervision of Special Appliance article 25. 3. No regular inspection for special appliances. During facility tour, auditor found that there was one lifter. However, the auditee could not provide the inspection reports of the lifter. Reference law: Regulations on Safety Supervision of Special Appliance article 28.

1. 设备缺少安全防护装置。在现场巡查时，审核员发现缝纫车间共65台缝纫机，所有65台没有安装针档；缝制车间共有26台套结机，所有26台没有安装保护板。2. 特种设备未登记。在现场巡查时，审核员发现被审核方有1台升降机，但无法提供这台升降机的登记证。3. 特种设备未定期检验。在现场巡查时，审核员发现被审核方有1台升降机，但无法提供这台升降机的检验报告。

1. During document review, 2 employees working in the kitchen did not obtain health certificate. Reference law: PRC Law on food safety article 45. 2. The auditee did not obtain the Food Operation Permit for its kitchen. Through document review, auditor found that the auditee did not obtain the Food Operation Permit. Reference law: Administrative Measures on Food Operation Permission Article 4.

1. 通过文件审核，审核员发现在食堂工作的2名厨工没有获得健康证。2. 被审核方的食堂没有取得食品经营许可证。通过文件查阅，审核员发现被审核方没有取得食品经营许可证。

Through auditee tour, auditor noted that no privacy door, soap and toilet paper were available in toilets.

通过现场走访，发现员工的洗手间未提供隐私门，肥皂，厕纸。

PA 12: Protection of the Environment

The auditee did not perform monitoring tests for pollutants. During facility tour, auditor found that there was one biomass steam generator, of which the fuel was biomass particle and waste gas was generated by the biomass steam generator. However, the auditee could not provide monitoring report of waste gas for review. Reference Law: Measures for Administration of Environmental Surveillance Article 21.

被审核方没有对污染物的排放进行监测。在现场巡查时，审核员发现生物质蒸汽发生器使用生物质颗粒为燃料产生废气，但是被审核方没有对污染物的排放进行监测。