

Monitored Party <b>Fujian Sixsigma Industrial Co., Ltd</b>	amfori ID <b>156-051933-000</b>	Address <b>Chengnan Park, Youxi Economic Development Zone, 365100 Sanming, Fujian Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>TUV Rheinland</b>
Monitoring Start Date <b>25/12/2023</b>	Closing Meeting Finished Date <b>26/12/2023</b>	Submission Date <b>01/01/2024</b>
Expiration Date <b>01/01/2025</b>	Announcement Type <b>Fully Announced</b>	
Site <b>Fujian Sixsigma Industrial Co., Ltd</b>	Site amfori ID <b>156-051933-001</b>	

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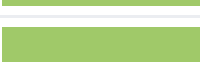

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## OVERALL RATING



## 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	A	
PA 6: Decent Working Hours	D	

PA 7: Occupational Health and Safety	<b>A</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Name of lead auditor: Charles Lin; APSCA membership number: CSCA 21702572.

Monitoring partner name: TUV Rheinland.

Audit schedule details: The audit is planned for 1 auditor x 1.5 days.

Announcement Type: Fully Announced.

Business partner information:

The auditee was located at Chengnan Park, Youxi Economic Development Zone, Sanming City, Fujian Province (福建省三明市尤溪经济开发区城南园). The auditee was established on 31 August 2012.

The auditee was specialized in the manufacture of garments. The main production processes were cutting, sewing, ironing, inspection and packing. No process was subcontracted to other facilities. Through workers interview and management interview, there were no peak and low season in the factory.

Audited location information:

Within the factory boundary, there was one 2-storey production located in the address. But the factory only rented the 1F (9366 square meters) of the 2-storey production building as production, warehouse and office. The detailed information was listed below: 1F: rented by the auditee for warehouse, production and office; 2F: used by the landlord for warehouse. The landlord did not have production in the address. They have different business licenses and independent management system. Thus, only the auditee was included in audit scope. No dormitory, canteen or transportation was provided.

Operating shifts and hours:

Attendance records from 1 November 2022 to 26 December 2023 were reviewed. All workers were arranged for one shift for workers and the regular working schedule was 4 hours from 08:00 to 12:00, 4 hours from 13:50 to 17:50. Overtime working was started from 19:00 to 21:00 for two hours. Saturday was arranged as overtime; Sunday was guaranteed as the rest day.

Time recording system:

Facial scan attendance machine was installed for time keeping.

Salary payment details:

Workers were paid around 30th of each month for last month salary. Wages were paid by bank transfer. Payrolls records from November 2022 to October 2023 were provided for reviewing. Payrolls of 15 workers from various sections were randomly selected for wage analysis to show that minimum wage of workers were paid at hourly rates of RMB 13.22, which was above the local minimum wage standards.

Worker number information:

There were 95 workers working in the facility including 8 non-production workers and 87 production workers (39 female workers and 48 male workers). There were 40 female workers and 55 male workers, with 7 domestic migrant female worker and 13 domestic migrant male workers. 75 workers were local. The youngest worker was 21 years old. No child labor or young worker was identified during the audit. Two security guards were hired by the factory.

Good practices: Nil.

Worker organization details:

No union was existed in the facility. Two worker representatives were elected in February 2023.

Circumstances: The factory management and workers were actively cooperated with the audit. There was no special circumstance during the audit. The auditor was allowed to conduct factory tour, take photos, review documents and interview workers freely. Finally, the auditee agreed the findings and signed the CAP.

Summary of findings: Findings were noted in PA1/2/5/6/7

1. PA1: 1) insufficient social compliance system. 2) the facility failed to effectively schedule production, which resulted in the monthly overtime exceeded 36 hours.
2. PA2: 1) the factory did not assess the effectiveness of grievance mechanism.

3. PA5: 1) the auditee did not purchase the social insurance for all workers.
4. PA6: 1) overtime exceeded 36 hours per month.
5. PA7: 1) the risk assessment report did not identify the potential health and safety risks caused by another factory. 2) no sign of "wearing metal gloves" was posted. 3) some workers did not use needle guards.

Remark:

1. The following documents were not applicable for the auditee: A. Contractor license/permit-No contractor was used by the auditee; B. Agency labor contract- No agency was used by the auditee; C. Government waivers-No waiver was obtained by the auditee; D. Collective bargaining agreement- No collective bargaining agreement was signed.
2. #LivingWage: 1). No anker wage available for the producers location, so we used the data provided by auditing company. 2). The calculation methodology refers to anker living wage structure. 3). The data comes from the local bureau of statistics for the current year.
- 3.The Personal Information Protection Law of the People's Republic of China was effective as of 1 November 2021, the producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor(s) had been obtained the individual's consent during the audit.

SITE DETAILS

Site

Fujian Sixsigma Industrial Co., Ltd

Site amfori ID

156-051933-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	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

This site is not located in a water stressed region

## METRICS

### Key Metrics

Total workforce	95	Workers
Legal minimum wage in local currency	1,660	Monthly
Lowest wage paid for regular work at the site	2,300	Monthly
Calculated living wage in local currency	1,962.72	Monthly
Total sample	15	Workers

### Other Metrics

Male workers	55	Workers
Female workers	40	Workers
Non-binary workers	0	Workers
Permanent workers - Male	55	Workers
Permanent workers - Female	40	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	7	Workers
Management - Female	1	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	13	Workers
Domestic migrant workers - Female	7	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	55	Workers
Workers hired directly - Female	40	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	9	Workers
Sample - Female	6	Workers
Sample - Non-binary	15	Workers

## FINDINGS



### PA1: Social Management System

Site: Fujian Sixsigma Industrial Co., Ltd | Site amfori ID: 156-051933-001

**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
<b>Finding</b>	
<p>The factory partially complied with this principle. Based on on-site observation, document review, management and worker interview, the factory had established social responsibility management policies and procedures (such as no discrimination, no forced labour, working hours control, wage and benefits, health, safety and environment management and so on) to implement the requirement of amfori BSCI Code of Conduct. However, the implementation of amfori BSCI management system didn't carry out effectively during the daily production, such as, insufficient social insurance, monthly overtime hours exceeded 36 hours and etc. Workers said they were willing to work overtime to get paid, and social insurance was based on workers' willingness. The interviewed management said they continue to improve these findings. Violation of the requirements of amfori BSCI system manual.</p>	<p>被审核方部分遵守该原则，因为基于管理层和工人代表访谈、文件审查和现场观察。工厂建立了社会责任管理政策和程序（如禁止歧视，禁止强迫劳动，工时控制，工资和福利，健康安全环境管理等）去执行amfori BSCI的行为准则。但是，amfori BSCI管理体系在日常生产中没有有效的实施，例如，社会保险未全员覆盖，月加班时间超过36小时等。员工们表示，他们愿意加班以获得报酬，而社会保险是以员工的意愿为基础的。接受采访的管理层表示，他们将继续改进这些发现。违反了amfori BSCI系统手册中的要求。</p>

**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
<b>Finding</b>	
<p>The factory partially complied with this principle. Based on document review and management interview, the factory didn't have a good capacity planning to meet the expectations of the delivery order led to workers had excessive overtime work in past 13 out of 13 months (from October 2022 to November 2023). Confirmed with management the lead time and quantity of orders were not fixed, it was needed to arrange overtimes to meet the lead time of different orders, workers also would like to have some OT to increase the income etc. Violation of the requirements of amfori BSCI system manual.</p>	<p>工厂部分遵守该原则。根据文件查看和管理层访谈，工厂没有一个完善的产能计划去完成预期的订单交货以至于员工在过去13个月中有13个月存在超时加班（2022年10月至2023年11月）。与管理层确认，订单的交货时间和数量不固定，会需要安排加班来满足不同订单的交期，员工也愿意多一些加班增加收入。违反了amfori BSCI系统手册中的要求。</p>



## PA 2: Workers Involvement and Protection

Site: Fujian Sixsigma Industrial Co., Ltd | Site amfori ID: 156-051933-001

**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 respected this principle, as it is based on interviews with management and worker representatives, document reviews, and onsite observations. The factory had established grievance mechanism for individuals and communities, such as provide suggestion box for workers and provide hotline for complaint for communities. Workers could raise grievance and complaints through workers representative, suggestion box, product supervisor, there was no grievance found in the past one year. But the factory did not assess the effectiveness of grievance mechanism. The management expressed negligence in following up on this issue point. Violation of the requirements of the amfori BSCI system manual.

被审核方部分遵守该原则，因为基于管理层和工人代表访谈、文件审查和现场观察。工厂建立了针对个人和团体的投诉机制，比如给员工提供了意见箱，给团体提供了投诉热线。员工可以通过员工代表，意见箱和生产主管等提意见和投诉，最近一年中没有发现有员工投诉。但是工厂未评估申诉机制的有效性。管理表示疏忽了该问题点的跟进。违反了amfori BSCI系统手册的要求。

## PA 5: Fair Remuneration

Site: Fujian Sixsigma Industrial Co., Ltd | Site amfori ID: 156-051933-001

**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 partially respected this principle, as it is based on interviews with management and worker representatives, document reviews, and on-site observations. The factory provided social insurance receipt from December 2022 to November 2023, based on the records of November 2023, there were 95 workers including 1 retiree worker, 1 new worker in the factory (The factory should provide social insurance to 93 workers). The factory had provide unemployment insurance and injury insurances to 93 workers, did not provide retirement insurance, medical insurance and maternity insurance to 29 workers. The management said the workers were not willing

被审核方部分遵守该原则，因为基于管理层和工人代表访谈、文件审查和现场观察。工厂提供了2022年12月到2023年11月的社保缴费记录，根据2023年11月的记录，厂内共有95名员工，1名退休员工，1名新进员工（工厂应向93人提供社保）。工厂向93名员工提供失业保险和工伤保险，未向29名员工提供养老保险，医疗保险和生育保险。管理层称工人不愿意参加社保体系。根据员工访谈，他们中的部分人已经在镇里参加了农保体系，并且他们不愿意承担社保的费用。工厂未收集员工参加农保的信息。违反了《中华人民共和国社会保险法》第10，23，33，44，53条。备注：工厂给所有95名员工提供了团体商业意外险，有效期从2023年11月23日到2024年11月23日。

## Finding

to join social insurance system. Based on workers interview, most of them had joined the rural pension insurance system in their town, and they were not willing to pay for the social insurance. The factory did not collect the information about rural pension insurance of workers. This was in violation of articles 10, 23, 33, 44 and 53 of the Social Insurance Law of the People's Republic of China. Remark: The facility provided group commercial injury insurance to all 95 employees, which was valid from 23 November 2023 to 23 November 2024.

## PA 6: Decent Working Hours

Site: Fujian Sixsigma Industrial Co., Ltd | Site amfori ID: 156-051933-001

**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 did not respect this principle, as it is based on interviews with management and worker representatives, document reviews, and on-site observations. The time records from November 2022 to the audit date were provided for review. No obvious and peak season was found in the auditee. 15 sampled employees' time records were selected in April 2023, August 2023 and October 2023. The samples and the detailed overtime hours were as below: All 15 sampled employees' monthly overtime hours in April 2023 were exceed 36 hours, which up to 59 hours. All 15 sampled employees' monthly overtime hours in August 2023 were exceed 36 hours, which up to 57 hours. All 15 sampled employees' monthly overtime hours in October 2023 were exceed 36 hours, which up to 60 hours. Management explained that due to cost control, tight order delivery time and other reasons, it was difficult to achieve overtime compliance with the regulations. The workers said that overtime work was voluntary and they want to get more income through overtime work, and the workload was acceptable. Remark: The maximum monthly overtime hours in November 2023 and December 2023 (till December 26, 2023) were up to 58 hours and 47 hours respectively. Reference Law: PRC

被审核方未遵守该原则，因为基于管理层和工人代表访谈、文件审查和现场观察。2022年11月至审核当天的考勤提供了查看，发现被审核方没有明显的淡旺季。2023年4月，2023年8月和2023年10月分别抽了15名员工，加班情况如下：2023年4月，所有15名抽样员工月加班超过36小时，最大达到59小时。2023年8月份所有15名抽样员工月加班超过36小时，最大为57小时。2023年10月份，所有15名抽样员工月加班超过36小时，最大为60小时。管理解释，由于成本管控，订单交期紧张等原因，加班时间做到符合法规比较困难。员工表示加班是自愿的，他们愿意通过加班获得更多工资，工作强度可以接受。备注：2023年11月和2023年12月（至2023年12月26日）最大月加班小时为58小时和47小时。参考法律《中华人民共和国劳动法》第四十一条。

## Finding

Labour law, Article 41.

## PA 7: Occupational Health and Safety

Site: Fujian Sixsigma Industrial Co., Ltd | Site amfori ID: 156-051933-001

**Question:** 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

### ENGLISH

### LOCAL LANGUAGE

#### Finding

The auditee partially respected this principle, as it is based on interviews with management and worker representatives and document reviews. It was noted that another factory was located in the same production building with auditee. But the risk assessment report did not identify the potential health and safety risks caused by other factory in the same production building, such as fire risk, chemical leakage risk, electrical risk etc.. Violation of the requirements of the amfori BSCI system manual.

被审核方部分遵守该原则，因为基于管理层和工人代表访谈和文件审查。有其他1家工厂与被审核方共用同一栋生产楼。但是被审核方的风险评估报告没有识别同生产区域内其他工厂可能给受审核方造成的健康安全风险，比如火灾风险，化学品泄漏风险，电气风险等。违反了amfori BSCI系统手册的要求。

**Question:** 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

### ENGLISH

### LOCAL LANGUAGE

#### Finding

The auditee partially respected this principle, as it is based on interviews with management and workers and on-site observations. It was noted that wire gloves were provided in cutting area but no sign of "use wire gloves" was posted in the workshop. Reference law: Law of the PRC on Work Safety article 35

被审核方部分遵守该原则，因为基于管理层和工人访谈和现场观察。审核发现工厂在裁剪区域有提供钢丝手套但是该车间未张贴“使用钢丝手套”的标识。参考法律法规：《中华人民共和国安全生产法》第三十五条。

**Question:** 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

### ENGLISH

### LOCAL LANGUAGE

#### Finding

The auditee partially complies with this principle, as it is based on interviews with management and

被审核方部分遵守该原则，因为基于管理层和工人访谈和现场观察。针车车间约10%的车工在工作时

### Finding

workers and on-site observations. About 10% sewing workers did not use needle guards when on duty in the sewing workshop. The management explained that they will strengthen management. Reference Law: General Principles of Safety and Hygiene Design of Production Equipment (GB5083-1999), Articles 6.1.2.

没有使用挡针板。管理层解释他们将加强管理。参考法律法规: 生产设备安全卫生设计总则 (GB5083-1999) , 第6.1.2条。