

Monitored Party <b>Hubei Yuanzhihan Garment Industrial Co.,Ltd</b>	amfori ID <b>156-011525-000</b>	Address <b>Special No.1 Yuyang Road, Yuyang Town, Qianjiang, Hubei Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Follow-up Monitoring</b>	Monitoring Partner <b>QIMA Limited</b>
Monitoring Start Date <b>28/04/2025</b>	Closing Meeting Finished Date <b>29/04/2025</b>	Submission Date <b>29/04/2025</b>
Expiration Date <b>20/05/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>HuBei Yuanzhihan Garment Industrial Co., Ltd.</b>	Site amfori ID <b>156-011525-002</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>B</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>B</b>	
PA 6: Decent Working Hours	<b>D</b>	

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

Name of lead auditor: Xiaoqi Zhu, APSCA membership number: CSCA 21701070.

Monitoring Partner name: QIMA LIMITED and the membership number of QIMA LIMITED is 11600049.

Audit schedule details: (total 1.5 MDs) The audit is planned for 1 auditor x 1 day onsite and 0.5 days for reporting.

Announcement Type: Semi Announced. This audit is a follow-up audit, only PA 1, PA2, PA 5, PA 6 and PA 7 were covered during this audit.

### Business partner information:

Hubei Yuanzhihan Garment Industrial Co., Ltd (Business license registration number: 91429005309736884Y) 湖北远之瀚制衣有限公司 was located at Special No.1 Yuyang Road, Yuyang Town, Qianjiang City, Hubei Province, China. 中国湖北省潜江市渔洋镇渔洋大道特1号。

The auditee established on Aug 05, 2014. The main products manufactured by the facility were garments, and main production processes are listed as follows: cutting, sewing, ironing, inspection and packing.

All the processes were finished in the auditee, no subcontractors were used by the auditee, and nor homeworkers were used by the auditee.

### Audited location information:

The total occupied areas were 29674.89 square meters and the structure areas used by the auditee was 10121.88 square meters.

There were total 4 buildings in this site, all of them belong to the auditee.

And the auditee rented one flat building to another printing factory, and provided the lease contract so this building was not including in this audit scope.

There were no any employees and facility shared between the factory and the landlord.

One 3-storey office, warehouse and building (1F was used as office, raw material warehouse, cutting workshop; 2F was used as sewing workshop, 3F was used as ironing, inspection, packing workshop and finished goods warehouse), one 2-storey canteen and kitchen building (1F was used as kitchen, canteen and worker canteen, 2F was used as management and client canteen), one 5-storey dormitory building.

No subcontractor, catering service or security service was used or sub-contracted.

Operating shifts and hours: Attendance records from March 1, 2024 to the audit day were reviewed in this audit. Based on the provided attendance records, employees worked 5 days per week and 8 hours per day in 1 shift, the normal working hour is from 8:00 to 17:30 with 1 hour's lunch break from 12:00 to 13:30. As per management interview, the peak season was not obvious in the facility. Employees generally worked 2 overtime hours on weekdays and 10 overtime hours on Saturday. Reasonable rest breaks and the 7th day of rest were guaranteed. The maximum daily working time was 10 hours (8 hours regular+2 hours overtime) per day and maximum weekly working time was 58 hours (40 hours regular time + 18 hours overtime) and maximum monthly overtime was 84 hours.

Time recording system: Electric attendance system was used to record employees' working hours.

Salary payment details: Payroll records from March 2024 to February 2025 were reviewed in this audit. All employees' wages were calculated on hourly-rated basis. The lowest basic wages were RMB2340 per month which exceeded local minimum wage standard (RMB 1800 per month). For overtime wages, 150%, 200% and 300% of basic wages were paid to employees for their overtime hours on workdays, rest days and public holidays respectively. Employees were paid by bank transfer on 30th of each month after a working period. No mandatory holiday overtime was conducted. No illegal deduction was made. Social insurance was not provided to all employees.

Worker number information: Total worker number was 72 (including 61 production workers and 11 non-production workers including 3 employees in management position). Production related worker number was 61 (8 males and 53 females), and domestic migrant worker number was 1 (1 male). No vulnerable workers and other special group workers were hired or working in the factory.

Worker organization details: Worker committee was established and 2 worker representatives were elected by workers.

Circumstances:.

No any different circumstances faced during the monitoring, the management was cooperative and production was normal.

Good practices: Nil.

Summary of findings:

PA1. The management system was not operated effectively as there were findings identified in PA1-2 and PA5-7, such as monthly overtime not controlled well. It was found that the factory did not organize workforce capacity properly to meet the expectations of the delivery order, which resulted in workers' monthly overtime hour more than legal limits systematically.

PA 2. The auditee has established long term goals to protect workers according to the BSCI Code of Conduct, including step-by-step approach toward sustainable improvements, but still found non-confirmations in social insurance, working time and HS part. The facility has posed the BSCI Code of Conduct in all areas publicly, and provided BSCI training with all employees, but according to interviews, it was noted that the workers representative and some interviewed workers were not quite aware of BSCI values and principles, such as workers participation in health and safety matters, living wage etc.

PA5. The factory management knew some about how to calculate the living wage but didn't provide the living wage information during audit. Insufficient social insurance provided to employees.

PA 6. Overtime hours exceeded the legal requirement.

PA 7. It was identified that, the facility conducts the risk evaluation for its health and safety regularly, but through interviewed with workers and worker representatives, they were not involved in that process. There were no "Caution Hot" warning signs posted on the water dispenser area in the factory. About 30% of the sewing machines didn't install with needle protects and one set of the sewing machine didn't install with belt guards in the sewing workshop. No basic supplies, such as toilet paper, liquid soap and paper towels were available in the toilets.

Living wage calculation: Auditee did not identify the living cost of the workforce in the region, gap between actual remuneration and fair remuneration.

Remark:

1. There was a personal data protection law in China, so the auditor had desensitized the uploaded attachment.

2. Below documents were not uploaded because:

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 collective bargaining agreements set by the auditee, which makes the collective bargaining agreements not applicable.

4). There is no documented valid authorization to make exemptions on working hours by the auditee, which makes the documented valid authorization to make exemptions on working hours not applicable.

SITE DETAILS

Site

HuBei Yuanzhihan Garment Industrial Co., Ltd.

Site amfori ID

156-011525-002

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

N.A.

## METRICS

### Key Metrics

Total workforce	72	Workers
Legal minimum wage in local currency	1,800	Monthly
Lowest wage paid for regular work at the site	2,340	Monthly
Calculated living wage in local currency	2,029.5	Monthly
Total sample	10	Workers

### Other Metrics

Male workers	13	Workers
Female workers	59	Workers
Non-binary workers	0	Workers
Permanent workers - Male	13	Workers
Permanent workers - Female	59	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	1	Workers
Management - Female	2	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	1	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	13	Workers
Workers hired directly - Female	59	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	5	Workers
Sample - Female	5	Workers
Sample - Non-binary	0	Workers

## FINDINGS



### PA1: Social Management System

Site: HuBei Yuanzhihan Garment Industrial Co., Ltd. | Site amfori ID: 156-011525-002

**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
<b>Finding</b>	
<p>Follow-up audit (04/28/2025)</p> <p>The previous finding had not been corrected. By interviewing with management, worker representative and workers as well as documents review, factory already established the social responsibility management manual and procedures based on amfori BSCI principles and local legal requirements. Relevant laws and regulations had been collected and updated by assigned person (Ms. Chen Lingling) periodically. The factory management also conducted regular internal audits and provided related training for workers. However, the management system was not operated effectively as there were findings identified in PA1-2 and PA5-7, such as monthly overtime not controlled well. This question is rated as partially because the general condition in the factory is acceptable and no serious issue was found. Reference BSCI Code of conduct 1.1.</p>	<p>跟进审核（2025年4月28日）</p> <p>上次发现的问题没有改善。根据管理者访谈，员工代表访谈，员工访谈和文件查看，工厂已经基于 amfori BSCI行为守则和当地法律要求的基础上建立了社会责任管理手册和程序。相关的法律法规已经收集并且有指定人员（陈玲玲女士）定期更新。工厂管理也会进行定期的内部审核并且提供相关培训给员工。但是，该管理体系在实施中依然存在问题，在PA1-2和PA5-7都存在一些不符合项，比如月加班时间没有控制好。由于工厂并未发现任何严重问题且总体状况可接受，此问题点判定为部分符合。参考BSCI 行为守则1.1。</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>Follow-up audit (04/28/2025)</p> <p>The previous finding had not been corrected. By interviewing with management, worker representative and workers as well as documents review, the factory had established written procedure regarding production capacity plan. However, it was found that the factory did not organize workforce capacity properly to meet the expectations of the delivery order, which resulted in workers' monthly overtime hour more than legal limits systematically. This question is rated partially because the factory had written procedures and basic concept about this. Reference BSCI Code of</p>	<p>跟进审核（2025年4月28日）</p> <p>上次发现的问题没有改善。根据管理者访谈，员工代表访谈，员工访谈和文件查看，工厂已经建立了关于产能评估的书面文件。但是，工厂未进行正确的劳动力规划以确保满足订单要求，这也导致了工人的月加班时间系统性的超出法规要求。由于工厂有书面文件和基本认知，此问题点判定为部分符合。参考BSCI 行为守则1.4。</p>

## Finding

conduct 1.4.

## PA 2: Workers Involvement and Protection

Site: HuBei Yuanzhihan Garment Industrial Co., Ltd. | Site amfori ID: 156-011525-002

**Question:** 2.1 Is there satisfactory evidence that the auditee has good management practices that involve workers and their representatives in sound information exchange on workplace issues?

### ENGLISH

### LOCAL LANGUAGE

## Finding

Follow-up audit (04/28/2025)

The previous finding had not been corrected. The auditee partially respects this principle:

Based on management interview, onsite review, workers interview, document review and time records review, it was identified that, the main auditee partially respects this principle: the auditee has established long term goals to protect workers according to the BSCI Code of Conduct, including step-by-step approach toward sustainable improvements, but still found non-confirmations in social insurance, working time and HS part. Reference BSCI Code of conduct 2.1.

跟进审核（2025年4月28日）

上次发现的问题没有改善。被审核方部分遵循该准则：

基于管理者访谈、现场审核、员工访谈、文件审核和考勤记录发现，工厂根据BSCI行为准则定义了长期目标来保护员工，以及包括按部就班的可持续改进方法等。但是本次审核中仍然发现比如社保、工时超时和部分健康安全方面的问题点。参考BSCI行为守则2.1。

**Question:** 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

### ENGLISH

### LOCAL LANGUAGE

## Finding

Follow-up audit (04/28/2025)

The previous finding had not been corrected. The auditee partially respects this principle:

Based on management interview, onsite review, workers interview and document review, it was identified that, the facility has posed the BSCI Code of Conduct in all areas publicly, and provided BSCI training with all employees, but according to interviews, it was noted that the workers representative and some interviewed workers were not quite aware of BSCI values and principles, such as workers participation in health and safety matters, living wage etc. Reference BSCI Code of conduct 2.4.

跟进审核（2025年4月28日）

上次发现的问题没有改善。工厂部分遵循该准则：

基于管理者访谈、现场审核、员工访谈和文件审核发现，工厂在所有厂区均张贴了BSCI行为准则和实施条款，并且提供了对员工的培训记录供审阅。但员工代表和一些受访员工并不太清楚BSCI的标准和原则，比如工人在健康安全事务中的参与，生活工资等。参考BSCI行为守则2.4。

## PA 5: Fair Remuneration

Site: HuBei Yuanzhihan Garment Industrial Co., Ltd. | Site amfori ID: 156-011525-002

**Question:** 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

### ENGLISH

### LOCAL LANGUAGE

#### Finding

Follow-up audit (04/28/2025)

The previous finding had not been corrected. The auditee partially respects this principle. Based on management interview, workers interview and document review, it was identified that, the actual paid wages ensured decent living standards. However, the factory did not conduct basic living wage calculation. According to interview, the factory management knew some about how to calculate the living wage but didn't provide the living wage information during audit. Reference BSCI Code of conduct 5.4.

跟进审核（2025年4月28日）

上次发现的问题没有改善。工厂部分遵循该准则：基于管理者访谈、员工访谈和文件审核发现，虽然实际的工资水平确保的体面生活标准，但是工厂没有进行基本生活工资的计算。访谈得知工厂管理层部分了解生活工资，但是审核期间没有提供生活工资的计算。参考BSCI行为守则5.4。

**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

Follow-up audit (04/28/2025)

The previous finding had not been corrected. The main auditee does not respect this principle because a total of 72 employees were eligible to receive five types of social insurances in April 2025 according to the law. However, through review of social insurance enrollment list and payroll records, only 9 employees were enrolled in pension insurance, occupational injury insurance, unemployment insurance, 1 employee was enrolled in medical insurance and child-bearing insurance. Remark: 1. The factory provided commercial insurance for all employees which valid from May 27, 2024 to May 26, 2025. 2. The factory didn't get written waiver obtained from the local social insurance bureau. 3. Partial workers unwilling to buying social insurance as they had new rural social pension insurance at hometown. Social Insurance Act of the People's Republic of China, article 2 &4

跟进审核（2025年4月28日）

上次发现的问题没有改善。主要被审核方（生产商）未遵守该原则，原因工厂72名符合参保条件的员工中，只有9名参加了养老保险，工伤导保险，失业保险，1名参加了医疗保险和生育保险。备注：1. 工厂给所有员工购买了商业保险，有效期从2024年5月27日至2025年5月26日 2. 工厂不能提供地方劳动与社会保障局开具的社会保险豁免批文。 3. 一些员工是因为有在老家买了新农村养老保险。《中华人民共和国社会保险法》第二条和第四条。

## PA 6: Decent Working Hours

<b>Question:</b> 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
<b>Finding</b>	
<p>Follow-up audit (02/25/2025)</p> <p>The previous finding had not been corrected. The main auditee does not respect this principle because workers' monthly overtime hours had exceeded legal requirement.</p> <p>During the audit, the factory provided workers' attendance records from March 1, 2024 to the audit date, 10 sample population employees' time records from different production sections (10 selected from February 2025 as current month, 10 selected from October 2024 and August 2024 as random check month respectively) were selected as samples. According to cross check with the records reviewed, management and worker's interviews:</p> <p>10 out of 10 sample population employees' overtime were up to 58-84 hours per month in February 2025, October 2024 and August 2024 which were exceeded legal required 36 hours per month.</p> <p>Reference PRC Labor Law article 41,</p>	<p>跟进审核（2025年4月28日）</p> <p>上次发现的问题没有改善。主要被审核方（生产商）未遵守该原则，原因是员工的月加班时间超过法规要求。</p> <p>审核期间，工厂提供了工人从2024年3月1日至审核当天的考勤记录，审核员从厂方提供的工时记录中抽取不同生产车间的10个样本(从当前月2025年2月, 随机抽查月2024年10月，2024年8月，各抽取10个)，经与其他文件审核，管理层访谈和员工访谈交叉验证，发现抽样的10名员工在抽样的月份的加班时间达到每月58-84小时，超过月加班时间不能超过36小时的法律规定。</p> <p>参考《中华人民共和国劳动法》第41条</p>

**PA 7: Occupational Health and Safety**

Site: HuBei Yuanzhihan Garment Industrial Co., Ltd. | Site amfori ID: 156-011525-002

<b>Question:</b> 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?	
ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>Follow-up audit (04/28/2025)</p> <p>The previous finding had not been corrected.</p> <p>Based on observation, management interview, worker interview and document review, it was noted that the factory had established procedures and policies regarding health and safety management system. There was a health and safety committee in the factory, which was responsible for relevant issues. The factory provided relevant training to workers periodically. However, it was not</p>	<p>跟进审核（2025年4月28日）</p> <p>上次发现的问题没有改善。根据现场查看，管理者访谈，员工访谈和文件查看，审核发现工厂已经建立了有关健康安全管理体系的程序文件。工厂有健康安全委员会负责其相关事务。工厂定期给员工进行相关培训。但是，该体系运行存在缺失，在第七部分仍然发现一些不符合项。由于工厂并未发现任何严重问题且工厂健康安全总体状况可接受，此问题点判定为部分符合。参考BSCI 行为守则7.1。</p>

Finding	
implemented effectively and there were still some non-compliance issues identified in PA7. This question is rated as partially because the general condition regarding health and safety in the factory is acceptable and no serious issue was found. Reference BSCI Code of conduct 7.1.	

**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
Finding	
<p>Follow-up audit (04/28/2025)</p> <p>The previous finding had not been corrected. The auditee partially respects this principle. Based on management interview, workers interview and document review, it was identified that, the facility conducts the risk evaluation for its health and safety regularly, but through interviewed with workers and worker representatives, they were not involved in that process. Reference BSCI Code of conduct 7.4.</p>	<p>跟进审核（2025年4月28日）</p> <p>上次发现的问题没有改善。工厂部分遵循该准则：基于管理者访谈、员工访谈和文件审核发现，企业定期组织健康安全风险评估，但访谈得知，员工或员工代表未参与健康与安全的风险评估。参考BSCI行为守则7.4。</p>

**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	
<p>Follow-up audit (04/28/2025)</p> <p>The previous finding had not been corrected. The auditee partially respects this principle: Based on onsite review it was identified that, there were no "Caution Hot" warning signs posted on the water dispenser area in the factory. Reference BSCI Code of conduct 7.9.</p>	<p>跟进审核（2025年4月28日）</p> <p>上次发现的问题没有改善。工厂部分遵循该准则：基于现场审核发现，工厂未在饮水机周围张贴小心烫伤的警示语。参考BSCI行为守则7.9。</p>

**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	
<p>Follow-up audit (04/28/2025)</p> <p>The previous finding had not been corrected. The</p>	<p>跟进审核（2025年4月28日）</p> <p>上次发现的问题没有改善。工厂部分遵循该准则：</p>

Finding	
<p>auditee partially respects this principle: Based on onsite review, it was identified that, about 30% of the sewing machines didn't install with needle protects and one set of the sewing machine didn't install with belt guards in the sewing workshop. Reference law: Machinery Safety Guard Requirement (GB 8196-87), Article 2.2.1.</p>	<p>基于现场审核发现，缝纫车间的约30%的缝纫机没有安装挡指。1台缝纫机没有安装皮带轮防护罩。参考法规：机械设备防护罩安全要求(GB 8196-87) 2.2.1。</p>

**Question:** 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Follow-up audit (04/28/2025) The previous finding had not been corrected. The auditee partially respects this principle. Based on onsite review it was identified that, no basic supplies, such as toilet paper, liquid soap and paper towels were available in the toilets. Reference BSCI Code of conduct 7.22.</p>	<p>跟进审核（2025年4月28日） 上次发现的问题没有改善。工厂部分遵循该准则： 基于现场审核发现，车间的卫生间没有提供基本备品如厕纸、洗手液和擦手纸。参考BSCI 行为守则 7.22。</p>