

Monitoring result for Ningbo Yongnan Knitting Co., Ltd. on site Ningbo Yongnan Knitting Co., Ltd.

Monitoring

Monitored Party	: Ningbo Yongnan Knitting Co., Ltd.
amfori ID	: 156-003357-000
Site	: Ningbo Yongnan Knitting Co., Ltd.
Site amfori ID	: 156-003357-002
Address	: Part of 1st floor and 3rd Floor, Building D, #1301 Xiangshangang Road, Juexi, Xiangshan : 315708, Ningbo : Zhejiang Sheng : China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Follow-up Monitoring
Submission Date	: 18/07/2022
Expiration Date	: 23/07/2023

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Overall rating



Section rating

PA1: Social Management System	D
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	A
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

Ningbo Yongnan Knitting Co., Ltd. (宁波甬南针织有限公司) was located at Part of 1st floor and 3rd Floor, Building D, #1301 Xiangshangang Road, Juexi, Xiangshan, Ningbo, Zhejiang (浙江省宁波市象山县爵溪街道象山港路1301号D幢三楼及一楼局部). The facility mainly produced Knitting apparel. The main process was cutting, sewing, ironing, inspection and packing. No obvious off or peak season were observed in the facility. Printing, embroidering and washing processes were subcontracted to other factories outside if needed. The management showed cooperated and active attitude during the audit.

There were mainly 6 buildings in the factory with at least 15 factories in the boundary. The auditee had rent part 1st floor and total 3rd floor of D# building(one 4-storey building) as production area and warehouse, part areas of one 6-storey office building as office. Total areas used by the factory were about 4960m². Other areas of D# building was used by other 2 factories producing garments, etc. The factory didn't share production area, workers and business with other factories in the same boundary.

The site name on last audit report was NINGBO YONG NAN KNITTING CO.,LTD. But the management stated that the English name of the auditee was Ningbo Yongnan Knitting Co., Ltd. So they wanted to change the site name to Ningbo Yongnan Knitting Co., Ltd. in this audit, actually, both of the site names refer to the same auditee, no any physical location or management system changed since last audit.

Remark:

1. The factory didn't get any wavier on overtime from local government. There was no collective bargaining in the factory. There was no any labor contractor, labor agency, etc. in the factory. No findings in PA12 were raised in last audit. So these documents including environmental certificates were not applicable to attach to the report. No findings were identified on PA 3, 4, 8, 9, 11, 12, 13 in last audit. So this audit was not covered relevant PA mentioned above. The rating in PA 3, 4, 8, 9, 11, 12, 13 was kept the same with last audit. Evidence was ticked with DE in relevant PA mentioned above.
2. Auditor: Sun Sun, CSCA, registration number 21701729; Auditing company: TUV Rheinland, APSCA Number: 11600007.
3. The audit started at about 08:00 am. The auditors spent 1 hour during lunch break for document review without management.

Site Details

Site : Ningbo Yongnan Knitting Co., Ltd.
Site amfori ID : 156-003357-002

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	134 Workers
Legal minimum wage in local currency	2070 Monthly
Lowest wage paid for regular work at the site	2610 Monthly
Calculated living wage in local currency	2472 Monthly
Total sample	7 Workers

Other Metrics

Male workers	37 Workers
Female workers	97 Workers
Permanent workers - Male	37 Workers
Permanent workers - Female	97 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	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	16 Workers
Domestic migrant workers - Female	35 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	37 Workers
Workers hired directly - Female	97 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	5 Workers

Findings

PA1: Social Management System

The facility had carried out social compliance management system according to amfori BSCI COC and local law requirement. But they didn't improve all identified findings in last audit, such as non-compliance on overtime, social insurance, etc. The management stated that they should pay more time to reduce workers' overtime. Currently, they didn't find the balance point between production and overtime. Some workers still didn't want to take part in social insurance. They didn't define effective measures.

工厂有根据amfori BSCI准则及当地法规要求来实施社会责任管理系统，但是他们没有改善上次审核识别的所有问题，如加班时间，社保，等不符。管理层表示他们应该花更多的时间来减少工人的加班时间，当前，他们没有找到生产和加班时间之间的平衡点。部分工人仍然不想参加社保，他们没有制定有效的措施。

The auditee had set up production capacity planning and cost calculation procedures. Production capacity planning was not carried out effectively to consider the importance of workers' overtime. Workers' overtime was not ensured to comply with local law requirement.

被审核方有建立产能规划及成本核算程序，产能规划考虑工人加班时间的重要性，没有被有效地实施，没有确保工人的加班时间符合当地法规要求。

PA 2: Workers Involvement and Protection

The facility didn't define long-term goals for protecting workers, such as monthly overtime not more than 36 hours, etc. The management stated that they will organize relevant employees to define later.

工厂没有定义保护工人的长期目标，如月加班不多于36小时，等。管理层表示他们后期会组织相关员工定义。

PA 5: Fair Remuneration

Not all workers had social insurance. The management stated that some workers didn't want to take part in social insurance. Some workers stated that they may not stay in same working city for a long time. Rural insurance at home was more stable. The management didn't gather rural insurance records from workers. There were 134 employees with 16 retired workers and 0 new worker within one month in the factory. So 118 employees should enjoy social insurance. The factory provided social insurance payment voucher from July 2021 to June 2022. Based on voucher of latest one month, 11 out of 118 employees didn't enjoy retired, unemployment, medical, maternity and injury insurance. (Reference Law and Regulation: Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44, 53) Remark: The factory provided commercial accident insurance for other 27 employees who didn't enjoy social insurance (including 16 retired workers). The contract was valid from March 26, 2022 to March 25, 2023.

不是所有工人有社保。管理层表示部分工人不想参加社保。部分工人表示他们可能不会长时间呆在一个工作城市。家里的农保更稳定。管理层没有从工人处收集农保记录。因此工厂有134名员工，包括16名退休员工及0名一个月内新员工。因此118名员工需享有社保。工厂提供了2021年7月至2022年6月的社保支付凭证，基于最近一个月的凭证，118名员工中有11名员工没有享受养老，失业，医疗，生育及工伤保险。(参考法律法规：《中华人民共和国社会保险法》第10，23，33，44，53条)备注：工厂有提供商业意外保险给其余未享受社保的27名员工（包括16名退休员工），合同期限从2022年3月26日至2022年3月25日。

PA 6: Decent Working Hours

The auditee didn't ensure the compliance on workers' overtime. The overtime detail of sampled 3 months' attendance records as below: In July 2021, 7 out of 7 random selected workers' monthly overtime exceeded 36 hours. The maximum monthly overtime was 80 hours; In December 2021, 7 out of 7 random selected workers' monthly overtime exceeded 36 hours. The maximum monthly overtime was 82 hours; In May 2022, 7 out of 7 random selected workers' monthly overtime exceeded 36 hours. The maximum monthly overtime was 58 hours. The management stated that they pay more attention on production capacity. Overtime was a convenient way to catch up with delivery date. Workers could choose to overtime or not voluntarily. They didn't control workers' overtime strictly. (Reference Law and Regulation: Labor Law of the People's Republic of China, Article 41). Remark: In June 2022, the maximum daily and monthly overtime were 2 hours and 58 hours respectively. In July 2022 (from July 1, 2022 to July 12, 2022), the maximum daily and monthly overtime were 2 hours and 30 hours respectively.

被审核方没有确保工人加班时间的符合性。抽样3个月考勤记录的加班详情如下：2021年7月，7名抽样员工中有7名员工的月加班超出36小时，最大月加班为80小时；2021年12月，7名抽样员工中有7名员工的月加班超出36小时，最大月加班为82小时；2022年5月，7名抽样员工中有7名员工的月加班超出36小时，最大月加班为58小时。管理层表示他们更注重产能，加班是赶交期的一个很方便方法。工人可以自愿地选择加班与否。他们没有严格控制工人的加班时间。(参考法律法规：《中华人民共和国劳动法》，第41条)备注：在2022年6月，最大日加班及月加班分别为2小时及58小时。在2022年7月（从2022年7月1日至2022年7月12日），最大日加班及月加班分别为2小时及30小时。

PA 7: Occupational Health and Safety

The facility didn't provide cleaning supplies, such as soap, etc. in the toilet of production area. The management stated that they didn't supplement relevant supplies in time.

工厂没有在生产区域的厕所提供清洗用品，如肥皂，等。管理层表示他们没有及时补充相关用品。