

Monitoring result for NINGBO DUOYUAN SHANGYI GARMENTS CO., LTD on site NINGBO DUOYUAN SHANGYI GARMENTS CO., LTD

Monitoring

Monitored Party	: NINGBO DUOYUAN SHANGYI GARMENTS CO., LTD	amfori ID	: 156-029294-000
Site	: NINGBO DUOYUAN SHANGYI GARMENTS CO., LTD	Site amfori ID	: 156-029294-001
Address	: NO. 30 HUANGXIE ROAD, DONGQIAN LAKE RESORT AREA	Monitoring Activity	: amfori Social Audit - Manufacturing
	: 315100, Ningbo	Monitoring Type	: Full Monitoring
	: Zhejiang Sheng	Submission Date	: 01/12/2021
	: China	Expiration Date	: 01/12/2022

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Overall rating

A	B	C	D	E	None
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Section rating

PA1: Social Management System	C
PA 2: Workers Involvement and Protection	C
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

General description

The auditee was located at NO. 30 HUANGXIE ROAD, DONGQIAN LAKE RESORT AREA, Ningbo, Zhejiang, China (中国浙江省宁波市东钱湖旅游度假区黄谢路30号)

In the same boundary, there were total four factories (one plastic products factory, one curtain factory and two garment factories) and main five buildings (one 3-storey office building, one 4-storey production building, two 3-storey production buildings and one 2-storey canteen building). All buildings were owned by the plastic products factory. Based on lease contract review and site observation, the auditee leased 3F of one 4-storey building as production, storage and office area and total area was about 1750 square meters. The 1F/2F of the building were used by landlord as production area and the 4F was leased by one curtain factory. The other buildings were used by landlord and another garment factory. The factories in the same boundary had individual business licences, management and workers etc. and the auditee did not share workers with other factories. The auditee did not provide canteen and dormitory for workers and no workers of auditee ate in the canteen at the same boundary. There was no obvious peak season identified in the factory. The main products manufactured by the auditee were garment. The main production processes in the factory were listed as following: cutting, sewing and finishing (including ironing, inspection and packing). The factory subcontracted printing and embroidering to other factories. The factory did not use contractor. All employees were hired directly by the factory. The doorkeeper was hired by landlord. No dispatched workers, temporary workers or student workers were identified in the factory.

The management showed good cooperation attitude in the whole audit. All requested documents and records were provided in a timely manner. All areas were allowed to be checked and taken photos. Confidential interviews with employees were conducted. The General Manager agreed all findings and signed the finding summary.

Remark:

1. No photos of contractor or agency labor contract, government waiver, collective bargaining agreements were taken due to no contractors or agencies were used, no government waiver was obtained and no collective bargaining agreements were available.

2. The APSCA information as below:

Auditor: Vicky LI, CSCA, registration number 21701919

Auditing company: TUV Rheinland, APSCA Number:11600007

3. The factory moved from "Huילong Village, Qiuga Town, Yinzhou District, Ningbo, Zhejiang-浙江省宁波市鄞州区邱隘镇回龙村" to current site in September 2021 and updated business license in October 2021. The distance between two places was about 2 KM. Based on site observation, the old site was in idle and the auditee had no any operation in old site, so this audit did not cover the old site.

4. The business license was registered as "(No.30 Huangxie Road) Huangga Industrial Zone, Dongqian Lake Resort Area, Ningbo, Zhejiang-浙江省宁波市东钱湖旅游度假区黄隘工业区 (黄谢路30号)", and the management claimed that they wanted to use "NO. 30 HUANGXIE ROAD, DONGQIAN LAKE RESORT AREA, Ningbo, Zhejiang, China-中国浙江省宁波东钱湖旅游度假区黄谢路30号" in this audit report. Two addresses were the same place.

Site Details

Site	: NINGBO DUOYUAN SHANGYI GARMENTS CO., LTD	Site amfori ID	: 156-029294-001
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GICS Classification

Sector	: Consumer Discretionary	Industry	: Textiles, Apparel & Luxury Goods
Industry Group	: Consumer Durables & Apparel	Sub Industry	: Apparel, Accessories & Luxury Goods

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	41 Workers
Legal minimum wage in local currency	2280 Monthly
Lowest wage paid for regular work at the site	2436 Monthly
Calculated living wage in local currency	2472 Monthly
Total sample	8 Workers

Other Metrics

Male workers	12 Workers
Female workers	29 Workers
Permanent workers - Male	12 Workers
Permanent workers - Female	29 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	12 Workers
Domestic migrant workers - Female	22 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	12 Workers
Workers hired directly - Female	29 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	3 Workers
Sample - Female	5 Workers

Findings

PA1: Social Management System

The factory established social compliance management system and procedures according to the requirement of amfori BSCI Code of Conduct, but some performance areas (such as Fair Remuneration, Decent working hours etc.) were not effectively implemented, so that the social insurance did not cover all workers and workers' monthly overtime hours exceeded legal requirement generally. The management stated that they knew the requirement of amfori BSCI and legal laws, but it was hard to resolve these problems as some workers refused to participate in social insurance at the factory and it was hard to control monthly overtime hours due to tight deliver time and labor shortage.

工厂根据amfori BSCI 行为准则的要求建立了社会责任管理体系和程序，但是部分绩效区域如公平报酬、体面的工作时间等没有得到有效实施，以至于社保没有全员覆盖、工人的月加班时间普遍超过法规要求。管理层表示他们了解amfori BSCI以及法律法规的要求，但是很难改善这些问题，因为一些员工不愿意在工厂参加保险，同时由于交期紧张以及员工短缺，很难控制月加班时间。

The workforce capacity planning procedure was established in the factory, but the factory did not implement it properly, so the monthly overtime hours were not controlled within legal requirement during production planning. The management explained that it was hard to control monthly overtime hours due to tight deliver time and lack of workers.

工厂建立了一个产能规划程序但是没有合理实施，以至于计划生产时没有控制月加班时间在法规要求范围内。管理层解释，由于交期紧张以及人员短缺，很难控制月加班时间。

PA 2: Workers Involvement and Protection

The factory did not establish long term goals to protect workers according to its social performance, such as controlling overtime hours within 36 hours and enhance covering rate of social insurance etc.

工厂未根据其社会责任表现来建立保护员工的长期目标，例如控制月加班时间在36小时内以及提高社保参保率等。

All interviewed workers did not know the content of amfori BSCI COC, such as workers involvement and protection etc. The factory provided amfori BSCI COC training to workers on 19 May 2021 and posted it in workplace, but interviewed workers stated that they did not pay attention to it.

所有受访工人都不知道amfori BSCI行为准则的内容，如员工参与和保护等。工厂于2021年5月19日向工人提供了amfori BSCI行为准则的培训，并在工作场所张贴，但受访工人表示没有注意到。

PA 5: Fair Remuneration

Social insurance did not cover all workers. There were 41 workers hired by the factory, including 8 workers beyond retiring age. There were 4 newly hired workers and no resigned workers after October 2021. So the factory should provide social insurance to 29 workers in October 2021. The factory provided social insurance records from November 2020 to October 2021 for review. Based on social insurance records of October 2021 review, it was noted that 22 out of 29 workers did not participate in social insurance at the factory (including retiring, unemployment, medical, maternity and work-related injury insurance). According to management and worker interview, these workers were not willing to participate in social insurance at the factory as they had insurance at home. Reference Laws: Labor Law of P.R.C, Article 72 and 73. Remark: 1. The factory did not collect the insurance information of workers which was bought by themselves. 2. The factory provided commercial injury insurance to the 22 workers who were not provided with social insurance and 4 workers beyond retiring age. The valid date of the commercial injury insurance from 25 September 2021 to 24 September 2022.

社保没有覆盖全员。工厂共雇佣了41名工人，包括8名超过退休年龄的工人。2021年10月后有4名新进的工人，没有离职工人。因此工厂在2021年10月应提供社保给29名工人。工厂提供了2020年11月到2021年10月的社保记录。根据2021年10月的社保记录，发现29名工人中的22人没有在工厂参加社保（包括退休、失业、医疗、生育和工伤保险）。根据管理层和员工访谈，这些工人不愿意在工厂参加保险，因为他们在家有保险。参考法规：《中华人民共和国劳动法》第72条，第73条。备注：1. 工厂没有收集工人自己购买的保险的信息。2. 工厂提供了商业意外险给这22名没有提供社保的工人以及4名超过退休年龄的工人。商业意外险的有效期从2021年9月25号到2022年9月24号。

PA 6: Decent Working Hours

The factory did not control the monthly overtime hours within legal requirement. According to the attendance records from 1 October 2020 to the audit day review and worker interview, workers' monthly overtime hours exceeded 36 hours and the maximum was up to 56 hours (in January 2021 and July 2021): (1) The attendance records in January 2021 showed the monthly overtime hours of all 8 randomly selected workers exceeded 36 hours and the maximum was up to 56 hours; (2) The attendance records in July 2021 showed the monthly overtime hours of all 8 randomly selected workers exceeded 36 hours and the maximum was up to 56 hours; (3) The attendance records in September 2021 showed the monthly overtime hours of all 8 randomly selected workers exceeded 36 hours and the maximum was up to 48 hours. Reference law: PRC Labour Law article 41. Till to the audit day, the maximum monthly overtime hours of 8 randomly selected workers were 38 hours in November 2021 (from 1st to 24th). Confirmed by worker interview, they worked overtime voluntarily and they were willing to work overtime to increase income.

PA 6: Decent Working Hours

工厂未控制月加班时间在法规要求范围内。根据查阅2020年10月1日至审核当天的考勤记录以及员工访谈，工人月加班时间超过36小时，最高达到56小时（在2021年1月和2021年7月）：(1)2021年1月的考勤记录显示所有8名随机抽样员工的月加班超过36小时，最大的达到56小时；(2) 2021年7月的考勤记录显示所有8名随机抽样员工的月加班超过36小时，最大的达到56小时；(3) 2021年9月的考勤记录显示所有8名随机抽样员工的月加班超过36小时，最大的达到48小时。参考法律法规：《中华人民共和国劳动法》第41条。至审核当天，8名随机抽样员工在2021年11月的最大加班时间为38小时(从1号到24号)。通过员工访谈确认，他们自愿加班且愿意有更多的加班来增加收入。

PA 7: Occupational Health and Safety

The factory did not collect the newest version of laws and regulations of health and safety, such as Work Safety Law of the People's Republic of China (version 2021) etc.

工厂未收集最新版本的健康安全法律法规，如《中华人民共和国安全生产法》（2021版）等。

The factory did not provide injury insurance to 4 workers beyond retiring age. Remark: The factory provided work-related injury insurance to 7 out of 41 workers and commercial injury insurance to other 26 workers (22 workers were under retiring age and 4 workers were beyond retiring age). 4 out of 41 workers were hired on 22 November 2021. There was no work-related injury occurred in past 1 year.

工厂没有提供意外险给4名超过退休年龄的工人。备注：工厂提供工伤保险给41名工人中的7人以及商业意外险给其他的26人（22人为低于退休年龄工人，4人为超过退休年龄工人）。41名工人中的4人为2021年11月22号新招用的工人。过去1年未发生过工伤。

No workers or worker representatives took part in the risk assessment of health and safety.

没有工人或者员工代表参与健康安全风险评估。

There were no safety warning signs posted for hazardous machines and facilities, such as cutting machine, ironing facilities and potable water facilities. Reference law: Work Safety Law of the People's Republic of China article 32.

危险机器和设备没有张贴安全警告标识，例如裁剪机、整烫设施和饮用水设施。参考法律法规：《中华人民共和国安全生产法》第32条。

One electric switch in cutting workshop was exposed. Reference law: Code for Design Of low Voltage Electrical Installations article 5.1.1.

裁剪车间一个电闸裸露。参考法律法规：《低压配电设计规范》第5.1.1条。

PA 12: Protection of the Environment

The factory did not collect the newest version of environment laws and regulations, such as Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes (version 2020) etc.

工厂未收集最新版的环境法律法规，例如《中华人民共和国固体废物污染环境防治法》（2020版）等。