

Monitoring result for Henan Sigil Garment Co., Ltd on site Henan Sigil Garment Co., Ltd

Monitoring

Monitored Party	: Henan Sigil Garment Co., Ltd	amfori ID	: 156-016616-000
Site	: Henan Sigil Garment Co., Ltd	Site amfori ID	: 156-016616-001
Address	: No. 66 North Kailan Avenue, Lankao County : 475300, Kaifeng : Henan Sheng : China	Monitoring Activity	: amfori Social Audit - Manufacturing
		Monitoring Type	: Full Monitoring
		Submission Date	: 27/10/2021
		Expiration Date	: 27/10/2022

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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

Henan Sigil Garment Co., Ltd was located at No. 66 North Kailan Avenue, Lankao County , 475300 Kaifeng, China. The No.of Business license was 91410225MA9GE27047 which was valid from Mar 02, 2021 to long term. There were total 39 employees in the factory. The main product was HOME WEAR,and so on. Main process was listed as below: material,cutting, sewing, ironing, inspection and packing.

1. The factory recorded workers' attendance by fingerprint and face recognition attendance system.
2. The factory provided attendance records from Mar.12, 2021 to Oct.20, 2021 for review.
3. The normal working hours were 8 hours per day and 5 days per week, all workers had one shift: 8:00 to 12:00; 13:00 to 17:00.
4. The attendance records indicated workers' maximum daily overtime was 1 hour and maximum monthly overtime were 67 hours, which happened in Jul 2021 (including 22 hours overtime on weekdays and 45 hours overtime at weekend) , and workers' maximum weekly working hour were 54 hours.
5. The attendance records indicated all workers had at least one day off per seven days.

Haiying Dong (General Manager) and one worker representative named Fangfang Zheng sign on the finding report. The management showed a positive and cooperative attitude during the audit.

The factory agreed SGS auditor conducted confidential interviews with workers who were chosen freely without any influence by the factory. Interviews with all the 5 employees were conducted in an independent room. The interviewees showed a cooperative attitude and most workers were satisfied with working condition and benefits in the factory. Based on payrolls review from Mar.2021 to Aug.2021, it was noted that at least RMB9.78 per hour as regular wage which was more than the legal minimum wage requirement. Overtime wage was paid as per law. Workers' wage was paid by cash before the end of the following month.

Remark:

1. There was no agency used by the auditee, which made the agency labour contract not applicable.
2. There was no Documented valid authorisation to make exemptions about working hours.
3. Based on document review and observation on-site, the audited factory leased one 2-storey production building from another factory with a separate business license, the lease contract and copy of business license were provided for review.
4. The factory was established on March.02, 2021, and the factory has been in operation since March 12, 2021, so the attendance records from Mar.12, 2021 to Oct.20, 2021 were provided for review.
5. The audit information as below:

Announcement Type: Announced

Monitoring Date: Oct.20, 2021

Monitoring firm: SGS (Monitoring firm APSCA #: 11600006)

Auditor name: Jasmine Zhang (APSCA member No.CSCA 21701867)

This was full monitoring.

Site Details

Site	: Henan Sigil Garment Co., Ltd	Site amfori ID	: 156-016616-001
GICS Classification			
Sector	: Consumer Discretionary	Industry	: Textiles, Apparel & Luxury Goods
Industry Group	: Consumer Durables & Apparel	Sub Industry	: Apparel, Accessories & Luxury Goods
GS1 Classifications		Product Process Classifications	
N.A.		N.A.	

Metrics

Key Metrics

Total workforce	39 Workers
Legal minimum wage in local currency	1500 Monthly
Lowest wage paid for regular work at the site	1700 Monthly
Calculated living wage in local currency	2806 Monthly
Total sample	5 Workers

Other Metrics

Male workers	7 Workers
Female workers	32 Workers
Permanent workers - Male	7 Workers
Permanent workers - Female	32 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	1 Workers
Domestic migrant workers - Female	1 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	7 Workers
Workers hired directly - Female	32 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	3 Workers

Findings

PA1: Social Management System

1.1 The main auditee partially respected this principle. The facility established social compliance management procedures in Jul.7, 2021, such as procedure of wage and benefits management and procedure of occupational health and safety, etc. However, gaps between the actual status and the requirements were found in some areas. E.g. the factory did not provide five kinds of social insurances to all workers

被审核方（生产商）部分遵循该准则。工厂于2021年7月7建立了社会责任管理程序，例如工资和福利管理程序和职业安全卫生管理程序等。然而，在部分领域发现实际状态和要求存在差距。例如：在部分领域发现实际状态和要求存在差距，例如：没有给所有员工提供5险。

1.4 The main auditee partially respected this principle because the factory knew about how to calculate the costs of production and delivery times. Due to the imperfect implementation of the time management system, the overtime working hours of the workers exceeded legal requirement (E.g. the monthly overtime was 67h in Jul 2021) .

被审核方（生产商）部分遵守该准则。原因是工厂了解如何计算生产产能和订单周期，由于工时管理系统执行的不完善，导致员工的加班时间未能符合法规的要求。（例如：员工月加班在2021年7月加班67小时）。

PA 2: Workers Involvement and Protection

2.2 The main auditee partially respected this principle because no completely long-term goals were established to protect workers according to the amfori BSCI Code of Conduct, e.g. the worker representatives were not involved in setting long-term goals.

被审核方（生产商）部分遵循该准则，因为工厂未根据amfori BSCI行为准则完整地定义长期目标来保护员工，如员工代表没有参与制定长期目标。

2.5 The main auditee partially respected this principle. Because the factory established grievance procedure for its own employees, but no channel was set for surrounding communities or outside interested party coming up with its suggestions or complaints to management for improvement.

被审核方（生产商）部分遵循该准则。原因是工厂建立了供内部人员使用的申诉程序，但工厂没有建立供周边社区等外部相关方申诉的渠道。

PA 5: Fair Remuneration

5.5 The main auditee did not respect this principle. Because the factory did not provide legal social insurance for any workers: none of all 39 employees were provided with 5 kinds of social insurance (retirement, medical, child-bearing, unemployment and injury insurance), 20 employees were provided with commercial insurance. Remark: 1 out of 39 workers had been retired and there were 12 new worker who joined the factory within one month. The factory explained that the workers insured the social insurance voluntarily, the workers were countryman, they enjoyed new-pattern rural social old-age insurance in the village, and they didn't want to pay for the social insurances, but no written evidence was provided for review.

被审核方（生产商）未遵循该准则。原因是工厂没有为任何员工提供五项社会保险：工厂没有为39名员工中的任何员工提供5项社会保险，为20名员工提供商业保险。备注39名员工中有1名退休员工，有12名入职一个月内的新员工。工厂解释员工是自愿参保，员工是农村人，在村里缴纳了新农保，不愿意缴纳社保，但未提供任何书面证明。

PA 6: Decent Working Hours

6.2 The main auditee did not respect this principle because based on review of the attendance records from Mar 12, 2021 to Oct.20, 2021 provided by the auditee, 80% workers' monthly overtime working hours exceeded 36 hours, and the maximum number was up to 67 hours (including 22 hours overtime on weekdays and 45 hours overtime at weekend) in Jul 2021.

被审核方（生产商）未遵循该准则，原因是根据被审核方提供的从2021年3月12日至2021年10月20日的考勤记录发现，被审核方约80%的员工月加班时间超过36小时，2021年7月达到67小时(包含22小时工作日加班和45小时周末加班)。

PA 7: Occupational Health and Safety

7.1 The main auditee partially respected this principle because the factory had established complete management system on health and safety, included identification and awareness of related legal regulation, health and safety training etc. But some issue was found due to management negligence.

被审核方（生产商）部分遵守该准则。原因是工厂已建立完整的健康安全管理体系，包括相关法规的识别与了解，健康安全培训等，但是由于管理疏忽，导致某些问题存在。

7.2 The main auditee did not respect this principle. Because the factory did not provide injury insurance or commercial insurance for 7 out of 39 employees.

被审核方（生产商）未遵循该准则。原因是工厂没有为所有39名员工中的7人提供工伤保险或商业意外保险。

PA 7: Occupational Health and Safety

7.22 The main auditee partially respected this principle because toilets were equipped with clean water, but no privacy doors were installed for toilets.

被审核方（生产商）部分遵循该准则，原因是厕所配备清洁用水但是没有安装隐私门。

7.25 The main auditee partially respected this principle. Because some goods in warehouse were stored against the wall directly.

被审核方（生产商）部分遵守该原则。原因是审核发现仓库部分货物堆放靠墙。

PA 12: Protection of the Environment

12.5 The main auditee partially respected this principle because the factory did not have possible mechanisms about preserving including proper identification of water springs, rivers, lakes and other water ecosystems in the area. The actual active focusing on saving water was established.

被审核方（生产商）部分遵守该原则。原因是生产商建立了节约用水实际的行动，但是未进行周边水资源地图的识别。