

Monitoring result for Chongqing Baotong knitwear Co., Ltd on site Chongqing Baotong knitwear Co., Ltd

Monitoring

Monitored Party	: Chongqing Baotong knitwear Co., Ltd
amfori ID	: 156-030667-000
Site	: Chongqing Baotong knitwear Co., Ltd
Site amfori ID	: 156-030667-001
Address	: Building 6, Renhe group standard workshop, Yunyan g Industrial Park : 404538, Chongqing : Chongqing Shi : China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 25/02/2022
Expiration Date	: 25/02/2023

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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	A
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	B
PA 13: Ethical Business Behaviour	A

General description

1. The auditee Chongqing Baotong knitwear Co., Ltd was located at Building 6, Renhe group standard workshop, Yunyang Industrial Park, Chongqing, China (重庆市云阳工业园区人和组团标准厂房6号楼).
2. The auditee occupied one 4-storey building as production, warehouse and office. The construction area was 6342 sq. meters. No shuttle bus, dormitory or canteen was provided.
3. The auditee was located in an industrial park with many other factories in the same yard. The auditee did not have relationship with other factories and no mixed worker was noted.
4. The products of the factory was knitwear, the processes were knitting, linking, stitching, sewing, washing, ironing, inspection and packing. No process was subcontracted.
5. The peak season was not obvious.
6. All employees were hired directly. The security work was managed by industrial park.
7. Following documents were not applicable and not uploaded: contractor license (no applicable), agency labor contract (no applicable), government waivers (no applicable), collective bargaining agreements (no collective bargaining), EIA documents (not obtained).
8. The construction name on Fire Approval was the landlord, the lease contract was provided for review.
9. The management was cooperative and audit went smoothly.
10. Auditor APSCA information for this audit: Ashiley Fu, CSCA 21701907. Audit company: TUV Rheinland, APSCA Number: 11600007.

Site Details

Site : Chongqing Baotong knitwear Co., Ltd
Site amfori ID : 156-030667-001

GICS Classification

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

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	48 Workers
Legal minimum wage in local currency	1700 Monthly
Lowest wage paid for regular work at the site	1700 Monthly
Calculated living wage in local currency	2089 Monthly
Total sample	10 Workers

Other Metrics

Male workers	8 Workers
Female workers	40 Workers
Permanent workers - Male	8 Workers
Permanent workers - Female	40 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	2 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	4 Workers
Workers with night shift - Female	6 Workers
Workers with disabilities - Male	1 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	2 Workers
Domestic migrant workers - Female	2 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	8 Workers
Workers hired directly - Female	40 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	8 Workers

Findings

PA1: Social Management System

The operation and management of the factory's social responsibility management system was sufficient. The factory did not take control and corrective measures for the problems identified in the risk assessment and internal audit, such as social insurance and working hours issues.

工厂的社会责任管理体系的运营与管理不完善。工厂没有对风险评估和内审中识别出的问题采取控制与纠正措施，如社保问题和工时问题等。

The factory did not have capacity planning procedures in place that took into account the compliance of delivery and working time control, resulting in workers' monthly overtime hours systematically exceeding the regulatory limit of 36 hours per month in the past year.

工厂未制定考虑货物交期与工时控制符合性的产能规划程序，导致过去一年工人的月加班时间系统地超过法规限制的每月36小时。

PA 5: Fair Remuneration

The factory had a total of 48 employees, including 8 retired employees, and one new employee. As of this audit, the factory should provide social insurances to 39 employees. However, through this audit, it was found the factory did not purchase social insurances (pension, injury, unemployment, maternity and medical insurances) to any employee. Through management and employee interviews, it was found that some employees purchased the resident pension and medical insurances on their own and were not willing to participate in corporate social insurances. However, the factory did retain the documentation of which employees had purchased in resident pension and medical insurances, and were not aware which employees had purchased resident insurances by themselves. Reference Law: Labor Law, Article 72; Social Insurance Law, Article 10, 23, 33, 44, 53. Remark: The factory provided employer liability insurance to 33 employees, and the insurance company is Sunshine Group Insurance, with the period from 25 September 2021 to 24 September 2022.

工厂共48名员工，包含8名退休员工和1名新入职员工。因此截止审核当天，工厂应为39名员工购买社会保险。但通过审核发现，工厂没有为员工购买社会保险(包括养老、工伤、失业、生育和医疗保险)。通过管理层和员工访谈发现，部分员工自行购买了居民养老和医疗保险，因此不愿参加企业社保。但工厂未保留员工自行购买居民养老和医疗保险的证明，也不清楚哪些员工是购买了居民保险。参考法规：《劳动法》第七十二条，《社会保险法》第十条，二十三条，三十三条，四十四条和五十三条。备注：工厂为33名员工购买了雇主责任险，保险公司为阳光保险，保险期限为2021年9月25日至2022年9月24日。

PA 6: Decent Working Hours

The factory did not set up an early warning process for working hours, nor took effective corrective action when the working hours non-conformance was found. Through management and employee interviews, it was noted that employees need to work excessive overtime for production orders. The auditors sampled attendance records of 10 employees from 1 January 2021 to this audit day, it was found that the monthly overtime exceeded 36 hours systematically. For examples: 1) the maximum monthly overtime for 10 employees was 86 hours in December 2021; 2) the maximum monthly overtime for 10 employees was 84 hours in August 2021; 3) the maximum monthly overtime for 10 employees was 80 hours in May 2021. Reference Law: PRC Labor Law, Article 41. Remark: The maximum monthly overtime for 10 employees from 1 February 2022 to the day of audit was 26 hours.

工厂未设置工时预警程序，也未在发现工时不符合时采取有效的纠正措施。管理层和员工访谈显示生产订单需要超时加班完成。审核员抽取了10名员工2021年1月1日到审核当天的考勤，发现工人的月加班时间系统性超过36小时。如：1) 2021年12月10名员工的最大月加班时间为86小时；2) 2021年8月10名员工的最大月加班时间为84小时；3) 2021年5月10名员工的最大月加班时间为80小时。参考法规：《中华人民共和国劳动法》第41条。备注：10名员工2022年2月1日至审核当天的最大月加班时间为26小时。

PA 7: Occupational Health and Safety

The factory had a total of 48 employees, including 8 retired employees, and one new employee. As of this audit, the factory should provide work-related injury insurance to 39 employees. However, through document review and interviews, it was found the factory did not purchase work-related injury to any employee but provided Employer Liability Insurance to 33 employees (insurance company is Sunshine Group Insurance, with the period from 25 September 2021 to 24 September 2022). The Employer Liability Insurance did not cover other 15 employees, the factory planned to add the Employer Liability Insurance for those employees in March 2022. Reference Law: Labor Law, Article 72; Social Insurance Law, Article 33.

工厂共48名员工，包含8名退休员工和1名新入职员工。因此截止审核当天，工厂应为39名员工购买工伤保险。通过文件查阅和访谈，发现工厂没有为员工购买工伤保险，但为33名员工购买了雇主责任险（保险公司为阳光保险，保险期限为2021年9月25日至2022年9月24日）。还有15名员工的雇主责任险未购买，工厂计划于2022年3月为其余员工补充雇主责任险。参考法规：《劳动法》第七十二条，《社会保险法》第三十三条。

Through site tour, it was found the noise existed at knitting section. However, workers in this area did not wear the earplugs provided by the factory. Reference Law: Work Safety Law of the People's Republic of China, Article 42

PA 7: Occupational Health and Safety

现场审核发现，针织部门存在噪声，但是员工没有佩戴工厂提供的耳塞。参考法规：《中华人民共和国安全生产法》第四十二条。

Through site tour, it was found no inner cover was installed for two electrical panel in knitting section. Reference Law: Code for Design of Low Voltage Electrical Installations (GB50054-2011), 5.1.1.

现场审核发现，针织部门的两个电箱没有内盖。参考法规：《低压配电设计规范》(GB50054-2011), 5.1.1。

PA 12: Protection of the Environment

The processes of the factory include washing, it was required to compile the EIA (Environment Impact Assessment) Report Form. However, through this audit, it was found the factory did not compile the EIA Form, nor obtained the EIA approval and EPCA (Environment Protection Completion Acceptance). Reference Law: Law of the People's Republic of China on Appraising of Environment Impacts, Article 16 and 22.

工厂生产工序包括洗水工序，需要编制环评报告表。但通过审核发现，工厂未编制环评报告表，也没有获得环评批复及环保验收。参考法规：《中华人民共和国环境影响评价法》第十六条、第二十二条。

Water was used at washing and ironing processes. However, the factory did not set up an effective and achievable plans to save water source.

工厂的洗水及烫衣工序使用水。但工厂未制定有效可行的节水方案。