

Monitored Party Jiangyin Shunfeng Clothes Co.,Ltd.	amfori ID 156-021293-000	Address No.10, Xizhang Road, Gushan Town, Jiangyin City,, 214413 Wuxi, Jiangsu Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 23/05/2023	Closing Meeting Finished Date 23/05/2023	Submission Date 30/05/2023
Expiration Date 04/06/2024	Announcement Type Fully Announced	
Site Jiangyin Shunfeng Clothes Co.,Ltd.	Site amfori ID 156-021293-002	

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OVERALL RATING



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	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Jiangyin Shunfeng Clothes Co.,Ltd. (江阴市顺丰服饰有限公司) was located at No.10, Xizhang Road, Gushan Town, Jiangyin City, Wuxi City, Jiangsu Province, China (中国江苏省无锡市江阴市顾山镇锡张路10号).

There was one 5-storey building, one 4-storey building and one flat building in the boundary owned by the audited factory. The audited factory used the partial 1F, whole 2F and partial 4F of the 5-storey building as office, workshop and warehouse. The total construction area used by the audited factory was around 2,000 square meters. The rest parts of the building and other two buildings were rented to other three units: a Joss sticks and candles factory, an auto equipment factory and a garment factory. The lease contracts and business licenses were provided for review. The factory stated that all the factories had independent business licenses and were independently operated with their own management system, financial system, employees and working area. Through site observation and management interview, the used areas of the audited factory were physically separated with the used areas of other facilities. No exchange of worker was found during the audit. Neither canteen, dormitory nor transportation was provided for employees by the audited factory. The factory specialized in the manufacture of caps. The production capacity was about 1,000,000 pieces per year. The main production processes were cutting, sewing, shaping, inspection and packing. Embroidery and printing processes were subcontracted. According to the management, their peak production month was not obvious. All 34 employees in the factory were directly hired by the factory. No home worker, dispatched worker or service provider was detected or used.

The management team of the factory provided the support to the audit team so that the audit could be carried out in good co-operation status. The non-compliance in the on-site report was confirmed with management, and they showed a positive attitude to correct.

Remark: 1. No photos of contractor license, agency labor contract, government waiver, collective bargaining agreements were taken, as no contractor or agencies were used, no government waiver was obtained, no collective bargaining agreements were available. PA12 was not covered in this follow up audit, no related environment documents were uploaded.

2. #LivingWage: 1) No anker wage available for the producers location, so we used the data provided by auditing company. 2) The calculation methodology refers to anker living wage structure. 3) The data comes from the local bureau of statistics for the current year.

3. This is follow up audit on PA1, 2, 5, 6, 7, other PAs were not covered and the rating were kept the same with the last audit report, and the evidence only ticked "DE".

4. Auditing company: TUV Rheinland, APSCA Number: 11600007. Auditor APSCA information: Lorry Long, CSCA, registration number 21700405.

5. This was an announced audit performed on May 23, 2023.

SITE DETAILS

Site
**Jiangyin Shunfeng Clothes
Co.,Ltd.**

Site amfori ID
156-021293-002

GICS Classification

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

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	34	Workers
Legal minimum wage in local currency	2280	Monthly
Lowest wage paid for regular work at the site	2592	Monthly
Calculated living wage in local currency	2670	Monthly
Total sample	6	Workers

Other Metrics

Male workers	13	Workers
Female workers	21	Workers
Permanent workers - Male	13	Workers
Permanent workers - Female	21	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	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	3	Workers
Domestic migrant workers - Female	5	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	13	Workers
Workers hired directly - Female	21	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	4	Workers

FINDINGS

PA1: Social Management System

Site: Jiangyin Shunfeng Clothes Co.,Ltd. | Site amfori ID: 156-021293-002

ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>The factory had established social accountability management system according to amfori BSCI requirements and conducted the internal audit and management review every year. However, the factory management did not take effective measures to implement it completely, which led to non-compliances appeared in some Performance Areas, such as overtime exceeded legal requirement and insufficient social insurance. Interviewees claimed that overtime and social insurance was voluntary to choose. The factory management stated that in due to controlled cost in business, some requirements could not be implemented immediately.</p>	<p>工厂依据amfori BSCI的要求建立了社会责任管理体系且每年进行了社会责任管理体系内审和管理评审。但是管理层没有采取有效的措施来完全实施该系统，导致在一些PA 发生了不符合项，比如加班时间超出法律规定要求和社保不充分的情况。被访谈员工表示加班和社保都是自愿的。管理人员表示由于运营中成本控制，还是有部分要求无法马上落实。</p>
<p>The factory had established the procedure regarding production capacity planning and calculating, but the factory did not execute the planning and calculating for its production capacity. Overtime was arranged based on the received production orders. In the past 12 months, the monthly overtime hours of sampled workers exceeded 36 hours in 11 months. The management and interviewed employees stated that employees expected more overtime to increase their income.</p>	<p>工厂建立了关于产能规划和计算的程序，但未对其产能进行规划与计算。加班是根据接到的生产订单安排的。在过去12个月中，抽样工人的月加班时间有11个月超过36小时。管理人员及被访谈员工表示工人希望通过多加班来增加收入。</p>

PA 2: Workers Involvement and Protection

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ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>The factory had posted the amfori BSCI Code of Conduct at 1F of the building, and provided training concerning amfori BSCI COC to employees regularly, but according to employee interview, 2 out of 6 interviewees did not know well about the amfori BSCI COC, such as no child labour and no precarious employment.</p>	<p>企业已经在厂房1楼张贴了amfori BSCI行为准则，并且定期提供了关于amfori BSCI COC的培训给员工，但是根据员工访谈，6名被访员工中的2名不太了解amfori BSCI COC，比如不雇用童工和无缺乏保障就业。</p>

PA 5: Fair Remuneration

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ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>Insufficient social insurance participated. Social insurance receipts from June 2022 to May 2023 were provided for review in the audit. During document review, there were total 34 employees (including 21 retirees) in the factory, no new employees, 13 employees were eligible to receive basic endowment insurance, basic medical insurance, maternity insurance, unemployment insurance and employment injury insurance according to the law. Through reviewing social insurance receipt of May 2023, auditor found that out of 9 out of 13 employees had not participated in basic endowment insurance, unemployment insurance, employment injury insurance, basic medical insurance and maternity insurance (Reference law: Social Insurance Law of the People's Republic of China; Article 10, Article 23, Article 33, Article 44, Article 53.)</p> <p>Remarks:</p> <ol style="list-style-type: none">1. The factory provided group accident insurance for 33 workers (including 30 employees who had not participated in injury insurance). The valid period of group accident insurance was from April 1, 2023 to March 31, 2024.2. Management interviews and training records show that the factory was willing to purchase five kinds of social insurance for all employees. The factory also informed the workers of the social security policy when the new employees joined the facility, but the employees voluntarily gave up social insurance as they had rural insurance. They did not collect rural insurance information for workers.	<p>社会保险参保不足。审核中2022年6月至2023年5月份的社保收据有提供查看。通过文件审核，企业有34名员工（包括21名退休人员），没有新员工，13名员工应缴纳养老保险、医疗保险、生育保险、失业保险和工伤保险。通过查看2023年5月的社会保险收据，审核员发现13名员工中9名没有参加养老保险，失业保险，工伤保险，医疗保险和生育保险（参考法律法规：中华人民共和国社会保险法，第10条，23条，33条，44条和53条）</p> <p>备注：1. 工厂给33名员工（包含30名没有参加工伤保险的员工）提供了团体意外伤害保险，保险有效期为2023年4月1日至2024年3月31日。</p> <p>2. 管理层访谈和培训记录显示，工厂愿意给员工购买五种社会保险，工厂也在新员工入职时将社保政策告知员工，但员工自愿放弃参保因为员工有农保。工厂没有统计员工农保信息。</p>

PA 6: Decent Working Hours

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ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>No effective measures were taken by the factory management to control workers' monthly overtime. As per the provided attendance records from May 1, 2022 to May 23, 2023, it was found that all 6</p>	<p>管理层没有采取有效的方法控制员工的月加班时间。根据提供的2022年5月1日至2023年5月23日的考勤记录，抽样6名员工的月加班时间在2023年3月超过36小时，最大为58小时；抽样6名员工的月加班</p>

Finding(s)

sampled workers' monthly overtime hours exceeded 36 hours in March 2023, with the maximum were 58 hours; all 6 sampled workers' monthly overtime hours exceeded 36 hours in September 2022, with the maximum were 54 hours; all 6 sampled workers' monthly overtime hours exceeded 36 hours in July 2022, with the maximum were 58 hours. The management stated that they had working hour procedures and check the working hours regularly, but the production was arranged based on the order delivery date, it was hard to control the overtime hours. The electrical attendance system in the factory had no warning function when monthly overtime hours exceeded the legal limit of 36 hours. Interviewed workers stated that they preferred to take overtime to earn more salary. Remark: The maximum monthly overtime hours from April 1, 2023 to April 30, 2023 were 64 hours; the maximum monthly overtime hours from May 1, 2023 to May 22, 2023 were 38 hours. (Reference Law: PRC Labour Law article 41)

时间在2022年9月超过36小时，最大为54小时；抽样6名员工的月加班时间在2022年7月超过36小时，最大为58小时。管理人员表示有工时规定和工时定期检查，但是生产根据订单交期进行安排，很难控制加班时间；工厂的电子考勤系统在员工月加班超过36小时没有预警功能。访谈的员工表示他们愿意加班赚得更多的钱。备注：2023年4月1日至2023年4月30日的最大月加班时间是64小时；2023年5月1日至2023年5月22日的最大月加班时间是38小时。
(参考法律法规：《中华人民共和国劳动法》第41条)

PA 7: Occupational Health and Safety

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ENGLISH

LOCAL LANGUAGE

Finding(s)

The factory had collected some local health and safety laws, but the list was not updated in time for example: the PRC Fire Prevention Law collected was Version 2009, not the latest Version 2021.

企业已经收集到了当地的健康安全法律法规，但是清单没有及时更新，比如收集到的《中华人民共和国消防法》是2009版，不是最新的2021版。

During site tour, auditor noted that no hand protective device was installed for 6 out of 10 button attaching machines in sewing workshop. The management stated that the machines were too old, and it was hard to install hand protective device, during employee interview, no related injury happened. (Reference law: General rules of design on health and safety of production facility (GB5083-1999) Article 6.1.6)

现场走访中，审核员发现缝制车间10台钉扣机有6台没有安装护手装置。管理人员表示设备太老，很难安装护手装置。员工访谈中员工表示未发生过相关的工伤。(参考法律法规：《生产设备安全卫生设计总则》(GB5083-1999) 6.1.6)