

Monitored Party	amfori ID	Address
NINGBO ZHENHAI HONGTENG TEXTILE FASHION CO., LTD.	156-040306-000	NO. 3 WORKSHOP 2 AND 3 FLOORS 168 QINGQING ROAD, JIAOCHUAN STREET, ZHENHAI DISTRICT, 315221 NINGBO, Zhejiang Sheng, China
Monitoring Activity	Monitoring Type	Monitoring Partner
amfori Social Audit - Manufacturing	Follow-up Monitoring	TUV Rheinland
Monitoring Start Date	Closing Meeting Finished Date	Submission Date
16/10/2023	16/10/2023	23/10/2023
Expiration Date	Announcement Type	
25/10/2024	Fully Announced	
Site	Site amfori ID	
NINGBO ZHENHAI HONGTENG TEXTILE FASHION CO., LTD.	156-040306-001	

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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	A	

PA 6: Decent Working Hours	<b>D</b>	
PA 7: Occupational Health and Safety	<b>A</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded Labour	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Name of lead auditor: Hannah Zhang; APSCA membership number: CSCA 21702975

Monitoring partner name: TUV Rheinland

Audit schedule details: The audit is planned for 1 auditor x 1 day

Announcement Type: Fully-Announced. This was a follow up audit and only covering PA1, PA2, PA5, PA6 and PA7. The evidences and rating of other PAs were kept the same as previous audit.

Business partner information: The auditee was located at NO.3 WORKSHOP 2 AND 3 FLOORS 168 QINGQING ROAD, JIAOCHUAN STREET, ZHENHAI DISTRICT, NINGBO CITY, ZHEJIANG PROVINCE, CHINA (中国浙江省宁波市镇海区蛟川街道青青路168号3#厂房二层、三层). The foundation date was Sep. 23, 2002. The main products manufactured in the facility were garment. The processing was cutting, sewing, ironing, inspection and packing. If needed, the facility would subcontract the processing of embroidery, dyeing and washing to outside factories.

Audited location information: There were 8 buildings in the audit boundary, which belonged to the landlord. The facility rented 2F (used as warehouse, office, ironing, inspection and packing workshop) and 3F (used as fabric warehouse, cutting and sewing workshop) of one 3-storey building; 1F of the building was used by a printing factory. The total areas used by the auditee were around 3000 square meters. The facility did not provide canteen or dormitory.

Other buildings were used by several factories (manufacturing hats, garments, metal products, printing etc.). Per site tour, document review, worker and management interview, no shared workers and business relationship were identified between the auditee and other factories. So these areas were out of audit scope.

Operating shifts and hours: The attendance records from Sep. 1, 2022 to audit day (Oct. 16, 2023) were provided for review. All workers worked 8 hours (from 8:00 to 17:00 with 1 hour lunch break from 11:00 to 12:00) per day and 5 days (from Monday to Friday) per week for normal working hour. If needed overtime was arranged from 17:30 to 19:30 on normal day and 8 hours on Saturday. There was at least one day off per week for the workers and always on Sunday. 10 sampled workers' attendance records in Aug. 2023, Apr. 2023 and Dec. 2022 were elected to review. The maximum overtime working hour was 2 hours per day, 16 hours per week and 64 hours per month. There were no obvious peak season or low season months in the facility.

Time recording system: The attendance machine was installed at entrance of facility. The workers used fingerprinting scan or face identification to record the attendance.

Salary payment details: The wage records from Sep. 2022 to Aug. 2023 were provided for review. The wage was paid at around 20th day of following month. The wage was paid via cash and the calculation circle was nature month. The workers were calculated by monthly rate basis at least RMB3000 per month which higher than the local minimum wage (RMB2280 per month since Aug. 1, 2021). The facility provided the payrolls for the workers each month. There was no illegal deduction in the wage. 10 sampled workers' wage records in Aug. 2023, Apr. 2023 and Dec. 2022 were elected to review. All 83 employees who were eligible to participate in social insurance were provided with social insurance and 10 retired rehired employees were provided with Safety production liability insurance which valid from Aug. 16, 2023 to Aug. 15, 2024. The overtime wage was paid at 1.5 times, 2 times and 3 times of normal wage for overtime on normal day, rest day and statutory holiday.

Worker number information:

There were 93 employees in the facility including 64 production employees and 29 non-production workers. There were 13 male and 51 female production workers. There were 56 domestic migrant workers including 9 males and 47 females. There were no foreign migrant workers, young workers, pregnant, seasonal, temporary, disabled, home-based workers.

Good practices: Nil.

Worker organization details: There was no union in the facility. 3 worker representatives were elected by the workers in the facility and the election date was on Feb. 10, 2023.

Circumstances: There was no special circumstance during the audit.

The facility was cooperative with the audit. All findings were communicated to the auditee and management representative signed CAP. The facility promised to correct.

Summary of findings:

PA1 The auditee did not fully respect amfori BSCI requirement. The production plan was not reasonable which led the workers' monthly overtime working hour exceeded legal requirement.

PA2 The long term goals were not complete.

PA6 The workers' monthly overtime working hour exceeded legal requirement.

PA7 The factory did not provide the fire safety certificate or report for used building. The evacuation plans were not complete. Partial sewing machines were not installed with needle guard and partial workers did not use the eye protector.

Attachment:

The Personal Information Protection Law of the People's Republic of China was effective as of 1 November 2021, the producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor(s) had been obtained the individual's consent during the audit.

Agency labour contract was not reviewed as no agency was used. No contractor license/permit was reviewed as no contractor was used during audit period. The auditee had not got any government waiver.

#Living Wage:

- a. No anker wage available for the producers location, so we used the data provided by auditing company.
- b. The calculation methodology refers to anker living wage structure.
- c. The data comes from the local bureau of statistics for the current year.

PA12 was not included in this follow up audit, so no documents of environment were uploaded.

SITE DETAILS

Site

NINGBO ZHENHAI HONGTENG  
TEXTILE FASHION CO., LTD.

Site amfori ID

156-040306-001

GICS Classification

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

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a water stressed region

## METRICS

### Key Metrics

Total workforce	93	Workers
Legal minimum wage in local currency	2,280	Monthly
Lowest wage paid for regular work at the site	3,000	Monthly
Calculated living wage in local currency	2,472.56	Monthly
Total sample	10	Workers

### Other Metrics

Male workers	20	Workers
Female workers	73	Workers
Permanent workers - Male	20	Workers
Permanent workers - Female	73	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	5	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	9	Workers
Domestic migrant workers - Female	47	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	20	Workers
Workers hired directly - Female	73	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

Site: NINGBO ZHENHAI HONGTENG TEXTILE FASHION CO., LTD. | Site amfori ID: 156-040306-001

**Question:** 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
The auditee partially respected this principle. Based on site tour, document review, worker and management interview, the auditee did not fully respect amfori BSCI requirement. The facility had established the social compliance policy and management procedure. There were still some non-compliance identified such as the workers' monthly overtime working hour exceeded legal requirement etc. The facility was aware of overtime working hour limit and established the production plan. However, the workforce could not match the order demand sometimes. And the workers were voluntary to overtime work. Violation of the requirements of the amfori BSCI System manual.	被审核方部分遵守该原则。根据现场观察，文件查阅，员工和管理访谈，被审核方未完全遵守amfori BSCI 要求。工厂建立了社会责任政策和管理程序。仍然发现了一些不符合项，例如员工的月加班时间超过了法规要求等。工厂了解加班时间的限制，也制定了生产计划，然而劳动力有时不能匹配订单需求，且员工也自愿加班。违反了amfori BSCI系统手册中的要求。

**Question:** 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
The auditee partially respected this principle. Based on document review, worker and management interview, production plan was not reasonable which led the workers' monthly overtime working hour exceeded legal requirement. The facility was aware of overtime working hour limit. However, the workforce could not match the order demand sometimes. And the workers were voluntary to overtime work. Violation of the requirements of the amfori BSCI System manual.	被审核方部分遵守该原则。根据文件查阅，员工和管理层访谈，生产计划不合理导致员工的月加班时间超过了法规要求。工厂了解加班时间的限制，然而劳动力有时不能匹配订单需求，且员工也自愿加班。违反了amfori BSCI系统手册中的要求。

### PA 2: Workers Involvement and Protection

Site: NINGBO ZHENHAI HONGTENG TEXTILE FASHION CO., LTD. | Site amfori ID: 156-040306-001

**Question:** 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?



ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
The auditee partially respected this principle. Based on document review, worker and management interview, the factory had invited the workers and worker representatives to define the long-term goals to protect the workers according to amfori BSCI CoC, such as reduce the monthly overtime etc. But there was no expected completion date and they did not update the goals according to the achievement. Violation of the requirements of the amfori BSCI System manual.	被审核方部分遵守该原则。根据文件查阅，员工和管理层访谈，工厂已邀请员工及员工代表根据amfori BSCI行为准则制定保护工人的长期目标，比如降低月加班时间等。但是这些目标没有预期完成日期，也没有针对目标的完成情况定期更新目标。违反了amfori BSCI系统手册中的要求。

## PA 6: Decent Working Hours

Site: NINGBO ZHENHAI HONGTENG TEXTILE FASHION CO., LTD. | Site amfori ID: 156-040306-001

**Question:** 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
The auditee did not respect this principle. Based on factory tour, document review, worker and management interview, the workers' monthly overtime working hour exceeded legal requirement. The facility provided the attendance records from Sep. 1, 2022 to audit date for review, it was noted that all 10 sampled workers' monthly overtime working hour exceeded 36 hours in Aug. 2023, which was 48 hours; all 10 sampled workers' monthly overtime working hour exceeded 36 hours in Apr. 2023, which was 58 hours; all 10 sampled workers' monthly overtime working hour exceeded 36 hours in Dec. 2022, which was 64 hours. The facility was aware of overtime working hour limit and established the production plan. However, the workforce could not match the order demand sometimes. And the workers were voluntary to overtime work. Violation of the requirements of PRC Labor Law, Article 41. Remark: all 10 sampled workers' monthly overtime working hour did not exceed 36 hours in Oct. 2023 (from Oct. 1, 2023 to audit day) which was 32 hours.	被审核方未遵守该原则。根据现场观察，文件查阅，员工和管理访谈，员工的月加班时间超过了法规要求。工厂提供了2022年9月1日至审核当天的考勤，发现所有10名抽样员工的月加班时间在2023年8月超过了36小时，为48小时；所有10名抽样员工的月加班时间在2023年4月超过了36小时，为58小时；所有10名抽样员工的月加班时间在2022年12月超过了36小时，为64小时。工厂了解加班时间的限制，也制定了生产计划，然而劳动力有时不能匹配订单需求，且员工也自愿加班。违反了《中华人民共和国劳动法》第41条中的要求。备注：所有10名抽样员工的月加班时间在2023年10月（从2023年10月1日至审核当天）没有超过36小时，为32小时。

## PA 7: Occupational Health and Safety

Site: NINGBO ZHENHAI HONGTENG TEXTILE FASHION CO., LTD. | Site amfori ID: 156-040306-001

**Question:** 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>The auditee partially respected this principle. Based on factory tour, document review, worker and management interview, the factory did not provide the fire safety certificate or report for one 3-storey building. The 3-storey building was built in 2007 with around 4400 square meters. The auditee rented 2F and 3F of the building for office, warehouse and production. The management stated that the landlord did not provide these documents for them. Violation of the requirements of Fire Prevention Law of The People's Republic of China Article 13. Remark: There were sufficient safety exits and adequate fire-fighting facilities such as fire extinguishers and fire hydrants in the building.</p>	<p>被审核方部分遵守该原则。根据现场观察，文件查阅，员工和管理访谈，工厂未能提供一幢3层建筑的任何消防安全的证明或者报告。该三层建筑建于2007年，大约4400平方米，工厂租用了该厂房的第2层和3层用作办公，仓库和车间。管理层表示房东没有提供这些资料给他们。违反了《中华人民共和国消防法》第13条中的要求。备注：厂房有充足的安全出口和消防设施如灭火器、消防栓等。</p>

**Question:** 7.16 Is there satisfactory evidence that the auditee ensures evacuations plans meet legal requirements and that these plans are posted in relevant places so workers can see and understand them?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>The auditee partially respected this principle. Based on factory tour, document review, worker and management interview, it was noted that the location of fire equipment such as fire alarm, fire extinguishers and hydrant etc. was not marked on the evacuation plans. The management stated that they ignored and would update later. Violation of the requirements of Escape and evacuation Plan-Design Principles and requirements, Article 5.2</p>	<p>被审核方部分遵守该原则。根据现场观察，文件查阅，员工和管理访谈，发现工厂的逃生疏散图中未标明消防设施如警铃、灭火器和消防栓等的位置。管理层表示他们忽视了，之后会更新。违反了《疏散平面图-设计原则与要求》第5.2条中的要求。</p>

**Question:** 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>The auditee partially respected this principle. Based on factory tour, worker and management interview, around 10% sewing machines in the sewing workshop were not installed with needle safety guard and around 20% workers did not use</p>	<p>被审核方部分遵守该原则。根据现场观察，员工和管理访谈，约10%的缝纫车间未安装挡针板，约20%的员工在操作缝纫机时没有使用护眼挡板。管理层表示他们会为所有的缝纫机安装挡针板并监督员工使用。违反了《生产设备安全卫生设计总则》</p>

### Finding

the eye protector during operating the sewing machine. The management stated that they would install the needle guard for all sewing machines and monitor the workers to use it. Violation of the requirements of General rules of design on health and safety of production facility, Article 6.1.2.

第6.1.2条中的要求。