

Monitored Party Foshan Mingjun Textile Company Ltd	amfori ID 156-052103-000	Address No.6, Self-organization, Dabu Industrial Zone, Lishui Town, Nanhai District, Foshan, China, 528000 Foshan, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner QIMA Limited
Monitoring Start Date 12/01/2024	Closing Meeting Finished Date 15/01/2024	Submission Date 15/01/2024
Expiration Date 15/01/2025	Announcement Type Fully Announced	
Site Foshan Mingjun Textile Company Ltd	Site amfori ID 156-052103-001	

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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, Violence or Harassment	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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Kenny Liang; APSCA membership number: CSCA 21700191

Monitoring partner name: QIMA LIMITED, APSCA Membership Number: 11600049.

Audit schedule details: The audit is planned for 1 auditor x 1.5 day.

Business partner information:

Foshan Mingjun Textile Company Ltd (Business license registration number: 91440605MA55MWJAOJ) 佛山名郡织造有限公司 No.6, Self-organization, Dabu Industrial Zone, Lishui Town, Nanhai District, Foshan City, Guangdong, China. 佛山市南海区里水镇大步开发区自编6号. The announced full audit was conducted on Jan 12&13, 2024. The auditee established on Dec 4, 2020. The total occupied areas were about 3780 square meters. The main products of the auditee were socks, the main production activities included weaving, seaming, assembly and packing.

Audited location information:

The factory rented 4F and partial 3F of one 12-storey production building (3780 square meters). No kitchen & canteen or dormitory was provided by the auditee.

Operating shifts and hours:

Attendance records from 1-Dec-2022 to the audit day were reviewed in the current audit, Nov 2023 (current month), July 2023 (random month) and April 2023 (random month) were taken as samples. Workers from production department were conducted for two shift: 7:30-19:30 and 19:30-7:30, there was only one working shift for other employees and the working hour was 8:00 to 12:00 and 13:30 to 17:30. The regular working times were 8 hours per day & 5 days per week. Workers usually had 2 OT hours on weekdays for 5 days a week, 8 OT hours on Saturdays and rested on Sundays. All workers were paid by hourly rate. The maximum monthly overtime exceeded legal limit. According to factory management representation, the peak season was not obvious in the past 12 months.

Time recording system:

The auditee used electric attendance system to record workers' working time.

Salary payment details:

The local minimum wage was RMB 1900 per month since Dec 01, 2021. Payroll records from Dec 2022 to Nov 2023 were provided for review. 12 sampled workers' payroll records from Nov 2023 (current month), July 2023 (random month) and April 2023 (random month) were selected for checking. Workers were paid by hourly rate basis; the minimum basic wage was RMB 1900 per month, which was compliance with the legal requirement. Wage was released in cash on 30th of the following month. The auditee paid 150% and 200% of normal rate for the overtime on regular working days and rest days respectively. No overtime work was arranged on Sundays and holidays. Some employees had participated in social insurance.

Worker number information:

Total worker number: 97

Non-production worker number: 16 including 5 males and 11 females.

Production worker number: 81, including 39 males and 42 females.

Worker organization details:

There was no labor union in the auditee currently. Two worker representatives had been elected by employees, and the auditee had conducted internal communication meetings with the worker representative regarding workplace-related issues regularly.

Circumstances:

There was no special circumstance observed during this audit. Factory management cooperate with the audit during the whole audit process.

Summary of findings:

Performance area 1:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. All sampled employees worked excessive monthly overtime hours.

Performance area 2:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. Partial interviewed workers were not quite aware of BSCI values and principles.

Performance area 5:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. Insufficient social insurance coverage was detected for employees.

Performance area 6:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. Employees' monthly overtime hours had exceeded legal requirement.

Performance area 7:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. Insufficient injury insurance coverage was detected for employees. Some employees contact to noise in the weaving workshop did not wear earplug. The partial materials were placed against the wall. The auditee had not kept the electrical installation check records.

Performance area 13:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. No training about privacy protection was provided to employees by the auditee.

Living wage calculation:

Auditee identified the living cost of the workforce in the region, the gap between actual remuneration and fair remuneration and potential actions to fill the gaps.

Precautions taken about #COVID-19 in the facility:

There's no precaution taken about #Covid-19 in the factory during audit.

Remark:

1. There was a personal data protection law in China, so the auditor had desensitized the uploaded attachment.
2. Below documents were not uploaded because:
 - 1). There are no contractors used by the auditee, which makes the contractor license/permit not applicable.
 - 2). There are no agencies used by the auditee, which makes the agency labour contract not applicable.
 - 3). There are no collective bargaining agreements set by the auditee, which makes the collective bargaining agreements not applicable.
 - 4). There is no documented valid authorization to make exemptions on working hours by the auditee, which makes the documented valid authorization to make exemptions on working hours not applicable.

SITE DETAILS

Site

Foshan Mingjun Textile Company Ltd

Site amfori ID

156-052103-001

GICS Classification

Sector	Industry Group	Industry
Consumer Staples	Household & Personal Products	Personal Products
Sub Industry		
Personal Products		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	97	Workers
Legal minimum wage in local currency	1,900	Monthly
Lowest wage paid for regular work at the site	1,900	Monthly
Calculated living wage in local currency	2,673	Monthly
Total sample	12	Workers

Other Metrics

Male workers	44	Workers
Female workers	53	Workers
Non-binary workers	0	Workers
Permanent workers - Male	44	Workers
Permanent workers - Female	53	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	3	Workers
Management - Female	3	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	39	Workers
Workers with night shift - Female	42	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	27	Workers
Domestic migrant workers - Female	34	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	44	Workers
Workers hired directly - Female	53	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	5	Workers
Sample - Female	7	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Foshan Mingjun Textile Company Ltd | Site amfori ID: 156-052103-001

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

Finding

The auditee had established social compliance management system and no zero tolerance issues were noted. However, there were some non-compliance noted in this audit and continuous improvement was needed in their social compliance management system.

受审方建立了社会责任管理体系，未发现零容忍问题点。但是，在此次审核中发现部分不符合项，其社会责任管理体系需要持续改善。

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

Finding

As per document review and management interview, the auditee had established production capacity evaluation and production cost calculation procedures. But all sampled employees worked excessive monthly overtime hours.

根据文件审核和管理层面谈，受审方建立了产能评估和生产成本计算的程序。但是，所有抽样员工的月加班超时。



PA 2: Workers Involvement and Protection

Site: Foshan Mingjun Textile Company Ltd | Site amfori ID: 156-052103-001

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected this principle: The auditee had posted the amfori BSCI Code of Conduct publicly, and provided BSCI training with all employees, but according to interviews, it was noted that partial interviewed workers were not quite aware of BSCI values and principles.

受审方部分遵循该准则：受审方张贴了amfori BSCI行为准则，并且提供了对员工的培训记录供审阅。但部分受访员工并不清楚BSCI的标准和原则。

PA 5: Fair Remuneration

Site: Foshan Mingjun Textile Company Ltd | Site amfori ID: 156-052103-001

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH

LOCAL LANGUAGE

Finding

Insufficient social insurance participated. Through reviewing current social insurance receipts of current 12 months, auditor noted that there were currently 97 employees (including 5 retirees, no newly joined employees, dispatched employees and temporary employees) in Jan 2024, 27 employees (29.35%) had participated in basic endowment insurance, unemployment insurance, maternity insurance, basic medical insurance and employment injury insurance. Remark: the auditee did not purchase the commercial injury insurance for any employees. Reference Law: China Labor Law, Article 72 & 73.

社会保险参保不足。通过文件审核，审核员查阅了最近12个月的社保收据，发现：受审核方2024年1月共97名员工（包含5名退休返聘员工，无新进员工、劳务派遣工和临时工），有27名员工（29.35%）参加了养老保险、失业保险、生育保险、医疗保险和工伤保险。备注，受审核方没有为任何员工购买商业保险。

PA 6: Decent Working Hours

Site: Foshan Mingjun Textile Company Ltd | Site amfori ID: 156-052103-001

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

Finding

The auditee did not respect this principle: Through document review, auditor noted that the monthly overtime hours of 12 randomly selected employees were 72-74 hours in Nov 2023 (current month); the monthly overtime hours of 12 selected employees were 86 hours in July 2023 (random month); the monthly overtime hours of 12 selected employees were 72-76 hours in April 2023 (random month). Reference Law: PRC Labour Law article 41

受审方没有遵循该准则：通过文件审核，审核员发现在抽取的2023年11月份（当前月）的考勤中，12名随机抽取的员工月加班时间为72-74小时；2023年7月份（随机月）的考勤中，12名随机抽取的员工月加班时间为86小时；2023年4月份（随机月）的考勤中，12名随机抽取的员工月加班时间为72-76小时。

PA 7: Occupational Health and Safety

Site: Foshan Mingjun Textile Company Ltd | Site amfori ID: 156-052103-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH	LOCAL LANGUAGE
Finding	
The factory established OHS policy and procedures. EHS committee was responsible for the compliance of factory OHS. However, some non-compliances were noted in implementation and continuous improvement is needed.	工厂建立了职业健康安全的方针和程序。工厂的环境和健康安全委员会负责工厂职业健康安全的符合性。但是，工厂在执行中发现一些不符合项，需要持续改善。

Question: 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee only provided the injury insurance for 27 out of 97 employees. The auditee did not purchase any commercial insurance for any employees.	受审方仅为全部97名员工中的27名员工提供了工伤保险，被审核方没有给任何员工购买商业保险。

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
During facility tour, auditor found that 4 out of 16 employees contact to noise in the weaving workshop did not wear earplug which was provided by factory. Reference Law: Law of the PRC on Work Safety article 42	在现场巡查时，审核员发现在织造车间有16名接触噪声的员工正在进行作业，其中有4名没有佩戴工厂提供的耳塞。

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
Finding	
The auditee partially respected this principle: The materials storage and final goods storage were maintained clean and safe. However, during site tour, auditors noted that partial materials were placed against the wall. Reference Law: Article 18 of Rules for Warehouse Fire Prevention Safety Management.	受审方部分遵循该准则: 受审方物料仓库和成品仓维护得足够安全和整洁。但是，在现场巡查时，审核员发现有部分物料靠墙堆放。

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH

LOCAL LANGUAGE

Finding

Through document review, auditor noted that the auditee had not kept the electrical installation check records.
Reference Law: Department, Party, Corporation, Enterprise Unit Fire Prevention Safety Management Rules, Article 26.

通过文件审核，审核员发现：受审核方未保留电力设施检查记录。

PA 13: Ethical Business Behaviour

Site: Foshan Mingjun Textile Company Ltd | Site amfori ID: 156-052103-001

Question: 13.4 Is there satisfactory evidence that the auditee collects uses and otherwise processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected this principle:
Auditor noted that the auditee collected used and otherwise processes personal information with reasonable care, and the auditee had established procedures on privacy protection. However, no training about privacy protection was provided to employees by the auditee.

受审方部分遵循该准则：审核员发现受审方合理谨慎地收集、使用和处理个人信息，受审方有建立相关保护个人隐私的程序。但是，受审方未针对保护个人隐私对员工进行相关培训。