

Monitored Party Qingdao Sino Textile Technique Co., Ltd	amfori ID 156-010713-000	Address Zoujiawa Village, Fuan Industrial Park, Jiaozhou City, 266300 Qingdao, Shandong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 29/09/2024	Closing Meeting Finished Date 30/09/2024	Submission Date 09/10/2024
Expiration Date 26/10/2025	Announcement Type Semi Announced	
Site Qingdao Sino Textile Technique Co., Ltd	Site amfori ID 156-010713-002	

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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	A	
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

Name of lead auditor: Jason Li, CSCA, registration number 21701841

Monitoring partner name: TUV Rheinland

Audit schedule details: This follow up audit is planned for 1 auditor in 1 day.

Announcement Type: Semi-announced audit.

This was follow-up audit based on the full audit on 19-20 October, 2023. So this audit scope only covered PA1, PA2, PA5, PA6, PA7 and PA12. The rate and evidence for the questions in PA3, PA4, PA8, PA9, PA10, PA11 and PA13 was kept the same as the previous audit.

Business partner information:

The auditee was located at Zoujiawa Village, Fuan Industrial Park, Jiaozhou City, Qingdao City, Shandong Province, China (中国山东省青岛市胶州市阜安工业园邹家洼). The auditee was founded in 2020. Total building area occupied by auditee was about 6090 square meters.

The main products manufactured by the auditee were garment. The main production processes were listed as follows: cutting, sewing, ironing, finishing, inspection and packing.

Audited location information:

Based on site tour, the auditee was within one independent compound, no any other company was in the compound, the auditee consisted of one 2-storey building used as office. The 1-F and 2-F was office. One flat building used as canteen. One flat building used as production workshop. One 2-storey building was warehouse. The 1-F and 2-F was warehouse. All the buildings were owned to the landlord, the auditee rent the buildings from the landlord. The auditee provided canteen to workers free of charge. No dormitory was provided for workers.

Operating shifts and hours:

Attendances records from 1 October, 2023 to 30 September, 2024 were reviewed (the attendance of October 2023 was only for calculation the wage of October 2023), and 10 samples were elected from the workers. All the workers worked in one shift: 7:30-12:00, 12:30-16:00. Weekday OT was 0.5 hour from 16:00 to 16:30 every day. Saturday OT was 8.5 hours every week. Sunday was guaranteed as rest day, and all the workers could have one day off after 6 consecutive working days. From Monday to Friday was defined as weekday work. Saturday and Sunday was defined as rest day. Based on sample attendances review, maximum 0.5 hour OT was conducted per day, 11 hours OT per week and 58 hours OT per month.

Time recording system:

Fingerprint scan system was used for attendance recording.

Salary payment details:

The payrolls from October 2023 to August 2024 were reviewed. 10 samples were elected from the payrolls. The legal minimum wage was RMB2010.00 per month equivalent to RMB11.55 per hour since 1 October, 2023. The legal minimum wage was RMB1900 per month equivalent to RMB10.92 per hour before 1 October, 2023. The lowest wage of workers for regular working time paid in the company was RMB17.82 per hour. 150%, 200%, 300% of normal rate would be compensated for overtime on normal working days, Saturday and holidays. Workers were paid on hourly rate by cash before 15th on time every month for cycle of last natural month.

Worker number information:

There were 127 workers including 92 production workers and 35 non-production workers in auditee during the audit. The 92 production workers included 83 female and 9 male workers. There were 19 domestic migrant workers including 3 male and 16 female domestic migrants in the auditee. No foreign migrant worker was in the auditee. No young worker, women pregnant worker, seasonal worker, temporary worker, disabled worker and home-based worker were in factory. No interns, apprentices and contractor worker were in factory. All the workers were hired by auditee directly.

Good practices: The auditee provided canteen to workers free of charge.

Worker organization details:

There was no labor union in the auditee. Workers freely elected 2 worker representatives on 20 December, 2023. The management held meetings with worker representatives regularly.

Circumstances: There was no special circumstance during the audit. The auditee production activities were normally run during the audit. The auditee management was cooperative with the whole audit. The auditee management demonstrated a willingness to improve all findings found during the audit. The auditee management allowed auditors to visit all the areas of auditee.

Summary of findings: The performance areas needed improvement were PA1, PA6 and PA7.

PA1

1.1 Insufficient implement of CSR management system

1.4 production plan not implemented effectively.

PA6

6.2 The monthly overtime exceeded legal requirement

PA7

7.5 No training result was registered in training records.

7.9 Not provided electricity hazard signs on electrical boxes.

7.16 Approximate 20% of goods were stored against the wall.

Living wage calculation:

Living wage

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.

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.

No agency labour and product subcontractor was used by the auditee, and no collective bargaining agreement occurred, no government wavier obtained, so the agency labour contract, subcontractor contract, collective bargaining agreements and government wavier were not uploaded on amfori BSCI platform.

SITE DETAILS

Site
Qingdao Sino Textile Technique Co., Ltd

Site amfori ID
156-010713-002

GICS Classification

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

amfori Process Classifications

Cutting

Ironing

Packaging / wrapping / shipping

Sewing / Stitching

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	127	Workers
Legal minimum wage in local currency	2,010	Monthly
Lowest wage paid for regular work at the site	3,100.68	Monthly
Calculated living wage in local currency	3,039.12	Monthly
Total sample	10	Workers

Other Metrics

Male workers	13	Workers
Female workers	114	Workers
Permanent workers - Male	13	Workers
Permanent workers - Female	114	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	3	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	16	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	13	Workers
Workers hired directly - Female	114	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: Qingdao Sino Textile Technique Co., Ltd | Site amfori ID: 156-010713-002

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	
<p>The factory partially respected this principle. Based on documents review, factory management and workers interviews and site observation, the auditee established a management system to implement the amfori BSCI COC and legal requirement. However, the auditee did not effectively implement the system. 1) The auditee had established all kinds of CSR management procedures, but some procedures did not strictly implement and it caused there were some findings such as excess of overtime, etc. 2) Based on document review, the auditee did not establish the effective corrective action and preventive action, which caused some findings raised in previous audit conducted on 19-20 Oct, 2023 were also existed in this follow up audit. 3) The management stated that they clearly knew the issues in the auditee, but the auditee did not strictly implement some management procedures due to the reasons of the cost, worker's willingness, client delivery date and etc. It violates the requirement of amfori BSCI system manual.</p>	<p>工厂部分遵守该原则，基于文件审核，工厂管理层和员工访谈以及现场观察，被审核方建立一个管理体系去执行amfori BSCI行为准则和法律要求，但是被审核方没有有效运行该体系。1) 被审核方建立了各种社会责任管理程序，但是一些程序没有很严格的执行，造成一些问题的存在比如加班超时等。2) 通过文件查阅，企业没有建立有效的改正措施和预防措施，造成上次在2023年10月19至20日的审核中部分问题点在此次跟进审核中仍然存在。3) 管理人员表示，他们清楚的知道企业存在问题，由于成本、工人意愿、客户交期等原因，企业没有严格执行一些管理程序。违反了amfori BSCI系统手册的要求。</p>

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	
<p>The factory partially respected this principle. Based on documents review, factory management and worker interviews, it was found that the monthly OT exceed the requirement of China labor law. Per document review, the factory established the production planning management procedure. Based on the attendance records review, due to the production capacity evaluation was not implemented effectively, the monthly OT exceeding 36 hours per months was identified in factory. The</p>	<p>工厂部分遵守该原则，因为基于文件审核，工厂管理层和员工访谈，发现月加班时间超过中国劳动法要求。通过文件查阅，工厂建立了生产计划管理程序。通过对考勤记录的审核，由于工厂的产能评估未有效进行，发现工厂存在月加班时间超出36小时。工厂管理层和被访谈的员工确认，员工会根据生产需要加班。违反了amfori BSCI系统手册的要求。</p>

Finding

factory management and interviewed workers confirmed, workers worked OT if production needed. It violates the requirement of amfori BSCI system manual.

PA 6: Decent Working Hours

Site: Qingdao Sino Textile Technique Co., Ltd | Site amfori ID: 156-010713-002

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 factory did not respect this principle. Based on documents review, factory management and workers interviews, it was found that the excess of monthly overtime was existed.

The auditee had made social compliance policies to state that the they should make the overtime be in compliance with the legal requirements, that is, to control the daily overtime, monthly overtime with 3 hours and 36 hours and guarantee all the workers with the 7th day of rest. Regular weekly working time did not exceed 40 hours per week.

However, the mechanism for controlling the overtimes was not effective. Reviewed the attendance records from 21 October, 2023 to the audit date 30 September, 2024, the monthly OT exceeded law requirement was identified. For 10 random sampled workers,

In August 2024, the monthly OT of 10 out of 10 sampled workers exceeded 36 hours, maximum was up to 53.5 hours;

In May 2024, the monthly OT of 10 out of 10 sampled workers exceeded 36 hours, maximum was up to 45 hours;

In November 2023, the monthly OT of 10 out of 10 sampled workers exceeded 36 hours, maximum was up to 58 hours;

During workers interview, they confirmed that the overtime was voluntary and they did not need to ask for a leave if not to attend the OT. From management representative, the reason of monthly OT exceeded 36 hours was the workforce shortage and the urgency of some deliver order.

Remark: for September 2024 updated to the audit day, for 10 samples, the maximum monthly OT

工厂未遵守该原则，基于文件审核，工厂管理层和员工访谈，发现存在月加班超时情况。

企业制定了社会责任政策规定工作时间必须符合法律法规要求，即控制日、月加班分别在3小时和36小时以内，且必须保证员工的第7天休息。正常周工作时间不超过40个小时。但是加班管控机制是不够有效的。查阅了2023年10月21日至审核当天2024年9月30日的考勤信息，发现有月加班超过法规要求的情况。随机抽查的10名员工，

2024年8月，抽样的10名员工月加班都超过了36小时，最高达到了53.5小时；

2024年5月，抽样的10名员工月加班都超过了36小时，最高达到了45小时；

2023年11月，抽样的10名员工月加班都超过了36小时，最高达到了58小时。

员工访谈确认，加班是自愿的，且如果不愿加班，员工不需要进行请假。从管理层代表了解到，月加班超过36个小时的原因是劳动力的短缺和赶做一些紧急的交付订单。

备注：截至审核当天的2024年9月，10名抽样员工最大月加班为43.5小时。

参考法规：中华人民共和国劳动法第41条。

Finding

were 43.5 hours.

Reference Law: China Labor Law, Article 41.

PA 7: Occupational Health and Safety

Site: Qingdao Sino Textile Technique Co., Ltd | Site amfori ID: 156-010713-002

Question: 7.5 Is there satisfactory evidence that the auditee regularly provides OHS trainings to ensure workers understand the rules of work, personal protection and measures for preventing and reacting to injury to themselves and fellow workers?

ENGLISH

LOCAL LANGUAGE

Finding

New finding: The factory partially respected this principle. Based on documents review, confirmed with factory management and verified via worker interviews, it was noted that the factory did not register the training exam result in H&S training records, e.g. all the workers were trained on PPE using and first aid knowledge on 11 July, 2024. However, the training exam result was not registered in the training records. Per documents review, the factory established annual training plan. The interviewed factory managements and workers said, the factory trained workers as per training plan regularly. The factory tested the training result when training ended. But missed registering in training records. Reference law: China Safety Production Law, Article 28.

新发现：工厂部分遵守该原则，基于文件审核，经工厂管理层和员工访谈确认，发现工厂的健康安全培训记录中没有记录员工的培训考核结果，例如，所有员工在2024年7月11日参加的劳保用品使用和急救知识的培训中，培训记录没有登记员工的考核结果。通过文件审核，工厂建立了年度培训计划。被访谈的工厂管理层和员工说，工厂根据培训计划定期对员工进行培训，工厂会在培训结束后测试培训结果，但没有登记在培训记录中。参考法规：中华人民共和国安全生产法第28条。

Question: 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

ENGLISH

LOCAL LANGUAGE

Finding

New finding: The factory partially respected this principle. Based on documents review, factory management and workers interviews and site observation, it was noted that two electrical boxes in production workshops were not provided the electricity hazard signs. The factory management explained, some electricity hazard signs were missed in daily operation, the factory did not update timely. Per documents review, the factory inspected electrical installations monthly, inspection records

新发现：工厂部分遵守该原则，基于文件审核，工厂管理层和员工访谈以及现场观察，发现生产车间有2个配电箱没有张贴电气危险标志。工厂管理层解释说，部分电气危险标志在日常作业中丢失，但工厂没有及时更新。通过文件审核，工厂每月一次检测电气设备，检查记录已提供审核。参考法律法规：《安全标志及使用导则》GB2894-2008，4.2.7

Finding

were kept for review. Reference law and regulation:
Safety signs and guideline for the use
GB2894-2008, 4.2.7.

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****Finding**

The factory partially respected this principle. Based on factory management and workers interviews and site observation, it was noted that approximate 20% of goods in production workshops and warehouses were stored against the wall. The gap between stacks and walls were less than 0.5 meters. The factory management said, due to the limited space and more goods needed to store, some goods were stored against wall. Reference law: General rules for Fire Safety Management of storage occupancies, article 6.8

工厂部分遵守该原则，基于工厂管理层和员工访谈以及现场观察。工厂车间和仓库内约20%的物品靠墙堆放，垛与墙之间的距离小于0.5米。工厂管理层说，由于空间有限但许多货物需要储存，所以一些货物靠墙堆放。参考法规：仓储场所消防安全管理通则 第6.8条。