

Monitoring result for QuanZhou Xiangcai Clothing Weaving Co. Ltd on site QuanZhou Xiangcai Clothing Weaving Co. Ltd

Monitoring

Monitored Party	: QuanZhou Xiangcai Clothing Weaving Co. Ltd
amfori ID	: 156-019389-000
Site	: QuanZhou Xiangcai Clothing Weaving Co. Ltd
Site amfori ID	: 156-019389-001
Address	: 5th Floor, No. 10, Futai Road, Quanzhou Economic and Technological Development Zone, : Quanzhou : Fujian Sheng : China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Follow-up Monitoring
Submission Date	: 08/08/2022
Expiration Date	: 02/08/2023

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Overall rating



Section rating

PA1: Social Management System	D
PA 2: Workers Involvement and Protection	B
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

The factory's Chinese name was 泉州市祥彩服装织造有限公司, with the Uniform Social Credit Co. 91350502MA2YLQL437. The factory's address was 5th Floor, No. 10, Futai Road, Quanzhou Economic and Technological Development Zone, Quanzhou, Fujian, China (Chinese address 福建省泉州经济技术开发区福泰路旭日手袋公司厂房五层).

This factory was established on September 30th, 2017. The factory specialized in manufacturing garments. The main production processes including cutting, sewing, ironing, inspecting, and packing. The audited factory rented 5F of one 5-storey production building. There was neither canteen nor dormitory provided in this factory.

Remark: The 1F to 4F of the production building were used by Yuantong Express, which had its own business license and independent management system and did not share workers with the audited factory.

There was a total of 49 employees in this factory, including 21 male employees and 28 female employees. The youngest employee working in the factory was 25 years old. All employees were at present on the audit day.

The workers in this facility used face-recognition system to record their working hours. The normal workweek was from Monday to Friday, with the administrative personals and all the workers worked in one shift per day and working times were 08:00-12:00 & 14:00-18:00 and sometimes worked for 2 hours of overtime (19:00-21:00) on normal working days and eight hours of overtime on Saturdays. There was no peak season month in this factory. The workers' wages were calculated by hourly rate. The factory paid wages to its employees in cash at the end of the following month.

A review of 15 sample population employees' records (5 samples' attendance records and payrolls from the most recent paid month June 2022, 5 samples' attendance records and payrolls from February 2022, and 5 samples' attendance records and payrolls from November 2021), it was noted that the lowest wages paid to employees was RMB 12.65 per hour, which was higher than the local minimum wage of RMB 11.26 per hour effective from April 1st of 2022. (Remark: Since April 1st of 2022, the local minimum wage standard had been raised from RMB 1720 to RMB 1960 per month). The factory paid overtime premiums to all the employees based on 150% and 200% of normal wage for overtime done on normal working days and rest days respectively. It was noted that the maximum overtime hours were 2 hours per day and 74 hours per month. The maximum weekly working hours were 58 hours per week and the maximum consecutive working days were 6 days.

According to the social insurance payment receipts of July 2022 provided by factory management, it was noted that only 28 out of 49 (57%) employees were provided with pension insurance, unemployment insurance, medical insurance, and maternity insurance, and 49 out of 49 (100%) employees were provided with accident insurance in July 2022.

The attendance records were cross-checked against production records and confidential interviews were conducted with 5 employees from different departments. No inconsistency regarding working hours was found.

An opening meeting was held with the factory representatives Ms. Lai Hongyan/sales manager and Ms. Li Zhenying/workers' Representative. At the end of the audit, a closing meeting was held with factory representatives and all of the findings were disclosed. Ms. Lai Hongyan/sales manager, accepted the findings and signed the corrective action plan.

Remark:

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 government waivers issued to the auditee, which makes the government waivers not applicable.
4. There are no collective bargaining agreements in the auditee, which makes the collective bargaining agreements not applicable.

5. Audit Company: Bureau Veritas Consumer Products Service

Audit Company APSCA Number: 11600002

Lead Auditor Name: Jack Yang, APSCA Number: CSCA 21701903

Announcement Type: Fully Announced Audit

Monitoring Date: August 1, 2022

Site Details

Site : QuanZhou Xiangcai Clothing Weaving Co. Ltd

Site amfori ID : 156-019389-001

GICS Classification

Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

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	49 Workers
Legal minimum wage in local currency	1960 Monthly
Lowest wage paid for regular work at the site	2200 Monthly
Calculated living wage in local currency	2018 Monthly
Total sample	5 Workers

Other Metrics

Male workers	21 Workers
Female workers	28 Workers
Permanent workers - Male	21 Workers
Permanent workers - Female	28 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	3 Workers
Management - Female	7 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	16 Workers
Domestic migrant workers - Female	16 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	21 Workers
Workers hired directly - Female	28 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	3 Workers

Findings

PA1: Social Management System

Previous Finding: It was noted that the auditee did not establish effective management system to implement the BSCI Code of Conduct in production, performance area 1, 2, 5, 6 and 7 need to improve. This violated BSCI 1.1. The factory management stated they would learn in the future. Corrective Action Not Taken: It was noted that the management system was not effective enough to implement the BSCI code of conduct. The violations related to performance area 1, 2, 5, 6, and 7 were noted during this audit. This violated BSCI 1.1.

前次问题：工厂未建立有效的管理系统将BSCI的运作融入日常生产中，执行领域1, 2, 5, 6和7需要改善。不符合BSCI 1.1条款。工厂表示会尽快学习。未改善：审核发现，工厂的管理系统没有足够有效来执行BSCI的原则要求。此次审核发现了关于执行领域1, 2, 5, 6和7方面的问题。根据BSCI 1.1要求改善。

Previous Finding: The auditee had established capacity analysis procedure and conducted capacity analysis and established the production plan. However, according to the time records, 15 out of 20 sampled employees worked in excess of the statutory overtime hour limits. This violated BSCI 1.4 Corrective Action Not Taken: It was noted that the factory did not organize the workforce capacity properly to reduce the overtime hours. According to the workers' time records, the employees had worked in excess of the statutory overtime hour limits. This violated BSCI 1.4. The factory had established the policy and procedure of workforce planning to reduce unnecessary overtime, and relevant training were provided to all employees regularly.

前次问题：工厂制定了产能规划程序，对产能进行了规划，制定了生产计划。但根据工时记录，15/20抽样员工加班时间超出了法定标准。不符合BSCI1.4条款。未改善：审核发现，工厂没有合理组织劳动力以减少加班时间。根据员工的工时记录发现，员工加班时间超出了法律要求。根据BSCI 1.4要求改善。工厂有建立了产能规划的政策和程序来减少不必要的加班时间，相关的培训也定期提供给所有的工人。

PA 2: Workers Involvement and Protection

Previous Finding: It was noted that the facility had defined a long-term goal of the facility to protect the employees according to the BSCI Code of Conduct, but they did not follow the situation of complete. This violated BSCI 2.2 Corrective Action Not Taken: It was noted that the factory had defined the long-term goals to protect the employees according to the BSCI Code of Conduct, but they did not follow the situation of completion. This violated BSCI 2.2.

前次问题：审核发现，工厂根据BSCI的要求设定了长期目标保护员工，但是没有跟进完成情况。根据BSCI 2.2改善。未改善：审核发现，工厂根据BSCI的要求制定了长期目标保护员工，但是没有跟进完成情况。根据BSCI 2.2改善。

Previous Finding: It was noted that the facility did not establish an effective operational level grievance mechanism for communities. (e.g. suppliers), they just establish an effective operational level grievance mechanism for individuals. This violated BSCI 2.5 Corrective Action Not Taken: It was noted that the auditee did not establish an effective grievance mechanism for communities such as for suppliers. This violated BSCI 2.5.

前次问题：审核发现工厂没有建立有效的建议和申诉机制针对利益相关方（如供应商），仅建立了针对内部个人的申述机制。建议工厂按照BSCI2.5要求改善。未改善：审核发现被审核方没有针对利益相关方（如：供应商）建立有效的建议和申诉机制。根据BSCI 2.5 要求改善。

PA 5: Fair Remuneration

Previous Finding: Totally 49 employees in the facility in July 2021, 1 retirement workers were identified and 0 newly recruited worker in the past one month. Thus, other 48 employees should participate in social insurance program. According to the social insurance payment receipts provided by factory management, it was noted that 35 out of 48 (72.9%) employees were provided with pension, unemployment, medical, 48 out of 48 (100%) employees were provided with maternity and accident insurance in July 2021. This violated Article 73 of the Labor Law of the People's Republic of China. The policy on the legal benefits for the workers which including the social insurance was established. Corrective Action Not Taken: According to the social insurance payment receipts of July 2022 provided by factory management, it was noted that only 28 out of 49 (57%) employees were provided with pension insurance, unemployment insurance, medical insurance, and maternity insurance, and 49 out of 49 (100%) employees were provided with accident insurance in July 2022. This violated Article 73 of the Labor Law of the People's Republic of China. The policy on the legal benefits for the workers which including the social insurance was established. All the employees in this factory were permanent workers and no temporary workers were employed in this factory. The factory explained that part of the employees were not willing to purchase the social insurance.

前次问题：根据2021年7月社保单显示，工厂2021年7月总人数为49人，其中0名新进员工，有1名退休返聘员工。因此，其他48名员工应参加社会保险。根据工厂管理层提供的2021年7月社保收据，48名员工中有35人(72.9%)在2021年7月获得了养老保险、失业保险、医疗保险、48人(100%)获得了生育保险、工伤保险。根据《中华人民共和国劳动法》第73条改善。关于员工享受的法定福利包括社会保险的政策有建立。未改善：根据2022年7月份的社保单显示，工厂为28/49 (57%)名员工购买养老保险，失业保险，医疗保险和生育保险，为49/49(100%)名员工购买工伤保险。根据《中华人民共和国劳动法》第73条改善。关于员工享受的法定福利包括社会保险的政策有建立。工厂所有工人都是固定工人，没有临时工。工厂解释部分员工不愿意购买社保。

PA 6: Decent Working Hours

Previous Finding: It was noted that 15 out of 20 sample population employees worked in excess of the statutory overtime hour limits. A review of 20 sample time records (5 samples from December 2020, 5 samples from February 2021 and 5 samples from May 2021, 5 samples from yet to paid full month June 2021) yielded the following: • 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 76-78 hours) in December 2020, which was not in compliance with the legal requirement; • 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 78.5-81.5 hours) in May 2021, which was not in compliance with the legal requirement; • 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 74 hours) in June 2021, which was not in compliance with the legal requirement. This violated Article 41 of the Labor Law of the PRC. Corrective Action Not Taken: It was noted that 15 out of 15 sample population employees worked in excess of the statutory overtime hour limits. A review of 15 sample time records (5 samples from November 2021, 5 samples from February of 2022, and 5 samples from current paid month June 2022) yielded the following: • 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 73-74 hours) in November 2021, which was not in compliance with the legal requirement; • 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 47-48 hours) in February 2022, which was not in compliance with the legal requirement; • 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 70.5-73 hours) in June 2022, which was not in compliance with the legal requirement. This violated Article 41 of the Labor Law of the PRC.

前次问题: 根据厂方提供的工时记录, 审核员发现员工加班时间超出了法定标准。审核员从厂方提供的工时记录中抽20样本(其中从2020年12月抽取5名, 从2021年2月抽取5名, 从2021年5月抽取5名, 从未发工资完整月2021年6月抽取5名), 发现共有15名员工加班时间超出了法定标准, 具体为: • 5/5名员工在2020年12月的加班时间为76-78小时, 超过每月加班时间不能超过36小时的法律规定; • 5/5名员工在2021年5月的加班时间为78.5-81.5小时, 超过每月加班时间不能超过36小时的法律规定; • 5/5名员工在2021年6月的加班时间为74小时, 超过每月加班时间不能超过36小时的法律规定。根据《中华人民共和国劳动法》第41条改善。未改善: 根据厂方提供的工时记录, 审核员发现员工加班时间超出了法定标准。审核员从厂方提供的工时记录中抽取15个样本(其中从2021年11月抽取5个, 从2022年2月抽取5个, 从最近已发工资月份2022年6月抽取5个), 发现共有15名员工加班时间超出了法定标准, 具体为: • 5/5名员工在2021年11月的加班时间为73-74小时, 超过每月加班时间不能超过36小时的法律规定; • 5/5名员工在2022年2月的加班时间为47-48小时, 超过每月加班时间不能超过36小时的法律规定; • 5/5名员工在2022年6月的加班时间为70.5-73小时, 超过每月加班时间不能超过36小时的法律规定。根据《中华人民共和国劳动法》第41条改善。

PA 7: Occupational Health and Safety

Previous Finding: It was noted that there were another factories located in the same production building. The risk assessment report did not identify the potential health and safety risks caused by other factories in the same production building. This violated with BSCI COC 7.3. Corrective Action Not Taken: It was noted that the factory did not take into consideration the potential risks that may be caused by the other factories within the same factory compound when carrying out risk assessments for safe, healthy and hygienic working conditions. This violated BSCI 7.3.

前次问题: 审核发现有不同的工厂共同使用该生产楼。风险评估报告没有识别同栋厂房内其他工厂可能给受审核方造成的健康安全风险。根据BSCI行为准则7.3改善。未改善: 审核员发现工厂在进行安全、健康和卫生工作条件的风险评估时未考虑到同厂区内其它工厂可能引起的潜在风险。根据BSCI 7.3改善。

Previous Finding: It was noted that workers were not involved in the risk assessment, establishing of OHS policy, developing and implementing systems towards ensuring OHS. This violated BSCI 7.4 Corrective Action Not Taken: Through the worker interviews, it was noted that the workers or their representatives did not participate in the OHS risk assessment. This violated the requirement of BSCI requirement 7.4.

前次问题: 审核员发现受审核方的危险评估、职业健康安全政策的制定、发展和实现健康安全管理上没有员工的参与。根据BSCI 7.4条款改善。未改善: 通过员工访谈发现, 工厂员工或者员工代表没有参与工厂的职业健康安全风险评估。根据BSCI 7.4的要求改善。

Previous Finding: The factory had established emergency response procedure, but it was noted that the emergency response procedure was not displayed in the production workshop. This violated with BSCI COC 7.8. Corrective Action Not Taken: The factory had established the emergency response procedure, however, the emergency response procedure was not displayed in the production workshops. This violated BSCI 7.8.

前次问题: 工厂建立了应急处理程序, 但是发现生产车间内并没有张贴该应急程序。根据BSCI行为准则7.8改善。未改善: 工厂建立了应急处理程序, 但是生产车间内并没有张贴该应急程序。根据BSCI 7.8改善。

New Finding: It was noted that 1 out of 5 electrical switches boxes in the sewing workshop was not equipped with a safety cover. This violated Article 6.7 of the General Guide for Safety of Electric User (GB/T13869-2008).

新问题: 审核发现缝纫车间1/5处电开关盒未安装保护盖。根据《用电安全导则GB/T13869-2008》第6.7条。

Previous Finding: It was noted that all the double sewing machines did not equip with Plexiglas shields, all the sewing machines did not equip with the needle guards. This violated the Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene Corrective Action Not Taken: It was noted that all the flat sewing machines used in the sewing workshop were not equipped with needle guards and all the double-needles sewing machines and overlocking sewing machines were not equipped with eye-guards (resin plates). This violated Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene.

前次问题: 审核发现, 工厂所有的双针车没有安装数值挡板, 所有的平车没有安装针档。根据《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条改善。未改善: 审核发现缝纫车间所有的平车都没有安装针档, 所有的双针缝纫机和锁边机都没有安装护眼装置(树脂挡板)。根据《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条改善。