

Monitoring result for Duchy Headwear Manufactory Ltd. on site Duchy Headwear Manufactory Ltd.

Monitoring

Monitored Party	: Duchy Headwear Manufactory Ltd.
amfori ID	: 156-012502-000
Site	: Duchy Headwear Manufactory Ltd.
Site amfori ID	: 156-012502-002
Address	: Nearby Puxin Villagers Committee, Puxinsan Road, Shipai Town
	: Dongguan
	: Guangdong Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 18/04/2022
Expiration Date	: 18/04/2023

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Overall rating



Section rating

PA1: Social Management System	C
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

Duchy Headwear Manufactory Ltd. had been established on October 13, 2016; its business license number was 91441900MA4UWEEY1T. The factory address was Nearby Puxin Villagers Committee, Puxinsan Road, Shipai Town, Dongguan City, Guangdong Province, China. Factory used one 3-storey production building as warehouse, office and production area. No dormitory or canteen was provided by factory.

The factory specialized in the production of hats. Production processes included cutting, sewing, molding and packing.

On the audit day, there were 44 employees in the factory, 20 employees were male and 24 employees were female. Total 5 employees were sampled including 2 male workers and 3 female workers.

The factory adopted fingerprint attendance system to record working hours of employees. As per the factory management, the factory arranged one shift for employees, which was from 8:00 to 18:00 with 120 minutes lunch break from 12:00 to 14:00. No any OT was arranged on Sunday and public holidays. Weekly working hours were 54~58 hours. Wages of employee were paid at 30th of the next month by cash with wage stubs issued to employees. Per payroll review and interview with management and employees, employees were paid by hourly rate.

The factory was cooperative during the whole audit. All areas of the factory were allowed to access, documents were provided timely, and workers interview was conducted smoothly. Mr. Xu Shulin / Factory Manager and Ms. Chen Youzhi/ Worker representative signed the onsite CAP.

The audit information was as below:

Announcement Type: Announced

Monitoring Date: Apr 12, 2022

Monitoring firm: SGS (Monitoring firm APSCA #: 11600006)

Auditor name: Bealfire Sun (APSCA member No. CSCA21703437)

Site Details

Site : Duchy Headwear Manufactory Ltd.

Site amfori ID : 156-012502-002

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.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	44 Workers
Legal minimum wage in local currency	1900 Monthly
Lowest wage paid for regular work at the site	2200 Monthly
Calculated living wage in local currency	2543 Monthly
Total sample	5 Workers

Other Metrics

Male workers	20 Workers
Female workers	24 Workers
Permanent workers - Male	20 Workers
Permanent workers - Female	24 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	0 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	18 Workers
Domestic migrant workers - Female	20 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	20 Workers
Workers hired directly - Female	24 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

1.1 The main auditee partially respects this principle. Because completed Amfori BSCI procedures were established, and this management system was implemented during the factory daily operation, also the factory had communicated the requirement of this management system to partners such as suppliers. But gaps between the factory and the requirements when implementing the Amfori BSCI system, and there are problems such as social insurance, monthly overtime and so on.

被审核方部分遵守该原则。工厂有建立完整的Amfori BSCI管理体系的相关程序并在日常生产中执行该管理体系。同时工厂也将该管理体系要求传达给供应商等合作伙伴。但是工厂在执行Amfori BSCI体系时与要求存在差距,工厂现场存在社保,月加班超时等问题。

1.4 The main auditee partially respects this principle. Because the factory had arranged production program according to the calculated capacity and costs of production, but the factory did not organize its workforce capacity effectively to meet the expectations of the delivery order, which resulted workers' overtime hours exceeded local legal requirement.

被审核方部分遵循该准则。工厂有依据进行的产能及成本核算来安排生产计划,但是因工厂未能有效的组织起生产能力以满足订单需求而导致员工的加班时间超出法规要求。

PA 2: Workers Involvement and Protection

2.2 The main auditee partially respected this principle because the factory set long term goals and specific measures according to the amfori BSCI Code of Conduct, but factory did not analyze the implementation of long-term goals.

被审核方部分遵循该准则。因为工厂根据amfori BSCI行为守则设置了长期目标和具体措施,但是工厂没有对长期目标的实施情况进行分析。

2.5 The main auditee partially respected this principle because the factory established internal grievance mechanism and keep the record, but the factory did not establish the community grievance mechanisml.

被审核方部分遵循该准则,因为工厂建立了工厂内部的申诉机制并有记录,但工厂没有建立社区申诉机制。

PA 3: The Rights of Freedom of Association and Collective Bargaining

3.1 The main auditee partially respected this principle because worker representatives were elected in 2021 by workers at the factory. But based on workers interview, it was noted that some workers did not know who worker representatives were.

被审核方部分遵守该原则。因为工厂内在2021年由员工选举了员工代表,但是员工访谈显示,部分员工不清楚员工代表。

PA 5: Fair Remuneration

5.5 The main auditee does not respect this principle because the factory did not provide all kinds of social insurance to all employees as per legal requirement. Total 44 employees worked at the factory during audit, based on the social insurance payment records in recent three months review, the factory provided five kinds of social insurance for 20 employees (45.5%) in Apr 2022. The factory had purchased a business group injury insurance covered 23 employees, which was valid from Nov 14, 2021 to Nov 13, 2022.

被审核方因没有依照法规要求为所有员工购买社保而未遵循该原则。审核当天全厂人数为44人,根据工厂提供的最近三个月的社保缴费凭证及台账显示,工厂在2022年4月为20名(45.5%)员工提供了提供五种社会保险。工厂有购买一份商业团体意外险覆盖了23名员工,有效期从2021年11月14日至2022年11月13日。

PA 6: Decent Working Hours

6.2 The main auditee does not respect this principle because workers' monthly overtime hours exceeded the legal law requirement. Based on the provided attendance records from Mar 1, 2021 to audit day review, it was noted all sampled workers' monthly overtime hours exceeded 36 hours from Mar 2021 to Mar 2022, which were 44-70h, the maximum monthly overtime hours were 70 hours in Dec 2021 including 38 hours overtime on weekdays and 32 hours overtime on weekends. The maximum weekly working hours of workers were 58h.

被审核方因员工的月加班时间超出法规要求而未遵守该原则。工厂提供的员工2021年3月1日至审核当天的考勤记录显示,抽样的所有员工的月加班时间在2021年3月到2022年3月超36小时,达到44-70h,最大月加班为70h在2021年12月,包含38小时平时加班和32小时周末加班。员工的最大周工时为58小时。

PA 7: Occupational Health and Safety

7.1 The main auditee partially respected this principle. Because the auditee has set up a health and safety committee, and had the meeting and conducted risk assessment regularly, the health and safety problems are caused due to the negligence of the management.

PA 7: Occupational Health and Safety

被审核方部分遵守该原则。因为被审核方有成立健康安全委员会, 并且定期开会和进行风险评估, 由于管理者疏忽导致导致健康安全方面出现问题。

7.2 The main auditee partially respects this principle because the factory did not provide injury insurance for one employee (2.3%).

被审核方部分遵守该原则。工厂没有为1名员工 (2.3%) 提供工伤保险。

7.7 The main auditee partially respects this principle. The factory provided secondary containers for chemicals, but the factory did not post chemical labels for a bottle of cleanser in 1F, and MSDS of cleanser was not posted in 2F chemical storage area.

被审核方部分遵守该原则。工厂为化学品提供了二次容器, 但工厂没有为1F的一瓶清洁剂张贴化学品标签, 2F化学品存放区没有张贴清洁剂的MSDS。

7.17 The main auditee did not respect this principle. Factory did not install finger guards for sewing machines in workshop, no needle guards were installed for high-sewing machines, no protective rods installed for nailing machines.

被审核方未遵守该原则。工厂没有为车间内的针车设备安装护指器, 高车没有安装挡针板, 打钉机的没有安装防护杆。

PA 12: Protection of the Environment

12.5 The main auditee partially respects this principle because the factory established actual active plan focus on saving water and provided the statistical records for review, but the factory did not identify the nearby water resource maps.

被审核方因有建立节约用水的实际行动并提供了用水统计记录,但是未进行周边水资源地图的识别而部分遵守原则。