

Monitored Party JinHua Tuos Bag/Case Manufactory Co.,Ltd	amfori ID 156-027023-000	Address B30 Area,Small and medium enterprises incubator park Xincheng Industrial,Xinwo Street,Panan County , , 322300 Jinhua, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 06/11/2024	Closing Meeting Finished Date 06/11/2024	Submission Date 09/11/2024
Expiration Date 09/11/2025	Announcement Type Semi Announced	
Site JinHua Tuos Bag/Case Manufactory Co., Ltd.	Site amfori ID 156-027023-002	

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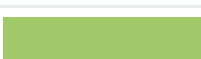

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	C	
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

Lead Auditor: Lewis Ye; APSCA membership number: CSCA 21701875

Monitoring partner: TUV Rheinland

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

Announcement type: Semi-Announced

Monitoring type: This follow-up audit only covered PA1, PA2, PA5, PA6, PA7 and PA12, other PAs were not audited and the evidence & rating were kept same as before.

Business partner information: The auditee was located at "B30 Area, Small and medium enterprises incubator park, Xincheng Industrial, Xinwo Street, Panan County, Jinhua, Zhejiang, China-中国浙江省金华市磐安县新渥街道新城区中小企业孵化园B30号". The auditee was established on 24 November 2017. The main products manufactured by the auditee are bags. The main production processes are listed as follow: cutting, sewing, inspection and packing.

Audited location information: There was only one 5-storey building located within the boundaries and this building belonged to another factory. The auditee only rented the 1F-3F of the 5-storey building from the landlord as office, production and warehouse (1F was used as raw materials warehouse and cutting workshop; 2F was used as office and sewing workshop; 3F was used as finished goods warehouse, accessories warehouse, inspection and packing workshop). No canteen or dormitory was provided by the auditee. The 4F-5F of the 5-storey building were used as warehouses by the landlord. There was no business relationship between the auditee and the landlord.

Operating shifts and hours: Electronic fingerprint & face scanning attendance machine was used to record the time in/out. Normal working hour was 8 hours per day and 5 days per week (from Monday to Friday). Working on weekend was treated as overtime. One shift (08:00-11:30, 12:30-17:00) was arranged for all workers and overtime on working days was 2 hours from 18:00 to 20:00 if needed. Workers were guaranteed at least one day rest per week. No apparent peak season or low season existed.

Salary payment details: The calendar month was counted as a wage calculation cycle, and the wage was paid in cash at the end of next month. All workers' wage was calculated by hourly rate and at least CNY17.25 per hour. Workers' total wages consisted of normal working hours wage, overtime wage and other benefits (paid statutory holidays /annual leave wages). Overtime wages were paid 150%, 200% and 300% of the normal wage rate for overtime on weekdays, weekends and statutory holidays respectively.

Worker number information: All employees were hired by the factory directly. Total 22 employees (4 males and 18 females) were working in the factory. There were 2 non-production employees and 20 production employees (3 males and 17 females). 2 employees (1 male and 1 female) were domestic migrant workers. There were no seasonal, temporary, young, disabled, apprentices and other special group workers.

Worker organization details: There was no labor union in the factory. Workers freely elected one worker representative in January 2024. The management held meetings with worker representative regularly.

Summary of findings: PA1: insufficient management system, insufficient capacity planning; PA2: no long-term goals, workers were not clear about relevant requirements of amfori BSCI COC; PA5: insufficient social insurance; PA6: excessive OT; PA7: insufficient commercial accident injury insurance, no pulley guard for sewing machine.

Good practices: None

Circumstances: The factory management and sampled workers were cooperative during the audit. There was no special circumstance during the audit.

Living wage calculation:

#Living Wage:

a.No anker wage available for the producer 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.

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 had been obtained the individual's consent during the audit.

Remark:

a)No contractor was used by the auditee, which makes the contractor license/permit not applicable; b)No agency was used by the auditee, which makes the agency labour contract not applicable; c)No government waiver such as Comprehensive Working Hours System waiver or social insurance waiver was obtained by the auditee, which makes the government waiver not applicable; d)No collective bargain agreements existed in the factory, which makes the collective bargain agreements not applicable.

SITE DETAILS

Site

JinHua Tuos Bag/Case
Manufactory Co., Ltd.

Site amfori ID

156-027023-002

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Textiles, Apparel & Luxury Goods

Sub Industry

Apparel, Accessories & Luxury
Goods

amfori Process Classifications

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	22	Workers
Legal minimum wage in local currency	2,010	Monthly
Lowest wage paid for regular work at the site	3,001.5	Monthly
Calculated living wage in local currency	2,589.73	Monthly
Total sample	6	Workers

Other Metrics

Male workers	4	Workers
Female workers	18	Workers
Non-binary workers	0	Workers
Permanent workers - Male	4	Workers
Permanent workers - Female	18	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	0	Workers
Management - Female	1	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	0	Workers
Workers with night shift - Female	0	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	1	Workers
Domestic migrant workers - Female	1	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	4	Workers
Workers hired directly - Female	18	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	2	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: JinHua Tuos Bag/Case Manufactory Co., Ltd. | Site amfori ID: 156-027023-002

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	
The factory partially respects this principle. According to document review, onsite observation, management and employee interview, due to some practical difficulties and realistic conditions, such as orders, labor force, cost control, etc., some social responsibility management systems have not been effectively implemented, resulting in some problems, such as overtime hours exceeded legal requirement, insufficient coverage of social insurance and etc. The management said that they have not yet developed effective measures and long-term solutions to implement continuous improvement. (It violated the requirement of amfori BSCI system manual)	工厂部分遵循该准则。根据文件审阅、现场观察、管理层和员工访谈，由于一些方面的实际困难和现实状况，如订单，劳动力，成本控制等，部分社会责任管理体系并没有得以有效实施导致一些问题的出现，如加班时间超出法律规定要求、社保参保不足等。管理层表示目前还没有制定出有效的措施和长期解决方案去实行持续改善。（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
Finding	
The factory partially respects this principle. According to document review, management and employee interview, the factory did not properly organize its workforce to meet the expectations of the delivery order and contracts, workers' overtime hours exceeded legal requirement. The management stated that the workforce capacity was accounted by experience, they understood the production rate and date of delivery, but they had to arrange some overtime to finish production order on time. (It violated the requirement of amfori BSCI system manual)	工厂部分遵循该准则。根据文件审阅、管理层和员工访谈，工厂未有效组织其劳工来达成交付订单和合同的预期，员工加班时间超过法规要求。管理层表示产能评估是依据经验，他们了解工厂生产效率 and 交货期，但是他们必须安排一些加班来准时完成订单。（违反了amfori BSCI系统手册中的要求）



PA 2: Workers Involvement and Protection

Site: JinHua Tuos Bag/Case Manufactory Co., Ltd. | Site amfori ID: 156-027023-002

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
Finding	
<p>The factory does not respect this principle. According to document review, management and employee interview, the factory did not analyse the gap between the actual situation and amfori BSCI requirements to establish the practical long-term goals (such as 1~5 years), step-by-step action plans and measures toward sustainable improvements to protect workers and meet amfori BSCI requirements, such as how to reduce overtime hours and improve of social insurance compliance etc. The management stated that they did not know how to establish the long-term goals, because the goals required commensurate investment. (It violated the requirement of amfori BSCI system manual)</p>	<p>工厂未遵循该准则。根据文件审阅、管理层和员工访谈，工厂没有分析目前状况与amfori BSCI要求的差距，去制定一个长期的（例如1~5年）切实目标，可持续行动计划和措施去保护员工并符合amfori BSCI要求，比如降低加班时间和提高社保参保等。管理层表示不知道如何制定长期目标，因为这些目标都需要相应的资金投入。（违反了amfori BSCI系统手册中的要求）</p>

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	
<p>The factory partially respects this principle. According to document review, onsite observation, management and employee interview, the training on amfori BSCI COC was provided to all employees including newcomers, and amfori BSCI COC was posted on site, but about 50% interviewed workers were not clear about relevant requirements of amfori BSCI COC, such as workers involvement. The workers claimed that they had received the training but had forgotten it. The management stated that they would increase the training frequency later. (It violated the requirement of amfori BSCI system manual)</p>	<p>工厂部分遵循该准则。根据文件审阅、现场观察、管理层和员工访谈，尽管amfori BSCI行为准则的培训提供给了所有员工包括新员工，amfori BSCI行为准则也粘贴在现场，但大约50%访谈的员工不清楚amfori BSCI行为准则相关要求，例如员工参与保护。员工说收到了培训，但是忘记了内容。管理层表示后面会增加培训频率。（违反了amfori BSCI系统手册中的要求）</p>

PA 5: Fair Remuneration

Site: JinHua Tuos Bag/Case Manufactory Co., Ltd. | Site amfori ID: 156-027023-002

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	
<p>The factory does not respect this principle. According to document review, management and employee interview, insufficient social insurance participated. There were total 22 employees in the factory, 16 employees were retiree hired to work again, no employee was hired after the social insurance application of October 2024, so the factory should provide social insurance for 6 employees. The factory provided social insurance receipts from October 2023 to October 2024 for review, through reviewing the latest social insurance receipt in October 2024, it was noted that 4 out of 6 employees were not provided with retirement insurance, unemployment insurance and work-related injury insurance, 5 out of 6 employees were not provided with medical insurance and child-bearing insurance. The management explained that the reason for insufficient social insurance coverage rate was the unwillingness of employees, the employees stated that they did not want to buy social insurance because they had participated in new-pattern rural insurance at home, the related new-pattern rural insurance records were not available for check on the audit day. (Reference law: Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44, 53)</p> <p>Remark: the factory provided individual commercial accident injury insurance for 12 employees (including the 4 employees who did not have work-related injury insurance and 8 retirees hired to work again) during the period from 26 September 2024 to 25 September 2025.</p>	<p>工厂未遵循该准则。根据文件审阅、管理层和员工访谈，社会保险参保不足。工厂一共雇佣了22名员工，16名是退休返聘员工，2024年10月份社保申报后没有新入职员工，因此工厂应该为6名员工提供社会保险。工厂提供了2023年10月至2024年10月的社保凭证供审核，根据最近月份2024年10月的社保凭证，工厂未给6名员工中的4名提供养老、失业和工伤保险，未给6名员工中的5名提供医疗和生育保险。工厂管理层解释到社保不足的原因是员工不愿意购买社保，员工表示他们不想参加社保，因为他们在老家参加了新农保，相关的新农保记录在审核天未提供查看。（参考法律法规：《中华人民共和国社会保险法》第10，23，33，44，53条）</p> <p>备注：工厂给12名员工（包括了没有工伤保险的4名员工和8名退休返聘员工）提供了有限期从2024年9月26日至2025年9月25日的个人商业意外工伤险。</p>

PA 6: Decent Working Hours

Site: JinHua Tuos Bag/Case Manufactory Co., Ltd. | Site amfori ID: 156-027023-002

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	
<p>The factory does not respect this principle. According to document review, management and employee interview, overtime hours exceeded the</p>	<p>工厂未遵循该准则。根据文件审阅、管理层和员工访谈，加班时间超过法规要求，工厂没有有效的系统去控制加班。工厂管理层表示加班根据订单安</p>

Finding

legal requirement, the factory did not have effective overtime control system. The factory management stated that the overtime schedule was arranged by orders. The factory only recorded workers' working hours and did not take control measure for excessive overtime hours, but one day off per week was guaranteed. The interviewed workers stated that overtime work was voluntary and they could earn more money by working overtime. Based on the attendance records from 1 November 2023 to 6 November 2024, the maximum daily OT were 2 hours, workers' monthly overtime hours exceeded 36 hours from November 2023 to October 2024 except February 2024. The maximum monthly overtime hours of October 2024 were 46 hours, the maximum monthly overtime hours from 1 November 2024 to 5 November 2024 were 8 hours. Details of the sampled months as below:
January 2024: 6 out of 6 sampled workers' monthly OT exceeded 36 hours and were 48 hours;
May 2024: 6 out of 6 sampled workers' monthly OT exceeded 36 hours and were 50 hours;
September 2024: 6 out of 6 sampled workers' monthly OT exceeded 36 hours and were 48 hours.
(Reference Law: PRC Labour Law article 41).

排。工厂仅记录员工的工作时间，并没有对加班超时采取控制措施，但是员工每周休息一天是有保证的。访谈的员工表示加班是自愿的，且加班可以增加收入。根据2023年11月1日至2024年11月6日的考勤记录发现，最大的日加班为2小时，从2023年11月至2024年10月除2024年2月外，员工的月加班都超过36小时。2024年10月的最大月加班时间是46小时，2024年11月1日至2024年11月5日的最大月加班时间是8小时。抽样月份的情况如下：
2024年1月：6名抽样员工中的6名的月加班超36小时，为48小时；
2024年5月：6名抽样员工中的6名的月加班超36小时，为50小时；
2024年9月：6名抽样员工中的6名的月加班超36小时，为48小时。（参考法律法规：中华人民共和国劳动法第41条）

PA 7: Occupational Health and Safety

Site: JinHua Tuos Bag/Case Manufactory Co., Ltd. | Site amfori ID: 156-027023-002

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 factory partially respects this principle. According to document review, management and employee interview, it was noted that 8 (retirees hired to work again) out of 22 employees were not provided with any kind of work-related injury insurance. Work-related injury insurance covered 2 employees, the factory provided commercial accident injury insurance for 12 employees. The management stated that the workers without work-related injury insurance / commercial accident injury insurance were working in low-risk positions, so they did not buy. (Reference law: Social Insurance Law of the People's Republic of China,

工厂部分遵循该准则。根据文件审阅、管理层和员工访谈，工厂没有给22名员工中的8名（退休返聘员工）提供任何形式的工伤保险。工伤保险提供给了2名员工，给12名员工提供了商业意外工伤保险。管理层表示没有工伤保险/商业意外工伤保险的员工都是在低风险岗位工作的，所以没有购买。（参考法律法规：《中华人民共和国社会保险法》第33条）

Finding	
Article 33)	

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
Finding	
<p>The factory partially respects this principle. According to onsite observation and management interview, about 10% sewing machines in sewing workshop were not equipped with pulley guards. The management stated that they did not repair these machines due to the very low risk of sewing machine, and the machines were old and they would be replaced by new machines later. (Reference law: General rules of design on health and safety of production facility, Article 6.1.2)</p>	<p>工厂部分遵循该准则。根据现场查看和管理层访谈，缝纫车间里面发现大约10%的缝纫机没有皮带轮保护罩。管理层表示由于缝纫机的风险非常低，他们没有维修这些机器，并且这些机器比较老了，后面会被新机器替代。（参考法律法规：《生产设备安全卫生设计总则》第6.1.2条）</p>