

Monitored Party Wuxi JHT Homewares Co., Ltd.	amfori ID 156-003984-000	Address No.66 Huichang Road, Huishan Industry Park, Wuxi, Jiangsu Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TÜV SÜD
Monitoring Start Date 18/09/2024	Closing Meeting Finished Date 20/09/2024	Submission Date 26/09/2024
Expiration Date 26/09/2025	Announcement Type Semi Announced	
Site Wuxi JHT Homewares Co., Ltd.	Site amfori ID 156-003984-002	

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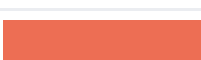

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OVERALL RATING



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	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, 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: Jancy Xu; APSCA membership number: CSCA 21700841

Name of team auditor (if applicable): Water Wang; APSCA membership number: CSCA 21702601

Name of observers, translators, trainees, advisors/consultants (if applicable): N/A

Monitoring partner name: TÜV SÜD.

Audit schedule details: The audit is planned for 2 auditors x 1 day and 1 auditor x 2 days. Team auditor Water Wang attended the first day of the audit. Monitoring Date: September 18-19, 2024.

Announcement Type: Semi-Announced

Business partner information:

Wuxi JHT Homewares Co., Ltd was established on September 28, 2020 based on business license. Business License number was 91320200MA22KMFG88. It was located at No.66 Huichang Road, Huishan Industry Park, Wuxi, Jiangsu, China. Factory occupied construction area of 94,000 square meters. Main products of the factory were home textiles. Main production processes included: Cotton slitting, cotton carding, cutting sewing, cotton filling, quilting, inspection and packing.

Audited location information:

The auditee rented all buildings (7 in total) from Wuxi JHT Group Co., Ltd: one 6-storey building (office); used one 3-storey building (1F: cutting, pillow production, quilting, warehouse; 2F: quilting, sewing, packing; 3F: sewing); used one 2-storey building (1F: cotton slitting, cotton filling, cotton carding; 2F: office, sample making); used one 2-storey building (1F: quilting; 2F: bed sheet and curtain production); used one 2-storey building (1F: material warehouse; interlayer: office; 2F: finished production warehouse); used one 2-storey building (activity room); used one 2-storey building (kitchen and canteen). No dormitory was provided.

Operating shifts and hours:

The regular working time was 8 hours per day, 40 hours per week. The regular working days of workers were 5 days from Monday to Friday per week and generally had 8 hours overtime on Saturdays. The working hour for office staff was: 08:00-12:00, 13:00-17:00, for warehouse was: 08:00-11:00, 12:00-17:00, for most production workers was from: 08:00-11:00, 11:30-16:30, 17:00-19:00 for OT, sewing workers was from: 8:00-11:20, 12:10-16:50, 17:30-19:00 for OT, kitchen staffs working time was from: 7:30-10:30, 11:00-13:00, 14:30-17:30, security guards had two shifts: 7:00-19:00/ 19:00-7:00 with one hour for rest. During the audit, the attendance records from August 2023 to the audit date were provided for review. No obvious peak season was detected. Sampling checked the attendance records of 21 workers from the months of May, June and July 2024, it was noted that employees maximally worked 8-10 hours per day. The maximum monthly overtime hours were 78 hours. Employees had at least one day off per seven days.

Time recording system:

The factory recorded workers' working time by electronic attendance system.

Salary payment details:

All employees were paid by hourly rate and the wages were paid through bank deposit on 30th of each month for the preceding month.

Worker number information:

There were 463 employees(157 males and 306 females) working in the factory, including 38 non-production workers (including 24 males and 14 females, 12 out of non-production workers were managers) and 425 production workers (including 133 male employees and 292 female employees). All employees were permanent employees. 308 domestic migrant employees(104 males and 204 females) were from other provinces of China.

The factory did not have young worker, pregnant worker, seasonal worker, temporary worker, disabled worker, or home-based worker. The factory also did not have other special group workers such as interns, apprentices, contractor workers etc.

Good practices:

At least RMB 800 performance-based bonus was provided to workers.

Worker organization details:

No union was established in the factory. 5 workers' representative was elected by workers in August 2024.

Circumstances:

1. There were no contractor and agencies used by the auditee, which made the contractor license/permit and agency labor contract not applicable.
2. There were no government waivers and no collective bargaining occurred in the factory, which made the government waivers and collective bargaining agreements not available.
3. There were no inconsistencies between time and production records identified which made the photographs of inconsistencies between time and production records not available.
4. Remark: There is Personal Information Protection Law in China. Hence, the personal information of employees is removed from the uploaded documents.
5. Due to many employees of the auditee being directly transferred from the group company, many employees' employment dates are earlier than the registration date of the auditee's business license.

Summary of findings:

There are findings under PA1, 2, 6, 7 identified during the audit, please refer to the PAs in report for details.

Living wage calculation:

#For Living Wage, we do not use the data on GLWC website, but the calculation method still follows Anker's methodology. The data were mainly manually collected through local market investigation and worker interview by auditor.

SITE DETAILS

Site

Wuxi JHT Homewares Co., Ltd.

Site amfori ID

156-003984-002

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Textiles, Apparel & Luxury Goods

Sub Industry

Textiles

amfori Process Classifications

Cutting

Filling

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	463	Workers
Legal minimum wage in local currency	2,490	Monthly
Lowest wage paid for regular work at the site	3,290	Monthly
Calculated living wage in local currency	2,506.8	Monthly
Total sample	21	Workers

Other Metrics

Male workers	157	Workers
Female workers	306	Workers
Non-binary workers	0	Workers
Permanent workers - Male	157	Workers
Permanent workers - Female	306	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	9	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	7	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	104	Workers
Domestic migrant workers - Female	204	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	157	Workers
Workers hired directly - Female	306	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	8	Workers
Sample - Female	13	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Wuxi JHT Homewares Co., Ltd. | Site amfori ID: 156-003984-002

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	
As per management interview, worker interview, worker representative interview and document review, the factory partially meets the requirement: it was noted that the factory has established social compliance management system to implement the amfori BSCI Code of Conduct, but the system was not maintained well and some issues were noted during this audit, such as issues about monthly overtime hours, etc.	根据管理人员访谈，员工访谈，员工代表访谈和文件查阅，工厂部分符合该条款：工厂已经建立了社会责任管理体系来执行amfori BSCI行为准则，但是该体系没有被很好的维护且本次审核发现了一些问题，比如关于月加班时间问题等。

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 management interview, worker representative interview and document review, the factory partially meets the requirement: the factory had established production capacity assessment procedure, but it was noted that the factory did not have a good capacity planning to meet the expectations of the delivery order, which led to the monthly overtime hours exceeded legal requirement. Through management interview, they understood the legal requirement, but they did not arrange workers' working hours and overtime-working hours properly because sometimes the order was urgent, and they could not ensure workers' overtime hours in accordance with the law requirements. It is against amfori BSCI Code of Conduct.	根据管理人员访谈，员工代表访谈和文件查阅，工厂部分符合该条款：工厂制定了生产能力评估程序，但是发现工厂没有一个完善的产能计划去完成预期的订单交货以致于月加班时间超过法规要求。根据管理人员访谈，他们了解法律要求，但是因为有时订单比较紧急，他们没有很好地安排工作时间和加班时间，无法确保工人的加班时间符合法规要求。违反了BSCI行为准则。



PA 2: Workers Involvement and Protection

Site: Wuxi JHT Homewares Co., Ltd. | Site amfori ID: 156-003984-002

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH

LOCAL LANGUAGE

Finding

As per record review, management interview and worker representative interview, the factory partially meets the requirement: grievance policy was established in the factory and employees were trained on the grievance policy, but the factory didn't conduct regular survey on the grievance procedure. It is against amfori BSCI Code.

根据文件查阅，管理人员访谈和员工代表访谈，工厂部分符合该条款：工厂建立了投诉程序，且为员工提供了投诉程序的培训，但是工厂没有对申诉机制进行满意度调查。违反了BSCI行为准则。

PA 6: Decent Working Hours

Site: Wuxi JHT Homewares Co., Ltd. | Site amfori ID: 156-003984-002

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

As per management interview, worker interview, worker representative interview and time records review, the factory does not meet the requirement because this is systematic issue: The time records of May, June and July 2024 were sampled to review. The factory normally arranged maximum 2 hours overtime work on regular working days, 8 hours overtime on Saturday. Per document review, management interview and worker interview, all the overtime work is arranged on voluntary basis. However, it was noted that monthly overtime for all sampled workers from Cotton slitting and carding workshop, Cutting workshop, Sewing workshop, Cotton filling workshop, Quilting workshop, Automatic manufacturing line workshop, Inspection and packing workshop exceeded 36 hours in all sampled months and were up to 78 hours. Through management interview, they stated that the workshops need to conduct excessive overtime to finish the delivery order in time. It is against PRC Labor Law article 41.

根据管理人员访谈，员工访谈，员工代表访谈以及考勤表的查看，由于是系统性问题，工厂没有符合该条款：抽样了2024年5月，6月和7月考勤记录。工厂通常安排正常工作日最多加班2小时，周六加班8小时。根据文件查看，管理人员访谈和员工访谈，所有加班都是自愿的。然而，发现来自开棉，梳棉，裁剪，缝制，充棉，绗缝，自动生产线，检验和包装车间的所有抽样员工在所有抽样月份的加班超过36小时，最多达到78小时。通过管理人员访谈，他们表示车间需要进行超时加班工作来按时完成订单。违反了中华人民共和国劳动法第四十一条。

PA 7: Occupational Health and Safety

Site: Wuxi JHT Homewares Co., Ltd. | Site amfori ID: 156-003984-002

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

ENGLISH	LOCAL LANGUAGE
Finding	
As per management interview, worker interview, worker representative interview and document review, it was noted that the factory complied with occupational health and safety laws and regulations in most areas, but some areas still needed to be improved.	根据管理人员访谈，员工访谈，员工代表访谈和文件查阅，发现工厂在大部分区域都遵守职业健康安全法律法规，但有一些地方仍需改善。

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review, management interview, worker interview and worker representative interview, this question was rated as partially because the auditor found some satisfactory evidence, such as the factory had conducted regular communication meetings between worker representative and management to discuss the workplace issues. But workers and their representatives were not involved in health and safety risk assessment. It violated BSCI Code of Conduct.	基于文件审查，管理者访谈，员工访谈和员工代表访谈，这个问题被评为部分不符合，原因是审核员发现了一些令人满意的证据，比如工厂定期召开工人代表和管理层之间的沟通会议，讨论工作场所的问题。但工人及其代表未参与健康安全风险评估。这违反了BSCI行为准则。

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	
Based on document review, management interview, worker interview, worker representative interview and onsite observation, this question was rated as partially because the auditor found some satisfactory evidence, such as the factory provided the building structure safety certificate and fire safety certificate for review. But cargos were leaning against wall at the warehouse. This violated Rules for Storage Fire Prevention Safety Management, Article 18.	基于文件审查，管理者访谈，员工访谈，员工代表访谈和现场观察，这个问题被评为部分不符合，原因是审核员发现了一些令人满意的证据，例如工厂提供了建筑的竣工验收和消防验收证明。但仓储区内货物靠墙堆放。违反了仓库防火安全管理规则第18条。

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH

LOCAL LANGUAGE

Finding

Based on document review, management interview, worker interview, worker representative interview and onsite observation, this question was rated as partially because the auditor found some satisfactory evidence, such as the factory installed privacy door to protect the workers' privacy in toilet. But the factory did not provide toilet tissues in the toilets. It did not meet the BSCI Code of Conduct.

基于文件审查，管理者访谈，员工访谈，员工代表访谈和现场观察，这个问题被评为部分不符合，原因是审核员发现了一些令人满意的证据，例如工厂有在厕所安装隐私门来保护员工的隐私。但工厂没有提供卫生纸。这不符合BSCI行为准则要求。