

Monitoring result for ASSAB (FUJIAN) TEXTILE TECHNOLOGY CO., LTD on site ASSAB (FUJIAN) TEXTILE TECHNOLOGY CO., LTD

Monitoring

Monitored Party : ASSAB (FUJIAN) TEXTILE TECHNOLOGY CO., LTD
amfori ID : 156-035662-000
Site : ASSAB (FUJIAN) TEXTILE TECHNOLOGY CO., LTD
Site amfori ID : 156-035662-001
Address : (HEYI DYEING PLANT), PLANT 2 JINSHANG INDUSTRIAL PARK, SHISHI QUANZHOU, FUJIAN CHINA ; Xinsheng Road No.5, High-tech Park, Shishi City, Quanzhou City, Fujian Province
: 362712, QUANZHOU
: Fujian Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Submission Date : 11/05/2022
Expiration Date : 11/05/2023

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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 name was ASSAB (FUJIAN) TEXTILE TECHNOLOGY CO., LTD. The factory had 2 sites, the dyeing factory was at (HEYI DYEING PLANT), PLANT 2 JINSHANG INDUSTRIAL PARK, SHISHI, QUANZHOU, FUJIAN, CHINA, 362712 QUANZHOU, China; and the weaving factory was at XINSHENG ROAD, NO. 05, HIGH-TECH PARK, SHISHI CITY, QUANZHOU, FUJIAN CHINA. The factory was established on August 05, 2019.

The factory specialized in textile products. The main production processes including weaving, pre-treatment, setting, dyeing, washing, lasting, inspection and packing. The dyeing factory consist of one 4-storey production area; the weaving factory occupied the 4/F of one 5-storey production building, the other floors were used by other weaving companies.

There was a total of 48 employees in this factory, including 6 non-production employees and 42 production employees. There were 33 male employees and 15 female employees. Almost all employees were at present on the audit day. The workers in this facility used finger print system to record their working hours. The normal workweek was from Monday to Friday and working times were 08:00-12:00 & 14:00-18:00 for office staff. The production staff worked for 2 shifts, the 1st shift is from 8:00 to 17:00 with 1-hour lunch break from 12:00-13:00; the 2nd shift is from 20:00-5:00 with break from 0:00 to 01:00. There was no obvious peak season month in this factory.

The workers' wages were calculated by hourly rate. The factory paid wages to its employees in cash within 30 days after a payment cycle. A review of 15 sample population employees' records (5 samples from August, December 2021 and March 2022), it was noted that the lowest wages paid to employees was RMB 1800 per month, which was equal to the local minimum wage of RMB 9.89 per hour or RMB 1720 per month effective from January 1st of 2020. 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 76 hours per month. The maximum consecutive working days were 6 days.

According to the social insurance payment receipt provided by factory management, it was noted that only 16 out of 48 employees were provided with illness and maternity, all employees were provided with pension, unemployment and accident insurance in April 2022. The factory had provided commercial accident insurance to all 48 employees from March 19, 2022 to March 18, 2023.

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

An opening meeting was held with the factory representative Ms. Dong Cong Ya /Manager, and Ms. BJN/workers' representative. At the end of the audit, a closing meeting was held with factory representatives and all of the findings were disclosed. Ms. Dong Cong Ya /Manager, accepted the findings and signed the corrective action plan.

Remark:

1. There are no contractor/agencies/government waivers/collective bargaining used or available by the auditee, which makes the contractor license/agency labour contract/government waivers/collective bargaining agreements not applicable.

2. Announcement type: Announced

Monitoring date: May 05, 2022

Audit Company: Bureau Veritas Consumer Products Service

Audit Company APSCA Number: 11600002

Lead Auditor Name and APSCA Auditor Registered Number: Stanley Yang (CSCA21702342)

Site Details

Site : ASSAB (FUJIAN) TEXTILE TECHNOLOGY CO., LTD

Site amfori ID : 156-035662-001

GICS Classification

Sector : Materials

Industry : Construction Materials

Industry Group : Materials

Sub Industry : Construction Materials

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	48 Workers
Legal minimum wage in local currency	1720 Monthly
Lowest wage paid for regular work at the site	1800 Monthly
Calculated living wage in local currency	1705 Monthly
Total sample	5 Workers

Other Metrics

Male workers	33 Workers
Female workers	15 Workers
Permanent workers - Male	33 Workers
Permanent workers - Female	15 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	2 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	29 Workers
Workers with night shift - Female	13 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	26 Workers
Domestic migrant workers - Female	11 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	33 Workers
Workers hired directly - Female	15 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

It was noted that gaps were noted in some performance areas although the factory set up a management system to implement the BSCI Code of Conduct. This violated BSCI 1.1.

审核员发现尽管工厂已确立执行BSCI行为守则的管理体系，但是在几个执行领域仍存在不足。根据BSCI 1.1改善。

It was noted that the auditee had established capacity analysis procedure and conducted capacity analysis and established the production plan. However, according to the time records from the auditee, employees worked in excess of the statutory overtime hour limits. This violated BSCI 1.4

被审核方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。不符合BSCI1.4条款

PA 2: Workers Involvement and Protection

It was noted that the factory did not define long-term goals to protect workers according to the BSCI Code of Conduct. This violated BSCI 2.2.

审核员发现工厂未按照BSCI行为守则明确长期目标以保护工人。根据BSCI2.2改善。

PA 5: Fair Remuneration

According to the social insurance payment receipt provided by factory management, it was noted that only 16 out of 48 employees were provided with illness and maternity, all employees were provided with pension, unemployment and accident insurance in April 2022. The factory had provided commercial accident insurance to all 48 employees from March 19, 2022 to March 18, 2023. This violated Article 73 of the Labor Law of the People's Republic of China.

由工厂提供的2022年4月份的社保缴费收据显示，工厂为16/48名员工提供医疗和生育保险，为全部48名员工提供了养老、失业和工伤保险。工厂已经为全部48名员工提供了商业意外险，有效期为2022年3月19日至2023年3月18日。根据《中华人民共和国劳动法》第73条

PA 6: Decent Working Hours

It was noted that 13 out of 15 sample population employees worked in excess of the statutory overtime hour limits. A review of 15 sample population employees' time records (5 samples from August, December 2021 and March 2022), yielded the following: 3 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 74 hours) in August 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. 76 hours) in December 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. 56-70 hours) in March 2022, which was not in compliance with the legal requirement; This violated Article 41 of the Labor Law of the PRC

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。审核员抽15个样本(其中从2021年8月，12月，2022年3月各抽取5个)，发现共有13名员工加班时间超出了法定标准，具体为：3/5名员工在2021年8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；5/5名员工在2021年12月的加班时间为76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3月的加班时间为56-70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

PA 7: Occupational Health and Safety

It was noted that workers were not involved in the establishment and implementation of OHS policy. This violated BSCI 7.4

审核员发现被审核方的职业健康安全政策的制定和实施没有员工的参与。不符合BSCI 7.4

It was noted that about 20% of chemicals such as oil cleaner used in workshop were not equipped with secondary containers. Law/COC: In accordance with Regulations on the Safety Management of Dangerous Chemicals article 20,

审核发现在车间使用的约20%的化学品如除油剂没有按要求设置防渗漏的二次容器。法规/行为准则：危险化学品安全管理条例第二十条