

## Monitoring

Monitored Party	: Shijiazhuang Tangju Trading Co.,Ltd.	amfori ID	: 156-026727-001
Site	:Shijiazhuang Tangju Trading Co., Ltd.	Site amfori ID	: 156-026727-002
Address	: Liuzhuang road, Beiguan village, Lingshou town, Lingshou County	Monitoring Activity	: amfori Social Audit - Manufacturing
	: Shijiazhuang	Monitoring Type	: Full Monitoring
	: Hebei Sheng	Submission Date	: 09/12/2021
	: China	Expiration Date	: 09/12/2022

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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	A
PA 5: Fair Remuneration	B
PA 6: Decent Working Hours	D
PA 7: Occupational Health and Safety	B
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	B
PA 13: Ethical Business Behaviour	A

## General description

Shijiazhuang Tangju Trading Co., Ltd. (Unified Social Credit Code no. is 911301266665982139) is at Liuzhuang road, Beiguan village, Lingshou town, Lingshou County, Shijiazhuang, China. It was founded on Sep. 24, 2007 and focus on microfiber clean, and the main production processes were knitting, cutting, sewing, inspection and packing. There were 45 employees in the factory during the audit and 5 workers were sampled. The factory used one 1-storey building as office, one 1-storey building as production and two 1-storey buildings as warehouse.

Announcement Type: Announced

Monitoring Date: Nov. 30, 2021

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

Auditor name: Simon Yin (APSCA member No. CSCA 21701927)

## Site Details

Site : Shijiazhuang Tangju Trading Co., Ltd. Site amfori ID: 156-026727-002

### GICS Classification

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Sector : Consumer Discretionary  
Industry Group : Consumer Durables & Apparel

Industry : Textiles, Apparel & Luxury Goods  
Sub Industry : Textiles

### GS1 Classifications

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N.A.

### Product Process Classifications

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N.A.

## Metrics

### Key Metrics

Total workforce	45 Workers
Legal minimum wage in local currency	1680 Monthly
Lowest wage paid for regular work at the site	2500 Monthly
Calculated living wage in local currency	2144 Monthly
Total sample	5 Workers

### Other Metrics

Male workers	6 Workers
Female workers	39 Workers
Permanent workers - Male	6 Workers
Permanent workers - Female	39 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	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	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	6 Workers
Workers hired directly - Female	39 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	1 Workers
Sample - Female	4 Workers

## Findings

### PA1: Social Management System

1.1 The main auditee partially respects this principle. Because the factory had established management system to implement amfori BSCI principle and conducted internal audit on Aug. 6, 2021, but issues were identified in PA2, PA5, PA6, PA7, etc.

被审核方（生产商）部分遵循该准则。原因是工厂建立了管理系统来实施amfori BSCI准则，在2021年8月6日进行了内审，但是审核期间在PA2, PA5, PA6, PA7等仍存在问题。

1.4 The main auditee partially respects this principle because the factory had realistically calculated the costs of production and delivery times. But most workers' monthly OT hours exceeded the legal requirement and the maximum number was up to 60 hours in July 2021.

被审核方（生产商）部分遵循该准则。原因是工厂了解如何计算生产产能和订单周期，但大部分员工的月加班时间超过法规要求，最大在2021年7月达到60小时。

### PA 2: Workers Involvement and Protection

2.2 The main auditee does not respect this principle. Because no proper long-term goal was established to protect workers according to the amfori BSCI Code of Conduct, which including approach toward sustainable improvements.

被审核方（生产商）未遵循该准则。原因是工厂未根据amfori BSCI要求制定合适的长期目标来保护员工，包括可持续的改进方法等。

2.4 The main auditee partially respects this principle. Because the factory provided training on AMFORI BSCI new Code for managers, workers and workers representatives. But most workers did not know clearly about AMFORI BSCI.

被审核方（生产商）部分遵循该准则。原因是尽管工厂给员工提供了AMFORI BSCI新行为守则的培训，但是大部分员工还是不大了解AMFORI BSCI。

### PA 5: Fair Remuneration

5.5 The main auditee does not respect this principle. Because the factory totally had 45 employees (included 17 retirement and no new worker), but only provided injury, unemployment and retirement insurances for 8 workers, provided commercial injury insurance for all the other workers, the valid date was from Nov. 22, 2021 to Nov. 21, 2022 and no other insurance was provided to the other workers. The factory explained all employees without social insurance had participated in new type rural social endowment insurance, but the factory could not provide any evidence about their new type rural social endowment insurance.

被审核方（生产商）未遵循该准则。原因是工厂只为45名员工（包含17名退休员工，无新员工）中的8人提供了工伤、失业和养老保险，为所有其他员工提供了商业意外保险，有效期从2021年11月22日到2022年11月21日，没有为其他员工提供其他保险。工厂解释所有未参加社保的员工都参加了新型农村养老保险，但工厂未提供员工参加新农保的证据。

### PA 6: Decent Working Hours

6.2 The main auditee does not respect this principle because based on attendance records from Nov. 1, 2020 to the audit day, about 80% workers' monthly overtime hours exceeded 36 hours, the maximum monthly overtime hours were 60 (included 20 OT hours on weekdays and 40 OT hours on weekends) which happened in July 2021. Remark: The workers' maximum daily OT hour were 2 hours, and the maximum weekly OT hours were 16 hours.

被审核方（生产商）未遵循该准则，原因是：根据工厂提供的2020年11月1日至审核当天的考勤记录，约80%员工的月加班时间超过36小时，最大月加班时间为60小时（包括20小时的平时加班时间和40小时的周末加班时间）发生在2021年7月份。备注：工人的最大日加班时间为2小时，最大周加班时间为16小时。

### PA 7: Occupational Health and Safety

7.1 The main auditee partially respects this principle because the factory had established complete management system on health and safety, and had collected occupational health and safety regulations applicable for its activities, but some laws were not updated timely, such as The Law of Safety Production.

被审核方（生产商）部分遵循该准则。原因是工厂已建立完整的健康安全管理体系，并且已收集与生产健康安全有关的法律法规，但是部分法规未及时更新，比如安全生产法。

7.4 The main auditee partially respects this principle. Because the OHS committee established in factory didn't include the worker representative.

被审核方（生产商）部分遵循该准则。原因工厂建立的健康安全委员会没有员工代表的参与。

7.11 The main auditee does not respect this principle. Because the factory did not confirm the building used for production was stable and safe, such as did not obtain the Building Structure Safety certificate and fire certificate for all the used buildings.

被审核方（生产商）未遵循该准则。原因是工厂没有确认用于生产的建筑物是牢固安全的，如未获得所有厂房的竣工验收报告和消防验收报告。

## PA 7: Occupational Health and Safety

7.17 The main auditee does not respect this principle. Because no finger safeguard was installed for one sewing machines, no needle safeguard was installed for two high-speed sewing machines and about 60% sewing workers did not use the needle safeguards.

被审核方（生产商）未遵循该准则。原因是1台缝纫机没有安装护指环，2台高速缝纫机没有安装挡针板，而且约60%的缝纫员工没有使用挡针板。

7.22 The main auditee partially respects this principle. Because the basic suppliers, such as washing facility, toilet paper and soap were available in the toilets, but one out of two toilets missed the privacy door.

被审核方（生产商）部分遵循该准则。原因是厕所安装有冲洗设施，厕纸及肥皂等基本设施，但两个厕所中的一个没有安装隐私门。

7.25 The main auditee partially respects this principle. Because some goods were placed against the wall directly.

被审核方（生产商）部分遵循该准则。原因是车间部分产品直接靠墙堆放。

## PA 9: Special Protection for Young Workers

9.1 The main auditee partially respects this principle because no valid risk assessment of young workers was available, such as did not identify the noise risk of the knitting process. No young worker was found during the audit.

生产商因未对未成年工进行有效的风险评估而部分符合该原则，例如没有识别针织工序的噪声危害。审核过程中，工厂无未成年工人。

## PA 12: Protection of the Environment

12.5 The main auditee does not respect this principle because the factory did not have possible mechanisms about preserving including proper identification of water springs, rivers, lakes and other water ecosystems in the area, and no actual active plan focus on water waste reduction and saving water were established.

生产商因未进行周边水资源地图的识别同时未针对降低污水的排放以及节约用水建立实际的行动而未遵守原则。