

Monitoring result for Guangdong Singwear Garments Co.,Ltd on site GUANGDONG SINGWEAR GARMENTS CO., LTD

Monitoring

Monitored Party : Guangdong Singwear Garments Co.,Ltd
amfori ID : 156-002168-000
Site : GUANGDONG SINGWEAR GARMENTS CO., LTD
Site amfori ID : 156-002168-002
Address : Xiangang Industrial District, Simapu Town, Chaonan District,
: Shantou
: Guangdong Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Monitoring Partner : Intertek
Monitoring Start Date : 14/11/2022
Closing Meeting : 16/11/2022
Finished Date :
Submission Date : 22/11/2022
Expiration Date : 22/11/2023

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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	C
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

Guangdong Singwear Garments Co., Ltd. (广东欣薇尔服装有限公司) (the business license number is 914405146771147201) is located at Xiangang Industrial Zone, Simapu Town, Chaonan District, Shantou City, Guangdong Province, China. This is a private company. The total land area occupied by the facility is about 13,388 m². They had started their operation at the existing location since July 2008.

A total of 490 employees including 289 female employees and 201 male employees were currently working in the facility. The audited facility consisted one 11-storey building, one 7-storey building as production and warehouse, one 6-storey building as office and dormitory and one 6-storey building as dormitory, one 3-storey building as kitchen and canteen was available for employees.

The main product manufactured by the facility covered underwear.

The main production processes are listed as follows:

Cutting, sewing, weaving, tempo-printing, inspection and packing

The production capacity is 1,500,000 pieces per month.

Total machines per type were: Total 932 machines including cutting machines, sewing machines, weaving machines, tempo-printing machines, needle testing machines, etc.

Remark:

1. #Covid19 The facility conformed to all current local regulations with respect to COVID-19. Upon the entrance to the facility, masks were required, the temperature of employees and visitors were taken. Besides, the visitors must show the health QR codes to the security guard at the gate to the facility.

2. Remark for uploading document:

1) No contractor license / permit was uploaded as no contractor was used in the facility.

2) No agency labor contract was uploaded as no agency labor was used in the facility.

3) No government waiver was uploaded as the facility did not obtain government waiver.

4) No collective bargaining agreement was uploaded as no such agreement was available in the facility.

3. The auditee was shared the same fence with other 1 facility named Shantou Yizhenyoupin Garment Co., Ltd. During this audit, the Shantou Yizhenyoupin Garment Co., Ltd. had allowed auditor to view the business license and conducted site tour. As per site tour, the auditee management interview and document review, the Shantou Yizhenyoupin Garment Co., Ltd. had separate business license and management system, the products in Shantou Yizhenyoupin Garment Co., Ltd. were different with the auditee, the Shantou Yizhenyoupin Garment Co., Ltd. had separate factory ID badges and there was no employees' cross utilize between auditee and the other facility. According to employees' interview, they said that they did not go to the other facility to work and did not see the employees from the other facility working in the audited facility.

4. Auditing date: November 14-16, 2022

Auditing Company: Intertek

APSCA auditor registration No.: CSCA 21700348

Lead auditor: Sunny Wong

Site Details

Site : GUANGDONG SINGWEAR GARMENTS CO., LTD

Site amfori ID : 156-002168-002

GICS Classification

Sector : Consumer Staples

Industry Group : Household & Personal Products

Industry : Personal Products

Sub Industry : Personal Products

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

Segment : Clothing

Family : Underwear

Product Class : Underwear

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	490 Workers
Legal minimum wage in local currency	1720 Monthly
Lowest wage paid for regular work at the site	1720 Monthly
Calculated living wage in local currency	1859 Monthly
Total sample	22 Workers

Other Metrics

Male workers	201 Workers
Female workers	289 Workers
Permanent workers - Male	201 Workers
Permanent workers - Female	289 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	7 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	53 Workers
Workers with night shift - Female	17 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	91 Workers
Domestic migrant workers - Female	109 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	201 Workers
Workers hired directly - Female	289 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	10 Workers
Sample - Female	12 Workers

Findings

PA1: Social Management System

1.1 Generally the facility had established and implemented BSCI system efficiently. However, some aspects still need improvement, such as control of overtime and provide sufficient social insurance to all workers, etc. The question was scored partial because there was no finding in some PAs. It was against amfori BSCI Code of Conduct, Principle on Social Management System.

1.1 工厂在整体上已经有效建立和实施了BSCI体系，但是仍在部分方面需要进行改善，如控制加班以及提供足够的保险给所有员工等。此问题评为部分符合是因为有一些PA是没有问题点的。此问题点违反了BSCI行为守则社会管理体系。

1.4 The auditee's workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts due to the overtime hours exceeding the local law requirement. Please refer to checkpoint #6.2 for details. It was against amfori BSCI Code of Conduct, Principle on Social Management System.

1.4 受审核方的劳动力没有被正确安排以满足客人订单的期望，因为员工的月加班时间超出了法律的规定，具体参考检查点6.2。此问题点违反了BSCI行为守则社会管理体系。

PA 2: Workers Involvement and Protection

2.4 50% of interviewed employees were not clear of the specific sections for amfori BSCI Code and some relevant content and requirements. The question was scored partial because the training on amfori BSCI Code of Conduct were provided to workers by the facility and relevant amfori BSCI standards were posted in workshop. It was against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.

2.4 50%被访谈员工不清楚amfori BSCI行为守则的具体部分的相关内容和要求。此问题评为部分符合是因为企业有提供amfori BSCI行为守则培训给员工，相关的amfori BSCI标准也有张贴在车间。此问题点违反了BSCI行为守则工人参与与保护。

2.5 Auditor noted that the facility had not set up a channel for local communities' coming up with its suggestions or complaints to management for improvement. The question was scored partial because the facility had established or participated in an effective grievance mechanism for individuals, the grievance mechanism allowed worker to lodge suggestions or complaints related to the workers' rights, and individuals had alternative ways for lodging a complaint, such as through suggestion box, worker representative or directly to the management. It was against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.

2.5 审核员发现工厂尚未创建给当地社区提供申诉的渠道。此问题评为部分符合是因为工厂建立和参与了有效的个人申诉机制，申诉机制赋予了工人提出建议，投诉的权利，并且开放了可替代的投诉方式，例如通过意见箱，工人代表或直接向管理层投诉。此问题点违反了BSCI行为守则工人参与与保护。

PA 5: Fair Remuneration

5.4 The facility did not calculate local basic needs wage and was not aware of basic needs wage for decent standard of living. It was against amfori BSCI Code of Conduct, Principle on Fair Remuneration.

5.4 企业未计算当地员工过上体面生活的基本需求工资，也不了解当地过上体面生活的基本需求工资。此问题点违反了BSCI行为守则公平报酬。

5.5 Through reviewing the social insurance receipt of October 2022, there were total 490 employees in October 2022, auditor found that only 168 employees (34%) had participated in basic endowment insurance, basic medical insurance, unemployment insurance, maternity insurance and employment injury insurance. Remark: 1) Some employees stated that they did not want to participate in social insurance; 2) No temporary or dispatch workers were used. All employees were hired directly by the facility. 3) There were 10 newly hired employees and 24 retirees hired to work again in October 2022. 4) The facility had provided group commercial accident insurance to 350 employees including all 322 employees who had not participated in employment injury insurance. The valid date was from March 6, 2022 to March 5, 2023. Law/COC: In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state.

5.5 通过查看2022年10月的社保台帐，审核员发现企业490名员工中，只有168人(34%)参加了养老保险，医疗保险，失业保险，生育保险和工伤保险。备注：1) 有的员工表示有他们不愿意参加社保；2) 企业没有雇用临时工和劳务派遣工，所有员工均由企业自己招聘。3) 2022年10月有10名新进员工，有24名退休返聘人员。4) 工厂为350名员工（包含没有参加工伤保险的322名员工）都购买了团体商业意外伤害保险，有效期为2022年3月6日至2023年3月5日。法规/行为准则：依据《中华人民共和国社会保险法》第十条，职工应当参加基本养老保险，由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险，由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险，由用人单位缴纳工伤保险费，职工不缴纳工伤保险费。第四十四条职工应当参加失业保险，由用人单位和职工按照国家规定

PA 5: Fair Remuneration

共同缴纳失业保险费。第五十三条 职工应当参加生育保险，由用人单位按照国家规定缴纳生育保险费，职工不缴纳生育保险费。

PA 6: Decent Working Hours

6.2 The monthly overtime hours of 21 out of 22 randomly selected employees were 57-110 hours in September 2022 (current month), 21 out of 22 randomly selected employees were 72-116 hours in June 2022 (random month) and 22 out of 22 randomly selected employees were 83.25-116 hours in March 2022 (random month). Law/COC: In accordance with the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.

6.2 2022年9月份（当前月）22名抽样的员工中有21名的月加班时间57-110小时，2022年6月份（随机月）22名抽样的员工中有21名的月加班时间为72-116小时，2022年3月份（随机月）22名抽样的员工中有22名的月加班时间为83.25--116小时。法规/行为准则：依据《中华人民共和国劳动法》第41条，用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时；因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。

PA 7: Occupational Health and Safety

7.1 The facility did not effectively implemented health and safety system and law requirement, detailed as the findings of PA7. The question was scored partial because there was no finding in most of PA7. It was against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety. 7.1 During facility tour, auditor found that no pre job or post job occupational diseases examination for all employees exposed to occupational hazards position was provided by the facility. Law/COC: In accordance with the PRC Law of Prevention and Control of Occupational Diseases Article 35, the employer shall conduct regular occupational health examination for those labourers who are engaged in works with occupational hazard(s) as required by production safety supervision and administration department and public health administrative department under the State Council.

7.1 企业未有效的执行法规的要求和健康安全体系，详情请见PA7的发现点。此问题评为部分符合是因为大部分PA7是没有问题点的。此问题点违反了BSCI行为守则职业健康安全。7.1 在现场巡查时，审核员发现企业没有提供岗前和离岗职业健康检查给从事有职业病危害工种的所有人员。法规/行为准则：依据《中华人民共和国职业病防治法》第三十五条，对从事接触职业病危害的作业的劳动者，用人单位应当按照国务院安全生产监督管理部门、卫生行政部门的规定组织上岗前、在岗期间和离岗时的职业健康检查，并将检查结果书面告知劳动者。

7.4 Workers and their representative were not involved in health and safety risk assessment. It was against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety.

7.4 审核发现工人和工人代表没有受邀参与职业健康安全风险的评估。此问题点违反了BSCI行为守则职业健康安全。

7.5 Through documents review and employees' interview, auditor found that the facility did not provide trainings on emergency procedures for natural disasters. It was against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety.

7.5 通过文件审核及员工访谈，审核员发现工厂没有提供关于应对自然灾害的培训。此问题点违反了BSCI行为守则职业健康安全。

7.6 During facility tour, auditor found that 10 out of 10 employees working in weaving workshop only wore the one-off masks instead of the anti-dust masks provided by the facility. 1 out of 1 employee working in tempo-printing workshop did not wear the rubber gloves provided by the facility. Law/COC: In accordance with Law of the PRC on Work Safety Article 45, Production and business entities shall provide their employees with work protection gears that are up to national standards or industrial specifications, and they shall give instruction to their employees and see to it that they wear or use these gears in accordance with the rules for their use.

在现场巡查时，审核员发现织造车间所有10名正在工作的员工都只佩戴了一次性口罩而不是工厂提供的防尘口罩，移印车间只有1名正在工作的员工，其没有佩戴工厂提供的橡胶手套。法规/行为准则：依据《中华人民共和国安全生产法》第四十五条，生产经营单位必须为从业人员提供符合国家标准或者行业标准的劳动防护用品，并监督、教育从业人员按照使用规则佩戴、使用。

PA 13: Ethical Business Behaviour

13.4 Through document review, management interview and employees' interview, it was noted that the facility did not provide training on privacy protection to employees. The question was scored partial because the facility had established procedures on privacy protection. It was against amfori BSCI Code of Conduct, Principle on Ethical Business Behaviour.

13.4 通过文件查看，管理层访谈和员工访谈，受审核方未对员工进行有关保护个人隐私相关培训。此问题评为部分符合是因为工厂建立了有关保护个人隐私的程序。此问题点违反了BSCI行为守则道德商业行为。