

Monitored Party <b>Xingtai Yunxia Clothing Co., Ltd</b>	amfori ID <b>156-055729-000</b>	Address <b>Shuang Bei Village West, Shuang Bei Town, Long Yao County, Xingtai, Hebei, China , Xingtai, Hebei Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>APCER</b>
Monitoring Start Date <b>24/06/2024</b>	Closing Meeting Finished Date <b>25/06/2024</b>	Submission Date <b>03/07/2024</b>
Expiration Date <b>03/07/2025</b>	Announcement Type <b>Fully Announced</b>	
Site <b>Xingtai Yunxia Clothing Co., Ltd</b>	Site amfori ID <b>156-055729-001</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>B</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>B</b>	
PA 6: Decent Working Hours	<b>D</b>	

PA 7: Occupational Health and Safety	<b>A</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Name of Lead auditor: Tony Hu. APSCA membership number: CSCA 21703913

Monitoring partner name: APCER (Monitoring firm APSCA #: 11600046)

Audit schedule details: The audit is planned for 1 auditor x 1.5 days.

Announcement Type: Fully-announced full monitoring

### Business partner information:

Xingtai Yunxia Clothing Co., Ltd (Local Name: 邢台云霞服装有限公司, Uniform Code of Social Credit:

9113052530817869X3) is currently located at Shuang Bei Village West, Shuang Bei Town, Long Yao County, Xingtai, Hebei, China (Local address: 中国河北省邢台市隆尧县双碑乡双碑村村西). The factory was established in June 2014 and is specialized in the manufacturing of garment. Main production activities include cutting, sewing, ironing, inspecting and packing. No production process or service was subcontracted. As per management interview, peak season in the factory was not obvious, but the low production capacity in Feb 2024 was because of holiday of China Spring Festival.

### Audited location information:

The auditee rented four 1-storey flat production buildings as office, warehouse and workshops, and two 1-storey outbuildings (lived by the boss's father with total 200 square meters) from the landlord as Longyao County Shuang Bei Town Shuang Bei Village Committee/隆尧县双碑镇双碑村委会 with total area as 2345 square meters, Per the site tour and management interview and worker interview, there was no other facility in same factory yard.

#1 building: Cutting, sewing, ironing, inspecting and packing workshops.

#2 building: Warehouse

The comprehensive building: Office and warehouse.

Other building (newly built): Warehouse

The auditee didn't provide canteen, kitchen, dormitory or transportation for employees. If needed, the employees have to resolve their accommodation issue by themselves. The expense for renting house is around RMB600 per month.

### Operating shifts and hours:

During the current audit, attendance records from June 2023 to the audit date were provided for review. The regular working hours for workers were from 8:00 to 17:00 with 1 hour of lunch time from 12:00 to 13:00 for workers, overtime working is arranged for 2 hours a day on weekdays from 18:00 to 20:00 and for 8 hours a day on Saturdays if needed. The maximum working hours per week was 52 hours. Normal working days are from Monday to Friday. The workers could have one day off per week.

### Time recording system:

The factory used facescan & fingerprint attendance system to record workers' working hours including regular working hours and overtimes.

### Salary payment details:

Based on documents review and management interview, payroll records of June 2023 to May 2024 were provided for review, all employees were paid by hourly rate. Wages were paid via cash at the 10th of each month for the preceding month. The lowest basic wage among samples was RMB 2175 per month, which was not less than the legal minimum wage standard of 2000 per month. For overtime premium, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays, rest days respectively, and no overtime was arranged on public holidays.

### Worker number information:

On the audit day, there were total 73 employees (including 7 males and 66 female) in the factory, of which 69 employees were production workers (including 5 male and 64 female). 1 employee was migrant and all employees were hired by the factory directly. There was no vulnerable worker (such as pregnant, foreign, young, disabled, temporary, seasonal, home-based worker) in the factory. The youngest employee was over 29 years old and was born on May 13 1995 and started working in the factory on May 3 2024. No special group worker (such as interns, apprentices, contractor workers etc.) was found in this factory. During this audit, 10 production employees and one male management were interviewed, including 2 male and 9 female.

#### Good practices:

The auditee had calculated the living wage during the audit.

#### Worker organization details:

There was no union available in the factory, but there were 2 worker's representatives elected by workers on Nov 3 2023.

#### Circumstances:

The management agreed auditor to visit the whole areas of the factory and kept an open attitude during the audit. During the onsite tour, 20% seats in sewing workshop in #1 building was idle during the audit, and the management explained that they were short of orders currently. There was no other special circumstance during the audit.

#### Summary of findings:

The audit was basically fulfilled according to the audit plan sent prior to the audit. At the end of the audit, auditor communicated the findings in details to them and allowed them to ask questions and make any needed clarifications. Finally, they agreed on the findings and signed the on-site audit findings report. The performance areas needed improvements were as follows: PA 1-2, PA5-7& PA13. No other serious issue is noted in this audit.

#### Living wage calculation:

- a. there is no GLWC benchmark for the audited location, so the data of Living Wage in the report were provided by the auditing company. Detailed data for Living Wage calculation were filled in the report.
- b. Generally, by Anker Methodology, Net Living Wage = Cost of Basic but Decent Life for a Family / Number of Workers per Family. Based on the concept of Anker methodology, the formula "Living Wage = per capita consumption expenditure x (0.5 x avg. household size) x 1.1" is used for calculation, because "per capita consumption expenditure" covers the daily basic costs of living.
- c. In the formula, the "Number of Workers per Family" is taken granted as two because of the realistic difficulty in investigation and calculation. The data on "avg. household size" all come from The Seventh National Census report. The data of "per capita consumption expenditure" generally come from local Statistics Bureaus, because those data meet the expectations of Anker methodology, for example, the participation of local people and organizations in order to increase its credibility and acceptance by stakeholders, and, transparency and detailed documentation and analysis to ensure that the living wage estimate is solid and credible.
- d. The factory had collected local data and calculated the Living Wage by using the table of Fair Remuneration Scan, which is RMB 2090/month. Relevant evidence was uploaded under Attachment. During this audit, the factory's data were accepted and used when PA5.4 was evaluated.

#### Personal data protection:

As Personal Information Protection Law implemented in China since Nov 1, 2021, so workers' faces, names, ID numbers, contact information, brand names and logos etc. taken in the photos are protected in the sake of privacy.

#### Remark:

1. There was no agency, contractor or collective bargaining agreement used by the auditee, which makes these documents not applicable. Also, no government waiver was obtained currently, which makes the waiver not applicable.
2. Per the site tour, it was noted that there were two 1-storey outbuilding building (Total around 200 square meters) in same factory yard, per the management and workers' interview: This is the houses lived by the boss's father, the auditee did not provide the house for employees due to most employees were local employees. Also, another one 1-storey warehouse building on site was built in 2021 with around 270 square meters, so that there was no need to apply the fire safety report.

## SITE DETAILS

Site  
**Xingtai Yunxia Clothing Co., Ltd**

Site amfori ID  
**156-055729-001**

### GICS Classification

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Sector <b>Consumer Discretionary</b>	Industry Group <b>Consumer Durables &amp; Apparel</b>	Industry <b>Textiles, Apparel &amp; Luxury Goods</b>
Sub Industry <b>Apparel, Accessories &amp; Luxury Goods</b>		

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

## METRICS

### Key Metrics

Total workforce	73	Workers
Legal minimum wage in local currency	2,000	Monthly
Lowest wage paid for regular work at the site	2,175	Monthly
Calculated living wage in local currency	1,781.2	Monthly
Total sample	10	Workers

### Other Metrics

Male workers	7	Workers
Female workers	66	Workers
Non-binary workers	0	Workers
Permanent workers - Male	7	Workers
Permanent workers - Female	66	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	2	Workers
Management - Female	2	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	0	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	7	Workers
Workers hired directly - Female	66	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	1	Workers
Sample - Female	9	Workers
Sample - Non-binary	0	Workers

## FINDINGS



### PA1: Social Management System

Site: Xingtai Yunxia Clothing Co., Ltd | Site amfori ID: 156-055729-001

**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
<b>Finding</b>	
<p>Per interviewing with management, worker representative and workers as well as documents review, auditee already developed the social responsibility management manual and procedures based on amfori BSCI principles and local legal requirements. Related laws and regulations had been collected and updated by assigned person (Wang Lei) periodically. The factory management also conducted regular internal audits and management audits and provided related training for workers regularly. However, the management system was not operated effectively as there were findings identified in PA 1-2, PA5-7 &amp; PA13, such as monthly overtime not controlled well. This question is rated as partially because the general condition in the auditee is acceptable and no serious issue was noted.</p>	<p>通过与管理层、工人代表和工人的面谈以及文件审查，被审核方已经根据amfori BSCI原则和当地法律要求制定了社会责任管理手册和程序。相关法律法规由专人(王磊)定期收集和更新。工厂管理层还定期进行内部审核和管理评审，并为工人定期提供相关培训。然而，由于PA 1-2，PA 5-7&amp;PA13中有问题，例如发现的每月加班没有合理控制等问题，所以管理系统没有有效运行。此项被评为部分符合是因为被审核方的总体情况是可以接受的，没有发现严重的问题。</p>

**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
<b>Finding</b>	
<p>By interviewing with management, worker representative and workers as well as documents review, the factory had established written procedure regarding production capacity plan. However, it was found that the factory did not organize workforce capacity properly to meet the expectations of the delivery order, which resulted in workers' monthly overtime hour more than legal limits systematically. This question is rated partially because the factory had written procedures and basic concept about this.</p>	<p>根据管理者访谈，员工代表访谈，员工访谈和文件查看，工厂已经建立了关于产能评估的书面文件。但是，工厂未进行正确的劳动力规划以确保满足订单货期要求，这也导致了工人的月加班时间系统性的超出法规要求。这个问题被评为部分符合的原因是工厂有书面文件和基本认知。</p>



### PA 2: Workers Involvement and Protection

Site: Xingtai Yunxia Clothing Co., Ltd | Site amfori ID: 156-055729-001

**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
<b>Finding</b>	
<p>According to interviewing with management as well as documents review, it was noted that factory had set long-term of goals to protect employees as per BSCI COC, while they did not monitor the achieving situation in last 12 months. This question is rated as partially because long-term of goals are feasible but they have not been implemented.</p>	<p>通过与管理层的访谈以及文件查看，审核发现工厂已根据BSCI的行为准则制定保护工人的长期目标，但没有监控过去12个月的目标达成情况。这个问题被评为部分符合的原因是长期目标是可行的，但并未执行。</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
<b>Finding</b>	
<p>Based on management and workers interview, document review and onsite observation, 60% interviewed workers were not aware of the social responsibility requirements. This question is rated as partially because the factory had posted amfori BSCI COC on site and provided related training to workers while they didn't evaluate the effectiveness of the training.</p>	<p>根据管理层和员工访谈，文件审查以及现场观察，60%被访谈的工人不了解社会责任的相关要求。此问题被评为部分符合，因为工厂已将amfori BSCI行为守则张贴在现场并且给员工提供了相关的培训，但是没有验证培训效果。</p>

## PA 5: Fair Remuneration

Site: Xingtai Yunxia Clothing Co., Ltd | Site amfori ID: 156-055729-001

**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
<b>Finding</b>	
<p>Based on the documentation review, management interview and worker interview, there were total 73 permanent employees that time (including 19 retired employees and no newly recruiting employees, no temporary or dispatched employee) in the factory. 0 out of 54 eligible workers (0%) were provided with retirement insurance, the work-related injury insurance, the unemployment insurance, childbearing insurance and medical</p>	<p>根据文件审阅,管理层访谈和员工访谈，工厂共有73名员工（包括19个退休返聘工人，无新进员工、无临时和派遣工人），工厂全部有资格的54个员工中0人（0%）购买了养老保险，工伤保险，失业保险，生育保险和医疗保险。工厂有为全部员工，包括离退休员工购买了自2023年12月1日到2024年11月30日的商业意外险。工厂没有获得社保证明。此项被评为不符合是因为被审核方没有为工厂有资格的员工购买社保。（劳动法第72条，73条）</p>

Finding	
<p>insurance. The auditee had bought the commercial insurance for all employees including the retired employees, whose validity was from Dec 1 2023 to Nov 30 2024. No social insurance waiver was obtained by the auditee. This question is rated as no because the auditee did not buy the social insurance for eligible employees in the factory. (The PRC Labor Law article 72 &amp; 73)</p> <p>Remark: The management explained that the employees participated in rural insurance at their home, so that they did not want to buy the social insurance in the auditee, which was also confirmed by the employees' interview.</p>	<p>备注： 管理层解释工人不愿购买社会保险，由于他们在家乡购买了农村合作医疗，以上得到员工访谈的确认。</p>

## PA 6: Decent Working Hours

Site: Xingtai Yunxia Clothing Co., Ltd | Site amfori ID: 156-055729-001

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>Based on the documentation review, management interview and worker interview: from the attendance record of June 2023 to current audit date, it was noted that the 10 out of 10 sampled workers' overtime hours per month reached 48, 56 and 50 hours in Sep, Dec 2023 and May 2024 respectively. (The max total overtime hours of workers in Feb 2024 was 16 hours).</p> <p>This question is rated as no because previous 11 months' overtime hours exceeded the national requirements: 36 hours per month. (The PRC Labor Law article 41).</p>	<p>根据工厂提供的文件审阅,管理层访谈和员工访谈: 自2023年6月至审核当天的出勤记录,在2023年9月,12月和2024年5月中10个抽样工人中10个的每月加班时间分别达到48, 56和50小时。(2024年2月的员工的加班总工时最大16小时)。此项被评为不符合是因为被审核方过去的11个月加班均超过国家要求36小时每月。(劳动法第41条)</p>

## PA 7: Occupational Health and Safety

Site: Xingtai Yunxia Clothing Co., Ltd | Site amfori ID: 156-055729-001

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

Finding	
<p>During the sit tour, management interview, worker interview and documentation review: The factory had developed the procedures and policies regarding health and safety management system. There was a health and safety committee in the factory, Wang Lei was responsible for relevant issues. The factory provided relevant training to employees periodically. However, the health and safety management was not worked effectively due to some non-compliance issues were identified in PA7. For example : PA7.11, this question is rated as partially because the general health and safety condition in the auditee is acceptable and no serious issue was noted.</p>	<p>根据工厂的现场巡查，员工访谈，管理层访谈和文件审核：工厂已经建立了关于健康安全管理体系的程序文件。工厂有健康安全委员会，王磊负责其相关事务。工厂定期给工人进行相关培训。但是，由于在第七部分发现一些不符合项，所以工厂健康和安安全体系没有合理运行，例如PA7.11. 此项被评为部分符合是因为被审核方的总体健康和安安全情况是可以接受的，没有发现严重的问题。</p>

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	
<p>Based on management interview and document review and site tour: Part of material was stored against the wall in the warehouse. (not less than 0.5 meters as required by law). This question is rated as partially because the main evacuation routes were marked clearly. (Article 18 of the Warehouse Fire Safety Management Rules)</p>	<p>通过与管理层面谈,文件审查以及现场巡查：工厂仓库的部分原料靠墙存放（法律要求不小于0.5米）。此问题被评为部分符合，因为主要的疏散路线已被清楚地标记。（仓库防火安全管理规则第18条）</p>

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>According to interviewing with management and employees, document review as well as site tour, it was noted that 2/2 randomly selected electrical boxes were lack of inner cover in the ironing workshop. This question is rated as partially because the factory has established the electrical safety management procedures and provided regular training for employees. Moreover, the electrical boxes were posted with warning sign and inspected by qualified electrician monthly. (The Safety code of electric power industry—Part1: Thermal and machine Article 3.5.5 and Article 6.5</p>	<p>通过与管理层和员工的访谈，文件查看以及现场走访，审核发现工厂整烫车间抽样2/2电箱没有安装内保护罩。这个问题被评为部分符合的原因是工厂有建立电气安全管理程序，并为员工提供定期的培训，此外电箱均贴了警示标识，且每月有有资质的电工定期检查。（《电业安全工作规程第1部分：热力和机械》第3.5.5条和《用电安全导则GB/T13869-2008》第6.5和6.7条）</p>

Finding	
and 6.7 of the General Guide for Safety of Electric User)	

**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	
Based on site observation, interviewing with management and workers as well as documents review, it was noted that no protective device was installed on 3 high speed machines in the sewing workshop of production building. This question is rated as partially because the auditee provided machine safety training for employees regularly, and no similar accident happened in recent 12 months. (Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene)	基于现场观察，管理层，员工访谈，以及文件审核，审核员发现生产楼缝制车间3部高速针车没有安装保护设施。这个问题被评为部分符合，因为被审核方定期为员工提供了机器安全的培训，最近12个月未发生类似的工伤。（《生产设备安全卫生设计总则（GB5083-1999）》第6.1.6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 site observation, it was noted that no basic supplies such as toilet paper, soap were provided in toilet. This question is rated as partially because there are sufficient toilet squatting position with privacy door and the sanitation is good.	根据现场查看，审核发现工厂洗手间没有纸巾，肥皂等基本用品。这个问题被评为部分符合是因为工厂有足够的带有隐私门的厕所蹲位且卫生状况良好。

## PA 13: Ethical Business Behaviour

Site: Xingtai Yunxia Clothing Co., Ltd | Site amfori ID: 156-055729-001

**Question:** 13.4 Is there satisfactory evidence that the auditee collects uses and otherwise processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements?

ENGLISH	LOCAL LANGUAGE
Finding	
By interviewing with management and workers as well as documents review, the factory had established the policy regarding privacy of personal	通过与管理层、工人的面谈以及文件审查，工厂有建立有关个人信息隐私和信息安全的政策，但是此程序没有包含供应商和客户的信息保护。这个问题

## Finding

information and information security, but the policy was not including the information protection of supplier and clients. This question is rated as partially because the documents related to personal information was kept by appointed department, other personnel need authorization to access these files.

被评为部分符合，原因是涉及到个人信息文件有专门部门来保管，其他人员获取这些文件需要授权。