

Monitored Party YINGKOU MEIDU GARMENTS PRODUCTS CO., LTD	amfori ID 156-051204-000	Address YONGAN TOWN DASHIQIAO CITY, YINGKOU, Liaoning Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner Eurofins CPA
Monitoring Start Date 13/12/2024	Closing Meeting Finished Date 18/12/2024	Submission Date 18/12/2024
Expiration Date 22/12/2025	Announcement Type Semi Announced	
Site YINGKOU MEIDU GARMENTS PRODUCTS CO., LTD	Site amfori ID 156-051204-001	

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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	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, 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: Best Lai, CSCA 21700295, Monitoring company name: Eurofins CPA.

Audit schedule details: The audit is planned for 1 auditor x 1 day (on-site) and 0.5 day for report writing, this is a semi-announced follow-up monitoring audit. The PA1, PA2, PA5, PA6, PA7 and PA12 have been covered in the audit.

Business partner information: YINGKOU MEIDU GARMENTS PRODUCTS CO., LTD (Business license registration number: 9121080070165519X7) 营口镁都制衣有限公司 YONGAN VILLAGE, YONGAN TOWN DASHIQIAO CITY, LIAONING PROVINCE, CHINA辽宁省大石桥市永安镇永安村. The actual address was consistent with that in its business license. The factory was established on Sep 10, 1998 and was specialized in manufacturing of garments products. Main production processes included cutting, sewing, ironing, filling, inspection and packing. No production process needed to be subcontracted. According to management, peak season in the factory was not obvious. Audited location information: The audited factory used 3-storey building as office, canteen and kitchen, one 3-storey building as production and warehouse (1/F ironing, inspection and packing workshop and warehouse, 2/F cutting and sewing workshop and warehouse, 3/F sewing workshop). No dormitory was provided for employees. The whole areas that used by auditee were about 8000 S.Q meters.

All workers were directly hired by the facility. Operating shifts and hours: For employees the working shift was one shift which was from 07:30 to 16:30 with lunch time from 12:00 to 13:00, and some overtime arranged on weekend. Workers could rest on Saturday and Sunday. 1 day off after 6 days consecutive working days was guaranteed to all workers. No overtime on Sunday or holidays. The maximum overtime per week was 14 hours, the maximum monthly overtime was 58 hours. Salary payment details: Wage was paid by cash before or on 30th each month on time. According to the payroll and attendance records of 10 sampled employees from Nov 2023 to Oct 2024, it was noted that the regular wages of all sampled employees were paid at least at RMB 2300/month, which was not less than the local minimum wage of RMB1900/month. All sampled employees were paid 150% and 200% of regular wages for their work on weekdays and rest days respectively, which was not less than the statutory requirements. Workers rested on holidays.

Worker number information:

There were 96 employees in total in the factory, including 6 non-production employees and 90 production employees (18 males and 72 females). Employees were recruited directly by the auditee. No temporary workers, agency workers or apprenticeship schemes home employees were used by the auditee. The youngest employee working in the factory was 21 years old. No foreign workers were employed by the auditee. No young worker was available in the auditee.

Worker organization details: No trade union was available in the auditee. There were two worker representatives. Workers were not prohibited for collective bargain but no such collective bargaining occurred in the auditee.

#Livingwage: The factory collected local decent living wage data manually, because there was no data from GLWC website of the city, and there was no public information about the decent livingwage standard. The factory collected information from workers investigation, and then calculated the data manually, the assessed items included education, transportation, food, clothing, energy and water consumption, housing, unexpected events and savings, these items were the basic expenditure, and workers' total actual wage in each month was higher than the local minimum wage. The information was also confirmed with workers' interview. The management team of the facility provides the support to the audit team so that the audit could be carried out in good co-operation status. The management was agreed with all the findings. There was no special circumstance during the audit.

Summary of findings:

There were findings in PA1, 2, 5, 6, 7, 12

Remark : 1. To protect personal data, workers' face and personal information (such as attendance records, personnel information, wages and etc) were hidden in attachments. 2. There were no agencies and contractors used by the auditee which made the agency labour contract and contractor license not applicable. 3.The auditee did not obtain government waivers and collective bargaining agreements which made these documents not applicable.

SITE DETAILS

Site
**YINGKOU MEIDU GARMENTS
PRODUCTS CO., LTD**

Site amfori ID
156-051204-001

GICS Classification

Sector Consumer Discretionary	Industry Group Consumer Durables & Apparel	Industry Textiles, Apparel & Luxury Goods
Sub Industry Apparel, Accessories & Luxury Goods		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	96	Workers
Legal minimum wage in local currency	1,900	Monthly
Lowest wage paid for regular work at the site	2,300	Monthly
Calculated living wage in local currency	2,193.26	Monthly
Total sample	10	Workers

Other Metrics

Male workers	21	Workers
Female workers	75	Workers
Non-binary workers	0	Workers
Permanent workers - Male	21	Workers
Permanent workers - Female	75	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	3	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	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	0	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	21	Workers
Workers hired directly - Female	75	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	3	Workers
Sample - Female	7	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: YINGKOU MEIDU GARMENTS PRODUCTS CO., LTD | Site amfori ID: 156-051204-001

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
Finding	
<p>Previous finding: The auditee partially respected this principle: Through document review, facility tour, and interview. Auditor found that the facility had established a system of social responsibility, conducted internal assessment and management review, and conformed to BSCI requirements and relevant local law requirements in most performance areas, however, some performance areas should be improved, such as: Workspace Occupational Health and Safety, Working hours and etc.</p> <p>Follow-up audit (13-Dec-2024). The finding was not corrected. The auditee partially respects this principle. Based document review, management interview, employee interview and onsite tour, the auditor found that the auditee partially respects this principle because the facility had established a system of social responsibility, conducted internal assessment and management review, and conformed to BSCI requirements and relevant local law requirements in most performance areas, however, some performance areas should be improved, such as there were findings noted in PA1, PA2, PA5, PA6, PA7, PA12 etc. (amfori BSCI requirement 1.1)</p>	<p>上次审核发现 工厂部分遵循该准则： 通过文件审阅，现场走访以及访谈，审核员发现尽管工厂建立了社会责任体系，进行了内审及管理评审，在大部分执行领域符合了BSCI要求和相关的法规要求，但一些领域仍需要提高，如：作业现场的职业健康安全、加班超时等。</p> <p>2024年12月13日跟进审核。 问题点未改正。 工厂部分遵循该准则： 文件审阅、管理层访谈、员工访谈及现场走访，审核员发现尽管工厂建立了社会责任体系，进行了内审及管理评审，在大部分执行领域符合了BSCI要求和相关的法规要求，但一些领域仍需要提高，比如在 PA1, PA2, PA5, PA6, PA7, PA12等有发现点。 (amfori BSCI requirement 1.1)</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
Finding	
<p>Previous finding: The auditee partially respected this principle: Through document review, facility tour, and interview. Auditor found that the auditee had</p>	<p>上次审核发现 工厂部分遵循该准则： 通过文件审阅，现场走访以及访谈，审核员发现被审核方已经建立了劳动力能力分析程序，但没有证</p>

Finding	
<p>established the workforce capacity analysis procedure, but there's no satisfactory evidence that the workforce capacity in the company is sufficient and properly planned to match delivery order contracts' expectations and excessive overtime is detected. The factory management explained that the order is too busy.</p> <p>Follow-up audit (13-Dec-2024). The finding was not corrected.</p> <p>The auditee partially respects this principle. Based on document review, management interview and employee interview, the auditor found that the facility workforce capacity was not properly organized to meet the expectations of the delivery orders or contracts, which led to overtime hours exceeding legal requirement. The auditee partially respects this principle, because this was not a systematic issue. (amfori BSCI requirement 1.4</p>	<p>据证明公司的劳动力能力是足够的，并妥善安排生产计划以满足交付订单合同的期望，并且在审核期间发现了加班超时的情况。管理层解释订单太忙了。</p> <p>2024年12月13日跟进审核。 问题点未改正。 工厂部分遵循该准则： 通过文件审阅、管理层访谈及员工访谈，审核员发现企业没有合理规划产能以满足订单交期或合同的预期，导致员工加班时间超过法规要求。被审核方部分遵循该准则，因为这不是一个系统性的问题。 (amfori BSCI requirement 1.4)</p>

PA 2: Workers Involvement and Protection

Site: YINGKOU MEIDU GARMENTS PRODUCTS CO., LTD | Site amfori ID: 156-051204-001

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
Finding	
<p>Previous finding: The auditee partially respects this principle: The facility has posed the BSCI Code of Conduct publicly, and provided BSCI training with all employees, but according to interviews, it was noted that the workers representative and some interviewed workers were not quite aware of BSCI values and principles.</p> <p>Follow-up audit (13-Dec-2024). The finding was not corrected.</p> <p>The auditee partially respects this principle: The facility has posed the BSCI Code of Conduct in all areas publicly, and provided BSCI training with all employees, but according to interviews, it was noted that the workers representative and 2 out of</p>	<p>上次审核发现 通过文件审阅，现场走访和访谈，审核员发现受审核方张贴了BSCI行为准则，提供了BSCI行为准则的培训给所有员工，但抽样访谈的员工代表并不太清楚BSCI的标准和原则。管理层表示，员工记不住这些标准。</p> <p>2024年12月13日跟进审核。 问题点未改正。 工厂部分遵循该准则： 工厂在所有厂区均张贴了BSCI行为准则和实施条款，并且提供了对员工的培训记录供审阅。但是根据访谈得知，员工代表和一些受访员工并不太清楚BSCI的标准和原则，比如：保护员工的长期目标，生活工资等。</p>

Finding

10 interviewed workers were not quite aware of BSCI values and principles, such as long-term goals to protect workers, living wage etc. The auditee partially respects this principle, because this was not a systematic issue. (amfori BSCI requirement 2.4)

PA 5: Fair Remuneration

Site: YINGKOU MEIDU GARMENTS PRODUCTS CO., LTD | Site amfori ID: 156-051204-001

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

Finding

Previous finding:
The auditee doesn't respect this principle. Insufficient social insurance participated. Through document review, there were 96 employees in the factory, including 10 retired employee, no new employees joined less than one month, hence total 86 employees should be covered by insurance: basic endowment insurance and medical insurance and unemployment insurance and injury insurance and maternity insurance, but the factory only provide 5 kind of insurance for 60 employees. (Reference Law: Social Insurance Act of the People's Republic of China, article 2&4).
Remark: Commercial accident insurance were provided to all employees.

Follow-up audit (13-Dec-2024). The finding was not corrected.
The auditee doesn't respect this principle. Insufficient social insurance participated. Through document review, there were 96 employees in the factory, including 10 retired employee, no new employees joined less than one month, hence total 86 employees should be covered by insurance: basic endowment insurance and medical insurance and unemployment insurance and injury insurance and maternity insurance, but the factory only provide 5 kind of insurance for 60 employees. (Reference Law: Social Insurance Act of the People's Republic of China, article 2&4).

上次审核发现
工厂未遵循该准则:
企业没有为全体员工缴纳社会保险,通过文件审核,审核员发现企业有96名员工,10名达到退休年龄的员工,无入职不足一个月的新员工,因此共有86人需要参加社会保险,但是企业仅为60名员工缴纳五项保险。企业为所有员工购买商业保险。

2024年12月13日跟进审核。
问题点未改正。

工厂未遵循该准则:
企业没有为全体员工缴纳社会保险,通过文件审核,审核员发现企业有96名员工,10名达到退休年龄的员工,无入职不足一个月的新员工,因此共有86人需要参加社会保险,但是企业仅为60名员工缴纳五项保险。企业为所有员工购买商业保险。

Finding

Remark: Commercial accident insurance were provided to all employees.
The auditee did not respects this principle, because this was a systematic issue

PA 6: Decent Working Hours

Site: YINGKOU MEIDU GARMENTS PRODUCTS CO., LTD | Site amfori ID: 156-051204-001

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

Previous finding:
The auditee does not respect this principle.
Through document interview, auditor found that the monthly overtime in the factory exceeded legal limit. According to the attendance records of last 12 months (from Nov/2022 to audit day), there was no obvious peak season and non-peak season in the facility, among them, three months were selected as sample to review: 10 samples selected in Mar/2023 (random month), 10 samples selected in Dec/2022 (random month), 10 samples selected in Oct/2023 (current month) were reviewed. Auditor found that the monthly overtime hours of all of the 10 sampled workers were up to 55 hours in Oct/2023 (current month), 59 hours in Mar/2023 (random month) and 58 hours in Dec/2022 (random month) respectively. The factory management explained that the order was too busy.(PRC Labor Law, Article 41)

Follow-up audit (13-Dec-2024). The finding was not corrected.

The auditee does not respect this principle.
The monthly overtime in the factory exceeded legal limit. According to the attendance records from Nov/2023 to audit day, and three months were selected as sample to review: 10 samples selected in Mar/2024 (random month), 10 samples selected May/2024 (random month) and 10 samples selected Oct/2024 (current month) respectively were reviewed.

Through the attendance records and interviews, it was noted that the monthly overtime hours of all sampled workers were exceed legal limit, which

上次审核发现
工厂未遵循该准则：
通过文件审阅，审核员发现工厂加班超时。被审核方提供了从2022年11月到审核当天的考勤记录，考勤记录显示月加班超过了法律要求：所有抽取的10名员工月加班分别为2023年10月（当前月份）达到55小时，2023年3月（随机月份）达到59小时，2022年12月（随机月份）达58小时。管理层表示，加班超时因为订单太忙了。

2024年12月13日跟进审核。

问题点未改正。

工厂未遵循该准则：

工厂加班超时。被审核方提供了从2023年11月起审核当天的考勤记录，随机从2024年3月、2024年5月和2024年10月分别抽取了6名员工作为抽样分析。通过考勤记录和访谈得知，所有抽取的月份的月加班超过了法律要求：在2024年3月（随机月份）、2024年5月（随机月份）和2024年9月（最近月份）所有抽取的6名员工月加班达到57小时、58小时、46小时。（参考法规：中华人民共和国劳动法（1994）第四十一条）

Finding	
<p>was: up to 57 hours in Mar/2024 (random month), up to 58 hours in May/2024 (random month) and up to 46 hours in Oct/2024(currently month) respectively. The auditee not respects this principle, because this was a systematic issue. It's not a Zero Tolerance finding in China.(PRC Labor Law, Article 41)</p>	

PA 7: Occupational Health and Safety

Site: YINGKOU MEIDU GARMENTS PRODUCTS CO., LTD | Site amfori ID: 156-051204-001

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>Previous finding: The auditee partially respects this principle. General observation, the facility had in observance of related occupational health and safety regulation, but through communication with workers and worker representatives, they were not involved in drafting and enforcing its internal procedure on occupational health and safety, and also gaps of following check point in this PA.</p> <p>Follow-up audit (13-Dec-2024). The finding was not corrected. The auditee partially respects this principle. General observation, the facility had in observance of related occupational health and safety regulation, but gaps of following check point in this PA. The auditee partially respects this principle, because this was not a systematic issue. (amfori BSCI requirement 7.1)</p>	<p>上次审核发现 工厂部分遵循该准则： 总体上企业遵守了相关的健康和法规，但员工或员工代表没有参与到拟定并执行职业健康安全内部程序，以及存在本部分其他检查点的差距。</p> <p>2024年12月13日跟进审核。 问题点未改正。 工厂部分遵循该准则： 总体上企业遵守了相关的健康和法规，但存在本部分其他检查点的差距。(amfori BSCI requirement 7.1)</p>

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	
<p>Previous finding:</p>	<p>上次审核发现</p>

Finding	
<p>The auditee partially respects this principle. Based on site view, it was noted that eye-protect guards were not installed for two sampled overlocking machines. (Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene)</p> <p>Follow-up audit (13-Dec-2024). The finding was not corrected.</p> <p>The auditee partially respects this principle. Based on on-site observation, documents review, workers interview and management interview, it was found that no eye-protect facility equipped with two overlocking machine used in the sewing workshop.The management of the factory indicated that this problem was caused by the supervision is not in place and the inspection is not careful. The auditee partially respects this principle, because this was not a systematic issue. This is not in compliance with the requirements of PRC on Work Safety, Article 33.</p>	<p>工厂部分遵循该准则： 通过现场审核发现车间两台抽取的锁边机没有安装护眼装置。</p> <p>2024年12月13日跟进审核。 问题点未改正。 工厂部分遵循该准则。 现场审核发现工厂缝纫车间部分锁边机没有护眼装置。</p>

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	
<p>Previous finding: The auditee partially respects this principle. Based on site view, it was noted the toilets didn't have soap, and tissues provided. (Reference law: Hygienic standards for the design of industrial enterprises (GBZ 1-2010), 7.3.4)</p> <p>Follow-up audit (13-Dec-2024). The finding was not corrected.</p> <p>The auditee partially respects this principle. Based on site view, it was noted the toilets didn't have soap and tissue paper provided. The auditee partially respects this principle, because this was not a systematic issue. (Reference law: Hygienic standards for the design of industrial enterprises (GBZ 1-2010), 7.3.4)</p>	<p>上次审核发现 工厂部分遵循该准则： 现场审核发现工厂的洗手间没有肥皂及纸巾。</p> <p>2024年12月13日跟进审核。 问题点未改正。 工厂部分遵循该准则： 现场审核发现工厂的洗手间没有肥皂及纸巾</p>

Question: 7.25 Is there satisfactory evidence the auditee verifies that temperature, humidity, space, sanitation, illumination are adequate for the health and safety of workers?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Previous finding in 7.11: The auditee partial respects this principle. The materials in warehouse placed against the wall directly without any gap. (Rules Concerning Warehouse Safety and Fire Control article 18).</p> <p>Follow-up audit (13-Dec-2024). The finding was not corrected. The auditee partially respects this principle. Through factory tour, auditor found that about 20% of the raw materials in warehouse placed against the wall directly without any gap. The auditee partially respects this principle, because this was not a systematic issue. (General rules for Fire Safety Management of storage occupancies GA1131-2014, article 6.8)</p>	<p>上次审核发现 工厂部分遵循该准则： 仓库部分货物直接靠墙存放，没有任何间隙。</p> <p>2024年12月13日跟进审核。 问题点未改正。 工厂部分遵循该准则： 现场走访时，审核员发现仓库部分货物直接靠墙存放，没有任何间隙。（仓储场所消防安全管理通则 GA1131-2014，第6.8条）</p>

PA 12: Protection of the Environment

Site: YINGKOU MEIDU GARMENTS PRODUCTS CO., LTD | Site amfori ID: 156-051204-001

Question: 12.1 Is there satisfactory evidence that the auditee continuously identifies the significant impacts and environmental implications associated to its activity?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Follow-up audit (13-Dec-2024). The auditee partially respects this principle. The factory did not build grievance mechanism for surrounding communities to address environmental concerns.</p> <p>Follow-up audit (13-Dec-2024). The finding was not corrected. The auditee partially respects this principle. Through document review, auditor found that the factory did not build grievance mechanism for surrounding communities to address environmental concerns. The auditee partially respects this principle, because this was not a systematic issue. (amfori BSCI requirement 12.2)</p>	<p>上次审核发现 被审核方部分遵循该准则： 没有为社区居民就所关心的环境问题建立投诉机制。</p> <p>2024年12月13日跟进审核。 问题点未改正。 被审核方部分遵循该准则： 没有为社区居民就所关心的环境问题建立投诉机制。</p>