

# Monitoring result for Shaoxing Kefei Textile Co., Ltd on site Shaoxing Kefei Textile Co., Ltd

## Monitoring

Monitored Party	: Shaoxing Kefei Textile Co., Ltd	amfori ID	: 156-015369-000
Site	: Shaoxing Kefei Textile Co., Ltd	Site amfori ID	: 156-015369-001
Address	: Floor 3, Building 1, Shangjiang Industrial Park, Shangjiang Village, Gaobu Street, Yuecheng District	Monitoring Activity	: amfori Social Audit - Manufacturing
	: 312000, Shaoxing	Monitoring Type	: Full Monitoring
	: Zhejiang Sheng	Submission Date	: 23/07/2021
	: China	Expiration Date	: 23/07/2022

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## Overall rating



## Section rating

PA1: Social Management System	D
PA 2: Workers Involvement and Protection	A
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	A
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

1. Auditor: Ation Lin, CSCA 21701895. Auditing company: TUV Rheinland, APSCA Number:11600007
2. The address in business license in Chinese was “浙江省绍兴市越城区皋埠街道上蒋村上蒋工业园区1号楼3楼”. The auditee moved from “浙江省绍兴市越城区震元支路以北5幢” (Building No. 5,North Of Zhenyuan Branch Road,Yuecheng District Shaoxing) to the audited address and updated business license since Apr. 2020. The distance between these two addresses were about 20km. Based on management interview and worker interview, the auditee did not use old address any more.
3. There were total 2 buildings at the auditee address. Both buildings belonged to Gaobu Town XX Village Committee. One building was 4-storey, partially 3-storey. The auditee rented had parts of 3rd floor used as office, production workshop and warehouse. Other parts of this buildings and other building were used by Logistics company, dealership and other factories which produced packing material and etc.
4. The auditee had independent business license and employees. Verified from site observation, document review, and management and worker interview, the auditee didn't share the employees with other units. As claimed by auditee representative, they did not have business with other factories.
5. The main product manufactured by the facility was Apron. The main production processes were listed as follows: cutting, sewing, embroider or printing (sub-contracted), inspection and packing.
6. No obvious slack or peak season for the auditee. Embroider or printing was sub-contracted. All workers were directly hired by the auditee. The auditee was cooperative during audit, factory management let auditor do worker interview and take photos, agreed with findings. The security guards belonged to landlord.
7. There was no agency used by the auditee, which made the agency labour contract not applicable. No contractor was used, which made contractor license not applicable. There was no collective bargaining agreement used by the auditee, which made the collective bargaining agreement not applicable. Factory did not provide government waiver during audit, which made the government waiver not applicable.

Site Details

Site	: Shaoxing Kefei Textile Co., Ltd	Site amfori ID	: 156-015369-001
GICS Classification			
Sector	: Consumer Discretionary	Industry	: Textiles, Apparel & Luxury Goods
Industry Group	: Consumer Durables & Apparel	Sub Industry	: Textiles
GS1 Classifications		Product Process Classifications	
N.A.		N.A.	

## Metrics

### Key Metrics

Total workforce	30 Workers
Legal minimum wage in local currency	1800 Monthly
Lowest wage paid for regular work at the site	2100 Monthly
Calculated living wage in local currency	1987 Monthly
Total sample	7 Workers

### Other Metrics

Male workers	8 Workers
Female workers	22 Workers
Permanent workers - Male	8 Workers
Permanent workers - Female	22 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	8 Workers
Workers hired directly - Female	22 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	5 Workers

## Findings

### PA1: Social Management System

The factory established social responsibility management system. But the management system was not fully implemented, for example: 1) Based on document review, the factory established the working hours control policy and wage & benefit policy, the requirements were also introduced to workers via training, the factory also conducted internal audit to self-check, but overtime for mostly months were still exceeded legal requirement. 2) The interviewed worker stated they received trainings on working hour and social insurance requirement, worker wanted to get more money through overtime.

工厂建立了社会责任管理体系。但是此体系并没有完全实施，比如：1) 通过文件审核，工厂建立了工时控制和工资福利政策，要求也通过培训传达给了员工、同时也开展了内审自查，但是大部分月份加班时间还是超过法规要求。2) 访谈的员工说，他们收到了工时和社保政策的培训。员工说希望通过加班增加收入。

The facility established written capacity planning procedure, but the procedure was not effectively implemented which lead to worker's overtime exceeded legal requirement in Oct. 2020, Apr. 2021 and May 2021 and etc. refer to NC6.2.

企业建立了书面的产能规划程序，但该程序没有有效执行导致2020年10月份,2021年4月和5月等员工加班时间超过法规要求。参考不符合项6.2.

### PA 2: Workers Involvement and Protection

The only one suggestion box was placed under camera. The anonymous way could not be guaranteed.

唯一的一个意见箱设在摄像头下，匿名方式无法保证。

### PA 5: Fair Remuneration

Not all workers were provided with social insurance. There were total 30 employees hired at the factory during audit date, 3 employees were retired, no employee was new hired and no employee was resigned after Jun. 2021, so the factory should provide social insurance to 27 employees in May 2021. The social insurance online system stated, 8 employees were not provided with retirement insurance and medical insurance, unemployment insurance, child-bearing insurance and employment injury insurance in May 2021. The workers who did not participate in social insurance stated that they did not want to participate in social insurance because they had participated in local rural medical insurance. Reference law: Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44, 53. (Remark: the retiree hired to work again could not participate in social insurance in local; the factory did not collect the relevant documents about workers participated in local rural medical insurance). All workers were provided with group commercial accident insurance. (valid date: 10 Jun. 2021 to 09 Jun. 2022)

不是所有员工都提供社保。工厂审核当天一共雇佣了30名员工，其中3名退休返聘员工，2021年6月后没有新进员工，也没有员工辞职。因此工厂应该在2021年5月为27名员工提供社会保险。社保在线系统显示，在2021年5月，工厂未给8名员工提供养老、医疗、失业、生育和工伤保险。未参加社保的员工表示他们不想参加社会保险，因为他们已经参加了当地的农村合作医疗保险。参考法律法规：《中华人民共和国社会保险法》第10, 23, 33, 44, 53条。（备注：当地的退休返聘人员不能再参加社会保险；工厂未收集员工参加当地农村合作医疗保险的相关文件）。所有员工提供团体商业意外险（有效期：2021年06月10号到2022年6月09号）

### PA 6: Decent Working Hours

Monthly overtime of workers exceeded legal requirement. The factory set up the working hour regulation and management system according to local law and amfori BSCI requirements. But the factory failed to monitor the overtime hours effectively during the normal operation. The interviewed workers stated the overtime was voluntary. According to worker attendance records from 01 Jun. 2020 to 30 Jun. 2021, the workers monthly OT working hours exceeded 36 hours for 13 months. By the end of the audit day (16 Jul. 2021), the maximum overtime in Jun. 2021 was 57 hours. The maximum overtime in Jul. 2021 was 29 hours. For example: Monthly overtime for all 7 samples workers in Oct. 2020 were 72 hours. Monthly overtime for all 7 samples workers in Apr. 2021 were 66 hours. Monthly overtime for all 7 samples workers in May 2021 were 65 hours. (Reference law: PRC Labor Law article 41).

员工的月加班超过法规要求。工厂依据当地法规以及amfori BSCI要求建立了工作时间规章制度以及管理体系。但是工厂未能在日常运作中有效的监控其加班时间。访谈的员工称加班自愿。根据工人的2020年06月01日至2021年06月30号的考勤，工人13个月的月加班超出36小时。截止至审核当天(2021年07月16号)，2021年06月的最大加班时间为57小时。2021年07月的最大加班时间为29小时。例如：抽取的7名样本员工在2020年10月加班时间为72小时。抽取的7名样本员工在2021年04月加班时间为66小时。抽取的7名样本员工在2021年05月加班时间为65小时。参考法律法规：《中华人民共和国劳动法》第41条)

### PA 7: Occupational Health and Safety

Safety management certificate for production had expired since Jun. 2021. The management claimed that they planned to retrain Reference law: Provisions on safety training for production and business units, article 6

生产安全管理人员证书于2021年6月份过期。管理层申明他们正计划去重新培训。参考法规：生产经营单位安全培训规定，第6条

## PA 7: Occupational Health and Safety

No label was attached on one machine oil container used in cutting workshop. Reference law: Regulation for Chemical Usage Safety in Work Place, Article 12

裁剪车间里的1个机油容器没有标识。参考法规：工作场所安全使用化学品规定，第12条

No safeguard was installed on transmission belt of 1 sewing machines in sewing workshop. Management claimed that they would improve. Reference law: General rules of design on health and safety of production facility (GB5083-1999), article 6.1.6

针车车间1台缝纫机的传送带没有安装防护罩。管理层申明他们会改善。参考法规：生产设备安全卫生设计总则 (GB5083-1999)，第6.1.6 条