

MONITORING ID: 22-0139966-2

Monitored Party Guangzhou Chunxi Bags Manufacturing Co., Ltd.	amfori ID 156-014913-000	Address No.1, First Lane, East Baofeng Road, Shiling Town, Huadu District,, 510850 Guangzhou, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner SGS
Monitoring Start Date 10/08/2023	Closing Meeting Finished Date 16/08/2023	Submission Date 16/08/2023
Expiration Date 17/08/2024	Announcement Type Fully Announced	
Site Guangzhou Chunxi Bags Manufacturing Co., Ltd.	Site amfori ID 156-014913-002	

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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	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 Labour	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Dylan Chen; APSCA membership number (CSCA 21702069)

Name of team auditor (if applicable): Nil

Name of observers, translators, trainees, advisors/consultants (if applicable): Nil

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

Audit schedule details: Fully Announced Follow up audit is planned for 1 auditor x 1 onsite audit day on Aug 10, 2023.

Business partner information: The unified social credit code of the audited factory (Guangzhou Chunxi Bags Manufacturing Co., Ltd.) was 91440101598336704X, and the valid period business license was from Jul 4, 2012 to long term. The legal status of the audited factory was Limited Liability Company.

The audited factory located at No.1, First Lane, East Baofeng Road, Shiling Town, Huadu District, Guangzhou, Guangdong Province, China.

The main products manufactured in the factory were handbag, shoulder bag, backpack, crossbody bag. The main production activities included cutting, sewing, spraying glue, trimming, hardware working and packing.

Audited location information:

In the factory boundary, there were two 5-storey building (A and B). The audited factory used 2F~5F of building A and 1F~2F of building B as production, warehouse and office. Other floors were used by other multiple factories. Cross checking with onsite observation, workers interview and management interview, no mixing workers were found during this audit.

Based on interview, document and observation, within the factory compound, there were several other factories which rented areas from landlord. All factories operated separately. the audited factory provided lease contract of the audited factory for review. This audit only focused on the areas of the audit.

No dormitory and canteen were provided for employees.

The detail function and acreage for the audited factory using was the following.

2F of the building A (640 S.Q. meters): Office

3F of the building A (640 S.Q. meters): Packing and finished goods warehouse.

4F of the building A (640 S.Q. meters): Sewing, spraying glue, trimming, hardware working.

5F of the building A (632 S.Q. meters): Sewing, spraying glue, trimming, hardware working.

1F of the building B (632 S.Q. meters): Cutting, raw materials warehouse.

2F of the building B (632 S.Q. meters): Samples manufacturing area.

Operating shifts and hours, time recording system:

Based on the attendance records from Sep 1, 2022 to the audit day for review. It was noted workers attendance records were recorded by IC card attendance system. One shift was arranged for all workers and office employees: (8:00-12:00/ 13:30-17:30). The factory sometimes arranged 2 hours OT in working days, usually arranged 8 hours OT on Saturday. No any OT was arranged on Sunday and public holidays. The maximum weekly working hours were 58 hours.

Workers had right to choose working overtime or not. Furthermore, workers had at least 8 hours rest on every day.

Workers had at least one day off seven days. The maximum OT per month and per day were 76 hours and 2 hours respectively.

Salary payment details:

All workers were paid by hourly rate. The minimum basic wage paid by the factory was RMB 2300 per month which meet the legal requirement (RMB 2300 per month was equivalent to RMB 13.22 per hour since Dec 1, 2021).

Overtime wages were paid according to legal requirement. Public holidays leave wage and annual wage were provided for employees. The factory provided different position allowance for employees according to positions and skills. And the factory provided full attendance allowance for employees also. Wage was paid for employees in the end of next month for the current month by cash.

Worker number information:

Total 90 employees included 80 production workers (production line workers, QC and warehouse workers) and 10 non-production employees, 80 production workers included 40 male and 40 female workers. 73 migrant employees included 38 male and 35 female employees in the facility.

No young workers, child labour, disabilities, Pregnant and Lactating workers were available in the factory.

Good practices: Nil

Worker organization details: No trade union was found, but the established procedure on freedom of association showed the factory respect workers' right on freedom of association. The factory elected worker representatives to collect and convey workers' suggests and complaints.

Circumstances: The management allowed auditors to visit and take photos for all areas of the factory, review production records, all attendance records and payroll records. Workers interview were conducted in confidential and independent place without any interference. All interviewees were cooperated with auditor. Normally they were satisfied with the factory. The special circumstances can be classified as followed: According to the IPE website and the business license website information, no negative information about the factory.

Summary of findings:

PA1: 1.1 BSCI management system not perfect. 1.4 Working hour management system was not perfect.

PA2: 2.2 The factory did not analyze the implementation of long-term goals.

PA5: 5.5 Insufficient social insurance for employees.

PA 6: 6.2 Monthly overtime hours exceeded legal requirement.

PA 7: 7.1 Insufficient health and safety management system due to management negligence and insufficient training. 7.7

No second containment for part chemicals. 7.17 No belt guard for sampled 2 sewing machines.

PA 3, PA4, PA8, PA 9, PA10, PA11, PA12, PA13: Nil

Living wage calculation: #LivingWge: The living wage data is provided by the auditing company because there is no data on GLWC website in the city where the factory is located.

Detail referred to Summary in PA 5.

Precautions taken about #COVID-19 in the facility: No special control requirements for COVID-19 in China.

The Personal Information Protection Law of the People's Republic of China was promulgated on August 20, 2021, the producer ensured that relevant personal data and information provided to SGS auditor(s) has been obtained the individual's consent during the audit.

Attachments: The factory had no government waiver. There was no contractor in the factory, so contractor license or permit was not applicable. There was no agency labor in the factory, so agency labor contract was not applicable. No collective bargaining was conducted before, so collective bargaining agreement was not applicable.

SITE DETAILS

Site
**Guangzhou Chunxi Bags
Manufacturing Co., Ltd.**

Site amfori ID
156-014913-002

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	90	Workers
Legal minimum wage in local currency	2,300	Monthly
Lowest wage paid for regular work at the site	2,300	Monthly
Calculated living wage in local currency	3,533.01	Monthly
Total sample	6	Workers

Other Metrics

Male workers	48	Workers
Female workers	42	Workers
Permanent workers - Male	48	Workers
Permanent workers - Female	42	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	38	Workers
Domestic migrant workers - Female	35	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	48	Workers
Workers hired directly - Female	42	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	3	Workers
Sample - Female	3	Workers

FINDINGS



PA1: Social Management System

Site: Guangzhou Chunxi Bags Manufacturing Co., Ltd. | Site amfori ID: 156-014913-002

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>1.1 Follow up audit conducted on Aug 10, 2023: Open Finding: The main auditee partially respected this principle because the factory did not establish completed Amfori BSCI management system. E.g.: 1) The factory did not establish effective system to implement health and safety procedure, which led to issues that chemical second containment and machine safety. 2) The factory did not establish an effective system to control OT hours, which led to OT hours exceeded legal limit. The factory management declared that they would gradually improve. It violated the requirement of question 1.1 in amfori BSCI system manual.</p>	<p>2023年8月10日跟进审核：打开被审核方部分遵循该准则。工厂没有建立完整的Amfori BSCI社会责任管理系统。例如:1)工厂没有有效的体系执行健康安全系统，导致问题（化学品二次容器和机器防护）。2)工厂没有一个有效的工时控制系统，导致加班超出法规要求。工厂管理层解释他们会逐步进行改善。违反了amfori BSCI管理手册中问题1.1的要求</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>1.4 Follow up audit conducted on Aug 10, 2023: Open Finding: The auditee partially respected this principle because the main auditee had established the production capacity planning for their production. However, the auditee did not consider the compliance of workers' overtime working hours during the production capacity planning lead to monthly overtime exceeded 36 hours. The factory management explained that they would gradually control overtime hours. It violated the requirement of question 1.4 in amfori BSCI system manual.</p>	<p>2023年8月10日跟进审核：打开被审核方部分符合该原则，原因是被审核方为生产订单制定了产能规划。但是被审核方在产能规划期间未考虑员工加班工作时间的合规性以致于员工月加班超36小时。工厂管理层解释他们会逐步控制加班时间。违反了amfori BSCI管理手册中问题1.4的要求</p>



PA 2: Workers Involvement and Protection

Site: Guangzhou Chunxi Bags Manufacturing Co., Ltd. | Site amfori ID: 156-014913-002

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

Finding

2.2 Follow up audit conducted on Aug 10, 2023:
Open
Finding: The main auditee partially respected this principle because based on document review and management interview, the factory set long term goals and specific measures according to the amfori BSCI Code of Conduct, but due to the management did not know related requirement, factory did not analyze the implementation of long-term goals. The factory management explained that they would analyze the implementation of long-term goals.
It violated the requirement of question 2.2 in amfori BSCI system manual.

2023年8月10日跟进审核：打开
被审核方部分遵循该准则。因为根据文件审核和管理层访谈，工厂根据amfori BSCI行为守则设置了长期目标和具体措施，但是由于管理层不了解相关要求，工厂没有对长期目标的实施情况进行分析。工厂管理层解释他们会对长期目标的实施情况进行分析。
违反了amfori BSCI管理手册中问题2.2的要求。

PA 5: Fair Remuneration

Site: Guangzhou Chunxi Bags Manufacturing Co., Ltd. | Site amfori ID: 156-014913-002

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted?

ENGLISH

LOCAL LANGUAGE

Finding

5.5 Follow up audit conducted on Aug 10, 2023:
Open
Finding: The main auditee didn't respect this principle because the factory did not provide all kinds of social insurance to all employees as per legal requirement.
Based on the social insurance payment records provided by the factory, there were total 90 employees (including 6 retirees, no temporary, dispatched or newly joined worker) in the social insurance payment day in Aug 2023. Thus, the factory should provide five kinds of social insurance for 84 employees, the factory had provided 12 employees (around 14.3%) with retirement insurance, medical insurance, injury insurance, unemployment and maternity insurance in Aug 2023.
The main auditee provided group commercial accident insurance for 78 employees, and the

2023年8月10日跟进审核：打开
被审核方因没有依照法规要求为所有员工购买社保而未遵循该原则。
根据工厂提供的社保缴费记录，在2023年8月社保缴费日全厂人数为90人（包含6名退休年龄员工，无临时工、派遣工和新入职员工）。因此，工厂在2023年8月应为84名员工提供五种社会保险，工厂在2023年8月份仅为其中的12名员工（约14.3%）购买了养老保险，医疗，工伤，失业和生育保险。
工厂给78员工购买了团体商业意外险，商业意外险有效期为一年从2022年8月31日开始。
被审核工厂解释由于部分员工户口在老家，退休后获得的社保金额较少，故不愿在被审核工厂参保，部分员工在老家购买了新农保，且工厂保留这方面的依据。
违反了中华人民共和国劳动法（2018修正）第七十二条,第七十三条

Finding

commercial accident insurance was valid period was one year from Aug 31, 2022.

The factory explained that some of some workers were not willing to buy the social insurance in the audited factory because the less retired amount due to the registered permanent residence was in their hometown. And some employees had purchased New Rural Cooperative Insurance by themselves at hometown. And the factory collected relevant information.

The factory management explained that they would persuade employees to purchase social insurance in the factory.

It violated Labor Law of the People's Republic of China (2018 Amendment) Article 72, Article 73

PA 6: Decent Working Hours

Site: Guangzhou Chunxi Bags Manufacturing Co., Ltd. | Site amfori ID: 156-014913-002

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

6.2 Follow up audit conducted on Aug 10, 2023:
Open

Finding: The main auditee did not respect this principle because workers' overtime working hours exceeded legal laws.

Based on sampling employees' attendance records from Sep 1, 2022 to the audit day and wage records from Sep 2022 to Jun 2023, all sampled workers' monthly overtime exceeded 36 hours and the maximum OT per month were 76 hours in Oct 2022 included 26 hours OT in working days and 40 hours OT in weekend. The average OT hours per month were 66 hours.

And the factory sometimes arranged 2 hours OT in working days, usually arranged 8 hours OT on Saturday. No any OT was arranged on Sunday and public holidays. The maximum weekly working hours were 58 hours.

The factory management declared that the employees needed overtime hours to earn more wages, at the same time, factory was gradually controlling the overtime hours of workers step by step.

2023年8月10日跟进审核：打开

被审核方因员工的加班时间超出法规要求而未符合该原则。

根据被审核方提供的2022年9月1日至审核当日的考勤以及2022年9月至2023年6月的工资记录，抽样员工中，所有抽样员工的月加班超出36小时，最大达76小时出现在2022年10月份，包括平时加班26小时，周末加班40小时。平均的月加班为66小时。工厂有时在平时工作日安排2小时加班，通常在周六安排8小时加班。没有在周日和法定节假日安排任何的加班，周工时最大为58小时。

工厂管理层表示员工需要加班以赚取更多的工资，同时工厂也逐步的去控制工人的加班时间。

违反中华人民共和国劳动法（2018修正）第四十一条

Finding	
It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41	

PA 7: Occupational Health and Safety

Site: Guangzhou Chunxi Bags Manufacturing Co., Ltd. | Site amfori ID: 156-014913-002

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>7.1 Follow up audit conducted on Aug 10, 2023: Open</p> <p>Finding: The main auditee partially respected this principle because the main auditee had established complete management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training and so on. But the following findings on health and safety were identified due to management negligence and insufficient training. The factory management declared that they would strengthen management.</p> <p>It violated the requirement of question 7.1 in amfori BSCI system manual.</p>	<p>2023年8月10日跟进审核：打开</p> <p>被审核方（生产商）部分遵循该准则。原因是被审核方已建立完整的健康安全管理体系，包括相关法规的识别与了解，健康安全检查，培训等，但是由于管理和培训问题，导致有下列违反健康安全的问题点。</p> <p>工厂管理层表示会加强管理。</p> <p>违反了 amfori BSCI 管理手册中问题 7.1 的要求</p>

Question: 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.2 Follow up audit conducted on Aug 10, 2023: Closed</p> <p>The main auditee respected this principle because the factory provided social injury insurance to 12 employees in Aug 2023, and the factory provided group commercial accident insurance for 78 employees, and the commercial accident insurance was valid period was one year from Aug 31, 2022. Thus, the factory provided injury insurance for all employees.</p>	<p>2023年8月10日跟进审核：关闭</p> <p>被审核方（生产商）遵循该准则。原因是工厂在2023年8月份为12名员工中提供了工伤社会保险，且工厂给78员工购买了团体商业意外险，商业意外险有效期为一年从2022年8月31日开始。因此，工厂为所有员工购买了工伤保险。</p>

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.6 Follow up audit conducted on Aug 10, 2023: Closed</p> <p>The main auditee respected this principle because the factory provided PPEs such as mask, earplug and gloves for workers free of charge. Based on onsite observation, glue spraying workers wore active carbon mask and shoveling worker wore dust-proof mask during working.</p>	<p>2023年8月10日跟进审核：关闭</p> <p>被审核方（生产商）遵循该准则，原因是工厂免费提供了个人防护用品如口罩，耳塞和手套给工人。通过现场观察，喷胶的员工工作时戴活性炭口罩，铲皮员工工作时戴防尘口罩。</p>

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.7 Follow up audit conducted on Aug 10, 2023: Open</p> <p>Finding: The main auditee partially respected this principle because the factory didn't provide second containment for one bucket of n-heptane and one bucket of sewing machine oil onsite.</p> <p>Remark, the factory post safety label for chemicals, and MSDS of n-heptane was posted in chemicals warehouse.</p> <p>The factory management declared that they would provide second containment for all chemicals. It violated Regulations on the Safety Management of Hazardous Chemicals (2013 Revision), Article 20</p>	<p>2023年8月10日跟进审核：打开</p> <p>被审核方（生产商）部分遵循该准则。原因是工厂没有为现场一桶白电油和一桶衣车油提供二次容器。</p> <p>备注：工厂为所有的化学品张贴二次安全标签，且工厂在化学品仓库张贴了白电油的物质安全数据表。</p> <p>工厂管理层表示他们将为所有的化学品提供二次容器。</p> <p>违反了危险化学品安全管理条例（2013修订）第二十条</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>7.17 Follow up audit conducted on Aug 10, 2023: Open</p> <p>Finding: The main auditee partially respected this principle because the factory didn't install belt guard for two sampled sewing machines in sewing workshop.</p>	<p>2023年8月10日跟进审核：打开</p> <p>被审核方（生产商）部分遵循该准则，原因是因为没有为针车车间抽样的2台针车安装皮带轮保护罩。工厂管理层表示他们将为相关的机器安装皮带轮保护罩。</p> <p>违反了生产设备安全卫生设计总则（GB</p>

Finding	
The factory management declared that they would install belt guard for all sewing machines. It violated General Rules of Design on Health and Safety of Production Facility (GB 5083-1999)	5083-1999 》

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	
7.22 Follow up audit conducted on Aug 10, 2023: Closed The main auditee respected this principle because the factory provided hand washing liquid and tissue in toilets.	2023年8月10日跟进审核：关闭 工厂遵循该守原则，因为在厕所提供洗手液和纸巾。

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	
7.25 Follow up audit conducted on Aug 10, 2023: Closed The main auditee respected this principle because the finished products of the finished goods warehouse were placed away from the walls.	2023年8月10日跟进审核：关闭 工厂遵循该守原则，因为成品仓的成品离墙放置。

PA 12: Protection of the Environment

Site: Guangzhou Chunxi Bags Manufacturing Co., Ltd. | Site amfori ID: 156-014913-002

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	
12.1 Follow up audit conducted on Aug 10, 2023: Closed The main auditee respected this principle because the factory had obtained EIA registration. And the factory obtained stationary pollution discharge registration.	2023年8月10日跟进审核：关闭 工厂遵守该原则，因为工厂获得了环评登记表，且工厂获得固定污染源排放登记。

Question: 12.2 Is there satisfactory evidence that the auditee has procedures in place to ensure integration of local environmental law into the business model?

ENGLISH

LOCAL LANGUAGE

Finding

12.2 Follow up audit conducted on Aug 10, 2023:
Closed
The main auditee respected this principle because the factory implemented environment impact monitoring for domestic wastewater, factory boundary noise and unorganized waste gas in Jun 2023.

2023年8月10日跟进审核：关闭
工厂遵守该原则，因为工厂在2023年6月实施了环境影响（生活废水，厂界噪声和无组织废气）监测。