

Monitoring result for Zhumadian City Kangmao Arts & Crafts Co., Ltd. on site Zhumadian City Kangmao Arts & Crafts Co., Ltd.

Monitoring

Monitored Party : Zhumadian City Kangmao Arts & Crafts Co., Ltd.
amfori ID : 156-002689-000
Site : Zhumadian City Kangmao Arts & Crafts Co., Ltd.
Site amfori ID : 156-002689-002
Address : Liuge Industrial Concentration Area, West Xuesong Road, Yicheng District
: 463000, Zhumadian
: Henan Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Submission Date : 15/06/2022
Expiration Date : 15/06/2023

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Overall rating



Section rating

PA1: Social Management System	C
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	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

Zhumadian City Kangmao Arts & Crafts Co., Ltd. (驻马店市康茂工艺制品有限公司) was located at Liuge Industrial Concentration Area, West Xuesong Road, Yicheng District, Zhumadian, Henan, China (中国河南省驻马店市驿城区雪松路西段刘阁工业集中园区). The auditee covered an area of about 19,000 square meters and was established in 1996. The auditee rent one 5-storey building used for office, one 6-storey building used for dormitory, one flat building used for canteen, one flat building and one 2-storey building used for production and warehouse. The main products manufactured by the facility were bags and the main production processes were cutting, screen printing, sewing, inspection and packing. There was no obvious peak seasons for the production in the factory. All workers were hired directly, no any dispatching agency were used and no temporary workers, student workers were used by the auditee.

The facility management showed a positive attitude toward this audit during the whole process. All documentation requested for the review was provided timely. Auditor were given full access to the onsite tour and photo taking. At the end of the audit, a closing meeting was held to communicate the identified issues with the management representatives and worker representative. All the findings were accepted by the auditee and they demonstrated their willingness to take improvement measures.

Remark:

1. There was no contracted employees and no agency used by the auditee, which made Contractor license/permit, Agency labour contract not applicable. There was no government waivers approved by local government and no collective bargaining was signed by the auditee, which made Government waivers or Collective bargaining agreements not applicable.
2. The auditee rent the factory areas from Zhumadian XXX New Material Packing Co., Ltd (驻马店XXX新材料包装有限公司, "landlord" hereafter as) and the leasing contract was provided for review. The landlord used the rest areas of factory boundary for warehouse for the some equipment and no production was available during the audit period. Per management interview, worker interview and facility tour, the landlord and the auditee operated independently and they had independent business license, manufacturing different products. They physically separated from each other and no shared workforces were used before. So the audit scope only covered Zhumadian City Kangmao Arts & Crafts Co., Ltd.
3. Lead auditor: Cathy Duan, CSCA, registration number: 21700031.
4. Auditing company: TUV Rheinland, APSCA Number: 11600007.

Site Details

Site : Zhumadian City Kangmao Arts & Crafts Co., Ltd.

Site amfori ID : 156-002689-002

GICS Classification

Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

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	309 Workers
Legal minimum wage in local currency	1800 Monthly
Lowest wage paid for regular work at the site	1800 Monthly
Calculated living wage in local currency	1957 Monthly
Total sample	22 Workers

Other Metrics

Male workers	55 Workers
Female workers	254 Workers
Permanent workers - Male	55 Workers
Permanent workers - Female	254 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	12 Workers
Management - Female	15 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	4 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	2 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	55 Workers
Workers hired directly - Female	254 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	5 Workers
Sample - Female	17 Workers

Findings

PA1: Social Management System

The factory has established a social responsibility management system, formulated corresponding social responsibility policies and collected laws and regulations related to its operations. However, there was a gap between the actual operation of the factory and the requirements of the amfroi BSCI COC and local laws and regulations, for example, the factory did not have an effective mechanism to control overtime hours, and the monthly overtime in the sampled months exceeded the requirements of the regulations. Corresponding issues were identified in the internal audit, but effective measures were not implemented to manage them. Findings in PA2, PA5, PA6, PA7 and PA12 were identified in this audit. The management said that the factory's social responsibility management experience mainly came from the understanding of regulations and the amfroi BSCI code of conduct, as well as suggestions from local government departments.

工厂建立了社会责任管理体系，制定了相应的社会责任政策并收集了跟其运营相关的法律法规。但是工厂的实际运作与amfroi BSCI行为守则和当地法律法规的要求存在差距，比如工厂没有有效的机制管控加班时间，在抽样月份的月加班均超出法规的要求等，工厂在内审的过程中识别了相应的问题，但是未执行有效的措施进行管理。本次审核在PA2，PA5，PA6，PA7和PA12有发现点。管理层表示工厂的社会责任管理经验主要来自于对于法规和amfroi BSCI行为守则的理解和当地政府部门的建议等。

The production arrangement of the factory was based on factors such as orders and manpower, etc. The factory failed to formulate an effective production capacity plan in combination with the management and control of overtime hours to meet the requirements of order delivery, resulting in more than 36 hours of overtime in the sampled months.

工厂的生产安排是基于订单，人力等因素，工厂未能结合加班时间的管控制订有效的产能计划以满足订单交付的要求，从而导致抽样月份月加班均超过36小时。

PA 2: Workers Involvement and Protection

The factory had defined long-term goals to protect employees based on amfroi BSCI values and principles or amfroi BSCI performance, but the factory did not invite workers and worker representatives to participate in the formulation of this long-term goal and did not develop a step-by-step plan to continuously improve worker protection.

工厂有根据amfroi BSCI价值和原则或amfroi BSCI表现去定义长期的目标去保护员工，但是工厂未邀请员工和员工代表参与该长期目标的制定且未制订逐步可执行的计划以持续改善员工保护。

The factory has established a grievance mechanism and provided training to employees, but the factory did not conduct regular assessments of the effectiveness of the grievance channel. The management stated that the factory had no complaints in the past 12 months and did not know how to conduct the assessment.

工厂有建立申诉机制并给员工进行了培训，但是工厂没有对申诉渠道的有效性进行定期的评估。管理层表示工厂在过去12个月内没有发生申诉情况，不知道如何开展评估。

PA 5: Fair Remuneration

The factory did not provide social insurance for all worker. There were 309 workers in the factory during the audit period, including 2 workers who had been employed for less than one month and 18 workers who had been re-employed after retirement. The factory displayed the social security purchase record in the past year through the social security platform. In May 2022 the factory did not purchase work-related injury insurance for 85 of 289 eligible workers, failed to purchase unemployment insurance for 110 of 289 eligible workers, and failed to purchase pension insurance for 107 out of 289 eligible workers purchased pension insurance, failed to purchase medical and maternity insurance for 109 of the 289 eligible workers. Most of the interviewed workers were from rural areas. They had already participated in the new rural cooperative medical insurance and rural endowment insurance in their villages, and were unwilling to participate in social insurance. Management representative said social security was purchased voluntarily, and they respected workers' choices. The factory purchased commercial group accident insurance for a total of 103 employees, the commercial insurance for 42 workers was valid from 3 September 2021 to 2 September 2022, and the commercial insurance for 61 workers was valid from 2 September 2021 to 1 September 2022. Reference law: Social insurance Law of PRC, article 10, 23, 33, 44, 53.

工厂未为所有员工提供社会保险。审核期间工厂有309名工人，包括2名入职不到1个月的工人和18名退休返聘的工人。工厂通过社保平台展示了过去1年的社保购买记录。在2022年5月工厂未为符合要求的289名工人中的85名购买工伤保险，未为符合要求的289名工人中的110名购买失业保险，未为符合要求的289名工人中的107名购买养老保险，未为符合要求的289名工人中的109名购买医疗和生育保险。被访谈工人大部分员工都来自农村，在自己村里已经参加新型农村合作医疗保险和农村养老保险，不愿意参加社会保险。管理者表示社保是自愿购买的，他们尊重员工的选择。工厂为总共103名员工购买了商业团体意外伤害保险，42名工人的商业保险有效期从2021年9月3日至2022年9月2日，61名工人的商业保险从2021年9月2日至2022年9月1日。参考法规：《中华人民共和国社保法》第10，23，33，44，53条。

PA 6: Decent Working Hours

The factory did not have an effective overtime control mechanism to control the monthly overtime work within 36 hours, and the current attendance system did not have the function of warning overtime hours. The management representative said that the

PA 6: Decent Working Hours

factory has established a working hour control procedure and the management understood the requirements of regulations on overtime hours. However, due to the short order delivery time, the control of overtime hours cannot be effectively implemented in actual operation, but workers were guaranteed to have at least one day off in each 7 day period. Based on worker interviews, overtime work was voluntary and the factory paid overtime work legally. The workers were not dissatisfied with the current working hours. During the audit, the auditee provided the attendance records from 1 May 2021 to 6 June 2022 (the first day of the audit). There was no obvious off-peak season for factory production. The attendance records of 22 workers in July 2021, October 2021 and April 2022 were randomly sampled and cross-validated with production records and wage records. The maximum monthly overtime in July 2021, October 2021 and April 2022 were 56 hours, 56 hours and 54 hours respectively. Remark: The monthly overtime for May 2022 and 1 June to 6 June in 2022 was 50 hours and 0 hours respectively. Reference Law: PRC Labour Law article 41.

工厂没有一个有效的加班管控机制去控制月加班在36小时以内，当前的考勤系统没有预警加班超时的功能。管理者代表表示工厂有制定工时管控制度且管理者也了解法规关于加班时间的要求，但是由于订单交期较短，实际运作中未能有效执行加班时间的管控，但员工每周休息一天是有保证的。通过员工访谈，加班是自愿且工厂有依法支付加班费，工人对目前的工作时间没有不满。审核期间被审核方提供了2021年5月1日至2022年6月6日（审核第一天）的考勤记录。工厂生产没有明显的淡旺季，随机抽样22名工人在2021年7月份，2021年10月份和2022年4月份的考勤记录并于生产记录，工资记录进行交叉验证。2021年7月份，2021年10月份和2022年4月份的最大月加班分别为56小时，56小时和54小时。备注：2022年5月和2022年6月1日到6日的月加班分别为50小时和0小时。参考法规：《中华人民共和国劳动法》第41条。

PA 7: Occupational Health and Safety

1) The factory established procedures for the collection and updating of laws and regulations and designated a special person to be responsible for the collection and updating, but it had not been effectively implemented, for example, the update time of the provided laws and regulations was 1 March 2018, and some regulations were not updated, e.g. the collected Work Safety Law of the People's Republic of China was the 2002 version, not the latest 2021 version. 2) Potential occupational hazards in the factory included dust, chemical hazards and noise, the factory provided on-the-job occupational health examinations for workers who were exposed to occupational hazards at work, but there was no pre-job and post-job occupational health check provided for employees who had been exposed to occupational hazards. Reference law: Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, article 35.

1) 工厂建立法律法规收集和更新的程序文件并指定专人负责收集和更新，但是并没有有效执行，如提供的法律法规的更新时间是2018年3月1日，部分法规是未更新的，如收集的中华人民共和国安全生产法是2002版本的，而不是最新的2021版本的等。2) 工厂潜在的的职业危害有粉尘，化学品危害和噪声，工厂为工作时接触职业危害因素的工人提供了在岗职业健康体检，但是没有为接触职业危害因素的员工提供岗前和离岗职业健康体检。参考法规：《中华人民共和国职业病防治法》第35条。

The factory did not provide any form of work-related injury insurance to 2 out of its 309 employees. Remarks: The factory has established work-related injury handling procedures, work-related accident prevention measures, and work-related injury return-to-work appraisal procedures, and has signed medical care service agreements with nearby hospitals. No work-related accidents were found in the past year. The management said that they would communicate with commercial insurance company to increase the commercial insurance for these two employees in June 2022. Reference law: Social Insurance Law of the People's Republic of China, article 33.

工厂没有给全部309名员工中的2名员工提供任何形式的工伤保险。备注：工厂建立了工伤处理程序、工伤事故预防措施、工伤返岗鉴定程序，并与附近医院签署了医疗救护服务协议。过去一年未发现工伤事故。工厂说在2022年6月份会跟商业保险公司沟通增加这2名员工的商业保险。参考法律法规：《中华人民共和国社会保险法》第33条。

The risk assessment on health and safety was insufficient, for example, the risks of fire safety and electricity safety in the warehouse, risks of occupational health and safety in silkscreen printing workshop were missing.

工厂健康安全风险评估不充分，如：仓库的消防安全和用电安全的风险，丝印车间的职业健康安全风险缺失。

There were chemical occupational hazards in the silkscreen printing workshop of the factory, but the factory did not set up an occupational disease hazard notification card in the workshop. And no warning signs of "manned operation is strictly prohibited" and signs of rated lifting weight were set up near the simple lift. Reference law: Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, article 24 and Work Safety Law of the People's Republic of China (2021), article 32.

工厂丝印车间存在化学品职业危害因素，但工厂未在该车间设置职业病危害告知卡。且在简易升降机旁未设置“严禁载人运行”的警示标志和额定起重量标志。参考法规：《中华人民共和国职业病防治法》第二十四条和《中华人民共和国安全生产法》(2021)第32条。

1) Most of the sewing machines in the sewing area of the factory was equipped with suitable protective devices, such as needle guards, finger guards, etc. However, 4 out of 6 randomly selected computer sewing machines were not installed with needle guards. Reference law: General rules for designing the production facilities in accordance with safety and health requirements (GB5083-1999), article 6.1.2. 2) There was a simple lift at the stairs of the silk screen printing workshop of the factory. The height of the well was more than 4 meters, but there was no interlocking device to ensure that when the landing doors were opened, the cargo box cannot start or run, and the cargo box can only be opened when the landing doors were parked. Reference law: GB28755-2012 Safety Rules for Simple Lifts GB28755-2012, article 7.1.

工厂缝纫区域大部分的针车均安装了合适的防护装置，如挡针板，护指环等。但是，随机抽样6台电脑缝纫设备中的4台没有安装挡针板。参考法规：《生产设备安全卫生设计总则》(GB5083-1999)第6.1.2条。2) 工厂丝印车间楼梯处有一简易升降机，井道高度超过4米，但是没有设置联锁装置确保当层门打开时，货箱不能启动或者运行，且只有当货箱在该层门的停靠的时候才能打开层门。参考法规：《简易升降机安全规程》GB28755-2012第7.1条。

PA 12: Protection of the Environment

During the audit, the factory failed to provide environmental monitoring reports for review, such as air emission from the silkscreen printing process, boundary noise, kitchen fumes, etc. Reference law: Measures for the Administration of Environmental Surveillance, article 21.

审核期间工厂未能提供环境监测报告以供查阅，如丝印工序的废气，厂界噪声，厨房油烟等。参考法规：《环境监测管理办法》第二十一条。