

Monitored Party Superb Textile(Jiashan) Co.,LTD	amfori ID 156-017974-000	Address B-2 Factory, No. 8, Cuckoo Road, Dayun Town, Jiashan Country, \$address.zip Jiaxing, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner QIMA Limited
Monitoring Start Date 20/05/2023	Closing Meeting Finished Date 29/05/2023	Submission Date 29/05/2023
Expiration Date 01/07/2024	Announcement Type Fully Announced	
Site Superb Textile (JiaShan) Co., Ltd.	Site amfori ID 156-017974-002	

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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: Michae Gao; APSCA membership number: CSCA 21703863

Monitoring partner name: QIMA LIMITED; 11600049.

Audit schedule details: The announced follow up audit is planned for 1 auditor x 1 day.

Business partner information:

The auditee named SUPERB TEXTILE (JIASHAN) CO., LTD / 杉珀针纺织品(嘉善)有限公司 (Business license registration number: 91330421MA29FB342U) was established on 19-Apr-2017 and located at B-2 Factory, No. 8, Cuckoo Road, Dayun Town, Jiashan Country, Jiaxing City, Zhejiang Province, China / 浙江省嘉兴市嘉善县大云镇杜鹃路8号B型-2号厂房. The total construction area was 5,620 square meters. The auditee did not provide dormitory or canteen to workers. The main products were Hat, scarf and glove. Main production processes included Weaving, Cutting, Sewing, Pressing, Embroidering, Inspection and Packing.

Audited location information:

The auditee rented one 3-storey building as their office, production and warehouse from Jiashan Detai Permanent Magnet Motor Co., Ltd. (嘉善德泰永磁电机有限公司). The auditee provided the lease for review.

Operating shifts and hours:

The auditee ran one shift from 8:00 to 17:00 with 60 minutes lunch break from 12:00 to 13:00. Overtime would be arranged from 18:00 to 20:00 if needed. The peak season was not obvious in last year. There were no vulnerable workers (pregnant, young, disabled, migrant etc.) in the auditee.

The attendance records from May 2022 to the audit day were reviewed in the audit. 8 sampled workers' attendance records of Apr 2023 (current month), 8 sampled workers' attendance records of Dec 2022 (random month) and 8 sampled workers' attendance records of Oct 2022 (random month) were selected for checking. The most overtime hours were 2 hours a day (normal day), 8 hours a day (rest day), 14 hours a week and 66 hours a month.

Time recording system:

The auditee used the electronic finger-print scanning attendance system to record workers' working hours.

Salary payment details:

The local minimum wage was RMB 2,070 per month or RMB 11.90 per hour since 1 Aug-2021. Payroll records from May 2022 to Apr 2023 were provided for review. 8 sampled workers' payroll records of Mar 2023 (current month), 8 sampled workers' payroll records of Dec 2022 (random month) and 8 sampled workers' payroll records from Oct 2022 (random month) were selected for checking. Workers were paid by monthly rate basis; the minimum basic wage was RMB 2,800 per month, which was higher than the legal requirement. Wage was released by cash on or before 20th of next month. The auditee paid 150% and 200% of normal rate for the overtime on regular working days and rest days respectively. No overtime work was arranged on Sundays and holidays. According to the social insurance receipt from Jan to Mar 2023, only 29 out of 63 employees (all 63 employees were permanent employees; 30 were retired and no new joined, dispatch or temporary) participated in Pension, Medical, Unemployment, Maternity and Work-related Injury insurance. The auditee purchased the commercial accident insurance for 34 employees who did not participate in work-related injury insurance, the valid period was from 22-Nov-2022 to 22-Nov-2023.

Worker number information:

- Total 63 employees included 50 production and 13 management workers
- 50 Production workers included 14 female and 36 male workers
- No vulnerable worker
- No interns, apprentices, contractor workers etc.

Worker organization details:

There was no labor union in the auditee currently. One worker representative had been elected by all employees, and the auditee had conducted internal communication meetings with the worker representative regarding workplace-related issues regularly.

Circumstances:

The production and workforce were operated in normal level.

Summary of findings:

Performance area 1:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. The Social Management System were not implemented properly. The auditee didn't provide relevant written records of calculating the production capacity or the costs of production. The workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts.

Performance area 2:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. The auditee had defined long term goals to protect workers according to the amfori BSCI Code of Conduct, but had not reviewed the achievement of objectives.

Performance area 5:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. Auditee did not identify the living cost of the workforce in the region, gap between actual remuneration and fair remuneration and potential actions to fill the gaps. While the basic wage of all randomly selected employees in Apr 2023 (current month). Insufficient social insurance.

Performance area 6:

The overall observation showed that the auditee did not fulfill the requirement of this performance area. According to the attendance records of Apr 2023, all 8 sample workers' overtime hours were 62 hours; according to the attendance records of Dec 2022, all 8 sample workers' overtime hours were 66 hours; according to the attendance records of Oct 2022, all 8 sample workers' overtime hours were 54 hours, which had exceeded the legal limit of 36 hours a month.

Performance area 7:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. The auditee was in line with most of the regulations on occupational health and safety relevant for its activities such as the regulations on electricity, fire protection, escape routes and emergency exit, first aid etc. But the auditee was not fully in line with the occupational health and safety regulations applicable for its activities such as occupational health check, etc. The auditee did not provide the pre-job or off-job occupational health examination to employees engaged in post with occupational disease hazards. While the relevant employees in the course of the work were arranged the on-job occupational health examination. Still 10% sewing machines are not equipped with needle guards in sewing workshop.

Performance area 12:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. The auditee had not logged in the national information platform of Environmental Protection Acceptance Check for Completed Construction Projects;

Performance area 13:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. The auditee did not establish procedure to collect, use and otherwise process personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements. And the auditee did not provide the training about this item.

Living wage calculation:

Auditee did not identify the living cost of the workforce in the region, gap between actual remuneration and fair remuneration.

Precautions taken about #COVID-19 in the facility:

All employees and visitors were required to wear mask in auditee premises.

Remark:

1. There was a personal data protection law in China, so the auditor had desensitized the uploaded attachment.
2. Below documents were not uploaded because:
 - 1). There are no contractors used by the auditee, which makes the contractor license/permit not applicable.
 - 2). There are no agencies used by the auditee, which makes the agency labour contract not applicable.
 - 3). There are no collective bargaining agreements set by the auditee, which makes the collective bargaining agreements not applicable.
 - 4). There is no documented valid authorization to make exemptions on working hours by the auditee, which makes the documented valid authorization to make exemptions on working hours not applicable.
 - 5). The auditee could not provide the approval document

SITE DETAILS

Site
Superb Textile (JiaShan) Co., Ltd.

Site amfori ID
156-017974-002

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	63	Workers
Legal minimum wage in local currency	2070	Monthly
Lowest wage paid for regular work at the site	2800	Monthly
Calculated living wage in local currency	2310	Monthly
Total sample	8	Workers

Other Metrics

Male workers	15	Workers
Female workers	48	Workers
Permanent workers - Male	15	Workers
Permanent workers - Female	48	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	5	Workers
Management - Female	4	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	11	Workers
Domestic migrant workers - Female	29	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	15	Workers
Workers hired directly - Female	48	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	1 Workers
Sample - Female	7 Workers

FINDINGS

PA1: Social Management System

Site: Superb Textile (JiaShan) Co., Ltd. | Site amfori ID: 156-017974-002

ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>Follow-up audit (20-May-2023) The previous finding had not been corrected The auditee partially respects this principle because the facility had established a system of social responsibility and conducted internal assessment and management review regularly, and conformed to BSCI requirements and relevant local law requirements in most performance areas, however, some performance areas should be improvement, such as there were findings noted in PA2, PA5, PA6, PA7 and PA12 etc.</p>	<p>跟进审核（2023年5月20日） 上次发现的问题没有改善 工厂部分遵循该准则： 尽管工厂建立了社会责任体系，定期进行社会责任体系的内审及管理评审，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PA2，PA5，PA6，PA7和PA12等部分仍然发现有不符合项。</p>
<p>Follow-up audit (20-May-2023) The previous finding had not been corrected The auditee partially respects this principle: The auditee has 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 for sampled employees are detected.</p>	<p>跟进审核（2023年5月20日） 上次发现的问题没有改善 工厂部分遵循该准则： 被审核方已经建立了劳动力能力分析程序，但没有满意的证据表明工厂有合理的生产计划来满足订单的交货期，同时在审核期间发现工厂抽取的员工存在加班超时的情况。</p>

PA 2: Workers Involvement and Protection

Site: Superb Textile (JiaShan) Co., Ltd. | Site amfori ID: 156-017974-002

ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>Follow-up audit (20-May-2023) The previous finding had not been corrected. The auditee partially respects this principle: The auditee had defined long term goals to protect workers according to the amfori BSCI Code of Conduct, but had not reviewed the achievement of objectives.</p>	<p>跟进审核（2023年5月20日） 上次发现的问题没有改善 工厂部分遵循该准则：受审核方已根据amfori BSCI行为准则建立起长期目标以保护员工，但尚未对目标完成情况进行评审。</p>

PA 5: Fair Remuneration

Site: Superb Textile (JiaShan) Co., Ltd. | Site amfori ID: 156-017974-002

ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>Follow-up audit (20-May-2023) The previous finding had not been corrected. Auditee did not identify the living cost of the workforce in the region, gap between actual remuneration and fair remuneration and potential actions to fill the gaps. While the basic wage of all randomly selected employees in Apr 2023 (current month), Dec 2022 (random month), Oct 2022 (random month) was higher than the local BASIC NEED WAGE per month.</p>	<p>跟进审核 (2023年5月20日) 上次审核发现的问题没有改善 被审核方尚未识别劳工在所在地区的生活成本,实际薪酬和公平薪酬的差距以及满足差距的可能措施。但是2023年4月 (当前月), 2022年12月 (随机月), 2022年10月 (随机月) 随机抽取的所有员工基本工资均高于当地的体面生活保障工资。</p>
<p>Follow-up audit (20-May-2023) The previous finding had not been corrected. According to the social insurance receipt from Jan to Mar 2023, only 29 out of 63 employees (all 63 employees were permanent employees; 30 were retired and no new joined, dispatch or temporary) participated in Pension, Medical, Unemployment, Maternity and Work-related Injury insurance. The auditee purchased the commercial accident insurance for 34 employees who did not participate in work-related injury insurance, the valid period was from 22-Nov-2022 to 22-Nov-2023.</p>	<p>跟进审核 (2023年5月20日) 上次审核发现的问题没有改善 2023年1月到2023年3月的社保收据显示, 被审核方全部63名员工 (全部63名员工均为正式工; 其中30人为退休返聘员工, 无新进, 临时和派遣工人) 中只有29人参加了养老、医疗、失业、生育和工伤保险。被审核方为没有参加工伤保险的34名员工购买了商业意外保险, 有效期从2022年11月12日到2023年11月12日。</p>

PA 6: Decent Working Hours

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ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>Follow-up audit (20-May-2023) The previous finding had not been corrected According to the attendance records of Apr 2023, all 8 sample workers' overtime hours were 62 hours; according to the attendance records of Dec 2022, all 8 sample workers' overtime hours were 66 hours; according to the attendance records of Oct 2022, all 8 sample workers' overtime hours were 54 hours, which had exceeded the legal limit of 36 hours a month.</p>	<p>跟进审核 (2023年5月20日) 上次审核发现的问题没有改善 2023年4月考勤记录显示, 8名抽样工人的月加班时间为62小时; 2022年12月考勤记录显示, 8名抽样工人的月加班时间为66小时; 2022年10月考勤记录显示, 8名抽样工人的月加班时间为54小时, 超过了法规限制的每月36小时。</p>

PA 7: Occupational Health and Safety

Site: Superb Textile (JiaShan) Co., Ltd. | Site amfori ID: 156-017974-002

ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>Follow-up audit (20-May-2023)</p> <p>The previous finding had not been corrected</p> <p>The auditee was in line with most of the regulations on occupational health and safety relevant for its activities such as the regulations on electricity, fire protection, escape routes and emergency exit, first aid etc. But the auditee was not fully in line with the occupational health and safety regulations applicable for its activities such as occupational health check, etc.</p> <p>The auditee did not provide the pre-job or off-job occupational health examination to employees engaged in post with occupational disease hazards. While the relevant employees in the course of the work were arranged the on-job occupational health examination.</p>	<p>跟进审核 (2023年5月20日)</p> <p>上次审核发现没有改善</p> <p>被审核方大部分符合了职业健康安全与其活动相关的规定如关于防火、逃生路线和紧急出口、急救等方面的规定。但是，被审核方没有完全遵守适用于其活动的职业健康安全规定，如职业病体检等。被审核方没有为从事职业性危害作业的员工提供上岗前和离岗时的职业健康检查。被审核方没有为从事职业性危害作业的员工提供上岗前和离岗时的职业健康检查，但是给所有在岗人员提供职业健康检查。</p>
<p>Follow-up audit (20-May-2023)</p> <p>The previous finding had not been corrected</p> <p>During onsite tour, auditor noted that still 10% sewing machines are not equipped with needle guards in sewing workshop.</p>	<p>跟进审核 (2023年5月20日)</p> <p>上次审核发现没有改善</p> <p>现场巡视中，审核员发现缝纫车间仍有10%的缝纫机没有安装针挡。</p>

PA 12: Protection of the Environment

Site: Superb Textile (JiaShan) Co., Ltd. | Site amfori ID: 156-017974-002

ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>Follow-up audit (20-May-2023)</p> <p>The previous finding had not been corrected</p> <p>The auditee had not logged in the national information platform of Environmental Protection Acceptance Check for Completed Construction Projects and had not declared the basic information of construction projects, acceptance check status of environmental protection facilities and other related information. The auditee obtained the Environmental Impact Assessment (EIA) and approval for the construction project.</p>	<p>跟进审核 (2023年5月20日)</p> <p>上次审核发现没有改善</p> <p>被审核方没有登录全国建设项目竣工环境保护验收信息平台，填报建设项目基本信息、环境保护设施验收情况等相关信息。被审核方提供了建设项目的环评，批复。</p>

PA 13: Ethical Business Behaviour

Site: Superb Textile (JiaShan) Co., Ltd. | Site amfori ID: 156-017974-002

ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>Follow-up audit (20-May-2023)</p> <p>The previous finding had not been corrected</p> <p>The auditee did not establish procedure to collect, use and otherwise process personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements. And the auditee did not provide the training about this item.</p>	<p>跟进审核 (2023年5月20日)</p> <p>上次审核发现没有改善</p> <p>被审核方没有建立程序以按照隐私和信息安全法和监控要求收集、使用和进行合理谨慎的处理。也没有对以上内容进行培训。</p>