

Monitoring result for Huai An Ruifeng Shoes Co., Ltd on site Huai An Ruifeng Shoes Co., Ltd

Monitoring

Monitored Party : Huai An Ruifeng Shoes Co., Ltd
amfori ID : 156-007033-000
Site : Huai An Ruifeng Shoes Co., Ltd
Site amfori ID : 156-007033-001
Address : Yugou Industrial Park, Huaiyin District
: Huaian
: Jiangsu Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Follow-up Monitoring
Monitoring Partner : SGS
Monitoring Start Date : 18/11/2022
Closing Meeting : 27/11/2022
Finished Date :
Submission Date : 27/11/2022
Expiration Date : 29/11/2023

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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

[Legal entity and business license]

Huai An Ruifeng Shoes Co., Ltd was located at Yugou Industrial Park, Huaiyin District , Huaian City, Jiangsu Province, China. It was the limited liability company.

The business license number of the auditee was 91320804MA1MHWE91C.

The validity period of business License was from Apr.13, 2016 to long term.

The factory rented two 3-storey production buildings and one 1-storey dormitory building from Huai'an City Huaiyin District Yugou Town People's Government; the factory provided the leasing contract during the audit day. There was only one factory in the factory boundary.

[Production overview/Physical audit scope]

The factory rented one 3-storey building which was about 4320 square meters as production, warehouse, office area and canteen, 1F was used as raw material warehouse, compound and cutting workshop, 2F was used as embroidery, sewing, and office area, 3F was used as warehouse, kitchen and canteen.

The factory rented one 3-storey building which was about 4320 square meters as production and warehouse, 1F was used as forming, inspection and packing workshop, 2F was used as finished goods warehouse, 3F was vacant (the original printing workshop).

The factory rented one 1-storey dormitory building which was about 150 square meters.

[Main products]

The main products of the auditee were shoes, the main processes were compound, cutting, embroidery, sewing, gluing and forming, inspection and packing. There was no peak season in the facility.

The production capacity was about 1800000 pairs per year.

[Audit process]

This was 1 Man Day on-site follow up audit and one auditor conducted this audit including Opening meeting, On-site observation, Worker and Management Interview, Document Review and Closing Meeting. During the audit, the factory management was well cooperative; all requested documents and records were provided in a timely manner, all necessary areas were allowed access for touring, and a private room was provided for worker interview.

Opening Meeting: Factory representative: Financial supervisor and worker representative attended the opening meeting. The auditor briefly introduced the audit method, audit scope, audit standards and audit itinerary/ plan during the opening meeting. The auditor explained and presented SGS's Integrity Declaration Forms and Audit Cooperation & Confidentiality Declaration to the facility management and financial supervisor agreed and signed the declaration.

The factory representative agreed auditor to conduct onsite tour, document review and workers interview without any interference. Auditor was allowed to take photos of the site and documents.

Health and Safety Tour: The auditor conducted onsite tour for all areas of the factory, all workshops and stations were operating normally during the audit day.

There were 72 employees including management in total worked in the factory, and the factory signed labour contracts with all workers directly. No young worker or child labour was found during this audit.

5 workers from different workshop were selected for worker interview including individual interview and group interview, and the working hours and payroll records of them were selected for review. Most workers were satisfied with working condition and benefits in the factory.

The documents related social responsibility management were provided for review based on the document list. No false or inconsistent document was found during this audit.

The closing meeting was carried out by the Lead Auditor explaining all the elements of CAP and further processing. The CAP was agreed and copy of it along with Finding report was also given to the factory. The factory management promised to take corrective actions as soon as possible.

[Working hours information]

Workers working hour's management procedure had been established by the auditee. The working hours of workers were recorded by electronic attendance machine (IC card). Workers regular working hours were working hours were 5 days per week and 8 hours per day. The normal working hours of production workers in the month from May to Sep were arranged as: 7:30-11:00 12:30-17:00. The normal working hours of production workers in the month from Oct to Apr were arranged as: 8:00-11:00 12:30-17:30, they would work OT 1 hour on weekdays (17:00-18:00 or 17:30-18:30). Sufficient breaks were provided. Attendance records from Dec.1, 2021 to the audit date were reviewed, the maximum daily OT hour was 1 hour, and the maximum weekly working hours were 54 hours. All workers had at least one day off per seven days. The maximum monthly overtime hours were 66 hours (including 21 weekday overtime hours and 45 weekend overtime hours) in Jul, 2022.

[Wage information]

The factory defined a policy on wage and benefit and communicated it to all workers regularly. The factory complied with local minimum wage standard to pay the basic wage to workers, the minimum basic wage was RMB 1900 per month which above the legal minimum wage standard (RMB1840 per month), and the wages were issued in a timely manner, regularly and fully in legal tender. The factory provided payroll records from Dec, 2021 to Sep, 2022 for review. Wage was paid by cash before 30th of each following month with pay slip. Paid holiday, sick leave and marriage Leave etc. was stipulated in employee manual.

[Attachments]

Some required documents attached in the document report were not applicable in the auditee such as Agency labour contact, Government Waiver on working hours, and Collective bargaining agreement.

[#COVID19]

There was no special requirement for the auditee to the pandemic except workers were required to scan the place code before entering the factory.

[Remark]:

There was no production in the compound, embroidery, gluing and forming station, the factory management stated these processes were not required for the current order.

[Audit team's information]

Announcement Type: Announced

Monitoring Date: Nov.18, 2022

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

Auditor name: Judy Xu (APSCA member No. CSCA21702022)

Site Details

Site : Huai An Ruifeng Shoes Co., Ltd

Site amfori ID : 156-007033-001

GICS Classification

Sector : Consumer Discretionary

Industry Group : Consumer Durables & Apparel

Industry : Textiles, Apparel & Luxury Goods

Sub Industry : Footwear

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	72 Workers
Legal minimum wage in local currency	1840 Monthly
Lowest wage paid for regular work at the site	1900 Monthly
Calculated living wage in local currency	2679 Monthly
Total sample	5 Workers

Other Metrics

Male workers	14 Workers
Female workers	58 Workers
Permanent workers - Male	14 Workers
Permanent workers - Female	58 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	14 Workers
Workers hired directly - Female	58 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	4 Workers

Findings

PA1: Social Management System

1.1 Follow up audit on Nov.18, 2022: Open The main auditee partially respects this principle because the factory had set up social responsibility management systems including written policies and procedures according to amfori BSCI Code of Conduct and related applicable laws & regulations, but parts of social responsibility policies and procedures were not implemented effectively, the non-compliance findings regarding overtime hours, social insurance, and occupational health & safety etc. were detected during this audit.

2022年11月18日跟进审核：未关闭 被审核方部分遵循该准则，因为被审核工厂已经依据amfori BSCI行为守则和相关适用的法律法规建立了社会责任管理体系包括书面的政策和程序，但是一些社会责任政策和程序未得到有效地执行，本次审核在加班时间、社会保险和职业健康与安全等方面有存在一些问题。

1.4 Follow up audit on Nov.18, 2022: Open The main auditee partially respects this principle because the factory had established the procedure to evaluate the workforce capacity, but the auditee did not properly evaluate the workforce capacity to meet the expectations of the delivery orders or contracts, the workers' overtimes had exceeded the national law's requirements.

2022年11月18日跟进审核：未关闭 被审核方部分遵循该准则，被审核方建立了生产能力评估程序，但没有恰当的评估其具体生产能力是否可以预期完成订单或者合同，工人的加班时间超出了国家法规要求。

PA 2: Workers Involvement and Protection

2.4 Follow up audit on Nov.18, 2022: Open The main auditee partially respects this principle because the factory did not have completed system for training to workers to ensure they understand the Amfori BSCI code of conduct, most interviewed workers did not know the Amfori BSCI code of conduct.

2022年11月18日跟进审核：未关闭 被审核方部分遵循该准则。因是工厂并未有完整的培训系统来保证员工了解Amfori BSCI行为守则内容，访谈的大部分员工均不了解Amfori BSCI 行为守则。

PA 5: Fair Remuneration

5.5 Follow up audit on Nov.18, 2022: Open The main auditee does not respect this principle because there were 72 employees in total working in the factory during this audit including 36 employees who had reached the retirement age. Based on the recent three months' social insurance payment records review (Aug, 2022 to Oct, 2022) and workers & management interview, it was noted that the factory only provided retirement, unemployment, medical, maternity and injury insurance to 26 employees. The factory provided commercial injury insurance to other workers which valid from Aug.6, 2022 to Aug.6, 2023.

2022年11月18日跟进审核：未关闭 被审核方未遵循该准则，因为工厂目前合计共72名员工，其中有36名到达退休年龄的工人。根据工厂提供的最近三个月的社保缴费凭证（2022年8月到2022年10月）和工人与管理层访谈，工厂只给26名员工缴纳了养老，医疗，生育，失业和工伤保险，工厂给其他员工提供了商业意外险有效期自2022年8月6日到2023年8月6日。

PA 6: Decent Working Hours

6.2 Follow up audit on Nov.18, 2022: Open The main auditee does not respect this principle because the factory provided the attendance records from Dec.1, 2021 to the audit day, it was found all sampled workers' monthly overtime hours had exceeded legal requirement (36 hours) in each sampled month, the maximum monthly overtime hours were 66 hours (including 21 weekday overtime hours and 45 weekend overtime hours) in Jul, 2022.

2022年11月18日跟进审核：未关闭 被审核方未遵守该准则。因为工厂提供了2021年12月1日至审核当天的考勤记录，所有抽样员工的月加班时间在抽样月份均超过法规要求的36小时，最大月加班时间为66小时（包括平时加班21小时以及周末加班45小时），发生在2022年7月。

PA 7: Occupational Health and Safety

7.1 Follow up audit on Nov.18, 2022: Open The main auditee partially respects this principle because the factory did not implement strictly in accordance with the laws and regulations and led to some issues were raised in health and safety section such no safeguard was installed for some machines and so on.

2022年11月18日跟进审核：未关闭 被审核方部分遵循该准则。因为工厂没有严格按照法规实施，导致健康安全方面存在问题例如部分设备缺少防护罩等。

7.3 Follow up audit on Nov.18, 2022: Open The main auditee partially respects this principle because the factory provided on-the-job occupational health examination for all workers who were exposed to occupational disease hazards factors (chemical, dust and noise), but the factory did not provide off-job occupational medical examination and pre-job occupational medical examination to workers.

2022年11月18日跟进审核：未关闭 被审核方部分遵循该准则。因为工厂给所有接触职业病危害因素（化学品，粉尘和噪声）的员工提供了岗中职业健康体检，但工厂没有给员工提供离岗职业健康体检和岗前职业健康体检

PA 7: Occupational Health and Safety

7.6 Follow up audit on Nov.18, 2022: Closed Based on onsite observation and worker interview, the factory provided proper PPE such as protective glasses, activated carbon mask, gloves and earplugs to workers, and workers wore PPE as requirement during operation.

2022年11月18日跟进审核：已关闭 根据现场观察和员工访谈，工厂为员工提供了合适的劳保用品，如防护眼镜，活性炭口罩，手套和耳塞，员工在工作时按要求佩戴了劳保用品。

7.7 Follow up audit on Nov.18, 2022: Open The main auditee partially respects this principle because the factory posted the MSDS of chemicals in the chemical warehouse and workshop, but the factory did not provide secondary containment for some chemicals such as glue used in the forming workshop, and no safety label was available for 5% chemical containers in the factory.

2022年11月18日跟进审核：未关闭 被审核方部分遵循该准则。因为工厂在化学品仓库和车间张贴了化学品的物质安全数据表，但是工厂没有给成型车间使用的部分化学品如胶水等提供二次容器，工厂内5%的化学品容器上没有张贴安全标签。

7.17 Follow up audit on Nov.18, 2022: Open The main auditee partially respects this principle because the factory installed finger protection safeguards for all sewing machines, but the factory did not install eye protection safeguard for one overlap machine, and one sewing machine was not installed with belt safeguard.

2022年11月18日跟进审核：未关闭 被审核方部分遵循该准则。因为工厂给所有缝纫机安装了护指环。但是工厂没有给一台锁边机安装挡针板，工厂一台缝纫机没有安装皮带轮防护罩。

7.25 Follow up audit on Nov.18, 2022: Open The main auditee partially respects this principle because it was found some material and some finished goods were stacked against the wall in the warehouse.

2022年11月18日跟进审核：未关闭 被审核方部分遵循该准则。因为审核发现工厂仓库部分物料以及部分成品靠墙堆放。

PA 12: Protection of the Environment

12.2 Follow up audit on Nov.18, 2022: Closed Based on document review, the factory conducted wastewater, boundary noise and waste gas monitoring in Aug, 2022, and the testing results were in line with the standard.

2022年11月18日跟进审核：已关闭 根据文件审核，工厂在2022年8月对废水，厂界噪音和废气进行了监测，检测结果符合标准。

12.4 Follow up audit on Nov.18, 2022: Closed Based on document review and onsite observation, the factory signed hazardous waste transfer agreement with the units that had the operation license for hazardous waste treatment. Some hazardous wastes were transferred to licensed vendor, the latest one was transferred on Dec.8, 2021. The remaining hazardous wastes were stored in hazardous waste warehouse as requirement.

2022年11月18日跟进审核：已关闭 根据文件审核和现场观察，工厂与有资质处理危废的单位签订了危废转移协议。部分危险废物已通过有资质单位进行转移处理，最近一次转移是在2021年12月8日。剩余危废按要求存储在危废仓库。