

Monitoring result for Dongguan City Zippy Clothing Co.,Ltd. on site Site 1

Monitoring

Monitored Party	: Dongguan City Zippy Clothing Co.,Ltd.
amfori ID	: 156-033664-000
Site	: Site 1
Site amfori ID	: 156-033664-001
Address	: Room 401, No. 103, Liansheng Road, Humen Town, Dongguan City, Guangdong Province
	: Dongguan
	: Guangdong Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 12/04/2022
Expiration Date	: 12/04/2023

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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	B
PA 13: Ethical Business Behaviour	A

General description

The factory (Unified Social Credit Code: was 91441900076717235P) was established on Aug 26, 2013 as shown in the business license, it was located at Room 401, No. 103, Liansheng Road, Humen Town, Dongguan City, Guangdong Province, China. The facility specialized in the manufacture of clothing. The main produce processes included cutting, sewing, ironing, inspection and packing. According to factory management, peak season was not obvious.

There were 6 production buildings in the industrial zone, the audited factory used the 1st floor of Building 3# as office, used the 4th floor of Building 6# as cutting workshop, and used the 5th floor of Building 2# as warehouse, sewing and ironing, etc. workshops, other floors belong to other facilities.

There were a total of 49 employees with 26 male and 23 female. The youngest employee noted during this audit was 22 years old. All the employees, including management staff and production workers were directly hired by the facility, no part time workers or temporary workers were used.

According to the sampled payroll records, it was noted that all employees were paid at least CNY 1900 per month, which met the local minimum wage CNY 1900 per month. All employees overtime worked on weekday and weekend was paid with 150% and 200% of employees' normal wage, which was compliance with legal requirement. No sampled employees overtime worked on statutory holidays.

A closing meeting was held with the factory representatives and all of the findings were discussed. Mr. Dinghe Chen/ General manager, Mr. Junzhi Zhang / Worker representative signed the onsite CAP and agreed to take corrective actions.

Announcement Type: Semi-Announced

Monitoring Date: Apr 6, 2022

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

Auditor name: Atom Wu (APSCA member No. CSCA 21702054)

Site Details

Site : Site 1
Site amfori ID : 156-033664-001

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.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	49 Workers
Legal minimum wage in local currency	1900 Monthly
Lowest wage paid for regular work at the site	1900 Monthly
Calculated living wage in local currency	2543 Monthly
Total sample	5 Workers

Other Metrics

Male workers	26 Workers
Female workers	23 Workers
Permanent workers - Male	26 Workers
Permanent workers - Female	23 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	3 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	25 Workers
Domestic migrant workers - Female	17 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	26 Workers
Workers hired directly - Female	23 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	2 Workers

Findings

PA1: Social Management System

1.1 The main auditee partially respected this principle because the auditee did not know quite well about all the requirements and some legal requirements, which resulted in the issues on overtime work and H&S management etc., and the auditee did not identify the issues through internal audit or self-assessment.

被审核方（生产商）部分遵循该准则。因为工厂未完全了解要求及部分法规要求，以致于工厂在加班时间及健康安全管理等方面有问题且工厂未能通过自我评估以及内审来发现这些问题。

1.4 The main auditee partially respect this principle because the factory did not recruit enough employees or organize its workforce capacity to meet the expectations of the delivery production order or contracts, so employees' monthly overtime hours exceeded legal limit.

被审核方部分遵守该原则，因为工厂没有招聘足够的员工或者进行良好的生产组织来达成交付生产订单或合同的预期，以至于员工月加班超出法律规定。

PA 2: Workers Involvement and Protection

2.2 The main auditee did not respect this principle because the factory did not establish long-term goals to protect employees in accordance with the BSCI code of conduct.

被审核方未遵守该原则，因为工厂没有按照BSCI行为准则建立保护员工的长期目标。

PA 5: Fair Remuneration

5.5 The audited factory did not comply with this principle because it did not purchase social security for enough employees. There were 49 employees in the factory. By checking the social security purchase records from Feb to Apr 2022, it was confirmed that the factory only purchased all five kinds of social insurance for 14 (28.6%) employees. The factory provided commercial insurance for the rest workers, valid from Mar 12, 2022 to Mar 11, 2023.

被审核工厂因为没有给足够的员工购买社保而未遵守该原则，工厂共有49人，通过查看2022年2月至4月的的社保购买记录确认，工厂只给14（28.6%）名员工购买5种社保，此外工厂有给其他员工购买商业保险，有效期为2022年3月12日至2023年3月11日。

PA 6: Decent Working Hours

6.2 The audited factory did not respect this principle because the factory did not ensure that the overtime hours of employees met the requirements of the regulations, it was confirmed by checking the attendance records from Mar 1, 2021 to the audit day provided by the factory, the overtime hours of all sampled employees exceeded the 36 hours required by the regulations, the maximum up to 85.5 hours, which was occurred in Oct 2021, including 34.5 hours on weekdays and 51 hours on weekends, workers' maximum weekly working hours were 58.5 hours.

被审核工厂未遵守该原则，因为工厂未确保员工的加班时间符合法规要求，通过查看工厂提供的2021年3月1日至审核当日的考勤记录确认，所有抽样员工月加班时间超过法规要求的36小时，最大为85.5小时，出现在2021年10月，其中工作日34.5小时，周末51小时，员工的最大周工时为58.5小时。

PA 7: Occupational Health and Safety

7.1 The audited factory partially respected this principle because the factory had established a health and safety policy, designated a senior manager to be responsible for health and safety and collected health and safety regulations. However, due to lack of effective inspection, the factory had NC in chemical management and mechanical safety, etc.

被审核工厂部分遵守该原则，因为工厂建立了健康安全政策，指定了名高级管理人员负责健康安全并收集了健康安全法规，但是由于缺乏有效检查，在化学品管理，机械安全等方面存在问题。

7.7 The audited factory did not respect this principle because one bucket of sewing machine oil without secondary container, proper safety label or MSDS.

被审核工厂未遵守该原则，因为工厂1桶衣车油未配备二次容器，未张贴合适的标签，未张贴MSDS。

7.17 The audited factory did not respect this principle because confirmed by the on-site audit, all flat sewing machine in the sewing workshop were not installed with finger protector.

被审核工厂未遵守该原则，因为通过现场审核确认，工厂车缝车间所有的针车未安装护指器。

7.22 The audited factory partially respected this principle because there is no hand sanitizer or soap in the factory's toilet.

被审核工厂部分遵守该原则，因为工厂的洗手间未配备洗手液或肥皂。

PA 12: Protection of the Environment

12.3 The audited factory did not respect this principle because the factory did not registered the discharge of fixed pollution sources.

被审核工厂未遵守该原则，因为工厂未进行固定污染源排污登记。