

Monitored Party Hangzhou Jinhong Sanniao Down Products Co., Ltd	amfori ID 156-005208-000	Address Xixu Village, Xintang Street, Xiaoshan District, Hangzhou, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner ELEVATE
Monitoring Start Date 06/06/2023	Closing Meeting Finished Date 08/06/2023	Submission Date 12/06/2023
Expiration Date 10/06/2024	Announcement Type Fully Unannounced	
Site Hangzhou Jinhong Sanniao Down Products Co., Ltd	Site amfori ID 156-005208-002	

This is an extract of the online Monitoring Result, generated on 12/06/2023, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.







amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).








All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent. © amfori, 2021

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

Audit information:

1. Audit Day (excluding reporting time): June 5&6 2023.
2. Audit schedule details: The audit is planned for 1 auditor for 1.5 onsite day.
3. Lead & Member Auditor name and APSCA number: Jifeng Dong/CSCA 21701137/ ELEVATE
4. Monitoring partner name (Site): Hangzhou Jinhong Sanniao Down Products Co., Ltd

Factory Background:

Hangzhou Jinhong Sanniao Down Products Co., Ltd is located at Xixu Village, Xintang Street, Xiaoshan District, Hangzhou City, Zhejiang Province and China based on the business license. The factory address is the same with BSCI platform and BL and actual production site. Factory started their operation in 1998 and moved to current location since 2002. The factory's local name is “杭州金弘三鸟羽绒制品有限公司(913301097109763157)”.

Numbers of Workers:

Based on the audit booking, there are total 431 employees in the production site, including 132 male employees and 299 female employees currently working in the factory. No children or young workers worked in the factory, and the youngest employee was 20 years old, born in October 2002 and was hired in 2023. There were 383 production employees (including workers from cutting, sewing, filling, quilting, inspection and packing sections, warehouse and sample making room) and 48 non-production employees (including management person, office worker, production development, sales and services).

Factory Building:

In view of the facilities, the factory occupied o 3 blocks of 5-storey productions building used as warehouse and workshops, 1 block of 6-storey office building used as office and meeting room, and 1 block of 3-storey kitchen and canteen building used as kitchen and canteen. The total area was about 46000m2 used by the factory. No dormitory, but one kitchen and canteen were provided for workers. Other buildings in the same compound were rented out and not in-scope. The audit factory had provided the lease contract, the copy of Business Registration for auditor review. No shared workers or production among these factories.

Production Process:

The main production processes are listed as follows: cutting, sewing, filling, quilting, inspection and packing.

Working Hours:

Attendance records from May 2022 to audit day and payroll records from May 2022 to April 2023 were reviewed in this audit. By cross check those records, production records and interview with the management, workers and worker representative, the regular working time was 8 hours per day and 5 days per week; all workers worked in 1 shift, from 8:00 to 17:00 with 1 hour lunch break from 11:30 to 12:30 and had overtime work from 17:00 to 18:00 and on Saturday for 8 hours. They always rested on Sunday and public holidays; IC card attendance systems were used for time record.

Compensation:

All employees' wages were calculated by hourly rate, the lowest basic wage was RMB 11.33, which was above the local legal minimum payment requirement (RMB 13.10 per hour); for overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively, no overtime was arranged on public holidays. Employees are paid by bank transfer at the ending of the following month. Auditor has reviewed the social insurance records for recent 6 months, as per record for the latest month April 2023, a total of 332 employees (excluded 2 new hired employees and 97 retired employees) were eligible to receive five types of social insurances according to the law. However, through review of social insurance enrolment list, only 301 employees (90.6% of total eligible employees) were enrolled in occupational injury insurance, medical insurance, child-bearing insurance, pension insurance and unemployment insurance. Remarks: These workers wanted to save money and did not want to pay too much for social insurance. The factory bought commercial injury insurance for all other employees, but no waiver was obtained by the factory.

Living wage calculation:

This audit was used the data provided by the factory to collect factory's living wage data.

Health and Safety:

Concerning the fire safety management, based on documents checked, site observation and interviews, the auditee has established health and safety committee and conducted risk assessment; the relevant policy and procedures were available for review; the training included fire drill & evacuation exercise was provided to workers regularly; emergency exits fulfills the legal requirements and are marked legibly for easy evacuation during emergencies, and they were kept open during the audit; evacuation plans were posted inside plant and emergency lights were installed at all of the designated places of the production floor and staircase; enough firefighting equipment such as fire extinguishers, smoke detector, sprinkler system, fire hydrants and alarms were installed in place, maintained by regular checks and kept in good condition, which were also confirmed by onsite check and test randomly during the audit. The factory also provided free PPE and occupational health check to related workers.

Worker Union/Organization Details:

There was one organized union established in the factory named Hangzhou Jinhong Sanniao Down Products Co., Ltd Labour Union, Mr. Zhang Huailu was the chairman of the labour union and elected by workers in 2021. All workers were members of the union. There were 44 worker representatives had been elected by all workers in May 2021.

Summary of Findings:

The facility management and workers (representative) showed a positive attitude to this audit during the whole process. The audit was basically fulfilled according to the audit plan sent prior to the audit. At the end of the audit, all the findings were accepted by the auditee. The performance areas which needed improvement were as follows: PA1, PA2, PA5, PA6, PA7 and PA 12.

Precautions taken about #COVID-19 in the facility: No COVID-19 was affected for facility

SITE DETAILS

Site

Hangzhou Jinhong Sanniao Down Products Co., Ltd

Site amfori ID

156-005208-002

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Textiles, Apparel & Luxury Goods
Sub Industry		
Textiles		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	431	Workers
Legal minimum wage in local currency	2,280	Monthly
Lowest wage paid for regular work at the site	2,280	Monthly
Calculated living wage in local currency	2,475	Monthly
Total sample	15	Workers

Other Metrics

Male workers	132	Workers
Female workers	299	Workers
Permanent workers - Male	132	Workers
Permanent workers - Female	299	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	6	Workers
Management - Female	8	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	104	Workers
Domestic migrant workers - Female	245	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	132	Workers
Workers hired directly - Female	299	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
Minimum wage agreed on CBA in local currency	2,280	Monthly
Sample - Male	5	Workers
Sample - Female	10	Workers

FINDINGS



PA1: Social Management System

Site: Hangzhou Jinhong Sanniao Down Products Co., Ltd | Site amfori ID: 156-005208-002

ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>Previous Finding: The established social management system was not fully effective in the factory because some findings were noted in several PAs during this audit and continuous improvement is needed.</p> <p>Current Status: Not Corrected</p> <p>Based on satisfactory evidence, the main auditee partially respected this principle because the main auditee had set up the management system to implement the amfori BSCI Code of Conduct. However, during this audit, it was noted that the management system was not fully implemented yet due to some non-compliances were still noted in PA1, PA2, PA5, PA6, PA7 and PA12. (In accordance with amfori BSCI Code of Conduct)</p>	<p>根据充分证据，工厂部分遵循此项准则，在此次审核过程中，审核员发现工厂建立了一个管理系统来符合amfori BSCI 准则。但在这次审核中发现这个管理系统还不能有效实施，因为工厂在PA1，PA2，PA5，PA6，PA7和PA12领域都还存在缺失。(根据 amfori BSCI 行为准则)</p>
<p>Previous Finding: It was noted that the factory did not properly organize its workforce to meet the expectations of the delivery order and/or contracts. All sampled employees worked excessive monthly overtime hours.</p> <p>Current Status: Not Corrected</p> <p>Based on satisfactory evidence, the main auditee partially respected this principle because the main auditee had set up one workforce capacity procedure and try to control the overtime hours within the legal requirement. However, during this audit, it was noted that the factory did not limit the overtime hours well, some workers' monthly overtime exceeded the legal requirement due to the requirements of its production. (In accordance with amfori BSCI Code of Conduct)</p>	<p>根据充分证据，工厂部分遵循此项准则，在此次审核过程中，审核员发现工厂已经建立了生产能力评估程序，尝试控制工作时间在法律要求之内。但是在此次审核过程中，工厂加班工时管控措施不到位，因为生产需求所以有部分工人的月加班时间有超过法规要求的情况。(根据 amfori BSCI 行为准则)</p>



PA 2: Workers Involvement and Protection

Site: Hangzhou Jinhong Sanniao Down Products Co., Ltd | Site amfori ID: 156-005208-002

ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>Previous Finding: The main auditee partially</p>	<p>未改善。根据充分证据，工厂部分遵循此项准则，</p>

Finding(s)

respects this principle: The auditee has posted the BSCI Code of Conduct publicly, and provided BSCI training with all employees, but according to interviews, it was noted that the partial interviewed workers were not quite aware of BSCI values and principles.

Current Status: Not Corrected

Based on satisfactory evidence, the main auditee partially respected this principle because the factory had provided some trainings about amfori BSCI Code of Conduct for workers had posted the amfori BSCI Code of Conduct on-site. However, it was noted that some interviewed workers did not know about the requirement of amfori BSCI Code of Conduct clearly. (In accordance with amfori BSCI Code of Conduct)

在此次审核过程中，审核员发现工厂工人提供了关于amfori BSCI行为准则的培训，也在现场张贴了amfori BSCI行为准则。但是在此次审核过程中审核员发现部分访谈的工人不是很清楚amfori BSCI标准要求。(根据 amfori BSCI 行为准则)

PA 5: Fair Remuneration

Site: Hangzhou Jinhong Sanniao Down Products Co., Ltd | Site amfori ID: 156-005208-002

ENGLISH

LOCAL LANGUAGE

Finding(s)

Previous Finding: Insufficient social insurance participated, There are total 482 employees (4 newly hired employees and 58 retirees) in Jun 2022, and only 357 employees had participated in basic endowment insurance, unemployment insurance, employment injury insurance, maternity insurance and medical insurance.(Law of the People's Republic of China, Article 10, Article 23, Article 33, Article 44, Article 53) Remark: The factory purchased commercial accident and medical insurance for rest employees. It was valid from 2021/12/10 to 2022/12/09.

Current Status: Not Corrected

Based on satisfactory evidence, the main auditee did not respect this principle because it was noted that a total of 332 employees (excluded 2 new hired employees and 97 retired employees) were eligible to receive five types of social insurances in April 2023 according to the law. However, through review of social insurance enrolment list, only 301 employees (90.6% of total eligible employees) were enrolled in occupational injury insurance, medical insurance, child-bearing insurance, pension insurance and unemployment insurance. Remarks:

根据充分证据，工厂部分遵循此项准则，审核员发现工厂没有按照法规要求为所有员工购买社会保险。根据工厂提供的社保缴费记录查看，在2023年4月共有332名员工符合参保资格（没有包括2名新进员工和97名退休员工），但是只有301名员工（符合条件员工的90.68%）参加了工伤保险，医疗保险，生育保险，养老保险和失业保险。备注：这几个工人想存更多的钱而不想花费在社保上。工厂给所有其他员工购买了商业工伤保险，但是没有社保批文。（根据《中华人民共和国社会保险法》第二条）

Finding(s)

These workers wanted to save money and did not want to pay too much for social insurance. The factory bought commercial injury insurance for all other employees, but no waiver was obtained by the factory. (In accordance with Social Insurance Act of the People's Republic of China, article 2)

PA 6: Decent Working Hours

Site: Hangzhou Jinhong Sanniao Down Products Co., Ltd | Site amfori ID: 156-005208-002

ENGLISH

LOCAL LANGUAGE

Finding(s)

Previous Finding: Overtime hours exceeded the legal requirement. Through document review, auditor found that the monthly overtime hours of 20 out of 20 randomly selected employees were 52 hours in Apr 2022; 20 out of 20 were 55 hours in Dec 2021. 20 out of 20 were 54 hours in Aug 2021 (China Labor Law, Article 41).
Current Status: Not Corrected
Based on satisfactory evidence, the main auditee did not respect this principle because it was noted that the monthly overtime hours of 15 out of 15 randomly selected workers exceeded 36 hours in April 2023 with the highest of 52 hours; 15 out of 15 exceeded 36 hours in March 2023 with the highest of 55; 15 out of 15 exceeded 36 hours in December 2022 with the highest of 54. (In accordance with PRC Labor Law article 41)

未改善。根据充分证据，工厂没有遵循此项准则，在此次审核过程中，审核员发现抽样月份2023年4月，随机抽取的15名工人中有15名工人超过36小时，最高达到52小时；在2023年3月，随机抽取的15名工人中有15名工人月加班时间超过55小时，最高达到67小时；在2022年12月，随机抽取的15名工人中有15名工人月加班时间超过36小时，最高达到54小时。（根据《中华人民共和国劳动法》第41条）

PA 7: Occupational Health and Safety

Site: Hangzhou Jinhong Sanniao Down Products Co., Ltd | Site amfori ID: 156-005208-002

ENGLISH

LOCAL LANGUAGE

Finding(s)

Previous Finding: The factory established OHS (occupational health and safety) policy and procedure and OHS meeting was held every 3 months to review the compliance of OHS. However, some non-compliances were observed during this

未改善。根据充分证据，工厂部分遵循此项准则，在此次审核过程中，审核员发现工厂已有建立了健康安全管理体系，包括成立工人和管理层的健康安全委员会，定期的内审，定期健康安全检查、会议和培训等，但是由于意识不足和管理不完善，在审

Finding(s)	
<p>audit.</p> <p>Current Status: Not Corrected</p> <p>Based on satisfactory evidence, the main auditee partially respected this principle because the auditee had set up one health and safety management system to manage the health and safety condition in the factory, including established one EHS workers and management committee, regular internal assessment, regular health and safety check, regular meetings and trainings and etc. However, during this audit, it was noted that due to lack of awareness and imperfect management, some health and safety issues were noted in this audit. (In accordance with amfori BSCI Code of Conduct)</p>	<p>核过程中还是有一些健康安全问题发现。(根据 amfori BSCI 行为准则)</p>
<p>Previous Finding: The auditee partially respects this principle. The factory provided PPE usage training to all employees and issued PPE to all relevant employees at charge free. However, during factory tour, auditor found that 20% of down filling worker were wearing disposable face mask instead of provided dustproof mask, 20% of quilting workers were not wearing earplug even though available(Law of the PRC on Work Safety article 42) .</p> <p>Current Status: Not Corrected.</p> <p>Based on satisfactory evidence, the main auditee partially respected this principle because the facility had provided regular PPE trainings to workers and provided proper PPE to related workers. However, it was noted that five filling cutting workers did not wear the provided anti-dust masks during working time, they only wore disposable medical or cotton masks. (In accordance with article 45 of Law of PRC on Work Safety article 45)</p>	<p>未改善。根据充分证据，工厂部分遵循此项准则，在此次审核过程中，审核员发现工厂给工人提供劳动防护用品培训，也给相关工人提供了合适的劳保用品，但是充绒车间5名工人工作时没有佩戴工厂提供的防尘口罩，只佩戴了一次性医疗口罩或面纱口罩。(根据《中华人民共和国安全生产法》第四十五条)</p>
<p>Previous Finding: The auditee partially respects this principle. Based on site view and documents review as well as employees interview, it was noted : The broken needle guards or finger guards were not used for 5% of sampled sewing machine during operation (Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene).</p> <p>Current Status: Not Corrected</p> <p>Based on satisfactory evidence, the main auditee partially respected this principle because the main auditee had installed proper safety guards for most machines, however, no needle guard was installed</p>	<p>未改善。根据充分证据，工厂部分遵循此项准则，审核员发现，工厂给大多数设备机器安装了合适防护罩，但缝纫车间30%缝纫机没有安装挡针器。(根据《生产设备安全卫生设计总则》第6.1.6条)。</p>

Finding(s)	
for 30% sewing machines in sewing section. (In accordance with Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene).	
<p>Previous Finding: It was noted that the factory had installed in the private door in the toilet, however, still no accessory as toilet paper, soap, etc. were provided for workers in partial toilets. In accordance with Hygienic standards for the design of industrial enterprises (GBZ 1-2010), 7.3.4</p> <p>Current Status: Not Corrected</p> <p>Based on satisfactory evidence, the main auditee partially respected this principle because the main auditee had provided sufficient toilets for workers. However, it was noted that no toilet paper, soaps and towels were provided in the toilets. (In accordance with amfori BSCI Code of Conduct).</p>	<p>未改善。根据充分证据，工厂部分遵循此项准则，审核员发现，工厂给工人提供了充足厕所。但工厂的厕所没有提供厕纸，肥皂和毛巾。(根据 amfori BSCI 行为准则)。</p>

PA 12: Protection of the Environment

Site: Hangzhou Jinhong Sanniao Down Products Co., Ltd | Site amfori ID: 156-005208-002

ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>Previous Finding: The main auditee partially respects this principle. The auditee established policies on energy conservation and emission reduction, such as saving electricity and water; but no risk assessment of water and electricity use were conducted and no plans for the use of electricity and water were made. Law/COC:Energy Conservation Law of the People's Republic of China, article 24</p> <p>Current Status: Not Corrected</p> <p>Based on satisfactory evidence, the main auditee partially respected this principle because the auditee had established policies on energy conservation and emission reduction, such as saving electricity and water. However, it was noted that no risk assessment of water and electricity use were conducted and no plans for the use of electricity and water were made. (In accordance with amfori BSCI Code of Conduct).</p>	<p>未改善。根据充分证据，工厂部分遵循此项准则，审核员发现，工厂建立了关于节能减排的政策，如节约用水用电等；但是没有对水电使用做风险评估、制定用电用水的计划。(根据 amfori BSCI 行为准则)。</p>