

# Monitoring result for Yangzhou Yinjiang Canvas Products Co., Ltd. on site Site 1

## Monitoring

Monitored Party	: Yangzhou Yinjiang Canvas Products Co., Ltd.	amfori ID	: 156-025875-000
Site	: Site 1	Site amfori ID	: 156-025875-001
Address	: Industry Park of Wuqiao Town, Jiangdu District	Monitoring Activity	: amfori Social Audit - Manufacturing
	: Yangzhou	Monitoring Type	: Full Monitoring
	: Jiangsu Sheng	Submission Date	: 28/10/2021
	: China	Expiration Date	: 28/10/2022

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## Overall rating



## Section rating

PA1: Social Management System	D
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	A
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

### Location and size:

The auditee Yangzhou Yinjiang Canvas Products Co., Ltd (Unified Social Credit Code: 91321012X08799080L) started its operation since 27 April 2004, it was located at Industry Park of Wuqiao Town, Jiangdu District, Yangzhou, Jiangsu, China. The total areas were around 23500 square meters.

### Structure of facility:

In the auditees' premises, the auditee used one 3-storey building as office, canteen and kitchen; used 5 flat buildings as production workshops and warehouse.

Canteen and kitchen were provided for free, but no dormitory was provided for workers.

Main products of the auditee were tarpaulin and canvas products.

The productive operation included cutting, high frequency heat sealing, punching, sewing and packing.

### Employee analysis:

There were total 229 employees working for the auditee, all employees were permanent employees.

Among them, 177 were female employees; 17 were migrant employees; 67 were non-production employees and 162 were production employees.

### Summary of compensation:

No obvious peak season in the auditee. Salaries were released by cash on 15th of following month.

Payroll records from October 2020 to September 2021 were provided for review. Sampled 3 months payroll records from July, August and September 2021 during audit.

All employees were paid by monthly rate, the minimum basic wage paid by the auditee was RMB 2500 per month, and the minimum basic wage was higher than local minimum wage rate RMB 2020 per month before August 2021 and RMB 2280 per month per month since August 2021. The auditee paid 150% and 200% of normal rate for the overtime on workdays and weekends respectively for all employees.

### Summary of working hour:

The auditee used electronic attendance system to record workers' working time.

Attendance records from 1 October 2020 to the audit day were provided for review. Sampled 3 months attendance records from July, August and September 2021 during audit.

1 shift was arranged for all employees from 7:40-11:40, 13:30-17:30, around 2 hours break was provided for them for lunch, rest, and etc.

Max 2 hours overtime work from 18:30 to 20:30 per day were arranged on some workdays; max 8 hours overtime work per day were arranged on some Saturdays.

No overtime work was arranged on Sundays or holidays for employees. The max monthly overtime exceeded legal limit.

### Summary of interview:

Workers' interviews were conducted by individual and in group.

Randomly selected 16 employees, no complaint was raised.

### Special scene during on site observed:

1. Below documents or photos were not available during audit:

No dispatched worker was used by the auditee; no contractor license/permit or agency labor contract was available.

No records of new rural cooperative system were provided by the auditee.

No waivers were applied by the auditee.

No collective bargaining agreement was available.

No inconsistencies between time and production records were found.

2. Audit Company: TUV SUD, audit date: 18~20 October 2021, Announcement type: Announced. Auditor and APSCA Number:

Lead auditor: Matt Yang, APSCA number: CSCA 21702796.

## Site Details

Site : **Site 1**

Site amfori ID : **156-025875-001**

### GICS Classification

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Sector : **Consumer Staples**

Industry : **Household Products**

Industry Group : **Household & Personal Products**

Sub Industry : **Household Products**

### GS1 Classifications

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N.A.

### Product Process Classifications

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N.A.

## Metrics

### Key Metrics

Total workforce	229 Workers
Legal minimum wage in local currency	2280 Monthly
Lowest wage paid for regular work at the site	2500 Monthly
Calculated living wage in local currency	2315 Monthly
Total sample	16 Workers

### Other Metrics

Male workers	52 Workers
Female workers	177 Workers
Permanent workers - Male	52 Workers
Permanent workers - Female	177 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	7 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	17 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	52 Workers
Workers hired directly - Female	177 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	4 Workers
Sample - Female	12 Workers

## Findings

### PA1: Social Management System

The factory established amfori BSCI manual and procedures, conducted internal audit and management review, however, the factory was not fully compliance with amfori BSCI code of conduct such as monthly overtime work exceeded legal limit, insufficient social insurance and etc.

工厂建立了amfori BSCI手册和程序，举行内审和管理评审，但是工厂未完全符合amfori BSCI行为准则如月加班超过法规的限制，社保参保不足等。

The factory did not conduct workforce capacity analysis, and didn't provide cost calculation record; however, the excessive monthly overtime working hours were detected as finding in 6.2.

工厂未进行劳动力产能分析，未提供成本计算记录；另外，有发现月加班超时的情况如6.2的发现点。

### PA 2: Workers Involvement and Protection

The factory provided the long-term goals to protect workers, but did not provide the evidence that workers and workers' representatives were involved in the setting of long-term goals to protect workers.

工厂提供了保护员工的长期目标，但是没有提供证据显示工人和工人代表参与了保护员工的长期目标的制定。

The factory provided the training records regarding amfori BSCI code of conduct. However, the interviewed workers' representative was not clear about amfori BSCI code of conduct and her duty as workers' representative.

工厂提供了amfori BSCI行为准则的培训记录。但是访谈的员工代表不了解amfori BSCI行为准则及其作为员工代表的职责。

### PA 5: Fair Remuneration

Basic living wage is ensured for workers in the factory per the wages records, but the factory was not aware of living wage and local living cost.

根据工资记录显示工厂保障了最低生活需求工资的水平，但是工厂不清楚生活工资概念和当地生活成本。

### PA 6: Decent Working Hours

Sampling review the attendance records of 16 workers respectively in the months of July 2021, August 2021 and September 2021, it was noted that the monthly overtime working hours exceed 36 hours for sampled workers and maximally up to 66 hours, 58 hours and 48 hours. (PRC Labor Act, Article 41)

抽样检查16名工人分别在2021年7月，2021年8月和2021年9月的考勤记录发现所有抽样员工月加班超过36小时，最大的达到66小时，58小时及48小时。

### PA 7: Occupational Health and Safety

The health and safety regulations were not fully followed due to the findings listed as follows in PA7.

由于PA7中列出的发现点，未完全遵守健康和安全法规。

Most sewing machines were equipped with pulley protection covers but 2 sewing machines missed the pulley protection covers; and there was no needle blocking protection cover installed for most sewing machines. (General Safety and Hygiene Rules for Designing Production Equipment (GB5083-1999), Article 6.1.6)

大部分缝纫机都安装了皮带轮保护罩但是有2台皮带轮保护罩丢失，同时发现大部分缝纫机没有安装挡针保护罩。

The canteen of the factory obtained the food business license, and the kitchen workers also obtained the health certificates, but the one of the two kitchen workers did not wear the kitchen clothes, hat and mask during working. (Law of the PRC on the Food Safety (2018), Article 33)

工厂的食堂获得了食品经营许可证，厨工也获得了健康证，但是2名厨工中的1名在工作时未穿戴厨工服，帽子及口罩。

### PA 13: Ethical Business Behaviour

The factory established the policy based on BSCI principle on ethical business behavior, but the reward for ethical behavior and integrity was not covered.

工厂基于BSCI原则建立了商业道德规范政策，但是没有建立鼓励商业道德行为的奖励机制。