

Monitoring result for NINGBO MID2 FASHION CO.,LTD on site NINGBO MID2 FASHION CO.,LTD

Monitoring

Monitored Party : NINGBO MID2 FASHION CO.,LTD
amfori ID : 156-041160-000
Site : NINGBO MID2 FASHION CO.,LTD
Site amfori ID : 156-041160-001
Address : Tongde Road,3rd Floor,Huahai Building,Chenhenglou,Gulin Haishu Ningbo China
: Ningbo
: Zhejiang Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Monitoring Partner : SGS
Monitoring Start Date : 12/10/2022
Closing Meeting : 21/10/2022
Finished Date :
Submission Date : 21/10/2022
Expiration Date : 21/10/2023

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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	A
PA 13: Ethical Business Behaviour	A

General description

NINGBO MID2 FASHION CO.,LTD located at Tongde Road,3rd Floor,Huahai Building,Chenhenglou,Gulin Haishu Ningbo China. It was registered on Nov. 26, 2021 and the business license number was 91330203MA7DJDAQ7A.

The main products were Garments. The key production processes were cutting, sewing, ironing and packing in the audited site. The embroider and printing processes were subcontracted by other companies. The audited factory located at the third floor of one 3-storey building.

There were totally 46 employees in the factory. There was no obvious peak season for production. The workers' working hours were recorded by face scanning attendance recorder. The workers were arranged with one shift: 08:00~11:00,12:00~17:00; and overtime was arranged from 17:00 to 18:30 at working day and 8 hours on Saturday when busy. And the employees' maximum overtime hours were 1.5 hours per day and 55hours (15hours at working day and 40hours at rest day) in Jul. 2022. The maximum weekly working hours were 52.5 hours. The longest consecutively working days was 6 days.

The workers were paid by RMB 16.09 per hour and RMB2800 per month, which was over local legal requirement (RMB13.10 per hour, RMB 2280 per month since Aug. 2021). All sample employees were paid 150% and 200% of regular wages for their work on weekdays and rest days respectively, which was not less than the statutory requirement. The wage was released on 30th of the following month by cash. The dormitory, canteen and transport were not provided the employees.

During audit, the management was cooperative. The interviewees showed that they were satisfied with the working condition and the stable earning.

Remark:

1) The audited factory rented the production area with about 1100 square meters at the third floor of one 3-storey building from the landlord named Ningbo Huahai Industry and trade Co. Ltd. The rental contract was provided for review. The residual 200 square meters at third floor, the second and third floor were used by the landlord, who focused on manufacturing metal products. This audit only covered the area used by the audited factory.

2) Based on reviewing the business license and interview with the management, the audited factory was established on Nov. 26, 2021 and started production from Nov. 29, 2021.

The audit was conducted with 1.0MD on site by one auditor, the details were as follows:

Announcement Type: announced audit

Monitoring Date: Oct. 12, 2022

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

Auditor name: Future Li (CSCA 21701785)

Site Details

Site : NINGBO MID2 FASHION CO.,LTD
Site amfori ID : 156-041160-001

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	46 Workers
Legal minimum wage in local currency	2280 Monthly
Lowest wage paid for regular work at the site	2800 Monthly
Calculated living wage in local currency	2347 Monthly
Total sample	5 Workers

Other Metrics

Male workers	13 Workers
Female workers	33 Workers
Permanent workers - Male	13 Workers
Permanent workers - Female	33 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	4 Workers
Management - Female	1 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	10 Workers
Domestic migrant workers - Female	17 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	13 Workers
Workers hired directly - Female	33 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	2 Workers
Sample - Female	3 Workers

Findings

PA1: Social Management System

1.1 The main auditee partially respects this principle because factory had established a management system to implement the Amfori BSCI Code of Conduct, the related procedures such as on child labor control procedure, freely association, emergency preparation and response, complaint mechanism, ethical control, working hour and benefit management, environmental protection procedure were established. But there was still some shortness on implementation: there were some gaps based on amfori BSCI code because there were findings identified on working hour, benefit, BSCI Code communication, health and safety and etc.

被审核方部分遵循该准则。原因是工厂已经建立管理系统去执行Amfori BSCI的行为准则，并建立的相应的程序如童工控制，自由结社，应急准备和响应，投诉机制，诚信控制，工作时间和福利，环境保护等，但是执行方面还存在一些问题：本次审核发现工厂与amfori BSCI的要求存在差距，如工作时间，福利，BSCI行为准则交流，健康与安全等问题。

1.4 The main auditee partially respects this principle because the auditee had established production capacity planning and cost calculation procedure, but the workers' overtime was not effectively considered when making production capacity planning. So the workers' monthly overtime was not under control and was not compliant with local law requirement.

被审核方部分遵守该原则被审核方建立了产能规划及成本核算程序，但是做产能规划时工人的加班时间没有有效考虑。因此工人的月加班没有受控，不符合当地法规要求。

PA 2: Workers Involvement and Protection

2.2 The main auditee partially respects this principle because it was noted that the auditee had set up the target and index on social compliance, but no effective KPI according to the BSCI Code of Conduct was established.

被审核方部分遵循该准则。原因是被审核方设立了目标指标，但是没有建立基于BSCI准则的有效的考核方式。

2.4 The main auditee partially respects this principle because most interviewed workers didn't aware the Amfori BSCI Code. Based on observation on site and review the training records, the factory had posted the Amfori BSCI Code in the production area and the training on BSCI Code was provided, but the effect of communication and training was not checked by the factory.

被审核方部分遵守该原则，原因是大部分的访谈工人不了解Amfori BSCI的内容。基于现场观察和培训记录查看，工厂将Amfori BSCI行为准则张贴在生产现场，并对员工进行了培训，但是没有对交流和培训的效果进行检查。

PA 5: Fair Remuneration

5.5 The main auditee doesn't respect this principle because social insurance didn't cover 100% employees. During audit, there were total 46 employees including 4 employees over retired age, through checking the social document and confirmation with the management, it was found the factory provided social insurances to 11 out of 42 employees within the retired age, the covering rate was 26.2%. The residual 35 workers were not provided with business accident insurance.

被审核方未遵守该原则因为社保没有覆盖100%员工，审核期间工厂有46名员工，包括4名到了退休年龄的工人。工厂为42名社保年龄内的工人中的11名提供了社会保险，覆盖率是26.2%，未给剩余35名工人提供了商业意外险。

PA 6: Decent Working Hours

6.2 The main auditee does not respect this principle because according to attendance records from Nov. 29, 2021 to the audit day, the sampled workers' monthly overtime working hour was over legal requirement 36 hours per month, The Max. overtime was 55 hours (25hours at working day and 40hours at weekend) in Jul. 2022.

被审核方未遵守该原则，根据工厂提供的2021年11月29日至审核当日的考勤，抽样工人的加班时间超过了法规要求36小时每月。最大的是2022年7月的月加班时间55小时(15小时在工作日，40小时在周末)。

PA 7: Occupational Health and Safety

7.1 The main auditee partially respects this principle because the factory had established complete management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training and etc. But there were still finding issued due to management negligence.

被审核方部分遵循该准则。原因是工厂已建立完整的健康安全管理体系，包括相关法规的识别与了解，健康安全检查，培训等，但是由于管理疏忽，导致仍然有问题存在。

7.2 The main auditee doesn't respect this principle because the factory failed to provide injury insurance or commercial accident insurance for 35 out of 46 employees to improve workers' protection in case of accident.

被审核方未遵守该原则，原因是工厂未给46名中的35名员工提供工伤保险或者商业意外险给以改善对员工发生意外的保护。

7.8 The main auditee partially respects this principle because the accident handling procedure training was provided to the workers, and they were clear of how to report and handling the accident. But it was found the information of the first aid staff was not displayed in the working area.

PA 7: Occupational Health and Safety

被审核方部分遵守该原则因为工伤处理程序培训已经提供给工人，工人也清楚如何汇报和处理工伤事件。但是发现急救员信息没有公示在工作区域。

7.17 The main auditee doesn't respect this principle because it was found the finger protection facility and the needle guard were not used by the sewing workers when working, and protection cover for the pulley was not installed for one sewing machine.

被审核方未遵守该原则原因是发现工作时缝纫工没有使用护指设施和针挡，一台缝纫机没有皮带防护盖。