

Monitoring result for CHIFENG SHENGLUN CASHMERE PRODUCTS CO., LTD. on site CHIFENG SHENGLUN CASHMERE PRODUCTS CO., LTD.

Monitoring

Monitored Party : CHIFENG SHENGLUN CASHMERE PRODUCTS CO., LTD.
amfori ID : 156-014671-000
Site : CHIFENG SHENGLUN CASHMERE PRODUCTS CO., LTD.
Site amfori ID : 156-014671-002
Address : No.4, Textile Industrial Park, Hongshan Economic Development Zone, Hongshan District
: Chifeng
: Nei Mongol Zizhiqu
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Follow-up Monitoring
Monitoring Partner : Intertek
Monitoring Start Date : 28/12/2022
Closing Meeting : 03/01/2023
Finished Date
Submission Date : 05/01/2023
Expiration Date : 29/04/2024

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Overall rating



Section rating

PA1: Social Management System	B
PA 2: Workers Involvement and Protection	C
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	A

PA 7: Occupational Health and Safety	B
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

Chifeng Shenglun Cashmere Products Co., Ltd. 赤峰圣伦绒毛制品有限公司 (Uniform Code of Social Credit: 911504027870859405) was located at No.4, Textile Industrial Park, Hong Shan District, Hongshan Economic Development, Hongshan District, Chifeng City, Inner Mongolia, China. This was a limited company. The total land area occupied by the facility was about 15000 square meters. The facility was established on May 22, 2006. A total of 97 employees including 80 female employees and 17 male employees were working in the facility during the audit. The auditee occupied of one flat building used as workshops and warehouse; one 4-storey building used as office, one flat building used as kitchen and canteen, 1/F and 2/F of one 4-storey building used as dormitory. The auditee specialized in the production of cashmere products; the production processes included knitting, linking, sewing, washing, ironing, finishing, inspection and packing.

This follow up audit is conducted by Intertek Testing Services Shenzhen Ltd. At 09:30am on December 28, 2022, auditor entered the facility then held an opening meeting. The facility management Ms. Men Xiaoying / HR Supervisor and Mr. Wang Xudong /Employee Representative were present in the meeting. The facility management showed a positive attitude to this audit during the whole process. All documentation requested for the review was provided timely. Locked areas encountered during the audit were unlocked timely. During the closing meeting, the facility management agreed with all the findings and expressed that they would make the improvement within 1 year. Findings were raised in the PA1, PA2, PA7, PA12. Please refer to the relevant performance areas for details.

Remark:

1. The previous full audit was conducted at 21-22 April 2022. In this follow audit, the attendance records from April 23, 2022 to December 27, 2022 were reviewed at this audit. Employees regularly worked for 8 hours per day and 5 days per week in 1 shift. The regular working hour for employees was from 08:00 to 18:00 with 2 hours lunch break from 12:00 to 14:00. Finger print attendance system was used for time keeping and the employees were required to scan their fingers when they went in and out the workshop. There was no obvious peak season in the facility. Based on the sampled attendance records, the maximum daily overtime hours were 1.5 hours; the maximum consecutive working days were 6 days.
2. The payroll records from March 2022 to October 2022 were reviewed at this audit. Employees' wages were calculated on an hourly rated basis. The lowest basic wages were RMB 1910 per month, which was equal to the legal requirement. For overtime wages, 150%, 200% and 300% of basic wages were paid to employees for their overtime hours on normal working days, rest days and public holidays respectively. Employees were paid by cash at 30th of each month after the previous wage calculation cycle.
3. No child labour or young worker in the facility.
4. Contractor license/permit is not applicable because no contractor is used by the auditee.
5. Agency labour contract is not applicable because no agency is used by the auditee.
6. Government waivers are not applicable because no waivers are obtained by the auditee.
7. Collective bargaining agreements are not available because no collective bargaining agreements have been signed.
8. #Covid-19: The facility took adequate measures to prevent #Covid-19, all employees were checked their physical conditions before they come back to work, body temperature check was conducted every day. Visitors were required to declare their moving trail to confirm they were not from epidemic area, and body temperature check was conducted before entering the facility as well, all employees and visitors were required to wear masks and keep safe social distance.

Audit date: 28th December 2022

Auditing Company: Intertek

Lead auditor: Simper Song, APSCA registration number: CSCA 21700634

Site Details

Site : CHIFENG SHENGLUN CASHMERE PRODUCTS CO., LTD.

Site amfori ID : 156-014671-002

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.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a water stressed region

Metrics

Key Metrics

Total workforce	97 Workers
Legal minimum wage in local currency	1910 Monthly
Lowest wage paid for regular work at the site	1910 Monthly
Calculated living wage in local currency	2066 Monthly
Total sample	8 Workers

Other Metrics

Male workers	17 Workers
Female workers	80 Workers
Permanent workers - Male	17 Workers
Permanent workers - Female	80 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	1 Workers
Domestic migrant workers - Female	1 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	17 Workers
Workers hired directly - Female	80 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	6 Workers

Findings

PA1: Social Management System

PA 1.1 The previous finding had not been corrected. The facility had set up the management procedures to implement the BSCI Code of Conduct. But not all policies were properly implemented, such as issue on workers Involvement and Protection, issues on health, safety and environment. Please refer to Performance Area 1, 2, 7, 12 for details. The finding was against amfori BSCI Code of Conduct, Principle on Social Management System and Cascade Effect. (This checkpoint was scored PARTIALLY because of the facility established the social management system, but the social management system was not implemented in some PAs effectively.)

上次审核发现的问题未改善。企业建立了确保BSCI有效实施的管理制度，但是不是所有制度都得以有效实施，比如员工参与与保护问题，健康安全环保问题。具体请参阅PA 1,2,7,12. 该不符合项违背了BSCI行为守则，社会管理体系和级联效应准则。（这个检查点选PARTIALLY，是因为企业有建立社会责任管理体系，但是企业在一些执行领域没有执行到位。）

PA 2: Workers Involvement and Protection

PA 2.2 The previous finding had not been corrected. It was noted that no effective long term goal/vision was established to protect workers according to the Amfori BSCI Code of Conduct in the facility. This finding was against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.

上次审核发现的问题未改善。企业没有根据Amfori BSCI行为准则定义有效的长期目标来保护员工。这个问题不符合amfori BSCI的行为准则之工人参与度和保护的原则。

PA 2.5 The previous finding had not been corrected. Through document review, management, employee representative & employees' interview, the established grievance mechanism was not including all interested parties, only for internal part. This finding was against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection. (This checkpoint was scored PARTIALLY because of the facility had already established the inner grievance mechanism)

上次审核发现的问题未改善。企业建立的申诉机制没有包含所有利益相关方，只是对企业内部适用。这个问题不符合amfori BSCI的行为准则之工人参与度和保护的原则。（这个检查点选PARTIALLY，是因为企业已建立内部申诉机制。）

PA 7: Occupational Health and Safety

PA 7.1 1.The previous finding had not been corrected. The facility had established the management system on health and safety, included the identifying and awareness of the related legal regulation and the regular checking and training for the health and safety checking etc. But some health and safety issues were still identified due to management negligence. Some goods in the raw material warehouse were placed against the wall directly. The finding was against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety. 2. New finding During document review, auditor found that the facility had not provided the qualification certificate of the persons for the management of work safety for review. In accordance with the Law of the PRC on Work Safety Article 24, The principal in charge and persons for the management of work safety in production and business entities have to have the knowledge about work safety and the competence for the management, which are commensurate with the production and business activities of these entities.

1.上次审核发现的问题未改善。企业虽然建立了健康安全管理体系，包括相关法规的识别与了解，定期进行的健康安全检查和培训等；由于管理疏忽，导致一些健康安全问题存在。企业原料仓库部分货物直接靠墙存放。该不符合项违背了BSCI行为守则，职业健康与安全准则。2. 新发现问题 在文件审阅时，发现企业未提供安全管理员的资格证书供审核。依据《中华人民共和国安全生产法》第24条，生产经营单位的主要负责人和安全生产管理人员必须具备与本单位所从事的生产经营活动相应的安全生产知识和管理能力。

PA 7.3 The previous finding had not been completely corrected. Through document review, it was noted that the facility had provided the on job occupational health examination, but still not provided the pre job or off-job occupational health examination which required by law to the relevant employees contacted noise or chemicals. In accordance with the PRC Law of Prevention and Control of Occupational Diseases Article 35, the employer shall conduct regular occupational health examination for those labourers who are engaged in works with occupational hazard(s) as required by production safety supervision and administration department and public health administrative department under the State Council. The occupational health examination shall be conducted before labourers start to take the post, in the course of the work and after leave the post and the employer shall provide the results of the occupational health examinations to labourers in written. The expenses of the occupational health examination shall be borne by employers.

上次审核发现的问题未完全改善。通过文件审查，发现企业已经提供在岗职业健康检查，但仍未提供岗前和离岗职业健康检查给有关接触噪音和化学品的员工。依据《中华人民共和国职业病防治法》第三十五条，对从事接触职业病危害的作业的劳动者，用人单位应当按照国务院安全生产监督管理部门、卫生行政部门的规定组织上岗前、在岗期间和离岗时的职业健康检查，并将检查结果书面告知劳动者。职业健康检查费用由用人单位承担。

PA 7.7 New finding It was noted that about 800L washing solvent stored in the washing workshop were not provided with anti-leakage facility. In accordance with Regulations on the Safety Management of Dangerous Chemicals article 20, The units producing, storing dangerous chemicals shall, according to the categories and hazardous characteristics of the dangerous chemicals they producing, storing, set up the corresponding safety facilities and equipments for monitoring, aeration, protection against exposure to sun, temperature adjusting, fireproof, fire fighting, flameproof, pressure discharging, prevention of toxicants, neutralization, moistureproof, protection against thunder, protection against static, antiseptis, prevention of leakage, protection

PA 7: Occupational Health and Safety

dams or segregated operations, etc.. In addition, the units shall carry out maintenance and caring regularly according to the national standards, industrial standards or the relevant provisions of the State, thus to guarantee the safety operations of facilities and equipments.

新发现问题 审核发现洗水车间约800升的洗涤剂没有防止渗漏设施。危险化学品安全管理条例第二十条，生产、储存危险化学品的单位，应当根据其生产、储存的危险化学品的种类和危险特性，在作业场所设置相应的监测、监控、通风、防晒、调温、防火、灭火、防爆、泄压、防毒、中和、防潮、防雷、防静电、防腐、防泄漏以及防护围堤或者隔离操作等安全设施、设备，并按照国家标准、行业标准或者国家有关规定对安全设施、设备进行经常性维护、保养，保证安全设施、设备的正常使用。生产、储存危险化学品的单位，应当在其作业场所和安全设施、设备上设置明显的安全警示标志。

PA 7.11 The previous finding had not been corrected. The facility did not provide the building structure safety certificates (or Records) and fire safety report (or certificate) for canteen/kitchen building built in year of 2018. In accordance with the Law of Construction Law of the People's Republic of China, Article 61; Fire Control Law of the People's Republic of China, Article 13.

上次审核发现的问题未改善。企业没有提供餐厅所在建筑的（建于2018年）的建筑竣工验收报告或备案和消防验收报告或备案。依据《中华人民共和国建筑法》第61条和《中华人民共和国消防法》第13条。

PA 7. 17 The previous finding had not been corrected. It was noted that no finger protection guards were installed for all sewing machines, no protective cover for the belt pulley of all linking machines, no belt safeguard for one semi-automatic knitting machine. In accordance with General rules for designing the production facilities in accordance with safety and health requirements (GB5083-1999), Article 6.1.2.

上次审核发现的问题未改善。企业所有缝纫机未安装护指环，所有套口设备皮带轮未防护，1台半自动机织设备的皮带轮没有防护。依据《生产设备安全卫生设计总则》(GB5083-1999)第6.1.2条。

PA 12: Protection of the Environment

PA 12.3 The previous finding had not been corrected. The facility provided EIA report and EIA approval for review, but the facility did not provide the environmental facility inspection and acceptance approval for review during the audit. In accordance with the Measures for the Administrative Regulation on Environmental Protection of Construction Projects Article 17, After the completion of the construction project which requires compiling Environmental Impact Report or Environmental Impact Report Form, the construction entity shall carry out inspection and acceptance for the ancillary environmental protection facilities and compile the acceptance report in according with the standards and procedures provided by the administrative department of environmental protection of the State Council. During the process of inspection and acceptance of the environmental protection facilities, the construction entity shall, strictly according to facts, inspect, monitor and record the status of the construction and adjustment of environmental protection facilities. Falsification is prohibited. The construction entity shall make the acceptance check report available to the public according to law, except it is required to keep confidential according to the provisions of the State.

上次审核发现的问题未改善。企业提供了环评报告和环评批复供审核，但企业审核期间没有能提供环保设施验收报告供审核。根据《建设项目环境保护管理条例》第十七条，编制环境影响报告书、环境影响报告表的建设项目竣工后，建设单位应当按照国务院环境保护行政主管部门规定的标准和程序，对配套建设的环境保护设施进行验收，编制验收报告。建设单位在环境保护设施验收过程中，应当如实查验、监测、记载建设项目环境保护设施的建设和调试情况，不得弄虚作假。除按照国家规定需要保密的情形外，建设单位应当依法向社会公开验收报告。