

# Monitoring result for GUANGZHOU HENGHE APPARELS CO., LTD. on site Guangzhou Henghe Apparels Co., Ltd.

## Monitoring

Monitored Party : GUANGZHOU HENGHE APPARELS CO., LTD.  
amfori ID : 156-001878-000  
Site : Guangzhou Henghe Apparels Co., Ltd.  
Site amfori ID : 156-001878-002  
Address : Room 201, Building 9, 728 Shibe Industrial Road, DaShi Street, Panyu District,  
: 511400, Guangzhou  
: Guangdong Sheng  
: China  
Monitoring Activity : amfori Social Audit - Manufacturing  
Monitoring Type : Full Monitoring  
Submission Date : 08/12/2023  
Expiration Date : 08/12/2024

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## 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

This is a semi-announced audit taken on December 1, 2023. The auditee was established in year 2018. It was located at Room 201, Building 9, 728 Shibe Industrial Road, DaShi Street, Panyu District, Guangzhou City/广州市番禺区大石街石北工业路728号9栋201. There are five 6-storey, three 5-storey and two 4-storey production building and one 6-storey dormitory building in the industrial zone. The audited factory only used the 2/F and 3/F of one 5-storey production building. The production area covered about 1300 S.Q. meters. The first floor of the 5-storey building was used by one trading company, the 4/F and 5/F the 5-storey building were used by a garment design company. The auditee did not have relationship with other companies located in the same building. And no mixing workers used between these companies located in the same building. This audit only covered the area belonged to "Guangzhou Henghe Apparels Co., Ltd." The auditee manufactured garments. The main production processes included cutting, sewing, trimming, ironing and packing. The auditee did not provide dormitory or canteen to workers. The auditee did not provide transportation to workers. The auditee did not have any security guard. The security issue was in charged by industrial zone management. The peak season was not obvious. No child labour or young worker was found in the auditee. No process subcontractor was used by factory. The auditee management was cooperative during the whole assessment, agreed to conduct worker interview and take photos, and was receptive to the result. The auditee management signed the findings report and agreed the deadline for the findings.

### Remark:

1. The address on business licence is "Room 201, Building 9, 728 Shibe Industrial Road, DaShi Street, Panyu District, Guangzhou广州市番禺区大石街石北工业路728号9栋201". Based onsite observation, the auditee actually used the 2/F and 3/F of building 9. However, the auditee did not update its business licence according to actual status. The management confirmed to use "Room 201, Building 9, 728 Shibe Industrial Road, DaShi Street, Panyu District, Guangzhou" in the audit report to be consistent with the business license.
2. No Comprehensive Working Hour System waiver or social insurance waiver obtained by factory, so Government waivers is not applicable.
3. There was no trade union in factory and no collective bargaining agreement available, so collective bargaining agreements is not applicable.
4. No contractor and agency labor, so agency labor contract or permit is not applicable.
5. Auditor: Michael Zhang, CSCA Registration number: 21701862
6. Auditing company: TÜV Rheinland, APSCA Number: 11600007
7. Stanley Feng from TÜV Rheinland joined the audit as trainee, and his CSCA Registration number: 21704245

## Site Details

Site : Guangzhou Henghe Apparels Co., Ltd.

Site amfori ID : 156-001878-002

### GICS Classification

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Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Textiles

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

## Metrics

### Key Metrics

Total workforce	49 Workers
Legal minimum wage in local currency	2300 Monthly
Lowest wage paid for regular work at the site	2300 Monthly
Calculated living wage in local currency	2759 Monthly
Total sample	10 Workers

### Other Metrics

Male workers	30 Workers
Female workers	19 Workers
Permanent workers - Male	30 Workers
Permanent workers - Female	19 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	3 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	25 Workers
Domestic migrant workers - Female	9 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	30 Workers
Workers hired directly - Female	19 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	6 Workers
Sample - Female	4 Workers

## Findings

### PA1: Social Management System

The auditee had established social responsibility management procedure, such as working hours control system, health and safety policy and procedures, but some of the social responsibility management procedure of the factory had not been effectively implemented. For example, the overtime of workers systematically exceeded legal requirement. Meanwhile, negative findings were also identified in PA2, PA5, PA7 and PA13.

被审核方建立了社会责任管理程序，如工时管控程序，健康安全政策和程序，然而工厂的部分社会责任管理程序并未有效执行。例如，例如加班时间系统性地超过法规要求。与此同时，在PA2, PA5, PA7和PA13都发现了不符合项目。

The auditee established workforce capacity control procedure and update its production plan weekly. However, the auditee did not analyse if the production plan was reasonable or not. It led to that the monthly overtime of workers exceeded legal requirement (Details as finding in PA 6).

被审核方建立了产能控制程序并每周更新其生产计划。但是，被审核方没有评估其生产计划是否合理，导致员工的月加班时间超出法规要求(详情如审核PA6的不符合)。

### PA 2: Workers Involvement and Protection

The auditee defined long-term goals to protect workers according to the amfori BSCI values and principles or its amfori BSCI performance. But workers & workers representatives were not involved in defining these goals.

被审核方有根据amfori BSCI价值和原则或amfori BSCI表现去定义长期的目标去保护员工。但是工人和工人代表没有参与确立这些目标。

### PA 5: Fair Remuneration

Insufficient social insurance participation. At present, the auditee had 49 workers employed by the auditee, no worker reached the retired age, no new workers. Latest records was showing that 37 eligible employees did not participate in basic medical insurance, basic retirement insurance, unemployment insurance, maternity insurance, employment injury insurance. Through workers interviews, these workers bought local rural cooperative medical insurance in their village, so they did not buy social insurance at the factory. Reference law: PRC Labour Law article 72&73. Remark: 30 workers without social insurance were provided with the employer liability insurance (Commercial work-related injury insurance type). The period of the employer liability insurance was from 27 February 2024 to 26 February 2025.

社会保险参保不足。目前被审核方雇佣了49名员工，没有员工达到退休年龄，没有新入职工人。最新记录显示37名符合参保资格的员工没有参加基本医疗保险、基本养老保险、失业保险、生育保险，工伤保险。通过员工访谈，这些工人在他们的村里面购买了当地农村合作医疗保险，所以没有在工厂购买社保。参考《中华人民共和国劳动法》第72和73条。备注:被审核方给30名没参加社保的工人购买雇主责任险(商业性质的工伤保险)。雇主责任险的期限分别从2022年2月27日到2023年2月26日。

### PA 6: Decent Working Hours

Total 10 sampled employees' time records were selected in April 2023, May 2023 and July 2023 respectively. The detailed overtime hours were as below: All 10 sampled employees' monthly overtime hours in April 2023, May 2023 and July 2023 exceeded 36 hours, which up to 70 hours, 74 hours and 82 hours respectively. The auditee did not set the working hour pre-warning system yet to control workers' overtime. Per workers interview, overtime work was voluntary and they could refuse to work overtime and no punishment for the refusal of overtime. Remark: The maximum monthly overtime hours in August 2023 were up to 78 hours. Reference Law: PRC Labour law, Article 41.

本次在2022年4月，2022年5月和2022年7月分别抽了10名员工，其详细的加班情况如下2021年3月，2021年5月和2021年7月所有10名抽样员工中的月加班都超过36小时，最大月加班分别为70小时，74小时和82小时。被审核方没有设置工时预警系统来控制工人的加班，受访的工人称加班是自愿的，可以拒绝加班，没有因此受到惩罚。备注: 2021年8月最大月加班为78小时。参考法律《中华人民共和国劳动法》第四十一条。

### PA 7: Occupational Health and Safety

Per document review, the factory did not provide injury insurance or commercial accident insurance for 7 out of 49 employees. Reference law: Social Insurance Law of the People' Republic of China, Article 33.

根据文件审核。全厂49名工人中的7人没有购买工伤保险或商业意外事故保险。参考法律法规:《中华人民共和国社会保险法》第33条。

The health and safety risk assessment had already performed by auditee, But worker interview confirmed that the workers and worker representatives were not involved in occupational health and safety risk assessment.

被审核方已进行了健康安全风险评估，但工人访谈表明工人和工人代表没有参与健康安全风险评估。

## PA 7: Occupational Health and Safety

Per onsite observation, it was noted that MSDS for chemical (cleanser) was not posted on-site. Reference Law: Regulation of Chemical Safety Usage in Workplace, Article 12.

根据现存观察，工厂在现场没有张贴化学品（清洁剂）的物质安全数据表。参考法律法规：工作场所安全使用化学品规定第十二条。

It was noted that one sewing machine was not equipped with needle protection guard, and two buttoning machine was not installed with pulley belt guards. Law reference: Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene.

审核发现工厂一台车缝机器没有安装护针保护装置，两台钉钮机器没有皮带轮保护罩。参考法规：《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条。

## PA 13: Ethical Business Behaviour

The address on business licence is "Room 201, Building 9, 728 Shibe Industrial Road, DaShi Street, Panyu District, Guangzhou". Onsite observation, the factory used the 2/F and 3/F of building 9 actually. Reference law: Regulations of the People's Republic of China on the Registration of Market Entities, article 27.

工厂营业执照地址为：广州市番禺区大石街石北工业路728号9栋201。现场观察发现，工厂实际使用了9栋的2楼和3楼。但工厂按照实际情况更新其营业执照。参考法律法规：《中华人民共和国市场主体登记管理条例》，第27条。