

Monitoring result for DONGGUAN DINGZHIPIN HATTING CO.,LTD on site Site 1

Monitoring

Monitored Party : DONGGUAN DINGZHIPIN HATTING CO.,LTD
amfori ID : 156-031166-000
Site : Site 1
Site amfori ID : 156-031166-001
Address : 4F Building 1st, Jienan Road No.854, Humen Town
: Dongguan
: Guangdong Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Submission Date : 13/01/2022
Expiration Date : 13/01/2023

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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

DONGGUAN DINGZHIPIN HATTING CO.,LTD (91441900568273300J) was established on Jan 28, 2011 and located at 4F Building 1st, Jienan Road No.854, Humen Town, Dongguan, China. The main products manufactured in the factory was hat with the main production activities were Cutting, Sewing, Embroidery, Buttoning, Pressing, Trimming and Packing. Total 78 employees worked in the factory including 33 male employees and 45 female employees, all employees were recruited by the audited factory directly.

The factory used facial recognition attendance system to record working hours for employees. Employee sometimes had 0-8 hours OT on Saturdays. 0-2 hours OT were arranged on working days, Sundays and public holidays. The maximum daily OT/ weekly working hours/monthly OT working hours were respectively 2 hours/58 hours/78 hours. The factory had set up wages and benefit paying system, which included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave, etc. Based on the wages from Dec 2020 to Nov 2021, the minimum wage was RMB 2100 per month which was met the legal requirement. The factory paid salary to the employees in the 25TH of the following month by cash.

The management allowed auditors to visit and take photos for all areas of the factory, review production records, all attendance records and payroll records. Workers interview were conducted in confidential and independent place without any interference. All interviewees were cooperated with auditor. Normally they were satisfied with the factory. Lin Weirong/Admin Manager and Wu Youshu/workers representative attended the opening and close meeting and signed the onsite CAP.

Remark:

1. The audited factory rented the 4th floor of one 5-floor building as workshop, warehouse and office, other areas were used by other multiple factories, this audit only covered the areas used by audited factory.

2.The audit information was as below:

Announcement Type: Announced

Monitoring Date: Jan 5-6, 2022

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

Auditor name: Webb Wang (APSCA member No.: CSCA21703582)

Site Details

Site : Site 1
Site amfori ID : 156-031166-001

GICS Classification

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

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	78 Workers
Legal minimum wage in local currency	1720 Monthly
Lowest wage paid for regular work at the site	2100 Monthly
Calculated living wage in local currency	2543 Monthly
Total sample	10 Workers

Other Metrics

Male workers	33 Workers
Female workers	45 Workers
Permanent workers - Male	33 Workers
Permanent workers - Female	45 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	7 Workers
Management - Female	10 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	28 Workers
Domestic migrant workers - Female	34 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	33 Workers
Workers hired directly - Female	45 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	3 Workers
Sample - Female	7 Workers

Findings

PA1: Social Management System

1.1 The factory partially respected this principle because some defects of the amfori BSCI management system effectiveness were found during the audit, such as: overtime working issue etc.

生产商未完全遵守该原则，因为审核中发现了一些amfori BSCI管理有效性的问题，例如：加班的问题等。

1.4 The factory partially respected this principle because the factory had set up a system to calculate the production capacity and production costing, but overtime hours of workers exceeded legal requirement.

生产商因有建立产能规划和成本核算系统但员工的加班时间超过了法规要求而部分遵循该准则。

PA 2: Workers Involvement and Protection

2.4 Finding: The main auditee partially respected this principle because the factory provided training on amfori BSCI Code of Conduct for all workers. But some interviewed workers did not know about amfori BSCI Code of Conduct.

工厂未完全遵守该原则，因为尽管工厂给所有员工提供了amfori BSCI行为守则的培训，但是部分被访谈工人不了解amfori BSCI。

PA 5: Fair Remuneration

5.5 The factory didn't respect this principle because the factory did not provide all social insurance to all employees. There were 78 employees at Dec 2021, 6 employee reached the retirement condition and 2 new employees, so the factory should provide the social insurance for 70 employees, in fact, they only provide social insurance to 28 employees. The factory provided the commercial injury insurance for 18 employees from Dec 25, 2021 to Dec 24, 2022.

被审核方因没有为所有员工购买所有社保而未遵守该原则。工厂在2021年12月有78名员工，其中6名达到退休条件，2名新入职员工，需为70名员工购买保险，但是工厂只为28名员工购买社保。工厂有为18名员工购买商业意外险从2021年12月25日到2022年12月24日。

PA 6: Decent Working Hours

6.2 The main auditee does not respect this principle. Because workers' overtime hours did not comply with legal requirements. Based on sampling review of workers' attendance records from Dec. 2020 to the audit day, it was noted that about 80% workers' monthly overtime hours were exceeded 36 hours, and up to 78 hours in Jul 2021 included 38 OT hours on weekdays and 40 OT hours on weekends.

被审核方因未确保员工的加班时间符合法规要求而未遵守该原则。根据抽样查看员工自2020年12月至审核当天的考勤显示，约80%员工的月加班时间均超过了36小时，最高的在2021年7月达到了78小时，其中正班加班38小时，周末加班40小时。

PA 7: Occupational Health and Safety

7.1 The factory partially respected this principle because the factory had established complete management system on health and safety, including identify and understand related legal regulation, health and safety check, training etc. However, some findings on Health and Safety that violated the local regulations were found during the audit.

被审核方因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，但在审核当天工厂在健康安全方面仍有违反当地法规的问题出现而部分遵守该原则。

7.2 The factory didn't respect this principle because the factory did not provide all injury insurance to all employees. There were 78 employees at Dec 2021, 6 employee reached the retirement condition and 2 new employees, so the factory should provide the social insurance for 70 employees, in fact, they only provide social insurance to 28 employees. The factory provided the commercial injury insurance for 18 employees from Dec 25, 2021 to Dec 24, 2022.

被审核方因没有为所有员工购买所有工伤险而未遵守该原则。工厂在2021年12月有78名员工，其中6名达到退休条件，2名新入职员工，需为70名员工购买保险，但是工厂只为28名员工购买社保。工厂有为18名员工购买商业意外险从2021年12月25日到2022年12月24日。

7.3 The main auditee partially respected this principle. Because the factory carried out risk assessments for health and safety by itself, and the factory established one health and safety committee. The factory didn't provide occupational health exam to 2 workers at embroidery workshop who contacted noise hazards factors and didn't provide the reports for review.

被审核方部分遵守该原则。因为被审核方在生产现场实施健康安全的风险评估，并建立健康安全的委员会。工厂没有为绣花车间两名涉及噪音危害因素的员工提供职业健康体检并提供了报告供查看。

7.7 The factory partially respected this principle because chemical management procedure was established by the factory, but two bottles of cleaner were not equipped with containment at embroidery workshop.

被审核方部分符合该原则，因有建立化学品管理程序，但是绣花车间有两瓶清洁剂没有放置在二次容器中。

PA 7: Occupational Health and Safety

7.17 The factory partially respected this principle, because during the audit, two high sewing machines were not installed with needles protection device at factory.

被审核方部分符合该原则，原因是现场审核发现，工厂的两台高车没有安装挡针板。

PA 10: No Precarious Employment

10.2 The factory partially respected this principle because the occupational hazardous were not announced in the labor contract signed between the factory and 2 embroidery workers.

被审核方部分符合该原则，原因是工厂与2名刺绣员工签订的劳动合同中没有告知职业危害。