Monitoring summary report for HUNG PHAT JOINT STOCK COMPANY
MONITORING ID: 25-0318793

amfori
Trade with purpose

Monitored Party **HUNG PHAT JOINT STOCK COMPANY**	amfori ID **704-002129-000**	Address **Tan Quang Industrial Park, Tan Quang Commune, Van Lan District, N/A, Hưng Yên, Vietnam**
Monitoring Activity **amfori Social Audit - Manufacturing**	Monitoring Type **Full Monitoring**	Monitoring Partner **Bureau Veritas Hong Kong Limited**
Monitoring Start Date **05/05/2025**	Closing Meeting Finished Date **13/05/2025**	Submission Date **13/05/2025**
Expiration Date **13/05/2026**	Announcement Type **Semi Announced**	
Site **BUSINESS LOCATION OF HUNG PHAT JOINT STOCK COMPANY – TAN QUANG WAREHOUSE AND MANUFACTURING FACTORY**	Site amfori ID **704-002129-001**	

This is an extract of the online Monitoring Result, generated on 13/05/2025, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the amfori Sustainability Platform - The English version is the legally binding one.

OVERALL RATING

A B **C** D E None

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, Violence or Harassment	A
PA 5: Fair Remuneration	A

PA 6: Decent Working Hours	**C**	
PA 7: Occupational Health and Safety	**D**	
PA 8: No Child Labour	**A**	
PA 9: Special Protection for Young Workers	**A**	
PA 10: No Precarious Employment	**A**	
PA 11: No Bonded, Forced Labour or Human Trafficking	**A**	
PA 12: Protection of the Environment	**A**	
PA 13: Ethical Business Behaviour	**A**	

GENERAL DESCRIPTION

Name of lead auditor: Dieu Dinh, APSCA auditor membership number: CSCA 21703049
Team Auditor Name: Duy Le , APSCA auditor membership number: CSCA 21703607
Name of observers, translators, trainees, advisors/consultants (if applicable): N/A
Monitoring Partner name: Bureau Veritas Consumer Products Service
Audit Company APSCA Number: 11600002
Monitoring Date: May 5~6th, 2025
Audit schedule details: The audit is planned for two auditors x 1 day and one auditor x 1 day.
Announcement Type: Semi-Announced.
Business partner information: BUSINESS LOCATION OF HUNG PHAT JSC –TAN QUANG WAREHOUSE & MANUFACTURING FACTORY with Business Location license No. 0101879098 - 00008 first registered on06 November 2024, by the Investment and Planning Department of Hung Yen Province. The factory is branch of HUNG PHAT JOINT STOCK COMPANY with Business license No. 0101879098. The factory was located at TAN QUANG INDUSTRIAL PARK TAN QUANG COMMUNE VAN LAN DISTRICT, HUNG YEN, HUNG YEN, VIETNAM.
Audited location information:
In view of the facility, with a total land area of 20,146 square meters, the factory consisted of buildings as below detailed:
- One flat building: material warehouse, finished goods warehouse, cutting, sewing, assembling, canteen and office were on ground floor; office was on the mezzanine.
- One flat building: forming & blowing, CNC cutting, extrusion, injection, drilling, accessories warehouse.

Sub-buildings: security booth, firefighting pump station, waste storage area, chemical warehouse.
There was no shared building noted during the audit. There was no dormitory provided onsite.
The factory specialized in manufacturing of suitcase and backpack products. The main manufacturing processes were material, injection, extrusion, forming & blowing, CNC cutting, drilling, cutting, sewing, assembling, inspection and packing.
Factory did not use subcontractor for production process.
Per site observation, document review and management confirmation, there was no subcontractor for its production.
Building ownership information: Owned
Operating shifts and hours:
The daily working time was 8 hours per day, 6 days per week from Monday to Saturday. The factory has 01 shift from 7:30 to 17:00 with 90 minutes break for lunch.
+ There were 2 pregnant workers noted in the facility.
+ There were 5 nursing children under 12 months workers noted in the facility.
+ There were no young workers noted in the facility.
+ There were no disabled workers noted in the factory.
Time recording system: The factory applied finger printing system to record working hours of workers.
Salary payment details: Payment cycle was from 01 to end of month. Salary was paid once per month on 10th of following month by cash. Pay slip provided to workers in each payment period.
Worker number information:
• Total worker number (production and management workers): 239 (97 males and 142 females)
• Production worker number: 149 (53 male and 96 female)
• Vulnerable worker number:
+ Young worker: 0
+ Women: 142 females
+ Pregnant: 2 females
+ Disabled: 0
+ Home-based workers: 0
+ Foreign migrant worker: 2
+ Temporary worker: 0
+ Seasonal worker: 0
• Any other special group workers (interns, apprentices, contractor workers etc.): 4 security guards.
Good practices:
+ Meal allowance at VND 25,000/day, childcare allowance at VND 50,000/child/month, menstruation allowance at 1.5 basic salary/month, diligent allowance at VND 400,000/month.
Housing allowance at 10% to 20% basic salary/month, transportation allowance at 10% basic salary/month, phone

allowance at 5% basic salary/month applied for Staff.
+ Short break had been provided at 20 minutes per working shift.
Worker organization details: The factory established a Labor Union named Trade Union of Hung Phat JSC. The chairman of the labor union is currently Ms. Pham Hong Thuy / Trade union chairwoman who was elected and approved on April 6th, 2023. At present, approximately 96% of the employees were members of the Labor Union. The workers are free to join the organized or collective bargain. Each member will contribute VND 1% of basic salary per month for Union fees.
Circumstances: There was no special circumstance during the audit.
There were no Government waivers applied in the factory.
The factory recruited workers by themselves: Agency labor contract: Not applicable.
Remark: The facility has posted S4C poster, but they have not provided training to employees.
Summary of findings:
1. PA1: Social Management System:
+ The system was not effective therefore some issues were occurred, please refer to PA 1, 2,5,6,7,12 and 13
+ the factory had not defined the significant of their business partner and had not mapped their supplier chains
+ the workforce capacity had not been properly organized to meet the expectation of the delivery order.
2. PA2: Workers Involvement and Protection
+ the factory had not defined the long term goals to protect workers
3. PA5: Fair Remuneration
+ factory had not had the good overview of the formulation of basic need wage
4. PA6:
+ Excessive monthly overtime
3. PA 7: Occupational Health and Safety
+ firefighting and prevention plan and emergency rescue plan were not established
+ Insufficient risk assessment
+ fire drill for all employees was not conducted
+ Insufficient safety training
+ Insufficient technical certificates for critical machines operators.
+ Chemicals were not labeled sufficiently
+ No slip/trip/fall warning signs at toilet area to warn employees about the risk that could happen during working hours.
+ Operational buttons and emergency buttons and warning signs on pressing machines at cutting section were not translated, marked and displayed in local language for reference.
+ electric panels at sewing section were not equipped with inner cover
+ 02 out of 05 observed aisles at finished goods warehouse and material warehouse were partially obstructed by metal columns.
+ 02 out of 08 observed aisles at finished goods warehouse & material warehouse and cutting section were from 60cm to 65cm instead of at least 70cm in width as legally required.
+ 04 out of 12 observed emergency exits in workshops 1 & 2 were sliding doors instead of outward opened doors
+ Upper and lower rotating parts of 05 out of 05 observed sewing machines at sewing section were not equipped with safety guard.
+ Needle guards and eye shields guards were not installed on 04 out of 04 observed sewing machines at sewing section
+ The technical inspection report for 01 out of 01 lifting equipment (Electric powered chains) at extrusion section was not available for review.
PA 12: Protection of the Environment
+ Environment License was not obtained in place
PA13: Ethical business behavior
+ The factory had established the policy and procedure on collecting and using the employee personal information with reasonable care and in accordance with local law. However, there was not any consequences for supervisors who fail to treat personal information with respect identified in place.
Remark: BV has used a methodology that is similar with Anker Benchmark methodology to estimate the living wage by estimating the cost of a basic but decent lifestyle for a worker and his or her family.
This involves adding up the cost of three groups of expenditures: food (for a low-cost nutritious diet), housing (for basic healthy housing), and other essential expenses for a family, and then adding a small margin for sustainability and emergencies. The reason BV does not use Anker benchmark is the data in Anker is not reasonable with the area where the factory is located

The data source: http://www.gso.gov.vn and http://vietbao.vn/vn/gia-ca-thi-truong

SITE DETAILS

Site	Site amfori ID
BUSINESS LOCATION OF HUNG PHAT JOINT STOCK COMPANY – TAN QUANG WAREHOUSE AND MANUFACTURING FACTORY	**704-002129-001**

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	**Consumer Durables & Apparel**	**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	**232**	**Workers**
Legal minimum wage in local currency	**4,410,000**	**Monthly**
Lowest wage paid for regular work at the site	**8,837,901**	**Monthly**
Calculated living wage in local currency	**7,846,082**	**Monthly**
Total sample	**20**	**Workers**

Other Metrics

Male workers	**96**	**Workers**
Female workers	**136**	**Workers**
Non-binary workers	**0**	**Workers**
Permanent workers - Male	**97**	**Workers**
Permanent workers - Female	**142**	**Workers**
Permanent workers - Non-binary	**0**	**Workers**
Temporary workers - Male	**0**	**Workers**
Temporary workers - Female	**0**	**Workers**
Temporary workers - Non-binary	**0**	**Workers**
Seasonal workers - Male	**0**	**Workers**
Seasonal workers - Female	**0**	**Workers**
Seasonal workers - Non-binary	**0**	**Workers**
Management - Male	**3**	**Workers**
Management - Female	**0**	**Workers**
Management - Non-binary	**0**	**Workers**
Apprentices - Male	**0**	**Workers**
Apprentices - Female	**0**	**Workers**
Apprentices - Non-binary	**0**	**Workers**
Workers on probation - Male	**0**	**Workers**
Workers on probation - Female	**0**	**Workers**
Workers on probation - Non-binary	**0**	**Workers**
Workers with night shift - Male	**4**	**Workers**
Workers with night shift - Female	**0**	**Workers**
Workers with night shift - Non-binary	**0**	**Workers**
Workers with disabilities - Male	**0**	**Workers**
Workers with disabilities - Female	**0**	**Workers**
Workers with disabilities - Non-binary	**0**	**Workers**
Domestic migrant workers - Male	**0**	**Workers**
Domestic migrant workers - Female	**0**	**Workers**
Domestic migrant workers - Non-binary	**0**	**Workers**
Foreign migrant workers - Male	**2**	**Workers**

Foreign migrant workers - Female	**0**	**Workers**
Foreign migrant workers - Non-binary	**0**	**Workers**
Workers hired directly - Male	**93**	**Workers**
Workers hired directly - Female	**142**	**Workers**
Workers hired directly - Non-binary	**0**	**Workers**
Workers hired indirectly - Male	**4**	**Workers**
Workers hired indirectly - Female	**0**	**Workers**
Workers hired indirectly - Non-binary	**0**	**Workers**
Unionised workers - Male	**91**	**Workers**
Unionised workers - Female	**138**	**Workers**
Unionised workers - Non-binary	**0**	**Workers**
Workers under CBA - Male	**91**	**Workers**
Workers under CBA - Female	**138**	**Workers**
Workers under CBA - Non-binary	**0**	**Workers**
Pregnant workers	**2**	**Workers**
Workers on parental leave - Male	**0**	**Workers**
Workers on parental leave - Female	**5**	**Workers**
Workers on parental leave - Non-binary	**0**	**Workers**
Minimum wage agreed on CBA in local currency	**4,410,000**	**Monthly**
Sample - Male	**7**	**Workers**
Sample - Female	**13**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: BUSINESS LOCATION OF HUNG PHAT JOINT STOCK COMPANY – TAN QUANG WAREHOUSE AND MANUFACTURING FACTORY | Site amfori ID: 704-002129-001

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review, management and worker interviews, it was noted that the factory had established system to integrate amfori BSCI standards in its daily operation, however, the system was not effective therefore some issues were occurred, please refer to PA 1, 2, 5, 6, 7, 12 and 13. This violated amfori BSCI performance area 1.1 The facility had established internal management system such as internal policies and procedures for social compliance. Internal audit also conducted in the facility to identify gaps and opportunities to improvement. However, the system was not effective. Thus, the finding was raised as “Partial compliance”.	Dựa trên việc xem xét tài liệu, phỏng vấn ban quản lý và công nhân, người ta nhận thấy rằng nhà máy đã thiết lập hệ thống để tích hợp các tiêu chuẩn amfori BSCI vào hoạt động hàng ngày của mình, tuy nhiên, hệ thống không hiệu quả nên đã xảy ra một số vấn đề, vui lòng tham khảo PA 1, 2, 5, 6, 7, 12 and 13. Điều này vi phạm lĩnh vực hiệu suất amfori BSCI 1.1 Cơ sở đã thiết lập hệ thống quản lý nội bộ như các chính sách và quy trình nội bộ về tuân thủ xã hội. Kiểm toán nội bộ cũng được tiến hành tại cơ sở để xác định các khoảng trống và cơ hội cải thiện. Tuy nhiên, hệ thống không hiệu quả. Do đó, phát hiện được đưa ra là "Tuân thủ một phần".

Question: 1.3 Is there satisfactory evidence that the auditee has identified their significant business partners and their level of alignment with the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on satisfactory evidence, the main auditee does not fully respect the following principle because the factory had listed out their business partners, however, the factory had not defined the significant of their business partner and had not mapped their supplier chains. This violated amfori BSCI performance area 1.3 The facility had established the procedure to selection business partners in place. Internal audit also conducted in the facility to identify gaps and opportunities to improvement. However, the system was not effective. Thus, the finding was raised as “Partial Compliance”.	Dựa trên bằng chứng thỏa đáng, bên được kiểm toán chính không hoàn toàn tôn trọng nguyên tắc sau vì nhà máy đã lập danh sách đối tác kinh doanh của mình, tuy nhiên, nhà máy đã không xác định được đối tác kinh doanh quan trọng của mình và không lập bản đồ chuỗi cung ứng của mình. Điều này đã vi phạm lĩnh vực hiệu suất 1.3 của amfori BSCI. Cơ sở đã thiết lập quy trình để lựa chọn đối tác kinh doanh tại chỗ. Kiểm toán nội bộ cũng được tiến hành tại cơ sở để xác định các khoảng trống và cơ hội cải thiện. Tuy nhiên, hệ thống không hiệu quả. Do đó, phát hiện được đưa ra là "Tuân thủ một phần".

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on satisfactory evidence, the main auditee did not fully respect this principle because: it was noted that the workforce capacity had not been properly organized to meet the expectation of the delivery order. This violated amfori BSCI Performance Area 1.4 This violation may cause the potential of negative health effects, as interview, workers are willing to work overtime in order to increase the income. In addition, the factory already acknowledged that the overtime should be in line with the requirement; they made the plan to reduce the overtime hours. However, due to the urgent shipment and the last minutes order, the factory could not follow the production plan. Therefore, the finding was raised as "Partially Compliance"	Dựa trên bằng chứng thỏa đáng, bên được kiểm toán chính đã không tôn trọng hoàn toàn nguyên tắc này vì: nhận thấy rằng năng lực của lực lượng lao động chưa được tổ chức hợp lý để đáp ứng kỳ vọng của lệnh giao hàng. Điều này đã vi phạm Mục 1.4 về Hiệu suất của amfori BSCI Vi phạm này có thể gây ra khả năng ảnh hưởng tiêu cực đến sức khỏe, vì phỏng vấn, công nhân sẵn sàng làm thêm giờ để tăng thu nhập. Ngoài ra, nhà máy đã thừa nhận rằng việc làm thêm giờ phải phù hợp với yêu cầu; họ đã lập kế hoạch giảm giờ làm thêm. Tuy nhiên, do lô hàng gấp và lệnh vào phút chót, nhà máy không thể thực hiện theo kế hoạch sản xuất. Do đó, phát hiện được đưa ra là "Tuân thủ một phần"

PA 2: Workers Involvement and Protection

Site: BUSINESS LOCATION OF HUNG PHAT JOINT STOCK COMPANY – TAN QUANG WAREHOUSE AND MANUFACTURING FACTORY | Site amfori ID: 704-002129-001

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on satisfactory evidence, the main auditee does not respect the following principle because the factory had not defined the long term goals to protect workers according to the amfori BSCI Code of Conducts. This violated amfori BSCI Performance Area 2.2. The finding was noted during document review, management interview and workers interview. The factory had not aware of the requirement therefore the finding was rated as "Non-Compliance".	Ghi nhận nhà máy chưa lập kế hoạch dài hạn nhằm bảo vệ người lao động dựa theo tiêu chuẩn amfori BSCI. Điều này vi phạm Mục 2.2 của Amfori BSCI Performance Area. Phát hiện này đã được ghi nhận trong quá trình xem xét tài liệu, phỏng vấn quản lý và phỏng vấn công nhân. Nhà máy không biết về yêu cầu này nên phát hiện này được đánh giá là "Không tuân thủ".

PA 5: Fair Remuneration

Site: BUSINESS LOCATION OF HUNG PHAT JOINT STOCK COMPANY – TAN QUANG WAREHOUSE AND MANUFACTURING FACTORY | Site amfori ID: 704-002129-001

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on satisfactory evidence, the main auditee does not respect the following principle because factory had not had the good overview of the formulation of basic need wage since there was information collected regarding living conditions of workers in the region, but no data analysis to conclude any gap between the living wage of the region and workers' actual income. This violated amfori BSCI Performance Area 5.4. The finding was raised partially because the facility has awareness of this requirement and conducted survey on living wage.	Dựa trên các bằng chứng thỏa đáng, đơn vị được kiểm toán chính không tôn trọng nguyên tắc sau đây vì nhà máy chưa có cái nhìn tổng quan tốt về việc xây dựng mức lương nhu cầu cơ bản do thu thập được thông tin về điều kiện sống của người lao động trong vùng nhưng không có phân tích số liệu để kết luận bất kỳ khoảng cách nào giữa mức lương đủ sống của vùng và thu nhập thực tế của người lao động. Điều này đã vi phạm Khu vực Hiệu suất 5.4 của BSCI. Phát hiện này được đưa ra một phần vì cơ sở có nhận thức về yêu cầu này và tiến hành khảo sát về mức lương đủ sống.

PA 6: Decent Working Hours

Site: BUSINESS LOCATION OF HUNG PHAT JOINT STOCK COMPANY – TAN QUANG WAREHOUSE AND MANUFACTURING FACTORY | Site amfori ID: 704-002129-001

Question: 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on satisfactory evidences, the main auditee had not fully respected the performance area because: at least 02 out of 20 sampled population workers at warehouse and assembly section had worked from 43 to 44.4 overtime hours in January 2025, which had been exceeded the legal limit at 40 hours as maximum. This violated amfori BSCI Performance Area 6.2 and local law Vietnam Labor Law, Article 107. Overtime work. The finding was noted during document review, management interview and workers interview. The violation may cause the potential of negative health effects, as interview, workers are willing to work overtime in order to increase the income. In addition, the factory already acknowledged that the overtime should be in line with the requirement;	Dựa trên các bằng chứng thỏa đáng, đối tượng kiểm toán chính đã không tôn trọng đầy đủ lĩnh vực hiệu suất vì: ít nhất 02 trong số 20 công nhân được lấy mẫu tại bộ phận kho và lắp ráp đã làm thêm giờ từ 43 đến 44,4 giờ trong tháng, vượt quá giới hạn pháp lý là 40 giờ tối đa. Điều này đã vi phạm Mục hiệu suất BSCI 6.2 của amfori và luật pháp địa phương Bộ luật Lao động Việt Nam, Điều 107. Làm thêm giờ. Phát hiện đã được ghi nhận trong quá trình xem xét tài liệu, phỏng vấn quản lý và phỏng vấn công nhân. Vi phạm có thể gây ra tác động tiêu cực đến sức khỏe, vì trong cuộc phỏng vấn, công nhân sẵn sàng làm thêm giờ để tăng thu nhập. Ngoài ra, nhà máy đã thừa nhận rằng việc làm thêm giờ phải phù hợp với yêu cầu; họ đã lập kế hoạch giảm giờ làm thêm. Tuy nhiên, do lô hàng gấp và đơn hàng vào

Finding	
they made the plan to reduce the overtime hours. However, due to the urgent shipment and the last minutes order, the factory could not follow the production plan. Therefore, the finding was raised as “Partially Compliance”	phút chót, nhà máy không thể thực hiện theo kế hoạch sản xuất. Do đó, phát hiện đã được đưa ra là "Tuân thủ một phần"

PA 7: Occupational Health and Safety

Site: BUSINESS LOCATION OF HUNG PHAT JOINT STOCK COMPANY – TAN QUANG WAREHOUSE AND MANUFACTURING FACTORY | Site amfori ID: 704-002129-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH	LOCAL LANGUAGE
Finding	
During document review, workers and management interview, it was noted that fire fighting and prevention plan and emergency rescue plan were not established in place. This violated clause 7.1 of amfori BSCI Performance Area and Decree 136/2020/ND-CP, Article 5; Decree 83/2017/ND-CP, Art.9. The finding was noted during document review, workers and management interview. The factory had written policies and procedures on health and safety management in place. Moreover, person in charge was assigned to be responsible for health and safety issues in the factory. The factory also conducted internal audit to ensure the cited issue in line with legal requirement. Due to the effective system was in place but not closely monitoring, the finding was rated as Partially.	Ghi nhận nhà máy chưa thiết lập phương án chữa cháy và phương án cứu nạn cứu hộ.

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH	LOCAL LANGUAGE
Finding	
During document review, workers and management interview, it was noted that risk assessment on health and safety was conducted on Jan 2025; however, it was not sufficiently conducted as below detailed: + The human & financial resources were not	Ghi nhận đánh giá rủi ro này chưa được thực hiện đầy đủ: + Chưa xác định nguồn lực và tài chính để đảm bảo các biện pháp ngăn ngừa rủi ro được thực hiện. + Chưa nhận diện các rủi ro tại các khu vực sản

Finding	
included to ensure the identified risks be mitigated. + Not covering all workplaces including production area (extrusion section, CNC section, assembling section, sewing section..etc) and non-production areas (toilet, parking lot, fire-fighting pump station, waste storage area, chemical warehouse...etc). This violated clause 7.3 of amfori BSCI Performance Area and Decree No. 39/2016/NĐ-CP, Article 4, 5, 6, 7. The finding was noted during document review, workers and management interview. The factory had written policies and procedures on health and safety management in place. Moreover, person in charge was assigned to be responsible for health and safety issues in the factory. The factory also conducted internal audit to ensure the cited issue in line with legal requirement. Due to the effective system was in place but not closely monitoring, the finding was rated as Partially.	xuất và phụ trợ

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH	LOCAL LANGUAGE
Finding	
During document review, workers and management interview, it was noted that risk assessment on health and safety was conducted on Jan 2025; however, the risk assessment did not sufficiently include consultation with workers and their representatives. This violated clause 7.4 of amfori BSCI Performance Area and Decree No. 39/2016/NĐ-CP, Article 4, 5, 6, 7. The finding was noted during document review, workers and management interview. The factory had written policies and procedures on health and safety management in place. Moreover, person in charge was assigned to be responsible for health and safety issues in the factory. The factory also conducted internal audit to ensure the cited issue in line with legal requirement. Due to the effective system was in place but not closely monitoring, the finding was rated as Partially.	Ghi nhận nhà máy đánh giá rủi ro về an toàn vệ sinh lao động nhưng chưa có bằng chứng về việc tham vấn khi thực hiện đánh giá rủi ro với người lao động và đại diện người lao động.

Question: 7.5 Is there satisfactory evidence that the auditee regularly provides OHS trainings to ensure workers understand the rules of work, personal protection and measures for preventing and reacting to injury to themselves and fellow workers?

ENGLISH	LOCAL LANGUAGE
Finding	
1/ During document review, workers and management interview, it was noted that fire drill for all employees was not conducted in place. This violated amfori BSCI Performance Area 7.5 and Circular 149/2020/TT-BCA, Art 10. 1. 2/ During document review, workers and management interview, it was noted that: + Occupational Health Safety (OHS) training was not provided for employees in Group 3 including 01 lifting equipment (chain hoist) operators, 09 chemical handling employees and 11 forklift operators. + Technical certificates of 1 out of 03 electricans, 02 out of 17 forklift operators, 01 out of 01 lifting equipment (Electric powered chainst) operator were not available for review. This violated amfori BSCI Performance Area 7.5 and Decree No. 44/2016/ND-CP Art17; 06/2020/TT-BLĐTBXH; QCVN 7:2012/BLDTBXH Art 3; QCVN 25: 2015/BLĐTBXH Art 1.3.2; Decree No.62/2025/NĐ-CP Art 17 The finding was noted during document review, workers and management interview. The factory had written policies and procedures on health and safety management in place. Moreover, person in charge was assigned to be responsible for health and safety issues in the factory. The factory also conducted internal audit to ensure the cited issue in line with legal requirement. Due to the effective system was in place but not closely monitoring, the finding was rated as Partially.	1/ Ghi nhận nhà máy chưa thực hiện diễn tập thoát hiểm cho người lao động. 2/ Ghi nhận: + Người lao động nhóm 3 (công nhân vận hành thiết bị nâng, xe nâng, tiếp xúc hóa chất) chưa được huấn luyện an toàn vệ sinh lao động + Chứng chỉ nghề của thợ điện, công nhân vận hành xe nâng, thiết bị nâng chưa có để xem xét

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
During site tour, workers and management interview, it was noted that:	Ghi nhận công nhân khu vực may và thành hình không sử dụng đầy đủ PPE trong quá trình làm

Finding	
+ 02 out of 10 observed workers at sewing section did not wear provided anti-dust mask while working. + 02 out of 03 observed workers at forming section did not use provided fabric gloves while working. This violated amfori BSCI Performance Area 7.6 and Law No. 84/2015/QH13 Art 23 The finding was noted during document review, workers and management interview. The factory had written policies and procedures on health and safety management in place. Moreover, person in charge was assigned to be responsible for health and safety issues in the factory. The factory also conducted internal audit to ensure the cited issue in line with legal requirement. Due to the effective system was in place but not closely monitoring, the finding was rated as Partially.	việc

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
Finding	
During site tour, worker and management interview, it was noted that observed chemical cans, drums chemical warehouse were not sufficiently labelled in the local language as legally required. This was violated Amfori BSCI Performance Area 7.7 and Circular no. 32/2017/TT-BCT Article 6; QCVN 05A:2020/BCT, Art 2 & 5.15 & 7.2; Law on Chemicals. Article 29. The finding was noted during document review, workers and management interview. The factory had written policies and procedures on health and safety management in place. Moreover, person in charge was assigned to be responsible for health and safety issues in the factory. The factory also conducted internal audit to ensure the cited issue in line with legal requirement. Due to the effective system was in place but not closely monitoring, the finding was rated as Partially.	Ghi nhận hóa chất chưa dán nhãn tiếng Việt đầy đủ. Điều này đã vi phạm điều khoản 7.7 của Amfori BSCI Performance Area và Thông tư số 32/2017/TT-BCT Điều 6; QCVN 05A:2020/BCT, Điều 2 & 5.15 & 7.2; Luật Hóa chất. Điều 29. Phát hiện này đã được ghi nhận trong quá trình xem xét tài liệu, phỏng vấn người lao động và ban quản lý. Nhà máy đã có chính sách và quy trình bằng văn bản về quản lý sức khỏe và an toàn. Hơn nữa, người phụ trách được giao nhiệm vụ chịu trách nhiệm về các vấn đề sức khỏe và an toàn trong nhà máy. Nhà máy cũng đã tiến hành kiểm toán nội bộ để đảm bảo vấn đề được trích dẫn phù hợp với yêu cầu pháp lý. Do hệ thống hiệu quả đã được áp dụng nhưng không giám sát chặt chẽ nên phát hiện này được đánh giá là Một phần.

Question: 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

ENGLISH	LOCAL LANGUAGE
Finding	
During site tour, workers and management interviews, it was noted that: + No slip/trip/fall warning signs at toilet area to warn employees about the risk that could happen during working hours. + Operational buttons and emergency buttons and warning signs on pressing machines at cutting section were not translated, marked and displayed in local language for reference. This was violated Amfori BSCI Performance Area 7.9 & Law No. 84/2015/QH13 Art. 16 The finding was noted during factory tour, workers and management interview. The factory had written policies and procedures on health and safety management in place. Moreover, person in charge was assigned to be responsible for health and safety issues in the factory. The factory also conducted internal audit to ensure the cited issue in line with legal requirement. Due to the effective system was in place but not closely monitoring, the finding was rated as Partially.	1/ Ghi nhận: + nhà máy chưa dán nhãn cảnh báo trơn trượt/té/ ngã cho người lao động tại khu vực nhà vệ sinh + nút vận hành, nút dừng khẩn cấp, cảnh báo của máy móc thiết bị chưa thể hiện bằng tiếng Việt

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH	LOCAL LANGUAGE
Finding	
During site tour, worker and management interview, it was noted that 02 out of 05 observed electric panels at sewing section were not equipped with inner cover. This violated BSCI Performance Area 7.13 and Law No. 28/2004/QH11 Article 57. The finding was noted during factory tour, workers and management interview. The factory had written policies and procedures on health and safety management in place. Moreover, person in charge was assigned to be responsible for health and safety issues in the factory. The factory also conducted internal audit to ensure the cited issue in line with legal requirement. Due to the effective system was in place but not closely monitoring, the finding was rated as Partially.	Ghi nhận tủ điện chưa trang bị tấm chắn bảo vệ

Finding	

Question: 7.15 CRUCIAL: Is there satisfactory evidence that the auditee ensures that escape routes, aisles and emergency exits in the production site are not blocked, easily accessible and clearly marked?	
ENGLISH	**LOCAL LANGUAGE**
Finding	
1/ During site tour, workers and management interview, it was noted that 02 out of 05 observed aisles at finished goods warehouse and material warehouse were partially obstructed by metal columns. 2/ During site tour, workers and management interview, it was noted that 02 out of 08 observed aisles at finished goods warehouse & material warehouse and cutting section were from 60cm to 65cm instead of at least 70cm in width as legally required. 3/ During site tour, workers and management interview, it was noted that 04 out of 12 observed emergency exits in workshop 1 & 2 were sliding doors instead of outward opened doors. Remark: These doors were not equipped with locking machenism to keep it opening at all time. This was violated Amfori BSCI Performance Area 7.15 and QCVN 06/2022 Art 3.3.6; Circular 09/ 2023/TT-BXD Amend Point 3.2.3. The finding was noted during the factory tour, workers and management interview. The factory had a written policy and procedure on health and safety management in place. Moreover, person in charge was assigned to be responsible for health and safety issues in the factory. The factory also conducted internal audit to ensure the cited issue in line with legal requirement. Due to the effective system was in place but not closely monitoring, the finding was rated as Partially.	1/ Ghi nhận lối thoát hiểm khu vực kho thành phẩm và khu vực kho nguyên phụ liệu bị che chắn một phần bởi cột thép. 2/ Ghi nhận lối thoát hiểm thoát hiểm khu vực kho thành phẩm và khu vực kho nguyên phụ liệu, khu vực cắt chưa đủ chiều rộng theo quy định của luật, 3/ Ghi nhận cửa thoát hiểm là cửa kéo ngang thay vì cửa mở ra ngoài.

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?	
ENGLISH	**LOCAL LANGUAGE**

Finding	
1/ During site tour, workers and management interview, it was noted that: + Upper and lower roating parts of 05 out of 05 observed sewing machines at sewing section were not equipped with safety guard. + Needle guards and eyeshields guards were not installed on 04 out of 04 observed sewing machines at sewing section. This violated BSCI Performance Area 7.17 and Circular No. 04/2014/TT-BLDTBXH Article 5; Labor Code of Vietnam No. 45/2019/QH14 Article 134. 2/ During document review, worker and management interview, it was noted that the technical inspection report for 01 out of 01 lifting equipment (Electric powered chains) at extrusion section was not available for review. This violated amfori BSCI Performance Area 7.17 and Circular No. 36/2019/TT-BLDTBXH The finding was noted during factory tour, workers and management interview. The factory had written policies and procedures on health and safety management in place. Moreover, person in charge was assigned to be responsible for health and safety issues in the factory. The factory also conducted internal audit to ensure the cited issue in line with legal requirement. Due to the effective system was in place but not closely monitoring, the finding was rated as Partially.	1/ Ghi nhận bộ phận chuyển động của máy may chưa được trang bị bảo hộ. Máy máy chưa được trang bị kính chắn bảo hộ mắt và chắn kim. 2/ Ghi nhận hồ sơ kiểm định thiết bị nâng (palăng điện) chưa có để xem xét

Question: 7.23 Is there satisfactory evidence that the auditee provision of transportation to workers is safe and complies with national regulations?

ENGLISH	LOCAL LANGUAGE
Finding	
N/A. Factory did not provide means of transportation to employees.	Nhà máy không có phương tiện đi lại cho người lao động.

Question: 7.24 Is there satisfactory evidence that the auditee has chosen the location of the social facilities or workers housing to ensure occupants are not exposed to natural hazards or affected by the operational impacts of the worksite (for example noise, emissions or dust)?

ENGLISH	LOCAL LANGUAGE

Finding	
N/A. Factory did not provide dormitory for employees.	Nhà máy không có kí túc xá cho người lao động.

PA 12: Protection of the Environment

Site: BUSINESS LOCATION OF HUNG PHAT JOINT STOCK COMPANY – TAN QUANG WAREHOUSE AND MANUFACTURING FACTORY | Site amfori ID: 704-002129-001

Question: 12.1 Is there satisfactory evidence that the auditee continuously identifies the significant impacts and environmental implications associated to its activity?

ENGLISH	LOCAL LANGUAGE
Finding	
During document review, workers and management interview, it was noted that Environment License was not obtained in place. This violated amfori BSCI Performance Area 12.1 and Law on Environment Protection No. 72/2020/QH14; Article 39. The factory had a written policy and procedure on health and safety management in place. Moreover, person in charge was assigned to be responsible for environment issues in the factory. The factory also conducted internal audit to ensure the cited issue be in line with legal requirement. Due to the effective system was in place but not closely monitored, the finding was rated as Partially.	Ghi nhận nhà máy chưa có Giấy phép môi trường

PA 13: Ethical Business Behaviour

Site: BUSINESS LOCATION OF HUNG PHAT JOINT STOCK COMPANY – TAN QUANG WAREHOUSE AND MANUFACTURING FACTORY | Site amfori ID: 704-002129-001

Question: 13.4 Is there satisfactory evidence that the auditee collects uses and otherwise processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on satisfactory evidence, the main auditee does not fully respect the following principle because it was noted that the factory had established the policy and procedure on collecting and using the employee personal information with reasonable care and in accordance with local law. However, there was no any consequences for	Ghi nhận nhà máy đã xây dựng chính sách bảo mật thông tin người lao động. Tuy nhiên, nhà máy chưa nhận diện các biện pháp xử lý khi phát hiện người giám sát chưa tuân thủ quy tắc này. Điều này vi phạm lĩnh vực hiệu suất 13.4 của amfori BSCI

Finding	
supervisors who fail to treat personal information with respect identified in place. This violated amfori BSCI performance area 13.4 The factory had established the policy and procedure on business ethics in place. The person in charged also be assigned. However, due to insufficient information, the finding was rated as "Partially Compliance".	Nhà máy đã thiết lập chính sách và quy trình về đạo đức kinh doanh. Người chịu trách nhiệm cũng sẽ được chỉ định. Tuy nhiên, do thông tin không đầy đủ nên phát hiện được đánh giá là "Tuân thủ một phần".