

Monitoring result for Nantong Ruijing Textile Co., Ltd. on site Nantong Ruijing Textile Co., Ltd.

Monitoring

Monitored Party	: Nantong Ruijing Textile Co., Ltd.	amfori ID	: 156-012261-000
Site	: Nantong Ruijing Textile Co., Ltd.	Site amfori ID	: 156-012261-001
Address	: Room 1308, Building C, Building 15, Shuangyi Pioneer Park, 28 Binshui Road, Development Zone	Monitoring Activity	: amfori Social Audit - Manufacturing
	: Nantong	Monitoring Type	: Full Monitoring
	: Jiangsu Sheng	Submission Date	: 08/06/2021
	: China	Expiration Date	: 08/06/2022

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Overall rating



Section rating

PA1: Social Management System	D
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	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 Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

General description

[Location and size]:

- 1.The auditee was located at Room 1308, Building C, Building 15, Shuangyi Pioneer Park, 28 Binshui Road, Development Zone, Nantong City, Jiangsu Province.
- 2.The business license number is 9132069168659691XE and valid from 24 Mar,2009.
- 3.Its main products are knitted blankets and knitted pillows.
- 4.The main process is: materials-rewinding-knitting-linking-sewing-ironing-inspecting-packaging-final goods.

[Structure of facility]:

The auditee rented the fourth and the thirteenth floor of No.15 building from Nantong Shuangyi Pioneer Park Co., Ltd.

[Sampled workers]:

There were total 45 employees in the factory, 6 workers were sampled from each process, including 1 male worker and 5 female workers.

[Others]:

The management showed cooperation attitude during the audit and allowed auditor to conduct workers interview, access all processes and review all necessary documents. Interviewed workers were selected by auditor without any interference of the auditee. All interviewed workers showed open and positive attitude during interview.

The auditor added finding 7.3 manually after the closing meeting.

Site Details

Site : Nantong Ruijing Textile Co., Ltd.

Site amfori ID : 156-012261-001

GICS Classification

Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Textiles

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	45 Workers
Legal minimum wage in local currency	2020 Monthly
Lowest wage paid for regular work at the site	2020 Monthly
Calculated living wage in local currency	2300 Monthly
Total sample	6 Workers

Other Metrics

Male workers	7 Workers
Female workers	38 Workers
Permanent workers - Male	7 Workers
Permanent workers - Female	38 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	7 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	10 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	7 Workers
Workers hired directly - Female	38 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	1 Workers
Sample - Female	5 Workers

Findings

PA1: Social Management System

1.1-The main auditee partially respects this principle, because some established policy or procedure was not fully implemented.
被审核方部分遵循该准则，因为工厂未完全执行其制定的各项政策或者程序。

1.4-The main auditee partially respects this principle, because the factory had established the procedure to control the overtime hours, such as OT must be approved by the management, but some OT hours were not applied.
被审核方部分遵循该准则，因为工厂制定了控制加班时间的程序，如加班需经过管理人员的批准，但部分加班未被申请。

PA 2: Workers Involvement and Protection

2.5-The main auditee partially respects this principle because the auditee had set up several grievance mechanism, but some workers did not know all of them clearly.
被审核方部分遵循该准则，因为工厂设立了多种投诉渠道，但部分员工不完全的了解。

PA 5: Fair Remuneration

5.5-The main auditee does not respect this principle, because the factory provided social insurances for 22 out of 45 employees (16 of them had retired), another 17 employees were provided with commercial accident insurances, the rest 6 employees were not provided with any other insurances.
被审核方未遵循该准则，因为工厂给45名员工（16名退休员工）中的22名购买社保，给另外的17名员工购买商业意外保险，其余6名员工没有任何保险。

PA 6: Decent Working Hours

6.2-The main auditee partially respects this principle, because the workers' monthly OT hours exceeded 36 hours in Aug,2020 and Nov,2020 and maximum were 58 hours in Nov,2020 (26 hours in weekdays and 32 hours in weekends). Workers' maximum weekday OT were 2 hours and maximum weekly working hours were 54 hours.
被审核方部分遵循该准则，因为所有抽样工人在2020年8月和2020年11月的加班时间超过36小时，最大为2020年11月的58小时（平时加班26小时、周末加班32小时），员工最大日加班时间为2小时，最大周工作时间为54小时。

PA 7: Occupational Health and Safety

7.1-The main auditee partially respects this principle, because the laws and regulations had been collected but some of them were not fully followed.
被审核方部分遵循该准则，因为工厂收集了但未严格执行部分法律法规。

7.2-The main auditee partially respects this principle, because the factory did not provide the injury insurances for 6 employees.
被审核方部分遵循该准则，因为工厂未给6名员工提供工伤保险。

7.3-The main auditee partially respects this principle, because the factory did not provide occupational health checking for knitting and re-winding workers.
被审核方部分遵循该准则，因为工厂未给织造和倒纱的工人提供职业健康体检。

7.11-The main auditee partially respects this principle because the factory did not obtain the Building Structure Safety Report from its landlord.
被审核方部分遵循该准则，因为工厂未从其房东处获取厂房的竣工验收报告。

7.14-The main auditee partially respects this principle because the factory built some interlayer in the fourth floor, and a part of the automatic sprinkler system was blocked by this interlayer.
被审核方部分遵循该准则，因为工厂在租赁厂房之后在4楼增加了一部分夹层，该夹层遮挡了部分喷淋系统。

7.17-The main auditee partially respects this principle because safety cover was missing for a linking machine, and protective covers were missing for some knitting machines and some of them were not correctly used.
被审核方部分遵循该准则，因为一台套口机缺少防护罩并且部分织机的防护罩缺失或者未被正确使用。

7.25-The main auditee partially respects this principle because some material in the warehouse was stored against the wall.
被审核方部分遵循该准则，因为工厂仓库部分物料靠墙堆放。