

Monitored Party Baoding Tongli Garments Co., Ltd.	amfori ID 156-044226-000	Address No.199, Tianning Road,Lianchi District, 071000 Baoding City, Hebei Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 12/08/2024	Closing Meeting Finished Date 19/08/2024	Submission Date 19/08/2024
Expiration Date 19/08/2026	Announcement Type Fully Announced	
Site Baoding Tongli Garments Co., Ltd.	Site amfori ID 156-044226-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
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	B	
PA 6: Decent Working Hours	C	

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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

[Audit Information]

Name of lead auditor: Cara Wang; APSCA membership number (CSCA 21702094)

Name of team auditor (if applicable): Nil

Name of observers, translators, trainees, advisors/consultants (if applicable): Nil

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

Audit schedule details: The audit is planned for 1 auditor x 1.5 days. The Full Monitoring audit (fully-announced) was conducted on Aug.12-13, 2024.

[Business partner information]

Baoding Tongli Garments Co., Ltd. (保定市同力制衣有限公司) was located at No.199, Tianning Road, Lianchi District, Baoding City, Hebei Province, China (中国河北省保定市莲池区天宁路199号). The factory was established on Mar.18, 2003 and valid to the long-term, the business license no. was 91130606748453771E.

The main product: garment.

The production process was cutting, sewing, ironing, manual processing, QC and packing.

Production capacity is about 1000000 pieces per year.

[Audited location information]

The factory used one 2-storey building (building A) and 2F and a part of 1F of one 3-storey building (building B) for office, production, warehouse and canteen/ kitchen. No transportation was provided in this factory. No dormitory was provided in this factory.

1F of Building A: 1F of one 2-storey building used as warehouse, the area is about 1470 square meters.

2F of Building A: 2F of one 2-storey building used as cutting, sewing, ironing, manual processing, QC and packing workshop, the area is about 1470 square meters.

1F of Building B: A part of 1F of one 3-storey building used as kitchen and canteen, the area is about 200 square meters, other area of 1F was used by other company.

2F of Building B: 2F of one 3-storey building used as office, the area is about 900 square meters. 3F of building B was used by other company.

The factory rented partial 1F of one 3-storey building to one Human Resources Service company as its office, the factory rented whole 3F of this building to one tobacco company as its office, the factory rented one 2-storey building to one environment inspection company as its office, the factory rented one flat building to three medical companies as office and warehouse to store their goods and one flat building to one embroidery company as its workshop and office. All companies had independent management and workers. The factory management/ workers stated that there was no employee sharing, no equipment or machines sharing, no management sharing among the audited factory and other companies. Factory management and auditor visited the area used by other companies. The factory provided copies of lease contracts and business licenses of other companies for review. This audit only covered the area of the audited factory.

[Operating shifts and hours]

The factory established working hour management procedure. Workers attendance information was recorded by electronic attendance recorder. Based on the policy and attendance records, the workers worked 8 hours per day, 5 days in a week as regular working time system. Overtime working was arranged for no more than 2 hours per day on weekdays and for 8 hours per day on Saturdays if needed, all workers rested on all Sundays, and workers could choose overtime working or not. All workers had one day off per seven days in all weeks, the maximum daily overtime hours/ monthly overtime hours were 2 hour/ 38 hours. The maximum weekly working hours were 50 hours, the maximum continuous working days were 6 days.

During the audit, the number of sampling workers was 10, sampling months: Dec. 2023, Apr. 2024 and Jul. 2024:

The highest number of overtime hours in the sample - WEEKLY - WH records specific as below:

1st sampling month (Dec 2023)- standard hours (40 hours)-the maximum weekly OT (10 hours).

2nd sampling month (Apr 2024)- standard hours (40 hours)-the maximum weekly OT (10 hours).

3rd sampling month (Jul 2024)- standard hours (40 hours)-the maximum weekly OT (10 hours).

[Salary payment details]

The factory established wages and benefit paying management procedure, which included paid normal wage, overtime wage, statutory holidays, marriage leave and maternity leave etc. Based on the wages from Jul.2023 to Jun.2024 provided by the factory, all workers were paid by monthly rate, the minimum wage paid by the factory was at least RMB3000/month, which was met local legal requirement (local mini wage was RMB2200/ month since Jan.1, 2023). Overtime wages of production workers were paid at 150%/200% on weekdays/rest days respectively. The factory paid all workers wage on the 15th day of the following month by bank. No improper deduction was identified according to wages records of workers.

[Worker number information]

Total worker number: 95 workers (76 production workers, 19 non-production workers).

Production worker number: 76 workers (Male: 8, female: 68).

Domestic migrant workers: 0 workers (Male: 0, female: 0).

No young worker, no child labor, no disabled workers, no lactating employees, no pregnant women in the factory.

No interns, no apprentices, no contractor workers etc in the factory.

[Good practices] Nil

[Worker organization details]

No trade union in the factory, but there were 2 worker representatives who were freely elected in the factory and worker representatives met the management every month.

[Circumstances]

The audit was conducted in good professional working environment and auditee was very supportive and cooperative throughout the audit activities.

[The special circumstances can be classified as followed]

According to the Credit China website, there is no negative information about the audit factory.

No special control requirement for COVID-19 in China.

[Summary of findings]

PA1: The amfori BSCI management procedures were not implemented effectively. The factory did not arrange production plan in accordance with amfori BSCI requirement of overtime;

PA2: The factory did not regularly evaluate and follow up on long-term goals. The grievance mechanism was not perfect;

PA5: Insufficient social insurance.

PA6: Some workers' monthly overtime hours exceeded legal requirement;

PA7: Imperfect health and safety management system, some safety issues occur in this factory.

PA12: The save water and reduce wastewater discharge management procedure was incomplete, and the factory did not develop the plan and measures to save water.

PA3, PA4, PA8, PA9, PA10, PA11, PA13: Nil

[Living wage calculation]

#LivingWge: The living wage data is provided by the auditing company and please refer to the PA5 summary to find the details of calculation method of living wage.

[Personal Information protection law]

The Personal Information Protection Law of the People's Republic of China was promulgated on August 20, 2021, the producer ensured that relevant personal data and information provided to SGS auditor(s) has been obtained the individual's consent during the audit.

[Attachments]

The auditee did not use any contractor/agency, did not obtain any Government waivers, and did not sign Collective bargaining agreements, which made the Contractor license/permit, Agency labor contract, Government waivers, Collective bargaining agreements not applicable in this audit. All above documents were not involved in the document report.

SITE DETAILS

Site

Baoding Tongli Garments Co., Ltd.

Site amfori ID

156-044226-001

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.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	95	Workers
Legal minimum wage in local currency	2,200	Monthly
Lowest wage paid for regular work at the site	3,000	Monthly
Calculated living wage in local currency	2,778	Monthly
Total sample	10	Workers

Other Metrics

Male workers	24	Workers
Female workers	71	Workers
Non-binary workers	0	Workers
Permanent workers - Male	24	Workers
Permanent workers - Female	71	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	2	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	3	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	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	24	Workers
Workers hired directly - Female	71	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	2	Workers
Sample - Female	8	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Baoding Tongli Garments Co., Ltd. | Site amfori ID: 156-044226-001

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	
1.1 Finding: The main auditee partially respected this principle because based on management interview and document review, the factory had established completed amfori BSCI management system, and the factory conducted the internal audit and management review in May 2024. However, due to inadequate understanding of regulations and BSCI requirements, the management procedures were not implemented effectively, there were still some issues of health & safety, overtime hours etc. It violated the requirement of question 1.1 in amfori BSCI system manual.	1.1 发现点：被审核方（生产商）部分遵循该准则，原因是基于管理层访谈和文件审核，工厂已建立完整的BSCI管理系统，并在2024年5月执行了社会责任内审和管理评审。但是由于工厂未充分理解法规 and BSCI的要求，管理程序没有有效执行，仍然存在健康安全、加班等方面问题。违反了amfori BSCI管理手册中问题1.1的要求。

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	
1.4 Finding: The main auditee partially respected this principle because based on management interview and document review, the factory established a capacity planning program, the factory only arranged the production plan according to the delivery time, the factory did not arrange production plan in accordance with amfori BSCI requirement of overtime, the factory did not control overtime per the regulation's requirement, employee's monthly overtime had exceeded the limit of local law, the maximum monthly overtime hours were 38 hours in Jul. 2024. It violated the requirement of question 1.4 in amfori BSCI system manual.	1.4 发现点：被审核方（生产商）部分遵循该准则，原因是基于管理层访谈和文件查看，工厂制定了产能规划的程序，工厂目前只是按照出货时间来排生产计划，工厂未按amfori BSCI加班时间的要求安排生产计划，没有按法规要求来管控加班时间。部分员工的月加班时间超过法规要求，员工的最大月加班时间为38小时在2024年7月。违反了amfori BSCI管理手册中问题1.4的要求。



PA 2: Workers Involvement and Protection

Site: Baoding Tongli Garments Co., Ltd. | Site amfori ID: 156-044226-001

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	
2.2 Finding: The main auditee partial respected this principle because based on management interview, document review and workers interview, the factory had established management system according to BSCI Code of Conduct and defined long-term goals for protecting workers according to the BSCI Code of Conduct. But the factory did not regularly evaluate and follow up on long-term goals. The factory explained that they did not understand the requirements of amfori BSCI. It violated the requirement of question 2.2 in amfori BSCI system manual.	2.2 发现点：被审核方（生产商）部分遵循该准则。原因是基于管理层访谈，文件审核和员工访谈，工厂已经基于BSCI的准则建立了管理体系，也根据BSCI的准则制定了保护工人的长期目标，但是工厂没有对长期目标进行定期评估和跟进。工厂解释说他们不了解amfori BSCI的要求。违反了amfori BSCI管理手册中问题2.2的要求。

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH	LOCAL LANGUAGE
Finding	
2.5 Finding: The main auditee partially respected this principle because based on document review and management interview, the factory had established grievance mechanism for individuals and communities, but the grievance procedure didn't include contents about how to prevent potential interest conflicting, time table and time frame, etc. The factory did not investigate the satisfaction of the grievance system. and the grievance mechanism didn't pay attention to the disadvantaged groups (such as the disabled person). The factory explained that they did not understand the requirements of amfori BSCI. It violated the requirement of question 2.5 in amfori BSCI system manual.	2.5 发现点：被审核方部分遵循该准则，原因是根据文件查看和管理层访谈，工厂已建立个人和社区的申诉机制，但申诉程序未包含如何避免潜在的利益冲突，申诉的时间表和时效性等内容。工厂未对申诉系统满意度进行调查。另该申诉机制没有关注到弱势群体（如残疾人）。工厂解释说他们不了解amfori BSCI的要求。违反了amfori BSCI管理手册中问题2.5的要求。

PA 5: Fair Remuneration

Site: Baoding Tongli Garments Co., Ltd. | Site amfori ID: 156-044226-001

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>5.5 发现点：被审核方（生产商）未遵循该准则。原因是基于管理层访谈，员工访谈和文件审核，工厂没有 为所有员工提供五项社会保险：工厂现有95名员工，其中25名退休返聘员工，0名入职不足1个月的新员工，因此工厂需要为70名员工提供社会保险。但是工厂只为43名员工提供了失业、养老和工伤保险,为42名员工购买了医疗和生育保险。工厂表示没有购买社保的员工自行购买新农保，但是工厂没有保留这方面的依据。工厂为所有员工购买了商业意外险，有效期从2024年8月1日至2025年7月31日。违反了违反了中华人民共和国劳动法（2018修正）第七十二条，七十三条。</p>	<p>5.5 Finding: The main auditee did not respect this principle because based on management interview, workers interview and document review, the factory did not provide social insurance for all workers. There were 95 employees and 25 out of 95 workers were retirement workers, no new workers joined the factory less than one month, thus the factory should provide social insurance for 70 employees. But the factory only provided unemployment, retirement and injury insurance for 43 workers, and provided medical, maternity insurance for 42 workers. The factory claimed the employees who were not provided social insurances had paid for New Rural Cooperative Insurance by themselves. But the factory did not collect relevant information. The factory provided business insurance for all workers which was valid from Aug.1, 2024 to Jul.31, 2025. It violated Labor Law of the People's Republic of China (2018 Amendment) Article 72&73.</p>

PA 6: Decent Working Hours

Site: Baoding Tongli Garments Co., Ltd. | Site amfori ID: 156-044226-001

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	
<p>6.2 Finding: The main auditee partially respected this principle because the monthly OT hours exceeded legal requirement. Based on the attendance records from Jul 1, 2023 to the audit day provided by the factory, the number of sampling workers was 10, sampling months: Dec 2023, Apr. 2024 and Jul.2024, the auditor found 2 sampling workers' monthly OT hours were exceeded local law (the maximum monthly OT hours was 36) in Jul. 2024, specific as below: 1st sampling month (Dec 2023)- standard hours (168 hours)-the maximum monthly OT (34 hours). 2nd sampling month (Apr. 2024)- standard hours (168 hours)-the maximum monthly OT (36 hours). 3rd sampling month (Jul. 2024)- standard hours (184 hours)-the maximum monthly OT (38 hours).</p>	<p>6.2 发现点：被审核方（生产商）部分遵循该准则。原因是部分员工月加班超过法规要求。根据工厂提供的2023年7月1日至审核当天的考勤记录发现，抽样员工10人，抽样月份2023年12月，2024年4月，2024年7月，发现2名抽样员工的月加班时间在2024年7月超过了法规（每月最大36小时）的要求，具体为： 第一个抽样月份（2023年12月）-标准工时（168小时）-最大月加班（34小时）。 第二个抽样月份（2024年4月）-标准工时（168小时）-最大月加班（36小时）。 第三个抽样月份（2024年7月）-标准工时（184小时）-最大月加班（38小时）。 根据员工访谈确认加班是自愿的。工厂称由于订单时间紧张导致员工加班，他们后续会通过增加员工，提高工作效率等方式控制员工加班时间。违反</p>

Finding

Based on employee interview, overtime was voluntary. The factory said that due to the tight order schedule, the employees worked overtime. They would control the overtime hours of the employees by increasing the number of employees and improving the working efficiency. It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41.

了中华人民共和国劳动法（2018修正）第四十一条。

PA 7: Occupational Health and Safety

Site: Baoding Tongli Garments Co., Ltd. | Site amfori ID: 156-044226-001

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

ENGLISH

LOCAL LANGUAGE

Finding

7.1 Finding: The main auditee partially respected this principle because based on management interview, onsite observation and document review, the factory had established complete management system on health and safety, included the identification and awareness of related legal regulation, health and safety check, training etc. But there were some non-compliances identified during the audit due to management negligence, such as some materials were stacked against the wall at warehouse. It violated the requirement of question 7.1 in amfori BSCI system manual and General Rules for Fire Safety Management of Storage Occupancies (XF 1131-2014), Article 6.8.

7.1 发现点：被审核方（生产商）部分遵循该准则。原因是基于管理层访谈，现场观察，文件审核等，工厂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，健康安全检查和培训等，但是由于管理疏忽，审核中仍有一些问题发现，如仓库内部分物料靠墙堆放。违反了amfori BSCI管理手册中问题7.1的要求和仓储场所消防安全管理通则（XF 1131-2014）6.8。

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

7.3 Finding: The main auditee partially respects this principle because based on document review, onsite observation, management interview and workers interview, the factory had carried out complete risk assessment for safe, healthy and

7.3 发现点：被审核方（生产商）部分遵循该准则。原因是基于文件审核，现场观察，管理层访谈和员工访谈，工厂有针对安全，健康和卫生工作条件进行完善的风险评估，但是工厂共有1名员工工作在有职业危害的岗位（清洁岗位需要清洗剂），但工厂

Finding	
hygienic working conditions, total 1 worker worked in occupational hazard position (cleaning position needed to use cleaning agent), but the factory did not provide occupational health examination for this workers exposed to occupational hazards. The factory said it was aware of the regulatory requirements and had made plans to arrange occupational health checks for employees as soon as possible. It violated Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35.	没有为该员工提供职业健康体检，工厂称他们了解了法规的要求，已经制定计划并尽快安排员工进行职业健康体检。违反了《中华人民共和国职业病防治法（2018修正）》第三十五条。

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	
7.17 Finding: The main auditee partially respected this principle. Because based on onsite observation and document review, the auditee had established the machine safety management procedure, the finger guard of one sewing machine was installed too high and it could not provide protection. The factory did not install eye guards for two locksmith sewing machines. It violated General Rules of Design on Health and Safety of Production Facility (GB 5083-1999) 6.1. The factory said it was due to their management negligence and would make rectification as soon as possible.	7.17 发现点：被审核方（生产商）部分遵循该准则。原因是根据现场查看，工厂建立了设备管理程序，但1台车缝设备的护指环安装过高，无法起到防护作用。工厂没有为2台锁边机安装护眼板。违反了生产设备安全卫生设计总则（GB 5083-1999）6.1。工厂称这是由于他们的管理疏忽导致，会尽快做出整改。

Question: 7.21 Is there satisfactory evidence that the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking?

ENGLISH	LOCAL LANGUAGE
Finding	
7.21 Finding: The main auditee partially respected this principle because based on onsite observation, document review and management interview, the factory had one canteen/ kitchen, but the permit for the kitchen and canteen has been out of date since Dec. 2021. The factory said it was due to their management negligence and would make rectification as soon as possible. It violated	7.21 发现点：被审核方部分遵守该准则。原因是根据现场查看，文件查看及管理层访谈，工厂有一个食堂/厨房，工厂提供的食品经营许可证至2021年12月已经过期。工厂称这是由于他们的管理疏忽导致，会尽快做出整改。这违反了食品经营许可证管理办法（2017修正）第二条，第十九条。

Finding	
Administrative Measures for Food Distribution Licensing (2017 Amendment) Article 2&19.	
Question: 7.25 Is there satisfactory evidence the auditee verifies that temperature, humidity, space, sanitation, illumination are adequate for the health and safety of workers?	
ENGLISH	LOCAL LANGUAGE
Finding	
7.25 Finding: The main auditee partially respected this principle. Because based on document review and management interview, the factory established workshop environmental management procedures, but the factory did not provide occupational hazard factors test for the cleaning position needed to use cleaning agency. The factory said it was due to their management negligence and would make rectification as soon as possible. It violated Provisions on the Supervision and Administration of Occupational Health at Work Sites (2020), Article 20.	7.25 发现点：被审核方（生产商）部分遵循该准则。原因是根据文件审核和管理层访谈查看，工厂建立了工作场所环境管理程序，但工厂没有对清洁岗位（需要使用清洗剂）的职业危害因素进行监测。工厂称这是由于他们的管理疏忽导致，会尽快进行整改。违反了《工作场所职业卫生管理规定2020》第二十条。

PA 12: Protection of the Environment

Site: Baoding Tongli Garments Co., Ltd. | Site amfori ID: 156-044226-001

Question: 12.5 Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?	
ENGLISH	LOCAL LANGUAGE
Finding	
12.5 Finding: The main auditee partially respected this principle because based on document review and management interview, the factory had established save water and reduce wastewater discharge management procedure, but the procedure was incomplete, such as no specified monitoring measure. And the factory did not develop the plan and measures to save water. The factory said it was due to their management negligence and would make rectification as soon as possible. It violated the requirement of question 12.5 in amfori BSCI system manual.	12.5 发现点：被审核方（生产商）部分遵守该原则。根据文件查看及管理层访谈确认，工厂建立了节约用水和减少废水排放的程序，但该程序不够完善，如没有具体的效果监测方法，另工厂没有制定节约用水的计划和措施。工厂称这是由于他们的管理疏忽导致，会尽快进行整改。违反了amfori BSCI管理手册中问题12.5的要求。