

Monitored Party Xiangyang Uranus Garments Co., Ltd	amfori ID 156-000541-000	Address 105 Chunyuan Road West, Xiangyang, Hubei Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 13/11/2023	Closing Meeting Finished Date 18/11/2023	Submission Date 18/11/2023
Expiration Date 18/11/2024	Announcement Type Semi Announced	
Site Xiangyang Uranus Garments Co., Ltd	Site amfori ID 156-000541-002	

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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, Violence or Harassment	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, 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: Una Chen; APSCA membership number (CSCA 21702007)

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 2.5 days. The full audit (Semi Announced) was conducted on Nov.13-15, 2023.

Business partner information:

Xiangyang Uranus Garments Co., Ltd was located at 105 Chunyuan Road West, Xiangyang, China. The business license no. was 914206007391463317 and it was valid from Jul 22, 2002.to long term. The main products manufactured in the factory were workwears. The main production processes in the factory included cutting, sewing, ironing, inspecting and packing.

Audited location information:

The factory rented buildings from the landlord 'Xiangyang Double Star Shoes Co., Ltd' as its production, warehouse, dormitory, kitchen and canteen area. The lease agreement could be provided for review, so this audit only covered these rented areas.

Details as below:

Building A (2-storey, 2692 S.Q.meters, and used as production and warehouse)

Building B (2-storey, 2692 S.Q.meters, and used as production and warehouse)

Dormitory Building (6-storey, 4055 S.Q.meters, and used as kitchen, canteen and dormitory)

Operating shifts and hours: The auditee provided the attendance records from Oct.1, 2022 to the audit date for review. Based on attendance records review for 16 sample checked workers, it was noted that workers in one shift. Workers regular worked from Monday to Friday, 8 hours per day, 40 hours per week, OT 2-2.5 hours on some weekdays and worked 8 overtime hours on Saturday usually; Workers had rested every Sunday. The maximum amount of daily/monthly overtime hours were 2.5 hours /95 hours, and the max. weekly working hours were 60.5 hours for production workers.

Time recording system: The factory recorded all workers' working time through finger printer and facial recognition system.

Salary payment details: The factory established wages and benefit paying system, which included paid statutory holidays, sick leave, marriage leave and maternity leave etc. Based on the wages from Oct.2022 to Sep.2023 provided by the factory, the minimum wage paid by the factory was RMB2500/month, which met legal requirement. The wages were paid to workers at the end of following month by cash. Overtime wages were paid at 150%/200% on weekdays/rest days respectively.

Worker number information:

There were total 197 workers (162 production and 35 non-production workers)

Production workers: 162 (17 male and 145 female)

Domestic Migrant workers: 9(1 male and 8 female), no child labor, young worker, pregnant worker, workers on parental leave, workers with disabilities

Any other special group workers (interns, apprentices, contractor workers etc.): Nil

Good practices: Free meal and dormitory was provided.

Worker organization details: No trade union was established in the factory. But 4 worker representatives were voted by all employees in Feb.2023.

Circumstances: The auditor reviewed the IPE website, no negative information was found.

Summary of findings:

PA1: amfori BSCI Code management and working hours' management system was not perfect

PA2: Training to workers system was not enough

PA5 : Insufficient social insurance provided

PA6: Monthly overtime working hours exceeded legal requirement

PA7: HS system was not perfect, goods stored against the wall, privacy door broken in some toilets, no toilet paper and soap, no finger guards, no eye guards, no protective cover equipped for some electrical boxes, label missing for some chemical containers.

PA3, PA4, PA8~ PA13: Nil

Living wage calculation: 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.

Precautions taken about #COVID-19 in the facility: Nil

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 : 1.The factory did not obtain the Consolidated Working Hours System Approval.

2. The factory rented buildings from the landlord 'Xiangyang Double Star Shoes Co., Ltd' as its production, warehouse, dormitory, kitchen and canteen area. The lease agreement could be provided for review, so this audit only covered these rented areas.

SITE DETAILS

Site

Xiangyang Uranus Garments Co., Ltd

Site amfori ID

156-000541-002

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

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	197	Workers
Legal minimum wage in local currency	1,800	Monthly
Lowest wage paid for regular work at the site	2,500	Monthly
Calculated living wage in local currency	2,350.48	Monthly
Total sample	16	Workers

Other Metrics

Male workers	27	Workers
Female workers	170	Workers
Non-binary workers	0	Workers
Permanent workers - Male	27	Workers
Permanent workers - Female	170	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	6	Workers
Management - Female	4	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	0	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	1	Workers
Domestic migrant workers - Female	8	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	27	Workers
Workers hired directly - Female	170	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	6	Workers
Sample - Female	10	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Xiangyang Uranus Garments Co., Ltd | Site amfori ID: 156-000541-002

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 The main auditee partially respects this principle because based on management and workers interview, document review and onsite observation, it was identified that the completed management procedures on amfori BSCI including plan-do-check-action cycle were set up and the facility conducted internal audit on Jun.13, 2023, but defects were found in some PAs during this audit and the social compliance management system of facility needed to be improved to fully meet amfori BSCI requirements. It violated the requirement of question 1.1 in amfori BSCI system manual.	工厂部分遵循该准则；根据管理层及员工访谈，文件查阅及现场审核发现，尽管工厂建立了完整的amfori BSCI相关管理程序，其中包括了计划-执行-检查-改善循环，且工厂在2023年6月13日进行了内审，但审核期间在部分执行领域发现缺陷，工厂的社会责任管理体系需要被改善来完全符合amfori BSCI要求。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 The main auditee partially respects this principle because based on management and workers interview, document review and onsite observation, it was identified that the factory established and conducted production cost and workforce capacity calculation, but workers' monthly overtime hours still exceeded legal limits. The factory management declared that they arranged the working time according to the order and which needed OT to finished it. It violated the requirement of question 1.4 in amfori BSCI system manual.	工厂部分遵循该准则。根据管理层及员工访谈，文件查阅及现场审核发现，工厂建立并进行了生产成本及劳动生产能力的核算，但员工的月加班时间仍超过了法规限值。工厂管理层解释他们需要按照订单安排工作时间，需要加班来完成订单。违反了amfori BSCI管理手册中问题1.4的要求。



PA 2: Workers Involvement and Protection

Site: Xiangyang Uranus Garments Co., Ltd | Site amfori ID: 156-000541-002

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH

LOCAL LANGUAGE

Finding

2.4 The main auditee partially respects this principle because based on management and workers interview, document review, it was identified that although the factory had posted amfori BSCI Code of Conduct onsite, but as per on site interviews, most interviewees were not aware of the legal rights and duties under labor legislation. For example, they did not know the specific requirement of workers involvement and protection, etc. The factory management declared that most workers were not high educated, and they did not pay attention to the training. It violated the requirement of question 2.4 in amfori BSCI system manual.

工厂部分遵循该准则；根据管理层及员工访谈，文件查阅发现，尽管工厂已经在现场张贴amfori BSCI行为守则，但根据现场员工了解，大部分受访员工不了解劳动法 规下所享有的权利和应尽的义务，如员工参与和员工保护的具体内容等不清楚。工厂管理层解释大部分工人学历不高，他们不关心培训内容。违反了 amfori BSCI管理手册中问题2.4的要求。

PA 5: Fair Remuneration

Site: Xiangyang Uranus Garments Co., Ltd | Site amfori ID: 156-000541-002

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

5.5 The main auditee does not respect this principle because based on management and workers interview, document review, it was identified that the factory didn't provide social insurance to all employees, the factory provided social insurance to 117 out of total 197 employees(including 50 employees who had reached retirement age, no new joined employees), the factory provided commercial injury insurance to all employees which valid from Jul.12, 2023 to Jul.11, 2024. The factory management declared that they communicated with employees about providing social insurance upon hiring, but the employees did not want to have social insurance in the facility to save wage be deducted for social insurance fee of personal part. It violated Labor Law of the People's Republic of China (2018 Amendment) Article 72 and 73.

工厂未遵循该准则；根据管理层及员工访谈，文件查阅发现，工厂未向所有员工提供社保，工厂共197名员工(包含50名达到退休年龄员工，无新进员工)，工厂向117名员工提供了社保，向所有员工提供意外伤害险，有效期是2023年7月12日至2024年7月11日。工厂管理表示他们有在员工入职的时候和员工沟通过提供社保的事情，但是员工因为不愿意工资中被扣除社保的个人部分而不愿意在工厂参加社保。违反了中华人民共和国劳动法（2018修正）第七十二条及第七十三条。

Finding

PA 6: Decent Working Hours

Site: Xiangyang Uranus Garments Co., Ltd | Site amfori ID: 156-000541-002

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

6.2 The main auditee does not respect this principle because based on management and workers interview, document review and onsite observation, it was identified that the monthly overtime working hours exceeded legal requirement. Based on attendance records review from Oct.1, 2022 to the audit day, it was identified that except Jan.2023, the monthly overtime working hours of the rest months exceeded the legal requirement and up to 95 hours (55 hours on weekdays and 40 hours on weekends)in Dec.2022. The factory management declared that they arranged the working time according to the order and which needed OT to finished it. It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41.

工厂未遵循该准则；根据管理层及员工访谈，文件查阅及现场审核发现，工人的月加班时间超出法规要求，根据工厂提供的2022年10月1日至审核当天考勤记录显示，除2023年1月外，员工的月加班时间在其余月份超过法律法规要求，最大月加班时间为95小时（55小时平时加班及40小时周末加班）发生在2022年12月。工厂管理层解释他们需要按照订单安排工作时间，需要加班来完成订单，违反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: Xiangyang Uranus Garments Co., Ltd | Site amfori ID: 156-000541-002

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 The main auditee partially respects this principle, because based on management and workers interview, document review and onsite observation, it was identified that :

1. The auditee did not follow the laws & regulations and amfori BSCI's requirements for occupational health and safety fully, some issues were detected

被审核方部分遵循该准则，根据管理层及员工访谈，文件查阅及现场审核发现：

1.工厂未能完全遵循法律法规和amfori BSCI对职业健康与安全的要求，本次审核在职业健康与安全方面出现一些问题。

2.部分物品靠墙堆放等。

违反了amfori BSCI管理手册中问题7.1的要求及仓库

Finding	
in occupational health and safety section during this audit. 2. Some goods were stored against the wall. It violated the requirement of question 7.1 in amfori BSCI system manual and Regulations on Fire Prevention of Warehouse, Article 18.	防火安全管理规则第十八条。

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	
7.7 The main auditee partially respects this principle because based on management and workers interview, onsite observation, it was identified that the label of some chemical containers was missing. The factory management declared that they did not know the chemical management requirement, they would take corrective action as soon as possible. It violated Regulations on Safety Use of Chemicals in Workplaces (1996), Article 11,12,13.	被审核方部分遵循该准则, 根据管理层及员工访谈, 现场审核发现, 部分化学品容器无标识. 工厂解释之前不了解化学品管理要求, 他们将尽快采取改善措施. 违反了工作场所安全使用化学品规定 (1996) 第十一条, 第十二条, 第十三条.

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	
7.13 The main auditee partially respects this principle because based on management and workers interview, onsite observation, it was identified that the external protective cover of one electrical box near ironing position and internal protective cover of one electrical box in the warehouse were not installed. The factory management declared that they would install the protective covers of the related electrical boxes. It violated National Safety Technical Code for Electric Equipments (GB19517-2009)2.2.	被审核方部分遵循该准则, 根据管理层及员工访谈, 现场审核发现, 靠近大烫区域一个电器盒未安装外保护盖, 仓库一个电器盒未安装内保护盖. 工厂解释将为这些电器盒安装保护盖 违反了国家电气设备安全技术规范 (GB19517-2009) 2.2.

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
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Finding	
<p>7.17 The main auditee partially respects this principle because based on management and workers interview, onsite observation, it was identified that:</p> <ol style="list-style-type: none"> 1. No finger guards were installed for 80% sewing machines in the sewing workshop. 2. No eye guards were installed for at least 3 high-speed sewing machines. <p>The factory management declared that some machines were too old to install safeguards, they would try their best to install the safeguards for the machines.</p> <p>It violated General Rules of Design on Health and Safety of Production Facility (GB 5083-1999) 6.1.</p>	<p>被审核方部分遵循该准则，根据管理层及员工访谈，现场审核发现：</p> <ol style="list-style-type: none"> 1. 缝纫车间的80%的缝纫机未安装护指环。 2. 至少3台高速缝纫机未安装护眼挡板。 <p>工厂解释部分机器比较老不便于安装防护装置,他们将尽可能为所有机器安装防护装置.</p> <p>违反了生产设备安全卫生设计总则（GB 5083-1999）6.1.</p>

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.22 The main auditee partially respects this principle because based on management and workers interview, onsite observation, it was identified that some privacy doors were broken, no soap and toilet paper were provided in the toilets.</p> <p>The factory management declared that they would provide toilet paper and soaps, repair privacy doors in the toilet. It violated the requirement of question 7.22 in amfori BSCI system manual.</p>	<p>被审核方部分遵循该准则，根据管理层及员工访谈，现场审核发现,被审核方洗手间部分隐私门损坏，未提供肥皂和卫生纸。工厂解释他们将在厕所提供卫生纸及肥皂,将维修隐私门. 违反了amfori BSCI管理手册中问题7.22的要求。</p>