

# Monitoring result for HANGZHOU SPRINGAIR-ACE TEXTILE CO., LTD on site HANGZHOU SPRINGAIR-ACE TEXTILE CO., LTD

## Monitoring

Monitored Party	: HANGZHOU SPRINGAIR-ACE TEXTILE CO., LTD
amfori ID	: 156-013997-000
Site	: HANGZHOU SPRINGAIR-ACE TEXTILE CO., LTD
Site amfori ID	: 156-013997-002
Address	: Tongyi Village, Hezhuang Town, East Of Qiantang River Industrial Cluster Area
	: Hangzhou
	: Zhejiang Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Monitoring Partner	: ABS Quality Evaluations Inc.
Monitoring Start Date	: 17/04/2023
Closing Meeting Finished Date	: 04/05/2023
Submission Date	: 04/05/2023
Expiration Date	: 04/05/2024

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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	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

Name of lead auditor: Claire Ma; APSCA membership number: CSCA21703851

Name of team auditor (if applicable): Alex Lu; APSCA membership number: CSCA21703844

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

Monitoring partner name: HANGZHOU SPRINGAIR-ACE TEXTILE CO., LTD. (杭州纤乐纺织有限公司 91330100MA2B1359X2)

Audit schedule details: The fully announced full audit is planned for 2 auditor x 1.25 days.

Business partner information: The auditee located at Tongyi Village, Hezhuang Town, East of Qiantang River Industrial Cluster Area, Hangzhou, Zhejiang, China (中国浙江省杭州大江东产业集聚区河庄街道同一村). The auditor verified the business license with the address, legal entity representative, business scope, and other information according to website <http://www.gsxt.gov.cn/> (National Enterprise Credit Information Publicity System). The local name and address were the same as above. Based on the management confirmation, the name of building owner, Hangzhou ZAYS Sweater Co., Ltd. (杭州ZAYS羊毛衫有限公司) was omitted on the registered address on BSCI platform although it was shown on the registered address on business license. The auditee was a limited company, established on 6 Mar. 2018 and valid to long term. The auditee specialized in the manufacture of knitting sweater and child sweater. Production activities are mainly including yarn inverting-knitting-linking-sewing-ironing-inspection-packing. No service /process/ product was subcontracted. No obvious peak season was observed.

Audited location information:

The auditee rented the 2nd floor (material warehouse, yarn inverting, knitting process) and the 3rd floor (office, finished goods storage, sewing, linking, ironing, inspection and packing process) of one 5-storey building as production workshop and warehouse and office at the above address from Hangzhou ZAYS Sweater Co., Ltd. (杭州ZAYS羊毛衫有限公司). Total areas were 3720 square meters. The lease contract was provided for review. The 4th floor and 5th floor were rented to another company, while the 1st floor was used by the building owner. The evacuation stairs were shared but properly maintained by the auditee. No shared personnel, equipment or process was observed. No dormitory, canteen or transportation was provided for employees.

Operating shifts and hours: The policy and interview information showed that the regular workdays were from Monday to Friday with 8 hours per day. The auditee ran 3 shifts for the knitting workers: 8:00~16:00, 16:00~24:00, 00:00~08:00 and ran 1 shift for other workers from 8:00 to 17:00 and one hour lunch break from 11:00 to 12:00. 16 samples' payroll from Apr. 2022 to Mar. 2023 and time records since Apr. 2022 were selected for verification. Based on the sampled workers' payroll and attendance records in May. 2022, Dec. 2022 and Mar. 2023, it was noted that the workers' maximum overtime hours were 2 hours a weekday, 8 hours a rest day, 0 hours a holiday, 20 hours a week, 60 hours a month. The longest consecutive working days were 6 days.

Time recording system: The factory used fingerprint time machine to register workers' attendance status.

Salary payment details: All workers were paid at an hourly rate before/on the 15th of next month by cash. The minimum wage of the sampled workers was RMB14.4 per hour, which was more than the local legal minimum wage standard (i.e. RMB2280 per month or RMB13.10 since Aug. 2021). All were paid 150% and 200% of normal wage for the overtime working on weekday and rest day respectively. The auditee did not provide social insurance to workers as per legal requirement. The auditee provided social insurance records from Mar. 2022 to Feb. 2023. According to the records in Feb. 2023, there were 148 workers in the auditee, including 39 retirees, no temporary, new worker or dispatched workers, the auditee only provided retirement / unemployment / medical / maternity / accident insurance for 101 out of 109 workers (Coverage: 92.66%). The management representative and interviewed workers explained that some workers didn't want to get the social insurance. Commercial injury insurance was provided to total 98 workers, including 8 workers who did not covered by accident insurance, valid to 3 Sep. 2023. No waiver was provided by the factory.

Worker number information: There were 45 male employees and 103 female employees, including 132 production workers (37 males and 95 females) and 16 non-production workers. All employees were mainland Chinese, 98 migrant workers were from other provinces of China. There was no vulnerable worker or any other special group workers (interns, apprentices, contractor workers etc.)

Good practices: Nil

Worker organization details: No trade union, collective bargaining agreements and waiver were applicable currently. Worker representative was elected in the auditee.

Circumstances: no special circumstance happened during the audit. All the findings were discussed with the management in the closing meeting. The factory signed the onsite finding report. The auditor reminded the factory that they should submit the Remediation Plan into the BSCI Platform within 60 days. The management was receptive of all the findings and gave the willingness to take appropriate corrective actions.

Summary of findings: The performance areas needed improvement were PA1, PA2, PA5, PA6, PA7.

Living wage calculation: At ABS QE China, we use data provided by our firm to calculate living wage. First, define the location category of the auditee as per Statistical Zoning Code and Urban and Rural Division Code released by National Bureau of Statistic. For this auditee, it is located in town. Then, we collect Hangzhou from local bureau of statistics regarding "Per Capita Consumption Expenditure" and "Average Family Size" and use the following format to calculate living wage.

Source of Data Link:

<http://www.stats.gov.cn/tjsj/tjbz/tjyqhdmhcxhfdm/>

[http://tjj.hangzhou.gov.cn/art/2022/4/6/art\\_1229279682\\_4028665.html](http://tjj.hangzhou.gov.cn/art/2022/4/6/art_1229279682_4028665.html)

[http://tjj.hangzhou.gov.cn/art/2021/5/17/art\\_1229279682\\_3872469.html](http://tjj.hangzhou.gov.cn/art/2021/5/17/art_1229279682_3872469.html)

$LW = \text{Food Basket} \times (\text{Person} / \% \text{ of Salary spent on food}) \times (\text{Average no. of earning members in the family} \times \text{Avg. Family Size}) \times 110\%$

GLWC just provides living wage data for 6 cities located in urban China as of today, but for majority of our clients are located outsidess of those 6 cities, and in rural areas of China. Therefore, with respect to Anker methodology, following the similar principles, we develop our own methodology to calculate living wage to cover broader regions where producers are located as much as possible from both rural and urban perspectives, by using official data resource from local bureau of statistics

which comes from a large of number of local samples. Living wage calculated by us are close to the available GLWC data, no significant differences. In addition, by comparison with the available GLWC data, our data is more realistic due to the classification for rural and urban areas.

Precautions taken about #COVID-19 in the facility: The auditee was located at a low Covid-19 risk area now. Disinfection was conducted in the workplace every day. Training and risk assessment of Covid-19 were also conducted.

Remark:

1. Based on Classified Management Directory of Environmental Impact Assessment of Construction Projects (version 2021), the auditee was not required for an environmental impact report/register.
2. Personal data protection law in China was issued and implemented since 1 Nov. 2021. The auditee has established relevant personal data protection procedures.
3. There are no agencies or contractor used by the auditee, which makes the agency labor contract or contractor license/permit not applicable. Moreover, no collective bargaining agreements and waiver were applicable currently.
4. The potable water testing report would be invalid soon. The auditee had applied a new one, but the report did not get yet.

## Site Details

Site : HANGZHOU SPRINGAIR-ACE TEXTILE CO., LTD

Site amfori ID : 156-013997-002

### GICS Classification

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Sector : Consumer Discretionary  
Industry Group : Consumer Durables & Apparel

Industry : Textiles, Apparel & Luxury Goods  
Sub Industry : Apparel, Accessories & Luxury Goods

### amfori Process Classifications

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Inspection / Quality Inspection

Ironing

Knitting

Labelling / Label Sewing

Linking

Packaging

### NACE Classification

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Manufacture of knitted and crocheted apparel

### GS1 Classifications

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Segment : Clothing

Family : Clothing

Product Class : Full Body Wear

### Water Stress Situation

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This site is not located in a water stressed region

## Metrics

### Key Metrics

Total workforce	148 Workers
Legal minimum wage in local currency	2280 Monthly
Lowest wage paid for regular work at the site	2505 Monthly
Calculated living wage in local currency	5260 Monthly
Total sample	16 Workers

### Other Metrics

Male workers	45 Workers
Female workers	103 Workers
Permanent workers - Male	45 Workers
Permanent workers - Female	103 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	8 Workers
Management - Female	8 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	13 Workers
Workers with night shift - Female	12 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	30 Workers
Domestic migrant workers - Female	68 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	45 Workers
Workers hired directly - Female	103 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	4 Workers
Sample - Female	12 Workers

## Findings

### PA1: Social Management System

The auditee partially respected the checkpoint. Based on the management interview, onsite tour, document review, worker/worker representative interview, the auditee had established written policy and procedure regarding BSCI management, but it did not implement effectively, also had non-conformance found in some PAs. (Working hours, HS issue, etc).

被审核方部分遵守该检查点，根据管理层访谈，文件审核，现场审核，员工/员工代表访谈，发现被审核方已经建立了关于BSCI管理的书面的政策和程序，但是没有有效的实施，比如有些PA仍然有不合规发现（工时、健康安全等）。

The auditee partially respected the checkpoint. Because based on the management interview, document review, worker/worker representative interview, The auditee had established the workforce analyze procedure and calculated the production capacity data but didn't have workforce capacity planning which led workers' OT exceeded legal limits.

被审核方部分遵守该检查点，因为根据管理层访谈，文件审核，员工/员工代表访谈，发现被审核方建立了产能分析程序并计算了生产能力数据，但未进行产能规划以致于员工加班超过法规要求。

### PA 2: Workers Involvement and Protection

The auditee partially respected the checkpoint. Based on the management interview, document review, worker/worker representative interview, The auditee provided the amfori BSCI training for all workers but no mechanism to evaluate the training effect. According to worker interview, half interviewed workers didn't know the requirement of amfori BSCI.

被审核方部分遵守该检查点，根据管理层访谈，文件审核，员工/员工代表访谈，被审核方给所有员工提供了amfori BSCI的培训，但没有验证培训效果的机制。根据员工访谈，半数被访谈的员工不清楚amfori BSCI的要求。

The auditee partially respected the checkpoint. Based on the management interview, onsite tour, document review, worker/worker representative interview, It was noted that the suggestion box was set up for employees to complain about their concerns. And they also could talk to representatives or supervisors face to face directly. However, no grievance was received in the recent one year, and the auditee did not conduct satisfaction surveys on the grievance mechanism.

被审核方部分遵守该检查点。根据管理层访谈，文件审核，现场审核，员工/员工代表访谈，被审核方设置了意见箱给员工反映意见，员工也可以直接与员工代表或主管面对面进行沟通。但是近一年被审核方未收到任何申诉，被审核方没有做投诉机制方面的满意度调查。

### PA 5: Fair Remuneration

The auditee partially respected the checkpoint. Based on the management interview, document review, worker/worker representative interview, the auditee established the decent living wage procedure. However, the auditee did not access the local decent living wage. And the auditee did not know the requirement of a decent living wage. The basic wages paid for all sampled workers (RMB 14.4 ~ 20.2 per hour) were more than legal minimum wage, but less than the local decent living wage of RMB 5260.04 per month (RMB30.23 per hour) .

被审核方部分遵守该检查点。根据管理层访谈，文件审核，员工/员工代表访谈，审核发现被审核方建立了体面生活需求工资的程序，但没有核算当地体面生活需求工资，且被审核方不了解体面生活需求工资的要求。被审核方支付给所有抽样员工的基本工资(14.4元~20.20元)高于当地法定最低工资，但是低于当地体面基本生活需求工资的每月5260.04元（30.23元/小时）。

The auditee partially respected the checkpoint. Based on the management interview, document review, worker/worker representative interview, The auditee did not provide social insurance to workers as per legal requirement. The auditee provided social insurance records from Mar. 2022 to Feb. 2023. According to the records in Feb. 2023, there were 148 workers in the auditee, including 39 retirees, no temporary, new worker or dispatched workers, the auditee only provided retirement / unemployment / medical / maternity / accident insurance for 101 out of 109 workers (Coverage: 92.66%). The management representative and interviewed workers explained that some workers didn't want to get the social insurance. Commercial injury insurance was provided to total 98 workers, including 8 workers who did not covered by accident insurance and 39 retirees, valid to 3 Sep. 2023. No waiver was provided by the factory. Reference law: PRC Labor Law article 72 & article 73.

被审核方部分遵守该检查点。根据管理层访谈，文件审核，员工/员工代表访谈，被审核方因未按照法规要求给所有人员提供所有险种社保。被审核方提供了2022年3月至2023年2月的社保记录，根据2023年2月的记录显示，被审核方有148名员工，包含39名退休员工，没有临时工，新员工和劳务派遣员工，被审核方给109名员工中的101人，提供养老/失业/医疗/生育/工伤保险(覆盖率：92.66%)。管理者代表和被访谈员工解释，一些工人不愿意购买社会保险。被审核方给98名员工提供商业险，包含未被工伤险覆盖的8人以及39名退休员工，有效期至2023年9月3日。被审核方未获得任何批文。参考法规：《中华人民共和国劳动法》第72条和73条。

### PA 6: Decent Working Hours

The auditee did not respect this checkpoint. Based on the management interview, onsite tour, document review, worker/worker representative interview, The auditee's working hours management system did not work effectively since they did not measure and take actions to control excessive working hours. The payrolls from Apr. 2022 to Mar. 2023 and the working time records from Apr. 2022 to the audit day were provided by the auditee. 16 sampled workers' time records in May. 2022, Dec. 2022 and

## PA 6: Decent Working Hours

Mar. 2023 showed that the monthly overtime hours exceeded 36 hours in the above months. 16/16 workers' monthly overtime hour in May. 2022 exceeded 36 hours and the maximum one was 60 hours. 16/16 workers' monthly overtime hour in Dec. 2022 exceeded 36 hours and the maximum one was 58 hours. 13/16 workers' monthly overtime hour in Mar. 2023 exceeded 36 hours and the maximum one was 52 hours. Reference law: PRC Labour Law article 41.

被审核方未遵守该检查点，根据管理层访谈，现场审核，文件审核，员工/员工代表访谈，被审核方没有衡量和采取措施来控制超时，导致工时管理系统并未有效运行。被审核方提供2022年4月至审核当天的考勤以及2022年4月至2023年3月的工资。根据抽样16名员工在2022年5月，12月和2023年3月的考勤，月加班在上述月份超过法规要求的36小时。在2022年5月，所有16名员工的月加班时间超过36小时，最高为60小时。在2022年12月，所有16名员工的月加班时间超过36小时，最高为58小时。在2023年3月，13/16名员工的月加班时间超过36小时，最高为52小时。参考法律法规：《中华人民共和国劳动法》第41条。

## PA 7: Occupational Health and Safety

The auditee partially respected the checkpoint. Based on the management interview, onsite tour, document review, worker/worker representative interview, H&S management system was not fully implemented since there were findings found in this audit.

被审核方部分遵守该检查点，根据管理层访谈，文件审核，现场审核，员工/员工代表访谈，发现工厂的职业健康安全管理体系未能完全执行，因为本次审核仍有不符合项发现。

The auditee partially respected the checkpoint. Based on the management interview, onsite tour, worker interview, no relevant PPE warning sign was posted in the yarn inverting area to remind worker to wear dust-proof mask and earplug. (Reference law: PRC Law of Prevention and Control of Occupational Diseases Article 25).

被审核方部分遵守该检查点，根据管理层访谈，现场审核，员工访谈，倒纱区域没有张贴提醒员工佩戴防尘口罩和耳塞的相关警示标识。(参考法规：《中华人民共和国职业病防治法》第25条。)

The auditee partially respected the checkpoint. Based on the management interview, onsite tour, worker interview, 10% goods in the warehouse were stored against the wall. The management staff and workers revealed that the site was crowded to store the materials and goods. Reference law: Article 18 of Rules for Warehouse Fire Prevention Safety Management.

被审核方部分遵守该检查点，根据管理层访谈，现场审核，员工访谈，仓库内10%货品靠墙堆放。管理人员和员工表示现场货物存放得拥挤了一些。参考法规：《仓库防火安全管理规则》第18条。