

Monitoring result for NINGBO MH TAPE INDUSTRY CO., LTD. on site NINGBO MH TAPE INDUSTRY CO., LTD.

Monitoring

Monitored Party : NINGBO MH TAPE INDUSTRY CO., LTD.
amfori ID : 156-030337-000
Site : NINGBO MH TAPE INDUSTRY CO., LTD.
Site amfori ID : 156-030337-001
Address : Building 3#, No.300 Yin Hai Road, Jiangbei District
: Ningbo
: Zhejiang Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Submission Date : 25/01/2022
Expiration Date : 25/01/2023

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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	A
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

Factory name: NINGBO MH TAPE INDUSTRY CO., LTD. 宁波萌恒带业有限公司

Factory address: Building 3#, No.300 Yin Hai Road, Jiangbei District, Ningbo, China 浙江省宁波市江北区银海路300号3幢

Business license number: 91330205MA2AH32F6N

The factory was established on January 30, 2018. The factory is specialized in the manufacturing of tapes, elastic tapes, laces. Main production activities include knitting, packing. No processes was subcontracted.

The audited factory is using one 3-storey building with a total of built area of 11773 square meters. No transportation, canteen, kitchen or dormitory was available to workers. The factory rented buildings from Ningbo Mengheng Garment Accessory Co., Ltd. Leasing contract and business license of landlord were provided for review.

On the audit day, there were total 88 employees in the factory of which 82 employees were production workers, there were 39 male employees and 49 female employees. As per management interview, peak season in the factory was not obvious. Their capacity was about 250,000,000 meters per year. The youngest employee working in the factory was 24 years old.

Based on documents review and management interview, it is noted that all employees in the factory were paid by monthly rate. Wages were paid in cash before 10th of each month for the preceding month. The factory uses IC card attendance system to keep record of all employees' working hours. The working hours were from 8:00 to 11:00, 12:00 to 17:00 in 1 shift. Normal working days were from Monday to Friday. Overtime work is normally arranged for 8 hours on Saturdays and for 2 hours on weekdays. The minimum wages of all sample employees were paid at least RMB2400 per month, which was above local minimum wage RMB2010/month and equal to RMB 11.55 per hour during December 1, 2017 to July 31, 2021 and RMB2280/month and equal to RMB 13.1 per hour since August 1, 2021. All sample employees were paid 150% and 200% of regular wages for their work on weekdays and rest days respectively, which was not less than the statutory requirement. And the sample employees' maximum over time hours was 2 hours a weekday, 8 hours a rest day, 0 hour a holiday, 14 hours a week and 60 hours a month in the testing months. The longest consecutively working days was 6 days in the testing periods.

During the current audit, payroll and attendance records from January 2021 to December 2021 were provided for review. The auditors randomly selected 10 samples from December 2021, June 2021 and January 2021 respectively.

According to the social insurance payment receipt provided by factory management, all 88 employees were provided with pension, medical, unemployment, maternity and accident insurance in November 2021.

At the end of the audit, a closing meeting was held with the factory representatives. All of the findings were disclosed and discussed and a corrective action plan was explained to the factory representatives. Mr. Liang Sanjiang, office director agreed with the findings and signed the corrective action plan.

Opening meeting factory representatives (name and titles)

Mr. Liang Sanjiang, office director

Ms. Hou Meiyong, Worker Representative

Remark:

1. There was no contractor used by the auditee, which makes the contractor license/permit not applicable.
2. There was no agency used by the auditee, which makes the agency labour contract not applicable.
3. The Government waivers were not applicable in the auditee.
4. The Collective bargaining agreements were not applicable in the auditee.
5. The factory production address was Building 3#, No.300 Yin Hai Road, Jiangbei District, Ningbo, China. There were other 2 branch companies (Ningbo Mengheng Laces Co., Ltd. and Ningbo Mengheng Drawnwork Co., Ltd.) in the same yard, the audit company and these 2 companies were branch companies of Ningbo Mengheng Garment Accessory Co., Ltd. These 4 companies operate independently with different business license. Ningbo Mengheng Garment Accessory Co., Ltd. was established at first, the Environmental impact appraisal document was applied and used the name of Ningbo Mengheng Garment Accessory Co., Ltd. which included other 3 branch companies.
7. Per factory business license, the factory address was 2nd floor, Building 7#, No.300 Yin Hai Road, Jiangbei District, Ningbo, China. However, per factory tour, management interview and documents review, the factory actual address was Building 3#, No.300 Yin Hai Road, Jiangbei District, Ningbo, China. The manager explained they re-named the number of the buildings and no number 7 building in the factory yard.
8. Audit Company: Bureau Veritas Consumer Products Service
Audit Company APSCA Number: 11600002
Lead Auditor Name: Nimo Jia
APSCA Auditor Registered Number: CSCA21701178
Member Auditor Name: Hazel Chen
APSCA Auditor Registered Number: CSCA21702115
Announcement Type: Announced
Monitoring Date: January 19, 2022

Site Details

Site : NINGBO MH TAPE INDUSTRY CO., LTD.

Site amfori ID : 156-030337-001

GICS Classification

Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

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	88 Workers
Legal minimum wage in local currency	2280 Monthly
Lowest wage paid for regular work at the site	2400 Monthly
Calculated living wage in local currency	2334 Monthly
Total sample	10 Workers

Other Metrics

Male workers	39 Workers
Female workers	49 Workers
Permanent workers - Male	39 Workers
Permanent workers - Female	49 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	4 Workers
Management - Female	2 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	34 Workers
Domestic migrant workers - Female	44 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	39 Workers
Workers hired directly - Female	49 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	3 Workers
Sample - Female	7 Workers

Findings

PA1: Social Management System

The auditee had established BSCI management procedure, and set up long term goals for each PA, no effective self-monitoring system implemented for the effectiveness of performance and no long term goals tracking or update on regular basis conducted, such as for the overtime control and health and safety plan. The management confirmed their implementation for BSCI was not mature enough and most of their operation only based on the previous management experience. This violated Performance Area 1: Social Management System and Cascade Effect 1.1 Factory management agreed with the issue and would take corrective action as soon as possible.

工厂建立了BSCI的管理程序，也建立了针对各执行区域的长期目标，但未进行针对各执行区域实施的效果进行有效的自我监督，未定期对长期目标进行追踪和更新，例如在工时管控方案，健康安全等。管理层确认他们在BSCI运行中不够成熟，大多操作仅根据以往管理经验。根据执行领域1：社会管理体系和级联效应 1.1 工厂同意该问题并表示尽快改善。

The facility established production capacity assessment procedure. However, the facility didn't have a good capacity planning to meet the expectations of the delivery order, which led to workers' monthly overtime hours exceeded legal requirement. Through management interview, they could not ensure workers' overtime hours in accordance with amfori BSCI Code of Conduct and legal requirements when the production capacity met the requirements of the client orders continually. In accordance with the requirement of Performance Area 1.4, the auditee shall organize its workforce capacity to meet the expectations of the delivery order and/or contracts. Factory management agreed with the issue and would take corrective action as soon as possible.

工厂制定了生产能力评估程序，然而工厂没有一个完善的产能计划去完成订单交货的预期，导致员工的月加班时间超过法规要求。管理人员解释说工厂在产能持续满足客户订单需求的同时，无法确保工人的加班时间符合amfori BSCI行为准则和法规要求。根据执行领域1.4，被审核方（生产商）应组织其劳工来达成交付订单和/或合同预期和要求。工厂同意该问题并表示尽快改善。

PA 2: Workers Involvement and Protection

It was noted that the factory had defined long term goals based on amfori BSCI COC, e.g. decreasing working hours. However, the factory had not developed feasible plans to achieve those goals, for example, how to implement the plan to decrease employees' working hours especially overtime hours gradually. This violated BSCI 2.2.

审核员发现工厂有依据amfori BSCI行为守则的内容制定长期目标，如减少工作时间。但是，工厂没有制定可行的计划来实现这些目标，比如：如何逐渐实施计划来缩减员工的工作时间特别是加班时间。不符合BSCI 2.2条款。

The factory provided the records of communication about requirements of social responsibility between the management and workers, however, the workers did not know the requirements of social responsibility or the BSCI Code per employee interview. This violated Performance Area 2: Workers Involvement and Protection 2.4.

工厂有提供进行管理层与员工之间关于社会责任的沟通的记录，但是根据员工访谈员工并不知道社会责任的要求和BSCI的要求。根据执行领域2：工人参与和保护2.4

PA 6: Decent Working Hours

According to the attendance records of 30 sample employees' time records (10 samples each from December 2021, June 2021 and January 2021), it was noted that 30/30 samples worked in excess of 36 overtime hours per month, details as following: 10 out of 10 sample employees worked in excess of 36 overtime hours per month (i.e. 54 to 56 hours) in December 2021, 10 out of 10 sample employees worked in excess of 36 overtime hours per month (i.e. 54 hours) in June 2021, 10 out of 10 sample employees worked in excess of 36 overtime hours per month (i.e. 60 hours) in January 2021. In accordance with Article 41 of the Labor Law of the PRC. The manager was appointed to control the overtime hours. Currently, they did not have a plan to reduce monthly overtime hours to meet legal requirement. All employees interviewed represented that they were voluntarily to work overtime and they confirmed that they overtime worked more than 36 hours per month when busy.

抽样30名员工的考勤记录(2021年12月10名，2021年6月10名，2021年1月10名)，显示30名工人加班时间超过每月加班时间不能超过36小时的法律规定，具体如下：10/10名员工在2021年12月加班54-56小时/月；10/10名员工在2021年6月加班54小时/月；10/10名员工在2021年1月加班60小时/月。根据《中华人民共和国劳动法》第41条。工厂经理负责管控加班时间。目前工厂暂无减少加班时间的计划。访谈员工表示自愿加班，在生产忙时加班时间超过36小时/月。

PA 7: Occupational Health and Safety

It was noted that the factory provided the occupational health checks to employees in knitting workshop who were in contact with noise yearly. However, the occupational health checks were not provided to employees before they take the posts or leave the posts. In accordance with Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases

审核员发现厂方有每年为织造车间接触噪音的员工提供职业病体检，但工厂并没有组织这些员工在上岗前和离岗时进行职业病体检。根据《中华人民共和国职业病防治法》第35条

PA 7: Occupational Health and Safety

Workers or their representatives were not involved in the drafting and implement of the internal procedures on occupational health and safety. This violated Performance Area 7: Occupational Health and Safety 7.4. Factory management agreed with the issue and would take corrective action as soon as possible.

员工或员工代表未参与到制定健康安全程序中。根据执行领域7：职业健康和安全 7.4. 工厂同意该问题并表示尽快改善。

Emergency procedure was established but not posted. This violated Performance Area 7: Occupational Health and Safety 7.8.

被审核方已建立应急程序，但未张贴出来。根据执行领域7：职业健康和安全 7.8改善。

1. It was noted that there was flammable raw material (e.g. cloth) was laid beside 1 electric box in packing workshop. In accordance with Article 5.1.1 of the General Guide for Safety of Electric User (GB/T13869-2017). 2. It was noted that the factory had established the management procedure on electricity safety, and there was qualified electrician responsible for checking and maintaining the electric equipment, but 1 electric box was unlocked without inner cap. In accordance with Article 6.7 of the General Guide for Safety of Electric User.

1. 审核员发现包装车间的1个电箱旁边堆放有易燃原材料（布料）。根据《用电安全导则GB/T13869-2017》第5.1.1条。2. 审核发现工厂有建立用电安全程序，有专门的电工负责电气设备检查和维护，但有1个电箱没有上锁并且没有内盖。根据《用电安全导则GB/T13869-2008》第6.7条

It was noted that the transmission belts of 3 rolling wire machines in the workshop were not equipped with pulley guards. In accordance with Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene. The factory established machinery safety procedure and provided machinery safety training to workers.

审核员发现车间3台绕线机没有为外露的传动皮带安装皮带保护罩。根据《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条。工厂建立了机器设备安全程序，并给员工提供了机器安全培训。