

Monitored Party NINGBO MH TAPE INDUSTRY CO., LTD.	amfori ID 156-030337-000	Address Building 3#, No.300 Yinhai Road, Jiangbei District, Ningbo , Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner SGS
Monitoring Start Date 31/12/2024	Closing Meeting Finished Date 31/12/2024	Submission Date 08/01/2025
Expiration Date 05/02/2026	Announcement Type Semi Announced	
Site NINGBO MH TAPE INDUSTRY CO., LTD.	Site amfori ID 156-030337-001	

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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	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: Silver Wang (APSCA member No. CSCA 21701797).

Name of team auditor (if applicable): NA.

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 day. The follow up audit (Semi-announced) was conducted on Dec 31, 2024.

Business partner information: NINGBO MH TAPE INDUSTRY CO., LTD. (宁波萌恒带业有限公司) is located at Building 3#, No.300 Yinhai Road, Jiangbei District, Ningbo City, Zhejiang Province, China (中国浙江省宁波市江北区银海路300号3#楼).

The factory registered in Market Supervision Administration of Ningbo City, having unified social credit code 91330205MA2AH32F6N, date on Jan 30, 2018 and valid to long-term. The main product manufactured in the auditee was flat belt, Knitting belt, Woven belt. The main processing was warping, weaving and packing.

Audited location information: The factory rented and used one 3-storey 3# building as office, workshops and warehouse from Ningbo Mengheng Garment Accessory Co., Ltd. The total area was about 11772 square meters.

The detail information as below:

Building 3# :

1F: packing workshop and warehouse area / 3924 square meters.

2F: weaving, packing workshop and warehouse area / 3924 square meters.

3F: weaving and warping workshop / 3924 square meters.

Operating shifts and hours & Time recording system: The auditee had established a working hour policy to describe the standards of working hours and labor intensity and communicated the policy to each worker. The auditee ensured normal working hours comply with legal requirement and the use of overtime was voluntary. The working hours were recorded by face scan attendance recorder. Based on attendance records provided by the factory from Dec 1, 2023 to Dec 31, 2024, it was noted that all workers conducted one shift 8:00-11:00, 12:00-17:00, 2 OT hours from 18:00 to 20:00 if busy). And workers had right to choose working overtime or not. Factory ensured all workers rest on Sundays and holidays. The auditee supported the right to resting breaks including short breaks during working hours, meal break and night rest. 150% and 200% of normal rate would be compensated for overtime on normal working days and Saturdays respectively, and no OT was arranged on Sundays and holidays. The max OT hours were 2 hours per day and 62 hours per month, and the max weekly working hours were 56 hours.

1st sampled month(Nov, 2024) – standard hours (40) + maximum weekly OT (14)

2nd sampled month(Jun, 2024)– standard hours (40) + maximum weekly OT (16)

3rd sampled month(Mar, 2024) – standard hours (40) + maximum weekly OT (14)

1st sampled month(Nov, 2024)– standard hours (168) + maximum monthly OT (56)

2nd sampled month(Jun, 2024)– standard hours (152) + maximum monthly OT (60)

3rd sampled month(Mar, 2024) – standard hours (168) + maximum monthly OT (62)

Salary payment details: The factory set up wages and benefit paying system, which included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave etc. Based on the wages from Dec, 2023 to Nov, 2024 provided by the factory, all workers were paid by monthly rate, and the minimum wage in the factory was RMB2600 per month, which was above the legal requirement. Legal minimum wage was RMB2280/month and RMB13.1/hour since Aug 1, 2021 and RMB2490/month and RMB14.31/hour and since Jan 1, 2024. The payment cycle was calendar month. The wage was paid on 10th of the following month by cash and pay slip was also provided each month. No deduction except tax was identified according to wages records of workers.

Worker number information:

- Total worker number (production and management workers): 65

- Production worker number (male and female number details should be given):58 (male: 30 female:28)

- Vulnerable worker number (male and female number details should be given): Domestic migrant workers: 59 (male:29 female:30)

- Any other special group workers (interns, apprentices, contractor workers etc.): 0

Good practices: Nil

Worker organization details: One trade union was established in the factory. 2 worker representatives were elected by all

employees freely.

Circumstances: Nil

The special circumstances can be classified as followed: Auditor checked on IPE and APP of Tianyancha (a software of checking factory's business license information), and no violation record or fines were found.

Summary of findings:

PA1: 1.1 & 1.4 amfori BSCI code management and working hours' management system was not perfect.

PA2: 2.2 Long-term goals were not established.

PA5: 5.4 Wages paid for workers were less than local living wage. 5.5 Social insurance did not cover all employees.

PA6: 6.2 Monthly OT hours exceeded legal requirement.

PA7: 7.1 The EHS management system was not perfect and some goods were mounted against the wall or the pillar. 7.6 Some workers did not wear PPE.

PA3, PA4, PA8, PA9, PA10, PA11, PA12, PA13: Nil

Living wage calculation: The living wage data is provided by the auditing company because there is no data on GLWC website in the city where the factory is located.

The living costs estimated by auditing company involves developing a model diet for workers using the method developed in Anker Methodology. Second, the housing cost is estimated by evaluating the cost of various rental units, utility costs, other housing costs, and routine repairs/maintenance costs which are basic for a family. Third, auditing company estimates non-food-non-housing (NFNH) cost for a living wage. Fourth, auditing company estimates the number of full-time equivalent workers per family providing support in order to estimate a net living wage for workers based on information from government websites and published papers. Finally, payroll taxes and deductions are taken into consideration to estimate the gross living wage for workers.

Reference:

1) China Statistical Yearbook 2022: <http://www.stats.gov.cn/sj/ndsj/2022/indexch.htm>

2) Interpretation of the Social Insurance Law of the People's Republic of China (11): http://www.mohrss.gov.cn/fgs/syshehuibaoxianfa/201208/t20120806_28572.html

3) Housing provident fund management regulations: <https://flk.npc.gov.cn/detail2.html?ZmY4MDgwODE2ZjNjYmIzYzAxNmY0MGZjN2I2ODBmZjI>

4) National city rent reference: <https://m.toutiao.com/is/iR5uwMmp/>

Precautions taken about #COVID-19 in the facility: There are no specific COVID-19 control requirements in China.

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: During document review it was evidence that some of required documents were not applicable in organization like Agency Labor Contract, Government Wavier on working hours and Collective Bargaining Agreement. All of above documents were not involved in document report.

Remark:

1. 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.

2. 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.

SITE DETAILS

Site

NINGBO MH TAPE INDUSTRY
CO., LTD.

Site amfori ID

156-030337-001

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	65	Workers
Legal minimum wage in local currency	2,490	Monthly
Lowest wage paid for regular work at the site	2,600	Monthly
Calculated living wage in local currency	3,887	Monthly
Total sample	5	Workers

Other Metrics

Male workers	32	Workers
Female workers	33	Workers
Non-binary workers	31	Workers
Permanent workers - Male	32	Workers
Permanent workers - Female	33	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	0	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	29	Workers
Domestic migrant workers - Female	30	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	32	Workers
Workers hired directly - Female	33	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	1	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: NINGBO MH TAPE INDUSTRY CO., LTD. | Site amfori ID: 156-030337-001

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	
Follow up audit result on Dec 31, 2024: Open 1.1 The main auditee partially respected this principle. Based on document review, management interview, workers interview and observation onsite, the social responsibility management system was established by factory, but not all policies were properly implemented, some issues on H&S, working hours, Remuneration were found. It violated the requirement of question 1.1 in amfori BSCI system manual.	2024年12月31日的跟进审核结果：打开 1.1 被审核方部分遵循该准则。根据文件审核、管理层访谈、员工访谈和现场观察发现，工厂已经建立了社会责任管理系统，但是不是所有制度都得以有效实施，工厂在健康安全，工作时间，报酬上存在问题。 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	
Follow up audit result on Dec 31, 2024: Open 1.4 The main auditee partially respected this principle because based on document review, management interview and workers interviews, factory had established production capacity planning and cost calculation procedures. But relevant procedures were not implemented effectively. Workers' overtime was not controlled. So workers' overtime hours didn't comply with local law requirement. It violated the requirement of question 1.4 in amfori BSCI system manual.	2024年12月31日的跟进审核结果：打开 1.4 被审核方部分遵循该准则。原因是根据文件审核、管理层访谈和员工访谈发现，工厂有建立产能规划及成本核算程序，但是相关程序没有有效实施，没有控制工人的加班时间，因此工人的加班时间不符合当地法规要求。 违反了amfori BSCI管理手册中问题1.4的要求。



PA 2: Workers Involvement and Protection

Site: NINGBO MH TAPE INDUSTRY CO., LTD. | Site amfori ID: 156-030337-001

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
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Finding	
Follow up audit result on Dec 31, 2024: Open 2.2 The main auditee did not respect this principle because based on document review and management interview, the long-term goals to protect workers according to the amfori BSCI Code of Conduct was not established in the factory. It violated the requirement of question 2.2 in amfori BSCI system manual.	2024年12月31日的跟进审核结果：打开 2.2 被审核方未遵守该准则。原因是根据文件审核和管理层访谈，工厂未根据amfori BSCI行为准则建立保护员工长期目标。 违反了amfori BSCI管理手册中问题2.2的要求。

PA 5: Fair Remuneration

Site: NINGBO MH TAPE INDUSTRY CO., LTD. | Site amfori ID: 156-030337-001

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?	
ENGLISH	LOCAL LANGUAGE
Finding	
Follow up audit result on Dec 31, 2024: Open 5.4 The main auditee did not respect this principle because based on document review and management interview, the wages paid for workers (overtime wages were not included) were less than local living wage. The management was not aware of the living wage. It violated the requirement of question 5.4 in amfori BSCI system manual.	2024年12月31日的跟进审核结果：打开 5.4 被审核方未遵循该准则，原因是根据文件审核和管理层访谈发现，工厂支付给员工的工资（不含加班费）均低于当地公平工资。管理层不知晓公平工资。 违反了amfori BSCI管理手册中问题5.4的要求。

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	
Follow up audit result on Dec 31, 2024: Open 5.5 The main auditee partially respected this principle because the factory did not provide social insurance to workers as per legal requirement. There were total 65 employees including 12 retired employees, based on social insurance payments review and confirmed with management interview, the factory only provided retirement, illness, maternity, unemployment insurance for 50 employees, and work-related injury insurance for all employees respectively. Based on workers interviewing, they abandoned social insurance by	2024年12月31日的跟进审核结果：打开 5.5 被审核方部分遵循该准则，原因是工厂未按照法规要求给员工缴纳社保。工厂共65名员工包含12名退休员工，根据工厂提供的社保缴费记录及管理层访谈确认，工厂为其中50名员工缴纳了养老，医疗，生育，失业保险，给所有员工提供了工伤保险。根据员工访谈，他们自愿放弃社保。 违反了中华人民共和国劳动法（2018修正）第七十二条和第七十三条。

Finding

their own volition.
It violated Labor Law of the People's Republic of China (2018 Amendment) Article 72 & 73.

PA 6: Decent Working Hours

Site: NINGBO MH TAPE INDUSTRY CO., LTD. | Site amfori ID: 156-030337-001

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

Follow up audit result on Dec 31, 2024: Open
6.2 The main auditee did not respect this principle because the facility established working hours regulation according to local law. Management knew the local law requirement clearly, but due to the high cost of manpower and order delivery was urgent, it was hard to establish effective overtime control system. Based on attendance records from Dec 1, 2023 to Dec 31, 2024, 5 workers' attendance records of Nov, 2024, Jun, 2024 and Mar, 2024 were sampled, and the monthly overtime hours exceeded 36 hours systematically, the maximum monthly overtime working hours were 62 hours (including 22 OT hours in weekdays and 40 OT hours in weekends) in Mar, 2024.

1st sampled month(Nov, 2024)– standard hours (168) + maximum monthly OT (56)
2nd sampled month(Jun, 2024)– standard hours (152) + maximum monthly OT (60)
3rd sampled month(Mar, 2024) – standard hours (168) + maximum monthly OT (62)
It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41.

2024年12月31日的跟进审核结果：打开
6.2 被审核方未遵循该准则，原因是工厂依据当地法规建立工时规定，管理人员清楚法规要求，但由于招工成本高，且订单紧急，因此很难建立一个有效的加班管控系统，根据提供的2023年12月1日-2024年12月31日的考勤，抽样5名员工2024年11月，2024年6月和2024年3月的考勤记录，工厂月加班系统性的超过36小时。最大的月加班时间为2024年3月的62小时，包含22小时的平时加班及40小时的周末加班。

抽样月一（2024年11月）：标准工时（168）+最大月加班（56）
抽样月二（2024年6月）：标准工时（152）+最大月加班（60）
抽样月三（2024年3月）：标准工时（168）+最大月加班（62）
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: NINGBO MH TAPE INDUSTRY CO., LTD. | Site amfori ID: 156-030337-001

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

ENGLISH

LOCAL LANGUAGE

Finding	
<p>Follow up audit result on Dec 31, 2024: Open</p> <p>7.1 The main auditee partially respected this principle because based on document review, management interview and observation onsite, the factory had established complete management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training and etc. But there were still finding issued due to management negligence. And some goods were mounted against the wall or the pillar.</p> <p>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.</p>	<p>2024年12月31日的跟进审核结果：打开</p> <p>7.1 被审核方部分遵循该准则。原因是根据文件审核、管理层访谈和现场观察发现，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，培训等，但是由于管理疏忽，导致仍然有问题发生。且部分货物靠墙或靠柱堆放。</p> <p>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。</p>

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Follow up audit result on Dec 31, 2024: Open</p> <p>7.6 The main auditee partially respected this principle because based on observation onsite, management interview and workers interviews, though factory had provided PPEs to relevant operators, but some workers did not wear them properly when in operation, such as three weaving workers did not wear earplugs when in operation. The factory provided PPE training for workers, but the training was not fully effective.</p> <p>It violated Production Safety Law of the People's Republic of China (2021 Amendment), Article 45.</p>	<p>2024年12月31日的跟进审核结果：打开</p> <p>7.6 被审核方部分遵循该准则。原因是现场观察、管理层访谈和员工访谈，尽管工厂已经给相关工人提供了劳保用品，但是仍然有部分工人操作时未正确佩戴，例如3名织造工人操作时未佩戴耳塞。工厂给工人提供了劳保用品方面的培训，但培训未完全有效。</p> <p>违反了中华人民共和国安全生产法（2021修正）第四十五条。</p>