

Monitored Party Transpacific (Ganzhou) Apparel Ltd.	amfori ID 156-008253-000	Address 201, Building No. 26, Intelligent Manufacturing Valley Industrial Park, 160 Huangjin Avenue, Ganzhou Economic and Technological Development Zone, 341000 Ganzhou, Jiangxi Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Bureau Veritas Hong Kong Limited
Monitoring Start Date 06/05/2024	Closing Meeting Finished Date 07/05/2024	Submission Date 13/05/2024
Expiration Date 13/05/2026	Announcement Type Semi Announced	
Site TRANSPACIFIC (GANZHOU) APPAREL LTD.	Site amfori ID 156-008253-003	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
PA 2: Workers Involvement and Protection	C	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	

PA 5: Fair Remuneration	C	
PA 6: Decent Working Hours	A	
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: Sophia He; APSCA membership number: CSCA 21701153.

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

Monitoring date: May 6 P.M.to May 7, 2024

Monitoring partner name: Bureau Veritas Consumer Products Service.

Audit Company APSCA Number: 11600002

Audit schedule details: The audit is planned for 1 auditor x 1.5 days.

Announcement Type: Semi Announced full monitoring audit. A total of 13 PA from PA1 to PA13 were covered including document review, onsite-observation, employee's and management interview.

Business partner information: The auditee (the name in Chinese was 赣州越洋服装有限公司, Business License No. was 913607030910891262) was established on February 21, 2014. The address in Chinese was 江西省赣州市赣州经济技术开发区黄金大道160号智造谷产业园26#标准厂房201. The auditee specialized producing Jackets, pants ,beach shorts. The main production processes included cutting, sewing, ironing, handwork, inspection and packing. There was no peak season in the factory.

Audited location information: The factory currently rented one 4-storey production building as office, workshop and warehouse. No dormitory or canteen was provided. Auditee fully moved to the current location since January 2024 from 2F, Zone A, 58 Xia'an Zu, Hubian Village, Hubian Town, Ganzhou, Jiangxi, China. There was no production in previous site. No transportation was provided to workers. No share building was noted. The construction area was 5435 square meters. Details of each floor as below:

Factory building

1F: Cutting workshop and material warehouse

2F: Sewing workshop and ironing workshop

3F: Handwork and packing workshop and sewing section

4F: Office and finished goods warehouse and sample making workshop

Operating shifts and hours: The regular working hours were 8 hours per day and 40 hours per week. The workers were arranged to work one shift, and the working time was from 08:00 to 12:00, 13:30 to 17:30. The maximum monthly overtime was 36 hours while maximum daily overtime on week day was 0 hour. The maximum weekly working hours were 48 hours. The longest consecutive working days were 6 days. The regular rest day was from Saturday and Sunday.

Time recording system: The factory adopted face or finger printing attendance system to record working hours of employees.

Salary payment details: Wages of employee are paid on or before 30th of the next month via cash with wage stubs issued to employees. Per payroll review and interview with management and employees, all production employees are paid by hourly rate. During the audit, the time records and payrolls of 30 employees were sampled as follows for working hour and wage testing: 10 samples from current paid month of March 2024, 10 samples from December 2023 and 10 samples from February 2024 respectively. It was noted that employees were paid at least CNY 9.94 per hour for normal working hours, which was not less than local minimum wage. Further, all employees were paid 200% of their normal wage for the overtime working hours on the rest days. Workers would arrange to rest in holiday would compensate on 100% of their normal wage.

Worker number information: There are 87 employees and 77 production workers and 10 non-production employees.

Production workers: A total of 77 workers with 25 are male workers and 52 are female workers.

No domestic migrant employees was in the facility. The youngest employee in the factory is 21 years old. No other vulnerable worker (e.g., foreign migrant, young, pregnant women, seasonal, temporary, disabled, home-based workers) or

any other special group workers (interns, apprentices, contractor workers etc.) employed by the factory.

Good practices: Nil.

Special Circumstances: There was no special circumstance noted.

Worker organization details: Worker committee was established in 2024 and 2 worker representatives were elected by workers.

Summary of findings: The findings were raised under PA1, PA2, PA5 and PA7, and please refer to report for finding details.

Living wage calculation: BV has used the methodology which is similar with Anker Benchmark methodology to estimate the living wage by estimating the cost of a basic but decent life style for a worker and his/her family. This involves adding up the cost of three expenditure groups: food (for a low-cost nutritious diet), housing (for basic healthy housing), and other essential expenses for a family, and then adding a small margin for sustainability and emergencies. The reason BV does not use Anker benchmark is the most update data in Anker was since 2020, meanwhile the cost is extremely increasing recently and the data source: Data was collected by BV (BV-BNW).

There were no agency or contractor was used by the factory, which made the agency labor contract and the contractor license/permit not applicable. No any kind of collective bargaining agreement/ government waivers/social insurance waivers were noted, which made these documents not applicable.

SITE DETAILS

Site
**TRANSPACIFIC (GANZHOU)
APPAREL LTD.**

Site amfori ID
156-008253-003

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	87	Workers
Legal minimum wage in local currency	1,730	Monthly
Lowest wage paid for regular work at the site	1,730	Monthly
Calculated living wage in local currency	1,819.73	Monthly
Total sample	10	Workers

Other Metrics

Male workers	29	Workers
Female workers	58	Workers
Non-binary workers	0	Workers
Permanent workers - Male	29	Workers
Permanent workers - Female	58	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	4	Workers
Management - Female	6	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	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	29	Workers
Workers hired directly - Female	58	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	3	Workers
Sample - Female	7	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: TRANSPACIFIC (GANZHOU) APPAREL LTD. | Site amfori ID: 156-008253-003

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	
<p>The facility had established CSR management system, and internal audit and management review were conducted annually. It was noted that the facility partially respected this principle because the social accountability management system was not operated effectively according to document review, onsite observation and interview, which resulted in the findings identified on PA1, PA2, PA5 and PA7. Thus, this finding was rated as 'partial compliance'. Please refer to BSCI PA1.1: The auditee has set up an effective management system to implement the BSCI Code of Conduct.</p>	<p>工厂有建立社会责任管理体系，每年有进行内审和管理评审。根据现场观察，文件审核以及访谈，审核发现工厂部分遵守本原则1.1，因为工厂的管理体系没有有效运行，导致PA1, PA2, PA5和 PA7区域发现问题,所以判定为部分符合。 请参看BSCI PA1.1：审核方（生产商）已确立执行BSCI行为守则的有效管理体系。</p>



PA 2: Workers Involvement and Protection

Site: TRANSPACIFIC (GANZHOU) APPAREL LTD. | Site amfori ID: 156-008253-003

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	
<p>According to worker interview and document review, 8 out of 10 workers were not aware of BSCI Code of Conduct. Most of sampling workers were not aware of the BSCI COC requirement, thus, this finding was rated as "No". According to 2.4 BSCI Code of Conduct: The auditee builds sufficient competence to successfully embed responsible practices in the business operation. This refers to managers, workers and workers representatives.</p>	<p>根据员工访谈和文件审核，发现8/10名员工不了解BSCI的行为准则。由于大部分的抽样员工都不了解该要求，该问题点判定为“不符合”。 BSCI 2.4行为守则：被审核方（生产商）充分培养下列人士的能力，以便在业务经营中成功结合责任规范，包括经理、工人和工人代表。</p>

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	
<p>It was noted that the factory had established and participated in an effective grievance mechanism for individuals, the grievance mechanism allowed worker to lodge suggestions or complaints related to the workers' rights, and individuals had alternative ways for lodging a complaint, such as through suggestion box, worker representative or directly to the factory management. However, the factory had not set up a channel for local communities' coming up with its suggestions or complaints to management for improvement according to onsite observation, management interview and worker interview. Thus auditor rated this finding as 'partial compliance'. Please refer to BSCI PA 2.5: The auditee establishes or participates in an effective grievance mechanism for individuals and communities.</p>	<p>审核员发现工厂建立和参与了有效的个人申诉机制，申诉机制赋予了工人提出建议，投诉的权利，并且开放了可替代的投诉方式，例如通过意见箱，工人代表或直接向管理层投诉。但是，通过现场观察和管理层访谈以及员工访谈，工厂尚未创建给当地社区提供申诉的渠道。因此审核员判定为“部分符合”。请参看BSCI PA2.5：被审核方（生产商）建立或参与了有效的个人和团体申诉机制。</p>

PA 5: Fair Remuneration

Site: TRANSPACIFIC (GANZHOU) APPAREL LTD. | Site amfori ID: 156-008253-003

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	
<p>During interview and document review, it was noted that the auditee management was not aware of decent living wage and failed to investigate or calculate it systematically during this audit. Thus this finding was rated as “No”. According to 5.4 BSCI Code of Conduct: The auditee provides sufficient remuneration that allows workers to meet a decent living standard.</p>	<p>根据访谈和文件审核，工厂管理层不了解体面生活需求工资，也没有进行系统性调查分析。所以审核员判定为“不符合”。 根据5.4 BSCI行为标准：被审核方（生产商）提供允许工人达到体面生活标准的足够报酬。</p>

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
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Finding

It was noted that the factory's social insurance coverage was insufficient. According to the social insurance payment receipt provided by factory management and worker and management interview, it was noted that only 18 out of 87 employees (20.68%) were provided with pension insurance and accident insurance, 12 out of 87 employees (13.79%) were provided with maternity insurance and medical insurance in April 2024. No employees were participated in unemployment insurance. Remark: Commercial accident insurance was provided to all 87 employees, which was valid from November 21, 2023 to November 20, 2024. No evidence indicated that the insufficient coverage of social insurance was caused by the employees' unwillingness to participate in the program. This finding was rated as "No". In accordance with Article 73 of the Labor Law of the People's Republic of China.

审核员发现工厂的社会保险覆盖不足。根据厂方提供2024年4月社会保险缴费单据和管理层访谈和员工访谈，显示工厂仅为18/87名员工(20.68%)购买了养老和工伤，12/87名员工(13.79%)参加了生育和医疗保险，0人参加失业保险。备注:工厂提供商业意外险给所有87名员工，有效期从2023年11月21日到2024年11月20日。没有记录显示员工不愿意购买社保。该问题点判定为“不符合”。根据《中华人民共和国劳动法》第73条。

PA 7: Occupational Health and Safety

Site: TRANSPACIFIC (GANZHOU) APPAREL LTD. | Site amfori ID: 156-008253-003

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

Per factory tour, it was noted that 2 out of 5 sewing machines in the workshop on the 3rd floor of factory building were not equipped with needle guards. Thus, this finding was cited as "partial compliance" as other sewing machines were equipped with protective device and workers were provided with machine safety training regularly. This violated Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene.

现场走访发现3楼车间的2/5台针车没有安装针挡。工厂定期给员工提供了机器安全培训，其他针车都安装了完整保护装置，所以该问题判定为“部分符合”。根据《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条。

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

The main auditee partially respected this principle because soap or toilet paper was not available for workers in the production toilet on the 1st floor of factory building according to factory tour. This finding was cited as partial compliance. In accordance with BSCI 7.22.

根据现场走访，被审核方部分遵守该原则因1F生产车间厕所没有提供肥皂和厕纸。该问题点判定为部分符合。按照BSCI 7.22 要求。