

# Monitoring result for VIETNAM EVERGREEN CO.,TLD on site VIETNAM EVERGREEN CO.,LTD

## Monitoring

Monitored Party	: VIETNAM EVERGREEN CO.,TLD	amfori ID	: 704-000320-000
Site	: VIETNAM EVERGREEN CO.,LTD	Site amfori ID	: 704-000320-002
Address	: Gia Khe Industrial Zone, Tien Hung Commune, Luc Nam District, Bac Giang Province, Vietnam	Monitoring Activity	: amfori Social Audit - Manufacturing
	: None	Monitoring Type	: Full Monitoring
	: Lai Châu	Submission Date	: 04/11/2021
	: Vietnam	Expiration Date	: 04/11/2022

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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	A
PA 7: Occupational Health and Safety	D
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	B

## General description

### Audit summary:

Auditor: Ninh Tran RA 21700560

Auditor: Hoa Pham RA 21700488

Auditor: Vu Hoang RA 21700746

Auditing firm: Intertek Vietnam

This was full re-audit. The allocated man-days for the audit were 5 man-days, including 0.5 man-day for report writing. 3 auditors visited the facility on 2 days (two auditors on Oct 21, 2021; three auditors on Oct 22, 2021), providing sufficient man-days allocation as required by BSCI audit procedure.

Vietnam Evergreen Co., Ltd. was established in 2007. The business license was No2400393373, registered on Dec 24, 2007. The facility is located at Gia Khe Industrial Zone, Tien Hung Commune, Luc Nam District, Bac Giang Province, Vietnam. The major products were supermarket bags. In view of the facility, it had 32 buildings, including 2 buildings used for material warehouse; 1 building used for canteen area; 2 buildings used for dormitory for top management team (foreigners only); 1 building used for office area and 26 buildings used for production workshop & finished goods warehouse. There was no dormitory provided for employees. The total land area is around 147,000 sqm.

There were total 1714 employees working at the facility. There were 20 expatriate management working in the facility (Chinese nationality). The normal workweek was from Monday to Saturday. The normal working hours were 8 hours per day with 3 shifts (shift 1 was from 6:00 to 14:00; shift 2 was from 14:00 to 22:00 and shift 3 was from 22:00 to 6:00 of following day) with break 30 minutes for shift 1 & 2 and 45 minutes in shift 3. Office working hours were 8 hours per day, from 08:00 to 17:00 with one hour lunch break in between. Employees' wages were calculated on piece-rate salary. Wages were paid via bank transferring at 25th day of the following month. Based on the information from the management, there was no peak season. The electronic swiping cards system was used to monitor the working time of employees. The legal minimum wage applied to this facility was VND 3,070,000 per month, as stipulated by local law. The facility paid at least at the minimum wage rate of VND 3,070,000/month.

Performance Area 3 (The rights of freedom of association and collective bargaining): The facility management did not discriminate or interfere into trade union. The Trade Union Chairman was elected on Sep 25, 2021 with 5 representatives from different departments in the facility. The Collective Bargaining Agreement was signed between Trade Union representative and facility management, valid for 3 years, since Apr 19, 2021. The Trade union also conducted quarterly meeting with the facility management to discuss about workers' concerns, health and safety.

Performance Area 4 (No Discrimination): The social compliance policies, including written anti-discrimination policy, were set up and communicated. Copies of the policies were posted at the bulletin boards as well as training during orientation to new workers and annual refresh training. The job advertisement of the facility did not mention gender, ages, and marriage status when they seek for the new workers.

Performance Area 6 (Decent working hours): The normal workweek was from Monday to Saturday. The normal working hours were 8 hours per day with 3 shifts (shift 1 was from 6:00 to 14:00; shift 2 was from 14:00 to 22:00 and shift 3 was from 22:00 to 6:00 of following day) with break 30 minutes for shift 1 & 2 and 45 minutes in shift 3. Office working hours were 8 hours per day, from 08:00 to 17:00 with one hour lunch break in between. 36 samples were selected from Aug 2021 (current month), Jul 2021 (sample month) and Mar 2021 (sample month). It was noted that the workers did not work excessive overtime hour in tested months and were entitled to one day of rest in every 7-days period.

Performance Area 8 (No child labor): The social compliance policies, including written policy of prohibition of child labor, were set up and communicated. Copies of the policies were posted at the bulletin boards as well as training during orientation to new workers and annual refresh training. There was no child labor in the facility. Applicants, during the recruitment process, would be required to show ID cards and birth certificate. HR department would check to ensure there is no child being employed in the facility. The child remediation plan has been set up accordingly.

Performance Area 9 (Special protection for young workers): The facility did not hire young workers. The youngest worker was 18 years old. The facility applied 1 month of probation period to new applicant as required by local requirement. Upon the ending of probationary period, the facility would sign 1-year labor contract with the new applicant. The facility was in compliance with the local requirement.

Performance Area 10 (No Precarious Employment): The social compliance policies, including written recruitment and selection policy, were set up and communicated. Copies of the policies were posted at the bulletin boards as well as training during orientation to new workers and annual refresh training. General overview, the facility followed the local laws and regulations to all employees. The facility also monitored the social performance of onsite security service provider to ensure that they also follow the legal requirements about labor, compensation and benefits.

Performance Area 11 (No bonded labor): The social compliance policies, including written anti-forced labor policy, were set up and communicated. Copies of the policies were posted at the bulletin boards as well as training during orientation to new workers and annual refresh training. During the audit, there was no bonded labor practice found in the facility. All employees were allowed to move freely in the facility. Employees could terminate the labor contracts at any time as regulated by local law. During the interview, workers said they worked for the facility voluntarily.

#COVID19: Since the pandemic since the beginning of 2020, the facility has in the progress of recovering to normal business. Regarding to protection of employees' health during the #COVID19 pandemic, the facility asked all employees to practice personal hygiene , including wearing masks during working at the production areas, washing hands frequently, and avoid (if possible) gathering in groups. Workers would be checked their body temperature before allowed to enter the facility. Remark: There was no agency worker; thus agency contract was not available to upload. There was no confidential investigation issue in the assessment. Therefore, there was no personal information needed to be filled into the Sampled Workers part.

## Site Details

Site : VIETNAM EVERGREEN CO.,LTD

Site amfori ID : 704-000320-002

### GICS Classification

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Sector : Consumer Staples

Industry : Personal Products

Industry Group : Household & Personal Products

Sub Industry : Personal Products

### GS1 Classifications

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N.A.

### Product Process Classifications

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N.A.

## Metrics

### Key Metrics

Total workforce	1603 Workers
Legal minimum wage in local currency	3070000 Monthly
Lowest wage paid for regular work at the site	4500000 Monthly
Calculated living wage in local currency	3206500 Monthly
Total sample	36 Workers

### Other Metrics

Male workers	503 Workers
Female workers	1100 Workers
Permanent workers - Male	512 Workers
Permanent workers - Female	1202 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	40 Workers
Management - Female	50 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	40 Workers
Workers on probation - Female	80 Workers
Workers with night shift - Male	90 Workers
Workers with night shift - Female	140 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	20 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	512 Workers
Workers hired directly - Female	1202 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	512 Workers
Unionised workers - Female	1202 Workers
Workers under CBA - Male	512 Workers
Workers under CBA - Female	1202 Workers
Pregnant workers	19 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	41 Workers
Minimum wage agreed on CBA in local currency	3070000 Monthly
Sample - Male	4 Workers
Sample - Female	32 Workers

## Findings

### PA1: Social Management System

The facility has established the social compliance management system. However, there were several non-compliance issues due to insufficient monitoring social compliance performance in the facility. Please see relevant PAs for more details: 2,5,7,12,13.

Ghi nhận doanh nghiệp đã xây dựng hệ thống quản lý về trách nhiệm xã hội. Tuy nhiên, có một số điểm chưa phù hợp do hệ thống quản lý giám sát trách nhiệm xã hội chưa hoàn chỉnh. Xin xem các phần PA tương ứng: 2,5,7,12,13

The selection criteria of business partner based on social performance has been set up. Suppliers were required to sign commitment of compliance with social compliance standard as well as to conduct self-assessment. However, there was no on-going monitoring of the suppliers' social compliance performance by facility's personnel or third-parties.

Ghi nhận các tiêu chuẩn lựa chọn đối tác theo mức độ tuân thủ trách nhiệm xã hội đã được xây dựng. Các nhà cung cấp được yêu cầu ký cam kết tuân thủ và thực hiện tự đánh giá về trách nhiệm xã hội. Tuy nhiên, việc giám sát liên tục mức độ tuân thủ về trách nhiệm xã hội của các nhà cung ứng chưa được thực hiện bởi nhân viên nhà máy hoặc bên thứ ba.

### PA 2: Workers Involvement and Protection

There was no long-term goal for protecting workers in line with BSCI Code of Conduct.

Ghi nhận chưa xây dựng mục tiêu dài hạn bảo vệ công nhân theo quy tắc ứng xử BSCI.

### PA 5: Fair Remuneration

In accordance with the Circlar 59/2015 TT-BLDTBXH, Article 30, from 01/01/2016 to 31/12/2017, the monthly salary paid for the social insurance is the salary rate and salary allowances as stipulated in Clause 1 and Point a, Clause 2, Article 4 of Circular No. 47/2015/TT-BLDTBXH dated 16/11/2015. The salary allowances specified under Point a, Clause 2, Article 4 of Circular No. 47/2015/TT-BLDTBXH are the ones to offset the factors of working conditions, the complexity of work, activity conditions, level of labour attraction for which the agreed salary in labour contract is not calculated or incompletely calculated such as allowances of position, title, responsibility, heaviness, hazardousness, dangerousness, seniority, region, mobility, attraction and the like. It was noted that the hazardous allowance and seniority allowance were not included in the calculation of social insurance of workers. Remark: This practice was applied as in the facility's policy on wages and benefits. There were around 10% of the workforce related to this non-conformance.

Ghi nhận tiền phụ cấp thâm niên và độc hại chưa được tính vào phần đóng bảo hiểm xã hội của người lao động.

### PA 7: Occupational Health and Safety

The health and safety risk assessment at workplace has been updated in January 2021. However, the facility did not sufficiently identify risks at workplace as well as consider the risk of transmittable and non-transmittable diseases and take into consideration the special needs of the most vulnerable workers such as pregnant women and new mothers.

Ghi nhận nhà máy đã tiến hành đánh giá rủi ro về ATLĐ tháng 1/2019. Tuy nhiên, chưa nhận diện mối nguy đầy đủ cũng như đánh giá về bệnh truyền nhiễm và không truyền nhiễm hiện diện tại nơi làm việc, và nhận diện mối nguy đối với lao động dễ tổn thương, cần quan tâm đặc biệt như lao động mang thai, sau sinh.

The facility did not provide any satisfactory evidences of active cooperation between management and workers (their representatives) when developing and implementing system towards ensuring OHS risk assessment.

Ghi nhận chưa cung cấp bằng chứng cho thấy sự hợp tác giữa ban giám đốc và công nhân (đại diện công nhân) khi thực hiện phân tích rủi ro nơi làm việc.

In accordance with Article 29 of Law on Chemical No. 06/2007/QH12 dated November 21, 2007 of the XII National Assembly: Hazardous chemicals shall be accompanied by a Material Safety Data Sheet. In accordance with Article 28 of Law on chemical No. 06/2007/QH12 dated 21st November 2007 of the XII National Assembly: The container or package of chemicals should meet the following requirements: a. Meet the requirements on classification and labeling stated at the Article 27 of Law on Chemical. b. No leakage or explosion of the chemical into the environment during the transportation and storage. During the facility tour, it was observed that there was no secondary containment provided for around 10 observed ink cans at printing area.

Ghi nhận chưa có khay chứa thứ cấp chống tràn cung cấp cho khoảng 10 can hoá chất ở khu vực in.

In accordance with Law on occupational safety and hygiene (Law No. 84/2015/QH13), Article 13. Propagation in occupational safety and hygiene, 1. The employer shall propagate occupational safety and hygiene, dangerous or harmful factors and measures for occupational safety and hygiene at the workplace to employee; provide instructions in occupational safety and hygiene for visitors or persons working at their premises. There was no warning signs of potential hazards for workers and visitors at sewing area and weaving area.

Ghi nhận chưa có cảnh báo các mối nguy hiểm tiềm tàng ở khu vực may và khu vực dệt cho người lao động và khách thăm.

## PA 7: Occupational Health and Safety

In accordance with the Vietnam Standard TCVN 2622:1995 on Fire prevention and protection for buildings and structure - Design requirements, Point 7.5: Ways-out must be easily found and paths leading to these ways-out must be clearly indicated by guiding symbols. During the facility tour, it was observed that there was no marking of evacuation route at canteen area. One secondary evacuation route at weaving area was partially blocked by fabric roll. Remark: This was no ZT issue. All evacuation routes and exit doors in the facility were kept clear and free of obstruction, ensuring rapid evacuation in case of emergency. The routes and exit doors were well marked with high visible paints on the floor.

Ghi nhận trong quá trình đi thăm nhà máy: Chưa kẻ vẽ đường thoát hiểm trong khu vực nhà ăn; 1 đường thoát hiểm thứ cấp ở khu vực xưởng dệt bị chặn một phần bởi cuộn vải bạt.

Not applicable. There was no transportation service provided to workers.

## PA 12: Protection of the Environment

The environmental impact assessment has been conducted and approved by the local authority. However, there was no environmental risk assessment being conducted periodically.

Ghi nhận doanh nghiệp đã thực hiện đánh giá tác động môi trường. Tuy nhiên, doanh nghiệp chưa thực hiện đánh giá rủi ro định kỳ về môi trường.

## PA 13: Ethical Business Behaviour

The facility has not identified where and how the major risks of corruption could occur, and not provided ethics and integrity in training given to business partners regularly.

Ghi nhận chưa có nhận diện bộ phận nào và bằng cách nào rủi ro tham nhũng có thể xuất hiện, và chưa có lồng ghép phần tuyên truyền đạo đức và liêm chính cho đối tác kinh doanh định kỳ.