

Monitored Party Thuan Duc JSC	amfori ID 704-000148-000	Address Bang Ngang Commune, Luong Bang Town, Kim Dong District, Hung Yen, Hung Yên, Vietnam
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 21/02/2024	Closing Meeting Finished Date 23/02/2024	Submission Date 04/03/2024
Expiration Date 04/03/2025	Announcement Type Semi Announced	
Site Thuan Duc JSC - PP Shopping Bag Factory	Site amfori ID 704-000148-002	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	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, 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: Tran Thi Huong; APSCA membership number: CSCA21701508

Monitoring partner name: TÜV Rheinland Vietnam Co., Ltd. APSCA Number of TUV Rheinland: 11600007.

Audit schedule details: The audit is planned for 1 auditors x 3 days.

Announcement Type: Semi-announced.

Business partner information: Thuan Duc JSC (parent company) is far away around 500 meters from the audited factory. Thuan Duc JSC - PP Shopping Bag Factory with business license number 0900264799 established on 22/1/2007 and the latest updated 12/08/2021, issued by Hung Yen Investment and Planning Department. The company is located at Bang Ngang Commune, Luong Bang Town, Kim Dong District, Hung Yen Province, Viet Nam. The factory mainly produced PP Shopping Bags. The main processes observed in the factory were material storage, printing, lamination, cutting, weaving, sewing, QC, packing and finished product storage. Peak season were from April to Oct, there is not low season and the last months were medium months. No process was subcontracted to other factories outside.

Audited location information: The company has rented 05 new buildings with 48,399 square meters of Thuan Duc Eco JSC (parent company) which produced PP bag for domestic market. Therefore, the scope of this audit is limited at PP Shopping Bag Factory only. The employees do not move between each other.

- Building No.4 with three floors: 1st floor: material warehouse, lamination section and canteen; 2nd floor: lamination section and 3rd floor: other factory (Eco Thuan Duc JSC).
- Building No.05 with three floors: 1st floor: material and semi-product warehouse; 2nd floor: cutting section and 3rd floor: other factory (Eco Thuan Duc JSC).
- Building No.06 with three floors: 1st floor: printing section, 2nd and 3rd floors: weaving section.
- Building No.08 with four floors: 1st floor: finished product warehouse, 2nd and 3rd floors: finishing section and 4th floor: sewing section.
- Building No.02 with 5 floors for office: no operation.

There is no other factory in the same compound.

There are no dormitory provided to local workers. There is canteen and kitchen provided for workers. There is transportation provided for employees.

The production buildings are owned by the company.

Sub-buildings: Security room, clinic room, air compressor area, waste warehouses, chemical warehouse, fire pump...

Operating shifts and hours: The normal working time were 8 hours per day and 6 days per week (from Monday to Saturday). Workers (office, finishing section and sewing section) worked in one shift (07:00-11:30, 13:30-17:00, overtime: 17:00 - 18:00 or 19:00). No overtime was arranged on Sunday and statutory holiday. Workers (printing, lamination, cutting, weaving and canteen) worked 2 shifts per day: shift 1 from 06:00 - 14:00 and shift 2 from 14:00 - 22:00. Security guards worked 3 shifts per day: shift 1 from 06:00 - 14:00, shift 2 from 14:00 - 22:00 and shift 3 from 22:00 - 06:00.

Time recording system: finger printing machine was used to record working time per day.

Salary payment details: All workers were paid by monthly rate with at least VND 4,091,400 per month which was more than local law requirement (VND 3,640,000 per month). The wage was paid to workers on 15th of next month by ATM. Overtime wage was paid with 150%, 200% and 300% of normal wage if overtime worked on weekdays, weekends and statutory holidays respectively. The wage was formed with basic wage, overtime wage.

Worker number information: There were 383 workers in total, including 284 production workers, 99 non-production workers.

- 284 production workers, including 131 male workers and 153 female workers.
- 36 domestic migrant workers, including 12 male worker and 24 female workers. There were no foreign migrant, seasonal, temporary, disabled, home-based workers. There are 10 pregnant female workers and 9 female workers on parental leave.
- There were no interns, apprentices, contractor workers.

Good practices: The provided benefits to workers like meal and transportation.

Worker organization details: Worker representative is voted by employees.

Circumstances: The management staff were open and cooperative during the audit. There was no special circumstance during the audit.

Summary of findings: Findings were detected in PA1 and PA7

PA1: 1.1: Incomplete management system implementation. 1.3: monitored and evaluated social performance of their significant business partners were not fully.

PA7: 7.1: There are some legal non-conformity points at PA7, so it is point 7.1 is raised with partially. 7.7: no secondary container was provided for chemicals (such as printing inks) at printing section. 7.13: two electrical panels at cutting section and one electrical panel at lamination section were not installed cover inside and posted warning sign. 7.14: there is no minutes of acceptance of fire prevention and fighting. 7.16: evacuation map at lamination section is not show the location of firefighting equipment.

SITE DETAILS

Site
**Thuan Duc JSC - PP Shopping
Bag Factory**

Site amfori ID
704-000148-002

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	346	Workers
Legal minimum wage in local currency	3.640.000	Monthly
Lowest wage paid for regular work at the site	9.888.397	Monthly
Calculated living wage in local currency	6.169.935	Monthly
Total sample	22	Workers

Other Metrics

Male workers	157	Workers
Female workers	189	Workers
Non-binary workers	0	Workers
Permanent workers - Male	178	Workers
Permanent workers - Female	205	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	18	Workers
Management - Female	11	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	1	Workers
Workers on probation - Female	2	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	8	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	12	Workers
Domestic migrant workers - Female	24	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	178	Workers
Workers hired directly - Female	205	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	177	Workers
Unionised workers - Female	203	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	178	Workers
Workers under CBA - Female	205	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	10	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	9	Workers
Workers on parental leave - Non-binary	0	Workers
Minimum wage agreed on CBA in local currency	9.888.397	Monthly
Sample - Male	10	Workers
Sample - Female	12	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Thuan Duc JSC - PP Shopping Bag Factory | Site amfori ID: 704-000148-002

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	
The auditee has established social management system. However, there are non compliance issues in this audit. Please refer the body report for further information.	Nhà máy đã thiết lập hệ thống quản lý trách nhiệm xã hội. Tuy nhiên, vẫn còn những điểm chưa tuân thủ trong lần đánh giá lại lần này. Vui lòng tham khảo chi tiết trong nội dung báo cáo.

Question: 1.3 Is there satisfactory evidence that the auditee has identified their significant business partners and their level of alignment with the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
Through documents review and management interview indicated that the business partners signed amfori BSCI Code of Conduct and Terms of Implementation. However, the factory has not accurately monitored social performance of their significant business partners as amfori BSCI's requirements. This finding is raised as partially because most of the requirements of 1.3 are complied.	Thông qua việc xem xét hồ sơ và phỏng vấn quản lý ghi nhận đối tác kinh doanh đã ký quy tắc ứng xử amfori BSCI và điều khoản thực hiện amfori BSCI. Tuy nhiên, nhà máy chưa đánh giá đầy đủ hoạt động trách nhiệm xã hội của các đối tác kinh doanh như yêu cầu của amfori BSCI. Điểm này được ghi nhận 1 phần bởi vì hầu hết các yêu cầu của 1.3 được tuân thủ.



PA 7: Occupational Health and Safety

Site: Thuan Duc JSC - PP Shopping Bag Factory | Site amfori ID: 704-000148-002

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

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee already assigned an OHS person in charge of monitoring the health & safety at the facility. However, number of non-compliance issues had been noted during this audit. So it is raised with partially. Reference: amfori BSCI COC 7.1.	Ghi nhận nhà máy đã bổ nhiệm người phụ trách về an toàn lao động trong nhà máy. Tuy nhiên, vẫn còn những điểm chưa phù hợp trong lần đánh giá này. Do đó điểm 7.1 được ghi nhận ở mức tuân thủ một phần. Tham khảo nguyên tắc ứng xử amfori BSCI điểm 7.1.

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Site observation noted that no secondary container was provided for chemicals (such as printing inks) at printing section as legal requirement. (Law on Chemical No. 28/2018/QH14), Article 27 and 30). This question is rated partially because other requirements for this question are complied.</p>	<p>Ghi nhận hóa chất (như mực in) tại khu vực khu vực in chưa được đặt trong khay chứa phụ như yêu cầu. (Luật hóa chất số 28/2018/QH14, điều 27 và 30). Câu hỏi này được đánh giá một phần vì các yêu cầu khác cho câu hỏi này đều được tuân thủ.</p>

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Site observation and management interview noted that two electrical panels at cutting section and one electrical panel at lamination section were not installed cover inside and posted warning sign as requirement. (Law No. 28/2004/QH11, Article 57). This question is rated partially because other requirements for this question are complied.</p>	<p>Ghi nhận 2 tủ điện ở khu vực cắt dập và 1 tủ điện tại khu vực tráng chưa được lắp đặt che chắn bên trong và dán biển cảnh báo như yêu cầu. (Luật Số 28/2004/QH11, điều 57) Câu hỏi này được đánh giá một phần vì các yêu cầu khác cho câu hỏi này đều được tuân thủ.</p>

Question: 7.14 CRUCIAL: Is there satisfactory evidence that the auditee has installed an adequate amount of properly working firefighting equipment?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on site observation, document review and management, workers interview, noted that fire alarm, fire reel hose, fire extinguishers, sprinkler system, smoke detector, emergency light, and emergency exit sign are installed in the production buildings. However, there is no minutes of acceptance of fire prevention and fighting. (Decree No.136/2020/ND-CP, article 13 & article 15.) This question is rated partially because other requirements for this question are complied.</p>	<p>Qua quan sát hiện trường, xem xét tài liệu và phỏng vấn quản lý, ghi nhận rằng hệ thống báo cháy, cuộn dây chữa cháy, bình chữa cháy, hệ thống phun nước, đầu báo khói, đèn khẩn cấp và biển báo thoát hiểm được lắp đặt trong các tòa nhà sản xuất. Tuy nhiên, chưa có biên bản nghiệm thu hệ thống phòng cháy chữa cháy như yêu cầu của Nghị định số 136/2020 / ND-CP, điều 13 & điều 15. Câu hỏi này được đánh giá một phần vì các yêu cầu khác cho câu hỏi này đều được tuân thủ.</p>

Question: 7.16 Is there satisfactory evidence that the auditee ensures evacuations plans meet legal requirements and that these plans are posted in relevant places so workers can see and understand them?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Site observation noted that evacuation map at lamination section is not show the location of firefighting equipment. (Circular No. 149/2020/TT-BCA, Article 5)</p> <p>This question is rated partially because other requirements for this question are complied.</p>	<p>Ghi nhận sơ đồ thoát hiểm tại khu vực tráng chưa thể hiện vị trí của thiết bị phòng cháy chữa cháy. (Thông tư 149/2020/TT-BCA, Điều 5).</p> <p>Câu hỏi này được đánh giá một phần vì các yêu cầu khác cho câu hỏi này đều được tuân thủ.</p>

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	
<p>Site observation noted that control buttons and emergency stop buttons of machines at printing section were in Chinese and English, not in local language (Vietnamese). (Law on occupational safety and hygiene No. 84/2015/QH13, Article 16.)</p> <p>This question is rated partially because other requirements for this question are complied.</p>	<p>Ghi nhận một số nút bấm điều khiển and nút dừng khẩn cấp của máy móc tại khu vực in ghi bằng tiếng Trung, tiếng Anh không phải bằng ngôn ngữ địa phương (tiếng Việt). (Luật an toàn số 84/2015/QH13, điều 16).</p> <p>Câu hỏi này được đánh giá một phần vì các yêu cầu khác cho câu hỏi này đều được tuân thủ.</p>