

Monitored Party <b>Yiwu Benitez Knitting Co.,Ltd</b>	amfori ID <b>156-005534-000</b>	Address <b>Building A, No. 299 Huachuan North Road, Chi'an Town, 322003 Yiwu, Zhejiang Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>ALGI International, Inc.</b>
Monitoring Start Date <b>10/07/2024</b>	Closing Meeting Finished Date <b>10/07/2024</b>	Submission Date <b>16/07/2024</b>
Expiration Date <b>16/07/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>Yiwu Benitez Knitting Co.,Ltd</b>	Site amfori ID <b>156-005534-003</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>B</b>	
PA 2: Workers Involvement and Protection	<b>C</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>C</b>	
PA 6: Decent Working Hours	<b>A</b>	
PA 7: Occupational Health and Safety	<b>A</b>	

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: Alison Gao, APSCA registration No. CSCA21700816

Name of team auditor (if applicable): Not applicable

Name of observers, translators, trainees, advisors/consultants (if applicable): Not applicable

Monitoring partner name: ALGI China

Audit schedule details: The audit was planned for 1 auditor x 1 on-site day. The full audit (Semi Announced) was conducted on 10 July 2024.

Business partner information: Yiwu Benitez Knitting Co.,Ltd (Local Name: 义乌市贝帅针织有限公司, Uniform Code of Social Credit: 91330782068393867B) is located at Building A, No. 299 Huachuan North Road, Chi'an Town, Yiwu City, Jinhua City, Zhejiang Province, China. The factory was registered in May 2013 and was specialized in manufacturing of seamless underwear. Main production processes included knitting, cutting, sewing, ironing, inspection and packing. No production process or service was subcontracted.

Audited location information: The factory only rented 7F and 8F of one 8-storey production building A from landlord and the rest areas were used by other factories. The leasing agreement and Business License were provided for review. There was no relationship between the audited factory and other factories. No management staff or worker was shared. Details as below:

1F Yiwu Xintai Zipper Factory

2F Yiwu Runxiang Arts and Crafts Co., Ltd

3F Yiwu Caijie Biotechnology Co., Ltd

4F Yiwu Baituo Garment Accessories Co., Ltd

5F Yiwu Xintai Zipper Factory

6F Yiwu Luwang Zipper Co., Ltd

7F Warehouse, cutting, sewing, ironing, inspection and packing workshop

8F Office, knitting workshop and warehouse

The factory didn't provide dormitory, canteen, kitchen or transportation for workers.

Operating shifts and hours: One shift was arranged for production and office employees, working time was 08:00-11:00; 12:00-17:00. Normal working days were from Monday to Friday. The workers generally worked overtime voluntarily for 2 hours from 18:00 to 20:00 per day on weekdays and for 8 hours per day on Saturdays.

Time recording system: The factory recorded workers' working time by fingerprint attendance system.

Salary payment details: The factory paid workers by hourly rate. Wages of each month were issued on or before 30th the following month through cash. The factory provided workers' attendance records from June 2023 to audit date and payroll records from June 2023 to May 2024 for review, the auditor randomly selected the attendance records and payrolls of 8 samples from May 2024 (last paid month), 8 samples from January 2024 (random month), and 8 samples from September 2023 (random month) for verification for verification.

Worker number information: On the audit day, there were total 44 employees, including 7 non-production employees and 37 production employees. Of the 37 production employees, 15 were males and 22 were females. All employees were permanent employees including 34 domestic migrant employees. No vulnerable workers or any other special group workers (such as interns, apprentices, contractor workers) were noted during this audit.

Good practices: No Good practice was noted in the audit.

Worker organization details: There was no Trade Union or worker committee available in the factory, but there was one worker's representative freely elected by workers.

Circumstances: Ms. Wang Yumei/Administration Manager and Mr. Yang Yizhong/Worker representative attended in the opening and closing meetings. The opening meeting started at 08:30 on 10 July 2024, and the closing meeting ended at 17:00 on 10 July 2024. The factory management and workers (representative) showed a positive attitude to this audit during the whole process. At the end of the audit, all the findings were accepted by the audited factory.

The special circumstances can be classified as followed: No special circumstances were noted during this audit.

#### Summary of findings:

PA1: 1.1 The factory did not set up a fully effective management system.

PA2: 2.2 The factory did not set up the long-term goal; 2.4 One worker representative was not clearly aware of BSCI values and principles; 2.5 The grievance mechanism established by the factory didn't include all interested parties, but only for internal part; and the effectiveness of grievance mechanism was not evaluated regularly.

PA5: 5.4 The factory did not establish the procedure to calculate local living wage and some workers' wages for regular working time were paid less than local living wage; 5.5 Insufficient social insurance participated.

PA7: 7.1 Non-compliances with Health and Safety local law and regulations, goods against wall; 7.6 The knitting workers missing anti-dust masks; 7.7 The machine oil missing secondary container; 7.17 Some sewing machines missing needle guards; 7.22 No toilet paper.

PA12: 12.1 The factory did not set up the grievance mechanism for surrounding communities to address environmental concerns.

PA13: 13.1 The reward for ethical behavior and integrity was not defined by the factory.

Living wage calculation: The local minimum wage of CNY2,070 (equal to CNY11.90 per hour) per month before 1 January 2024, CNY2,260 (equal to CNY12.99 per hour) per month since 1 January 2024.

#LivingWage: [The audited factory was located in Yiwu City, belonged Jinhua City, which cannot be found on the GLWC website. So the auditor used the basic living wage CNY2,850.49 per month which was manually collected and calculated by the auditor through Anker's methodology.

The Living wage calculation technique used by the auditor is to be inquired the resident consumption parameters published on the local government's public website and yearbook. Afterwards, there are calculated the relevant data of local living wage according to the proportion of Anker methodology of the key parameters. Relevant data comes from the website or yearbook data published by the local government. Basic living wage calculation manually collected by the auditor is uploaded as part of the report attachments.]

Precautions taken about #COVID-19 in the facility: (#COVID19): Not applicable.

#### Remark:

1. The government waiver, agency labor contract and collective bargaining agreement were not available for the factory on the audit day, which made those documents not applicable;
2. Some uploaded attachments (such as wage records and time records) involve employees' personal information, which is protected. This is to comply with the requirements of the Personal Information Protection Law of the People's Republic of China, the requirements of amfori BSCI and GDPR.
3. The address showed on business license pointed to 8th Floor, building A, but the audited factory actually used 7th and 8th Floor, building A as production areas.

SITE DETAILS

Site

Yiwu Benitez Knitting Co.,Ltd

Site amfori ID

156-005534-003

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Textiles, Apparel & Luxury Goods

Sub Industry

Textiles

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a water stressed region

## METRICS

### Key Metrics

Total workforce	44	Workers
Legal minimum wage in local currency	2,260	Monthly
Lowest wage paid for regular work at the site	2,700	Monthly
Calculated living wage in local currency	2,850.49	Monthly
Total sample	8	Workers

### Other Metrics

Male workers	18	Workers
Female workers	26	Workers
Non-binary workers	0	Workers
Permanent workers - Male	18	Workers
Permanent workers - Female	26	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	1	Workers
Management - Female	1	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	15	Workers
Domestic migrant workers - Female	19	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	18	Workers
Workers hired directly - Female	26	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	5	Workers
Sample - Non-binary	0	Workers

## FINDINGS



### PA1: Social Management System

Site: Yiwu Benitez Knitting Co.,Ltd | Site amfori ID: 156-005534-003

**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

Based on document review, management and worker interviews, and site tour it was identified that, this question was rated as partially because the factory had established social compliance policies and procedures based on BSCI standards, conducted internal audit and management review in October 2023 and December 2023 respectively, and conformed to BSCI requirements and relevant local law requirements in most performance areas. However, the factory did not set up a full effective management system to implement the BSCI Code of Conduct and some noncompliance was identified during the audit in some performance areas, such as PA1 Social Management System, PA2 Workers Involvement and Protection, PA5 Fair Remuneration, PA7 Occupational Health and Safety, and PA12 Protection of Environment and PA13 Ethical Business Behaviour. This was partially in compliance with requirements of BSCI CoC. The factory management declared that they would continue to improve it.

根据文件查阅，管理层访谈，员工访谈以及现场审核发现，此问题点被评为部分符合是因为工厂基于BSCI标准建立起了一套社会责任政策和程序，分别在2023年10月以及2023年12月进行了内审及管理评审，在大部分执行领域符合BSCI要求和相关的法规要求。但是，工厂未能建立一个完全有效的BSCI管理体系以执行BSCI行为守则的要求，当前审核在几个执行领域发现一些有待完善的地方，如PA1社会责任管理体系，PA2工人参与和保护，PA5公平报酬，PA7职业健康与安全，PA12环境保护以及PA13道德的商业行为。这仅部分符合BSCI CoC。工厂管理层表示他们会持续改善。



### PA 2: Workers Involvement and Protection

Site: Yiwu Benitez Knitting Co.,Ltd | Site amfori ID: 156-005534-003

**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

##### Finding

Based on document review, management and worker interviews it was identified that, this question was rated as no because the factory did not set up the long-term goal to protect workers according to the amfori BSCI Code of Conduct, which should involve the workers and representatives. This was not in compliance with

根据文件查阅，管理层访谈，员工访谈发现，此问题点被评为不符合是因为工厂没有根据BSCI行为准则建立起长期目标以保护员工，并且让员工和员工代表充分参与。这不符合BSCI CoC。



### Finding

requirements of BSCI CoC.

**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

Based on document review, management and worker interviews it was identified that, this question was rated as partially because the factory had posted the BSCI Code of Conduct in the workshops and arranged related communication meetings regularly, however, one worker representative was not clearly aware of BSCI values and principles. This was partially in compliance with requirements of BSCI CoC.

根据文件查阅，管理层访谈，员工访谈发现，此问题点被评为部分符合是因为工厂在车间张贴了BSCI行为准则，且定期安排了相应的交流会议，但是，一名员工代表不太清楚BSCI的价值和原则。这仅部分符合BSCI CoC。

**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

Based on document review, management and worker interviews it was identified that, this question was rated as partially because the factory had set up the grievance procedure and workers knew the grievance channels, however, the grievance mechanism established by the factory didn't include all interested parties, but only for internal part; and the effectiveness of grievance mechanism was not evaluated regularly. This was partially in compliance with requirements of BSCI CoC.

根据文件查阅，管理层访谈，员工访谈发现，此问题点被评为部分符合是因为工厂建立了申诉程序且工人了解申诉渠道，但是，工厂建立的申诉机制没有包含所有利益相关方，只是对工厂内部适用；且工厂没有对申诉系统的有效性进行定期评估。这仅部分符合BSCI CoC。

## PA 5: Fair Remuneration

Site: Yiwu Benitez Knitting Co.,Ltd | Site amfori ID: 156-005534-003

**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	
Based on document review, management and worker interviews it was identified that, this question was rated as no because most sampled workers' regular wages were paid less than the local living wage. The factory knew the local living wage, but they did not establish the procedure to calculate local living wage. The basic living wage was calculated by auditor through Anker's methodology based on the data from local government. 5 out of 8 sampled workers' wages for regular working time in September 2023, January 2024 and May 2024 (CNY2,700-CNY2,800 per month) were paid less than local living wage (CNY2,850.49 per month). This was not in compliance with requirements of BSCI CoC.	根据文件查阅，管理层访谈，员工访谈发现，此问题点被评为不符合是因为大部分抽样工人的正常工资都低于当地的生活工资。工厂了解当地生活工资，但是没有建立程序来计算当地生活工资。所以审核员使用的基本生活工资是由审核员基于当地政府的数据通过恩格尔的方法计算出来的。8名抽样员工其中5名在2023年9月，2024年1月以及2024年5月的正常工作时间的工资（每月 CNY2,700-CNY2,800元）低于当地生活工资每月 2,850.49元。这不符合BSCI CoC。

**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	
Based on document review, management and worker interviews it was identified that, this question was rated as no because less than 80% employees had participated in maternity insurance, unemployment insurance, medical insurance and retirement insurance. There were total 44 employees of the factory, no retired employee, no new employee within one month, no temporary employee or dispatched employee in the factory. The factory provided social insurance voucher of March 2024, April 2024 and May 2024 for review, but the factory purchased the maternity insurance, unemployment insurance, medical insurance and retirement insurance for 10 out of 44 employees (about 23%), and purchased injury insurance for all employees (100%) per the social insurance voucher of May 2024. The factory didn't purchase commercial accident insurance for any employee. No social insurance waiver was obtained in the factory. Known from management interview and workers interview, the reason for workers not joining the social insurance was that they bought rural pension insurance at their hometown and could not repeat purchasing social insurance, but no such document was provided for review. This was not in compliance with requirements of Article 72&73 of the Labor Law of the People's Republic of	根据文件查阅，管理层访谈，员工访谈发现，此问题点被评为不符合是因为少于80%的员工参加了生育保险、失业保险、医疗保险和养老保险。工厂有44人，没有退休工人，没有新进工人，没有临时工人和派遣工人。工厂提供了2024年3月，2024年4月以及2024年5月的社保记录供审核，但是2024年5月的社保记录显示工厂给10个固定工人购买了生育保险、失业保险、医疗保险和养老保险，这四险比率大约是23%，工厂给全体工人购买了工伤保险，比率是100%。工厂没有给任何员工购买商业意外险。工厂没有社保批文。通过管理层访谈和工人访谈，工人不参加社保的原因是他们在家乡购买了农村养老保险，不能再重复购买社保，但是工厂没有提供这样的文件供审查。这不符合中华人民共和国劳动法 第72&73条。

## Finding

China.

## PA 7: Occupational Health and Safety

Site: Yiwu Benitez Knitting Co.,Ltd | Site amfori ID: 156-005534-003

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

### ENGLISH

### LOCAL LANGUAGE

#### Finding

Based on document review, management and worker interviews, and site tour it was identified that, this question was rated as partially because the factory had established the occupational health and safety regulations and procedures, and most questions in this PA were in compliance with requirements of local law, however, 1. The actual practice throughout the factory was not fully in compliance with requirements of local law in the parts of goods against wall, PPE wearing, chemicals safety and equipment safety. This was partially in compliance with requirements of relevant health and safety laws (please refer to question points PA7.1, PA7.6, PA7.7 and PA7.17); 2. About 5% of goods in warehouse were placed against wall. This was partially in compliance with Rules Concerning Warehouse Safety and Fire Control article 18. The factory management declared that they would continue to improve it.

根据文件查阅，管理层访谈，员工访谈以及现场审核发现，此问题点被评为部分符合是因为工厂虽然建立了职业健康安全方面的程序和相关制度，且该PA中的大多数问题符合法规要求，但是，1. 工厂在实际的执行过程中还存在不符合当地法律的问题，比如货物靠墙，个人防护用品佩戴，化学品安全以及设备安全问题。这仅部分遵循了当地健康安全方面的法规（具体的健康安全法规条款请参阅PA7.1, PA7.6, PA7.7 以及 PA7.17）；2. 仓库大约有5%的货物靠墙摆放。这仅部分符合《仓库防火安全管理规划》第18条。工厂管理层表示他们会持续改善。

**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

Based on document review, management and worker interviews, and site tour it was identified that, this question was rated as partially because the factory provided PPE to workers and all workers were wearing earplugs in knitting workshop, however, four sampled workers in knitting workstation didn't wear anti-dust masks. This was partially in compliance with requirements of PRC on Work Safety Article 42.

根据文件查阅，管理层访谈，员工访谈以及现场审核发现，此问题点被评为部分符合是因为工厂为工人提供个人防护用品，且织造车间所有工人都有佩戴耳塞，但是织造岗位4名抽样工人没有佩戴防尘口罩。这仅部分符合《中华人民共和国安全生产法》第42条。

**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
<b>Finding</b>	
Based on document review, management and worker interviews, and site tour it was identified that, this question was rated as partially because the factory posed MSDS on site, however, three barrels of machine oil were not protected with secondary containment in knitting workshop. This was partially in compliance with requirements of Regulations on Dangerous Chemical Safety Management (2002), Amendment (2011), Article 20.	根据文件查阅，管理层访谈，员工访谈以及现场审核发现，此问题点被评为部分符合是因为现场有张贴MSDS，但是，织造车间3桶机油没有二次容器保存。这仅部分符合危险化学品安全管理条例 第二十条。

**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
<b>Finding</b>	
Based on document review, management and worker interviews, and site tour it was identified that, this question was rated as partially because most of the equipment were maintained regularly and in good condition, such as all sampled overlock machines were equipped with eye protective shields, however, 8 out of 10 sampled sewing machines were not equipped with needle guards. This was partially in compliance with requirements of General Safety and Hygiene Rules for Designing Production Equipment (GB5083-1999), Article 6.1.6.	根据文件查阅，管理层访谈，员工访谈以及现场审核发现，此问题点被评为部分符合是因为大部分设备有定期维护，状况良好，比如所有抽样的锁边机有安装护眼挡板，但是，抽样10台缝纫机其中8台没有安装挡针保护罩。这仅部分符合《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
<b>Finding</b>	
Based on document review, management and worker interviews, and site tour it was identified that, this question was rated as partially because all toilets were equipped with privacy doors and liquid soap was available in the toilets, however, no toilet paper was available in the toilets. This was	根据文件查阅，管理层访谈，员工访谈以及现场审核发现，此问题点被评为部分符合是因为所有厕所都有安装隐私门且洗手液可供使用，但是，洗手间内没有提供厕纸。这仅部分符合BSCI CoC。

### Finding

partially in compliance with requirements of BSCI CoC.

## PA 12: Protection of the Environment

Site: Yiwu Benitez Knitting Co.,Ltd | Site amfori ID: 156-005534-003

**Question:** 12.1 Is there satisfactory evidence that the auditee continuously identifies the significant impacts and environmental implications associated to its activity?

### ENGLISH

### LOCAL LANGUAGE

### Finding

Based on document review, management and worker interviews it was identified that, this question was rated as partially because the factory had identified the impacts and environmental implications associated to its activity, however, the factory did not set up the grievance mechanism for surrounding communities to address environmental concerns. This was partially in compliance with requirements of BSCI CoC. The factory management declared that they would continue to improve it.

根据文件查阅，管理层访谈，员工访谈发现，此问题点被评为部分符合是因为工厂有评估其生产活动对外界环境的影响，但是，工厂没有为社区居民就所关心的环境问题建立投诉机制。这仅部分符合BSCI CoC。工厂管理层表示他们会持续改善。

## PA 13: Ethical Business Behaviour

Site: Yiwu Benitez Knitting Co.,Ltd | Site amfori ID: 156-005534-003

**Question:** 13.1 Is there satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise?

### ENGLISH

### LOCAL LANGUAGE

### Finding

Based on document review, management and worker interviews it was identified that, this question was rated as partially because the factory had established a policy based on BSCI principle on ethical business behavior and identified the major risks of ethical business behavior violation, however, the reward for ethical behavior and integrity was not defined by the factory. This was partially in compliance with requirements of BSCI CoC.

根据文件查阅，管理层访谈，员工访谈发现，此问题点被评为部分符合是因为工厂基于BSCI原则建立了商业道德规范政策且识别违背商业道德可能发生的风险，但是，工厂没有建立鼓励商业道德行为的奖励机制。这仅部分符合BSCI CoC。