

Monitored Party TAIAN LEGEND GARMENT CO., LTD.	amfori ID 156-004986-000	Address Nanshangzhuang Village, Culai Town, Cuwen Scenic District, 271000 Tai'an, Shandong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner SGS
Monitoring Start Date 16/10/2023	Closing Meeting Finished Date 23/10/2023	Submission Date 23/10/2023
Expiration Date 17/07/2025	Announcement Type Fully Announced	
Site TAIAN LEGEND GARMENT CO., LTD.	Site amfori ID 156-004986-002	

This is an extract of the online Monitoring Result, generated on 24/10/2023, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.







amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).








All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent. © amfori, 2021

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	B	
PA 6: Decent Working Hours	C	

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 Labour	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Vicky Ma; APSCA membership number (CSCA 21701735)

Name of team auditor (if applicable): Nil

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 1.0 day. The follow up audit (Full- Announced) was conducted on Oct 16, 2023.

Business partner information: TAIAN LEGEND GARMENT CO., LTD. was founded on 17 Sep, 2010 and located at Nanshangzhuang Village, Culai Town, Cuwen Scenic District, Tai'an City, Shandong Province. The business license number was 91370900562506564U. Main products were Outdoor garments. There were 75 employees during the audit. Main process was listed as below: cutting/sewing/Ironing/inspection/packing.

Audited location information:

There were two buildings in the audit yard.

Building A: One 1-storey building used as office, the area was about 261 square meters.

Building B: One 1-storey building uses as warehouse and workshop, the area was about 2600 square meters.

The factory did not provide canteen and dormitory for workers.

Operating shifts and hours: Some records such as daily production records, deliver in and out records, inspection records, and etc. had been reviewed, those records matched with the attendance records, meanwhile through worker interview, no inconsistency was found. The auditee defined from Monday to Sunday as a week. Normal working hour is 8 hours per day and 5 days per week. The workers worked in one shift, which was from 07:30 to 17:30 with 2 hours for lunch. Attendance records from 1 Jul 2023 to audit date were reviewed. Workers had 2 hours overtime on workday and had 0-8 hours overtime on Saturday sometimes, all workers were rest on Sunday, 1 day off after 6 days consecutive working days was guaranteed. The maximum monthly overtime hours were 36, the maximum weekly working hours were 50, the maximum daily overtime hours were 2. During the worker interview, workers confirmed that they worked overtime voluntarily.

Time recording system: The working time of workers was recorded by IC card attendance system.

Salary payment details: The factory established the wage and benefit policy, the annual leave, statutory holiday, marriage leave, maternity leave and funeral leave were defined. Based on payrolls review from Jul 2023 to Sep 2023, all workers were paid by hourly rate and the minimum wage was RMB 14/hour, which was higher than legal requirement RMB 1820/month. Wages were paid by cash on 15th of the next month. Pay slips were provided and termination pay was paid also on time. Social insurance wasn't provided for all workers and business insurance was provided for workers which was valid from Aug 19, 2023 to Aug 18, 2024.

Worker number information:

There were total 75 workers included 4 males and 71 females in the factory. 4 workers were management and 71 workers were production.

Total 71 production workers included 2 males and 69 females.

Most workers were local, one worker was domestic migrant worker and from Chongqing city, no foreign migrant workers, no child labor, no young worker, no disabled workers, no lactating workers, no pregnant women.

No workers on probation, no apprentice, no subcontract worker.

Good practices: Nil

Worker organization details: No union in the factory. There was one worker committee and there were freely 3 elected worker representatives and they met the management regularly.

Circumstances: Nil

The special circumstances can be classified as followed: Nil

Summary of findings:

PA 1- 1.1: amori BSCI management system was not implemented effectively; 1.4 No sufficient records such as regular evaluation records of production efficiency and delivery time to ensure that continue to meet customer requirements. The

factory did not establish contingency plans in case of production accidents.

PA 2- 2.2: The factory did not regularly evaluate and follow up on long-term goals.. 2.5-The established grievance mechanism of the factory was not including all interested parties, the grievance mechanism was only for internal part in the factory. The factory did not establish the appeal needs of vulnerable groups.

PA 5- 5.5: The factory did not provide social insurance for all workers

PA6- 6.2: The factory did not provide sufficient records such as regular evaluation records of production efficiency and delivery time to ensure that continue to meet customer requirements. The factory did not establish contingency plans in case of production accidents.

PA 7- 7.1: Some non-compliances identified during the audit due to management negligence, such as some goods were stacked against the wall. 7.22: No cleaning water, toilet paper or soap provided in toilet, one privacy door in toilet was broken.

PA 12-12.5: No actions to achieve the goals of saving water.

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: <http://www.stats.gov.cn/sj/ndsj/2021/indexch.htm>

Precautions taken about #COVID-19 in the facility:

No special control requirement for COVID-19 in China.

The Personal Information Protection:

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 :

The comprehensive timing approval document and collective bargaining agreement are not applicable.

The auditee did not use any contractor/agency, did not obtain any Government waivers, and did not sign Collective bargaining agreements, which made the Contractor license/permit, Agency labor contract, Government waivers, Collective bargaining agreements not applicable in this audit. All above documents were not involved in the document report.

This was follow up audit, PA 3, PA 4, PA 8, PA 9, PA 10, PA 11, PA 13 were not covered.

Remark :

Nil

SITE DETAILS

Site
TAIAN LEGEND GARMENT CO., LTD.

Site amfori ID
156-004986-002

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

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	75	Workers
Legal minimum wage in local currency	1,820	Monthly
Lowest wage paid for regular work at the site	2,436	Monthly
Calculated living wage in local currency	2,978.48	Monthly
Total sample	6	Workers

Other Metrics

Male workers	4	Workers
Female workers	71	Workers
Permanent workers - Male	4	Workers
Permanent workers - Female	71	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	2	Workers
Management - Female	2	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Domestic migrant workers - Male	1	Workers
Domestic migrant workers - Female	0	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	4	Workers
Workers hired directly - Female	71	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Pregnant workers	0	Workers

Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	1 Workers
Sample - Female	5 Workers

FINDINGS



PA1: Social Management System

Site: TAIAN LEGEND GARMENT CO., LTD. | Site amfori ID: 156-004986-002

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	
<p>1.1 1st follow up audit on Oct 16, 2023: Open Finding: The main auditee partially respected this principle because based on management interview and document review, the factory had established completed amfori BSCI management system, factory manager was responsible for the system, and the factory conducted the internal audit and management review in Mar 2023. However, due to inadequate understanding of regulations and amfori BSCI requirements, the management procedures were not implemented effectively, there was still some issue of social insurance, health & safety, etc. It violated the requirement of question 1.1 in amfori BSCI system manual.</p>	<p>1.1 2023年10月16日第一次跟进审核结果：打开发现点：被审核方（生产商）部分遵循该准则，原因是基于管理层访谈和文件审核，工厂已建立完整的BSCI管理系统，厂长负责该体系，并在2023年3月执行了社会责任内审和管理评审。但是由于工厂未充分理解法规和amfori BSCI的要求，管理程序没有有效执行，仍然存在社保，健康安全等方面问题。违反了amfori BSCI管理手册中问题1.1的要求。</p>

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	
<p>1.4 1st follow up audit on Oct 16, 2023: Open The main auditee partially respected this principle because the factory had established capacity planning control procedures and one person was responsible for production scheduling, but did not provide sufficient records such as regular evaluation records of production efficiency and delivery time to ensure that continue to meet customer requirements. The factory did not establish contingency plans in case of production accidents. It violated the requirement of question 1.4 in amfori BSCI system manual.</p>	<p>1.4 2023年10月16日第一次跟进审核结果：打开被审核方（生产商）部分遵循该原则，原因是工厂有建立产能规划控制程序，有专人负责生产排单，但未提供足够记录如生产效率和交货期定期评估记录，以确保持续满足客户订单需求。工厂没有建立生产出现意外时的应急计划。违反了amfori BSCI管理手册中问题1.4的要求。</p>



PA 2: Workers Involvement and Protection

Site: TAIAN LEGEND GARMENT CO., LTD. | Site amfori ID: 156-004986-002

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

2.2 1st follow up audit on Oct 16, 2023: Open
The main auditee partially respected this principle because the main auditee had established management system according to amfori BSCI Code of Conduct, and defined long-term goals for protecting workers. But the factory did not regularly evaluate and follow up on long-term goals.
It violated the requirement of question 2.2 in amfori BSCI system manual.

2.2 2023年10月16日第一次跟进审核结果：打开被审核方部分遵守该准则。原因是工厂已经基于amfori BSCI的准则月建立了管理体系，并制定了保护工人的长期目标，但是工厂没有对长期目标进行定期评估和跟进。
违反了amfori BSCI管理手册中问题2.2的要求。

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

2.5 1st follow up audit on Oct 16, 2023: Open
Finding: The main auditee partially respected this principle because based on management interview and document review, the established grievance mechanism of the factory was not including all interested parties, the grievance mechanism was only for internal part in the factory. The factory did not establish the appeal needs of vulnerable groups. The factory explained that they did not understand the requirements of amfori BSCI.
It violated the requirement of question 2.5 in amfori BSCI system manual.

2.5 2023年10月16日第一次跟进审核结果：打开发现点：被审核方部分遵循该准则，原因是基于管理层访谈和文件查看，工厂建立的申诉机制没有包含利益的相关方，该申诉机制只是对工厂内部适用。工厂没有建立弱势群体的申诉需求。工厂解释说他们不了解amfori BSCI的要求。
违反了amfori BSCI管理手册中问题2.5的要求。

PA 5: Fair Remuneration

Site: TAIAN LEGEND GARMENT CO., LTD. | Site amfori ID: 156-004986-002

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted?

ENGLISH

LOCAL LANGUAGE

Finding

5.5 1st follow up audit on Oct 16, 2023: Open
Finding: The main auditee dose not respects this principle because based on management interview,

5.5 2023年10月16日第一次跟进审核结果：打开发现点：被审核方（生产商）未遵循该准则。原因是基于管理层访谈，员工访谈和文件审核，工厂没

Finding

workers interview and document review, the factory did not provide social insurance for all workers. There were 75 employees and 26 out of them were retirement workers, no new workers joined the factory less than one month, thus the factory should provide social insurance for 49 employees. But based on Social Security payment vouchers provided by factory, the factory only provided unemployment, retirement, injury, medical and maternity insurances for 23 worker. The factory claimed the employees who were not provided social insurances had paid for New Rural Cooperative Insurance by themselves. But the factory did not collect relevant information. The factory provided business insurance for 73 workers which was valid from Aug 19, 2023 to Aug 18, 2024. It violated Labor Law of the People's Republic of China (2018 Amendment) Article 72&73.

有为所有员工提供五项社会保险：工厂现有75名员工，其中26名退休返聘员工，0名入职不足1个月的新员工，因此工厂需要为49名员工提供社会保险。但是基于工厂提供的社会保险缴费凭证，工厂只为23名员工提供了失业、养老、工伤、医疗和生育保险。工厂表示没有购买社保的员工自行购买新农保，但是工厂没有保留这方面的依据。工厂为73名员工购买了商业意外险，有效期从2023年8月19日至2024年8月18日。违反了违反了中华人民共和国劳动法（2018修正）第七十二条，七十三条。

PA 6: Decent Working Hours

Site: TAIAN LEGEND GARMENT CO., LTD. | Site amfori ID: 156-004986-002

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

6.2 1st follow up audit on Oct 16, 2023: Open
The main auditee partially respects this principle because the overtime hours and overtime pay of the sampled workers met the requirements, and the factory had established capacity planning control procedures and one person was responsible for production scheduling, but did not provide sufficient records such as regular evaluation records of production efficiency and delivery time to ensure that continue to meet customer requirements. The factory did not establish contingency plans in case of production accidents.
It violated the requirement of question 6.2 in amfori BSCI system manual.

6.2 2023年10月16日第一次跟进审核结果：打开被审核方（生产商）部分遵循该准则。原因是抽样工人的加班时间和加班费均符合要求，工厂有建立产能规划控制程序，有专人负责生产排单，但未提供足够记录如生产效率和交货期定期评估记录，以确保持续满足客户订单需求。工厂没有建立生产出现意外时的应急计划。
违反了 amfori BSCI 管理手册中问题6.2的要求。

PA 7: Occupational Health and Safety

Site: TAIAN LEGEND GARMENT CO., LTD. | Site amfori ID: 156-004986-002

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

ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.1 1st follow up audit on Oct 16, 2023: Open Finding: The main auditee partially respected this principle because based on management interview, onsite observation and document review, the factory had established complete management system on health and safety, included the identification and awareness of related legal regulation, health and safety check, training etc. But there were some non-compliances identified during the audit due to management negligence such as some goods were stacked against the wall. 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>7.1 2023年10月16日第一次跟进审核结果：打开发现点：被审核方（生产商）部分遵循该准则。原因是基于管理层访谈，现场观察，文件审核等，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，健康安全检查和培训等，但是由于管理疏忽，审核中仍有一些问题发现如部分货物靠墙堆放。 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>7.6 1st follow up audit on Oct 16, 2023: Closed Based on the document review, the factory provided training on wearing labor protection products to employees in September 2023. Based on site observation, employees in the napping process of the factory wore safety goggles while working.</p>	<p>7.6 2023年10月16日第一次跟进审核结果：关闭基于文件审核，工厂在2023年9月份提供了佩戴劳保用品的培训给员工。基于现场观察，工厂钉扣工序员工工作时佩戴了护目镜。</p>

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	
<p>7.22 1st follow up audit on Oct 16, 2023: Open Finding: The main auditee partially respected this principle because no cleaning water, toilet paper or soap provided in toilet. And one privacy door in toilet was broken. The factory said that this was due to management negligence and that it would make improvements as soon as possible.</p>	<p>7.22 2023年10月16日第一次跟进审核结果：打开发现点：被审核方（生产商）部分遵循该准则。原因是厕所没有提供清洗用水，厕纸和肥皂等。且厕所内有一扇隐私门损坏。工厂称这是由于管理疏忽导致，会尽快进行改善。 违反了amfori BSCI管理手册中问题7.22的要求。</p>

Finding

It violated the requirement of question 7.1 in amfori BSCI system manual.

PA 12: Protection of the Environment

Site: TAIAN LEGEND GARMENT CO., LTD. | Site amfori ID: 156-004986-002

Question: 12.5 Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?

ENGLISH

LOCAL LANGUAGE

Finding

12.5 1st follow up audit on Oct 16, 2023: Open Finding: The main auditee partially respects this principle because the factory had established the goals about saving water and calculated monthly water consumption, but there were no actions to achieve the goals. The factory said this was due to their negligence and would immediately establish a concrete action plan to achieve the goal. It violated the requirement of question 12.5 in amfori BSCI system manual.

12.5 2023年10月16日第一次跟进审核结果：打开发现点：被审核方（生产商）部分遵循该准则，原因是生产商建立了节约用水的目标并统计了每月的用水量，但没有具体的行动计划来实现目标的达成。工厂称这是由于他们的疏忽导致，会立即建立具体的行动计划来实现目标的达成。违反了amfori BSCI管理手册中问题12.5的要求。