

# Monitoring result for NINGBO VERNAL SPORTS PRODUCTS CO.,LTD on site Ningbo Vernal Sports Products Co.,Ltd

## Monitoring

Monitored Party : NINGBO VERNAL SPORTS PRODUCTS CO.,LTD  
amfori ID : 156-017283-000  
Site : Ningbo Vernal Sports Products Co.,Ltd  
Site amfori ID : 156-017283-002  
Address : No.288 Dongsheng Road, Jiaochuan street, Zhenhai  
: Ningbo  
: Zhejiang Sheng  
: China  
Monitoring Activity : amfori Social Audit - Manufacturing  
Monitoring Type : Follow-up Monitoring  
Submission Date : 21/03/2022  
Expiration Date : 01/04/2023

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## Overall rating



## Section rating

PA1: Social Management System	D
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	D
PA 7: Occupational Health and Safety	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 Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

## General description

Ningbo Vernal Sports Products Co.,Ltd was located at No.288 Dongsheng Road, Jiaochuan street, Zhenhai, Ningbo, China. The Business license number: 913302117473789096.The factory was established on Apr 14, 2003 and specialized in the manufacture of bags. The main production activities in the factory included cutting, sewing, assembly, inspection, packaging. The factory had rented the 1st, 2nd and 4th floor of one 4-storey production building from Ningbo Joyous Garments Co., Ltd, total production area is about 8500 square meters.

There were totally 95 employees in the factory, include 36 male employees and 59 female employees. Production workers' working hours were recorded by IC card with detailed time in and time out information. All workers worked with 1 shift: 08:00-11:00,12:00-17:00. Production workers were paid at hourly rate at the 30th of the following month by cash. All workers were paid by hourly rate with minimum guarantee wage RMB14 per hour. Based on attendance records and payroll records, the OT premium was paid by 150% and 200% of regular rate for overtime working on weekdays and Saturdays separately.

There is no agency or contractor used by the auditee, which makes the Contractor license/permit and agency labour contract not applicable. Neither Government waiver nor Documented valid authorisation to make exemptions on working hours is needed for the factory, so they were also not applicable.Collective bargaining agreement is not required by employees, and therefore Collective bargaining agreement is not showed.

Announcement Type: Announced

Monitoring Date: Mar 15, 2022

Monitoring firm: SGS (Monitoring firm APSCA #: 11600006 )

Auditor name: Erika Mao (APSCA member #: CSCA 21701778)

## Site Details

Site : Ningbo Vernal Sports Products Co.,Ltd

Site amfori ID : 156-017283-002

### GICS Classification

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Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Apparel, Accessories & Luxury Goods

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

## Metrics

### Key Metrics

Total workforce	95 Workers
Legal minimum wage in local currency	2280 Monthly
Lowest wage paid for regular work at the site	2436 Monthly
Calculated living wage in local currency	2347 Monthly
Total sample	5 Workers

### Other Metrics

Male workers	36 Workers
Female workers	59 Workers
Permanent workers - Male	36 Workers
Permanent workers - Female	59 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	4 Workers
Management - Female	4 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	30 Workers
Domestic migrant workers - Female	43 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	36 Workers
Workers hired directly - Female	59 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	2 Workers
Sample - Female	3 Workers

## Findings

### PA1: Social Management System

1.1 Follow up audit result on Mar 15, 2022: Open The main auditee partially respects this principle. The social responsibility management system was established by factory and it covered the requirements of amfori BSCI code. However, there was the gap on the issues such as worker involvement and protection, benefit, decent working hour, and health and safety.

2022年3月15日跟进审核的结果是：未关闭 被审核方部分遵循该准则。工厂已经建立了社会责任管理系统，并涵盖了 amfori BSCI 准则的要求。但是有些方面如在员工参与和保护，福利，体面工作时间和健康安全方面还有差距。

1.4 Follow up audit result on Mar 15, 2022: Open The main auditee partially respects this principle. The factory had set up a system for calculating the production capacity and production costing. But the effectively of this system still needs to be improved, and the workers' overtime working hours exceeded the legal requirement.

2022年3月15日跟进审核的结果是：未关闭 被审核方部分遵循该准则。工厂已经建立了产能规划和成本核算系统但该系统有效性仍需提升，员工的加班时间有超过法规要求。

### PA 2: Workers Involvement and Protection

2.2 Follow up audit result on Mar 15, 2022: Open The main auditee partially respects this principle. The factory defined long term goals for protecting workers, but this long-term goal was not measurable and did not show step-by-step approach toward sustainable improvements

2022年3月15日跟进审核的结果是：未关闭 被审核方部分遵循该准则。工厂已定义保护员工的长期目标，但是该目标不可测量且未包括逐步的可持续改进方法。

2.4 Follow up audit result on Mar 15, 2022: Open The main auditee partially respects this principle. The factory had provided the training on amfori BSCI new Code for managers, workers and workers representatives. But based on the workers and workers representative interview, they did not know clear enough about amfori BSCI new Code.

2022年3月15日跟进审核的结果是：未关闭 被审核方部分遵循该准则。工厂为员工，管理和员工代表提供了 amfori BSCI 新行为守则的培训，但是基于访谈发现员工及员工代表对 amfori BSCI 新行为准则要求不够了解。

### PA 5: Fair Remuneration

5.5 Follow up audit result on Mar 15, 2022: Closed The main auditee respects this principle because based on social insurance invoice and confirmed with management, there were 95 workers in the main auditee, including 6 retired workers. The factory provided 89 workers with retirement insurance, unemployment insurance, medical insurance, maternity insurance and injury insurance.

2022年3月15日跟进审核的结果是：关闭 被审核方遵守该准则。根据被审核方提供的社保缴费凭证及管理层确认，被审核方共有95名工人，包括6名退休员工，工厂为89名员工提供了养老、失业、医疗、生育和工伤保险。

### PA 6: Decent Working Hours

6.2 Follow up audit result on Mar 15, 2022: Open The main auditee did not respect this principle. The workers' overtime exceeded legal laws. Based on employees' attendance records from Apr 1, 2021 to audit day and wage records from Apr, 2021 to Jan, 2022, 5 sampled workers' monthly overtime exceeded 36 hours and up to 58 hours (18 hours OT in weekdays and 40 hours OT in weekends) which happened in Jul, 2021.

2022年3月15日跟进审核的结果是：未关闭 被审核方未遵守该原则。员工的加班时间超出法规。根据被审核方提供的2021年4月1日至审核当日的考勤以及2021年4月至2022年1月的工资记录，抽样的5名员工月加班超出36小时，最大达58小时(平时加班18小时，周末加班40小时)出现在2021年7月。

### PA 7: Occupational Health and Safety

7.1 Follow up audit result on Mar 15, 2022: Open The main auditee partially respects this principle. The management representative responsible for health and safety was familiar with the legal and amfori BSCI requirement on health and safety and paid attention on implementation on Health and safety procedure, and lead to some issues were to be improved in health and safety section, such as: injury insurance, occupational health examination, machine safety etc.

2022年3月15日跟进审核的结果是：未关闭 被审核方部分遵循该准则。健康安全管理者代表了解法规和 amfori BSCI 对健康安全的要求且关注健康安全程序的执行，但是健康安全方面还有问题需要改善，例如：工伤保险，职业健康体检，机器安全等方面。

7.2 Follow up audit result on Mar 15, 2022: Open The main auditee doesn't respect this principle. The factory didn't provide injury insurance or commercial accident insurance to 6 out of 95 employees.

2022年3月15日跟进审核的结果是：未关闭 被审核方未遵守该原则。工厂没有给95名员工中的6名员工提供工伤保险或商业意外险。

## PA 7: Occupational Health and Safety

7.3 Follow up audit result on Mar 15, 2022: Open The main auditee doesn't respect this principle because the factory didn't arrange the occupational health examinations to the workers in sewing and rivet positions with noise risk.

2022年3月15日跟进审核的结果是：未关闭 被审核方未遵守该原则因为工厂没有给处于有噪声职业病危险的缝纫和铆钉岗位工人提供职业病体检。

7.17 Follow up audit result on Mar 15, 2022: Open The main auditee doesn't respect this principle. Based on sampling checking on site, it was found the finger protection facility was not installed for the sewing machine.

2022年3月15日跟进审核的结果是：未关闭 被审核方没有遵循该准则因为现场抽查发现缝纫机没有安装护指设施。

7.25 Follow up audit result on Mar 15, 2022: Open The main auditee partially respects this principle because it was found the goods in the finished products warehouse were placed against the wall without suitable distance at one side.

2022年3月15日跟进审核的结果是：未关闭 被审核方部分遵循该准则因为发现成品仓库的货物在一侧挨墙堆放没有于墙保持适当的距离。

## PA 9: Special Protection for Young Workers

9.1 Follow up audit result on Mar 15, 2022: Open The main auditee partially respects this principle because health and safety risk assessment for young workers at the factory did not include the requirement of that young worker should not be arranged work at night shift, and the total work, study and transportation times for young worker should less than 10 hours per day. No young worker worked at the facility during the audit.

2022年3月15日跟进审核的结果是：未关闭 被审核方部分遵守该原则。原因是工厂进行的未成年工风险评估没有包含识别未成年工不能上夜班且未成年工每天工作学习及交通时间不能超过10小时。审核中工厂没有使用未成年工。