

Monitoring summary report for CHI NHANH CONG TY TNHH MOT THANH VIEN THUONG MAI DICH VU NGU KIM HUY GIA

MONITORING ID: 23-0207045-1



Monitored Party	amfori ID	Address
CHI NHANH CONG TY TNHH MOT THANH VIEN THUONG MAI DICH VU NGU KIM HUY GIA	704-001177-000	No. 119, Street DH411, Tổ 1, Quarter 6, Uyen Hung Ward, Tan Uyen City, Binh Duong, Viet Nam, 820000 Tan Uyen, Binh Duong, Vietnam
Monitoring Activity	Monitoring Type	Monitoring Partner
amfori Social Audit - Manufacturing	Follow-up Monitoring	SGS
Monitoring Start Date	Closing Meeting Finished Date	Submission Date
09/08/2024	13/08/2024	19/08/2024
Expiration Date	Announcement Type	
26/09/2025	Semi Announced	
Site	Site amfori ID	
CHI NHANH CONG TY TNHH MOT THANH VIEN THUONG MAI DICH VU NGU KIM HUY GIA	704-001177-002	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
PA 2: Workers Involvement and Protection	C	
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	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: Minh Cuong Quach. APSCA membership number: CSCA 21704544

Name of observers, translators, trainees, advisors/consultants (if applicable): N/A

Monitoring partner name: SGS Vietnam Limited.

Audit schedule details: The total allocated man-days for the audit were 1.5 man-days, including 0.5 man-day for reporting and 1.0 madays for onsite audit. The audit was planned for 1 auditor on 1 day (August 09, 2024)

Announcement Type: Follow-Up audit / Semi-announced (4 Aug - 1 Sep 2024)

Business partner information: BRANCH OF NGU KIM HUY GIA TRADING SERVICES ONE MEMBER COMPANY LIMITED was established under business license No # 3702292101 issued on Aug 08,2014 and updated on Apr 28,2022. The facility located at No. 119, Road DH411, Group 1, Quarter 6, Uyen Hung Ward, Tan Uyen City, Binh Duong Province, Vietnam. The main products are Home Furnishings and exported to US, EU market. The production processes are Raw materials – Metal production (cut, welding, forming) – Wood production (cut, drill, refine, sanding) – Paint spraying - Assembly – Painting – Packing finished products in warehouse.

Audited location information: Total land area is 6252 square meters, including 4 main buildings as following:

- Building 1: 150 sqm, 02 floors, occupied for office.
- Building 2: 2175 sqm, 01 floor, occupied for Metal Production Workshop, Materials warehouse.
- Building 3: 1763 sqm, 01 floor, occupied for Production Workshop,
- Building 4: 772 sqm, 01 floor, occupied for Finished Product warehouse.

Beside that there are some supporting facilities, such as: parking area, waste storage, chemical room. There was no dormitory, canteen, transportation at this facility

*Remark: There is a building (1272 sqm) that is rent by Huy Hoang Company. So this building is not belong to audit scope.

Operating shifts and hours: In general, all employees work 6 days from Monday through Saturday in a week. Sundays are fixed as weekly days off. The employees work in one shift a day from 07:30 to 16:30 with a 60-minutes lunch break from 11:30 to 12:30. In addition, the workers have 2 paid additional short breaks (9:45 to 10:00 and 14:45 to 15:00). They maintain attendance records through biometric fingerprint identification system. Pregnant workers and female worker nursing children less than 1 year old work 07:30 to 15:30 (7 hours per day) with full salary of 8 hours. Rest days are fixed on every Sundays.

Time recording system: The biometric fingerprint machine system is equipped to monitor working hours done by the employees. There was no peak season in the facility.

Salary payment details: the legal minimum wage applied to this facility was VND 4,680,000 VND per month, meanwhile, the facility is paying at least 5,307,600 VND per month. Wages of employees are calculated based on a monthly rate salary. Salary is paid via bank transfer with pay slips provided to the employees. The pay day is on the 5-10th of the following month. If pay day is fallen into holidays or Sunday, wage is paid one day earlier.

Worker number information:

There were 79 employees including 59 male and 20 Female.

Good practices: The facility provided some allowances as below. Transportation allowance: VND 100,000 per month.

Childcare allowance: VND 50,000 per month. Housing allowance: VND 200,000 per month.. These allowances are not required by legal laws.

Worker organization details: The factory has an established employee representative organization.

Circumstances: There was no special circumstance during the audit.

Summary of findings: On August 09, 2024, the auditors conducted the closing meeting with the facility management and addressed non-compliances noted in PA 1, PA 2, PA 7 to the facility management and all non-compliances were agreed by the facility management.

Living wage calculation: The auditor used Anker Methodology to calculate living wage for the facility location.

SITE DETAILS

Site

**CHI NHANH CONG TY TNHH MOT
THANH VIEN THUONG MAI DICH
VU NGU KIM HUY GIA**

Site amfori ID

704-001177-002

GICS Classification

Sector

Consumer Discretionary

Industry Group

Retailing

Industry

Specialty Retail

Sub Industry

Homefurnishing Retail

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	76	Workers
Legal minimum wage in local currency	4.680.000	Monthly
Lowest wage paid for regular work at the site	5.307.600	Monthly
Calculated living wage in local currency	5.000.000	Monthly
Total sample	12	Workers

Other Metrics

Male workers	57	Workers
Female workers	19	Workers
Permanent workers - Male	59	Workers
Permanent workers - Female	20	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	16	Workers
Management - Female	8	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	0	Workers
Domestic migrant workers - Female	0	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	59	Workers
Workers hired directly - Female	20	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Unionised workers - Male	59	Workers
Unionised workers - Female	20	Workers
Workers under CBA - Male	59	Workers
Workers under CBA - Female	20	Workers
Pregnant workers	1	Workers

Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Minimum wage agreed on CBA in local currency	4.680.000	Monthly
Sample - Male	6	Workers
Sample - Female	6	Workers

FINDINGS

PA1: Social Management System

Site: CHI NHANH CONG TY TNHH MOT THANH VIEN THUONG MAI DICH VU NGU KIM HUY GIA | Site amfori ID: 704-001177-002

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

Follow-up audit on August 09, 2024: Not corrected. Based on site observation, document review, and interview, it was noted that the factory implemented the BSCI Code of Conduct into business practices. However, there were still some issues that need to be improved for better performance, such as those issues in PA 1, PA 2, PA 7.
[As per amfori BSCI COC]

Nhà máy đã áp dụng bộ tiêu chuẩn quy tắc ứng xử của amfori BSCI vào hoạt động kinh doanh của nhà máy. Tuy nhiên vẫn còn một vài điểm cần cải thiện thêm để hệ thống hoàn thiện hơn, điển hình như một vài vấn đề ở PA 1, PA 2, PA 7.
[Theo bộ quy tắc ứng xử amfori BSCI]

PA 2: Workers Involvement and Protection

Site: CHI NHANH CONG TY TNHH MOT THANH VIEN THUONG MAI DICH VU NGU KIM HUY GIA | Site amfori ID: 704-001177-002

Question: 2.3 CRUCIAL: Is there satisfactory evidence that the auditee takes specific steps to make workers aware of their rights and responsibilities?

ENGLISH

LOCAL LANGUAGE

Finding

Follow-up audit on August 9, 2024: Not Corrected During on facility tour and document review and worker interview, It was noted that the factory conducted the training about the Social Compliance policy as well as amfori BSCI COC for employees and the amfori BSCI COC was posted in the bulletin board in smoking area. however, the amfori BSCI COC was not fully posted at the production area.
[As per amfori BSCI COC]

Ghi nhận nhà máy đã tiến hành huấn luyện các chính sách Trách nhiệm xã hội cho CNV cũng như amfori BSCI COC đã được dán tại bảng thông báo ở khu vực hút thuốc, tuy nhiên poster amfori BSCI chưa được dán tại xưởng sản xuất đầy đủ.

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

Follow-up audit on August 9, 2024: Not Corrected

Ghi nhận nhà máy đã ban hành quy trình xử lý

Finding

Based on the document review, It was noted that the facility established the grievance handling procedure and recorded the employee's grievances, however no regular survey on the grievance system's satisfaction conducted. (Per amfori BSCI)

kiếu nại, tuy nhiên, chưa tiến hành khảo sát mức độ hài lòng của công nhân viên về hệ thống xử lý khiếu nại.
(Theo amfori BSCI)

PA 7: Occupational Health and Safety

Site: CHI NHANH CONG TY TNHH MOT THANH VIEN THUONG MAI DICH VU NGU KIM HUY GIA | Site amfori ID: 704-001177-002

Question: 7.3 Is there satisfactory evidence that the auditee regularly carries out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH

LOCAL LANGUAGE

Finding

Follow-up audit on August 9, 2024: Not corrected
Based on the document review, It was noted that the factory conducted occupational health and safety risk assessment at work stations on April 24, 2024. However, this risks assessment was not included the pregnant women and fire pump operation case. Risk assessment is not fully complete, so this is partial non-compliance. (Point 2 of Article 77 of Law on Occupational Safety and Health No. 84/2015/QH13)

Ghi nhận, nhà máy đã tiến hành đánh giá rủi ro an toàn, sức khỏe nghề nghiệp tại các khu vực làm việc. Tuy nhiên, việc đánh giá rủi ro chưa bao gồm trường hợp bà bầu và hoạt động ở máy bơm chữa cháy. Đánh giá rủi ro chưa đầy đủ nên đây là hành vi không tuân thủ một phần.
(Điều 2 Điều 77 Luật An toàn, vệ sinh lao động số 84/2015/QH13)

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

Follow-up audit on August 9, 2024: New Non-Compliance.
During the facility tour and worker interviews, It was noted that no label was attached to a chemical tank in the cutting area for identification of the chemical in use. This is partial non-compliance.

[In accordance with the Law on Chemicals, No. 06/2007/QH12, Chapter V. Use of Chemicals Article 30. Rights and obligations of organizations and individuals using chemicals for production of other products and goods.]

Trong chuyến tham quan cơ sở và phỏng vấn công nhân, ghi nhận rằng không có nhãn nào được dán trên chai hóa chất ở khu vực cắt để nhận dạng hóa chất đang sử dụng. đây là tuân thủ một phần.

[Thực hiện theo Luật Hóa chất số 06/2007/QH12, Chương V. Sử dụng hóa chất Điều 30. Quyền và nghĩa vụ của tổ chức, cá nhân sử dụng hóa chất để sản xuất sản phẩm, hàng hóa khác.]

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

Follow-up audit on August 9, 2024: New Non-Compliance.
During the facility tour and worker interviews, it was noted that 1 out of 3 forklifts was not equipped the seat belt to protection in falling case.. This is partial non-compliance.

[In accordance with the Law on Occupational Safety and Hygiene, No. 84/2015/QH13, Article 16. Point 2.]

Trong quá trình tham quan cơ sở và phỏng vấn công nhân, ghi nhận rằng 1 trong 3 xe nâng không được trang bị dây an toàn để bảo vệ trong trường hợp ngã.. Đây là hành vi không tuân thủ một phần.

[Theo Luật An toàn, vệ sinh lao động, số 84/2015/QH13, Điều 16. Điểm 2.]