

# Monitoring result for VIET NAM APPAREL CO. LTD on site Site 1

## Monitoring

Monitored Party : VIET NAM APPAREL CO. LTD  
amfori ID : 704-001316-000  
Site : Site 1  
Site amfori ID : 704-001316-001  
Address : 17/6A Phan Huy Ich  
: 70000, Ho Chi Minh  
: Ho Chi Minh  
: Vietnam  
Monitoring Activity : amfori Social Audit - Manufacturing  
Monitoring Type : Follow-up Monitoring  
Monitoring Partner : SGS  
Monitoring Start Date : 17/04/2023  
Closing Meeting : 24/04/2023  
Finished Date :  
Submission Date : 25/04/2023  
Expiration Date : 10/04/2025

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## Overall rating

A	B	C	D	E	None
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## 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	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

Viet Nam Apparel Company Limited was established under Business license No. 0311675911 dated on 13 March 2012 and updated on 15 December 2020. The facility locates at 17/6A Phan Huy Ich Street, Ward 14, Go Vap District, Ho Chi Minh City, Vietnam.

The main products of the factory are Jackets, Down Jackets. Main production processes are incoming material warehouse, cutting area, production areas and finished goods warehouse.

The total land area is 1975.2 sqm with one 2-storey building, as following: the office room, studio room, incoming material warehouse, cutting area, production areas and finished goods warehouse, toilet area on 1st floor. Meanwhile, the eating area is on mezzanine floor.

The facility had 01 working shift with 08 hours per day from 07:30 to 16:30 from Monday to Saturday; 06 working days per week from Monday to Saturday. Break time during a working day is from 11:30 to 12:30. Sunday is weekly rest day. Total working hours per week is 48 hours.

Total number of employees are 132 employees. They maintain attendance records through electronic time keeping system (fingerprint). Employees receive wages by monthly basis on 26th or 27th of the month) in local currency via bank transfer. The legal minimum wage applied to this facility is 4,680,000 VND per month. The facility has paid the lowest monthly salary (6,500,000 VND per month).

The opening meeting was attended by Factory Management Representative, Trade Union Representative, HR/ Compliance team. During opening meeting, the auditors explained about the audit scope and process, a detail description on amfori BSCI new requirement and approach; and sought permission to take photographs. This was agreed to by the management without any reservation. After the opening meeting, the auditors took a factory tour with the accompany from factory's representatives. A general document checklist was provided to the management and supplied documents were reviewed.

Overall Executive Summary:

Description of audit scope: The auditor verified randomly last 1 months documents (April 2023) and documents were found available in the facility.

The closing meeting was held on 17 April 2023 after audit process to discuss all the areas of improvement in the findings report and positive notes with the presence of factory's representatives. The auditor greeted and thanked the management for their co-operation during the audit. The non-conformance's found during the audit were explained to the management. They have agreed with all the issues and signed on findings report.

There were non-compliance observed in the area of PA 1, PA 2, PA 7. For details, please refer to "Finding Report" section.

Note:

1) Auditing Company: SGS Vietnam Limited.

The actual audit man days was 1.5 (1 onsite man-days + 0.5 reporting day), which included 1 onsite days on 17 April 2023 by Nguyen Sy Quoc Van (APSCA No. RA21704267).

2) Contractor license/ permit; Agency labor contract and Government waiver are not applicable.

3) The facility did not have any dormitory, transportation for the workers, so this is not applicable.

Site Details

Site : Site 1  
Site amfori ID : 704-001316-001

GICS Classification

Sector : Consumer Discretionary  
Industry Group : Consumer Durables & Apparel

amfori Process Classifications

N.A.

NACE Classification

N.A.

Industry : Textiles, Apparel & Luxury Goods  
Sub Industry : Textiles

GS1 Classifications

N.A.

Water Stress Situation

N.A.

## Metrics

### Key Metrics

Total workforce	132 Workers
Legal minimum wage in local currency	4680000 Monthly
Lowest wage paid for regular work at the site	6500000 Monthly
Calculated living wage in local currency	5950000 Monthly
Total sample	16 Workers

### Other Metrics

Male workers	34 Workers
Female workers	98 Workers
Permanent workers - Male	34 Workers
Permanent workers - Female	98 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	9 Workers
Management - Female	12 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	11 Workers
Domestic migrant workers - Female	40 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	34 Workers
Workers hired directly - Female	98 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	34 Workers
Unionised workers - Female	98 Workers
Workers under CBA - Male	34 Workers
Workers under CBA - Female	98 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	2 Workers
Minimum wage agreed on CBA in local currency	4680000 Monthly
Sample - Male	5 Workers
Sample - Female	11 Workers

## Findings

### PA1: Social Management System

1.1 Follow up audit on April 17, 2023: Opened - It was noted that the facility had established management system to implement the amfori BSCI Code of Conduct in their business. However, there was some non-compliance points that need improvement. (Clause 1.1 of amfori BSCI)

1.1. Nhà máy đã xây dựng hệ thống quản lý để áp dụng Bộ quy tắc ứng xử amfori BSCI trong hoạt động kinh doanh của họ. Tuy nhiên, còn một số điểm chưa tuân thủ cần được cải tiến. (Mục 1.1 của amfori BSCI)

1.3 Follow up audit on April 17, 2023: Opened Facility did not have procedure to control suppliers, including assessment, choosing, and monitoring as requirements. (Clause 1.3 of amfori BSCI)

Ghi nhận: Nhà máy chưa có quy trình kiểm soát nhà cung cấp, bao gồm đánh giá, lựa chọn và theo dõi như yêu cầu (Mục 1.3 của amfori BSCI)

### PA 5: Fair Remuneration

5.5: Follow up audit on April 17, 2023: Opened It was noted that facility did not paid some allowance as below: - There was no child care allowance. Local law requires the employer develop a plan to partially support child care costs at kindergartens for employees who has children under kindergarten age incash or in-kind. (Article 82 of Degree No.145/2020/NĐ-CP) - The Captain, Vice-captain of firefighting team were not paid responsible allowance as legal requirements. (Article 34 of Decree 136/2020/ND-CP) - There was no allowance for Safety and Hygiene Network. (Point 5 of Article 74 of Law 84/2015/QH13).

Noted: The facility had paid training bonuses for the firefighting team as required.

Ghi nhận nhà máy chưa trả các khoản phụ cấp như sau: - Chưa trả phụ cấp con nhỏ. Luật yêu cầu người sử dụng lao động lập kế hoạch hỗ trợ một phần chi phí giữ trẻ cho người lao động có con nhỏ trong độ tuổi đi nhà trẻ bằng tiền hoặc hiện vật. (Điều 82, Nghị định 145/2020/NĐ-CP) - Đội trưởng, đội phó phòng cháy chữa cháy chưa được trả phụ cấp trách nhiệm như luật quy định. (Điều 34, Nghị định 136/2020/ND-CP). - Chưa có phụ cấp cho mạng lưới an toàn vệ sinh viên. (Điểm 5, Điều 74, Luật 84/2015/QH13). Ghi Chú: Nhà máy đã trả tiền bồi dưỡng đào tạo cho đội chữa cháy theo yêu cầu.

### PA 7: Occupational Health and Safety

7.1 Follow up audit on April 17, 2023: Opened - As per site tour and document review, it was noted that the facility has installed fire alarm detection system and sprinkler system in the facility, however, acceptance record of fire safety design was not available for review on the audit day. The facility commented that they still waiting for the acceptance record of the fire safety design by the authorized department. [Decree No. 136/2020/ND-CP on providing guidance on the Vietnam Law of firefighting and prevention, Article 7. Fire safety requirements applied to the facility, 1) For facility is managed by fire police department (Appendix III) must satisfy these requirements: c) There is a firefighting plan and escape plan approved by a competent authority. 2) For facility is managed by Communal People's Committee (Appendix IV) must satisfy these requirements: a) Following point c of Clause 1 of this Decree].

Ghi nhận trong quá trình đi xưởng và xem xét hồ sơ, nhà máy đã lắp đặt hệ thống báo cháy tự động và chữa cháy tự động trong nhà máy, tuy nhiên, hồ sơ nghiệm thu hệ thống PCCC chưa cung cấp trong ngày đánh giá. Nhà máy đang đợi chứng nhận nghiệm thu từ cơ quan chức năng.