



Overview

On November 6th, Richard Chen conducted an onsite assessment of Fox and Robin's current Chinese supplier, Baoding Tongli Garments. This assessment sought to: verify stages of production completed onsite, identification of any processes outsourced, confirmation of staffing and production levels, review of current quality management system, independently check worker wages, and verify if supplier held social compliance and environmental protection certificates.

In conducting this brief onsite assessment, our firm has concluded that Baoding Tongli Garments is an appropriate supplier for Fox and Robin and that their management and compensation of line workers appears to be humane and in line with expectations. That said, Baoding Tongli Garments did not hold any environmental protection/control certifications such as ISO14001 or any quality certifications such as ISO9001.

Facility

Baoding Tongli Garments Co currently has two buildings in service. The first building houses production, the second building supports office operations. In the building designated for production, the ground floor is used as a warehouse for packaging and raw materials, while the second floor is for manufacturing operations from cutting of raw material through preparing for container loading.



Entrance Gate

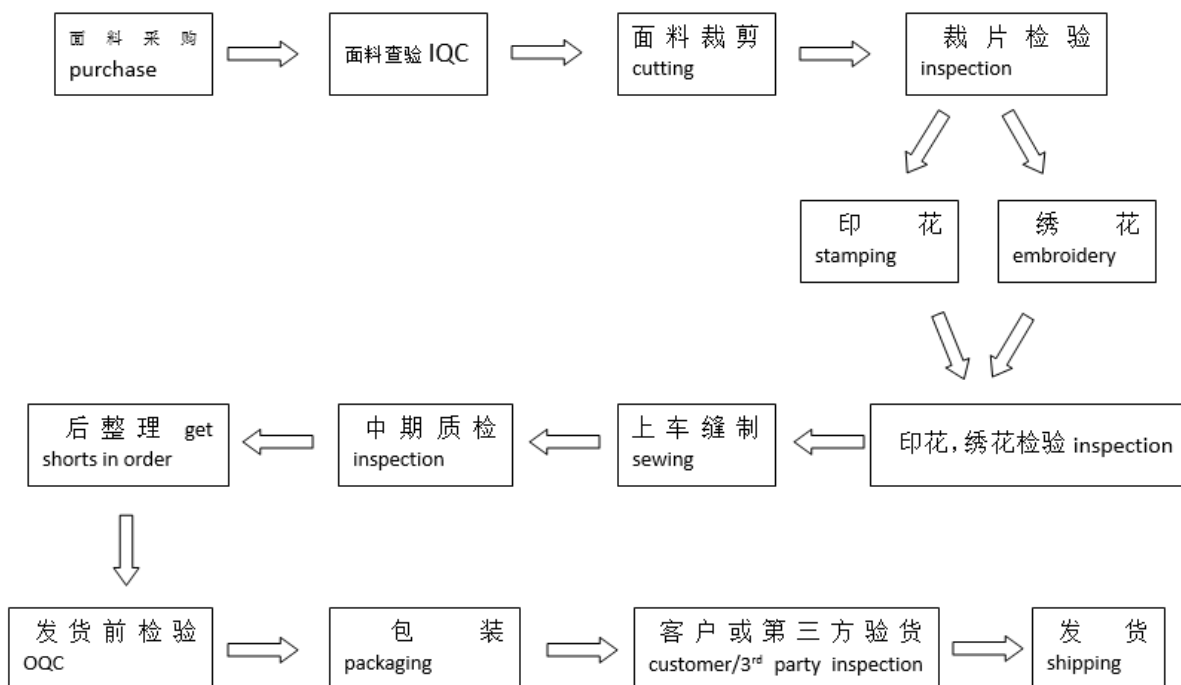


Production Facility

Manufacturing Processes

Richard Chen conducted a brief walk through of Baoding Tongli Garment's manufacturing process and noted that all stages of production related to Fox and Robin's product were conducted onsite (38°53'29.91"N, 115°32'7.73"E) with the exception of finishing processes such as: trimming of excess thread, attaching brand labels, ironing, and final packaging. These final stages of production take place approximately two hours away from Baoding Tongli Garments plant in Lianchi. Of the entire manufacturing process, this final finishing stage accounts for approximately 15-20% of all the time/labor associated with Fox and Robin's production.

作业流程图 flow chart



Quality Management System

Baoding Tongli Garments does not currently hold ISO or any other international certification to govern quality processes or performance. That said, this supplier does use broken needle detecting equipment and has a record of broken needles, though surprisingly this equipment was not in use during the production of Fox and Robin's order. Looking closer at Baoding Tongli Garment's QMS, IQC is rather basic and consists of measuring the weight and shrink rate of the raw material, as well as comparing the color of the raw material to original sample, however there is no standard lighting requirements used during this comparison.

Fox and Robin - Spec			
Page	1 of 3	Soccer Short	
Style#	THE NEW COMPRESSION SOCCER SHORT		SEASON 2019
			DATE Sep 25-19
Point of measurement		Tol (+/-)	
Waist relaxed flat (width along top of waist)		1/2"	
Waist stretched (Flat measurement x2)		3/4"	
WB height		1/8"	
Hip (8" down lower edge WB)		1/4"	
Front rise (from lower edge WB to Gusset)		1/4"	
Back rise (from lower edge WB to Gusset)		1/4"	
Inseam		1/4"	
Side length (straight down from lower side WB)		1/2"	
Thigh width shell (1" below crotch)		1/4"	
Leg opening (shell)		1/4"	
Side seam incline back at WB		1/4"	
Slit height (diagonally) leg opening		1/8"	
slit width (at leg opening)		1/8"	
Slant pocket forward from rear side		1/4"	
Slant pocket opening (starts 1/2" down WB)		1/4"	
Pocket bag self lining height/all depth		1/4"	
Pocket bag self lining width		1/4"	
Compression lining total front/back rise length		1/2"	
Compression lining- thigh (1" below crotch)		1/4"	
Compression lining leg opening		1/4"	
Compression lining inseam		1/4"	
Drawstring length (hanging from waist including tip x2)		1/2"	
NO Heat transfer logo			

Fox and Robin Specification Sheet

保定市同力制衣有限公司断针换发记录					
日期	订单号	机针型号	换针人	断针情况	备注
6.29	210c	DCX75	李俊		
7.3	65c	DBX15	刘正伟		
7.7	120c	DBX65	李俊		
7.8	248c	72x75	李俊		
7.6	231c	114x75	李俊		
7.17	220c	DCX15	李俊		
7.19	220c	DCX75	李俊		
7.26	201c	DBX75	李俊		
7.31	202c	DBX75	李俊		
8.1	210c	DBX75	李俊		

Broken Needle Log

保定市同力制衣有限公司断针换发记录					
日期	订单号	机针型号	换针人	断针情况	备注
12.9	72c	DCX75	李俊		
10.9	76c	UYX75	李俊		
10.10	89c	UYX75	李俊		
10.11	86c	DBX65	李俊		
10.16	122c	DCX75	李俊		
10.17	120c	UYX75	李俊		
10.25	136c	DBX75	李俊		
10.26	172c	DBX65	李俊		
10.30	115c	DBX75	李俊		
11.1	61c	DCX65	李俊		

Broken Needle Log

Staffing and Working Hours

Presently Baoding Tongli Garments employs approximately 70-75 line workers and an additional 20-25 office workers. The office staff on average, work five days a week, while line workers work 8.5-9 hours per day, six days a week. These working hours and the use of Saturdays for production is not uncommon in China, and when coupled with BSCI certification, does not raise any immediate concerns around worker rights.

Key Personnel

Business and R&D Manager: Mr. Zhuang

Director of International Business (Beryl's boss): Mr. Liu

Wages

While our firm cannot completely and independently verify worker wages, Richard Chen did inquire directly with line workers as to their compensation. According to these anecdotal conversations, line workers are paid ¥3,000 per month which is above the local minimum wage in Baoding of ¥1,900. This monthly wage would be the lowest of those included in the table below.

Our Factories' Wages vs. Minimum Wage & Livable Wage									
Chinese Yuan / USD Exchange Rate:		\$0.141							
Factory	Role	City	Province	Lowest Monthly Wage (Yuan)	Lowest Monthly Wage (USD)	Monthly Minimum Wage (USD)	% of Monthly Minimum Wage	Monthly Livable Wage (USD)	% of Monthly Livable Wage
Shijiazhuang NeMing Import & Export Co.	Main Factory	Shijiazhuang	Hebei	¥3,154	\$446	\$233	191%	\$391	114%
Weifang Huafeng Textile Co.	Yarn Supplier	Weifang	Shandong	¥3,800	\$538	\$270	199%	\$452	119%
Jiangsu Tianhua Yarn Industry Group	Yarn Supplier	Jiangyin	Jiangsu	¥4,500	\$637	\$286	223%	\$479	133%
Wujiang Mingzhi Textile Co.	Fabric Supplier	Suzhou	Jiangsu	¥5,500	\$778	\$286	272%	\$536	145%
Dongguan Humen Chenghao Textile Co.	Fabric Supplier	Dongguan	Guangdong	¥4,000	\$566	\$243	233%	\$407	139%
Dongguan Haole Textile Co.	Fabric Supplier	Dongguan	Guangdong	¥4,800	\$651	\$243	267%	\$407	160%
Suzhou Chuanhai Garments Co.	Accessories Supplier	Suzhou	Jiangsu	¥6,000	\$849	\$286	297%	\$536	158%
Fujian Yifeng Textile Co.	Fabric Supplier	Shishi	Fujian	¥4,000	\$566	\$212	267%	\$355	159%
Guangzhou Zhanye Textile Co.	Fabric Supplier	Guangzhou	Guangdong	¥5,973	\$845	\$297	284%	\$498	170%
Xiamen Longfu Ribbon Co.	Accessories Supplier	Xiamen	Fujian	¥5,500	\$778	\$241	324%	\$403	193%
Mean				¥4,703	\$665	\$260	256%	\$447	149%
Median				¥4,550	\$644	\$257	267%	\$430	152%
Minimum				¥3,154	\$446	\$212	191%	\$355	114%
Maximum				¥6,000	\$849	\$297	324%	\$536	193%

Disclaimer

This report does not definitively conclude that Baoding Tongli Garments conforms to BSCI or ISO requirements. Additionally, our firm cannot independently verify worker wages. All information gathered should be used for general informational purposes.