

Monitoring result for HANGZHOU SPRINGAIR-ACE TEXTILE CO., LTD on site HANGZHOU SPRINGAIR-ACE TEXTILE CO., LTD

Monitoring

Monitored Party : HANGZHOU SPRINGAIR-ACE TEXTILE CO., LTD
amfori ID : 156-013997-000
Site : HANGZHOU SPRINGAIR-ACE TEXTILE CO., LTD
Site amfori ID : 156-013997-002
Address : Tongyi Village, Hezhuang Town, East Of Qiantang R iver Industrial Cluster Area
: Hangzhou
: Zhejiang Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Follow-up Monitoring
Submission Date : 31/03/2022
Expiration Date : 12/05/2023

This is an extract of the online monitoring result, generated on 31/03/2022, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - The English version is the legally binding one.



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Overall rating



Section rating

PA1: Social Management System	D
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	B
PA 6: Decent Working Hours	D
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

This was a fully announced follow-up monitoring authorized by RSP holder and conducted by ABS QE China, but the previous audit was conducted on old BSCI platform on 6-8 May 2021.

[Location and size]

Auditee Chinese/English name: 杭州纤乐纺织有限公司 (91330100MA2B1359X2) / Hangzhou Springair-Ace Textile Co., Ltd
Auditee Chinese/English address: 中国浙江省杭州市大江东产业集聚区河庄街道同一村 / Tongyi Village, Hezhuang Town, East Of Qiantang River Industrial Cluster Area, Hangzhou City, Zhejiang Sheng, China

The auditee was a limited company and established on 6 March 2018 based on business license (valid to permanent). The auditor verified the business license with the address, legal entity representative, business scope, and other information according to website <http://www.gsxt.gov.cn/> (National Enterprise Credit Information Publicity System). Based on the management confirmation, the name of building owner (杭州中澳亚盛羊毛衫有限公司) was omitted on the registered address on BSCI platform although it was shown on the registered address on business license.

[Structure of facility]

Within the premises, the auditee used part of first floor, whole second floor and whole third floor of one 5-storey building as office, workshop and warehouse, which was rented from "Hangzhou Zhong'ao Yasheng Sweater Co., Ltd" (杭州中澳亚盛羊毛衫有限公司). The total construction area used by auditee was about 3450 square meters. The canteen/kitchen, dormitory and transportation were not provided in the auditee.

The other part of first floor in the 5-storey building was used by the building owner, the fourth and fifth floor in the 5-storey building was used by another factory "Hangzhou Xiaoshan Rongsheng Sweater Co.,Ltd." (杭州萧山荣盛羊毛衫有限公司), which were not covered in this audit scope. The leasing agreement and business license was provided for review. The two companies were operated with independent business license and employees, and no exchanged workers with the auditee were noted during this audit.

The auditee was specialized in the manufacturing of knitting sweater and child sweater. The main production activities included knitting, linking, sewing, ironing, inspection and packing. As claimed by auditee management, no process and product were subcontracted to another factory.

[Employee analysis]

There was total 151 employees (47 males and 104 females, 40 non-production staffs and 111 production workers) in the auditee. Among them, 49 employees were from local province and 102 employees were migrants from other provinces in China. All employees were permanent employees and hired directly by the auditee.

[Summary of working hour]

The auditee provided the time records from 1 April 2021 to the audit date (23 March 2022). The time records of January 2022 (current month), December 2021 (random month) and July 2021 (random month) were reviewed by sampling from 12 workers. Normal working time was 8 hours per day and 5 days per week. There were two working shifts for knitting workers (07:30-15:30; 15:30-23:30), and one working shift for the other workers and staffs (08:00-11:00, 12:00-17:00; 1 hour's break for lunch). Electronic data processing system (IC card) was used to record the attendance of workers. Maximum daily overtime was 2 hours, maximum monthly overtime was 76 hours, and maximum total weekly working hours were 58 hours. Maximum consecutive working days were 6 days. There was no obvious peak season in the auditee.

[Summary of compensation]

The auditee provided the wage records from April 2021 to January 2022. The wage records of January 2022 (current month), December 2021 (random month) and July 2021 (random month) were reviewed by sampling from 12 workers. As shown in the payrolls and confirmed by worker interview, wage for all workers and staffs was calculated by hourly rate. The minimum basic wage was CNY13.80/hour in the auditee, which was more than local legal minimum wage (CNY2280/month since 1 August 2021, be equal to CNY13.10/hour; CNY2010/month before 1 August 2021, be equal to CNY11.55/hour). The overtime compensation was paid at the rate of 150% and 200% of normal wage for overtime on working day and weekend respectively according to legal requirements. No overtime was arranged on statutory holiday. Wages were paid monthly in cash within 25 days after the end of the calculation period.

There was total 151 employees including 31 retirees, but no newly joined, temporary and dispatched employees in the auditee. The auditee provided the social insurance payments from April 2021 to February 2022 for review. The auditee provided retirement insurance, medical insurance, maternity insurance, unemployment insurance, and work-related injury insurance to 109 (91%) employees in February 2022. And the auditee provided group commercial accident insurance to all the rest 42 employees including 31 retirees (valid from 4 September 2021 to 3 September 2022). According to the management and employee interview, some employees were unwilling to bear the co-payment part of social insurance. The auditee did not obtain social insurance waiver from the local government.

[Summary of interview]

Individual and group worker interviews were conducted by the auditor. Total 12 permanent workers (3 males and 9 females, 4 workers were from local province and 8 workers were migrated from other provinces of China) were randomly selected from different section.

[Document comment]

- 1) No collective bargaining agreements or government waivers were available in the auditee.
- 2) There were no agencies / contractor used for employment by the auditee, which made the agency labor contract and contractor license not applicable.
- 3) There was 29 employees' commercial accident insurance provided by the auditee's the parent company (浙江羊绒世家服饰股份有限公司).
- 4) The auditee did not provide environmental licenses for review as the PA 12 was not covered in this follow up audit.
- 5) Some employees were rehired from the brother company (杭州纤悦纺织有限公司) when it was dissolved on 2 November 2020, the auditee kept their seniority on previous employer. The brother company was established on 17 June 2015.

[Attitude of managers]

All the findings were discussed with the management in the closing meeting. The auditee signed the onsite finding report. The auditor reminded the auditee that they should submit the Remediation Plan into the BSCI Platform within 60 days. The management was receptive of all the findings and gave the willingness to take appropriate corrective actions.

[Remark]

- 1) The performance areas needed improvement were PA1, PA2, PA5, PA6, PA7, PA10 and PA13.
- 2) The auditing company (ABS Quality Evaluations Inc.) was a Full APSCA Member Firm. The auditor (Honix Zhou / CSCA21703858) conducted this audit was an APSCA member auditor.

Site Details

Site : HANGZHOU SPRINGAIR-ACE TEXTILE CO., LTD

Site amfori ID : 156-013997-002

GICS Classification

Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	151 Workers
Legal minimum wage in local currency	2280 Monthly
Lowest wage paid for regular work at the site	2401 Monthly
Calculated living wage in local currency	4533 Monthly
Total sample	12 Workers

Other Metrics

Male workers	47 Workers
Female workers	104 Workers
Permanent workers - Male	47 Workers
Permanent workers - Female	104 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	3 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	12 Workers
Workers with night shift - Female	12 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	37 Workers
Domestic migrant workers - Female	65 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	47 Workers
Workers hired directly - Female	104 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	3 Workers
Sample - Female	9 Workers

Findings

PA1: Social Management System

Previous finding: The social management system was not effective since non-compliance issues were detected regarding Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety, No Precarious Employment and Ethic Business Behavior. Open: The social management system was not effective since non-compliance issues were detected regarding Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety, No Precarious Employment and Ethic Business Behavior.

上次的问题：工厂的社会责任管理体系尚待完善，因为在此次审核中，发现了关于工人参与和保护、公平报酬、体面劳动时间、职业健康与安全、无缺乏保障的就业关系和商业道德行为方面的问题。未改善：被审核方的社会责任管理体系尚待完善，因为在此次审核中，发现了关于工人参与和保护、公平报酬、体面劳动时间、职业健康与安全、无缺乏保障的就业关系和商业道德行为方面的问题。

Previous finding: The factory established procedure on workforce planning, but it did not calculate the production rate and not consider how to handle the emergency order. The workers' monthly overtime also exceeded legal requirement. This violated the Amfori BSCI Code of Conduct. Open: The auditee established procedure on workforce planning, but it did not calculate the production rate and not consider how to handle the emergency order. The workers' monthly overtime also exceeded legal requirement.

上次的问题：工厂虽有建立生产能力规划管理程序，但是没有计算员工生产效率没有考虑如何处理紧急订单。工人月加班也超出法规要求。这个违反了Amfori BSCI行为准则。未改善：被审核方虽有建立生产能力规划管理程序，但是没有计算员工生产效率没有考虑如何处理紧急订单。工人的月加班时间也超出法规要求。

PA 2: Workers Involvement and Protection

Previous finding: The factory did not conduct satisfaction survey on the grievance procedure. Open: Although the grievance procedure provided by the auditee mentioned anonymous complain was collected by suggestion box, no grievance record was collected since previous audit and the auditee did not make investigation about that.

上次的问题：工厂没有进行申诉机制的满意度调查。未改善：虽然被审核方提供的申诉程序中提到通过意见箱收集匿名投诉，但是从上次审核以来没有收集到任何申诉记录，并且被审核方并未开展任何调查。

PA 5: Fair Remuneration

New finding: There was no evidence to prove that the payment situation in the auditee was in compliance with BSCI requirement about the decent living wage. Firstly, the basic wages paid to all 12 sampled workers were CNY2539.20-3808.80 per month in January 2022 (current month), which were lower than the local decent living wage standard (the decent living wage standard in the town area of Hangzhou City was CNY 4533.91 per month); Secondly, the auditee did not made plans on how to improve the wages gradually in order to achieve the standard. Remark: Based on the sampled employees' payrolls and attendance records, the workers' basic wage was more than the local legal minimum wage standard.

新的问题：无证据证明被审核方工资的支付情况符合BSCI关于体面生活工资的要求。首先，所有12名抽样员工在2022年1月（当前月）的月基本工资为人民币2539.20-3808.80元，低于当地体面生活工资标准（杭州市城镇的体面生活工资标准为每月4533.91元）；其次，被审核方没有制定计划如何逐步提高员工的工资以达到体面生活需求工资标准。备注：依据抽样员工的工资和考勤记录，员工的基本工资高于当地法定最低工资标准。

Previous finding: There were total 167 permanent employees in the factory, no retiree / temporary / dispatch / newly hired employee, but based on the social insurance payment receipts of Mar 2021, it was noted that only 91 out of 167 employees(54.5%) had participated in maternity, medical insurance, retirement and injury insurances. The management and interviewee said most workers did not want to buy social insurance. The factory provided commercial group injury insurance for other workers, valid until 23 March 2022. This violated Articles 72 and 73 of the Labor Law of the People's Republic of China. Open: There was total 151 employees including 31 retirees, but no newly joined, temporary and dispatched employees in the auditee. The auditee provided the social insurance payments from April 2021 to February 2022 for review. The auditee provided retirement insurance, medical insurance, maternity insurance, unemployment insurance, and work-related injury insurance to 109 (91%) employees in February 2022. And the auditee provided group commercial accident insurance to all the rest 42 employees including 31 retirees (valid from 4 September 2021 to 3 September 2022). According to the management and employee interview, some employees were unwilling to bear the co-payment part of social insurance. The auditee did not obtain social insurance waiver from the local government. (Social Insurance Law of the People's Republic of China, Article 4)

上次的问题：工厂目前有167名全职工工，没有退休人员/临时工/派遣工/新进人员。但是通过查看工厂提供的2021年3月的社保缴费收据，发现工厂167名员工中，只有91人（54.5%）参加了生育、医疗、养老、失业和工伤保险。管理层和访谈的员工表示，大多数员工不愿意购买社会保险。工厂提供商业团体工伤保险给其他员工，有效期至2022年3月23日。这违反了《中华人民共和国劳动法》第72、73条。未改善：被审核方总共151名员工包括31名退休返聘员工，但是没有新进员工、临时工和劳务派遣工。被审核方提供了从2021年4月至2022年2月的社会保险缴纳记录供审核。在2022年2月，被审核方给109名（91%）员工提供了养老保险、医疗保险、生育保险、失业保险和工伤保险。并给包括31名退休返聘员工在内的所有其余42名员工提供团体商业意外伤害保险（有效期2021年9月4日至2022年9月3日）。根据管理层和员工访谈，因为部分员工不愿意承担社会保险的个人费用。被审核方没有从当地政府获得社保批文。（《中华人民共和国社会保险法》第四条）

PA 6: Decent Working Hours

Previous finding: The monthly overtime exceeded legal limit (36 hours per month). The monthly overtime for 16 randomly selected employees were 50~111 hours in March 2021(current month), 5 randomly selected employees had 52~108 hours overtime in November 2020(random month) and 5 randomly selected employees had 50~116 hours overtime in May 2020 (random month). This violated the PRC Labor Law article 41. Open: The auditee provided the time records from 1 April 2021 to the audit date (23 March 2022). According to the sampled attendance records of January 2022 (current month), December 2021 (random month) and July 2021 (random month), the 10 of 12 sampled workers' monthly overtime exceeded 36 hours of legal requirement in the sampled months. E.g. Max. 76 hours in January 2022, Max. 66 hours in December 2021, Max. 64 hours in July 2021. (China Labor Law, Article 41)

上次的问题：工厂的月加班工时超过法定的36小时。2021年3月(当前月)，16名被抽查员工的月加班工时为50~111小时；2020年11月(随机月)，5名被抽查员工的月加班工时达到52~108小时；2020年5月(随机月)，5名被抽查员工月加班工时达到50~116小时。这违反了《中华人民共和国劳动法》第41条。未改善：被审核方提供了2021年4月1日至审核当日(2022年3月23日)的考勤记录。根据所抽样的2022年1月(当前月)、2021年12月(随机月)、2021年7月(随机月)的考勤记录，其中10/12名抽样员工在抽样月份内的月加班时间超过法规要求的36小时，其中2022年1月最大加班时间为76小时，2021年12月最大加班时间为66小时，2021年7月最大加班时间为64小时。(《中华人民共和国劳动法》第四十一条)

PA 7: Occupational Health and Safety

New finding: 1) It was noted that the auditee had set up the occupational health and safety regulations and procedures. However, the actual practice throughout the auditee was not fully in compliance. Please refer to the non-compliance of PA7 for detailed information. 2) The applicable laws and regulation of occupational health and safety were collected but some were not the most updated version, such as Production Safety Law of the PRC (2002) was not the newest version.

新的问题：1) 被审核方虽然建立了职业健康安全方面的程序和相关制度，但是被审核方在实际的执行过程中还存在问题。请参考PA7部分的不符合项。2) 虽然有收集健康安全方面的法律法规，但是部分不是最新的版本，比如：《中华人民共和国安全生产法》(2002)不是最新版。

New finding: The risk assessment for safe, healthy and hygienic working conditions did not take into consideration the new coronavirus disease (COVID-19).

新的问题：针对安全、健康和卫生工作条件风险评估没有考虑到新型冠状病毒疾病(COVID-19)。

Previous finding: The workers or their representatives had not attended the risk assessment on health and safety. Open: Based on the documentation review and employees' interview, workers or worker representatives did not take part in health & safety risk assessment.

上次的问题：员工或员工代表没有参与到健康安全风险评估。未改善：根据文件评审及员工访谈，员工和员工代表没有参与健康安全风险评估。

Previous finding: The factory did not post the accident procedures in workshops for workers and first-aid responder. Open: The auditee did not post the accident procedures in workshops for workers and first-aid responder.

上次的问题：工厂没有在车间张贴紧急事故预案供相关员工和急救人员了解。未改善：被审核方没有在车间张贴紧急事故预案供相关员工和急救人员了解。

Previous finding: It was found two electrical switches were blocked in knitting workshop during the audit. It violated General Guide for Safety of Electric User Article 6.5 Open: It was noted that one electric box was blocked in accessory warehouse by goods during the audit. (General Guide for Safety of Electric User Article 6.5)

上次的问题：审核期间横机车间有2个电源开关被堵塞的现象。违反了《用电安全导则》第6.5条。未改善：审核发现，辅料仓库有1个电源开关盒被物品堵塞。(《用电安全导则》第6.5条)

Previous finding: The factory did not provide inspection certificates for the boiler. This violated Special Appliance Quality Safety Monitoring Regulation article 28. Open: The auditee did not provide the inspection report for the one boiler. (Special Appliance Quality Safety Monitoring Regulation, Article 28)

上次的问题：工厂没有提供锅炉的检验报告提供查阅。这违反了《特种设备安全监察条例》第28条。未改善：被审核方没有提供一台锅炉的检验报告。(《特种设备安全监察条例》第28条)

Previous finding: 10% finished goods in warehouse were stored against wall. This violated the Rules Concerning Warehouse Safety and Fire Control article 18. Open: It was noted that about 20% goods in material warehouse were piled close to wall. (Rules for fire safety management of warehouses, Article 18)

上次的问题：工厂仓库约10%成品靠墙放置。这违反了《仓库防火安全管理规则》第18条。未改善：审核发现，原料仓库约20%的物品堆放靠墙。(《仓库防火安全管理规则》第18条)

PA 10: No Precarious Employment

Previous finding: The factory did not specify the basic salary amount in labor contracts. This violated the PRC Employment Contract Law article 17 Open: It was noted that all signed labor contracts did not specify the exact amount of compensation, but only declared that the compensation was not less than local legal minimum wage. (Labor Contract Law of the People's Republic of China, Article 17)

PA 10: No Precarious Employment

上次的问题：工厂没有在劳动合同中注明基本工资的金额。这违反了《中华人民共和国劳动合同法》第17条。未改善：审核发现，所有签订的劳动合同没有约定报酬的具体金额，仅注明报酬不低于当地法定最低工资。（《中华人民共和国劳动合同法》第十七条）

PA 13: Ethical Business Behaviour

Previous finding: The factory did not establish procedure to protect personal information security. Open: The auditee did not set up privacy and information security procedure to protect the personal information of employees.

上次的问题：工厂没有建立程序来保护个人信息安全。未改善：被审核方没有建立隐私和信息安全的程序文件来保护员工个人的信息。

Monitoring result for SPRINGAIR ACE COMPANY LIMITED on site SPRINGAIR ACE COMPANY LIMITED

Monitoring

Monitored Party : SPRINGAIR ACE COMPANY LIMITED
amfori ID : 104-000057-000
Site : SPRINGAIR ACE COMPANY LIMITED
Site amfori ID : 104-000057-002
Address : No. (97/98), 8th Street, Yangon Industrial Zone, North Okkalapa Township
: Yangon
: Yangon
: Myanmar
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Submission Date : 07/01/2022
Expiration Date : 07/01/2024

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Overall rating



Section rating

PA1: Social Management System	C
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	B
PA 13: Ethical Business Behaviour	A

General description

SPRINGAIR ACE COMPANY LIMITED was located at No. (97/98), 8th Street, Yangon Industrial Zone, North Okkalapa Township, Yangon, Myanmar. The factory MIC (Myanmar Investment Commission Endorsement) was obtained on 11 April 2017 with endorsement No. 1239/2017, under the same Certificate of Incorporation No 106071586 of 2017.

Within the boundary of the factory, there were totally 7 buildings, which all covered around 9000 S.Q. meters. Details as following:

- 1) 1 block of 1-storey production building with mezzanine floor for office area only.
- 2) 1 block of 1-storey production building.
- 3) 1 block of 2-storey complex building: 1F for security rooms, clinic room, kitchen & canteen for management and office staff; 2F for 11 dormitory rooms.
- 4) 1 block of 1-storey building using for generator room and power distribution room.
- 5) 1 block of 1-storey boiler room.
- 6) 1 block of 1-storey chemical storage room.
- 7) 1 block of 1-storey water purified station. No dormitory or kitchen was available for production workers in the factory. Workers took food by themselves to canteen for meals. All of these buildings were rented and used by the factory from local land owner. There was no other company shared the building with the factory.

The auditee mainly manufactured sweater. And the main production processes Incoming, Computer knitting, Linking, Hand sewing, Washing, Sewing, Ironing, Inspection, Packing and Finishing. Per management interview, there were no observe peak month and non-peak month.

There were total 738 workers including 7 management from China, and 6 security guards subcontracted from the security service company during this audit. No any other subcontracted labor was used. All production workers were local residents and no temporary or foreign worker was found during this audit.

During the audit, the management (Mr. Wei Liang/ General Manager, Ms. Sandar Htay/ HR Manager) accompanied the auditor and provided support and sufficient resources to facilitate the audit including but not limited to taking photos, on-site / off-site document review, site observation and worker interview.

Remark:

1. The audit man-days applied 4.0 including 3.5 onsite man-days and 0.5 man-days for reporting and audit preparation time of the audit.
2. Auditor Name: Khaing Nyein Htet, APSCA RA Registration Number is 21703684 and Auditing company: TUV Rheinland Limited.
3. Based on document review, workers interview, worker representative interview, management interview, and site observation, no any young worker was hired.
4. No collective bargaining agreement was signed between the factory and workers.
5. The government waiver, agency labor contract, and collective bargaining agreement were not available for the factory, which makes those documents not applicable.

Site Details

Site : SPRINGAIR ACE COMPANY LIMITED

Site amfori ID : 104-000057-002

GICS Classification

Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Apparel, Accessories & Luxury Goods

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	738 Workers
Legal minimum wage in local currency	144000 Monthly
Lowest wage paid for regular work at the site	144000 Monthly
Calculated living wage in local currency	117333 Monthly
Total sample	32 Workers

Other Metrics

Male workers	99 Workers
Female workers	639 Workers
Permanent workers - Male	99 Workers
Permanent workers - Female	639 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	31 Workers
Workers with night shift - Female	20 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	3 Workers
Domestic migrant workers - Female	12 Workers
Foreign migrant workers - Male	6 Workers
Foreign migrant workers - Female	1 Workers
Workers hired directly - Male	93 Workers
Workers hired directly - Female	639 Workers
Workers hired indirectly - Male	6 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	1 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	6 Workers
Sample - Female	26 Workers

PA 13: Ethical Business Behaviour

ဤစာမျက်နှာသည် ရည်ရွယ်ချက်ရှိရှိ သို့မဟုတ် အတိအကျ အမှားအယွင်း ဖြစ်ပေါ်စေရန် ရည်ရွယ်ချက်ဖြင့် အချစ်အားဖြင့် ဖြစ်ပေါ်စေရန် ရည်ရွယ်ချက်ဖြင့် မရှိသော်လည်းကောင်း သတိပြုမိသည့်။
အစီအစဉ် ၁၃ - Myanmar YCDC Law (2018), Article 323 C.