

# Monitoring summary report for NAM VIET FOODS AND BEVERAGE JOINT STOCK COMPANY

**MONITORING ID: 22-0156341-1**



Monitored Party <b>NAM VIET FOODS AND BEVERAGE JOINT STOCK COMPANY</b>	amfori ID <b>704-001286-000</b>	Address <b>No. 994/1C Nguyen Thi Minh Khai Street, Tan Thang Quarter, Tan Binh Ward, Di An City, Binh Duong Province, Vietnam, Di An, Binh Duong, Vietnam</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Follow-up Monitoring</b>	Monitoring Partner <b>SGS</b>
Monitoring Start Date <b>29/12/2023</b>	Closing Meeting Finished Date <b>05/01/2024</b>	Submission Date <b>05/01/2024</b>
Expiration Date <b>18/01/2025</b>	Announcement Type <b>Fully Announced</b>	
Site <b>NAM VIET FOODS AND BEVERAGE JOINT STOCK COMPANY</b>	Site amfori ID <b>704-001286-001</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>A</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination	<b>A</b>	

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: Van Nguyen. APSCA membership number: CSCA 21704267.

Name of team auditor (if applicable): N/A

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

Monitoring partner name: SGS Vietnam Limited.

Audit schedule details: The audit was planned for 1 auditor x 1 day. The audit was conducted in 1 onsite man-days on 29 Dec 2023. The total allocated man-days for the audit were 1.5 man-days, including 0.5 man-day for report writing.

Announcement Type: This is a full follow-up audit.

Business partner information: Nam Viet Food & Beverage Co., Ltd was established under business license No. 3702469912 was issued on Jun 03, 2016, and the last revision was on Mar 23, 2022. The facility is located at 994/1C, Nguyen Thi Minh Khai Street, Tan Thang Town, Tan Binh District, Di An City, Binh Duong Province. The main production processes are Raw materials – Mixing – Filling – Pasteurize – Packing – Export.

Audited location information: The total land area is 5,085 square meters, the factory has 5 buildings:

- Building 1 (a flat building with 2,325 m2) is occupied by manufacturing processes.
- Building 2 (a flat building with 675 m2) is occupied by finished goods warehouse.
- Building 3 (a flat building with 1000 m2) is occupied by finished goods warehouse.
- Building 4 (a flat building with 275m2) is occupied by the office rooms.
- Building 5 (a flat building with 250 m2) is occupied by the eating room.

Operating Shifts and Hours: Generally, all employees work six (6) days a week, from Monday to Saturday, with Sunday being a rest day. We use a face recognition timekeeping system to monitor the hours worked by employees. The site operates in 04 shifts: the administration shift runs from 08:00 to 17:00 with a 60-minute lunch break, and the production shift runs from 06:00 to 14:00 and from 14:00 to 22:00 with a 30-minute lunch break, and from 22:00 to 06:00 with a 45-minute dinner break. Employees are paid in local currency on the last day of the month, as required by law. The legal minimum wage for Area I was 4,420,000 VND per month from January 2021 to June 2022. Since July 2022, the legal minimum wage for Area I has been 4,680,000 VND per month.

Time recording system: Face recognition timekeeping system is equipped to monitor working hours done by the employees. There was no peak season in the facility.

Salary payment details: From 1 July 2022 onward, the legal minimum wage applied to this facility was VND 4,680,000 VND per month, meanwhile, the facility is paying at least 5,257,980 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 and the payment 10th of next month. If pay day is fallen into holidays or Sunday, wage is paid one day earlier.

Worker number information:

There were 411 employees in total, consisting of 228 females and 183 males.

Good practices: The facility provided some allowances as below: Travel allowance: 600,000 – 2,500,000 VND per month. Phone allowance: 500,000 – 1,000,000 VND per month. Housing allowance: 200,000 VND for workers working under 10 days and 800,000 VND per month for workers working more than 10 days. Attendance allowance: 500,000 VND per month. Children allowance: 100,000 VND per child. Birthday allowance: 100,000 VND per occurrence. Firefighting leader and vice leader allowance: 1,404,000 VND per month. HSE network allowance: 300,000 VND per month. Production incentive: 1,000,000 – 3,000,000 VND per month.

Worker organization details: The Grassroot Labor Union of Nam Viet Food & Beverage Co., Ltd was established on Mar 16, 2023 with 07 executive members. Chairwoman of the facility grassroot labor union was elected by workers and approved by the upper trade union party. He also joined the audit course.

Circumstances: There was no special circumstance during the audit.

Summary of findings: On 29 Dec 2023, the auditors conducted the closing meeting with the facility management and addressed 3 non-compliances noted in PA 1, 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

NAM VIET FOODS AND BEVERAGE JOINT STOCK COMPANY

Site amfori ID

704-001286-001

## GICS Classification

Sector	Industry Group	Industry
Consumer Staples	Food, Beverage & Tobacco	Beverages
Sub Industry		
Soft Drinks		

## amfori Process Classifications

N.A.

## NACE Classification

Manufacture of soft drinks; production of mineral waters and other bottled waters

## GS1 Classifications

N.A.

## Water Stress Situation

N.A.

## METRICS

### Key Metrics

Total workforce	402	Workers
Legal minimum wage in local currency	4.680.000	Monthly
Lowest wage paid for regular work at the site	5.257.980	Monthly
Calculated living wage in local currency	4.680.000	Monthly
Total sample	20	Workers

### Other Metrics

Male workers	179	Workers
Female workers	223	Workers
Permanent workers - Male	183	Workers
Permanent workers - Female	228	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	4	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Workers on probation - Male	3	Workers
Workers on probation - Female	12	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	183	Workers
Workers hired directly - Female	161	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Unionised workers - Male	183	Workers
Unionised workers - Female	228	Workers
Workers under CBA - Male	183	Workers
Workers under CBA - Female	228	Workers
Pregnant workers	3	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	10	Workers
Sample - Female	10	Workers

## FINDINGS



### PA1: Social Management System

Site: NAM VIET FOODS AND BEVERAGE JOINT STOCK COMPANY | Site amfori ID: 704-001286-001

**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
<b>Finding</b>	
Follow-up audit on 29 Dec 2023: Not corrected It was noted that the Management Board had established management system to implement the amfori BSCI Code of Conduct in their business. However, there was some non-compliance that need improvement in PA1, PA7. (Clause 1.1 of amfori BSCI)	Cần lưu ý rằng Ban Quản lý đã thiết lập hệ thống quản lý để thực hiện Bộ Quy tắc Ứng xử amfori BSCI trong hoạt động kinh doanh của họ. Tuy nhiên, còn một số điểm chưa tuân thủ cần cải thiện ở các chương PA1, PA7. (Khoản 1.1 của amfori BSCI)

**Question:** 1.3 Is there satisfactory evidence that the auditee has a good overview of the significant business partners and their level of alignment with the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
Follow-up audit on 29 Dec 2023: Not corrected Based on the document review and management interview, it was noted that the facility had established a policy for evaluating and selecting subcontractors and strategic suppliers, and had submitted the amfori BSCI COC to subcontractors and strategic suppliers. The confirmation was signed on February 28, 2023. However, the factory has not yet audit the effectiveness of the strategic suppliers' compliance according to amfori BSCI. This is partial non-compliance.  [It's violation amfori BSCI point 1.3]	Dựa trên việc xem xét tài liệu và phỏng vấn quản lý, có thể thấy rằng cơ sở đã thiết lập chính sách đánh giá và lựa chọn nhà thầu phụ và nhà cung cấp chiến lược, đồng thời đã gửi amfori BSCI COC cho các nhà thầu phụ và nhà cung cấp chiến lược. Xác nhận được ký vào ngày 28 tháng 2 năm 2023. Tuy nhiên, nhà máy vẫn chưa kiểm tra tính hiệu quả trong việc tuân thủ của các nhà cung cấp chiến lược theo amfori BSCI. Đây là sự không tuân thủ một phần.  [Đó là vi phạm amfori BSCI điểm 1.3]



### PA 7: Occupational Health and Safety

Site: NAM VIET FOODS AND BEVERAGE JOINT STOCK COMPANY | Site amfori ID: 704-001286-001

**Question:** 7.21 Is there satisfactory evidence that the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking?

ENGLISH	LOCAL LANGUAGE
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### Finding

Follow-up audit on 29 Dec 2023: New NC.  
Based on site observations and management interviews, the auditor noted that the factory had built a new dining area to ensure compliance with food safety and hygiene. However, they did not implement an adequate pest control system in the dining area. This is considered partial non-compliance.

[It's violation amfori BSCI point 7.21]

Dựa trên quan sát hiện trường và phỏng vấn ban quản lý, kiểm toán viên lưu ý rằng nhà máy đã xây dựng một nhà ăn mới để đảm bảo tuân thủ an toàn vệ sinh thực phẩm. Tuy nhiên, họ đã không triển khai hệ thống kiểm soát dịch hại đầy đủ trong khu vực ăn uống. Điều này được coi là không tuân thủ một phần.

[Đó là vi phạm amfori BSCI điểm 7.21]