

Monitored Party CÔNG TY TRÁCH NHIỆM HỮU HẠN TA SHUAN	amfori ID 704-001911-000	Address LOT 7-9-11, ROAD NO.1, TAN TAO, INDUSTRIAL PARK, TAN TAO A WARD, BINH TAN DISTRICT, 700000 HO CHI MINH, Ho Chi Minh, Vietnam
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 28/10/2024	Closing Meeting Finished Date 07/11/2024	Submission Date 07/11/2024
Expiration Date 07/11/2025	Announcement Type Semi Announced	
Site TA SHUAN COMPANY LIMITED	Site amfori ID 704-001911-001	

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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, Violence or Harassment	A	
PA 5: Fair Remuneration	A	

PA 6: Decent Working Hours	A	
PA 7: Occupational Health and Safety	D	
PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Minh Cuong Quach (CSCA 21704544)

Name of team auditor: N/A

Name of observers, translators, trainees, advisors/consultants (if applicable): Toan Nguyen Thanh

Monitoring partner name: SGS Vietnam Limited

Audit schedule details: Total mandays are 2, including 1.5 onsite mandays and 0.5 report day. The audit was planned for 01 auditor on 1.5 days (28 - 29 October 2024).

Announcement Type: Full audit / Semi-announced (28 - 29 October 2024)

Ta Shuan Co., Ltd was established on 16 February 2005 under business license No. 0302187788 (9th update on 07 February 2024) at Lot 7-9-11, Road 1, Tan Tao Industrial Park, Tan Tao A Ward, Binh Tan District, Ho Chi Minh City, Vietnam. The facility is manufacturing household plastic items. The main production processes are below: Mold making, Plastic injection, Assembly, Inspection, Packing, input into finished product warehouse.

Audited location information: The total land area is 11,253 square meters, the facility has 3 main buildings as below:

- Building 01: 2,210 sqm with 1 mezzanine; 1F: occupied for Main office and production area: Assembly, Inspection, Packing and Finish good warehouse; Mezzanine: showroom area

- Building 02: 2,612.5 sqm, occupied for Plastic injection area and Raw material warehouse.

- Building 03: 2,210 sqm with 01 mezzanine; 1F: occupied for production office and mold making area; Mezzanine: Director room.

* Remark: Beside that there are supporting facilities, including security guard rooms, waste storage rooms, air-compressor rooms.

Operating shifts and hours: Workers worked from Monday to Saturday. Rest days are fixed on every Sundays. The normal working time is 8 hours per day

- Office shift: 08:00 - 17:00 (break time from 12:00 to 13:00)

- Production shifts: 06:00-14:00 (break: 30 minutes); 14:00 - 22:00 (break: 30 minutes); 22:00 - 06:00 (Break: 45 minutes)

- Security team: 06:00-14:00 (break:30 minutes); 14:00 - 22:00 (break:30 minutes); 22:00 - 06:00 (Break: 45 minutes)

No Peak season in 12 past months.

Time recording system: The biometric fingerprint equipment is equipped to monitor working hours done by the employees.

Salary payment details: Salary was paid on 25th and 10th of every month, the legal minimum wage applied to this facility was 4,680,000VND/month until 30 June 2024 and 4,960,000VND/month since 01 July 2024, the facility paid at least 5,200,000 VND/month until 30 June 2024 and 5,500,000 VND/month since 01 July 2024. Salary is paid by Cash with pay slips provided to the employees. If pay day is fallen into holidays or Sunday, wage is paid one day earlier.

Worker number information: There were 74 employees including 30 males and 44 females.

Good practices:

1. The facility have a strong internal social compliance to monitor compliance of all departments. There is strong commitment of management to comply with local law, amfori BSCI requirements.

2. The legal minimum wage applied to this facility was 4,680,000VND/month until 30 June 2024 and 4,960,000VND/month since 01 July 2024, the facility paid at least VND VND 5,200,000 per month until 30 June 2024 and 5,500,000 VND/month since 01 July 2024.

Worker organization details: Ta Shuan Co., Ltd has been established on 31 May 2023. The facility has established the Collective Bargaining Agreement and updated on 01 March 2024. There were the periodic meetings between workers, trade union representatives and management board.

Summary of findings: On 29 October 2024, the auditors conducted the closing meeting with the facility management and defined non-compliances in PA 1, PA 2, PA 7, PA 12 to the facility management and all non-compliances were agreed by the facility management.

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

SITE DETAILS

Site
TA SHUAN COMPANY LIMITED

Site amfori ID
704-001911-001

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Household Durables

Sub Industry
Home Furnishings

amfori Process Classifications

N.A.

NACE Classification

Manufacture of furniture

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	74	Workers
Legal minimum wage in local currency	4.960.000	Monthly
Lowest wage paid for regular work at the site	5.500.000	Monthly
Calculated living wage in local currency	7.150.000	Monthly
Total sample	15	Workers

Other Metrics

Male workers	30	Workers
Female workers	44	Workers
Non-binary workers	0	Workers
Permanent workers - Male	29	Workers
Permanent workers - Female	44	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	1	Workers
Management - Female	0	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	7	Workers
Workers with night shift - Female	7	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	22	Workers
Domestic migrant workers - Female	38	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	30	Workers
Workers hired directly - Female	44	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	30	Workers
Unionised workers - Female	44	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	30	Workers
Workers under CBA - Female	44	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Minimum wage agreed on CBA in local currency	4.960.000	Monthly
Sample - Male	6	Workers
Sample - Female	9	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: TA SHUAN COMPANY LIMITED | Site amfori ID: 704-001911-001

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
Finding	
It was noted that the management system was established and implemented by management board according to the amfori BSCI Code of Conduct. However, there was some non-compliance that need improvement in PA1, PA2, PA7, PA12. (Clause 1.1 of amfori BSCI)	Ghi nhận rằng hệ thống quản lý được ban quản lý xây dựng và triển khai theo Bộ quy tắc ứng xử amfori BSCI. Tuy nhiên, còn một số điểm chưa tuân thủ cần cải thiện ở PA1, PA2, PA7, PA12. (Khoản 1.1 của amfori BSCI)

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

ENGLISH	LOCAL LANGUAGE
Finding	
The management board documented Suppliers Control procedure and a list of approved supplier and contractors. Stationery, spare part of machine and security service suppliers were assessed for social performance. However, significant materials suppliers were not assessed for the social performance. This is partial non-compliance. (Clause 1.3 of amfori BSCI)	Ban quản lý đã xây dựng quy trình Kiểm soát Nhà cung cấp và danh sách các nhà cung cấp và nhà thầu được phê duyệt. Các nhà cung cấp văn phòng phẩm, phụ tùng máy móc và dịch vụ an ninh được đánh giá về hiệu quả tuân thủ trách nhiệm xã hội. Tuy nhiên, các nhà cung cấp nguyên liệu quan trọng không được đánh giá về hiệu quả xã hội. Đây là sự không tuân thủ một phần. (Khoản 1.3 của amfori BSCI)



PA 2: Workers Involvement and Protection

Site: TA SHUAN COMPANY LIMITED | Site amfori ID: 704-001911-001

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	
It was noted that the facility had provided training on Social compliance for all workers. However, 06 out of 15 interviewed workers did not fully	Ghi nhận cơ sở đã đào tạo về tuân thủ xã hội cho tất cả người lao động. Tuy nhiên, 03/06 người lao động được phỏng vấn không hiểu đầy đủ quyền và

Finding	
understand their right and responsibility on implementing amfori BSCI CoC. This is partial non-compliance point. (Clause 2.3 of amfori BSCI)	trách nhiệm của mình trong việc thực hiện amfori BSCI CoC. Đây là điểm không tuân thủ một phần.

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	
It was noted that the facility established the grievance handling procedure, however no regular survey on the grievance system's satisfaction conducted. This is partial non-compliance point. (Per amfori BSCI)	Ghi nhận nhà máy đã ban hành quy trình xử lý khiếu nại, tuy nhiên, chưa tiến hành khảo sát mức độ hài lòng của công nhân viên về hệ thống xử lý khiếu nại. Đây là điểm không tuân thủ một phần. (Theo amfori BSCI)

PA 7: Occupational Health and Safety

Site: TA SHUAN COMPANY LIMITED | Site amfori ID: 704-001911-001

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on the document review, the risks assessment was conducted on August 08, 2024. However, the risks assessment for pregnant workers, and transmissible and non-transmissible diseases were not carried out this is partial non-compliance. [In accordance with the Circular No. 07/2016/TT-BLDTBXH, Article 3. Point 2.]	Dựa trên việc rà soát tài liệu, đánh giá rủi ro đã được tiến hành vào ngày 08 tháng 8 năm 2024. Tuy nhiên, đánh giá rủi ro đối với lao động mang thai, các bệnh truyền nhiễm và không truyền nhiễm đã không được thực hiện, đây là hành vi không tuân thủ một phần.

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH	LOCAL LANGUAGE
Finding	
The management board established Health and Safety Network including workers from all position to control health and safety. Meeting between	an quản lý đã thành lập Mạng lưới An toàn vệ sinh viên bao gồm công nhân từ mọi vị trí để kiểm soát sức khỏe và an toàn. Cuộc họp giữa công nhân và

Finding	
workers and management on safety were carried out. However, Trade Union representative were not involved in risk assessment process. So this is rated as partial non-compliance. (Clause 7.4 - amfori BSCI)	quản lý về an toàn đã được thực hiện. Tuy nhiên, đại diện Công đoàn không tham gia vào quá trình đánh giá rủi ro. Vì vậy, điều này được đánh giá là không tuân thủ một phần. (Khoản 7.4 - amfori BSCI)

Question: 7.5 Is there satisfactory evidence that the auditee regularly provides OHS trainings to ensure workers understand the rules of work, personal protection and measures for preventing and reacting to injury to themselves and fellow workers?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on the document review and worker interviews, It was noted that its air compressor operator was not trained to issue the operation certificate of Air compressor. This is partial non-compliance. [In accordance with the QCVN 01 - 2008/BLĐTBXH, Article 8. Point 8.1]	Dựa trên việc xem xét tài liệu và phỏng vấn công nhân, có thể thấy rằng người vận hành máy nén khí của họ chưa được đào tạo để cấp chứng chỉ vận hành máy nén khí. Đây là sự không tuân thủ một phần. [Theo QCVN 01 - 2008/BLĐTBXH, Điều 8. Điểm 8.1]

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
During facility tour and management interview, Although there was the seat belt for forklift but it was noted that 1 forklift operator did not use such seat belt while working for protect the incidents or accidents. 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 ban quản lý, mặc dù có dây đeo an toàn cho xe nâng nhưng ghi nhận có 1 người điều khiển xe nâng không sử dụng dây đeo an toàn khi làm việc để bảo vệ sự cố hoặc tai nạn. 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.]

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	
During the facility tour and worker interviews, It was	Trong chuyến tham quan cơ sở và phỏng vấn công

Finding	
noted that no label was attached to a glue bucket in the assembly area for identification of the chemical in use. This is partial non-compliance.	nhân, ghi nhận rằng không có nhãn nào được dán trên chai hóa chất ở khu vực chà nhám để nhận dạng hóa chất đang sử dụng. Đây là sự không tuân thủ một phần.
In accordance with the Law on Chemicals, No. 06/2007/QH12, Chapter V, Article 30.	Căn cứ Luật Hóa chất số 06/2007/QH12, Chương V, Điều 30.

Question: 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

ENGLISH	LOCAL LANGUAGE
Finding	
During the facility tour and worker interviews, It was noted that the operation buttons, the emergency stop button and the warning sign of the plastic injection machine in the injection area were not labelled in local language. This is partial non-compliance.	Trong chuyến tham quan cơ sở và phỏng vấn công nhân, người ta lưu ý rằng các nút thao tác, nút dừng khẩn cấp và biển cảnh báo của máy ép nhựa trong khu vực ép đều không được dán nhãn bằng tiếng địa phương. Đây là sự không tuân thủ một phần.
[In according to the Law No. 84/2015/QH13 dated June 25, 2015, Article 16. Point 6.]	[Theo Luật số 84/2015/QH13 ngày 25 tháng 6 năm 2015, Điều 16. Điểm 6.]

Question: 7.18 CRUCIAL: Is there satisfactory evidence that the auditee ensures qualified first-aid is available at all times?

ENGLISH	LOCAL LANGUAGE
Finding	
During the facility tour, it was noted that the first aid kit in the assembly area was not included the type of splints such as neck, arm, forearm, thigh and shin splints as legal requirement. This is partial non-compliance.	Trong chuyến tham quan cơ sở, lưu ý rằng bộ sơ cứu tại khu vực lắp ráp không bao gồm các loại nẹp như nẹp cổ, cánh tay, cẳng tay, đùi và ống chân theo yêu cầu pháp lý. Đây là sự không tuân thủ một phần.
[In accordance with the Annex 4 Issued together with the Circular No.19/2016/TT-BYT Regulation on first aid kits in workplaces, 3. Items included in a first aid kit]	[Theo Phụ lục 4 ban hành kèm theo Thông tư số 19/2016/TT-BYT Quy định về hộp sơ cứu tại nơi làm việc, 3. Những vật dụng có trong hộp sơ cứu]

PA 12: Protection of the Environment

Site: TA SHUAN COMPANY LIMITED | Site amfori ID: 704-001911-001

Question: 12.5 Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?

ENGLISH

LOCAL LANGUAGE

Finding

During the site tour and management interview, it was observed that 01 faucet in the men's restroom of Building 1 was left running continuously.

[As point 12.5 of amfori BSCI]

Ghi nhận: 1 vòi nước tại nhà vệ sinh nam của toàn nhà 1 được mở nước chảy liên tục.