
Auditee :	Vinh Hoan Corporation
Audit Date From :	08/04/2021
Audit Date To :	10/04/2021
Expiry Date of the Audit :	
Auditing Company :	TUV SUD
Auditor's Name(s) :	Nhat Phan Thi Minh(Lead), Hanh Pham
Auditing Branch (if applicable) :	TUV SUD PSB Vietnam Co Ltd



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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
A Very Good	<ul style="list-style-type: none">• Minimum 7 Performance Areas rated A• No Performance Areas rated C, D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr></table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
B Good	<ul style="list-style-type: none">• Maximum 3 Performance Areas rated C• No Performance Areas rated D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr><tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr></table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
A	A	A	A	A	A	B	B	B	B	B	B	B																													
A	A	A	A	A	B	B	B	B	B	B	B	C																													
B	B	B	B	B	B	B	B	B	B	C	C	C																													
C Acceptable	<ul style="list-style-type: none">• Maximum 2 Performance Areas rated D• No Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr><tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr></table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
A	A	A	A	A	A	A	A	A	C	C	C	C																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
D Insufficient	<ul style="list-style-type: none">• Maximum 6 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr><tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr><tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	D	E	E	E	E	E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
A	A	A	A	A	A	A	A	A	A	D	D	D																													
A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	D	E	E	E	E	E																													
E Unacceptable	<ul style="list-style-type: none">• Minimum 7 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
Zero Tolerance	A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.																																							

Main Auditee Information

Name of producer :	Vinh Hoan Corporation		
DBID number :	325511		
Audit ID :	207952		
Address :	National Road 30, Ward 11 Cao Lanh		
Province :	Dong Thap	Country :	Vietnam
Management Representative :	Ho Thi Nhu Nguyet		
Contact person:	Ho Thi Nhu Nguyet	Sector :	Food
Industry Type :	Fishery, aquaculture and inland waterways	Product group :	Fish, Crustaceans and molluscs (fresh and frozen)
Product Type :	Frozen Pangasius Fillet Fish		

Audit Details


Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural <input type="checkbox"/> Small Producer
Audit Announcement :	<input type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input checked="" type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	A	
Need of follow-up :		If YES, by :

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
B	B	A	A	A	A	A	A	A	B	A	A	A

Executive summary of audit report

The audited site was named VINH HOAN CORPORATION located at National Road No. 30, Ward 11, Cao Lanh City, Dong Thap Province, Vietnam with first business license No. 1400112623 on 17th Apr 2007, and latest amended on 14th Jan 2020.

The auditee's products were Frozen Pangasius Fillet Fish. Production processes were Raw material receiving, kill and washing, filleting, washing 2, skinning, trimming, parasite checking, washing, soaking, sizing, freezing input, freezing output, packing, mental detecting, cold storage.

In overview, the facility had 10 main buildings for production and utility facilities with around 49,695 square meters as below:

- Building 1 (Workshop 1): A 2-story building. First floor occupied 3,578 square meters for raw material receiving, kill and washing section, fillet section, trimming section, skinning section, sizing section, Arranging IQF section, packing section, cold storage warehouse and second floor occupied 429 square meters used for PPE dressing room.
- Building 2 (Workshop 2): A 2-story building. First floor occupied 1,796 square meters for raw material receiving, kill and washing section, fillet section, trimming section, skinning section, sizing section, Arranging IQF section, packing section, cold storage warehouse and second floor occupied 429 square meters used for PPE dressing room.
- Building 3 (Workshop 3): A 2-story building. First floor occupied 8,633 square meters for raw material receiving, kill and washing section, fillet section, trimming section, skinning section, sizing section, Arranging IQF section, packing section, cold storage warehouse and second floor occupied 2,733 square meters used for PPE dressing
- Building 4: A 1-story building: occupied 1,790 square meters for Material and accessory warehouse.
- Building 5: A 3-story building: occupied 410*3 square meters for main office 1.
- Building 6: A 2-story building: occupied 270*2 square meters for Main office 2
- Building 7: A 3-story building: occupied 423*3 square meters for Canteen 1
- Building 8: A 3-story building: occupied 423*3 square meters for Parking area for workers.
- Building 9: A 1-story building: occupied 2,083 square meters for cold storage 1
- Building 10: A 1-story building: occupied 1,046 square meters for cold storage 2

Sub-buildings: General and hazardous waste warehouse, chemical warehouse, security office, chemical warehouse, wastewater treatment.

This audit was conducted by 02 qualified auditors. Phan Thi Minh Nhat (APSCA Registration number: RA 21700843) was Lead Auditor, and Hanh Pham (APSCA Registration number: RA 21701663) was Auditor.

The opening meeting was carried out with the presence of Ms. Ho Thi Nhu Nguyet-HR Manager; Mr. Nguyen Thi Cam Tu – HR Officer, Mr. Nguyen Ho Duy Linh – HSE Officer; Mr. Quach Di Duc – HR Officer and Ms. Nguyen Thi Tu Quyen – Trade Union Executive Member. The auditors explained to the auditee representatives the audit objective, audit purpose and audit process including site observation, confidentially individual and group worker interviews without attendance and/or interruption of management as well as the review and copy of related documentation. The Statement of Integrity and terms of implementation for amfori BSCI Business Partners (Producers) were explained to the management and then signed by HR Manager.

During the closing meeting, all required participants were present accordingly. The finding report was made and presented to factory representatives. It was signed and acknowledged by Ms. Ho Thi Nhu Nguyet – HR Manager and Ms. Nguyen Thi Ly – Trade Union Executive Member (replaced for Mr. Nguyen Duc Trung was on a business trip), one copy of the finding report was left in the facility.

Remarks:

- Contractor license/permit: N/A.
- Agency labor contract: N/A. There was no agency worker for the production process.
- Government waivers: N/A.

Ratings Summary



Auditee's background information			
Auditee's name :	Vinh Hoan Corporation	Legal status :	Joint Stock Company
Local Name :	Cong Ty Co Phan Vinh Hoan	Year in which the auditee was founded :	2007
Address :	National Road 30, Ward 11	Contact person (please select) :	Ho Thi Nhu Nguyet
Province :	Dong Thap	Contact's Email :	nguyet.ho@vinhhoan.com
City :	Cao Lanh	Auditee's official language(s) for written communications :	Vietnamese
Region :	South East Asia	Other relevant languages for the auditee :	English
Country :	Vietnam	Website of auditee (if applicable) :	http://vinhhoan.com/
GPS coordinates :	10.462032, 105.635795	Total turnover (in Euros) :	292328286.87
Sector :	Food	Of which exports % :	100.00
Industry :	Fishery, aquaculture and inland waterways	Of which domestic market % :	0.00
If other, please specify :		Production volume :	
Product Group :	Fish, Crustaceans and molluscs (fresh and frozen)	Production cost calculation :	
If other, please specify :		Lost time injury calculation cost :	
Product Type :	Frozen Pangasius Fillet Fish		

Auditee's employment structure at the time of the audit

Total number of workers :	3302	Total number of workers in the production unit to be monitored (if applicable) :	0
	-		
	-		

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 207952] Audit Date: 08/04/2021 PA Score: B

Deadline date: 10/04/2022

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

All social policies/procedures were available in place and provided for review. The BSCI team was established in various levels and functions in the company responsible for compliance with amfori BSCI Code of Conduct and Terms of Implementation. They were assigned clearly functions, responsibilities as well as its rights. Recruitment procedures stated the workers had to submit their letters of application, CV, and copied ID cards and health examination confirmed by the legal hospital when applied to work for auditee. These suppliers signed commitments in compliant with BSCI requirements accordingly. Based on satisfactory evidence, the main auditee partially respected this principle (Social Management System). Because:

- 1.1 -** Based on the satisfactory evidence, the auditee had set up management system to implement amfori BSCI Code of Conduct. However, the auditee was partially compliant with its requirement 1.1 because: a) It was noted that the factory regulation was established and updated. However, the auditee had not defined the actual working time and rest time included short breaks of some actual working shifts in the workplace in the factory regulation as per law requirements. Local law: Local law: Article 118 of the Labor Law No. 45/2019/QH14, and Article 69 of Decree No. 145/2020/ND-CP b) There were existing findings in following PAs. Each finding was described detailly in each PA.

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 207952] Audit Date: 08/04/2021 PA Score: B

Deadline date: 10/04/2022

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Workers were directly recruited by the auditee when workers voluntarily submitted their personnel profiles included copied ID card, application form, CV, health examination confirmed the legal hospital. Worker representatives was found in place and it was in active. Worker representatives were elected by workers. It conducted meeting quarterly as per local laws. Workers had the rights to join or leave on their options. Worker representatives and factory management conducted the dialogue quarterly in line with local laws. The meeting records were provided for review. Workers could give their comments, grievance via suggestion boxes or / and helpline numbers posted in workshops and/or they could contact directly with worker representatives and / or factory management on their options. Worker representatives were involved in all auditee policies such as all factory rules. The updated amfori BSCI

Code of Conduct was displayed in a visible place of the workplace. In addition, BSCI team was established in ensure that the workers' rights and benefits were carried out in line with local laws as well as amfori BSCI Code of Conduct. The grievance procedures were established and posted in workshop to communicate to all employees. Suggestion boxes were posted in workshops for workers giving their comments, idea, any issue. Worker representatives and HR officer would check suggestion boxes weekly if there were letters from workers, Worker representatives and company representative conducted meeting to reply to workers. Finally the main auditee fully respected this principle (Workers Involvement and Protection).

- 2.4 -** Through site tour, document review, worker interview, it was noted that the auditee latest conducted training on contents of amfori BSCI Code of Conduct and company policies to the employees in Mar 2021. In addition, the factory had posted BSCI CoC in workplace, however almost workers did not understand of what's amfori BSCI requirements.

Công ty đã huấn luyện về Nguyên tắc ứng xử BSCI và chính sách công ty cho lao động vào tháng 03/2021, và dán bộ quy tắc BSCI tại nơi làm việc cho người lao động tham khảo nhưng họ chưa hiểu những yêu cầu của amfori BSCI.

- 2.5 -** It was noted that the facility has established written procedure of grievance mechanism with suggestion boxes, directly speak to management or trade union's representative. However, there was no evidence to demonstrate that it was regularly survey on the grievance procedure to see satisfaction among the employees.

Ghi nhận công ty đã thiết lập quy trình xử lý khiếu nại thông qua hòm thư góp ý, trao đổi trực tiếp với đại diện công nhân, quản lý. Tuy nhiên, chưa có chứng cứ công ty đã tiến hành đo lường mức độ hài lòng của công nhân về quy trình khiếu kiện/khiếu nại.

Remarks from Auditee:

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining

Full Audit [Audit Id - 207952] Audit Date: 08/04/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall site observation and document review showed that worker representatives found at site in function of protection legal rights of all workers regardless of those workers joined or not. Worker representatives were free to contact with any workers in place official business at any time. Worker representatives was provided a working time for it's business activities in line with local laws. Workers were free to vote their representatives and they would like to joint or leave depending on their options. In necessary case, worker representatives and auditee management could conduct meeting to solve issue raised by workers accordingly. Workers were not suffered any retaliation for participating in election processes of workers representatives. They were provided equal treatment for all activities in place such recruitment, overtime opportunity, periodical wage increasement etc. Workers representatives conducted by itself regularly and freely meeting without interfering of auditee management then workers representatives also had meeting with auditee management regularly and even on request. All factory rules, CBA which were agreed by both auditee management and trade union were posted in workshop to communicate to all workers. No Non-compliance was observed in this performance area during the audit.

Remarks from Auditee:
Performance Area 4 : No Discrimination

Full Audit [Audit Id - 207952] Audit Date: 08/04/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Through site observation, worker interview, worker representative and auditee management interview and document review, non-discrimination policy was established in place and communicated to all workers. They had equal treatment on hiring, wage payment and incensement, overtime opportunities, training practices, periodical health examination, social benefits and even disciplinary practices etc in line with local laws. Finally, there was not any discrimination based on gender, sex, region, cast, age, relation etc identified during the audit. All workers were recruited, worked, paid and promoted based on their ability and capacity accordingly. Workers were recruited, worked and paid based on their ability and capacity accordingly. Based on satisfactory evidence, there was not negative issue identified in this area during the audit.

Remarks from Auditee:
Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 207952] Audit Date: 08/04/2021 PA Score: A

Deadline date:10/04/2022

GOOD PRACTICES:

1. The factory provided some additional allowances for employees, the factory provided birthday gift.
2. The factory also provided some community benefits including: support medical devices and materials for 07 hospitals in povinces (including Dong Thap (4), Ho Chi Minh (2), An Giang (1)) for during Covid prevention and treatment. 3. Sponsor for eye surgeon program to for 885 citizens in Dong Thap province with total VND 789,000,000. 4. Sponsor for sponsoring association of poor patients, people with disabilities, orphanage children and agent orange victims in Dong Thap province with total VND 1,2 billions.

AREAS OF IMPROVEMENT:

Time and Wage records were available for review. It was randomly selected to review comprisingof 40 samples to verify
 The legal minimumwage applied to facility VND 3,430,000/month while the minimum wage registered with the authorized department to pay to workers duringapprentice period at least VND 3,602,000/month and pay to workers at least VND 3,854,000/month after passed apprentice time for all skilledworkers.
 The payment period was calculated from 1st to last day of month and paid to all employees once per month by banking transfer from 10-15th of following month and pay slips were provided to employees. The overtime wage was paid at150% for workdays and 200% for rest day (if any). All production workers were provided 14 annual leave days in a year except workers in coldstorage were provided 16 annual leave days in a year. They were provided freely meal for lunch and overtime (if any). There was no evidence ofillegal deduction identified during the audit. However, based on satisfactory evidence the main auditee partially respected this principle (FairRemuneration) because:

- 5.5 -** During document review on time and payroll records, it was noted that 01 out 02 selected resignation workers who joined the factory in 2018 and resigned in Feb 2021 were not provided severance allowance for the training time as per law requirement. Local law: Article 46 of the Labor Law No. 45/2019/QH14, and Article 8 of Decree No. 145/2020/NĐ-CP.

Ghi nhận 01/02 mẫu người lao động nghỉ việc chưa được tính trợ cấp thôi việc cho thời gian đào tạo ở nhà máy.

Remarks from Auditee:

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 207952] Audit Date: 08/04/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Time and Wage records were available for review . It was randomly selected to review comprising of 40 samples to verify. Through auditee representative and worker interview and document review, the working time for production employees were , details as following area: -Material receiving, killing and washing, Trimming section, Fillet and Skinning sections, Freezing & packaging sections worked in two shifts. . Security Guard and Maintenance sections worked in three shifts. Sunday was the weekly off. Based on satisfactory evidence, the main auditee fully respected this principle (Decent WorkingHours).

Remarks from Auditee:
Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 207952] Audit Date: 08/04/2021 PA Score: A

Deadline date:10/04/2022

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Through site observation, worker and management interview and document review, it was noted that: 7.1) EHS team included the factory management and health and safety officers were established in place in-charge of EHS. Health and safety policy was established in place and posted in workshops to communicate to all employees. Workers were provided a safety workplace in acceptable conditions. 7.2) All production workers were trained on EHS once per year by the authorized third party as per local laws. 7.3) Risk assessment was reviewed by EHS team and trade union representatives for health and working conditions of all areas/sections in the factory. 7.4) EHS team included the factory management, health and safety officers, trade union representatives conducted meeting quarterly on EHS for protection workers. 7.5) All employees were trained and certified a certificate on health and safety in line with local laws; 7.6) PPEs were provided to employees at free of charge in proper purpose and some workers used them properly. 7.7) The chemical room was well-stored and managed and eye-wash was installed nearby accordingly. 7.8) Accident and emergency procedure was available in place. 7.9) The PPE warning signs for potential risks were posted properly at workplaces to remind workers using proper PPE during the working time. 7.10) The records on accidents were recorded and kept in files which showed that there was no accident happened at site in past months. 7.11) All buildings were looked structural and safety and the construction permits were available for review excepted one extended building missing construction permit. 7.12) Workers could remove themselves from imminent danger without seeking permission. 7.13) The inner cover for electrical switches in production areas and safety boxes were installed for all electric switch of workshops. 7.14) The fire fighting and prevention system was properly installed at site with at least 2 exit doors in each workshop. Fire extinguishers, fire alarm and fire hydrant system were located surrounding workshops and they were internally checked monthly. Smoke sensor systems were installed in carton boxes warehouse. The Fire Emergency Preparedness Plan was approved by the local fire authorized police. There was a qualified member fire brigade in place for any fire emergency. Fire evacuation drills were conducted once per year. 7.15) The escape routes, aisles and emergency exit in the production site were not blocked, easily accessible and clearly marked. 7.16) Fire evacuation maps with clear direction marks understood by workers were posted in all workshops. 7.17) Some special machines and equipment as air-compressors, forklift were safely inspected as per local laws. 7.18) First aid team was qualified and certified as per local laws. 7.19) The emergency procedures were established in writing in place but not to deal with cases of trauma or serious illness. 7.20) Workers could access to drinkable water at any time. 7.21) Workers were provided daily lunch at free of charge. The kitchens were issued certificates on food safety and hygiene conditions by the authorized service. All staffs working in canteens were provided health examination and food safety operation in line with local laws. 7.22) Workers were provided with clean washing facilities and toilets. Changing rooms were available with segregated rooms for male and female employees. 7.23 and 7.24) No transportation and dormitory were provided to workers. 7.25) The environmental factors at working places were inspected once per year in line with local laws. Based on satisfactory evidence, the main auditee partially respected this principle (Occupational Health and safety) because:

- 7.1 -** In accordance with BSCI questionnaire it was noted that auditee was partially complied with its requirement 7.1 because: a) Workers worked in heavy, toxic and dangerous jobs were not ensured to provide health examination twice per year as per local laws. The factory representative said that due to Covid-19, they were unable to ensure health check as per local law. Local laws: Clause 1 of Article 21 of Occupational Safety and Hygiene Law No.# 84/2015/QH13. b). The existing of below findings at 7.7, 7.11
- Cty chỉ tuân thủ một phần luật về an toàn vệ sinh lao động vì các tồn tại dưới đây. a). Ghi nhận CN làm việc ở bộ phận NHHH chưa đảm bảo khám sức khỏe mỗi 6 tháng như luật định. Qua trao đổi với đại diện cty, do tình hình dịch Covid nên cty chưa đảm bảo tổ chức khám mỗi 6 tháng như luật định. b). Các các vấn đề chưa phù hợp tại 7.7, 7.11
- 7.11 -** The Construction Permit(s) from the concerned authorities for extension Plant 2 production building was not available for review during the audit dates. Local laws: Clause 1, Article 89 of Construction Law # 50/2014/QH13
Ghi nhận giấy phép xây dựng phần mở rộng của xưởng 2 chưa có cho xem trong quá trình đánh giá.

Remarks from Auditee:

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 207952] Audit Date: 08/04/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Through site observation, management/ worker interview and document review there was no historical and current child labor identified during the audit. The age-verification procedures were established in place and all workers had to be submitted their personnel profiles such CV, copied ID Cards, letters of application and health check confirmation from legal hospital for HR department checking and verification during interview, recruitment process. Policies and procedures for remediation in case child labour occurs were maintained in place in compliant with requirements.

Remarks from Auditee:
Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 207952] Audit Date: 08/04/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Through site observation, management and worker interview and document review, the auditee understood the age of young workers from full 15 years of age to under 18 years of age, no young workers working at the site were identified during the audit. The young worker policy was established in place as well as included necessary mechanisms to prevent, identify and mitigate harm to young workers. Based on satisfactory evidence, the auditee fully complied with this PA.

Remarks from Auditee:
Performance Area 10 : No Precarious Employment

Full Audit [Audit Id - 207952] Audit Date: 08/04/2021 PA Score: B

Deadline date:10/04/2022

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

All personnel profiles of 40 selected sampled were provided for review included letter of application copied ID, CV, health examination. Through recorded review, auditee representative interview and workers interview, the new workers were signed three months training contracts before signing the definite term employment contract. After finished two definite term employment contracts, they would sign un-definite term employment contract with the factory. Employment contracts were made two copies. One copy was provided and kept by workers and the rest one were kept by factory. Based on satisfactory evidence, the main auditee partially respect this principle (No precarious Employment) because:

- 10.1 -** Based on satisfactory evidence, it was noted that 02 out of 40 selected cleaning workers in the cleaning section joined the factory in 2020 and 2021 signed training contracts of 03 months instead of maximum 06 days for un-skill workers as per law requirement. Local law: Article 25 of Labor Law No. 45/2019/QH14

Ghi nhận 2 /40 mẫu chọn công nhân bộ phận vệ sinh công nghiệp vào công ty trong năm 2020 và 2021 ký hợp đồng học nghề 03 tháng thay vì thử việc không quá 06 ngày đối với công việc giản đơn theo quy định của luật.

- 10.2 -** It was noted that the content's employment contract of selected samples was not clearly mentioned such as working time, rest time, salary allowances...etc, as per legal requirement. Local laws: Article 21 of Vietnamese Labor Code # 45/2019/QH14, and Article 3 of Circular No. 10/2020/TT-BLĐTBXH.

Ghi nhận nội dung HĐLĐ chưa cập nhật đủ các thông tin như luật định: thời gian làm việc, thời gian nghỉ ngơi, phụ cấp lương,...etc.

Remarks from Auditee:
Performance Area 11 : No Bonded Labour

Full Audit [Audit Id - 207952] Audit Date: 08/04/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Based on the satisfactory evidence, there was not any evidence of engagement in bonded labour identified during the audit. Workers were freely applied their application letters to work for auditee voluntarily. Workers just submitted their copied personnel profiles such copied ID Card, family book, health confirmation from the hospital for work in line with local laws. The auditee did not keep any original ID card, family book of workers as a condition for working at site. No deposit, work for debt, bonded labor, corporal punishment or mental coercion as part of the auditee's disciplinary measures was implemented at site. All disciplinary practices had to be in line with approved factory rules and local laws. There was no illegal disciplinary practice confirmed by interviewees. Through site observation, auditee representative and worker interview, there was no negative issue identified during the audit in this area.

Remarks from Auditee:

Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - 207952] Audit Date: 08/04/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Based on satisfactory evidence, the Plan for Environmental Protection, environmental commitment approved by the authorized service were available in place and provided for review. The auditee had signed service contract with legal service provider for collection, transportation, and treatment for hazardous wastes in compliance with local laws. The auditee conducted safely environmental inspection in line with local laws. The registered book of hazardous sources was approved by the local authorized service in line with local laws. The hazardous wastes were well classified, labelled and stored at site. They were collected, transported and treated by the legal service then the auditee had to pay fee for these activities accordingly. Relevant workers were trained on how to classify wastes at sources and wastes were well classified and stored at site for service provider to collect, transport and treat as per local laws. The main auditee was fully respected this principle.

Remarks from Auditee:

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 207952] Audit Date: 08/04/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee has understood the importance of avoiding falsification, fraud and has policies and set of procedures to avoid such behavior and factory has established Anti-Bribery policy and procedure to eliminate such type of situation. Based on satisfactory evidence, the main auditee fully respected this principle.

Remarks from Auditee:

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	08/04/2021	207952	B	B	A	A	A	A	A	A	A	B	A	A	A	A

Producer Photos



External photo(s) of the production unit(s)
A-1.Company name board.JPG



External photo(s) of the production unit(s)
A-2.Main gate.JPG



External photo(s) of the production unit(s)
A-3.Company overview 1.JPG



External photo(s) of the production unit(s)
A-4.Company overview 2.JPG



External photo(s) of the production unit(s)
A-5.Office building.JPG



Photo of the inside of the main production hall
B-Cold storage.JPG



Photo of the inside of the main production hall
B-Input IQF.JPG



Photo of the inside of the main production hall
B-Metal detection area.JPG



Photo of the inside of the main production hall
B-Output IQF.JPG



Photo of the inside of the main production hall
B-Packing area 1.JPG



Photo of the inside of the main production hall
B-Packing area 2.JPG



Photo of the inside of the main production hall
B-Parasite checking.JPG



Photo of the inside of the main production hall
B-Trimming area 1.JPG



Photo of the inside of the main production hall
B-Trimming area 2.JPG



Photo of the inside of the main production hall
B_Filleting area.JPG



Photo of the inside of the main production hall
B_Kill and washing area.JPG



Photo of the inside of the main production hall
B_Material receiving area.JPG



Photo of the inside of the main production hall
B_Sizing area 1.JPG



Photo of the inside of the main production hall
B_Sizing area 2.JPG



Photo of the inside of the main production hall
B_Skinning area.JPG



Photo of the inside of the main production hall
B_Soaking area.JPG



Photo of fire safety equipment
C-Assembly point.JPG



Photo of fire safety equipment
C-Electrical box with safety inner covering.JPG



Photo of fire safety equipment
C-Electrical box.JPG



Photo of fire safety equipment
C-Emergency exit light and exit sign.JPG



Photo of fire safety equipment
C-Evacuation map.JPG



Photo of fire safety equipment
C-Exit door.JPG



Photo of fire safety equipment
C-Exit route.JPG



Photo of fire safety equipment
C-Fire alarm control panel.JPG



Photo of fire safety equipment
C-Fire alarm.JPG



Photo of fire safety equipment
C_Beam laser automatic fire alarm system.JPG



Photo of fire safety equipment
C_Fire hose and fire hydrant system.JPG



Photo of fire safety equipment
C_Medical room.JPG



External photo(s) of the production unit(s)
D-Canteen area.JPG



External photo(s) of the production unit(s)
D-Carton boxes storage.JPG



External photo(s) of the production unit(s)
D-Chemical storage.JPG



External photo(s) of the production unit(s)
D-Drinking water.JPG



External photo(s) of the production unit(s)
D-First aid kit.JPG



External photo(s) of the production unit(s)
D-Notice board including amfori BSCI COC posted.JPG



External photo(s) of the production unit(s)
D-Sanitary facilities 1.JPG



External photo(s) of the production unit(s)
D-Sanitary facilities 2.JPG



External photo(s) of the production unit(s)
D-Suggestion box.JPG



External photo(s) of the production unit(s)
D_Eyewash and shower equipped in the chemical room.JPG



External photo(s) of the production unit(s)
D_Hand washing facilities before entering to workshops.JPG



External photo(s) of the production unit(s)
D_Hazardous waste storage.JPG



External photo(s) of the production unit(s)
D_Smoking area.JPG



External photo(s) of the production unit(s)
D_Warning sign posted.JPG



External photo(s) of the production unit(s)
D_Water treatment area.JPG



External photo(s) of the production unit(s)
Motorbike parking lots.JPG



Photo of non-conformity
NC_Extension building of plant 2 without construction permit.JPG