

# Monitoring result for DUCTHANH WOOD PROCESSING JOINT STOCK COMPANY on site DUCTHANH WOOD PROCESSING JOINT STOCK COMPANY

## Monitoring

Monitored Party	: DUCTHANH WOOD PROCESSING JOINT STOCK COMPANY
amfori ID	: 704-000028-000
Site	: DUCTHANH WOOD PROCESSING JOINT STOCK COMPANY
Site amfori ID	: 704-000028-002
Address	: 21/6D Phan Huy Ich, Ward 14, Go Vap District : 70000, HO CHI MINH : Ho Chi Minh : Vietnam
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 20/01/2022
Expiration Date	: 20/01/2024

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## Overall rating

A	B	C	D	E	None
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## Section rating

PA1: Social Management System	B
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	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

Duc Thanh Wood Processing JSC was local investment company which operated under business license No. 0301449014 dated on Aug 8, 2000 and latest amended on Oct 1, 2021. Factory located at 21/6D Phan Huy Ich, Ward 14, Go Vap District, Ho Chi Minh City, Vietnam.

With a total area of 7,850 square meters, the facility consisted 3 main buildings as below:

- Building 1: used as production process (materials receiving, cutting, drilling, sanding, spraying, assembling, inspecting, shipping section), finished goods warehouse on floor 1; finished goods warehouse on mezzanine floor.
- Building 2: used as chemical warehouse, mixing room, accessories warehouse, printing room, maintenance room on floor 1; temporary warehouse, first aid room on floor 2.
- Building 3: used as office and meeting room on floor 1 and floor 2.

Sub-building: security office, toilet rooms, fire-fighting water pump area, parking lots, electrical station, waste storage room, wastewater treatment area, etc.

No dormitory provided for employees.

Factory specified in wood product manufacturing. The main products were indoor furniture, wooden kitchen tools, and wooden toy. The main production process was processing (cutting, sanding, forming, and laminating), assembly, painting, inspecting, finishing.

No subcontractor was used by facility.

Remark:

1/ No Government waivers was applied in the factory

2/ No agency worker was used in the facility

3/ Due to impact of COVID-19 pandemic, the factory stopped production and shutdown from Jul 15 to Oct 3, 2021. Factory discussed with Trade Union and paid employees 14 days of legal minimum wage. Factory return to production as normal since Oct 4, 2021.

4/ Factory informed that they did not have material warehouse. The wood was stored at cutting section because factory received wood with daily production amount daily.

5/ Printing process did not operated on the audit day.

6/ Factory did not provided dorm for employees, but they arrange resting room for employees. The employee took rest on lunch time there, but not stay overnight.

7/ Audit Company: Bureau Veritas Consumer Products Service

Audit Company APSCA Number: 11600002

Lead Auditor Name: Han Le (RA21703042)

Member Auditor name: Tri Pham (RA-21703533)

Site Details

Site : DUCTHANH WOOD PROCESSING JOINT STOCK COMPANY  
Site amfori ID : 704-000028-002

GICS Classification

Sector	: Industrials	Industry	: Commercial Services & Supplies
Industry Group	: Commercial & Professional Services	Sub Industry	: Diversified Support Services

GS1 Classifications

N.A.

Product Process Classifications

N.A.

## Metrics

### Key Metrics

Total workforce	<b>347</b> Workers
Legal minimum wage in local currency	<b>4420000</b> Monthly
Lowest wage paid for regular work at the site	<b>4420000</b> Monthly
Calculated living wage in local currency	<b>5231111</b> Monthly
Total sample	<b>25</b> Workers

### Other Metrics

Male workers	<b>154</b> Workers
Female workers	<b>193</b> Workers
Permanent workers - Male	<b>154</b> Workers
Permanent workers - Female	<b>193</b> Workers
Temporary workers - Male	<b>0</b> Workers
Temporary workers - Female	<b>0</b> Workers
Seasonal workers - Male	<b>0</b> Workers
Seasonal workers - Female	<b>0</b> Workers
Management - Male	<b>68</b> Workers
Management - Female	<b>52</b> Workers
Apprentices - Male	<b>0</b> Workers
Apprentices - Female	<b>0</b> Workers
Workers on probation - Male	<b>3</b> Workers
Workers on probation - Female	<b>4</b> Workers
Workers with night shift - Male	<b>7</b> Workers
Workers with night shift - Female	<b>0</b> Workers
Workers with disabilities - Male	<b>0</b> Workers
Workers with disabilities - Female	<b>0</b> Workers
Domestic migrant workers - Male	<b>0</b> Workers
Domestic migrant workers - Female	<b>0</b> Workers
Foreign migrant workers - Male	<b>0</b> Workers
Foreign migrant workers - Female	<b>0</b> Workers
Workers hired directly - Male	<b>154</b> Workers
Workers hired directly - Female	<b>193</b> Workers
Workers hired indirectly - Male	<b>0</b> Workers
Workers hired indirectly - Female	<b>0</b> Workers
Unionised workers - Male	<b>154</b> Workers
Unionised workers - Female	<b>193</b> Workers
Workers under CBA - Male	<b>154</b> Workers
Workers under CBA - Female	<b>193</b> Workers
Pregnant workers	<b>6</b> Workers
Workers on parental leave - Male	<b>0</b> Workers
Workers on parental leave - Female	<b>1</b> Workers
Sample - Male	<b>11</b> Workers
Sample - Female	<b>14</b> Workers

## Findings

### PA1: Social Management System

Based on satisfactory evidence, it was noted that the facility did not have an effective system completely to implement the amfori BSCI Code of Conduct. The facility established written policies and procedures according to amfori BSCI and conducted internal audits to identify gaps. However, the practice in place was not aligned with the Amfori BSCI code of conduct. Please refer findings in below Performance Area This violated clause 1.1 of Amfori BSCI Performance Area

Hệ thống tuân thủ TNXH của cty chưa hiệu quả. Cty đã xây dựng chính sách và quy trình về việc không phân biệt đối xử, không quấy rối xúc phạm, không sử dụng lao động cưỡng bức, v.v.. và tổ chức đánh giá nội bộ. Tuy nhiên, thực hành của Cty chưa tuân thủ hoàn toàn yêu cầu của Amfori BSCI. Vui lòng tham chiếu các điểm chưa phù hợp bên dưới.

Based on record review and management interview, It is noted that factory conducted annual assessment to monitor the compliance status of significant business partners. However, the assessment record was not maintained. This violated clause 1.5 of Amfori BSCI Performance Area

Hồ sơ đánh giá nội bộ về tuân thủ TNXH của các đối tác năm 2021 chưa được nhà máy lưu lại.

### PA 2: Workers Involvement and Protection

Based on record review and confirmation of management, it was noted that the facility define long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct. However, the strategic plan to achieve the goal was not available for review. This violated clause 2.2 of Amfori BSCI Performance Area.

Công ty thiết lập mục tiêu dài hạn nhằm mang lại lợi ích cho người lao động theo chuẩn mực BSCI, tuy nhiên kế hoạch chiến lược chưa có để xem xét.

### PA 5: Fair Remuneration

1. It was noted that child care allowance was provided for only female employees instead of both female and male employees who had children in kindergarten ages as legal requirement. 2. It was noted that 2 selected workers were not provided compulsory insurance when they had only 12 unpaid leave in Oct 2021. As legal requirement, employees were not provided compulsory insurance when had 14 unpaid leave or more in month. This violated clause 5.5 of Amfori BSCI Performance Area and: According to Vietnam Labor Laws 45/2019/QH14, Article 136. Responsibilities of the employer. Point 4: Assist in building day care facilities and kindergartens, or cover a part of the childcare expenses incurred by employees; Insurance law 58/2014/QH13 dated Oct 20, 2014, article 85, Point 3.

NM chưa có chính sách hỗ trợ lao động có con nhỏ trong độ tuổi đi nhà trẻ (dưới 6 tuổi). 2 công nhân chưa được tham gia bảo hiểm trong tháng khi có 12 ngày nghỉ ko lương trong tháng thay vì 14 ngày nghỉ không lương trong tháng như luật định.

### PA 7: Occupational Health and Safety

It was noted that evacuation map was not posted at carton and finished goods warehouse. This violated clause 7.16 of Amfori BSCI Performance Area and local law: Decree 136/2020/NĐ-CP Article 5.1 a. Fire safety requirements applied to facilities 1. The facilities posing a risk of conflagration enumerated in Appendix II enclosed herewith must satisfy the fire safety requirements below: a) There are fire safety regulations, signs, diagrams or escape plan that are suitable for the operation of the facility.

Chưa có sơ đồ thoát hiểm tại kho thùng và kho thành phẩm.

Based on satisfactory evidence, it was noted that the operation buttons at cutting and drilling machines were not labelled in local language (Vietnamese). This violated BSCI Performance Area 7.17.

Nhận định nút vận hành máy, nút ngừng khẩn cấp của một số máy móc chưa được c nhãn mác bằng tiếng Việt.