

Monitored Party <b>DAI CAT VIETNAM TECHNOLOGY COMPANY LIMITED</b>	amfori ID <b>704-001613-000</b>	Address <b>Ninh Chap area 5, Thai Hoc ward, Chi Linh city, Hai Duong, Hải Dương, Vietnam</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>Intertek</b>
Monitoring Start Date <b>30/12/2023</b>	Closing Meeting Finished Date <b>04/01/2024</b>	Submission Date <b>04/01/2024</b>
Expiration Date <b>04/01/2025</b>	Announcement Type <b>Fully Announced</b>	
Site <b>DAI CAT VIETNAM TECHNOLOGY COMPANY LIMITED</b>	Site amfori ID <b>704-001613-001</b>	

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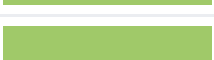
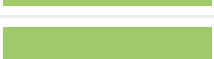
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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>B</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>A</b>	
PA 6: Decent Working Hours	<b>A</b>	

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

## GENERAL DESCRIPTION

General description:

Audit summary:

Auditor: Ninh Tran CSCA21700560

Auditor: Chuong Tieu CSCA21700491

Auditor: Ngoc Le CSCA21700496

Auditing firm: Intertek Vietnam

The total allocated man-days for the full audit were 3 man-days, including 0.5 man-day for report writing. 3 auditors visited the facility on Dec 30, 2023, providing sufficient man-days allocation as required by BSCI audit procedure.

Dai Cat Vietnam Technology Company Limited was located at Ninh Chap Area 5, Thai Hoc Ward, Chi Linh City, Hai Duong, Vietnam. The facility has been established under the business license 0801377093 since 2022, updated on Oct 4, 2023. The facility occupies 8249 square meters of land in which 6000 square meters were used. The dormitory was provided for 4 expatriate managers only. In view of the facility, it has 3 buildings, housing office, dormitory for expatriates and all production processes.

There were total 124 employees (105 female employees and 19 male employee), including 113 production employees and 11 non-production employees working in the facility. There were 4 Chinese working as management in the facility. On the audit date, 123 employees was presented. There was 1 worker not working on the audit days as taking parental leaves. Worker representative was not present during the audit due to not require by law, but trade union chair members were represent. Trade Union chairman was elected by workers. The facility did not use contractors nor agency workers. All employees were recruited and contracted directly with the facility.

The normal workweek was from Monday to Saturday. There were 2 working shifts in the facility: Shift 1 (07:30 - 16:30) and Shift 2 (19:30 - 04:30). There was one-hour meal break in the middle of the shifts. There were two short breaks (5 minutes x 2 times) were provided for workers on working days. There was no peak season in the facility. The finger prints reading system was used to monitor the working time of employees. Employees' wages were calculated on monthly-rate basis. Wages were paid via direct bank transfer on 20th of the following month. The applicable legal minimum wage was VND 3,640,000,000/month. The lowest wage rate applied in the facility was VND 4,000,000 per month. The highest payment in the was VND 7,300,000/month. The average payment was VND 6,000,000/month. Benefits are provided to entitled workers, including annual leaves, holidays, sick leaves. The facility guaranteed the minimum wage to workers. Payment was made accurately and on-time. Pay slips were given to workers for reference. Additional allowances were provided to entitled workers as follow:

- Travel allowance: VND 10,000/working day
- Telephone allowance: VND 384,000/month
- Full attendance bonus: VND 300,000/month
- Childcare allowance: VND 50,000/child/month

During the audit, the payroll and time records from Dec 2022 to Nov 2023 were provided for reviewing. Payroll and time records of 16 workers (14 female workers, 2 male worker; all local Vietnamese workers) were selected from Nov 2023 (current month), Sep 2023 (sample month) and Jun 2023 (sample month). All 16 selected workers were permanent workers. The workers were entitled to 01 day off in a week. Overtime hours were carried out in voluntarily basis. The youngest worker in the facility was 18 years old.

Remark:

1/ Those documents below were not uploaded in the system due to the facility were not applicable such as: Agency labor contract, Contractor license/permit, Government waivers, Dormitory, Inconsistencies between time and production records.

2/ The annual turnover was not provided due to confidential information.

3/ 7.23 - Not applicable. The facility does not provide transportation means to the workers.

4/ There are no issues to be investigated regarding the list of selected workers for interview.

5/ The living wage was calculated by the auditing firm using form provided by amfori (please see attachment)

## SITE DETAILS

Site  
**DAI CAT VIETNAM TECHNOLOGY COMPANY LIMTIED**

Site amfori ID  
**704-001613-001**

### GICS Classification

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Sector	Industry Group	Industry
<b>Consumer Discretionary</b>	<b>Consumer Durables &amp; Apparel</b>	<b>Leisure Products</b>

Sub Industry  
**Leisure Products**

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

# METRICS

## Key Metrics

Total workforce	123	Workers
Legal minimum wage in local currency	3,640,000	Monthly
Lowest wage paid for regular work at the site	4,000,000	Monthly
Calculated living wage in local currency	4,042,500	Monthly
Total sample	16	Workers

## Other Metrics

Male workers	19	Workers
Female workers	104	Workers
Non-binary workers	0	Workers
Permanent workers - Male	19	Workers
Permanent workers - Female	105	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	4	Workers
Management - Female	4	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	18	Workers
Workers with night shift - Female	6	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	0	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	4	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	19	Workers
Workers hired directly - Female	105	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	19	Workers
Unionised workers - Female	105	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	19	Workers
Workers under CBA - Female	105	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	2	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	1	Workers
Workers on parental leave - Non-binary	0	Workers
Minimum wage agreed on CBA in local currency	3,640,000	Monthly
Sample - Male	2	Workers
Sample - Female	14	Workers
Sample - Non-binary	0	Workers

## FINDINGS



### PA1: Social Management System

Site: DAI CAT VIETNAM TECHNOLOGY COMPANY LIMITED | Site amfori ID: 704-001613-001

**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>	
<p>In accordance with amfori BSCI Code of Conduct requirement on Supply Chain Management and Cascade Effect, "For producers that will be monitored, internal management systems are particularly encouraged as an effective way to embed the amfori BSCI Code of Conduct in their business practices."</p> <p>The facility has established the social compliance management system. However, there were several non-compliance issues due to insufficient monitoring social compliance performance in the facility. Please see relevant PAs for more details: PA 2,5,7 and 12.</p>	<p>Ghi nhận doanh nghiệp đã xây dựng hệ thống quản lý về trách nhiệm xã hội. Tuy nhiên, có một số điểm chưa phù hợp do hệ thống quản lý giám sát trách nhiệm xã hội chưa hoàn chỉnh. Xin xem các phần PA tương ứng: 2,5,7 và 12.</p>

**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
<b>Finding</b>	
<p>In accordance with amfori BSCI Code of Conduct requirement on Supply Chain Management and Cascade Effect, "amfori BSCI Participants acknowledge their capacity to influence social changes in their supply chains through their purchasing activities. They manage their relationships with all business partners in a responsible way and expect the same in return."</p> <p>The facility has established a functioning system to select, audit and monitor the business partners regarding social performance. However, the facility did not evaluating its business partners based on social performance.</p>	<p>Ghi nhận doanh nghiệp đã có thiết lập hệ thống để lựa chọn, đánh giá và theo dõi việc thực hiện trách nhiệm xã hội của các đối tác kinh doanh. Tuy nhiên doanh nghiệp chưa đánh giá đối tác kinh doanh theo tiêu chí trách nhiệm xã hội định kỳ hàng năm.</p>



### PA 2: Workers Involvement and Protection

Site: DAI CAT VIETNAM TECHNOLOGY COMPANY LIMITED | Site amfori ID: 704-001613-001

**Question:** 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>In accordance with amfori BSCI Code of Conduct requirement on Workers Involvement and Protection, "Business enterprises should establish good management practices that involve workers and their representatives in sound information exchange on workplace issues, and allow for appropriate measures for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct. Business enterprises should take specific steps to make workers aware of their rights and responsibilities."</p> <p>The facility has not established the long-term goals for protecting employees in line with the aspiration of BSCI Code Of Conduct.</p>	<p>Ghi nhận doanh nghiệp chưa thành lập được mục tiêu dài hạn để bảo đảm quyền lợi của người lao động.</p>

## PA 5: Fair Remuneration

Site: DAI CAT VIETNAM TECHNOLOGY COMPANY LIMTIED | Site amfori ID: 704-001613-001

**Question:** 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>In accordance with amfori BSCI Code of Conduct requirement on Fair Remuneration, "Business partners observe this principle when they respect the right of the workers to receive fair remuneration that is sufficient to provide them with a decent living for themselves and their families, as well as the social benefits legally granted, without prejudice to the specific expectations set out hereunder. The facility ensured to pay wages higher than the minimum wage of the region. The facility has carried out survey of wages and incomes for surrounding areas of the facility. However, the survey did not include detail calculation of the basic needs (food, travel, education, health care, saving) wage that allow them to have a decent standard of living in the region.</p>	<p>Ghi nhận doanh nghiệp đảm bảo trả lương trên mức lương tối thiểu vùng. Tuy nhiên, doanh nghiệp chưa tính toán mức lương nhằm giúp một gia đình có thể sống đủ tại địa phương.</p>

## PA 7: Occupational Health and Safety

Site: DAI CAT VIETNAM TECHNOLOGY COMPANY LIMTIED | Site amfori ID: 704-001613-001



**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
<b>Finding</b>	
<p>In accordance with Decree No. 39/2016/NĐ-CP and Decree 45/2013/ND-CP dated 10 May 2013: the health and safety risk assessment and emergency response plan must be established. The risk assessment on health and safety for all production processes of the facility has been carried out. However, the risk assessment did not consider of transmittable and non-transmittable diseases in work environment as well as did not take into consideration the special needs of the most vulnerable workers such as pregnant workers and new mothers.</p>	<p>Ghi nhận doanh nghiệp có làm bằng nhận diện và phân tích rủi ro tai nạn các bộ phận sản xuất và nơi làm việc trong nhà máy nhưng chưa có nhận diện mối nguy bệnh truyền nhiễm và không truyền nhiễm hiện diện tại nơi làm việc. Thêm vào đó, chưa có xem xét các nhu cầu đặc biệt dành cho lao động dễ bị tổn thương như lao động mang thai và sau thai sản làm việc môi trường như thế nào.</p>

**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
<b>Finding</b>	
<p>In accordance with the Law on occupational safety and hygiene (Law No. 84/2015/QH13), Article 23. Personal protective equipment, 1. Every employee who does dangerous or harmful works shall be adequately provided with personal protective equipment by the employer and he/she is required to use it during the course of work.</p> <p>During the facility tour, it was observed that 2 of workers at spraying area did not use PPE (gloves) while working at production line. (Remark: The PPE such as masks, gloves were provided to workers by the facility free of charge).</p>	<p>Ghi nhận 2 công nhân không dùng găng tay khi làm việc ở khu vực phun sơn.</p>

**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
<b>Finding</b>	
<p>In accordance with the Law on occupational safety and hygiene (Law No. 84/2015/QH13), Article 16. Responsibility of the employer for assurance of occupational safety and hygiene at the workplace,</p>	<p>Ghi nhận không có cảnh báo mối nguy (trơn trượt, tiếng ồn) tại khu vực sản xuất.</p>

Finding	
<p>2. Machinery, equipment, materials and substance shall be used, operated, maintained and preserved at the workplace in conformity with technical standards of occupational safety and hygiene, or technical regulation on occupational safety and hygiene that promulgated, applied and internal regulations and process for assuring occupational safety and hygiene at the workplace.</p> <p>During the facility tour, it was observed that there was no warning signs of potential hazards (slippery hazard, noise) at production area. Remark: Warning signs of potential hazards (hot surface, cutting edge, electrical hazard) were posted at relevant machines and workplaces for workers reference. The warning signs were in local language of workers (Vietnamese).</p>	

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

ENGLISH	LOCAL LANGUAGE
Finding	
<p>In accordance with the Circular No: 19/2016/TT-BYT on guidelines for occupational health and safety management, Article 6. Requirements for first aid kits, 1. First aid kits shall be available in the workplace, at accessible and visible positions, with Red Cross symbol thereof. 2. Quantity of first aid kits and items thereof shall be conformable to Annex 4 hereof (27 supplies). 6. First aid kits, emergency equipment and quantity of emergency response team members shall be regularly checked to ensure the compliance with provisions hereof.</p> <p>During the facility tour, it was noted that there was insufficient first-aid items inside the first-aid box (only 18 out of 27 required items). There was no bandage scissors, medical gloves, surgical mask, antiseptic bottle, neck splints, arm splints (pairs), forearm splints (pairs), thigh splints (pairs), and shin splints (pairs). Remark: The facility has provided on-site clinic room. First-aid team members were trained and certified by local hospital.</p>	<p>Ghi nhận số lượng đồ sơ cứu trong tủ thuốc không có đủ 27 hạng mục theo yêu cầu.</p>



## PA 12: Protection of the Environment

Site: DAI CAT VIETNAM TECHNOLOGY COMPANY LIMTIED | Site amfori ID: 704-001613-001

**Question:** 12.4 Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?

### ENGLISH

### LOCAL LANGUAGE

#### Finding

In accordance with the Law on environmental protection 72/2020/QH14, Article 83. Declaration, classification, collection, storage and transport of hazardous waste, 1. Every hazardous waste source owner has the responsibility to: b) identify, classify, collect and separately store hazardous waste and not to mix it with non-hazardous waste, avoid causing environmental pollution; 2. Hazardous waste must be stored in accordance with the following requirements: a) Classified hazardous waste must be stored separately; b) Hazardous waste must not be mixed with normal waste; c) The storage must not result in release of dust or leakage of liquid waste into the environment; d) Hazardous waste shall be only stored for a given period of time as prescribed by law.

During the facility tour, it was observed that there was no proper designated area for hazardous waste storage.

Remark: The trash bins were placed around the premises. The facility has signed service contract with the trash removal service company. The general area of the facility was kept clean and tidy.

Ghi nhận chưa có khu chứa rác thải nguy hại chưa phù hợp.