

# Monitoring result for SPRINGAIR ACE COMPANY LIMITED on site SPRINGAIR ACE COMPANY LIMITED

## Monitoring

Monitored Party	: SPRINGAIR ACE COMPANY LIMITED
amfori ID	: 104-000057-000
Site	: SPRINGAIR ACE COMPANY LIMITED
Site amfori ID	: 104-000057-002
Address	: No. (97/98), 8th Street, Yangon Industrial Zone, North Okkalapa Township
	: Yangon
	: Yangon
	: Myanmar
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 07/01/2022
Expiration Date	: 07/01/2024

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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	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	B
PA 13: Ethical Business Behaviour	A

## General description

SPRINGAIR ACE COMPANY LIMITED was located at No. (97/98), 8th Street, Yangon Industrial Zone, North Okkalapa Township, Yangon, Myanmar. The factory MIC (Myanmar Investment Commission Endorsement) was obtained on 11 April 2017 with endorsement No. 1239/2017, under the same Certificate of Incorporation No 106071586 of 2017.

Within the boundary of the factory, there were totally 7 buildings, which all covered around 9000 S.Q. meters. Details as following:

- 1) 1 block of 1-storey production building with mezzanine floor for office area only.
- 2) 1 block of 1-storey production building.
- 3) 1 block of 2-storey complex building: 1F for security rooms, clinic room, kitchen & canteen for management and office staff; 2F for 11 dormitory rooms.
- 4) 1 block of 1-storey building using for generator room and power distribution room.
- 5) 1 block of 1-storey boiler room.
- 6) 1 block of 1-storey chemical storage room.
- 7) 1 block of 1-storey water purified station. No dormitory or kitchen was available for production workers in the factory. Workers took food by themselves to canteen for meals. All of these buildings were rented and used by the factory from local land owner. There was no other company shared the building with the factory.

The auditee mainly manufactured sweater. And the main production processes Incoming, Computer knitting, Linking, Hand sewing, Washing, Sewing, Ironing, Inspection, Packing and Finishing. Per management interview, there were no observe peak month and non-peak month.

There were total 738 workers including 7 management from China, and 6 security guards subcontracted from the security service company during this audit. No any other subcontracted labor was used. All production workers were local residents and no temporary or foreign worker was found during this audit.

During the audit, the management (Mr. Wei Liang/ General Manager, Ms. Sandar Htay/ HR Manager) accompanied the auditor and provided support and sufficient resources to facilitate the audit including but not limited to taking photos, on-site / off-site document review, site observation and worker interview.

Remark:

1. The audit man-days applied 4.0 including 3.5 onsite man-days and 0.5 man-days for reporting and audit preparation time of the audit.
2. Auditor Name: Khaing Nyein Htet, APSCA RA Registration Number is 21703684 and Auditing company: TUV Rheinland Limited.
3. Based on document review, workers interview, worker representative interview, management interview, and site observation, no any young worker was hired.
4. No collective bargaining agreement was signed between the factory and workers.
5. The government waiver, agency labor contract, and collective bargaining agreement were not available for the factory, which makes those documents not applicable.

## Site Details

Site : SPRINGAIR ACE COMPANY LIMITED

Site amfori ID : 104-000057-002

### GICS Classification

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Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Apparel, Accessories & Luxury Goods

### GS1 Classifications

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N.A.

### Product Process Classifications

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N.A.

## Metrics

### Key Metrics

Total workforce	738 Workers
Legal minimum wage in local currency	144000 Monthly
Lowest wage paid for regular work at the site	144000 Monthly
Calculated living wage in local currency	117333 Monthly
Total sample	32 Workers

### Other Metrics

Male workers	99 Workers
Female workers	639 Workers
Permanent workers - Male	99 Workers
Permanent workers - Female	639 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	2 Workers
Management - Female	2 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	31 Workers
Workers with night shift - Female	20 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	3 Workers
Domestic migrant workers - Female	12 Workers
Foreign migrant workers - Male	6 Workers
Foreign migrant workers - Female	1 Workers
Workers hired directly - Male	93 Workers
Workers hired directly - Female	639 Workers
Workers hired indirectly - Male	6 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	1 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	6 Workers
Sample - Female	26 Workers



**PA 7: Occupational Health and Safety**

safety inspection is processing time in the current. Reference law: The Factories Act, 1951, Article 23. (2) Through factory tour and management interview it was noted that there was not cover the generator and necessary signs/warnings of electricity shock or restriction notice were not available near the generator room. The factory management explain that they are repairing the generator in the current and they will cover the generator after finished repairing. Reference law: Myanmar Factory Act., Article 52.

( ဝ ) စစ်ဆေးရေးအဖွဲ့ဝင်များသည် အစောဆုံး အန္တရာယ်ရှိသည့် အခြေအနေများကို စစ်ဆေးရန် အရေးကြီးသည့် အချက်များကို ဖော်ပြပါသည်။ ဤသို့ဖြစ်ခြင်းသည် အန္တရာယ်ရှိသည့် အခြေအနေများကို စစ်ဆေးရန် အရေးကြီးသည့် အချက်များကို ဖော်ပြပါသည်။  
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Through the factory tour and management interview, one steel ladder with about 6m in height was not installed with anti-falling device near the toilet area. The management stated that this ladder was seldom used and there was no fall accident happened before. Reference law: Myanmar Labor Laws, Article 43.

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Through the factory tour, management interview and workers interviews it was observed that there was no chair provided to inspection, packing and Ironing workers who were working in standing positions. Reference law Myanmar Labor Laws, Article 46.

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**PA 10: No Precarious Employment**

Through document review and management interview it was noted that all sampled labor contracts did not specify the payment day, regular weekly working hours including the regular working hours on Saturday (half day only). Reference law: Employment and Skill Development Law, Article 5.

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**PA 12: Protection of the Environment**

Through management interview and document review it was noted that the factory did not provide the approval of environment impact assessment report from local government. The auditee has already applied for the environment permit to the concerned authority but still not received the feedback of EMP report from local government. Reference law: Ministry of Environmental Conservation and Forestry Notification No. 616 / 2015, Article 8.

စစ်ဆေးရေးအဖွဲ့ဝင်များသည် အန္တရာယ်ရှိသည့် အခြေအနေများကို စစ်ဆေးရန် အရေးကြီးသည့် အချက်များကို ဖော်ပြပါသည်။ အန္တရာယ်ရှိသည့် အခြေအနေများကို စစ်ဆေးရန် အရေးကြီးသည့် အချက်များကို ဖော်ပြပါသည်။

The factory could not provide any satisfactory evidence to show that the hazardous waste containers (such as the containers of the lubricant oil, diesel oil, etc.) were collected and treated by the local qualified unit. Reference law: The Environmental Conservation Law, Article 15.

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**PA 13: Ethical Business Behaviour**

Through document review, it was noted that the YCDC (Yangon City Development Committee) business license was expired date on 30 Sep 2021 and they did not provide a valid certificate during this audit. Through the management interview, it was noted that the factory management explained that they had already applied for the YCDC business license, but the local government had not issued this license to the factory yet. Reference law: Myanmar YCDC Law (2018), Article 323 C.

စစ်ဆေးရေးအဖွဲ့ဝင်များသည် အန္တရာယ်ရှိသည့် အခြေအနေများကို စစ်ဆေးရန် အရေးကြီးသည့် အချက်များကို ဖော်ပြပါသည်။ အန္တရာယ်ရှိသည့် အခြေအနေများကို စစ်ဆေးရန် အရေးကြီးသည့် အချက်များကို ဖော်ပြပါသည်။

## PA 13: Ethical Business Behaviour

ဤကိစ္စကို ဖြေရှင်းရာတွင် ငွေကြေးအကျိုးအမြတ်ထက် အစိုးရနှင့် ပတ်သက်သည့် အကျိုးအမြတ်ကို ထိန်းသိမ်းရန်အတွက် စိန်ခံစားရန် ရည်ရွယ်ချက်ဖြင့် ဆောင်ရွက်ခြင်းသည် မရပါ။  
အစိုးရအစဉ်ပေး - Myanmar YCDC Law (2018), Article 323 C.