

Monitored Party HARMOOR VIETNAM CO., LTD	amfori ID 704-001243-000	Address Lot F1 - F2 Nam dong phu Industrial Park, Tan lap Commune, Dong Phu District, NIL, Binh Phước, Vietnam
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Bureau Veritas Hong Kong Limited
Monitoring Start Date 08/03/2024	Closing Meeting Finished Date 18/03/2024	Submission Date 18/03/2024
Expiration Date 18/03/2025	Announcement Type Semi Announced	
Site HARMOOR VIETNAM CO., LTD	Site amfori ID 704-001243-001	

This is an extract of the online Monitoring Result, generated on 19/03/2024, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.

amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent. © amfori, 2021

OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
PA 2: Workers Involvement and Protection	B	
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	C	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

1. Name of lead auditor: Vu Nguyen (CSCA 21702171)
2. Name of team auditor (if applicable): None
3. Name of observer, translator, trainee, advisors/consultants (if applicable): None
4. Monitoring Partner Name: Bureau Veritas CPS
5. Audit schedule details: The audit is planned for 1 auditor x 1 day. The audit date was conducted on Mar 11, 2024
6. Announcement Type: Semi-announced Full Audit.
7. Business partner information:

The audited facility legally named "Haroor Vietnam Co., Ltd is a foreign investment company. The facility is located at Lot F1 and F2, Nam Dong Phu Industrial Park, Tan Lap Commune, Dong Phu District, Binh Phuoc Province, Vietnam. The facility started its operation at this location in Aug 2018 under business license No. 3801169243 issued by the Investment and Planning Department of Binh Phuoc Province

The factory specialized in the manufacturing of indoor plastic furniture with annual capacity of 258,281 pcs

The main production processes are raw material, injection section, QC section, packing section and finished goods warehouse

Based on review of payroll records of employees and facility management interviews, the peak season was from Aug to Dec

The factory did not use any subcontractor for the production process.

The youngest employee was 19 years old

8. Audited location information:

With total areas of 34,145 square meters and constructed areas of 16,000 square meters, the facility located in a compound with 04 buildings.

- A flat floor building was used for office, warehouse and production workshop of audited facility

- 3 other flat floor buildings were leased by other companies:

+ Jinlong Binh Phuoc Paper Products Company

+ PINYUAN VN CO., LTD

+ CHUANGYUAN VIETNAM CO., LTD

There was not any relation between those companies and per observation, there was no sign of exchanging workers between the audited factory and those companies

The facility did not provide dormitory, canteen/eating area and transportation to workers.

The facility did not share building with other facilities

Building ownership information: The buildings are rental.

9. Operating shifts and hours: The normal weekly working days of the facility are six day per week from Monday to Saturday, and Sunday is weekly day off/rest day. There is one working shifts, and working hours of the facility are normally eight (8) hours per day.

The working hour started from 7:30 to 16:30 lunch break from 11:30 to 12:30. The overtime work was 2 to 4 hours per day

10. Time recording system: The facility required employees to use automated system (finger printing).

11. Salary payment details: Based on facility management interview and selected employee interview, all employees' wages are calculated and paid as hourly basis. The wages are paid by the facility once a month on the 10th of the following month by bank transfer.

12. Worker number information:

• Total worker number: Production worker: 32 (male: 16, and female: 16), Non-production: 8 (male: 5, and female: 3)

• Foreign migrant worker: 1 (male: 0, and female: 1)

• Pregnancy worker: 0

• Disabled: 0

• Young/Child worker: 0

13. Good practices: None

14. Worker organization details: The factory has a registered trade union which was established on Feb 28, 2022 in line with legal requirements. The chairman of Trade union was Mr. Hoang Van Toan – Production Manager

15. Circumstances: None

16. Summary of finding:

1.1: Ineffective management system to implement the amfori BSCI Code of Conduct

1.5: Insufficient monitor business partner

- 2.4: No mechanism to verify awareness of workers after training
- 2.5: The factory had not conducted a regular survey on grievance procedures
- 5.5: The factory did not pay some allowance for workers
- 7.3: Risk assessment was not conducted properly
- 7.5: Some kind of training was not provided for crane operator
- 7.7: Improper type of eye wash and missing chemical label for chemical bottles
- 7.9: Missing warning signage for few electrical panels
- 7.14: blocked firefighting equipment
- 12.2: No environment protection report for review
- 12.4: No hazardous waste collection records for review
17. Living wage's data source: Global Living Wage Coalition (<https://www.globallivingwage.org/living-wage-benchmarks/living-wage-for-minimum-wage-region-2-vietnam/>)
18. Remark:
- Speak for Change poster was posted at public area in the facility but the factory did not provide factory ID in the poster for workers. In addition, there was no meeting between the management and workers to explain the program for workers.
 - The factory did not have any government waiver it is not applicable.
 - The factory did not use labor agency so agency labour contract not applicable
 - The factory used service security contractor but there was no legal requirement for contractor license/permit so contractor license/permit not applicable
 - According to management interview, worker interview and document review, it was noted that there was no pregnant and breastfeeding workers in the past 12 months so the auditor cannot fully review benefit for those type of workers

SITE DETAILS

Site
HARMOOR VIETNAM CO., LTD

Site amfori ID
704-001243-001

GICS Classification

Sector Consumer Discretionary	Industry Group Consumer Durables & Apparel	Industry Household Durables
Sub Industry Home Furnishings		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

Manufacture of furniture

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	35	Workers
Legal minimum wage in local currency	4.160.000	Monthly
Lowest wage paid for regular work at the site	4.200.000	Monthly
Calculated living wage in local currency	7.884.064	Monthly
Total sample	5	Workers

Other Metrics

Male workers	19	Workers
Female workers	16	Workers
Non-binary workers	0	Workers
Permanent workers - Male	21	Workers
Permanent workers - Female	19	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	3	Workers
Management - Female	3	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	2	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	2	Workers
Workers with night shift - Female	0	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	0	Workers

Foreign migrant workers - Female	1	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	19	Workers
Workers hired directly - Female	19	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	2	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	19	Workers
Unionised workers - Female	17	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	19	Workers
Workers under CBA - Female	17	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
Sample - Male	2	Workers
Sample - Female	3	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: HARMOOR VIETNAM CO., LTD | Site amfori ID: 704-001243-001

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	
<p>Based on satisfactory evidence, the main auditee does not fully respect the following principle because it was noted that the facility did not have an effective system to implement the amfori BSCI Code of Conduct because there were some other non-compliance findings at the other PAs.</p> <p>This violated clause 1.1 of amfori BSCI Performance Area.</p> <p>This finding was raised as "Partially" because the factory still has other compliance practices and they had conducted internal audit annually to make improvements for the system</p>	<p>Ghi nhận còn một vài sự chưa phù hợp</p>

Question: 1.5 Is there satisfactory evidence that the auditee monitors how its business partners observe the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on satisfactory evidence, the main auditee does not fully respect the following principle because it was noted that the facility monitored their service provider insufficiently because they provided working hours records of 2 service security guards for review without time in and time out. Therefore, the auditor cannot fully verify the payroll and working hour records of those workers.</p> <p>This violated clause 1.5 of amfori BSCI Performance Area.</p> <p>This finding was raised as "Partially" because the factory had conducted onsite audit at their business partners and other related documents were in place for review</p>	<p>Chăm công của nhân viên bảo vệ chưa có giờ ra và vào</p>



PA 2: Workers Involvement and Protection

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on objective evidence, the main auditee does not fully respect the following principle because it was noted that there was no mechanism to verify the awareness of workers after training.</p> <p>This violated amfori BSCI Performance Area 2.4</p> <p>This question was raised as "Partially" because the factory had conducted training for workers and during worker interview, they have good awareness of social compliance and amfori BSCI Code of Conduct</p>	<p>Ghi nhận nhà máy chưa có cơ chế xác minh nhận thức của công nhân sau đào tạo</p>

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	
<p>Based on satisfactory evidence, the main auditee does not fully respect the following principle because the factory had not conducted the regular survey on grievance procedure in the past 12 months</p> <p>This violated amfori BSCI Performance Area 2.5</p> <p>This question was raised as "Partially" because the factory established a grievance procedure and had some channels for workers to raise their grievances.</p>	<p>Ghi nhận nhà máy chưa làm khảo sát mức độ hài lòng về góp ý khiếu nại</p>

PA 5: Fair Remuneration

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH	LOCAL LANGUAGE
---------	----------------

Finding	
<p>Based on satisfactory evidence, the main auditee does not fully respect the following principle because it was noted that:</p> <p>1/ The auditee did not pay training allowance for 10 firefighting members when they joined fire safety training on Mar 2023</p> <p>This violated amfori BSCI Performance Area 5.5 and CIRCULAR 04/2021/TT-BLDTBXH dated 30 June, 2021, article 5/</p> <p>2/ The factory did not pay severance allowance for resigned workers as legal requirement</p> <p>This violated amfori BSCI Performance Area 5.5 and Labor Laws 45/2019/QH14, Article 46</p> <p>This finding is raised as "Partially" because the factory paid the other allowances such as seniority allowance, attendance allowance, etc. sufficiently for workers</p>	<p>Ghi nhận nhà máy chưa trả tiền phụ cấp học PCCC cho đội PCCC. Chưa trả trợ cấp thôi việc</p>



PA 7: Occupational Health and Safety

Site: HARMOOR VIETNAM CO., LTD | Site amfori ID: 704-001243-001

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	
<p>Based on satisfactory evidence, the main auditee does not fully respect the following principle because it was noted that the factory did not conduct risk assessment for transmittable and non-transmittable disease. In addition, there was no evidence that workers' representative were consulted when conducting risk assessment. In addition, the last risk assessment was conducted on Jan 10, 2023 which was over 12 months.</p> <p>This violated amfori BSCI Performance Area 7.3</p> <p>This question was raised as "partially" because the risk assessment was conducted over 12 months without any update, In addition, the management did not aware of the requirement that worker's representation shall be consulted so the risk</p>	<p>Ghi nhận đánh giá rủi ro chưa đầy đủ, ko có sự tham gia của đại diện công nhân và quá 12 tháng</p>

Finding	
assessment was conducted improperly.	

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	
<p>Based on satisfactory evidence, the main auditee does not fully respect the following principle because it was noted that the factory did not provide qualified training (group 3 and machine operating certificate) for crane operator as legal requirement</p> <p>This violated amfori BSCI Performance Area 7.5, QCVN 30:2016/BLĐTBXH National technical regulation on safe work for Overhead, Gantry cranes. Article. 3.5.4.22 and Decree 44_2016_ND-CP Article 17</p> <p>This question was raised as "Partially" because the other training was provided for related workers sufficiently as legal requirement.</p>	<p>Ghi nhận chưa đào tạo an toàn nhóm 3 và đào tạo nghề cho người vận hành cầu trục</p>

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	
<p>Based on satisfactory evidence, the main auditee does not fully respect the following principle because it was noted that</p> <p>1/ Portable eyewash was provided in chemical storage room but it was not a proper style to use in an emergency case</p> <p>This violated amfori BSCI Performance Area 7.7</p> <p>2/ 5 out of 6 observed chemical bottles (Javen, Mould Cleaner) was not labeled with chemical name other safety caution at injection section</p>	<p>Ghi nhận vòi rửa mắt chưa phù hợp cho trường hợp khẩn cấp và một vài bình hóa chất chưa được dán nhãn</p>

Finding	
<p>This violated amfori BSCI Performance Area 7.7 and QCVN 05A:2020/BCT. Art 7.2</p> <p>This question was raised as "Partially" because the eyewash station was ready to use on the assessment date. In addition, it was maintained properly. Besides that, the other measurement such as first aid, spill kit and secondary containment, etc. were provided to ensure safe working condition</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
Finding	
<p>Based on satisfactory evidence, the main auditee does not fully respect the following principle because it was noted that 4 out of 8 observed electrical switches were missing warning signage at injection section and material warehouse.</p> <p>This violated amfori BSCI Performance Area 7.9 and Article 57 of Law No. 28/2004/QH11 on Electricity by the National Assembly</p> <p>This question was raised as "Partially" because the other electrical panels were in well arrangement and posted with warning signage, In addition, the factory conducted maintenance for electrical system periodically as requirement.</p>	<p>Ghi nhận thiếu cảnh báo cho bảng điện</p>

Question: 7.14 CRUCIAL: Is there satisfactory evidence that the auditee has installed an adequate amount of properly working firefighting equipment?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on satisfactory evidence, the main auditee does not fully respect the following principle because it was noted that 1 out of 6 observed fire hose and hydrant were partially blocked by empty drum near the office toilet</p> <p>This violated amfori BSCI Performance Area 7.14 and TCVN 2622:1995: Art 10.18</p>	<p>Họng nước cứu hỏa bị che chắn</p>

Finding	
<p>This question was raised as "patially" because the other emergency lighting was in good working condition when testing. In addition, the other fire fighting equipment was equipped and checked monthly as legal requirement. There was no sign of fire incident at the factory on the assessment days. Therefore, the risk of this finding is acceptable</p>	



PA 12: Protection of the Environment

Site: HARMOOR VIETNAM CO., LTD | Site amfori ID: 704-001243-001

Question: 12.2 Is there satisfactory evidence that the auditee has procedures in place to ensure integration of local environmental law into the business model?

ENGLISH	LOCAL LANGUAGE
<p>Finding</p>	
<p>Based on satisfactory evidence, the main auditee does not respect the following principle because it was noted that the factory has never conducted the annual environmental protection report as the legal requirement.</p> <p>This violated amfori BSCI Performance Area 12.2 and Circular No. 02/2022/TT-BTNMT Article 66</p> <p>This question was raised as "No" because the management did not aware of this legal requirements and they did not have any corrective action for this finding in the past 12 months</p>	<p>Ghi nhận chưa thực hiện báo cáo công tác bảo vệ môi trường</p>

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
<p>Finding</p>	
<p>Based on satisfactory evidence, the main auditee does not fully respect the following principle because it was noted that the factory signed contract to collect and treat hazardous wastes but there was no hazardous waste collection records in place for review on the assessment date</p> <p>This violated amfori BSCI Performance Area 12.4</p>	<p>Ghi nhận chưa có hồ sơ bàn giao chất thải nguy hại để xem xét</p>

Finding

This question was raised as "Partially" because the factory had signed contract with the qualified service provider. In addition, on the assessment date, there was no sign of hazardous waste lead directly to the environment