

Monitored Party <b>Công ty TNHH Nước Giải Khát Tân Đô/ Tan Do Refreshing Water Company Limited</b>	amfori ID <b>704-001927-000</b>	Address <b>Lot CN11-9, Yen Phong Industrial Park, Yen Phong, Bac Ninh, Vietnam, 220000 Bac Ninh, Bắc Ninh, Vietnam</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>SGS</b>
Monitoring Start Date <b>21/01/2025</b>	Closing Meeting Finished Date <b>23/01/2025</b>	Submission Date <b>23/01/2025</b>
Expiration Date <b>23/01/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>Địa điểm kinh doanh - Công ty TNHH Nước giải khát Tân Đô tại Bắc Ninh</b>	Site amfori ID <b>704-001927-002</b>	

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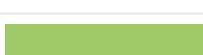
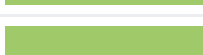
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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>D</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>A</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

Name of lead auditor: Van Nguyen. APSCA membership number: CSCA 21704267.

Name of team auditor (if applicable): N/A

Name of observers, translators, trainees, advisors/consultants (if applicable): N/A

Monitoring partner name: SGS Vietnam Limited.

Audit schedule details: The audit was planned for 1 auditor x 1.5 days. The audit was conducted in 1.5 onsite man-day on 21-22 Jan 2025. The total allocated man-days for the audit were 2 man-days, including 0.5 man-day for report writing.

Announcement Type: Semi Announced

Business partner information: Tan Do Refreshing Water Company Limited was established under the business license # 0003 dated 19 Sept 2024. The facility manufactures canned fruit juice. The factory manufacturing processes: Raw Material → Cooking → Mixing → Filling → Sterilization → Packing → Finished Goods Warehouse. The facility is located Lot CN11-9, Yen Phong industrial park (expression phase), Thuy Hoa, Yen Phong, Bac Ninh, Viet Nam.

Audited location information: The total land area is 10000 square meters, the facility has 1 building used for office and showroom, production workshop, warehouse and canteen and kitchen.

- Office: 494 sqm with 02 floor, occupied for canteen at 1st floor and management dormitory at 2nd floor.

- Production workshop: 2850 sqm with 02 floor, occupied for Production workshop.

- Warehouse: 2173 sqm, with 02 floor, occupied for incoming material warehouse and finished goods warehouse

Operating shifts and hours: All employees work 6 days a week, Monday through Saturday. Sundays are fixed weekly days off. The factory has 3 shifts:

Office Shift: 08:00 - 17:00 with a break from 12:00 - 13:00 for office staff.

Production Shift 2: 06:00 - 14:00 with a break from 11:00 - 11:30 for production workers.

Production Shift 3: 14:00 - 22:00 with a break from 18:00 - 18:30 for production workers.

Time recording system: The facility installed a biometric fingerprint recording system to record the working hours done by the employee every day.

Salary payment details: The factory applies the legal minimum wage for Area II (4,410,000 VND), but pays employees at least 5,000,000 VND per month. Monthly working days are calculated from the beginning to the end of the month.

Employee wages are based on a monthly salary rate. Payday is the 10th of the following month. Salaries are paid in cash, and pay slips are provided a few days before payday.

Other Compensation and Benefits:

Duty allowance for the fire brigade captain and vice-captain: 992,000 VND per person per month.

Childcare allowance: 50,000 VND per child per month for workers with children under 6 years old.

Health and safety network allowance: 100,000 VND per month for all members.

Attendance allowance: 500,000 - 800,000 VND per month.

Travel allowance: 500,000 VND per month.

Housing allowance: 500,000 - 3,000,000 VND per month.

Female worker allowance: 2 hours x base salary.

Living expense allowance: 300,000 - 3,000,000 VND per month.

Worker number information: There were 88 employees in total, consisting of 50 females and 38 males.

Worker organization details: The facility has a Grassroot Labor Union of Tan Do Refreshing Water Company Limited with 5 executive members elected on Jan 2025. Mr. Hoang Duc Trung, the Chairman, was favored by the workers and approved by the upper trade union party. He has also completed an audit course.

Circumstances: There was no special circumstance during the audit.

Summary of findings: On Jan 22, 2025, the auditors conducted the closing meeting with the facility management and

addressed 06 non-compliances noted in PA 1, PA 2, PA 7 to the facility management and all non-compliances were agreed by the facility management.

Living wage calculation: Living wage was calculated based on actual price at Bac Ning, Vietnam for a family (2 adults and 02 children).

## SITE DETAILS

Site

**Địa điểm kinh doanh - Công ty  
TNHH Nước giải khát Tân Đô tại  
Bắc Ninh**

Site amfori ID

**704-001927-002**

### GICS Classification

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Sector

**Consumer Staples**

Industry Group

**Food, Beverage & Tobacco**

Industry

**Beverages**

Sub Industry

**Soft Drinks & Non-alcoholic  
Beverages**

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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Manufacture of soft drinks; production of mineral waters  
and other bottled waters

### Water Stress Situation

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This site is not located in a water stressed region

## METRICS

### Key Metrics

Total workforce	82	Workers
Legal minimum wage in local currency	4,410,000	Monthly
Lowest wage paid for regular work at the site	5,000,000	Monthly
Calculated living wage in local currency	4,410,000	Monthly
Total sample	15	Workers

### Other Metrics

Male workers	31	Workers
Female workers	51	Workers
Non-binary workers	0	Workers
Permanent workers - Male	38	Workers
Permanent workers - Female	50	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	6	Workers
Management - Female	1	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	0	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	17	Workers
Domestic migrant workers - Female	33	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	38	Workers
Workers hired directly - Female	50	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	38	Workers
Unionised workers - Female	50	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	38	Workers
Workers under CBA - Female	50	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	1	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Minimum wage agreed on CBA in local currency	4,410,000	Monthly
Sample - Male	5	Workers
Sample - Female	10	Workers
Sample - Non-binary	0	Workers

## FINDINGS

### PA1: Social Management System

Site: Địa điểm kinh doanh - Công ty TNHH Nước giải khát Tân Đô tại Bắc Ninh | Site amfori ID: 704-001927-002

**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

The facility established management system to implement the amfori BSCI Code of Conduct in their business. However, there was some non-compliance that need improvement in PA1, PA2, PA7.  
(Clause 1.1 of amfori BSCI)

Nhà máy đã thiết lập hệ thống quản lý để thực hiện Bộ quy tắc ứng xử amfori BSCI trong doanh nghiệp của mình. Tuy nhiên, có một số điểm không tuân thủ cần cải thiện trong PA1, PA2, PA7.  
(Điều khoản 1.1 của amfori BSCI)

**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

#### Finding

The facility has a Supplier Control procedure and a list of approved suppliers and contractors with a commitment to comply with the amfori BSCI Code of Conduct. However, the amfori BSCI COC was not signed by the security service provider. This is a partial non-compliance.  
(Clause 1.3 of amfori BSCI)

Nhà máy có quy trình Kiểm soát Nhà cung cấp. Có danh sách các nhà cung cấp và nhà thầu được chấp thuận, cam kết tuân thủ Bộ quy tắc ứng xử của amfori BSCI. Tuy nhiên, amfori BSCI COC không được ký xác nhận bởi công ty bảo vệ. Đây là hành vi không tuân thủ một phần.  
(Điều khoản 1.3 của amfori BSCI)

### PA 2: Workers Involvement and Protection

Site: Địa điểm kinh doanh - Công ty TNHH Nước giải khát Tân Đô tại Bắc Ninh | Site amfori ID: 704-001927-002

**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

#### Finding

Based on document review and management interview, It was noted that long-term goals were established at this facility. However, workers and their representative were not involved in establishing the goals. This is partial non-compliant.

Ghi nhận rằng các mục tiêu dài hạn đã được thiết lập tại nhà máy này. Tuy nhiên, người lao động và đại diện của họ không tham gia vào việc thiết lập các mục tiêu. Đây là điểm không tuân thủ một phần.  
(Điều khoản 2.2 của amfori BSCI)

Finding	
(Clause 2.2 of amfori BSCI)	

**Question: 2.3 CRUCIAL:** Is there satisfactory evidence that the auditee takes specific steps to make workers aware of their rights and responsibilities?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review and management interview, it was noted that the facility provided amfori BSCI training for production employees but did not provide it to head office employees as required. This is partial non-compliant. (Clause 2.3 of amfori BSCI)	Ghi nhận: Nhà máy có huấn luyện amfori BSCI cho nhân viên, nhưng không huấn luyện cho nhân viên văn phòng.

**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	
It was noted that the management board established grievance mechanism and implemented it throughout facility. However, the facility has not surveyed workers on effectiveness of the grievance mechanism. This is partial non-compliant point. (Clause 2.5 of amfori BSCI)	Ghi nhận rằng ban quản lý nhà máy đã thiết lập cơ chế khiếu nại và triển khai trên toàn bộ công ty. Tuy nhiên, nhà máy chưa khảo sát người lao động về hiệu quả của cơ chế khiếu nại. Đây là điểm không tuân thủ một phần. (Điều 2.5 của amfori BSCI)

## PA 7: Occupational Health and Safety

Site: Địa điểm kinh doanh - Công ty TNHH Nước giải khát Tân Đô tại Bắc Ninh | Site amfori ID: 704-001927-002

**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	
Based on the document review and management interview, it was noted that the facility conducted an HSE risk assessment . However, they did not assess the risks associated with infectious diseases and maternity as required. This is partial non-compliance.	Ghi nhận: Nhà máy đã thực hiện đánh giá rủi ro về an toàn lao động, tuy nhiên chưa đánh giá về bệnh truyền nhiễm và thai sản.

Finding	
[amfori BSCI point 7.3]	

**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>	
Based on site tour and management, workers interview, it was noted that at least 10% of factory workers in the packing area do not wear masks during working time. This is partial non-compliance	Ghi nhận rằng nhà máy ít nhất 10% công nhân ở khu vực đóng gói không mang khẩu trang trong thời gian làm việc .
Remark: PPEs, were provided to all employees free of charge.	
[As amfori BSCI point 7.6]	

**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
<b>Finding</b>	
Based on Site observation and management interview, it was noted that the factory did not post MSDS for mango flavor e23072892 at chemical room as legal requirement. This is partial non-compliance	Ghi nhận: nhà máy chưa dán MSDS cho hóa chất hương xoài e23072892 tại kho hóa chất như yêu cầu.
[As amfori BSCI point 7.7]	

**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>	
During site observation and management interview, it was noted that 2 out of 5 warning signs on cooling machine were not in the local language as required. This is partial non-Compliance.	Ghi nhận: 2 trên 5 biển báo an toàn trên máy lạnh không có biển báo tiếng việt
[As amfori BSCI point 7.8]	

**Question:** 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

**ENGLISH**

**LOCAL LANGUAGE**

**Finding**

Based on the site observation and management interview, it was noted that a electrical panel did not warned signs at fire pump as local law requirements. This is partial non-compliance

[Decree 14/2014/NĐ-CP, valid since 15 April 2014  
Article 5. General requirements]

Ghi nhận: biển báo an toàn điện chưa được dán cho tủ điện tại máy bơm chữa cháy.