

Monitoring summary report for HUNG THAO MECHANICAL COMPANY LIMITED

MONITORING ID: 25-0368059



Monitored Party HUNG THAO MECHANICAL COMPANY LIMITED	amfori ID 704-002484-000	Address CAU XI VILLAGE, NGOC THIEN COMMUNE, BAC NINH PROVINCE, VIETNAM, NGOC THIEN COMMUNE, Bắc Ninh, Vietnam
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 26/12/2025	Closing Meeting Finished Date 09/01/2026	Submission Date 09/01/2026
Expiration Date 09/01/2027	Announcement Type Semi Announced	
Site HUNG THAO MECHANICAL COMPANY LIMITED	Site amfori ID 704-002484-001	

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OVERALL RATING



SECTION RATING

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

GENERAL DESCRIPTION

Lead auditor: Lan Pham (Ms.); APSCA membership number: CSCA 21704251

Monitoring partner name: SGS Vietnam LTD

Audit schedule details: The audit is full audit, it was planned for 1 auditor x 1 man-day onsite and 0.5 days for reporting.

Audit type: Semi-announced audit, it had been conducted on Dec 26, 2025.

Business partner information: The name of factory is HUNG THAO MECHANICAL COMPANY LIMITED it was established under Business license No.2400796213 on 06 Jun 2016 and updated on 07 July 2025. The address shows in Business license is Cau Xi Hamlet, Ngoc Thien Commune, Bac Ninh Province, Vietnam.

The main product of the factory are with main process is cutting - punching - Painting - welding - packing

Audited location information: Total land area in the factory is 15768.1 m2 with 4 main buildings:

- Building 1 with 1 floor: 384m2, this building is currently leased to another company.
- Building 2 with 1 floor: 4950m2, it is used for warehouse, painting and packing process.
- Building 3 with 1 floor: 3564m2, it is used for punching, welding process
- Building 4 with 1 floor: 277.5m2, it is used for office.

Supporting area such as vehicle parking area, fire pump room, ...

Operating shifts and hours: The working days in the factory is from Monday to Saturday, Sunday is weekly days off, working hour from 7:30 to 17:00 with 90 minutes of break from 11:30 to 13:00, short break 10:00 - 10:10 and 15:00 - 15:10;

Time recording system: They maintain attendance records through a finger printing system.

Salary payment details: The local minimum wage in the factory is 3,860,000 VND per month, meanwhile the factory paid basic wage at least 5,500,000VND. Employees receive wages by monthly basis on 15th of every month in local currency by bank transfer.

Worker number information: Total number of employees are 36 with 24 males and 12 females.

Worker organization details: Trade union of Hung Thao Mechanical Company Limited has been established since 2020.

Circumstances: There was no special circumstance during the audit.

Summary of findings: There were non-compliances observed in the area of PA1, PA2, PA7, PA12. For other areas, no violation was observed. For details, please refer to "Finding Report" section.

Living wage calculation: The factory calculated living wage based on survey from workforce and living costs in the region, the living wage at 7,180,000VND/ month.

SITE DETAILS

Site
**HUNG THAO MECHANICAL
COMPANY LIMITED**

Site amfori ID
704-002484-001

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Leisure Products

Sub Industry
Leisure Products

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	36	Workers
Legal minimum wage in local currency	3.860.000	Monthly
Lowest wage paid for regular work at the site	7.600.000	Monthly
Calculated living wage in local currency	7.180.000	Monthly
Total sample	7	Workers

Other Metrics

Male workers	24	Workers
Female workers	12	Workers
Non-binary workers	0	Workers
Permanent workers - Male	19	Workers
Permanent workers - Female	12	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	5	Workers
Management - Female	0	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	0	Workers
Domestic migrant workers - Female	1	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	18	Workers
Workers hired directly - Female	12	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	18	Workers
Unionised workers - Female	12	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	18	Workers
Workers under CBA - Female	12	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
Minimum wage agreed on CBA in local currency	5.500.000	Monthly
Sample - Male	6	Workers
Sample - Female	1	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: HUNG THAO MECHANICAL COMPANY LIMITED | Site amfori ID: 704-002484-001

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	
The social compliance management system was implemented during the factory, policies and procedures were established and applied in the factory. However, there were some non-compliance noted in this audit need to be improved to comply with amfori BSCI. (According to amfori BSCI requirement)	Ghi nhận hệ thống quản lý trách nhiệm xã hội đã được thực hiện tại nhà máy, các chính sách và quy trình đã được thiết lập và áp dụng. Tuy nhiên, có một số điểm chưa tuân thủ được ghi nhận trong đánh giá này cần được cải thiện để đảm bảo tuân thủ hoàn toàn các yêu cầu của amfori BSCI.

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	
Based on document review and interview it was noted that the factory did not require business partners to sign amfori BSCI COC. This finding was rated partially non-compliance. (According to amfori BSCI requirement)	LOCAL LANGUAGE Ghi nhận nhà máy chưa yêu cầu đối tác kinh doanh ký bộ quy tắc ứng xử amfori BSCI COC. (Theo yêu cầu của amfori BSCI)



PA 2: Workers Involvement and Protection

Site: HUNG THAO MECHANICAL COMPANY LIMITED | Site amfori ID: 704-002484-001

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	
It was noted that the factory trained to employees on policies and procedures of the factory and amfori BSCI COC on 22 Oct 2025. However the eLearning video regarding Gender Equality and Zero-Tolerance for Violence and Harassment in the Workplace on Amfori BSCI Academy was not delivered to workers.	Ghi nhận nhà máy đã đào tạo về quy trình, chính sách của nhà máy và bộ quy tắc ứng xử amfori BSCI cho công nhân viên vào ngày 20/10/2025. Tuy nhiên, nhà máy chưa cung cấp video về Bình đẳng giới và Không khoan nhượng đối với Bạo lực và Quấy rối tại Nơi làm việc trên nền tảng amfori BSCI Academy cho công nhân viên.

Finding	
This question was rated partially compliance. (According to amfori BSCI requirement)	

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	
Based on document review and interview, it was noted the factory had provided training for managers on policies and procedure of the factory, amfori BSCI COC on 25 Oct 2025. However, the factory did not provide training on Zero Tolerance for Violence and Harassment Training for management as amfori BSCI requirement. This point was rated partially compliance. (According to amfori BSCI requirement)	Ghi nhận nhà máy đã cung cấp đào tạo về các chính sách và quy trình tại nhà máy và bộ quy tắc ứng xử amfori BSCI cho quản lý vào ngày 25/10/2025. Tuy nhiên, nhà máy chưa đào tạo về Không Khoan nhượng đối với Bạo lực và Quấy rối cho ban quản lý theo yêu cầu của amfori BSCI.

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	
Based on site observation, document review and workers interview, it was noted that the factory had established a grievance handling procedure for employees, suggestion box was also equipped in working area for employees raise their concern. However, there was no community grievance handling procedure and grievance mechanism such as suggestion box or hotline to collect grievance from community. This question was rated partially compliance. (According to amfori BSCI requirement)	Ghi nhận nhà máy đã thiết lập quy trình xử lý khiếu nại cho công nhân viên, hòm thư góp ý đã được trang bị tại khu vực làm việc cho công nhân viên nêu lên ý kiến. Tuy nhiên chưa có quy trình xử lý khiếu nại cộng đồng và kênh khiếu nại cho cộng đồng địa phương như hòm thư góp ý hoặc số điện thoại để họ có thể gửi khiếu nại cho nhà máy.

PA 7: Occupational Health and Safety

Site: HUNG THAO MECHANICAL COMPANY LIMITED | Site amfori ID: 704-002484-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH	LOCAL LANGUAGE
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Finding	
Based on document review and interview, it was noted that crane operators were not trained in professional skill, welding workers did not have certificate in welding job as legal requirement. This finding was rated partially non-compliance. (According to QCVN 7: 2012/BLĐTBXH National technical regulation on safe work of lift appliances; Point 3.6.4; QCVN 03:2011/BLĐTBXH National technical regulation on safe work for electric welding & welding jobs, point 3.4)	Ghi nhận công nhân vận hành cầu trục chưa được đào tạo về chuyên môn, công nhân hàn chưa có chứng chỉ về công việc hàn theo như yêu cầu của luật. (Theo Quy Chuẩn Việt Nam QCVN 7: 2012/BLĐTBXH, điểm 3.6.4)

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	
Based on site observation and document review it was noted that Material Safety Data Sheet of chemical (name: Nitric Acid, Acid Sunfuric, PH-2080R) in washing section were not available. This finding was rated partially non-compliance. (According to Circular 19/2016/TT-BYT Guidelines for Occupational health and safety management, article 5.)	Ghi nhận phiếu an toàn hóa chất của một số hóa chất tại bộ phận rửa chưa có sẵn để xem xét.

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	
Based on site observation it was noted that at least 4 electrical boxes in Workshop 1 were not posted safety warning signs. This finding was rated partially non-compliance. (According to amfori BSCI requirement)	Ghi nhận ít nhất 4 tủ điện tại Xưởng 2 chưa được dán cảnh báo an toàn.

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 site observation, it was noted that 4	Ghi nhận ít nhất 4 tủ điện tại Xưởng 1 chưa được

Finding	
electrical boxes in Workshop 1 were not equipped isolated inner cover; at least 2 distribution boards in Workshop were not enclosed safely. This clause was rated partially non-compliance. (According to QCVN QTĐ-8:2010/BCT Electrical engineering, Article 12)	trang bị tấm chắn cách điện, ít nhất 2 bảng điện tại Xưởng 2 không được bao bọc an toàn.

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on site observation it was noted that the belt of 1 pump in Washing section and the belts of at least 2 Punching machines in Workshop 2 were not cover by safety guards to protect workers from injury; The inspection certificate of 01 forklift and 02 cranes were not available for review. This question was rated partially non-compliance. (Law No. 84/2015/QH13 on occupational safety and hygiene, article 16 and article 31; QCVN 25: 2015/BLĐTBXH)	Ghi nhận dây curoa của 1 máy bơm tại bộ phận rửa dây và dây curoa của ít nhất 2 máy dập tại Xưởng 2 chưa được bọc an toàn để bảo vệ công nhân khỏi thương tật; Chứng chỉ kiểm định của 1 xe nâng hàng và 2 cầu trục chưa có sẵn để xem xét.

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

ENGLISH	LOCAL LANGUAGE
Finding	
Based on site observation, it was noted that the factory did not equip emergency shower at washing section where using corrosive substances; 02 first aid kits in Workshop 1 and Workshop 2 were insufficient medical items, lacked of neck splints, arm splints. This question was rated partially non-compliance. (According to Circular 19/2016/TT-BYT Guidelines for Occupational health and safety management, article 5)	Ghi nhận nhà máy chưa trang bị vòi tắm khẩn tại bộ phận rửa nơi sử dụng hóa chất ăn mòn; 2 tủ thuốc tại Xưởng 1 và Xưởng 2 không đủ dụng cụ y tế.

PA 12: Protection of the Environment

Site: HUNG THAO MECHANICAL COMPANY LIMITED | Site amfori ID: 704-002484-001

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

Based on site observation it was noted that factory did not arrange separate area to store hazardous waste.

This question was rated partially non-compliance.
(Law No. 72/2020/QH14 on Environmental Protection
Article 83)

Ghi nhận nhà máy chưa sắp xếp khu vực riêng biệt để lưu trữ chất thải nguy hại.