

# Monitoring result for MING FAI ENTERPRISE (CAMBODIA) CO., LTD on site MING FAI ENTERPRISE (CAMBODIA) CO., LTD

## Monitoring

Monitored Party	: MING FAI ENTERPRISE (CAMBODIA) CO., LTD
amfori ID	: 116-000190-000
Site	: MING FAI ENTERPRISE (CAMBODIA) CO., LTD
Site amfori ID	: 116-000190-001
Address	: National Road No 41(Preah Ang Duong Road), Veal V ong Village, Sen Dei Commune
	: Samrong Tong
	: Kampong Spueu
	: Cambodia
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 24/01/2022
Expiration Date	: 24/01/2024

This is an extract of the online monitoring result, generated on 01/02/2022, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - The English version is the legally binding one.



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## Overall rating



## Section rating

PA1: Social Management System	B
PA 2: Workers Involvement and Protection	A
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	B
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	A
PA 13: Ethical Business Behaviour	A

## General description

This BSCI audit was conducted by Eurofins CPA. Lead Auditor (Ratanakvitou Rim/ APSCA registration no: RA 21700633) and team Auditor (Thashika Jayasiri/ APSCA registration no: ASCA 217005549) were assessed and verified the facility's operations against the amfori BSCI code of conduct and local legislation. The audit was conducted by 2 auditors in 2.5 days to cover the 4.5 man-days onsite audit excluding 0.5 man-days for report writing.

Ming Fai Enterprise (Cambodia) Co., Ltd is located at National Road No. 41 (Preah Ang Duong Road), Veal Vong Village, Sen Dei Commune, Samrong Tong District, Kampong Speu Province, Kingdom of Cambodia. Ming Fai was founded in 1980, the facility's headquarter was in Hong Kong. With over 30 year's professional experience, the facility delivered luxury quality products and trust 5-star solutions to their clients, offering OEM bags products, Hotel and Travelling Amenities to support their client's business growth. 98% of products were export-orientated and 2% was local supply.

In 2018, Ming Fai invested new production site in Cambodia, expanding business on premium bags, non-woven items, and sewing products to gain benefits of aggressive pricing, duty tariff, and flexibility on production capacity arrangement. The company was established in 2018 under Business Registration No.00030579 dated 04 January 2018 without expiration.

A total of 2,211 employees were currently working in the facility which includes 1,714 female employees and 324 male employees. There were 2,032 production employees and 179 non-production employees including management, office staff, mechanics, and security guards. The security guards were contracted from a security service company and service obtained from Taprom Security Co., Ltd. There were 56 foreign employees (Chinese Nationality) working at the management level. All employees were directly hired by the facility except for 18 security guards.

The facility's normal working hour was from 7 am to 4 pm with a one-hour break from 11 am-12noon from Monday to Saturday.

- Production building 1: The mezzanine floor is used as storage for unused sewing machines.
- This building ground floor is used for the sewing/stitching and packing process.
- Production building 2: This building was ground floor which was used for gluing and cutting process.
- Production building 3: This building was ground floor which was used as production for auto-linking for socks and osmosis process.
- Production building 4: This building was ground floor which was used as production for toothbrush processing and airline kits packing.
- Production building 5: This building was ground floor which was used for slipper production.
- Production building 6: This building was ground floor which was used for sewing.
- Production building 7: This building was ground floor only which was used as raw material warehouse and zipper cutting process.
- Production building 8: This building was ground floor only which was used as raw material and accessories warehouse.
- Production building 9: This building was ground floor only and no production yet.
- Production building 10: The mezzanine floor was used as a sewing/stitching line. The ground floor was used for the edge painting process.
- Production building 11: This building was ground floor only and no production yet.
- Production building 12: This building was ground floor only and no production yet
- Production building 13: This building was ground floor only and used as a finished goods warehouse.
- Production building 14: This building was ground floor only and used as a finished goods warehouse.

And other non-production buildings:

- Building A: This building was used as a management and staff office.
- Building B: This building was used as a dormitory building with 3floors. The kitchen and dining area of foreign employees are located on the ground floor.

The facility also undertook other social compliance audits/assessments included SMETA 4 pillar, Higg Index, and ILO Better Work program.

## Site Details

Site : MING FAI ENTERPRISE (CAMBODIA) CO., LTD

Site amfori ID : 116-000190-001

### 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

### 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	<b>2038</b> Workers
Legal minimum wage in local currency	<b>768000</b> Monthly
Lowest wage paid for regular work at the site	<b>748000</b> Monthly
Calculated living wage in local currency	<b>880000</b> Monthly
Total sample	<b>37</b> Workers

### Other Metrics

Male workers	<b>324</b> Workers
Female workers	<b>1714</b> Workers
Permanent workers - Male	<b>339</b> Workers
Permanent workers - Female	<b>1872</b> Workers
Temporary workers - Male	<b>0</b> Workers
Temporary workers - Female	<b>0</b> Workers
Seasonal workers - Male	<b>0</b> Workers
Seasonal workers - Female	<b>0</b> Workers
Management - Male	<b>4</b> Workers
Management - Female	<b>2</b> Workers
Apprentices - Male	<b>20</b> Workers
Apprentices - Female	<b>84</b> Workers
Workers on probation - Male	<b>34</b> Workers
Workers on probation - Female	<b>232</b> Workers
Workers with night shift - Male	<b>5</b> Workers
Workers with night shift - Female	<b>0</b> Workers
Workers with disabilities - Male	<b>5</b> Workers
Workers with disabilities - Female	<b>11</b> Workers
Domestic migrant workers - Male	<b>306</b> Workers
Domestic migrant workers - Female	<b>1887</b> Workers
Foreign migrant workers - Male	<b>36</b> Workers
Foreign migrant workers - Female	<b>20</b> Workers
Workers hired directly - Male	<b>326</b> Workers
Workers hired directly - Female	<b>1867</b> Workers
Workers hired indirectly - Male	<b>13</b> Workers
Workers hired indirectly - Female	<b>5</b> Workers
Unionised workers - Male	<b>257</b> Workers
Unionised workers - Female	<b>1330</b> Workers
Workers under CBA - Male	<b>0</b> Workers
Workers under CBA - Female	<b>0</b> Workers
Pregnant workers	<b>56</b> Workers
Workers on parental leave - Male	<b>0</b> Workers
Workers on parental leave - Female	<b>33</b> Workers
Sample - Male	<b>7</b> Workers
Sample - Female	<b>30</b> Workers

## Findings

### PA1: Social Management System

From satisfactory evidence, it was noted that the factory still needs some opportunity for improvement to implement the BSCI Code of Conduct in the performance areas of PA2, PA4, PA12, and PA 13. Since the facility has implemented a BSCI code of conduct in the rest of the performance areas, therefore a partial rating is chosen for this question. According to BSCI CoC 1.1.

### PA 2: Workers Involvement and Protection

The facility has developed the grievance procedure and mechanism for its reference. However, the factory does not maintain grievance records. The management responsibility for all grievances or complaints was solved verbally only and not documented. According to BSCI CoC 2.5

### PA 4: No Discrimination

The management has not conducted a satisfaction survey on the grievance mechanism to ensure all complaints were treated in an equal way without discrimination. Since the facility provided training on the topic of non-discrimination, grievance, and disciplinary to all employees and management, a partial rating was given to this question. According to BSCI CoC 4.2

### PA 7: Occupational Health and Safety

No transportation was provided. However, the factory compensates all employees in cash.

### PA 9: Special Protection for Young Workers

NA. Not young labor.

NA. Not young labor.

### PA 12: Protection of the Environment

The waste disposal permits have expired on December 26, 2021. However, the management has applied to renew the permit from the ministry of January 12, 2022, and waiting for a response from the ministry. Cambodian industrial law on Administration of Factory and Handicraft, article 32 “ All kinds of industrial waste, which cannot be treated, or have been treated but are still toxic substances causing pollution or affecting environment or consist of radioactive substance shall be controlled and permitted by competed institutions before being discharged or transported to other places.

### PA 13: Ethical Business Behaviour

The facility has not identified the potential or vulnerable department on business ethic/corruption and conducted the risk assessment to these departments. However, the management has developed the policy and procedure on corruption and business ethics for reference. According to BSCI CoC 13.1.