

Monitored Party <b>GIA KHANG PRODUCTION AND TRADING ONE MEMBER COMPANY LIMITED</b>	amfori ID <b>704-001827-000</b>	Address <b>Doi Hoa Son Industrial Park, Nhon My Commune, An Nhon Town, Binh Dinh Province, Vietnam., An Nhon, Binh Định, Vietnam</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>Eurofins CPA</b>
Monitoring Start Date <b>21/08/2024</b>	Closing Meeting Finished Date <b>21/08/2024</b>	Submission Date <b>04/09/2024</b>
Expiration Date <b>04/09/2025</b>	Announcement Type <b>Semi Announced</b>	
Site <b>GIA KHANG PRODUCTION AND TRADING ONE MEMBER COMPANY LIMITED</b>	Site amfori ID <b>704-001827-001</b>	

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## OVERALL RATING



## SECTION RATING

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

PA 6: Decent Working Hours	<b>A</b>	
PA 7: Occupational Health and Safety	<b>D</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>B</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Name of lead auditor: Le Thi Bich Ngoc - CSCA21700496

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

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

Monitoring partner name: Eurofins CPA

Audit schedule details: This semi-announced full audit is planned for 1 auditor in one day.

Business partner information: GIA KHANG PRODUCTION AND TRADING ONE MEMBER COMPANY LIMITED was first established on April 17, 2015, under business license No. 4101442749, and was revised for the 5th time on January 13, 2023, by the Planning and Investment Department of Binh Dinh province. The factory is located at Lot E4-E5, Doi Hoa Son Industrial Park, Nhon My Commune, An Nhon Town, Binh Dinh Province, Vietnam. The main products of this facility are wicker furniture. The main production processes include material receiving, mechanical processing, chemical treatment, painting, finishing, inspection, packing, and delivery.

Audited location information: The facility occupies a total area of 18,221 square meters, consisting of one main flat building (11,060 sqm) used for office, showroom, production workshop, packing section, materials warehouse, and finished goods warehouse.

The facility did not provide canteen, kitchen, dormitory, and transportation for employees.

Operating shifts and hours: Generally, employees work six days a week from Monday to Saturday, with Sunday as a day off. Office and production employees (warehouse, inspection, painting, finishing, packing sections) work from 7:00 to 17:00, with a break from 11:00 to 13:00. The employees (mechanical section) work from 7:00 to 16:00, with a break from 11:00 to 12:00. The contracted security workers work in three shifts rotation in which Shift 1 is from 6:00 to 14:00 with a 30-minute break; Shift 2 is from 14:00 to 22:00 with a 30-minute break; and Shift 3 is from 22:00 to 6:00 the following day with a 45-minute break.

Time recording system: Working hours were recorded by finger printing system with detailed time in and time out information.

Salary payment details: The circle payment is from the first to end of month. Wages are calculated on monthly salary for all employees. Wages are paid in cash on the 15th of the following month.

Worker number information: There are 52 employees (33 male employees and 19 female employees) which include 36 production employees, 16 non-production employees working in the facility. There are no foreigners working in the facility. There are 4 employees from security contractors. No apprenticeship schemes home employees were used by the facility. There was no young employee working in the facility.

Good practices: The facility provided benefits to workers such as: a food allowance of VND 650,000 per month, and a gas allowance of from VND 1,000,000 to 1,500,000 per month.

Worker organization details: Trade union of GIA KHANG PRODUCTION AND TRADING ONE MEMBER COMPANY LIMITED was established in the facility.

Circumstances: There was no different circumstance faced during the monitoring.

The special circumstances can be classified as followed: No issues of incidents, shortcomings, auditor safety, building safety, national events, behavior, and coaching were found during audit.

Summary of findings: Findings were noted in performance areas (PA1, PA2, PA5, PA7, and PA12) Please refer to findings in performance areas for more detail.

#LivingWage: Refer to data of living wage in Vietnam on Global Living Wage Coalition (GLWC) website.

Precautions taken about #COVID-19 in the facility: The wages were paid correctly during the outbreak period of COVID-19. The facility provided free mask and hand sanitizer to employees freely. The facility conducted testing the temperature of employees and visitors every day during the outbreak period of COVID-19.

Note: Those documents/photos below were not uploaded in the system due to the fact that they were not applicable or not available (Government waivers, the pre-acceptance test document for the firefighting and protection system for buildings, pre-acceptance test document for construction building, canteen, dormitory, inconsistencies between time and production records).

## SITE DETAILS

Site	Site amfori ID
<b>GIA KHANG PRODUCTION AND TRADING ONE MEMBER COMPANY LIMITED</b>	<b>704-001827-001</b>

### GICS Classification

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Sector	Industry Group	Industry
<b>Materials</b>	<b>Materials</b>	<b>Metals &amp; Mining</b>
Sub Industry		
<b>Steel</b>		

### 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	47	Workers
Legal minimum wage in local currency	3,450,000	Monthly
Lowest wage paid for regular work at the site	3,691,500	Monthly
Calculated living wage in local currency	6,169,935	Monthly
Total sample	10	Workers

## Other Metrics

Male workers	30	Workers
Female workers	17	Workers
Non-binary workers	0	Workers
Permanent workers - Male	29	Workers
Permanent workers - Female	19	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	4	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	2	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	4	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	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	29	Workers
Workers hired directly - Female	19	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	4	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	29	Workers
Unionised workers - Female	19	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	29	Workers
Workers under CBA - Female	19	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	3,450,000	Monthly
Sample - Male	6	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

## FINDINGS

### PA1: Social Management System

Site: GIA KHANG PRODUCTION AND TRADING ONE MEMBER COMPANY LIMITED | Site amfori ID: 704-001827-001

**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
<b>Finding</b>	
<p>Amfori BSCI Code of Conduct requirement on Supply Chain Management and Cascade Effect: For producers that will be monitored, internal management systems are particularly encouraged as an effective way to embed the amfori BSCI Code of Conduct in their business practices.</p> <p>FINDING: Based on the document review, site observation, worker interview, worker representative and management interview, this question was rated as partially because the facility set up a management system to implement the BSCI Code of Conduct. However, it was not effective because there were findings noted in other performance areas (PA1, PA2, PA5, PA7, and PA12). Please refer to findings in performance areas for more detail.</p>	<p>hi nhận công ty đã xây dựng hệ thống quản lý để thực hiện chương trình BSCI. Tuy nhiên, hệ thống chưa hiệu quả do có các vấn đề ghi nhận ở các phần khác. Vui lòng xem các vấn đề cần cải thiện ở bên dưới.</p>

**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
<b>Finding</b>	
<p>Amfori BSCI Code of Conduct requirement on Supply Chain Management and Cascade Effect: amfori BSCI Participants acknowledge their capacity to influence social changes in their supply chains through their purchasing activities. They manage their relationships with all business partners in a responsible way and expect the same in return.</p> <p>FINDING: Based on the document review, worker interviews, and management interviews, this question was rated as partially because the facility has established a selection procedure for business partners based on social performance. Additionally, the facility has required all business partners to</p>	<p>Công ty có tiêu chí để lựa chọn đối tác kinh doanh theo tiêu chí trách nhiệm xã hội. Ngoài ra, công ty đã yêu cầu tất cả các đối tác kinh doanh ký BSCI COC và TOI như cam kết tuân thủ. Tuy nhiên, công ty chưa tiến hành theo dõi việc thực hiện trách nhiệm của các đối tác kinh doanh theo tiêu chí của BSCI.</p>

### Finding

sign the BSCI COC and TOI in May 2024 as a commitment to compliance. However, the facility did not monitor the implementation of social performance requirements for all their business partners, based on BSCI requirements.

## PA 2: Workers Involvement and Protection

Site: GIA KHANG PRODUCTION AND TRADING ONE MEMBER COMPANY LIMITED | Site amfori ID: 704-001827-001

**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

Amfori BSCI Code of Conduct requirement on Workers Involvement and Protection: Business enterprises should establish good management practices that involve workers and their representatives in sound information exchange on workplace issues, and allow for appropriate measures for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct. Business enterprises should take specific steps to make workers aware of their rights and responsibilities.

Ghi nhận nhà máy chưa thiết lập mục tiêu dài hạn để bảo đảm quyền lợi của người lao động theo tiêu chí của BSCI.

FINDING: Based on the document review, worker interviews, and management interviews, this question was rated as No because the facility did not set up long-term goals for protecting employees that reflect a step-by-step approach toward sustainable improvements in line with the aspirations of the BSCI Code of Conduct.

**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

Amfori BSCI Code of Conduct requirement on Workers Involvement and Protection: Business enterprises should establish or participate in effective operational-level grievance mechanisms for individuals and communities who may be

Công ty có thiết lập quy trình xử lý khiếu nại. Tuy nhiên không có lưu lại hồ sơ thắc mắc khiếu nại của công nhân. Công ty chưa khảo sát mức độ hài lòng của công nhân về quy trình xử lý khiếu nại.

Finding	
<p>adversely impacted. Even where judicial systems are effective and well-resourced, grievance mechanisms may offer particular advantages such as speed of access and remediation, reduced costs and transnational reach.</p> <p>FINDING: Based on the document review, worker interview and management interview, this question was rated as partially because the facility had written procedure of grievance mechanism. However, employee's grievances were not recorded. In addition, the facility did not conduct regular survey on the grievance procedure to see satisfaction among the users.</p>	

## PA 5: Fair Remuneration

Site: GIA KHANG PRODUCTION AND TRADING ONE MEMBER COMPANY LIMITED | Site amfori ID: 704-001827-001

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>Amfori BSCI Code of Conduct requirement on Fair Remuneration: Business partners observe this principle when they respect the right of the workers to receive fair remuneration that is sufficient to provide them with a decent living for themselves and their families, as well as the social benefits legally granted, without prejudice to the specific expectations set out hereunder.</p> <p>FINDING: Based on the document review, worker interviews, and management interviews, this question was rated as No. This is because the total remuneration provided to workers does not meet the decent standard of living in the region as surveyed by the Global Living Wage Coalition (GLWC). The total remuneration at the facility was VND 5,341,500 per month, which includes a basic salary of VND 3,691,500, a food allowance of VND 650,000 per month, and a gas allowance of VND 1,000,000 per month. This is lower than the living wage of VND 6,169,935 per month as surveyed by the GLWC.</p> <p>Note: The facility's pay exceeds the legal minimum wage of VND 3,450,000 per month.</p>	<p>Ghi nhận tổng tiền lương tối thiểu trả cho người lao động không đáp ứng được mức lương đủ sống trong khu vực như khảo sát của liên minh mức lương đủ sống toàn cầu (GLWC). Tổng tiền lương tối thiểu của công ty là 5,341,500 đồng/tháng (trong đó lương cơ bản 3,691,500 đồng, hỗ trợ tiền ăn 650,000 đồng trên tháng và hỗ trợ tiền xăng 1,000,000 đồng/tháng) thấp hơn mức lương đủ sống (6,169,935 đồng/tháng) theo khảo sát của GLWC.</p> <p>Ghi chú: Công ty đang lương cao hơn mức lương tối thiểu theo quy định (3,450,000 đồng/tháng).</p>

**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
<b>Finding</b>	
<p>Local law: Law No 58/2014/QH13, Article 2. Subjects of application: 1. Employees being Vietnamese citizens shall be covered by compulsory social insurance, including: a/ Persons working under indefinite-term labor contracts, definite-term labor contracts, seasonal labor contracts or contracts for given jobs with a term of between full 3 months and under 12 months, including also labor contracts signed between employers and at-law representatives of persons aged under 15 years in accordance with the labor law; b/ Persons working under labor contracts with a term of between full 1 month and under 3 months (effective since 1 January 2018).</p> <p>FINDING: Based on management interview, worker interview and document review, this question was rated as No because the facility did not contribute social, health and unemployment insurance for all eligible employees. The facility only contributed the compulsory insurance for 12 employees until July 2024.</p>	<p>Ghi nhận nhà máy chưa thực hiện việc đóng bảo hiểm xã hội đầy đủ cho người lao động. Nhà máy đã đóng bảo hiểm xã hội cho 12 lao động tính đến tháng 7/2024.</p>

## PA 7: Occupational Health and Safety

Site: GIA KHANG PRODUCTION AND TRADING ONE MEMBER COMPANY LIMITED | Site amfori ID: 704-001827-001

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

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>1/ Local law: Decree No. 136/2020/ND-CP on providing guidance on the Vietnam Law of firefighting and prevention, Article 5. Fire safety requirements applied to the facility, 1. For facility is managed by Fire police department (Appendix III) must satisfy these requirements: c) There is a firefighting plan and escape plan approved by a competent authority. 2. For facility is managed by Communal People's Committee (Appendix IV) must satisfy these requirements: a) Following point c of Clause 1 of this Decree.</p>	<p>1/ Ghi nhận nhà máy chưa có nghiệm thu hệ thống PCCC và xây dựng phương án PCCC. 2/ Ghi nhận nhà máy khám sức khỏe cho công nhân ở bộ phận nặng nhọc độc hại một lần trên năm thay vì mỗi 6 tháng một lần.</p>

Finding	
<p>Decree No. 136/2020/ND-CP on providing guidance on the Vietnam Law of firefighting and prevention, Article 15. Fire safety commissioning and inspection of results thereof.</p> <p>FINDING: Based on the document review, site observation, and management interview, this question was rated as partially because the facility has documents approved by local authorities as required by law, such as approval for fire safety design, lightning inspection and compulsory fire and explosive insurance. However, the facility did not have the pre-acceptance test document for the firefighting and protection system for buildings, and firefighting and prevention project.</p> <p>2/ Local law: Law on occupational safety and hygiene (Law No. 84/2015/QH13), Article 21. Health check-ups and treatment for occupational diseases applicable to employees.</p> <p>FINDING: Based on the document review, employees interview and management team interview, it was noted that the facility has provided health check for employees doing heavy and harmful jobs once in the last 12 months instead of at least once per 6 months as law requirement. The latest health check were conducted on December 27, 2023.</p>	

**Question:** 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Amfori BSCI Code of Conduct requirement on Occupational Health and Safety: Business partners will seek improving workers protection in case of accident including through compulsory insurance schemes.</p> <p>FINDING: Based on the document review, worker interview and management interview, this question was rated as No because workers were not covered by either commercial insurance or injury insurance.</p>	<p>Công ty không có tham bảo hiểm thương mại hoặc bảo hiểm tổn thương.</p>

**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
<b>Finding</b>	
<p>Local law: Decree No. 136/2020/ND-CP on providing guidance on the Vietnam Law of firefighting and prevention, Article 19. Firefighting plan, 10. Responsible for practice of firefighting plans: a) Head of facility is responsible to ensure necessary conditions and practice the firefighting plan of the establishment under their management. c) Forces and means included in the firefighting plan, when mobilized for practice, must fully participate.</p> <p>FINDING: Based on the document review and interviews with the facility management team and workers, this question was rated as partially because the facility has provided Occupational Health and Safety (OHS) training to all employees and provided the training on fire prevention and fighting operations skill for firefighting team. However, the facility has not conducted fire drills with local firefighting police.</p>	<p>Ghi nhận nhà máy chưa thực hiện diễn tập PCCC với công an.</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
<b>Finding</b>	
<p>Local law: Law on occupational safety and hygiene (Law No. 84/2015/QH13), Article 16. Responsibility of the employer for assurance of occupational safety and hygiene at the workplace, 6. There are warning, and instruction signs made in Vietnamese and popular language of employees in relation to occupational safety and hygiene for machinery, equipment, materials and substances that having strict safety and hygiene requirements at the workplace, preservation places, usage places that are placed at obvious locations.</p> <p>FINDING: Based on the facility tour, interview with facility management team and workers, this question was rated as Partially because facility has onsite procedure on machines' safety management</p>	<p>Ghi nhận cảnh báo nguy hiểm khi làm việc với máy cắt được dán bằng ngôn ngữ tiếng anh thay vì tiếng địa phương (tiếng việt).</p>

Finding	
and visible potential hazard to workers through signs and warnings. However, the warning signs on at least 02 cutting machines in the production workshop were in English instead of workers' language (Vietnamese).	

**Question:** 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH	LOCAL LANGUAGE
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Finding	
<p>Local law: In accordance with Law No. 50/2014/QH13, Article 123. Pre-acceptance test of construction works, 2. Completed work items or construction works may only be put into operation or use after their pre-acceptance test results show that they meet requirements of construction designs, applied standards and technical regulations and regulations on the management and use of building materials and their pre-acceptance tests are conducted in accordance with this Law. 3. Project owners shall organize the pre-acceptance test of construction works. Organizations and individuals participating in pre-acceptance test of construction works shall take responsibility for products they have certified when conducting the pre- acceptance test.</p> <p>FINDING: Based on site observation, document review and management interview, this question was rated as partially because the equipment and buildings were stable and safe. However, the facility did not have pre-acceptance test document for construction building.</p>	<p>Ghi nhận nhà máy chưa thực hiện hoàn công công trình xây dựng.</p>

**Question:** 7.16 Is there satisfactory evidence that the auditee ensures evacuations plans meet legal requirements and that these plans are posted in relevant places so workers can see and understand them?

ENGLISH	LOCAL LANGUAGE
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Finding	
<p>Local law: In accordance with TCVN 13456:2022- Fire protection - Emergency lighting and Exit sign - Design, installation requirements. The escape instructions diagram consists of two parts: written instructions and geometric symbols. Escape</p>	<p>Ghi nhận sơ đồ thoát hiểm của nhà máy chỉ thể hiện chỉ đường lối thoát nạn, cầu thang, vị trí đặt bình chữa cháy, cửa thoát hiểm mà thay vì bao gồm đầy đủ các ký hiệu hình học theo quy định của pháp luật.</p>

Finding	
<p>instructions diagrams must be posted in recognizable and visible positions and places where people often pass by (see figure A.6). The geometric symbol includes the floor plan; exit and escape route directions; stairs; location of floor plan; location of fire fighting, rescue and rescue equipment and vehicles (symbols in accordance with regulations in TCVN 4879:1989 and TCVN 5053: 1990).</p> <p>FINDING: Based on site observation, worker interviews, and management interviews, this question was rated as partially because the facility posted evacuation maps in all production sections. However, the evacuation maps only indicated exit and escape route directions, stairs, and locations of fire extinguishers and exit doors, instead of including all geometric symbols required by law.</p>	

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

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Local law: Circular No: 19/2016/TT-BYT on guidelines for occupational health and safety management, Article 6. Requirements for first aid kits, 1. First aid kits shall be available in the workplace, at accessible and visible positions, with Red Cross symbol thereof. 2. Quantity of first aid kits and items thereof shall be conformable to Annex 4 hereof (27 supplies). 6. First aid kits, emergency equipment and quantity of emergency response team members shall be regularly checked to ensure the compliance with provisions hereof.</p> <p>FINDING: Based on the facility tour and interviews with the facility management team and workers, this question was rated as Partially because the facility has an on-site procedure for first aid management, including first aid kits and first aiders. However, it was noted that 01 out of the 02 sampled first aid kits in the production workshop was provided 10 first aid items instead of the 27, as required by law.</p>	<p>Ghi nhận 01 trên 02 tủ sơ cứu thương tại xưởng sản xuất trang chỉ 10 mục sơ cấp cứu thay vì 27 mục theo yêu cầu của luật</p>

## PA 12: Protection of the Environment

**Question:** 12.3 Is there satisfactory evidence of the auditee's required environmental permits and licences?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>Local law: In accordance with Article 125, Law on Environment Protection, 55/2014/QH13, effective since January 1, 2015 on Environment periodic inspection: The owners of manufacturers have the responsibility to conduct the periodic inspection on surrounding environment as required by law and report it to the provincial environment department.</p> <p>FINDING: Based on site observation, document review and management interview, it was noted that the facility has obtained the approval for environmental protection plan. However, the facility has not conducted the environment monitoring report.</p>	<p>Công ty chưa tiến hành báo cáo giám sát 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
<b>Finding</b>	
<p>In accordance with Article 68, Law on Environment Protection (55/2014/QH13): All manufacturers have the responsibility that: a. Collection and treatment of the waste water to the standard required by law. b. Collection, classification, storage and treatment of solid waste as required by law. c. Reduction, collection and treatment of air emission to the standard required by law, ensure no toxic air emission to the environment; limit the noise, vibration, light emission, heat emission which adversely effect to the surrounding environment. d. Have sufficient resources and equipment for environment emergency response. e. Build up and implementation the Environment protection plan.</p> <p>FINDING: Based on document review, worker interviews, facility tour and facility management confirmation, this question was rated as partially because the facility has established environmental policies and procedures, assigned a person in charge of environmental matters, and designed a</p>	<p>Ghi nhận nhà máy thiết lập các chính sách và quy trình về môi trường tại cơ sở, phân công một người phụ trách môi trường và thiết kế kho chứa chất thải nguy hại. Tuy nhiên, chất thải nguy hại (khoảng 30 thùng hóa chất đã sử dụng) được đặt ở khu vực sản xuất thay vì ở khu vực kho rác thải nguy hại.</p>

**Finding**

hazardous waste warehouse. However, it was noted that hazardous waste (about 30 used chemical drums) was stored in the production area instead of the designated hazardous waste storage area.