

Monitored Party TAM VAN NHAN CO., LTD	amfori ID 704-000454-000	Address LOT F4, THANH PHU INDUSTRIAL ZONE, TAN TRIEU WARD, NA, Đồng Nai, Vietnam
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Eurofins CPA
Monitoring Start Date 01/10/2025	Closing Meeting Finished Date 01/10/2025	Submission Date 14/10/2025
Expiration Date 14/10/2027	Announcement Type Semi Announced	
Site TAM VAN NHAN CO., LTD	Site amfori ID 704-000454-002	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
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	B	
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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

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 (October 01, 2025).

Business partner information: TAM VAN NHAN CO., LTD was first established on September 06, 2005, under business license No. 3600753748, and was revised for the 8th time on March 26, 2018. The factory is located at Lot F4, Thanh Phu Industrial Zone, Tan Trieu Ward, Dong Nai Province, Vietnam. The main products were wicker planter and plastic planter. The main processes include raw material, injection, metal processing, powder coating, finishing, inspection, and packing.

Audited location information: The facility covers a total area of 15,000 square meters and consists of 8 main buildings, as detailed below:

- Building #1 (1-storey building): used for showroom.
- Building #2 (1-storey building): used for office.
- Building #3 (1-storey building): workshop #1 for injection section.
- Building #4 (1-storey building): workshop #2 for inspection section.
- Building #5 (1-storey building): workshop #3 for material warehouse.
- Building #6 (1-storey building): workshop #4 for powder coating section.
- Building #7 (1-storey building): workshop #5 for metal processing section.
- Building #8 (1-storey building): workshop #6 for packing and finished good warehouse.

Supporting areas were including waste storage, security room, fire pump area, employee's parking area. The facility did not provide dormitory, and transportation for employees.

Operating shifts and hours: Generally, employees work six days a week, with Sunday as a day off. All employees work a single shift from 7:00 to 17:00, with a break from 11:00 to 13:00. While 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 fingerprint 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 5th of the following month.

Worker number information: There are 19 employees (13 male employees and 6 female employees) which include 10 production employees, 9 non-production employees working in the facility. There are no foreigners working in the facility. There are 6 contracted security workers in the facility. The facility did not use temporary workers or apprenticeship schemes home employees. There was no young employee working in the facility.

Good practices: The facility provided benefits to workers such as: a housing allowance of VND 1,500,000 per month, a food allowance of VND 28,000 per day, a telephone allowance of VND 300,000-500,000 per month, an attendance allowance of VND 700,000 per month, a performance of VND 400,000-700,000 per month

Worker organization details: Trade union of TAM VAN NHAN CO., LTD 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, and PA7) 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.

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, dormitory, inconsistencies between time and production records).

SITE DETAILS

Site
TAM VAN NHAN CO., LTD

Site amfori ID
704-000454-002

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	16	Workers
Legal minimum wage in local currency	4,960,000	Monthly
Lowest wage paid for regular work at the site	5,100,000	Monthly
Calculated living wage in local currency	8,970,296	Monthly
Total sample	8	Workers

Other Metrics

Male workers	10	Workers
Female workers	6	Workers
Non-binary workers	0	Workers
Permanent workers - Male	7	Workers
Permanent workers - Female	6	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	6	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	1	Workers
Management - Female	2	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	6	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	7	Workers
Workers hired directly - Female	6	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	6	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	7	Workers
Unionised workers - Female	6	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	7	Workers
Workers under CBA - Female	6	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	5,100,000	Monthly
Sample - Male	6	Workers
Sample - Female	2	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: TAM VAN NHAN CO., LTD | Site amfori ID: 704-000454-002

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	
<p>Amfori BSCI Code of Conduct requirement on Supply Chain Management and Cascade Effect: Implement a process- and risk-based due diligence management system in their business practices in line with the UNGPs, and adjusted to the business model of the company. The expectations set in this Code of Conduct should be embedded in the system. Have the strategy, processes, and sufficient resources in place to meet the responsibilities related to the amfori BSCI Code of Conduct and ensure that there is continuous improvement in its implementation.</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, and PA7). Please refer to findings in performance areas for more detail.</p>	<p>Ghi 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
Finding	
<p>Amfori BSCI Code of Conduct requirement on Supply Chain Management and Cascade Effect: Require their business partners to cascade the information to the relevant business partners and stakeholders in the supply chain. Require and follow-up with their business partners to work towards full observance of the amfori BSCI Code of Conduct within the sphere of their influence, including intermediaries that are involved in the</p>	<p>Nhà máy có quy trình thủ tục đánh giá lựa chọn đối tác kinh doanh. Tuy nhiên quy trình thủ tục chưa thể hiện rõ các tiêu chí để phân loại các đối tác kinh doanh quan trọng để theo dõi tuân thủ trách nhiệm xã hội.</p>

Finding	
<p>worker recruitment process, such as brokers, recruiters and recruitment agencies.</p> <p>FINDING: Based on the document review, worker interview and management interview, this question was rated as Partially because the facility established selection procedure of business partners based on social performance. However, the procedures did not show clearly the criterion to identify the significant levels of each business partner for monitoring the social performance.</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
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Finding	
<p>Amfori BSCI Code of Conduct requirement on Supply Chain Management and Cascade Effect: Require their business partners to cascade the information to the relevant business partners and stakeholders in the supply chain. Require and follow-up with their business partners to work towards full observance of the amfori BSCI Code of Conduct within the sphere of their influence, including intermediaries that are involved in the worker recruitment process, such as brokers, recruiters and recruitment agencies.</p> <p>FINDING: Based on document review, worker interview and management interview, this question was rated as Partially because the facility has written procedure on business partners management and selection based on social performance. The business partners signed commitment to follow amfori BSCI values and principles. However, the facility did not monitor implementation of social responsibility for business partners (security and canteen services).</p>	<p>Ghi nhận công ty đã yêu cầu các đối tác kinh doanh ký cam kết tuân thủ các giá trị và nguyên tắc của amfori BSCI. Tuy nhiên, công ty chưa có theo dõi việc thực hiện trách nhiệm xã hội của đối tác kinh doanh (đơn vị bảo vệ và nhà ăn)</p>



PA 2: Workers Involvement and Protection

Site: TAM VAN NHAN CO., LTD | Site amfori ID: 704-000454-002

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	
<p>Amfori BSCI Code of Conduct requirement on Workers Involvement and Protection: Define long-term goals to protect workers in line with the aspirations of the amfori BSCI Code of Conduct.</p> <p>Finding: Based on document review, worker interviews, and facility management interviews, this question was rated as partially because the facility has established long-term goals for protecting employees in line with the aspirations of the BSCI Code of Conduct. However, the long-term goals did not highlight the critical issues or the specific methods and steps to achieve those objectives.</p>	<p>Ghi nhận nhà máy đã thành lập được mục tiêu dài hạn để bảo đảm quyền lợi của người lao động theo tiêu chí của BSCI. Tuy nhiên, kế hoạch dài hạn của nhà máy vẫn chưa đưa ra được những điểm ưu tiên cần phải thực hiện và những bước cụ thể để có thể đạt được mục tiêu đề ra.</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>Amfori BSCI Code of Conduct requirement on Workers Involvement and Protection: Establish or participate in effective operational-level grievance mechanisms for individuals and communities who may be adversely impacted, and maintain accurate records. The operational-level grievance mechanism must be in line with UNGP Article 31. Where relevant (e.g. when a migrant worker population is present), the operational-level grievance mechanism should be accessible in relevant local languages, and should allow to address and remedy the issues effectively across jurisdictions through partnerships and coordination.</p> <p>FINDING: Based on the document review, worker interview and management interview, this question was rated as partially because the facility had established a written grievance mechanism procedure in place including an operational level grievance mechanism for communities. In addition, the facility has conducted surveys to assess employees satisfaction with the grievance procedure. However, grievances or complaints have not been adequately recorded. There were only records of grievances via suggestion box.</p>	<p>Công ty có thiết lập quy trình xử lý khiếu nại. Thêm vào đó, công ty đã thực hiện khảo sát mức độ hài lòng của công nhân về quy trình xử lý khiếu nại. Tuy nhiên, hồ sơ khiếu nại và phản nàn không lưu đầy đủ. Chỉ ghi lại hồ sơ khiếu nại qua hộp thư góp ý.</p>



PA 5: Fair Remuneration

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: Assess the pay gap accurately, and work progressively towards the payment of a living wage that is sufficient to afford a decent standard of living for the workers and their families.</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 8,728,000 per month, which includes a basic salary of VND 5,100,000, a housing allowance of VND 1,500,000 per month, a food allowance of VND 728,000 per month, a telephone allowance of VND 300,000 per month, an attendance allowance of VND 700,000 per month, a ABC performance of VND 400,000 per month. This is lower than the living wage of VND 8,970,296 per month as surveyed by the GLWC.</p> <p>Note: The facility's pay exceeds the legal minimum wage of VND 4,960,000 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 8,728,000 đồng/tháng (trong đó lương cơ bản 5,100,000 đồng, trợ cấp nhà ở 1.500.000 đồng/tháng, trợ cấp ăn 728.000 đồng/tháng, trợ cấp điện thoại 300.000 đồng/tháng, trợ cấp chuyên cần 700.000 đồng/tháng, phụ cấp hoàn thành công việc ABC 400.000 đồng/tháng) thấp hơn mức lương đủ sống (8,970,296 đồng/tháng) theo khảo sát của GLWC.</p> <p>Ghi chú: Công ty đang lương cao hơn mức lương tối thiểu theo quy định (4,960,000 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
Finding	
<p>Local law: According to Item 3, article 1, Decision 61/QĐ-TLĐ, date 29 July 2025: Union members of non-state enterprises (including joint stock company unions that the state does not pay any expenses); non-public enterprises; cooperative unions; foreign non-state organizations, international organizations operating in Vietnam; foreign offices of foreign parties in business cooperation in Vietnam; union members working in foreign countries: Monthly contribution of 0.5% of salary as a requirement for compulsory social</p>	<p>Ghi nhận nhà máy trừ phí công đoàn là 1% lương cơ bản thay vì mức 0,5% theo quy định của pháp luật.</p>

Finding

insurance contributions according to the provisions of the law on social insurance.

FINDING: Based on management interviews, worker interviews, and document review, this question was rated as Partially because the facility has contributed compulsory insurance for all eligible employees and has provided annual leave for employees, as required by law. However, the facility deducted a trade union fee of 1% of basic salary instead of the legally required 0.5% in August 2025.

PA 7: Occupational Health and Safety

Site: TAM VAN NHAN CO., LTD | Site amfori ID: 704-000454-002

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

ENGLISH

LOCAL LANGUAGE

Finding

Local law: Decree No.105/2025/NĐ-CP, Article 12. Responsibilities of persons making investment decision, project developers, vehicle owners, agencies, organizations, and individuals in structure investment and construction, vehicle manufacturing, assembly, construction, and modification. 1. Project developers and structure owners have the responsibility to: a) develop and amend structure investment projects, structure design, structure modification or occupancy changes in a manner satisfactory to fire prevention and firefighting requirements under Clause 1 Article 16 of the Law on Fire and Rescue and compliant with approved planning and other construction laws; comply with application of technical regulations and technical standards in accordance with regulations of the law on technical standards and technical regulations; b) inspect fire prevention and firefighting design of projects and structures as per the law; c) carry out construction work and supervise construction process in accordance with inspected fire prevention and firefighting design; d) implement and maintain fire safety conditions in accordance with Clause 1 Article 19 of the Law on Fire and Rescue; dd) carry out fire prevention and firefighting commissioning for projects and

Ghi nhận hồ sơ thẩm duyệt nghiệm thu PCCC của các nhà xưởng 6, 7, 8 chưa có sẵn để xem.

Finding	
structures and assume legal responsibility for commissioning results; cooperate with field-specific authorities in carrying out fire prevention and firefighting commissioning;	
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 authority as law requirement such as: lightning protection inspection, compulsory fire and explosive insurances, and approved firefighting and prevention project. However, the approval for fire safety design and fire safety acceptance record for buildings #6,#7,#8 were not available for review.	

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>Local law: In accordance with Law No. 06/2007/QH12, Article 30. Rights and obligations of organizations and individuals using chemicals for production of other products and goods, 2. Organizations and individuals using chemicals for production of other products and goods have the following obligations: dd/ To work out chemical incident prevention and response measures or plans. QCVN 05A:2020/BCT, 10.1.7. Areas containing toxic chemicals must have a system of banks and collection ditches; The collection system has a minimum storage capacity of 110% of the total cargo volume;</p> <p>FINDING: Based on site observation and interviews with the facility management team and workers, this question was rated as partially because the facility properly labeled, provided MSDSs and secondary containment for all chemicals in the chemical storage area. However, 02 observed chemical containers (lubricants) in the air-compressors area were not stored in secondary containments</p>	<p>Ghi nhận 02 thùng hóa chất (dầu máy) ở khu vực máy nén khí không có để trong khay chứa thứ cấp</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>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 site observation, employee interviews, and management interviews, this question is rated as Partially because the facility has procedures for machine safety management and visible hazard warnings. However, the following issues were noted:</p> <ul style="list-style-type: none"> - The toilet's wet floor lacked a slippery surface warning sign. - No warning signs were posted to alert employees about potential hazards like falling objects in the warehouse or forklift traffic in the production and warehouse areas. 	<p>Ghi nhận sàn ướt ở nhà vệ sinh thiếu biển cảnh báo bề mặt trơn trượt. Không có biển cảnh báo về các mối nguy hiểm tiềm ẩn như vật rơi trong kho hoặc xe nâng di chuyển trong khu vực sản xuất và kho.</p>

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
Finding	
<p>Local law: In accordance with Construction law No. 50/2014/QH13, Article 89. Works subject to, and types of, construction permits. 1. Before starting construction of works, project owners shall obtain construction permits granted by competent state agencies in accordance with this Law. 3. Construction permits include: a/ New construction permit; b/ Repair and renovation permit; c/ Relocation permit. Article 123. Pre-acceptance test of construction works. 1. The pre-acceptance test of construction works covers: a/ Pre-acceptance test of construction works in the process of</p>	<p>Ghi nhận rằng giấy phép xây dựng và biên bản hoàn công công trình xây dựng đối với các xưởng số 6, 7, 8 trong nhà máy không có để xem.</p>

Finding

construction and pre- acceptance test of transitional construction stages when necessary; b/ Pre-acceptance test of completed work items or construction works before being put into operation or use. 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.

FINDING: Based on site observation, document review and management interview, this question was rated as partially because the equipment and buildings were found to be stable and safe. However, the construction permit and the pre-acceptance test of construction works for buildings #6,#7,#8 were not available for review.

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

Local law: In accordance with Electricity law no. 61/ 2024/QH15 dated on November 30, 2024, Article 73. Safety in use of electricity for production, point 1: a) Electrical equipment must ensure quality according to corresponding standards and technical regulations; b) Electrical equipment and instrument systems, lightning protection and earthing systems must be accepted, undergo periodical and surprise inspection and technical safety inspection and be repaired and maintained according to standards and technical regulations on electrical engineering and safety, and other relevant regulations of law. The diagrams of these systems must reflect their actual status and archived together with repair and maintenance documents and inspection records throughout their operation. d) Transmission lines must be designed

Ghi nhận 2/8 tủ điện ở khu vực sản xuất chưa lắp nắp bảo vệ bên trong.

Finding

and installed so that production premises are clear and airy, thus avoiding mechanical or chemical impacts which may cause breakdowns. Metal structures of factories, machinery, metal tubes and lightning conductors must not be used as neutral conductors, dd) The power system in areas where inflammable substances exist must be designed, installed and used according to regulations on fire and explosion prevention and fighting; only specialized equipment and tools for fire and explosion preventing and fighting shall be used as prescribed by law.

FINDING: Based on site observation, and interviews with the facility management team and workers, this question was rated as partially because all electrical panels were provided outer safety covers. However, 2 out of 8 sampled electric panels in the production workshop did not have safety inner covers.

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH

LOCAL LANGUAGE

Finding

Local law: In accordance with Circular no. 27/2011/TT-BYT dated June 24, 2011, Point. 2.2.2: Requirements for hygiene in use and storage: a/ The floor of the toilet is clean, not sticky with feces and urine; b/ There is no foul or rotten smell; there are no flies, flies, cockroaches in the latrine; c/ Having sufficient water; flushing utensils without ticks; d/ Toilet paper after use is put into a pepper hole (if it is self-destructing paper) or put into a dirty paper container with a lid.

FINDING: Based on site observation and interviews with the facility management team and workers, this question was rated as partially because the facility provided sufficient gender-separated toilet rooms for employees. However, the toilet lacked toilet paper and soap.

Ghi nhận nhà máy đã cung cấp đủ phòng vệ sinh tách biệt nam nữ cho người lao động. Tuy nhiên, nhà vệ sinh nữ thiếu giấy vệ sinh và xà phòng.