

Monitored Party MINH DANG CO.,LTD	amfori ID 704-001610-000	Address 83, Provincial street 934, My Xuyen Ward , 950000 Can Tho, Can Tho, Vietnam
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner QIMA Limited
Monitoring Start Date 22/12/2025	Closing Meeting Finished Date 31/12/2025	Submission Date 31/12/2025
Expiration Date 31/12/2026	Announcement Type Semi Announced	
Site MINH DANG CO.,LTD	Site amfori ID 704-001610-001	

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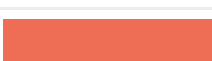
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OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
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	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

Name of lead auditor: Hai Dang; APSCA membership number: CSCA 21704723

Monitoring partner name: QIMA Limited

Audit schedule details: Total Md is 3.5 MD. The audit is planned for 1 auditor x 3 days. 3 days on site, and 0.5 day for reporting. Lead auditor Hai Dang attended to the on-site audit day.

Announcement Type: Semi-announced

- Auditor conducted audit at the same country.
- The audit is initial audit and cover all PA.

Business partner information:

Auditee name (English name): Minh Dang Co., Ltd

Auditee name (Local name): Công ty TNHH Minh Đăng.

Auditee address (English name): No.83, Provincial Street 934, My Xuyen Ward, Can Tho City, Vietnam

Auditee address (Local name): Số 83, đường tỉnh 934, phường Mỹ Xuyên, thành phố Cần Thơ, Việt Nam.

The factory business license no 2200258144 was registered to operate on 28 Nov 2005, the production processes were Receiving, pre-processing, sizing, cooking, freezing, packing and cold storage.

Audited location information: In view of the facility, it occupies 8,214 square meters of land area and compose of 5 main buildings:

- Building # 1 (1-storey building): Receiving, pre-processing, sizing, cooking, freezing, packing section.
- Building # 2 (1-storey building): Office and meeting room.
- Building # 3 (1-storey building): Packaging warehouse.
- Building # 4 (2-storeys building): Cold storage on first floor and office on second floor
- Building # 5 (3-storeys building): Cold storage on first floor, office on second floor and canteen on third floor.
- Supporting areas: parking lots, security post, fire pump station, wastewater treatment plant. There was no dormitory provided from auditee (7.24). No transportation was provided by the auditee (7.23)

Operating shifts and hours:

The time record from last 12 months from Dec 2024 to Nov 2025 were provided for review. The factory operated 6 days per week from Monday to Saturday. The weekly working hours were 8 hours per day, 48 hours per week. The normal working time of nonproduction worker is from 7:30 to 17:30 with break time from 11:30 to 13:30. The normal working time of production worker is from 7:00 to 16:00 with break time from 9:30 to 10:30 or from 10:00 to 11:00. Rest day was Sunday or any 1 day off every 7 days period depending on production schedule and compliance with local law. The maximum overtime per day was 2 hours, per week were 3 hours and per month were 9 hours.

Time recording system: The factory used fingerprinting recognized machine to record working hours.

Salary payment details: The payroll record from last 12 months from Dec 2024 to Nov 2025 were provided for review. The factory paid salary to all workers every month on 15th of following month by cash. The minimum wage applied to this factory location was VND 3,450,000/ month and the factory paid at least VND 4,630,500/ month to workers. The legal overtime premium was 150% for overtime on weekday, 200% for overtime on weekend if any and 300% for overtime for overtime on holiday if any. The factory also applied same as legal requirement if have overtime. There were 20 sample workers were chosen in Nov, June, Jan 2025. All workers were provided social distribution as legal requirement.

Worker number information:

- Total worker number (production and management workers): 355 workers included 133 males and 222 females.
- Production worker number: 223 workers included 62 male and 161 female
- Vulnerable worker number (e.g., domestic and foreign migrant, young, women, pregnant, seasonal, temporary, disabled, home-based workers): 0
- Any other special group workers (interns, apprentices, contractor workers etc.): 0

Good practices: The factory provided free meal for workers.

Worker organization details: The factory had worker representative.

Circumstances: There was no special circumstance during the audit.

Summary of findings: Findings were summarized as below:

PA1: The facility did not have an effective system completely to implement the amfori BSCI Code of Conduct. The facility established written policies and procedures according to amfori BSCI Code of Conduct.

PA2: The factory established long-term goals for protecting workers. However, there was no the strategic plan to achieve those goals in writing and approved by the competent person. The factory established a written procedure of grievance mechanism with suggestion boxes, hotline, email, directly speaking to management or worker's representative. The

factory surveyed on the grievance procedure to see satisfaction among the employees. However, there was no comprehensive procedure to describe survey method, evaluate each kind of grievance mechanism, survey result analysis and outcome, action plan to improve satisfaction.

PA5: The factory has calculated living wage based on survey from workforce. However, the factory did not have comprehensive procedure to describe method to survey living wage, calculation and statistic of survey data and outcome action plan after survey and calculation is completed.

PA7: The factory did not have an effective system completely to implement the amfori BSCI Code of Conduct due to some non-compliance issues violated local law over occupational health and safety regulations in PA7 were noted during the assessment. Risk assessment did not consider the transmittable and non-transmittable diseases in work environment as well as did not take into consideration the special needs of the most vulnerable workers such as pregnant workers and new mothers. No evidence available to prove that workers and their representatives were consulted during risk assessment, development of the action plan. Chemical label of chlorine, ethanol, etc containers at chemical storage were missing information as legal requirement such as identification numbers of chemicals, hazard pictograms, preventive measures, composition, production date and expiry date, origins of chemicals, instruction on how to use and store chemicals, etc. Electric box at electric station was not installed inner safety cover for worker safety in operation. First aid kit at canteen was not included enough first aid items as legal requirement.

PA12: Environmental license as current legal requirement was not available for review. The factory was in the process to obtain environment license and already submitted document to obtain official environment on 25 Nov 2025 and waiting approval from local bureau. During this waiting time, the factory still monitors environment aspect as previous waste water discharge permit and environmental impact assessment.

Living wage calculation: The factory had not yet had good understanding to calculate the living wage. The auditor used a similar calculation methodology than Anker Methodology and attached living wage calculation table in the attachment.

Remark:

Below document were not uploaded because:

- 1, There is no subcontractor used by the factory, which makes the contractor license/ permit is not applicable.
- 2, There is no agency used by the factory, which makes the agency labor contract is not applicable.
- 3, There is no documented valid authorization to make exemptions on working hours by the factory, which makes the documented valid authorization to make exemptions on working hours not applicable.

SITE DETAILS

Site
MINH DANG CO.,LTD

Site amfori ID
704-001610-001

GICS Classification

Sector Consumer Staples	Industry Group Consumer Staples Distribution & Retail	Industry Consumer Staples Distribution & Retail
Sub Industry Food Distributors		

amfori Process Classifications

N.A.

GS1 Classifications

Segment	Food/Beverage/Tobacco
Family	Food/Beverage/Tobacco Variety Packs
Product Class	Food/Beverage/Tobacco Variety Packs

NACE Classification

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	355	Workers
Legal minimum wage in local currency	3,450,000	Monthly
Lowest wage paid for regular work at the site	4,630,500	Monthly
Calculated living wage in local currency	6,655,000	Monthly
Total sample	20	Workers

Other Metrics

Male workers	133	Workers
Female workers	222	Workers
Non-binary workers	0	Workers
Permanent workers - Male	133	Workers
Permanent workers - Female	222	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	12	Workers
Management - Female	6	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	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	133	Workers
Workers hired directly - Female	222	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	133	Workers
Workers hired indirectly - Female	222	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	133	Workers
Unionised workers - Female	222	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	133	Workers
Workers under CBA - Female	222	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	7	Workers
Sample - Female	13	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: MINH DANG CO.,LTD | Site amfori ID: 704-001610-001

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	
Based on satisfactory evidence, it was noted that the facility did not have an effective system completely to implement the amfori BSCI Code of Conduct. The facility established written policies and procedures according to amfori BSCI Code of Conduct. However, the practice in place was not aligned with the amfori BSCI code of conduct. Please referred to PA 1, PA 2, PA 5, PA 7, PA 12. This violated amfori BSCI Performance Area 1.1.	Dựa trên bằng chứng thỏa đáng, lưu ý rằng cơ sở không có hệ thống hiệu quả hoàn toàn để thực hiện Bộ quy tắc ứng xử amfori BSCI. Cơ sở đã thiết lập các chính sách và quy trình bằng văn bản theo Bộ quy tắc ứng xử amfori BSCI. Tuy nhiên, thực tiễn áp dụng không phù hợp với Bộ quy tắc ứng xử amfori BSCI. Vui lòng tham khảo PA 1, PA 2, PA 5, PA 7, PA 12. Điều này vi phạm mục 1.1 của tiêu chuẩn amfori BSCI.



PA 2: Workers Involvement and Protection

Site: MINH DANG CO.,LTD | Site amfori ID: 704-001610-001

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	
Based on satisfactory evidence and interview with workers noted that the factory established long-term goals for protecting workers. However, there was no the strategic plan to achieve those goals in writing and approved by the competent person. This violated amfori BSCI Performance Area 2.2.	Dựa trên bằng chứng xác đáng và phỏng vấn công nhân, nhà máy được ghi nhận đã đặt ra các mục tiêu dài hạn để bảo vệ người lao động. Tuy nhiên, không có kế hoạch chiến lược nào được lập thành văn bản và phê duyệt bởi người có thẩm quyền để đạt được những mục tiêu đó. Điều này đã vi phạm mục 2.2 của tiêu chuẩn 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 satisfactory evidence, the main auditee does not fully respect the following principle because the auditee has established a written	Dựa trên bằng chứng thỏa đáng, nhà máy chưa tuân thủ đầy đủ nguyên tắc sau đây vì nhà máy đã thiết lập quy trình khiếu nại bằng văn bản với hợp

Finding

procedure of grievance mechanism with suggestion boxes, hotline, email, directly speaking to management or worker's representative. The factory surveyed on the grievance procedure to see satisfaction among the employees. However, there was no comprehensive procedure to describe survey method, evaluate each kind of grievance mechanism, survey result analysis and outcome, action plan to improve satisfaction. This violated amfori BSCI Performance Area 2.5

thư góp ý, đường dây nóng, email, trao đổi trực tiếp với ban quản lý hoặc đại diện người lao động. Nhà máy đã khảo sát về quy trình khiếu nại để đánh giá mức độ hài lòng của nhân viên. Tuy nhiên, nhà máy không có quy trình toàn diện nào mô tả phương pháp khảo sát, đánh giá từng loại cơ chế khiếu nại, phân tích kết quả khảo sát và đầu ra của khảo sát, cũng như chưa có kế hoạch hành động để cải thiện sự hài lòng người lao động. Điều này đã vi phạm Mục 2.5 của tiêu chuẩn Amfori BSCI.

PA 5: Fair Remuneration

Site: MINH DANG CO.,LTD | Site amfori ID: 704-001610-001

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

Based on document review and interview with workers, it was noted that the factory has calculated living wage based on survey from workforce. However, the factory did not have comprehensive procedure to describe method to survey living wage, calculation and statistic of survey data and outcome action plan after survey and calculation is completed. This violated amfori BSCI performance area 5.4.

Dựa trên việc xem xét tài liệu và phỏng vấn công nhân, ghi nhận rằng nhà máy đã tính toán mức lương đủ sống dựa trên khảo sát từ lực lượng lao động. Tuy nhiên, nhà máy không có quy trình toàn diện để mô tả phương pháp khảo sát mức lương đủ sống, cách tính toán và thống kê dữ liệu khảo sát cũng như kế hoạch hành động sau khi hoàn thành khảo sát và tính toán. Điều này vi phạm lĩnh vực hiệu suất 5.4 của amfori BSCI.

PA 7: Occupational Health and Safety

Site: MINH DANG CO.,LTD | Site amfori ID: 704-001610-001

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

ENGLISH

LOCAL LANGUAGE

Finding

Based on satisfactory evidence, the main auditee does not fully respect the following principle. It was noted that factory did not have an effective system completely to implement the amfori BSCI Code of Conduct due to some non-compliance issues

Dựa trên bằng chứng thỏa đáng, nhà máy không tuân thủ đầy đủ nguyên tắc sau. Ghi nhận rằng nhà máy không có hệ thống hiệu quả hoàn toàn để thực hiện Bộ quy tắc ứng xử amfori BSCI do một số vấn đề không tuân thủ vi phạm luật pháp địa

Finding	
<p>violated local law over occupational health and safety regulations in PA7 were noted during the assessment.</p> <p>The factory also established the policy and procedure for health and safety issue. In addition, Mr. Nguyen Van Thanh Lo – HSE manager has been assigned to be responsible for implementation all the health and safety policies and maintained system complied with legal law. Due to the lacking of monitoring, this finding was raised as: “Partially”. The factory management accepted this finding and will correct this issue soon.</p> <p>This violated clause 7.1 of amfori BSCI Performance Area.</p>	<p>phương về các quy định về sức khỏe và an toàn nghề nghiệp trong PA7 đã được ghi nhận trong quá trình đánh giá.</p> <p>Nhà máy cũng đã thiết lập chính sách và quy trình về vấn đề sức khỏe và an toàn. Ngoài ra, ông Dương Văn Nam – nhân viên nhân sự đã được giao trách nhiệm thực hiện tất cả các chính sách về sức khỏe và an toàn và duy trì hệ thống tuân thủ luật pháp. Do thiếu giám sát, phát hiện này được nêu là: “Một phần”. Ban quản lý nhà máy đã chấp nhận phát hiện này và sẽ sớm khắc phục vấn đề này.</p> <p>Điều này đã vi phạm điều khoản 7.1 của tiêu chuẩn amfori BSCI.</p>

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	
<p>Based on the document review, site observation and employee interview, this question was rated as partially because the facility conducted health and safety risk assessment on Jan 2, 2025 for all production sections covering warehouse, machines, chemicals, office room, production areas, maintenance area. However, the risk assessment did not consider the transmittable and non-transmittable diseases in work environment as well as did not take into consideration the special needs of the most vulnerable workers such as pregnant workers and new mothers.</p> <p>It was violated amfori BSCI no 7.3</p>	<p>Dựa trên việc xem xét tài liệu, quan sát tại chỗ và phỏng vấn ban quản lý, câu hỏi này được đánh giá là vi phạm một phần vì cơ sở đã tiến hành đánh giá rủi ro về sức khỏe và an toàn vào ngày 2 tháng 1 năm 2025 cho tất cả các khu vực sản xuất bao gồm kho, máy móc, hóa chất, phòng văn phòng, khu vực sản xuất, khu vực bảo trì. Tuy nhiên, việc đánh giá rủi ro không xem xét các bệnh truyền nhiễm và không truyền nhiễm trong môi trường làm việc cũng như không tính đến nhu cầu đặc biệt của những người lao động dễ bị tổn thương nhất như phụ nữ mang thai và các bà mẹ mới sinh con nhỏ.</p> <p>Điều này đã vi phạm tiêu chuẩn amfori BSCI số 7.3.</p>

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on the document review, site observation and employee interview noted that no evidence available to prove that workers and their representatives were consulted during risk</p>	<p>Dựa trên việc xem xét tài liệu, quan sát tại hiện trường và phỏng vấn nhân viên, ghi nhận rằng không có bằng chứng nào chứng minh người lao động và đại diện của họ đã được tham vấn trong</p>

Finding	
assessment, development of the action plan. It was violated amfori BSCI no 7.4	quá trình đánh giá rủi ro và xây dựng kế hoạch hành động. Điều này đã vi phạm tiêu chuẩn BSCI số 7.4 của amfori.

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	
It was noted that chemical label of chlorine, ethanol, etc containers at chemical storage were missing information as legal requirement such as identification numbers of chemicals, hazard pictograms, preventive measures, composition, production date and expiry date, origins of chemicals, instruction on how to use and store chemicals, etc. This was violated amfori BSCI no 7.7 and Circular no. 32/2017/TT-BCT, Article 6. Classification and labeling of chemicals	Đã ghi nhận rằng nhãn hóa chất trên các thùng chứa clo, etanol, v.v. tại kho hóa chất thiếu thông tin theo quy định pháp luật, chẳng hạn như số nhận dạng hóa chất, biểu tượng nguy hiểm, biện pháp phòng ngừa, thành phần, ngày sản xuất và ngày hết hạn, nguồn gốc hóa chất, hướng dẫn sử dụng và bảo quản hóa chất, v.v. Điều này vi phạm Quy chuẩn BSCI số 7.7 và Thông tư số 32/2017/TT-BCT, Điều 6. Phân loại và ghi nhãn hóa chất.

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	
It was noted that 1 out of 4 observed electric box throughout workshops at electric station was not installed inner safety cover for worker safety in operation. It was violated with amfori BSCI no 7.13 and Law no 61/2024/QH15 on Electricity 2024, Article 73. Safety in use of electricity for production.	Qua kiểm tra, ghi nhận 1 trong 4 hộp điện được quan sát tại trạm điện chưa lắp đặt nắp bảo vệ an toàn bên trong để đảm bảo an toàn cho người lao động khi vận hành. Điều này vi phạm tiêu chuẩn BSCI số 7.13 của amfori và Điều 73, Luật số 61/2024/QH15 về Điện năm 2024. An toàn khi sử dụng điện trong sản xuất.

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

ENGLISH	LOCAL LANGUAGE
Finding	
It was noted that 1 observed first aid kit at canteen was not included enough first aid items as legal	Qua kiểm tra, phát hiện một bộ sơ cứu tại căng tin không đầy đủ các vật dụng sơ cứu theo quy định

Finding

requirement. The missing first aid items were Adhesive tape roll 5 x 200 cm; Adhesive tape roll 10 x 200 cm; Adhesive tape roll 15 x 200 cm. This was violated amfori BSCI Performance Area 7.18 and Circular No.19/2016/TT-BYT, Annex 4

pháp luật. Các vật dụng sơ cứu bị thiếu bao gồm: cuộn băng dính 5 x 200 cm; cuộn băng dính 10 x 200 cm; cuộn băng dính 15 x 200 cm. Điều này vi phạm Mục 7.18 của tiêu chuẩn BSCI và Phụ lục 4 của Thông tư số 19/2016/TT-BYT.

PA 12: Protection of the Environment

Site: MINH DANG CO.,LTD | Site amfori ID: 704-001610-001

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

ENGLISH

LOCAL LANGUAGE

Finding

It was noted that the environmental license as current legal requirement was not available for review. The factory was in the process to obtain environment license and already submitted document to obtain official environment on 25 Nov 2025 and waiting approval from local bureau. During this waiting time, the factory still monitor environment aspect as previous waste water discharge permit and environmental impact assessment. It was violated amfori BSCI no 12.3 and Environment Protection number No. 72/2020/QH14; Article 39. Obligated applicants for environmental license.

Đã ghi nhận rằng giấy phép môi trường theo yêu cầu pháp lý hiện hành không có sẵn để xem xét. Nhà máy đang trong quá trình xin giấy phép môi trường và đã nộp hồ sơ để xin giấy phép môi trường chính thức vào ngày 25 tháng 11 năm 2025 và đang chờ phê duyệt từ cơ quan địa phương. Trong thời gian chờ đợi này, nhà máy vẫn giám sát khía cạnh môi trường theo giấy phép xả nước thải và đánh giá tác động môi trường trước đó. Việc này đã vi phạm Điều 12.3 của Quy chuẩn BSCI của Bộ Môi trường và Luật Bảo vệ Môi trường số 72/2020/QH14; Điều 39. Các bên có nghĩa vụ xin giấy phép môi trường.