

Monitored Party <b>ASIA-US INDUSTRIAL JOINT STOCK COMPANY</b>	amfori ID <b>704-000587-000</b>	Address <b>Lot 1, Thai Hoa - Lien Son - Lien Hoa IZ, Hoa Son Town, Lap Thach District, Vinh Phuc Province, Lap Thach, Vinh Phuc, Vietnam</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Follow-up Monitoring</b>	Monitoring Partner <b>SGS</b>
Monitoring Start Date <b>19/06/2025</b>	Closing Meeting Finished Date <b>02/07/2025</b>	Submission Date <b>02/07/2025</b>
Expiration Date <b>04/07/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>ASIA-US INDUSTRIAL JOINT STOCK COMPANY</b>	Site amfori ID <b>704-000587-002</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>B</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>B</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

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

Monitoring partner: SGS Vietnam LTD

The audit is follow up audit with audit scope include PA1, PA2, PA5, PA6, PA7, this is semi-announced audit with 2.5 man-days onsite, the audit had been conducted on Jun 19-21, 2025.

The name of factory is ASIA-US INDUSTRIAL JOINT STOCK COMPANY, it was established under Business License No.2500552524 on Sep 25, 2015 and updated on Jan 02, 2025. The factory is located at Lot 1, Thai Hoa - Lien Son - Lien Hoa Industrial Zone, Hoa Son Town, Lap Thach District, Vinh Phuc Province, Vietnam.

The main products are ceramic tiles, SPC flooring, the production process include material - mixing - forming - drying - enamel - printing - grinding - packing.

Total land area is 135716m<sup>2</sup>, there are 8 buildings as below:

Building No.1: 3 floor building was used for office building - 4,000 m<sup>2</sup>.

Building No.2: 1 floor building was used for Ceramic workshop - 63,170 m<sup>2</sup> (A My Gress Workshop).

Building No 3: 1 floor building was used for supporting area - 4,500 m<sup>2</sup>.

Building No.4: 1 floor building was used for material workshop - 3,600m<sup>2</sup>.

Building No. 5: 1 floor building was used for SPC 1 workshop - 13,440 m<sup>2</sup>.

Building No. 6: 1 floor building was used for SPC 2 workshop - 12,000 m<sup>2</sup>.

Building No. 7: 1 floor building was used for SPC 1 warehouse - 8,000 m<sup>2</sup>.

Building No. 8: 1 floor building was used for SPC 2 warehouse - 8,000 m<sup>2</sup>.

Sub-buildings: Hazardous and non-hazardous waste warehouse, security room,

There was no dormitory provided to the employees.

Regular working hours is 8 hours per day and 48 hours per week, working shifts as below:

Administrative shift from 08:00 to 17:00 with 1 hour for break from 12:00 - 13:00

Production section has 3 working shifts per day:

Shift 1: 06:00 to 14:00 with 30 minutes for break

Shift 2: 14:00 to 22:00 with 30 minutes for break

Shift 3: 22:00 to 06:00 with 45 minutes for break

The regular working days were from Monday to Saturday, Sunday is the rest day. The production section has rotate rest day to ensure one day off every 7 days.

They maintain attendance records through a face scanning system. The local minimum wage in the factory is 3,860,000VND per month, meanwhile the factory pays at least 4,140,000VND. Employees receive wages by monthly basis on 15th of every month in local currency by bank transfer. Total number of employees are 1321 with 792 males and 529 female.

Worker organization details: The Labor Trade Union is established in the factory.

There were non-compliances observed in the area of PA1, PA2, PA5, PA7. For other areas, no violation was observed. For details, please refer to "Finding Report" section.

Living wage calculation: The factory calculated living wage based on survey from workforce and living costs in the region.

## SITE DETAILS

Site	Site amfori ID
<b>ASIA-US INDUSTRIAL JOINT STOCK COMPANY</b>	<b>704-000587-002</b>

### GICS Classification

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Sector	Industry Group	Industry
<b>Materials</b>	<b>Materials</b>	<b>Construction Materials</b>
Sub Industry		
<b>Construction Materials</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	1.321	Workers
Legal minimum wage in local currency	3.860.000	Monthly
Lowest wage paid for regular work at the site	4.911.000	Monthly
Calculated living wage in local currency	4.888.000	Monthly
Total sample	24	Workers

## Other Metrics

Male workers	792	Workers
Female workers	529	Workers
Non-binary workers	0	Workers
Permanent workers - Male	754	Workers
Permanent workers - Female	508	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	22	Workers
Management - Female	17	Workers
Management - Non-binary	0	Workers
Apprentices - Male	16	Workers
Apprentices - Female	4	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	682	Workers
Workers with night shift - Female	406	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	47	Workers
Domestic migrant workers - Female	10	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	770	Workers
Workers hired directly - Female	512	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	770	Workers
Unionised workers - Female	512	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	770	Workers
Workers under CBA - Female	512	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	5	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	10	Workers
Workers on parental leave - Non-binary	0	Workers
Minimum wage agreed on CBA in local currency	4.911.000	Monthly
Sample - Male	12	Workers
Sample - Female	12	Workers
Sample - Non-binary	0	Workers

## FINDINGS

### PA1: Social Management System

Site: ASIA-US INDUSTRIAL JOINT STOCK COMPANY | Site amfori ID: 704-000587-002

**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

Follow-up audit on Jun 19-21, 2025: OPEN  
The factory improved some previous findings but there were some non-conformities still need to improve in PA1, PA2, PA5, PA7.  
(According to amfori BSCI requirement)

Đánh giá theo dõi ngày 19-21/6/2025: MỞ  
Ghi nhận nhà máy đã khắc phục một số phát hiện trong lần đánh giá trước nhưng vẫn còn một số điểm không phù hợp nhà máy cần cải thiện ở các phần 1, 2, 5, 7.  
(Theo yêu cầu của amfori BSCI)

### PA 2: Workers Involvement and Protection

Site: ASIA-US INDUSTRIAL JOINT STOCK COMPANY | Site amfori ID: 704-000587-002

**Question:** 2.3 CRUCIAL: Is there satisfactory evidence that the auditee takes specific steps to make workers aware of their rights and responsibilities?

#### ENGLISH

#### LOCAL LANGUAGE

##### Finding

Follow-up audit on Jun 19-21, 2025: NEW FINDING  
Based on document review and interview, it was noted that there was no evidence indicated that facility had provided Gender Equality training for employees as amfori BSCI requirement.  
(According to amfori BSCI requirement)

Đánh giá theo dõi ngày 19-21/6/2025: ĐIỂM MỚI  
Ghi nhận chưa có bằng chứng cho thấy cơ sở đã cung cấp khóa học bình đẳng giới cho công nhân viên như amfori BSCI yêu cầu.  
(Theo yêu cầu của amfori BSCI)

### PA 5: Fair Remuneration

Site: ASIA-US INDUSTRIAL JOINT STOCK COMPANY | Site amfori ID: 704-000587-002

**Question:** 5.2 Is there satisfactory evidence that wages are paid in a timely, stable and regular manner, and fully in legal tender?

#### ENGLISH

#### LOCAL LANGUAGE

##### Finding

Follow-up audit on Jun 19-20, 2025: NEW FINDING

Ghi nhận nhà máy chưa trả lương thôi việc cho 1 công nhân nghỉ việc trong vòng 14 ngày làm việc.

Finding	
Based on document review and interview it was noted that the factory did not pay salary for 01 resignation worker within 14 working days from terminating the labour contract, worker resigned on 16 Mar 2025, however the factory paid salary and benefit on 29 Apr 2025. (Labor code No 45/2019/QH14 valid since Jan 01, 2021; Article 48)	

**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	
Follow-up audit on Jun 19-20, 2025: OPEN Based on document review and interview, it was noted that the factory did not pay severance allowance for 01 resignation worker who resigned in Apr 2025 even though she had worked in the factory since July 2017 and had 06 months in maternity leave without participating in unemployment insurance. (According to Labor Code No. 45/2019/QH14, Article 46)	Đánh giá theo dõi ngày 19-21/6/2025: MỞ Ghi nhận nhà máy chưa trả trợ cấp thôi việc cho 1 công nhân thôi việc trong tháng 4/2025 mặc dù công nhân đã làm việc cho nhà máy từ 7/2017 và có 6 tháng nghỉ thai sản không tham gia bảo hiểm thất nghiệp.

## PA 7: Occupational Health and Safety

Site: ASIA-US INDUSTRIAL JOINT STOCK COMPANY | Site amfori ID: 704-000587-002

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

ENGLISH	LOCAL LANGUAGE
Finding	
Follow-up audit on Jun 19-21, 2025: OPEN Based on document review and interview, it was noted that the factory provided examination for occupational diseases for employees working in heavy and harmful job once per year instead of every 6 months as legal requirement. (According to Law No.84/2015/QH13 on Occupational safety and hygiene, Article 21 and Circular No. 28/2016/TT-BYT management of occupational diseases, article 6 and article 7)	Đánh giá theo dõi ngày 19-21/6/2025: MỞ Ghi nhận nhà máy cung cấp khám phát hiện bệnh nghề nghiệp cho công nhân viên làm công việc nặng nhọc độc hại 1 lần 1 năm thay vì mỗi 6 tháng theo như yêu cầu của luật.

**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
<b>Finding</b>	
<p>Follow-up audit on Jun 19-21, 2025: NEW FINDING</p> <p>Based on document review and interview it was noted that there was 1 occupational accident occurred in Mar 2025, worker was treated and his health was stable. However, there was no evidence to prove that the factory recommended medical center to worker for medical assessment of decreased work capacity.</p> <p>(Law No.84/2015/QH13 on Occupational safety and hygiene, article 38)</p>	<p>Đánh giá theo dõi ngày 19-21/6/2025: ĐIỂM MỚI</p> <p>Ghi nhận có 1 vụ tai nạn lao động xảy ra vào tháng 3/2025, công nhân đã được điều trị và ổn định sức khỏe. Tuy nhiên chưa có bằng chứng chứng minh nhà máy đã giới thiệu cơ sở y tế để người lao động đi giám định mức độ suy giảm khả năng lao động.</p>

**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
<b>Finding</b>	
<p>Follow-up audit on Jun 19-21, 2025: OPEN</p> <p>Based on site observation it was noted that at least 3 buckets of chemical in chemical warehouse were not labelled by English instead of Vietnamese.</p> <p>(Law on chemical No. 06/2007/QH12. Article 27)</p>	<p>Đánh giá theo dõi ngày 19-21/6/2025: MỞ</p> <p>Ghi nhận ít nhất 3 thùng hóa chất tại kho hóa chất chưa được dán nhãn tiếng Việt.</p>

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

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>Follow-up audit on Jun 19-21, 2025: NEW FINDING</p> <p>1) Based on site observation it was noted that the key left in 1 forklift in finished goods warehouse (building 2) while forklift was not in use to prevent unauthorized operate forklifts.</p> <p>2) It was noted that there was 01 grinding machine at grinding section (building 1) which had been installed safety cover already. However, workers did not use the safety covers during machine operation to protect worker's health.</p> <p>(According to amfori BSCI requirement)</p>	<p>Đánh giá theo dõi ngày 19-21/6/2025: ĐIỂM MỚI</p> <p>1) Chia khóa của 1 xe nâng hàng vẫn để tại xe trong khi xe nâng không được sử dụng.</p> <p>2) 1 máy mài tại bộ phận mài đang hoạt động tuy nhiên cửa an toàn không được đóng để đảm bảo an toàn trong quá trình vận hành.</p>

**Question:** 7.25 Is there satisfactory evidence the auditee verifies that temperature, humidity, space, sanitation, illumination are adequate for the health and safety of workers?

**ENGLISH**

**LOCAL LANGUAGE**

**Finding**

Follow-up audit on Jun 19-21, 2025: NEW FINDING  
Reviewing the Working condition monitoring result in Feb 2025 noted that the level of 12 out of 65 noise samples in working area exceeded legal limit.  
Remark: The factory provided earplugs for workers.  
(According to QCVN 24:2016/BYT)

Đánh giá theo dõi ngày 19-21/6/2025: ĐIỂM MỚI  
Ghi nhận 12 mẫu tiếng ồn tại các khu vực làm việc vượt giới hạn.  
Ghi chú: Nhà máy đã cung cấp nút tai chống ồn cho công nhân.