JIAXING SENCHUANG FASHION CO., LTD
Compliance Profile
Agenda

1. About Senchuang
   1.1 Overall highlights & Development history
   1.2 Major Clients
   1.3 Production & Monthly output
   1.4 Machine types and quantities

2. Senchuang Compliance
   2.1 Compliance monitoring
   2.2 Environmental programs
About Senchuang
1.1 Overall highlights & Development history

-- Date of Incorporation: 1992

-- Total construction zone: 50,000 sq.mt

-- 3 workshops

-- 794 operators

Located at the Southwest of Shanghai, Jiaxing Senchuang Fashion Co., Ltd is 1.5 hour drive from Shanghai Pudong Airport.

1992 - Established Zhejiang Weichuang Fashion Co., Ltd
1999 - Rename as Jiaxing Senchuang Fashion Co., Ltd
2006 - Established Nantong Runchuang Fashion Co., Ltd
2010 - Established Zhejiang Senchuang Imp&Exp Co., Ltd
## 1.2 Major Clients

<table>
<thead>
<tr>
<th>Current Customer</th>
<th>Percentage of annual amount</th>
<th>Main product</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vince</td>
<td>30%</td>
<td>Woven Top, Casual Jacket and pants</td>
</tr>
<tr>
<td>Eileen Fisher</td>
<td>25%</td>
<td>Woven Top, Dresses, Jacket, pants and coat</td>
</tr>
<tr>
<td>Ted Baker, Lewit, Alexander Wang, Anterprima</td>
<td>20%</td>
<td>Woven Top, Dresses, Sweater</td>
</tr>
<tr>
<td>Rag &amp; Bone, Theory</td>
<td>15%</td>
<td>Woven Top, Dresses, Sweater</td>
</tr>
<tr>
<td>Tory Burch</td>
<td>10%</td>
<td>Woven Top, Dresses, Sweater</td>
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</table>
### 1.3 Production & Monthly output

<table>
<thead>
<tr>
<th>Production</th>
<th>Monthly output (PCS/month)</th>
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<tbody>
<tr>
<td>Dress</td>
<td>36,000</td>
</tr>
<tr>
<td>Woven Top</td>
<td>82,000</td>
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<tr>
<td>Jacket</td>
<td>16,000</td>
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<tr>
<td>Pants &amp; Skirts</td>
<td>18,000</td>
</tr>
<tr>
<td>Sweater</td>
<td>50,000</td>
</tr>
<tr>
<td>Double Face</td>
<td>3,500</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>205,500</strong></td>
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</table>
## 1.4 Machine types and quantities

<table>
<thead>
<tr>
<th>No</th>
<th>TYPE</th>
<th>NAME</th>
<th>QUANTITY</th>
<th>ORIGIN</th>
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<tbody>
<tr>
<td>1</td>
<td>DDL-9700-7</td>
<td>JUKI high-speed computer sewing machine</td>
<td>122</td>
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<td>JUKI high-speed computer sewing machine</td>
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<td>YG777M-1T</td>
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<td>8</td>
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<tr>
<td>9</td>
<td>MX521-M03</td>
<td>Pegasus overlock machine</td>
<td>14</td>
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<td>Pegasus overlock machine</td>
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<td>LA-051</td>
<td>LENS4 single needle chainlock stitch machine</td>
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<td>NB-1003PFSM</td>
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<td>76</td>
<td>KS-160S</td>
<td>Automatic fabric pull machine</td>
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</table>
Senchuang Compliance
CSR organizational chart

### Monitoring the implementation
- Staff Representative

### Day-to-day management
- **General Manager**
  - David Wong
- **Admin Manager**
  - Zengguo Wang
- **Compliance Manager**
  - Zhongming Yan
- **System Specialist**
  - Ivy Song

### Policy formulation
- **Labour Union**
  - Yiping Chen
- **Security Administrator**
  - Huigen Sheng
- **EHS Supervisor**
  - Zengguo Wang
Neither corporal punishment nor any other form of physical or psychological coercion shall be used against workers.

No corporal punishment

Compliance with law
Full compliance with all laws, rules and regulations applicable to the manufacture of the goods, the facility where they are made and accommodations made available to workers.

Healthy and Safety
The work environment shall be safe and healthy.

Nondiscrimination
Workers shall be selected only on the basis of their ability to do the job, not on the basis of other personal characteristics or beliefs.

Minimum wages and benefits
Payment to workers of the minimum wage prescribed by local law or the prevailing local industry wage, whichever is higher and payment to workers of overtime compensation with all applicable laws.

Maximum working hours
Overtime shall be limited to a level consistent with humane and productive working conditions.

Environments
Environmental laws and regulations shall be complied with.

No child labor
All workers shall be at least the local minimum legal working age.

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## 2.1 Compliance monitoring

### External control

1. BSCI,WRAP,GSV,ISO14001,ISO9001 Certification and Certification for work safety standardization credibility by 3rd party

2. Third party audit nominated by customer

3. Compliance audit from customer independent audit team

4. Customer audit from Production/Technical department

### Internal control

1. New staff recruiting policy and procedure.

2. Staff training and code of conduct education.

3. Regular conducting fire drill at least twice a year.

4. Providing PPE to employee.

5. Employee handbook and leave policy.

6. Social insurance coverage for employee.

7. Yearly body check for workplace occupational hazards.

8. Kitchen staff for hygiene certificate and health certification.

9. Grievance system and suggestion box procedure.

10. Working hour monitoring.
Internal control

- Fire drill twice per year

- The regular fire services inspection

- First aid training
Internal control

• Employees wear PPE when working

• Employee handbook and factory leave policy

• Canteen hygiene certificate and health certification for all
Internal control - Communication system

1. Suggestion box procedure
   - Total 3 suggestion boxes in each workshop
   - System Specialist opens the boxes every month and report to management if any concerns.

2. WeChat official account
   - Senchuang creates the WeChat account named “Senchuang Fashion” and every employee can offer advice or suggestion through it.
   - In the WeChat official account, employees can get many information such as company shuttle bus schedule, life instructions, etc.

3. WeChat group
   - Employees can voice out in WeChat Group to get help and administrative department will solve the corresponding problems as soon as possible.

4. Staff Representative
   - There is one staff representative in each floor.
Internal control - Staff welfare

- Social insurance for all employees
- Free food
- Housing fund
- Free dormitory
- Free shuttle bus
- Annual leave
- Free travel
- Labour protection appliance, for instance; body shampoo, toilet paper, etc.
**Internal control - Time of service & Turnover Rate**

- Approximately 46% of all employees have worked in Senchuang over 10 years.

- Our employees’ stability has improved continually.

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**Time of service**

- Above 20 years: 151
- Above 10 years: 319
- Above 5 years: 135
- Above 1 year: 404

**Annual turnover rate**

- 2015: 5.9
- 2016: 5.5
- 2017: 4.7
2.2 Environmental programs

Senchuang has an environmental management system, including a clear environmental policy and environmental goal.
Environmental POLICY

- Caring for the environment
- Clean production
- Energy saving
- Pollution prevention
Environmental GOAL

- Sewage meets Class III emission standards
- Boiler exhaust emissions meet the requirements
- Noise emission standard meet the requirements
- 20% reduction in energy consumption per unit of sewing equipment per hour
Environmental programs

- Solar energy
- Higg Index
- Bluesign
Solar energy

With a total investment of USD 736,000, the project was built from Oct 2015 to May 2016. The average power generation is 70,000 kw/h per month. That’s 30% of Senchuang’s actual electricity consumption.
Senchuang has been submitting the HIGG index survey annually since 2016 and we just were audited again by HIGG in the middle of Oct. 2018
Higg Index

Higg on-site audit report
Bluesign

● Senchuang has invested USD 120,000 for Bluesign in the first stage.
● Senchuang has a Bluesign partnership.
● The silk dyeing house of Senchuang (joint venture) already got silk products certification in June 2018.
THANK YOU !