



Social Report [January, 2014 – December, 2014]



www.kingcap.nl

Start date membership

March 1st 2006

Reporting period (financial year)

January, 2014 – December, 2014



Contents

Summary: goals & achievements 2014	3
1. Sourcing strategy	4
1.1. Sourcing strategy & pricing	4
1.2. Organisation of the sourcing department	4
1.3. Production cycle	4
1.4. Supplier relations	4
1.5. Integration monitoring activities and sourcing decisions	5
2. Coherent system for monitoring and remediation	6
2.1. Factory A/Country	6
2.2. Factory B/Country B	6
2.3. External production	6
3. Complaints handling	7
4. Training and capacity building	7
4.1. Activities to inform staff members	7
4.2. Activities to inform agents	7
4.3. Activities to inform manufacturers and workers	7
5. Transparency & communication	8
6. Stakeholder Engagement	8
7. Corporate Social Responsibility	8

Summary: goals & achievements 2014

As in 2013 it has been a difficult year. Prices, wages and delivery time were the main problems and reason to search for additional new suppliers.

We extended our relationship with our 2 main suppliers. In 2013 we hired an agent, native Dutch, speaking Mandarin. To strengthen the relationship with our supplier, he visited them once per month. He discussed process efficiency, quality control and Fair Wear related matters, as Cap(s) during each visit. Unfortunately he stopped working for us, because he moved back to Holland. (August 2014)

Sourcing goals for 2014

We have identified the need to further diversify our supplier base. Especially with one supplier, we see that their success and focus is shifting more and more to the US market where they have 2 fairly large customers that make out the bulk of their production volume. In 2012 they introduced a customer segmentation, which resulted in a negative development in their performance towards us and on our business relationship. One of the results for us from this segmentation is that both our sampling as our production time has increased and has a tendency of being unstable.

For the above reasons we have executed a detailed benchmark among potential new suppliers in various provinces and of course social compliance was an important part of the benchmark. Our agent visited a number of suppliers as well. The goal was to select at least 2 new suppliers. Based on the outcome of this benchmark and these visits. We managed to select 2 and placed a few small test orders. The performance of one supplier was worse than we expected. We ended the relationship with this supplier early 2014. With the other supplier we extended the cooperation and placed more orders. FWF matters has been discussed. And an audit will be planned in 2015.

Apart from visiting potential new suppliers, we have visited our regular suppliers where running business and Fair Wear related matters were discussed.

Audits and actions on CAP(s)

It still is our policy to gain some experience with a new supplier first, before we perform an audit. Since we want to be able to check the performance of a new supplier first, we did not audit our new supplier yet. As stated before the underperformance of this supplier caused ending the relationship within a few months.

In December 2013 a verification audit has been performed at 1 of our main suppliers by FWF. The corrective action plan and audit has been discussed with the factory. The situation however is difficult and a lot of energy and time has been put in explaining and convincing the Fair Wear principles and importance. WEP is offered and they are willing to join it. This will be planned later in 2015.

1. Sourcing strategy

1.1. Sourcing strategy & pricing

The buying strategy is unchanged. However, with hiring our agent, we were able to source more locally for new suppliers and visiting them. We have reports of all visited factories.

Our agent continued sourcing for new suppliers. With the selection process of FWF matters included. The goal was to find 1 or 2 new suppliers that can act as alternative smaller suppliers to our existing suppliers and bring a more even spread in our supplier base and increase leverage.

1.2. Organisation of the sourcing department

A number of employees at the sales department also act as purchaser. They only purchase at the selected factories. Buttonboss has no separate purchasing department. Sourcing and selection of suppliers, as well as the implementation of FWF is not part of their responsibilities. Management and agent performs this task.

1.3. Production cycle

Stock articles: we produce a number of items that we keep on stock in our warehouse. It is our target to keep this in our collection for at least 2 years. Our purchasing is done through forecasts to give the supplier enough space and time for planning its capacity and the purchase of raw materials. Buttonboss and its suppliers commonly aim at a production time of 30 – 40 working days.

Custom-made orders: these orders have a constant flow throughout the year and are sent to our suppliers on a daily/weekly basis.

1.4. Supplier relations

Our selection process is as following:

- Sourcing is done through our agent, the internet and exhibitions.
- A basic inquiry is sent our per mail. Here we measure the response time and response quality.
- We send the “supplier information form”. Here we ask some basic questions like: company information: address, ownership, management, number of workers employed, minimum wage workers, factory facilities, response time inquiries, standard sampling time and standard production time.
- The next step is sending out the “questionnaire for suppliers of own production”. Here we also give an extensive explanation of the Fair Wear Foundation. With this document the new supplier agrees to co-operate with the process of monitoring and improvement of labour conditions.
- Before placing any order, we visit the factory.



Social Report [January, 2014 – December, 2014]

- If the factory visit is to our (and the suppliers) satisfaction, we will start placing orders.
- During the first period of corporation we evaluate on a regular basis. We evaluate internally as well as with the supplier.
- At the moment the relationship gets a structural character, an FWF audit is planned.
- The audit and the corrective action plan is the start of the continuous process of working together with the supplier to improve working conditions.

1.5. Integration monitoring activities and sourcing decisions

We will not place orders with factories that are not clean, or don't have decent work areas. Also, if there is the slightest presumption of child labour, or that we feel there is not enough capacity to produce our orders we will not start any cooperation. With our factory selection process we have a good first tool for making the correct sourcing decisions.

2. Coherent system for monitoring and remediation

2.1. China

We see negative developments both in our market as well as at our suppliers. Due to the economic developments, Europe has become less and less interesting for suppliers and we still face ongoing increases in wages and therefore our costs.

Existing factory A;

The focus with this supplier is on custom-made orders and stock orders. We have visited them and intensively discussed FWF and the corrective action plan. Also here we see an increased focus on the US market and difficulties regarding flexibility, quality and pricing. Our agent has visited this factory 2 times in 2014. (28th of March 2014 and 3rd of June). And have received Sedex audit report in december 2014.

Existing factory B;

We started purchasing from this supplier since mid-2011. Our purchasing volume has increased since then in such a way that they now are our largest supplier. We have visited them and an audit was performed by FWF in December 2013.

Especially during our visit (28th of March) a lot of energy was spent on FWF and the corrective action plan. But the situation is difficult with respect to Fair Wear and the corrective action plans. They are audited on a very regular basis by other compliance institutes like SA8000. These are requested by their main (US) suppliers and leave little room to implement a different compliance method like Fair Wear. Our agent has visited this factory 2 times in 2014. (28th of March and 4th of June)

New factory C;

Started to work with them on a small basis. It is our policy to first gain enough experience with new suppliers before planning an audit. As mentioned earlier. FWF matters has been discussed. An audit will be planned later in 2015.

2.2. Factory B/Country B

N/A

2.3. External production

N/A

3. Complaints handling

Buttonboss has a designated person to handle complaints of workers.

- Mattie Haug

Buttonboss has a workflow in place to monitor that the Code of Labour Practices including the contact details of FWFs local complaints handlers is posted in factories where production is made.

In 2014 FWF received no complaints from workers employed in factories producing for Buttonboss. But when we receive a complaint, we will try to solve the problem and open discussion with the supplier. Our agent will visit the supplier when needed.

4. Training and capacity building

4.1. Activities to inform staff members

The complete sales department is aware of our membership and of the Fair Wear Foundation. We have made good progress in this awareness and every day communication about our membership of the Fair Wear Foundation. However, this is an on-going topic and we keep on improving and increasing our internal activities on this matter.

At every customer visit we spent time to explain our FWF membership.

Describe activities undertaken to inform and train staff about FWF membership.

4.2. Activities to inform agents

We have informed and trained our agent, by sending him all information as given by FWF. We discussed the matters as Cap(s). We also visited FWF in Amsterdam. Our agent attended the BPC of 2013.

4.3. Activities to inform manufacturers and workers

We inform the manufacturers. They inform the workers.



Social Report [January, 2014 – December, 2014]

5. Transparency & communication

In our communication we use the Fair Wear logo:

- On all our printed stationary
- In all emails
- In our Kingcap Brochures
- On our website
- In our stock collection caps
- In our visuals
- On our exhibitions
- Some custom made caps/hats (after approval of FWF)

At every customer visit we spent time to explain the FWF code of conduct and our membership.

6. Stakeholder Engagement

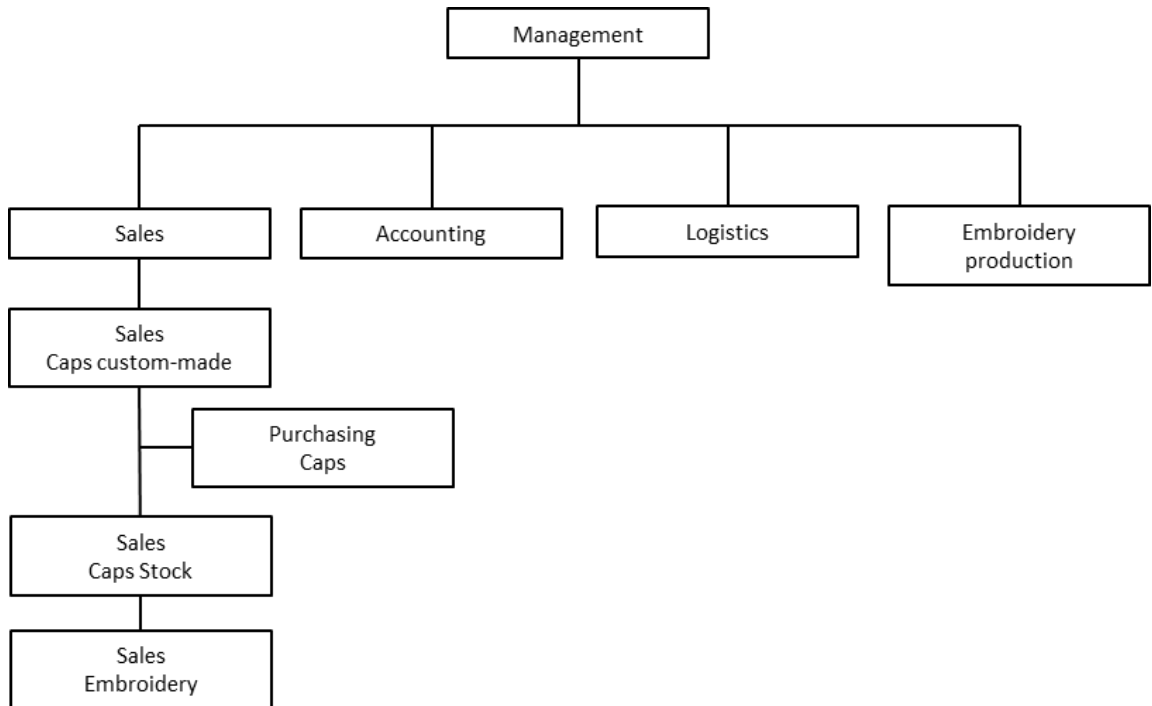
N/A

7. Corporate Social Responsibility


We have registered ourselves at SEDEX

We signed the Code of Conduct of PPP (Platform Promotional Products) and EPPA (European promotional products association).

Annex 1: Organizational chart



Annex 2: Corrective action plan factory B

Labour standard / management system requirement	Detailed finding follow up audit (Dec 2013)	Management response to findings	Requirements/ Recommendations	Comments by J&F	Improvement observed
Safe and healthy working conditions 1	Standing workers are not provided with floor mat and some sitting workers are not provided with chairs with back supports. No exercise is arranged for workers during work intervals to release their body strain.	Need further discussion	<i>Recommendation: Factory is recommended to build up an ergonomic program, provide chairs with back support to the workers who have to sit for long periods of time. factory should also provide information on proper working positions.</i>	because of the particularity of cap making work, workers should bend the body forward to the desk, so we don't need a chair with back support. But our workers have enough rest time, see attached notice photo, this will ensure the health of our workers	 Closed

Labour standard / management system requirement	Standard Finding/ Common finding	Detailed finding follow up audit (Dec 2013)	Management response to findings	Requirements/ Recommendations	Improvement observed	Status
Sourcing practices of [Buttonboss] 2	According to the factory the purchasing practices of the FWF affiliate contribute to excessive overtime in the factory.	The lead time from Buttonboss in the suppliers peak season (from Oct to Feb of next year) is expected to be extended to 45 to 50 days from 35 to 40 days. The current production time is a bit tight for the supplier to arrange productions in peak season, which contributes to workers excessive overtime hours, to some degree.	N/A	Requirement: The FWF affiliate shall allow sufficient lead time for its suppliers to arrange productions, so that workers are not engaged in excessive overtime hours.	It's according to the character of production, in peak season, we can prepare fabric in advance and take other actions to shorten leadtime.	needs to be discussed

<p>Communication and consultation 1</p>	<p>Management has not informed workers actively about the FWF Code of Labour Practices and / or relevant national or local legislation.</p>	<p>Workers are not aware of the FWF Code of Labour Practices or the key information on the PRC labour law. The FWF Code of Labour Practices is only posted for workers acknowledgement without trainings on the code elements to raise workers awareness.</p>	<p>Management state they will provide trainings on the FWF CoLP to its workers.</p>	<p>Requirement: Workers should be informed and consulted about PRC Labour Law, FWF Code of Labour Practices and Code of Conduct of other clients. Information about the PRC Labour Law, FWF Code of Labour Practices and Code of Conduct of other clients should be posted in a place that is easily accessible for workers.</p> <p><i>Recommendation: FWF's free Workplace Education Programme to promote social dialogue for possible labour disputes and deepen the understanding of FWF CoLP & local laws is recommended to be carried out at the factory.</i></p>	<p>Our factory have labor union, we publicise FWF Code of Labour. Yes of course, we'd like to join this programme. (WEP)</p>	<p>WEP will be planned in 2015</p>
---	---	---	---	--	--	------------------------------------





<p>Communication and consultation 2</p>	<p>There is no effective internal grievance mechanism in place.</p>	<p>Factory does not keep a register of complaints and suggestions of workers and of the factory's response.</p>	<p>Management state they take immediate action to provide a solution to workers complaints. As a result, they don't specially keep a log for the grievances.</p>	<p>Requirement: Factory should keep a register of complaints and suggestions of workers and of the factory's response, so that they can refer to the historic complaints to make sure the similar case will not happen again.</p>	<p>Our factory have labor union, we publicise worker's rights. And we poster covering article on workshop. Also if workers are unsatisfied with something, they can talk with their superior, we'll respond and find solution. We'll also put on record, everyone will know about it. Also we have a suggestion and complaint box, If our workers have some suggestions or complaint ,she or he could write a letter to management .</p>	<p>Closed. PLS CHECK PICTURES IN SEPARATE ATTACHMENTS (file one)</p>
---	---	---	--	---	--	---

<p>Communication and consultation 3</p>	<p>Other, please specify _ workers voices</p>	<p>The migrant workers complain the group leaders unfairly allocate the order of better piece price to the local workers. The aged workers from the finishing section complain their piece price is low and they can earn only 2000 or more RMB for a working week of 66 or more hours. Workers complain the bad food quality at J&F's canteen. Workers complain although they are able to have 1 day off in a week as of 2013, yet, they have excessive regular overtime hours from 3.5 up to 8 overtime hours/day. Workers complain they don't get their payment on time. They are paid on the 15th of the next month for wage of the previous month, which is a 15-day of delayed payment.</p>	<p>It cannot rule out the possibility that some migrant workers are assigned to do some orders with relatively low price, but generally speaking, it is fair. That is the reason, why even the migrants stay a couple of years with J&F. If workers are not satisfied with the piece price, they are free to approach the management team to re-set a new fair price.</p>
---	---	---	---

Need further discussion

Requirement: All voices and complaints from workers shall be taken care of seriously and a pragmatic solution to each complaint shall be worked out.






<p>Freedom of association and the right to collective bargaining 1</p>	<p>There is no independent union or workers committee which is run by workers without management involvement</p>	<p>Factory has a trade union, which is subjected to All China Federation of Trade Unions (ACFTU), the chairman and union committees are from managerial levels, who are appointed by upper management instead of democratic election; the trade union is not 100% truly and independently represent workers to have dialogues and communications on labour issues with management. In addition, workers are not aware of the right of freedom of association.</p>	<p>Management state to run an independent trade union in China is pretty difficult, they will try to make sure workers are entitled to the right to vent out their voices and the activate the functions of the current trade union to be more on behalf of workers rights for labour disputes.</p>	<p>Requirement: The company should explicitly communicate its willingness to negotiate with workers collectively and that it is the company's responsibility to make sure workers know they are free to organize themselves. The decision to set up a worker's organization, however, should be left to workers. Training of management, staff and workers about the grievance procedure, the right to freedom of association and collective bargaining and the FWF complaints procedure, in consultation with FWF and its local partners is required. <i>Recommendation: a secret vote could be organized amongst all workers, under the guidance of trainers, and in consultation with local labour law specialists and union representatives, to see whether they would like to become unionized and what would be the union of their choice.</i></p>	<p>Our union is a democratic election, and they have strong awareness of the right of freedom of association.</p>	<p>Timetable will follow</p>
--	--	---	---	--	---	------------------------------





<p>Payment of a living wage 1</p>	<p>The factory delays paying workers' wages.</p>	<p>The wage is paid to workers on the 15th of the next month for wage of the previous month, which is a delay of 15 days. For example, the wage of Oct 2013, will not be paid to workers until the 15th of Dec 2013.</p>	<p>Management state it is time consuming to calculate workers wage as it takes time to accurately calculate workers wage. Besides, the financial department also needs to double check the wage with each individual worker.</p>	<p>Requirement: In accordance with Article 50 of the Labor Law of the People's Republic of China, wages shall be paid to employees on time and in cash form each month (every 30 days). Without appropriate reason, factory shall not withhold part of the employees' wages or postpone the wage payment.</p>	<p>on 20th every month, the wage's payed</p>	<p>closed</p>
<p>Payment of a living wage 2</p>	<p>The factory does not pay leaves and benefits to workers according to legal requirements.</p>	<p>The piece rate workers are not paid when they are enjoying the statutory holidays; neither are they paid for annual leaves.</p>	<p>Need further discussion.</p>	<p>Requirement: Article 3 of the Regulations on Annual Leave for employees, employees who have served for one to less than ten years are entitled to 5 days. Employees who have served for 10 to less than 20 years are entitled to 10 days. Employees who have served for 20 years are entitled to 15 days. Statutory holidays and rest days shall not be regarded as annual leave. In accordance with Article 51 of the Labor Law of the PRC an employer shall, according to law, pay wages to employees for statutory holidays, marriage leave, bereavement leave and the time of participation in community activities according to law.</p>	<p>yes. PLS check "file two" it is our attendance sheet of year 2014, you can easlily find we on Jan & Feb ,every worker rest 13days ,during CNY ,workers rest more time than national regulation ,but we fully paid their wage as usual</p>	<p>Closed</p>



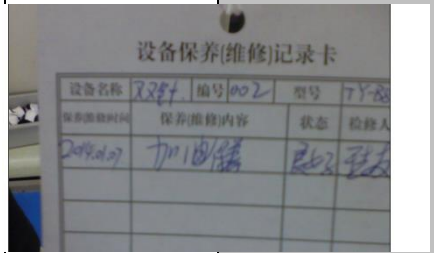
<p>Payment of a living wage 3</p>	<p>The factory does not pay overtime premium to workers according to legal requirements.</p>	<p>The overtime premium of nearly 30% of the workforce is insufficiently paid; and the gap compared with the legally required payment of overtime premium is from dozens of RMB to 800 or more RMB, as per analysis of the payroll journals from Jul to Sept 2013. The gap is more substantial in the finishing sections, where most workers are aged with low efficiency.</p>	<p>Management state most workers from the finishing sections are aged people who are in low efficiency; in reality, the piece price J&F offers to them is fair and in line with the industrial level, yet, they are not able to secure the payment of overtime premium due to inefficiency. J&F needs to have an internal discussion on how to work out a plan to secure the overtime premium for all workers.</p>	<p>Requirement: Overtime premium shall be paid at 150%, 200% and 300% of the normal wage rate of workers respectively for regular, weekend and statutory overtime hours; if workers are paid by piece rate, overtime premium shall be paid to them based on their piece wage.</p>	<p>Overtime premium shall be paid at 150%, 200% and 300% of the normal wage rate of workers respectively for regular, weekend and statutory overtime hours; if workers are paid by piece rate, overtime premium shall be paid to them based on their piece wage.</p>	<p>closed</p>
<p>Reasonable hours of work 1</p>	<p>Excessive overtime was found: <i>please specify: The regular overtime hours are more than 3 hours/day.</i></p>	<p>The regular overtime hours for most sewing and finishing workers are more than 3 hours/day (i.e. 3.5 to 4 hours) for 20 or more days in a month; while in case of tight delivery and peak season, the finishing workers work 5 up to 8 overtime hours/day for a couple of days in a month.</p>	<p>Management state sometimes in the day time, the finishing workers expect goods from the previous sections, as a result, some of them start to work in the afternoon or go to work 1 or 2 hour later than the workers from the previous sections. Their working hours does not 100% match with the manual attendance records. In addition, their supervisors as to make sure</p>	<p>Requirement: In accordance with Article 41 of the Labor Law of the PRC, after consultation with the trade union and employees, the employer may extend working hours due to its production or business needs, but the extended working hours shall not generally exceed one hour a day; in special circumstances that require an extension of working hours, the extended working hours shall not exceed 3 hours a day and 36 hours a month on condition that the</p>	<p>usually less than one hour extend-working in one day, less than 36 hours extend-working in one month. PLS check "file two" it is our attendance sheet of year 2014, you can easily find every day we have 1 one extend-working time ,every week two days rest</p>	<p>Closed</p>



			these workers are able to get a full attendance bonus, even if they are absent in the morning, they still have attendance in the morning.	health of employees is guaranteed.		
Reasonable hours of work 2	Excessive overtime was found: <i>please specify: the weekly working hours are more than 60 hours.</i>	The weekly working hours for most workers are around 76 hours normally, and up to 85 hours in case of tight delivery affecting most finishing workers.	Management state it is the normal phenomenon for workers to work more than 60 hours in the garment industry in their region. They will try to reduce the excessive overtime hours step by step.	Requirement: Factory should maintain its weekly working hours to be less than 60 hours as required by the FWF Code of Labour Practices.	yes, less than 60 hours in one week. PLS check "file two" it is our attendance sheet of year 2014, you can easily find every day we have 1 one extend-working time ,every week two days rest	Closed
Reasonable hours of work 3	Excessive overtime was found: <i>please specify: the consecutive working days are more than 7 days.</i>	The consecutive working days for the finishing workers are more than 7 days from 13 days up to 17 days; generally speaking, the sewing, cutting and printing workers are able to have 1 day off every week.	Agree	Requirement: All workers shall be entitled to at least one day off in a 7-day period.	our worker have one day off in a 7-day period	closed

<p>Safe and healthy working conditions 1</p>	<p>Minor issues regarding chemical safety are found</p>	<p>No eye washing facilities are available in the printing department and at the chemical warehouse.</p>	<p>Management state they will install the eye wash solution at both the printing and chemical warehouse.</p>	<p>Requirement: In accordance with Article 26 of Law of the People’s Republic of China on the Prevention and Treatment of Occupational Diseases, for the poisonous and harmful work place where acute occupational injuries are likely to take place, the employing work unit shall set up alarming equipment, allocate on-spot emergent treatment articles, washing equipment, emergent withdrawal passages and necessary danger-releasing zones.</p>	<p>YES, we have, pls find attached pic.</p>	<p>closed</p> 
<p>Safe and healthy working conditions 2</p>	<p>Minor issues regarding machine safety are found</p>	<p>The punching machines are operated by workers with only one hand instead of two, which poses a great danger to the operator in case they are careless.</p>	<p>Management state the punching machines are originally not equipped with 2-hand operation system, as the width of the machine is too wide to be reachable by two hands. They will strengthen trainings on proper operations of the punching machines as well as having some warning sign posted</p>	<p>Requirement: Where appropriate machinery shall have operational safety devices. A bimanual handles device shall be installed at the punching machines to ensure the operator's safety.</p>	<p></p>	<p>closed</p> 

			near the machines to remind workers of the danger.		punching machines are handed by two hands, Safety guaranteed	
Safe and healthy working conditions 3	Minor issues regarding machine safety are found	Most sewing machines are missing a pulley guard; most buttoning machines are missing a hand protective device. Some high-speed sewing machines are not equipped with an eye shield or workers are not wearing goggles while sewing.	Management state they will have the maintenance team to check these violations and get them fixed as soon as possible.	Requirement: In accordance with Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene, the external part or dangerous part of any transmission belts, rotational axis, transmission chain, coupling, belt wheel, gear, flying wheels, chain wheels and electric saw that is within 2 meters height of the plane where the operator is operating such device shall be equipped with safety devices.	Yes, the maintenance team check the material regularly	closed





<p>Safe and healthy working conditions 4</p>	<p>Minor issues regarding ergonomics are found</p>	<p>The standing workers are not provided with floor mat and the sitting workers are not provided with chairs with back supports. No exercise is arranged for workers during work intervals to release their body strain.</p>	<p>Need further discussion.</p>	<p><i>Recommendation: Factory is recommended to build up an ergonomic program, provide chairs with back support to the workers who have to sit for long periods of time. factory should also provide information on proper working positions.</i></p>	<p>Considering job category, it's not impossible to provide chairs with back support .Anyway, the workers have resttime.</p>	<p>closed</p>
<p>Safe and healthy working conditions 5</p>	<p>Other, <i>please specify _ improper waste water disposal</i></p>	<p>The waste water generated from the printing department is not purified before disposal.</p>	<p>Need further discussion.</p>	<p>Requirement: In accordance with Article 22 of Law of the PRC on the prevention and control of water pollution, Water pollutants are prohibited from being discharged by means of installing hidden pipes without permission or otherwise escaping from supervision and management.</p>	<p>YES, we purify the waste water through governmental stipulated dich</p>	<p>closed</p>

Safe and healthy working conditions 6

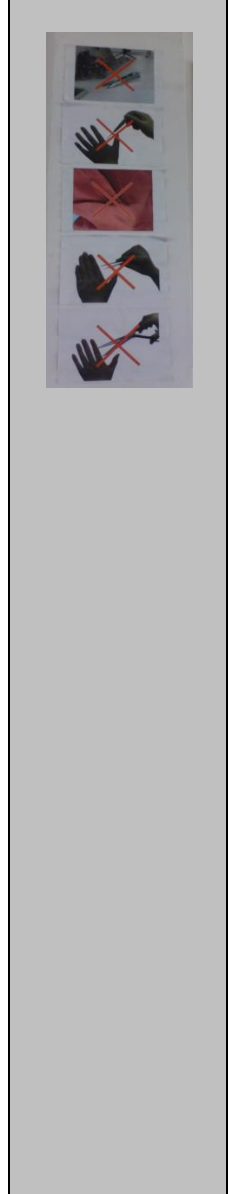
Other, please specify _ no physical examination is provided to workers who are in contact with chemicals.

Workers from the printing sections are not provided with an occupational health and safety examination on a yearly basis.

Management state they will provide physical examination to the printing workers on a yearly basis to track their health status from now on.

Requirement: In accordance with Article 36 Law of the People’s Republic of China on the Prevention and Treatment of Occupational Diseases, for the laborers that are engaged in the operations contacting the harm of occupational diseases, the employing work unit shall organize the occupational health examination of the laborers before they take the posts, when they are at the posts and when they leave the posts, the employing work unit shall inform the laborers of the examination results. The employing work unit shall afford the expenses needed for the occupational health examination.

All printing workers had physical examination in JAN 2014, and distribute reports, everyone is fine. pls check file three



Safe and healthy working conditions 7

Other, please specify _ the warning signage is not visible in the workshops. 要有危險警示语

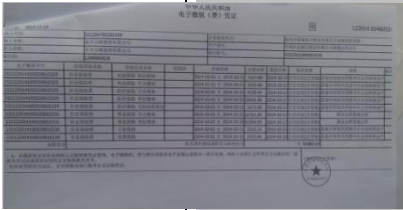
No warning sign is posted at the workstations to remind workers of the potential danger or work protection; for example, please use both hand to operate the punching machine; please wash your hand after printing; please wear proper personal protective equipment etc.

Management state they will post these warning signs where appropriate.

Requirement: A clear warning sign or sentence shall be posted to remind workers of the work related danger in the workshops.





<p>Legally binding employment relationship 1</p>	<p>Not all social security or insurance fees are paid</p>	<p>As per review of the social insurance payment receipt of Nov 2013, 680 out of 1092 employees are provided with pension, medical, maternity and unemployment insurance; all employees are provided with injury insurance.</p>	<p>Management state they will gradually increase the insurance coverage rate.</p>	<p>Requirement: In accordance with Article 73 of the Labor Law of the People's Republic of China, employees shall, in accordance with the law, be entitled to social insurance benefits under the following circumstances: (1) retirements; (2) illness or injury; (3) disability caused by work-related injury or occupational disease; (4) unemployment; and (5) maternity. The survivors of the insured laborers shall be entitled to subsidies for survivors in accordance with the law. The conditions and standards for laborers to enjoy social insurance benefits shall be stipulated by laws, rules and regulations. The social insurance amount that laborers and entitled to, must be timely paid in full amount. As the first step to compliance, all employees shall be covered by injury insurance.</p>	<p>closed</p> <p>70% workers are covered by retirements and illness, all employees be covered by injury insurance.</p> 
--	---	---	---	---	---