

Monitored Party	amfori ID	Address
xxxxxxxxxxxxxxxxxxxxxxxxxx	156-034725-000	xxxxxxxxxxxxxxxxxxxxxx, China
Monitoring Activity	Monitoring Type	Monitoring Partner
amfori Social Audit - Manufacturing	Full Monitoring	TÜV NORD CERT GmbH
Monitoring Start Date	Closing Meeting Finished Date	Submission Date
01/04/2024	09/04/2024	11/04/2024
Expiration Date	Announcement Type	
11/04/2025	Semi Announced	
Site	Site amfori ID	
xxxxxxxxxxxxxxxxxxxxxxxxxx.	156-034725-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	<div></div>
PA 2: Workers Involvement and Protection	A	<div></div>
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	<div></div>
PA 4: No Discrimination, Violence or Harassment	A	<div></div>
PA 5: Fair Remuneration	B	<div></div>
PA 6: Decent Working Hours	D	<div></div>

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: Mist Zhou (APSCA number: CSCA 21701854)

Name of team auditor (if applicable): N/A

Name of observers, translators, trainees, advisors/consultants (if applicable): N/A

Monitoring partner name: TUV Nord Cert GmbH (APSCA firm member: 11600051)

Audit schedule details: The audit is planned for 1 auditor x 1 day

Announcement Type: Semi Announced

Monitoring Type: Full Monitoring

Business partner information:

xxxxxxxxxxxxxxxxxxxxxxxx (xxxxxxxxxxxxxxxx 913301226767568289) which was located at xxxxxxxxxxxxxxxxxxx, China.

Facility was established and operated here from 2008. The facility specialized in the manufacture of pens, stationery products, and plastic products (spoon, bottle). According to the management interview, workers' wage lists and production records, facility did not have obvious peak or off seasons. Production activities mainly contained injection molding, assembling, inspection, packing.

Audited location information:

Facility owned the land and the buildings inside of its boundary, facility owned one 3-storey building as workshops and warehouses, one 2-storey building as workshops and warehouses, one 1-storey building as mold warehouse (less than 300 square meters, about 200 square meters), one 2-storey office building, one 3-storey dormitory building. The total building area was 6380 square meters. There was no canteen used by facility, also, no transportation provided to employees.

Operating shifts and hours:

The facility defined from Monday to Sunday as a week. Normal working hour is 8 hours per day and 5 days per week. All the employees had one shift, the time was 08:00-11:00, 12:00-17:00, they sometimes had 2 hours overtime in weekdays and they always took eight hours overtime on Saturdays. Sunday was rest every week. First date to the end of month was counted as a wage calculation cycle.

Time recording system:

Electric attendance system (fingerprint) was used to record the time in/out.

Salary payment details:

The corresponding wage was paid by cash before 30th of next month.

Worker number information:

Total employees' number: 35, male 15, female 20. There was no young employee, child labor, dispatched employee, casual employee used in facility. There was no subcontractor used by facility.

Good practices: Nil

Worker organization details:

Facility had one employees' committee and one employees' representative was selected.

Circumstances:

Management was in good cooperation with audit team, they attended opening and close meeting on time, led auditor to take onsite observation, auditor was provided with PPE and was safe during audit date. Buildings in facility was safe too. Also, they agreed all the findings and signed on the finding report. Through interview, employees were not coached,

Summary of findings:

No finding was detected in PA3,4,8,9,10,11,13. Findings detected in PA1,2,5,6,7,12.

Remark:

1. There was no contractor used by facility, which made contractor license/permit not applicable. There was no agency labor used by facility, which made agency labor contract not applicable. Facility was not required to obtain government waiver, which made government waiver not applicable. Employees did not have collective bargaining which made collective bargaining agreements not applicable.

2. Auditor selected Jul. 2023, Sep. 2023 and Feb. 2024 as samples and found all of the random selected employees monthly overtime exceed 36 hours in Jul. 2023, Sep. 2023.

3. According to management interview, employees' interview and social insurances payment sheet, not all of employees were provided with social insurances. In Feb. 2024, facility had total 35 employees and there were 13 re-employed employees after retirement among them & no newcomer in them. 15 out of 35-13=22 employees (68.2%) took part in medical insurance, basic endowment insurance, maternity insurance, work-related injury insurance and unemployment insurance.

Remark: Facility provided commercial accident insurance to employees who did not have work-related injury insurance, which effect from 20 Apr. 2023 to 19 Apr. 2024.

4. Facility did not obtain environmental protection checks acceptance report for review.

5. Living wage was calculated by manual collected. No anker wage available for the producer location. The calculation methodology refers to anker living wage structure. The data comes from the local bureau of statistics for the current year.

SITE DETAILS

Site

XXXXXXXXXXXXXXXXXXXXXXX.

Site amfori ID

156-034725-001

GICS Classification

Sector	Industry Group	Industry
Industrials	Commercial & Professional Services	Commercial Services & Supplies
Sub Industry		
Office Services & Supplies		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	35	Workers
Legal minimum wage in local currency	2,490	Monthly
Lowest wage paid for regular work at the site	2,600	Monthly
Calculated living wage in local currency	2,592.44	Monthly
Total sample	6	Workers

Other Metrics

Male workers	15	Workers
Female workers	20	Workers
Non-binary workers	0	Workers
Permanent workers - Male	15	Workers
Permanent workers - Female	20	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	2	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	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	5	Workers
Domestic migrant workers - Female	7	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	15	Workers
Workers hired directly - Female	20	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	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	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
Sample - Male	3	Workers
Sample - Female	3	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: xxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-034725-001

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 documents' review and management interview, the facility had set up some management procedures to implement amfori BSCI Code of Conduct, such as fair remuneration, decent working hours, etc. However, not all of the policies were properly implemented. For example, facility did not comply with all the requirement of occupational health and safety. It partially respected amfori BSCI 1.1.	根据文件审阅和管理层访谈，工厂建立了一些确保 amfori BSCI 行为守则有效实施的管理程序，诸如公平报酬、体面的工作时间等。然而，不是所有的政策都完整的实施。例如：工厂没有完全遵守职业健康安全的所有要求。其部分尊重 amfori BSCI 1.1.

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on documents' review and management interview, capacity evaluation was not conducted effectively. Facility established procedure on capacity evaluation. However, management did not take the calculation of capacity evaluation. Management said due to lack of person, the relevant calculation was not conduct. It partially respected amfori BSCI 1.4.	根据文件审阅和管理层访谈，产能评估没有有效的执行。工厂建立了产能评估的程序文件。然而，管理层没有进行产能评估的计算。管理层表示，由于人手不够，尚未来及进行相关计算。其部分尊重 amfori BSCI 1.4.



PA 2: Workers Involvement and Protection

Site: xxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-034725-001

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH	LOCAL LANGUAGE
Finding	
Through employees' interview, found that 3 out of 6	通过员工访谈，发现6名被访谈的员工中有3名不清

Finding	
interviewed employees were not aware of amfori BSCI COC. Through documents review, facility provided relevant training to employees in 2024, however, the training result was not good. Management said they would reinforce the training's frequency and do a small test for training. It partially respected amfori BSCI 2.4.	楚amfori BSCI行为守则。通过文件审阅，发现工厂在2024年提供了相关的培训给员工，但是培训的效果并不良好。管理层表示，将加强培训的频次并对每次培训进行一次小考核。其部分尊重amfori BSCI 2.4.

PA 5: Fair Remuneration

Site: xxxxxxxxxxxxxxxxxxxxxxxxx. | Site amfori ID: 156-034725-001

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>According to management interview, employees' interview and social insurances payment sheet, not all of employees were provided with social insurances. In Feb. 2024, facility had total 35 employees and there were 13 re-employed employees after retirement among them & no newcomer in them. 15 out of 35-13=22 employees (68.2%) took part in medical insurance, basic endowment insurance, maternity insurance, work-related injury insurance and unemployment insurance.</p> <p>Remark: Facility provided commercial accident insurance to employees who did not have work-related injury insurance, which effect from 20 Apr. 2023 to 19 Apr. 2024.</p> <p>Management said some of employees did not want to pay for individual part of social insurance, so they did not provide social insurance to these people. It did not respected amfori BSCI 5.5. (Laws and Regulations: Labor Law of P.R.C, Article 72)</p>	<p>根据管理层访谈、员工访谈和社保缴费记录，不是所有员工被提供了社会保险。在2024年2月，工厂共有35名员工，其中有13名退休返聘员工，没有新进员工。35-13=22名员工中的15名(68.2%)参加了医疗保险、养老保险、生育保险、工伤保险和失业保险。</p> <p>备注：工厂为没有工伤保险的员工提供了商业意外保险，有效期从2023年4月20日至2024年4月19日。管理层表示，有一些员工不愿意承担社保的个人支付部分，故没有为他们提供社保。其没有尊重amfori BSCI 5.5.</p> <p>（参考法律法规：《中华人民共和国劳动法》第72条）</p>

PA 6: Decent Working Hours

Site: xxxxxxxxxxxxxxxxxxxxxxxxx. | Site amfori ID: 156-034725-001

Question: 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?	
ENGLISH	LOCAL LANGUAGE

Finding	
<p>Facility did not have an effective overtime management control system.</p> <p>Auditor selected July 2023, September 2023 and Feb. 2024 as samples and found all of the random selected employees monthly overtime exceed 36 hours in July 2023, September 2023, also:</p> <p>1) the monthly overtime: 6 out of 6 random selected employees worked 54 hours in July 2023 (random month);</p> <p>2) the monthly overtime: 6 out of 6 random selected employees worked 56 hours in September 2023 (random month);</p> <p>Remark:</p> <p>the monthly overtime: 6 out of 6 random selected employees worked 36 hours in Feb. 2024 (current month);</p> <p>It did not respected amfori BSCI 6.2.</p> <p>(Laws and Regulations: Labor Law of the P.R.C, Article 41)</p>	<p>企业没有一个有效的加班管控系统。</p> <p>我们选取了2023年7月，2023年9月，2024年2月作为样本，发现所有随机抽取的员工在2023年7月，2023年9月的月加班时间超过36小时，并且：</p> <p>1)随机抽取6名员工中有6名，在2023年7月，月加班为54小时（随机月）；</p> <p>2)随机抽取6名员工中有6名，在2023年9月，月加班为56小时（随机月）；</p> <p>备注：</p> <p>随机抽取6名员工中有6名，在2024年2月，月加班为36小时（当前月）；</p> <p>其没有尊重amfori BSCI 6.2.</p> <p>（参考法律法规：《中华人民共和国劳动法》第41条）</p>

PA 7: Occupational Health and Safety

Site: xxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-034725-001

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

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on documents' review and management interview, facility did not update its applicable laws and regulations.Auditor found that management collected laws and regulations related to facility, however, some of the laws were not updated to latest one, such as labour law of the people's republic of china. Management declared, they ignored this requirement.</p> <p>It partially respected amfori BSCI 7.1.</p>	<p>根据文件审阅和管理层访谈，企业没有更新其适用的法律法规。审核员发现管理层收集了企业相关的法律法规。但是，一些法律并没有更新到最新版，例如：中华人民共和国劳动法。管理层表示，他们疏忽了该要求。</p> <p>其部分尊重amfori BSCI 7.1.</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
Finding	
<p>Through onsite tour and management interview, it</p>	<p>通过现场走访和管理者访谈，评估中发现企业没有</p>

Finding

was noted that facility did not install handrails on the ladder (ladder was nearly 1300mm distances away from ground) for four injection molding machine in workshop. Management said they ignored this requirement. It partially respected amfori BSCI 7.17. (Laws and Regulations: Safety of machinery - Permanent means of access to machines and industrial plants - Part 3: Stairways, stepladders and guard – rails GB17888.3 -2008, Article 7.2.1)

为车间里4台注塑机的楼梯(楼梯距离地面约1300毫米)安装扶手。管理层说他们忽视了这个要求。其部分尊重amfori BSCI 7.17。(参考法律法规:《机械安全进入机器和工业设备的固定设施第三部分:楼梯、阶梯和护栏》GB 17888.3-2008,第7.2.1条)

PA 12: Protection of the Environment

Site: xxxxxxxxxxxxxxxxxxxxxxxxx. | Site amfori ID: 156-034725-001

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

ENGLISH

LOCAL LANGUAGE

Finding

Based on documents review and management interview, facility did not conduct environmental protection acceptance checks report for completed construction project according to environmental impact assessment report approval. Management said they would reply it as soon as possible. It partially respected amfori BSCI 12.3. (Laws and Regulations: Measures for the Administrative Regulation on Environmental Protection of Construction Projects Article 17)

根据文件审阅和管理层访谈,企业没有按照环境影响评价报告表批复函的要求进行建设项目环境保护竣工验收。管理层说他们将会尽快进行申请。其部分尊重amfori BSCI 12.3。(参考法律法规:《建设项目环境保护管理条例》第十七条)