

Monitored Party  
xxxxxxxxxxxxxxxxxx.

amfori ID  
156-049033-000

Address  
China

Monitoring Partner  
TUV Rheinland

Monitoring Activity  
amfori Social Audit -  
Manufacturing

Monitoring Type  
Full Monitoring

Submission Date  
15/11/2024

Monitoring Start Date  
11/11/2024

Closing Meeting Finished Date  
11/11/2024

Expiration Date  
15/11/2025

Announcement Type  
Semi Announced

Site  
xxxxxxxxxxxxxxxxxx.

Site amfori ID  
156-049033-001

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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	A	<div></div>

PA 6: Decent Working Hours	<b>D</b>	
PA 7: Occupational Health and Safety	<b>A</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Lead auditor: Alina Zhu; APSCA membership number: CSCA 21701851

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

Announcement Type: Semi-Announced

Monitoring partner name: TUV Rheinland

Business partner information: The factory was found on 14 July 2017 and located at xxxxxxxxxxxx China . The product manufactured by the auditee was USB cable, wireless chargers, earbuds and speakers, the main processes were peeling, welding, plastic injection, assembly, QC and package. The peak season was not obvious.

Audited location information: As per onsite observation, management and workers interview, within the boundary. there were one production building and one dormitory building. The factory only rented the second floor of the production building for production, warehouse and office, which was 3-storey high. The used construction areas used by the auditee were 1868 square meters. The facility did not provide dormitory or canteen for the employees. The other floors of the production building and the dormitory building were used by several other factories. For example, the 1st floor of the same building was used by a mould factory and electronics factory, the 3rd floor was used by a printing factory. All other factories rent the used areas from the landlord just like the auditee did. No shared employee or management or production between them and the auditee. Used areas of them could be separated from the auditee clearly. Thus, only the auditee was included into the audit scope. The security guards were owned by industrial park.

Operating shifts and hours: Attendances records from 1 October 2023 to 11 November 2024 were reviewed, and 9 samples were elected randomly from the workers. Per the workers and the management, no off-clock work was reported. One shift was arranged. The normal working time was 8:00-12:00, 13:30-17:30, OT from 18:30-21:30. The maximum daily overtime was 3 hours, the maximum weekly overtime was 17 hours, and the maximum monthly overtime was 71 hours. Workers were guaranteed with 1 day off after 6 consecutive working days.

Time recording system: Fingerprinting attendance machine was used to register the attendance of workers.

Salary payment details: The payroll records for all the employees from October 2023 to September 2024 were available for review. The local minimum wage was RMB 1900 per month (RMB 10.92 per hour). The wages were paid by hourly rate and the pay slips were provided to the employees. The minimum wage paid to the employees was RMB 1900 per month(RMB 10.92 per hour). There was no unreasonable deductions in the wages. The factory paid the wages to employees on or before 30th of the following month by cash. The factory had paid 150% and 200% of normal rate wage for overtime work on weekdays and rest days respectively.

Worker number information: There were total 45 employees (included 37 production worker and 8 non-production workers, 37 production worker(included 18 males and 19 females), 31 domestic workers (included 15 males and 16 females), no disabled worker, foreign migrant, young worker, pregnant worker, seasonal worker, temporary worker, home-based worker and no interns, apprentices, contractor workers) in the factory.

Good practices: The accommodation allowance was paid by the factory.

Worker organization details: No trade union was established, 2 worker representatives were elected on 6 January 2023.

Circumstances: There was no special circumstance during the audit. Opening and closing meeting were held with the factory representatives and worker representatives. All of the findings were discussed in the closing meeting; the factory management signed the onsite CAP and agreed to take corrective actions.

Summary of findings: Findings were noted in PA1, PA5, PA6, PA7 and PA12. For example: PA 1: insufficient CSR management system, insufficient capacity plan. PA5, insufficient social insurance, PA 6: monthly overtime exceeded law requirement. PA 7: no workers' signature for training records, the testing results of occupational disease hazard factors

was not posted. PA12: no EPCA.

Living wage calculation: #LivingWage

- a. No anker wage available for the producer location, so we used the data provided by auditing company;
- b. The calculation methodology refers to anker living wage structure;
- c. The data comes from the local bureau of statistics for the current year.

Attachment :

1. The Personal Information Protection Law of the People's Republic of China was effective as of 1 November 2021, the producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor(s) had been obtained the individual's consent during the audit.

2. Agency labour contract was not reviewed as no agency was used. No contractor license/permit was reviewed as no contractor was used during audit period. The auditee had not got any government waiver. No collective bargaining agreements in the auditee, which made the collective bargaining agreements not applicable.

SITE DETAILS

Site  
xxxxxxxxxxxxxxxx.

Site amfori ID  
156-049033-001

GICS Classification

Sector Consumer Discretionary	Industry Group Consumer Durables & Apparel	Industry Household Durables
Sub Industry Consumer Electronics		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

# METRICS

## Key Metrics

Total workforce	45	Workers
Legal minimum wage in local currency	1,900	Monthly
Lowest wage paid for regular work at the site	1,900	Monthly
Calculated living wage in local currency	2,293.16	Monthly
Total sample	9	Workers

## Other Metrics

Male workers	23	Workers
Female workers	22	Workers
Non-binary workers	0	Workers
Permanent workers - Male	23	Workers
Permanent workers - Female	22	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	1	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	15	Workers
Domestic migrant workers - Female	16	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	23	Workers
Workers hired directly - Female	22	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	5	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

## FINDINGS



### PA1: Social Management System

Site: xxxxxxxxxxxxxxxx. | Site amfori ID: 156-049033-001

**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
<b>Finding</b>	
The auditee partially complied with the principle. Through on-site observation, document review, workers and management interview, the management system to implement amfori BSCI Code of Conduct was insufficient. Although the factory had established social compliance management procedures in accordance with amfori BSCI standards and requirements, there were still some findings during the implementation of the factory. For example, 9 sampled workers' monthly overtime hours were exceeding 36 hours systematically(except February 2024), social insurance was not enough, also there were deficiencies in the implementation of EHS management system. It violated amfori BSCI system manual requirement.	被审核方部分遵守该原则，通过现场观察，文件评审，员工和管理层访谈，工厂实施amfori BSCI行为守则的管理系统不足够。工厂虽然按照amfori BSCI的标准和要求建立了社会责任管理程序，但是工厂在实施过程中依然存在发现点，比如9名抽样工人的月加班时间系统性超过36小时（除了2024年2月）；社保不足，环境和职业健康安全体系方面也有不足。违反了 amfori BSCI系统手册中的要求。

**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
<b>Finding</b>	
The auditee partially complied with the principle. Through document review, workers and management interview, during this audit, 9 sampled workers' time records from 1 October 2023 to 11 November 2024 of the current audit day were reviewed. It was noted that the monthly overtime hours were systematically exceeding 36 hours of the legal limit(except February 2024). The production planning was not properly organized to meet the legal requirement of overtime hours. The management representative stated that the production capacity was based on order, work force, and machinery, etc., but they were still difficult to control monthly overtime within 36 hours currently. The workers were willing to work overtime to earn the overtime fee. It violated amfori BSCI	被审核方部分遵守该原则，通过文件评审，员工和管理层访谈，本次审核查看了9名抽样工人从2023年10月1日到2024年11月11日审核当日的考勤记录，发现员工的月加班时间系统性超过法定的36小时（除了2024年2月），工厂没有依据法律规定的加班时间合理制订生产计划。管理层表示工厂的产能都是基于订单，劳动力和机器等情况来确定，但是他们目前依然很难控制月加班在36小时以内。员工都愿意加班，赚加班费。违反了 amfori BSCI系统手册中的要求。



## Finding

system manual requirement.

## PA 5: Fair Remuneration

Site: xxxxxxxxxxxxxxxx. | Site amfori ID: 156-049033-001

**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

The auditee partially complied with the principle. Through document review, workers and management interview, the factory provided the social insurance records of the latest one year for review. There were 45 employees in the factory (including 6 retired employee), there were 2 employees after declaration of induction of social insurance in October 2024, so the factory would purchase the social insurance for 37 employees in October 2024. According to social insurance records in October 2024, the factory only provided five kinds of social insurance to 13 employees. The facility did not provide 24 employees with retirement insurance, illness insurance, work-related injury insurance, unemployment insurance or child-bearing insurance. The interviewed employees stated that they were covered by the new rural insurance, so they did not want to buy social insurance. The facility did not collect information about the new rural insurance. Reference law: Social Insurance Law of the People's Republic of China; Article 10, Article 23, Article 33, Article 44, Article 53. Remark: The commercial accident insurance was provided by auditee for period from 12 January 2024 to 11 January 2025 for 40 workers (included the workers did not purchase the social insurance and retired employees).

被审核方部分遵守该原则，通过文件评审，工人和管理层访谈，工厂提供了最近一年的社保记录供审核。工厂有45名员工（包括6名退休员工），有2名员工是在2024年10月份社保申报后入职的，所以在2024年10月份工厂应该为37名员工购买社保。根据2024年10月的社会保险记录，工厂只给13名员工提供了五项社会保险。工厂没有给24名员工提供养老保险，医疗保险，工伤保险，失业保险和生育保险。访谈员工表示他们参加了新农合保险，所以不想买社保。工厂没有收集新农合保险的信息。参考法律：中华人民共和国社会保险法，第10条，23条，33条，44条和53条。备注：被审核方为40员工（包括没有购买社保的员工和退休返聘员工）购买了商业意外保险，有效期2024年1月12日到2025年1月11日。

## PA 6: Decent Working Hours

Site: xxxxxxxxxxxxxxxx. | Site amfori ID: 156-049033-001

**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
<b>Finding</b>	
<p>Based on management interview, worker interview, document review and site observation, the factory didn't respect this principle.</p> <p>The factory could not systematically control workers' OT hours within the legal monthly OT requirements (Max. 36 hours a month). Details as following:</p> <p>1) Based on the attendance records from October 2023 to audited date and workers interview, it was noted that randomly selected 9 workers' attendance records from September 2024, July 2024 and June 2024 respectively indicated that all workers' monthly OT hours exceeded legal requirements. Maximum monthly OT hours in these 3 months were 56 hours, 71 hours and 67 hours.</p> <p>2) Management interview with factory management showed that they didn't receive orders to control workers' monthly OT and didn't take actions to control workers' monthly OT within legal limit; the above was also confirmed by worker interview.</p> <p>3) OT hours of October 2024 and November 2024 (Until 11 November 2024) had exceeded legal monthly OT limit; the maximum as 56 hours and 25 hours respectively.</p> <p>4) Reference law: Article 41 of the China Labor Law.</p>	<p>依据管理层访谈，工人访谈，文件审核和现场审核，工厂违反该原则。工厂无法系统性控制工人的加班时间符合法定月加班要求（月最大36小时）。详情如下：</p> <p>1）根据2023年10月至审核当日的考勤和员工访谈，发现9个随机抽样的员工在2024年9月，2024年7月和2024年6月均每月加班超法定要求。月加班每月最大分别56小时，71小时和67小时。</p> <p>2）管理层访谈称工厂确实没有收到需要控制月加班的要求，也没有采取措施来对月加班时间按照法规要求进行控制；所有这些也得到员工访谈的确认。</p> <p>3）工厂2024年10月和11月（直到2024年11月11日）的员工加班超出法定月加班限制，最大分别为56小时和25小时。</p> <p>4）参考法规：中华人民共和国劳动法 第四十一条。</p>

**PA 7: Occupational Health and Safety**

Site: xxxxxxxxxxxxxxxx. | Site amfori ID: 156-049033-001

<b>Question:</b> 7.5 Is there satisfactory evidence that the auditee regularly provides OHS trainings to ensure workers understand the rules of work, personal protection and measures for preventing and reacting to injury to themselves and fellow workers?	
ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>The auditee partially complied with the principle. Based document review, workers and management interview, The factory provided health and safety training to workers, the last date was 28 February 2024. But the training records did not have workers' signature, but only ticking instead. The management explained that after calling the roll call during the training, simply tick to indicate that the employee had attended, and asked the employee</p>	<p>被审核方部分遵守该原则。根据文件评审，工人和管理层访谈，工厂为员工提供了健康安全培训，最近一次是2024年2月28日，但培训记录没有员工的签名，而仅以打勾代替。管理层解释，培训时点名，就直接打勾表示员工已参加，下次培训时让员工签名确认。员工访谈时，参加了健康安全培训，没有签名确认。</p> <p>参考法规：《中华人民共和国安全生产法》第二十八条</p>

Finding	
to sign and confirm during the next training. During the workers interview, they participated in health and safety training without signature confirmation. Reference Law: Production Safety Law of the People's Republic of China, Article 28.	

**Question:** 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee partially complied with the principle. Based on-site observation, document review, workers and management interview, the occupational disease hazard factors testing report was obtained on 25 July 2024, but factory did not post testing results of occupational disease hazard factors at work sites. Management stated that they did not know this requirement, during workers interview, they did not post the testing report. Reference law: Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, Article 26.</p>	<p>被审核方部分遵守该原则，通过现场观察，文件评审，员工和管理层访谈，工厂在2024年7月25日获得了职业病危害因素检测报告，但是工作场所未张贴职业病危害因素检测结果。管理层解释，他们不知道这个要求，员工访谈时，没有张贴检测报告。参考《中华人民共和国职业病防治法》第26条。</p>

PA 12: Protection of the Environment

Site: xxxxxxxxxxxxxxxx. | Site amfori ID: 156-049033-001

**Question:** 12.1 Is there satisfactory evidence that the auditee continuously identifies the significant impacts and environmental implications associated to its activity?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee partially respected this principle, because based onsite observation, document review and interviews, the factory had plastic injection process, which generate waste gas. However, the factory did not obtain environmental protection check and acceptance (EPCA). Management stated the EIA approval was obtained in April 2024, EPCA was processing. It violated Measures for Administration of Environmental Protection Acceptance Check upon Completion of Construction Project, Article 17.</p>	<p>被审核方部分符合该原则原因是根据现场观察、文件审核和访谈，工厂有注塑工序，会产生废气，但工厂没有获得环境保护竣工验收。管理人员表示，2024年4月获得了环评批复，正在验收中。这违反了《建设项目环境保护管理条例》第17条。</p>