

# Monitoring result for XXXXXXXXXXXXXXXXXXXXXXXX on site Site 1

## Monitoring

Monitored Party	:XXXXXXXXXXXXXXXXXXXXX	amfori ID	: 156-019596-000
Site	: Site 1	Site amfori ID	: 156-019596-001
Address	: XXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXX	Monitoring Activity	: amfori Social Audit - Manufacturing
		Monitoring Type	: Full Monitoring
		Submission Date	: 02/08/2022
		Expiration Date	: 02/08/2023

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## Overall rating



## Section rating

PA1: Social Management System	D
PA 2: Workers Involvement and Protection	A
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	B
PA 6: Decent Working Hours	D
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 Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

## General description

XXXXXXXXXXXXXXXXXXXX was established on Oct. 14, 2015 and located at  
XXX China. The main products  
manufactured in the factory were USB data cable, audio cable, headset with the main production activities were injection  
molding, assembling and packing.

Total 15 employees worked in the factory including 9 male employees and 6 female employees, all employees were recruited by  
the audited factory directly.

The factory used finger scanning attendance system to record working hours for employees. Employee sometimes had 0-2  
hours OT in the working days and usually 0-8 hours OT on Saturdays. No any OT was arranged on Sunday and public holidays.  
The maximum daily OT/weekly working hours/monthly OT working hours were respectively 2 hour/58 hours/82 hours. The  
factory had set up wages and benefit paying system, which included paid statutory holidays, sick leave, annual leave, marriage  
leave and maternity leave, etc. Based on the wages from Jun. 2020 to May 2021, the minimum wage was RMB1900 per month  
which was higher than the legal requirement. The factory paid salary to the employees in the end of the following month by cash.

The management allowed auditors to visit and take photos for all areas of the factory, review production records, all attendance  
records and payroll records. Workers interview were conducted in confidential and independent place without any interference.

All interviewees were cooperated with auditor. Normally they were satisfied with the factory. Mr. XXXXXXXX/Production  
Manager and XXXXXXXXXX/workers representative attended the opening and close meeting and signed the onsite CAP.

Remark:

1. The audited factory rent around one-third part of the 3F of one 4-storey production building in the industrial area used as  
workshop, warehouse and office. The other areas of the building and the other buildings of the industrial area were rent by  
other factories from the landlord. The audited factory did not provide the canteen or dormitory for the employees. Based on  
onsite observation and interview, the products of other factories were different from the audited factory and there was not any  
employee/management or process mixing between them. The audited factory also provided the independent business license  
and the contract of tenancy for review during the audit. This audit was only covered the areas under the business license of the  
audited factory.

2. The audit information was as below:

Announcement Type: Announced

Monitoring Date: Jul. 26, 2021

Monitoring firm: SGS (Monitoring firm APSCA #: 11600006 )

Auditor name: Stefanie Liu (APSCA member No.: CSCA21702102)

## Site Details

Site : Site 1

Site amfori ID : 156-019596-001

### GICS Classification

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Sector : Consumer Discretionary

Industry : Household Durables

Industry Group : Consumer Durables & Apparel

Sub Industry : Consumer Electronics

### GS1 Classifications

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N.A.

### Product Process Classifications

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N.A.

## Metrics

### Key Metrics

Total workforce	15 Workers
Legal minimum wage in local currency	1720 Monthly
Lowest wage paid for regular work at the site	1900 Monthly
Calculated living wage in local currency	2543 Monthly
Total sample	6 Workers

### Other Metrics

Male workers	9 Workers
Female workers	6 Workers
Permanent workers - Male	9 Workers
Permanent workers - Female	6 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	3 Workers
Management - Female	0 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	0 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	6 Workers
Domestic migrant workers - Female	5 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	9 Workers
Workers hired directly - Female	6 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	3 Workers
Sample - Female	3 Workers

## Findings

### PA1: Social Management System

1.1- The main auditee partially respects this principle. Because the Amfori BSCI management system was established at the factory, and Management representative was responsible for the implementation of this management system. The audited factory conducted internal social compliance assessment according to the Amfori BSCI code to check the effectively of this management system, but the factory did not conduct the effective root cause analysis which resulted non-conformances such as monthly OT hours exceeded law requirement and inadequate social insurance were not corrected.

被审核方部分遵守该原则。工厂有建立Amfori BSCI管理体系并任命管理者代表负责该管理体系的具体实施。工厂有依据Amfori BSCI行为守则要求进行社会责任内审评估该管理体系实施的有效性,但是工厂未能进行有效的根本原因分析导致员工月加班超时及社保不足等不符合项未能完成改善。

1.4- The main auditee partially respects this principle. The factory had calculated the production capacity and formulate the production plan according to the orders, but workers' monthly OT hours exceeded legal requirement to meet the order requirement due to the working hours control system was not implemented effectively.

被审核方部分遵循该准则。工厂有进行产能核算并依据订单制定生产计划,但是工厂的工时控制计划实施不完善导致员工的月加班时间为满足订单需求而超出法规要求。

### PA 2: Workers Involvement and Protection

2.2- The auditee partially respects this principle because the factory defined long term goals for protecting workers, but the long-term goals were untraceable with no time frame.

被审核方已定义保护员工的长期目标,但是该目标没有设定时间期限而部分遵循该准则。

### PA 5: Fair Remuneration

5.5- The main auditee does not respect this principle. Because the auditee did not provide all kinds of social insurance to all employees as per legal requirement. Based on the social insurance payment records provided by the factory, in Jul. 2021, the factory had provided 6 out of the 15 employees (40%) with five kinds of social insurance (retirement, injury, unemployment, maternity and medical insurance). And the factory purchased one commercial group accident insurance for all the employees with valid period from Sep. 15, 2020 to Sep. 14, 2021. Audited factory explained that some of the workers did not willing to buy the social insurance in the audited factory because the less retired amount due to the registered permanent residence was in their hometown.

被审核方因没有依照法规要求为所有员工购买社保而未符合该原则。根据工厂提供的社保缴费记录,在2021年7月工厂为15名员工中的6名员工(40%)购买了五种社保(养老,工伤,失业,生育,医疗保险)。同时,工厂有为所有员工购买了商业意外保险(2020年9月15日至2021年9月14日)。被审核工厂解释由于部分员工户口在老家,退休后获得的社保金额较少,故不愿在被审核工厂参保。

### PA 6: Decent Working Hours

6.2- The main auditee does not respect this principle. Because workers' overtime hours did not comply with legal requirements. Based on sampling review of workers' attendance records from Jun. 2020 to the audit day, it was noted that about 80% sampled workers' monthly overtime hours were exceeded 36 hours (except Feb. 2021) and up to 82 hours in Aug. 2020 included 42 OT hour on weekdays, 40 OT hour on Saturdays.

被审核方因未确保员工的加班时间符合法规要求而未遵守该原则。根据抽样查看员工自2020年6月至审核当天的考勤显示,约80%抽样员工的月加班时间均超过了36小时(除2021年2月以外),最高的在2020年8月达到了82小时,其中正班加班42小时,周六加班40小时。

### PA 7: Occupational Health and Safety

7.1- The main auditee partially respects this principle because the factory had established the complete management system on health and safety, included identify and awareness of related legal regulation, health and safety check, training and etc. However, Some findings on H&S that violated the local regulations were found during the audit.

被审核方因已建立完整的健康安全管理体系,包括相关法规的识别与了解,健康安全检查,培训等,但在审核当天工厂在健康安全方面仍有违反当地法规的问题出现而部分遵守该原则。

7.3- The main auditee partially respects this principle because the health and safety risk assessment was conducted but the factory did not provide the occupational health examination for the workers in the posts with occupational hazards (such as soldering and etc.).

被审核方部分遵循该准则。原因是工厂有进行健康安全风险评估,但工厂没有为职业病危害岗位的员工(如焊锡等)提供职业健康体检。

## PA 7: Occupational Health and Safety

7.6- The main auditee partially respects this principle because one soldering worker did not wear the factory provided mask during the operation on the audit day.

被审核方部分符合该原则，原因是审核当天工厂1名焊锡员工操作时没有佩戴工厂提供的口罩。

7.7- The main auditee partially respects this principle because the factory did not post the proper safety label and MSDS for some of the chemicals that used in the workshop (such as the thinner and etc.).

被审核方没有为车间使用的部分化学品（如天那水等）张贴合适的安全标签及MSDS而部分遵循该准则。

7.9- The main auditee partially respects this principle because there was no PPE warning sign posted in the positions that the PPEs need to be used (such as soldering and etc.) on the audit day.

被审核方因审核当天工厂没有在需要使用PPE的岗位（如焊锡等）张贴PPE使用标识而部分遵循该准则。

7.11- The main auditee partially respects this principle because the factory did not provide building acceptance certificate for the production building that was used by the factory on the audit day.

被审核方因审核当天没有提供其正在使用的厂房的建筑竣工验收报告而部分遵循该准则。

7.22- The main auditee partially respects this principle because there was no tissue or soap provided for the workers in the toilets of the factory.

被审核方因没有在车间洗手间内为员工提供纸巾和肥皂而部分遵循该准则。

## PA 10: No Precarious Employment

10.2- The main auditee partially respects this principle because labor contracts were signed with all workers and copies were issued to workers, but labor contracts signed with workers exposed to hazardous factors (such as soldering and etc.) did not include the content of occupational hazardous announcement and prevention.

被审核方部分遵循准则。工厂有同员工签订劳动合同并提供副本，但是工厂同接触职业危害的员工（如焊锡等）签订的劳动合同没有包含职业危害告知及预防等内容。