

Monitored Party XXXXXXXXXXXXXXXXXXXX XXXXXXXX	amfori ID 156-005080-000	Address XXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXX XXXXXXXX
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Intertek
Monitoring Start Date 17/07/2023	Closing Meeting Finished Date 23/07/2023	Submission Date 24/07/2023
Expiration Date 24/07/2024	Announcement Type Semi Announced	
Site XXXXXXXXXXXXXXXXXXXX XXXXXXXX.	Site amfori ID 156-005080-002	

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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	

PA7

7.1 1) Auditor found that there was finding against occupational health and safety regulations in PA7, please refer to relevant checkpoint for details.

2) Auditor found that the facility did not conduct occupational health examination for employees engaged in post with occupational disease hazards before they start to take the post and after leave the post, such as soldering employees.

7.4 Workers and their representative were not involved in health and safety risk assessment.

Living wage calculation: Anker methodology is used for Living Wage calculation by auditing company.

There was no agency and contractor used which makes the agency or contractor labour contract not applicable; there was no government waiver and collective bargaining agreements which makes them were not applicable.

SITE DETAILS

Site
XXXXXXXXXXXXXXXXXXXX
XXXXXXXXXX.

Site amfori ID
156-005080-002

GICS Classification

Sector Information Technology	Industry Group Technology Hardware & Equipment	Industry Technology Hardware, Storage & Peripherals
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Sub Industry
Technology Hardware, Storage & Peripherals

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	43	Workers
Legal minimum wage in local currency	2,360	Monthly
Lowest wage paid for regular work at the site	2,360	Monthly
Calculated living wage in local currency	2,562.37	Monthly
Total sample	8	Workers

Other Metrics

Male workers	17	Workers
Female workers	26	Workers
Permanent workers - Male	17	Workers
Permanent workers - Female	26	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	6	Workers
Management - Female	1	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	15	Workers
Domestic migrant workers - Female	24	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	17	Workers
Workers hired directly - Female	26	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	5	Workers

FINDINGS



PA1: Social Management System

Site: XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX | Site amfori ID: 156-005080-002

ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>1.1 Auditor found that the facility had set up some management procedures to implement the BSCI Code of Conduct. But not all policies were properly implemented, such as overtime hours exceeded the legal limited, the benefits provided with the workers were not sufficient. So, this question was scored as partial.</p> <p>This finding was against amfori BSCI Code of Conduct, Principle on Social Management System and Cascade Effect.</p>	<p>工厂建立了确保BSCI有效实施的管理制度，但是不是所有制度都得以有效实施，比如员工的工作时间超出法律规定，部分福利没有提供足够。所以该问题点判断为部分不符合。</p> <p>这个问题违反了amfori BSCI行为守则关于社会管理体系和级联效应的原则。</p>
<p>1.4 The auditee's workforce capacity was not properly organised to meet the expectations of the delivery order and/or contracts due to the monthly overtime hours exceeding the local law requirement. Please refer to checkpoint #6.2 for details. This question is rated as no because during the audit that excessive overtime by employees was a systemic issue.</p> <p>This finding was against amfori BSCI Code of Conduct, Principle on Social Management System and Cascade Effect.</p>	<p>受审核方的劳动力没有被正确安排以满足客人订单的期望，因为员工的月加班时间超出了法律的规定，具体参考检查点6.2。这个问题被评为不符合的原因是审核中发现员工超时加班是系统性问题。</p> <p>这个问题违反了amfori BSCI行为守则关于社会管理体系和级联效应的原则。</p>



PA 2: Workers Involvement and Protection

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ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>2.5 No grievance procedure for communities was set up, for example, the channel setting for local communities' coming up with its suggestions or complaints to management for improvement. Because the facility had established an effective operational-level grievance mechanism for individuals, this question was scored as partial.</p> <p>This finding was against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.</p>	<p>审核发现工厂未建立社区的申诉机制，比如给当地社区提供申诉渠道。因为企业为员工建立了有效的可执行的申诉机制，所以该问题点判断为部分不符合。</p> <p>这个问题违反了amfori BSCI行为守则关于工人参与和保护的原则。</p>



PA 5: Fair Remuneration

Site: XX.

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ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>5.4 The facility did not calculate local living wage and was not aware of living wage for decent standard of living. This question is rated as no because during the audit that was a systemic issue. This finding was against amfori BSCI Code of Conduct, Principle on Fair Remuneration.</p>	<p>企业未计算当地员工过上体面生活的基本需求工资，也不了解当地过上体面生活的基本需求工资。这个问题被评为不符合的原因是审核中发现是系统性问题。 这个问题违反了 amfori BSCI 行为守则关于公平报酬的原则。</p>
<p>5.5 Through reviewing the social insurance receipt of June 2023, auditor found that total 47 employees (including 4 retirees hired to work again, 0 newly hired employee), all 43 employees (100%) had participated in employment injury insurance, basic medical insurance, unemployment insurance and maternity insurance, but only 40 employees (93%) had participated in basic endowment insurance. During employee interview, they reluctant to participate in social insurance although the facility could provide it for them. In addition, the facility bought Group Accident Injury Insurance for all employees, the valid period was from April 3, 2023 to April 3, 2024. This question is rated as no because during the audit that was a systemic issue. Law/COC: In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in</p>	<p>通过查看2023年6月的社保收据，审核员发现企业共有47名员工(包含4名退休返聘员工，无新进员工)，所有43名员工(100%)都参加了工伤保险，医疗保险，失业保险和生育保险，但是只有40名员工(93%)参加养老保险。通过员工面谈，员工表示尽管工厂愿意提供社保给他们，但是他们不愿意参保。另外，工厂为所有员工购买了商业团体意外险，保险周期为2023年4月3日到2024年4月3日。这个问题被评为不符合的原因是审核中发现是系统性问题。 法规/行为准则：依据《中华人民共和国社会保险法》第十条，职工应当参加基本养老保险，由用人单位和职工共同缴纳基本养老保险费。第二十三条职工应当参加职工基本医疗保险，由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条职工应当参加工伤保险，由用人单位缴纳工伤保险费，职工不缴纳工伤保险费。第四十四条职工应当参加失业保险，由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条职工应当参加生育保险，由用人单位按照国家规定缴纳生育保险费，职工不缴纳生育保险费。</p>

Finding(s)	
accordance with the relevant provisions of the state.	

PA 6: Decent Working Hours

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ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>6.2 The monthly overtime hours of 6 out of 8 randomly selected employees were 62.5-79 hours in June 2023 (current month), 8 out of 8 randomly selected employees were 58-60.5 hours in March 2023 (random month) and 8 out of 8 randomly selected employees were 48-56 hours in December 2022 (random month). This question is rated as no because during the audit excessive overtime by employees was a systemic issue.</p> <p>Law/COC: In accordance with the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.</p>	<p>2023年6月份（当前月）8名抽样的员工中有6名的月加班时间为62.5-79小时，2023年3月份（随机月）8名抽样的员工中有8名的月加班时间为58-60.5小时，2022年12月份（随机月）8名抽样的员工中有8名的月加班时间为48-56小时。这个问题被评为不符合的原因是审核中发现员工超时加班是系统性问题。</p> <p>法规/行为准则：依据《中华人民共和国劳动法》第41条，用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时；因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。</p>

PA 7: Occupational Health and Safety

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ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>7.1 1) Auditor found that there was finding against occupational health and safety regulations in PA7, please refer to relevant checkpoint for details. This question is rated as no because during the audit that was a systemic issue.</p> <p>This finding was against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety.</p> <p>2) Auditor found that the facility did not conduct</p>	<p>1) 审核发现企业在健康安全领域存在不符合职业健康和安全法规的问题点，详情请见相关检查点。这个问题被评为不符合的原因是审核中发现了是系统性问题。</p> <p>这个问题违反了amfori BSCI行为守则关于职业健康和安全的原则。</p> <p>2) 审核发现企业没有为从事职业性危害作业的员工提供岗前和离岗职业健康检查,比如焊锡员工。这个问题被评为不符合的原因是审核中发现了是系统性问</p>

