

Monitored Party XXXXXXXXXXXXXXXXXXXX	amfori ID <b>156-014047-000</b>	Address XXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXChina
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>SGS</b>
Monitoring Start Date <b>19/09/2023</b>	Closing Meeting Finished Date <b>26/09/2023</b>	Submission Date <b>26/09/2023</b>
Expiration Date <b>26/09/2024</b>	Announcement Type <b>Fully Announced</b>	
Site XXXXXXXXXXXXXXXXXXXX	Site amfori ID <b>156-014047-002</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>A</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination	<b>A</b>	
PA 5: Fair Remuneration	<b>A</b>	
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 Labour	<b>A</b>	
PA 12: Protection of the Environment	<b>B</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	



workers. Within, 3 are male workers and 8 are female workers. 2 domestic migrant male employee and 5 domestic migrant female employees were included.

No other special group workers were noted during the audit.

[Good practices]

No good practice was noted in the audit.

[Worker organization details]

Two worker representatives were freely elected by workers themselves on 28 Feb 2023 according to document review and interview.

[Circumstances]

Nil

[The special circumstances]

According to IPE website and www.creditchina.gov.cn website (a website for checking factory's business status), no negative evidence was identified in the recent one year.

[Summary of findings]

PA1: amfori BSCI standard management and time management system is not perfect

PA2: BSCI code of conduct was not well understood by workers

PA6: Exceeded overtime working hours

PA12: No fixed pollution source discharge registration

PA3, PA4, PA5, PA7, PA8, PA9, PA10, PA11, PA13: Nil

[#Living Wage]

The local legal minimum wage standard was CNY 2,360 per month (or equivalent to CNY 13.56 per hour) since 01 January 2022.

The living wage data is based on GLWC website in the city Shenzhen where the factory is located.

[Precautions taken about #COVID-19 in the facility]

Nil

[Personal information collection]

The Personal Information Protection Law of the People's Republic of China was promulgated on August 20, 2021, the producer ensured that relevant personal data and information provided to SGS auditor(s) has been obtained the individual's consent during the audit.

[Attachments]

The factory does not apply for working hours waiver so that documented valid authorization to make exemptions of working hours is not applicable.

The factory does not use subcontractor so that written declaration of commitment of subcontractors is not applicable.

## SITE DETAILS

Site  
XXXXXXXXXXXXXXXXXXXXX

Site amfori ID  
**156-014047-002**

### GICS Classification

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Sector <b>Consumer Discretionary</b>	Industry Group <b>Consumer Durables &amp; Apparel</b>	Industry <b>Household Durables</b>
Sub Industry <b>Consumer Electronics</b>		

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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Manufacture of consumer electronics

### Water Stress Situation

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N.A.

# METRICS

## Key Metrics

Total workforce	14	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	3,235	Monthly
Total sample	5	Workers

## Other Metrics

Male workers	4	Workers
Female workers	10	Workers
Permanent workers - Male	4	Workers
Permanent workers - Female	10	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	1	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	2	Workers
Domestic migrant workers - Female	5	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	4	Workers
Workers hired directly - Female	10	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	4 Workers
Sample - Female	1 Workers

# FINDINGS

## PA1: Social Management System

Site: XXXXXXXXXXXXXXXX | Site amfori ID: 156-014047-002

**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>	
1.1- Finding: The main auditee partially respects this principle because based on documents review and management interview, the factory had set up management procedures to implement the amfori BSCI Code of Conduct. But not all procedures were properly implemented, such as monthly overtime hours exceeded the legal limited. It violated the requirement of question 1.1 in amfori BSCI system manual.	1.1-发现点：被审核方部分遵循该准则。因为根据文件查阅和管理层访谈，工厂已建立了确保amfori 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，比如员工的月加班时间超出法律规定。违反了amfori BSCI管理手册中问题1.1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>	
1.4- Finding: The main auditee partially respects this principle because based on documents review and management interview, the auditee evaluated the production capacity, human resource and equipment status against the delivery requirement, but workers' monthly overtime hours exceeded legal requirement of 36 hours. It violated the requirement of question 1.4 in amfori BSCI system manual.	1.4-发现点：被审核方部分遵循该准则。原因是根据文件查阅和管理层访谈，被审核方接受订单时有根据客户的交货期，评估自己的生产能力，人员和设备情况，但工人的月加班时间仍超过法规要求的36小时。违反了amfori BSCI管理手册中问题1.4的要求。

## PA 2: Workers Involvement and Protection

Site: XXXXXXXXXXXXXXXX | Site amfori ID: 156-014047-002

**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
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### Finding

2.4- Finding: The main auditee partially respects this principle because the factory provided training on amfori BSCI code to workers, but workers did not understand it well and workers were not involved in the implementation of amfori BSCI code.  
It violated the requirement of question 2.4 in amfori BSCI system manual.

2.4-发现点：审核方部分遵守该原则是因工厂对员工和经理进行了BSCI行为守则和商业伙伴实施条款的主题的培训，但员工不了解，使得员工在参与amfori BSCI守则的执行中会出现偏差。违反了amfori BSCI管理手册中问题2.4的要求。

## PA 6: Decent Working Hours

Site: 玖玖玖玖玖玖玖玖玖玖玖玖玖玖 | Site amfori ID: 156-014047-002

**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

6.2-Finding: The main auditee does not respect this principle because based on management and workers interview and time records review , it was identified that 5 out of 5 sampled workers' monthly overtime exceeded 36 hours during the period of Sep 2022 to Aug 2023 except Jan 2023.The maximum monthly overtime hours were 88 hours including 30/38 hours overtime on weekdays and 58/50 hours overtime on Saturdays in Oct 2022 and Apr 2023. Workers' maximum daily overtime hours was 2H and maximum weekly working hours were 60H. The facility management declared that the exceeded overtime working hours were performed due to rush order and workers were willing to overtime work to earn more. It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41 and the requirement of question 6.2 in amfori BSCI system manual.

6.2-发现点：被审核方未符合该原则。因为根据管理层访谈和工人访谈以及工时记录查阅发现，在2022年9月至2023年8月期间，5名抽样工人中有5名工人月加班时间在除2023年1月之外超过36小时。最大月加班为88小时，发生在2022年10月和2023年4月，包含工作日加班30/38小时和周六加班58小时/50小时。工人每天最长加班时间为2小时，每周最长工作时间为60小时。工厂管理层表示，超时加班是由于赶货造成的，且工人也愿意加班以赚取更多的收入。违反了中华人民共和国劳动法（2018修正）第四十一条和amfori BSCI管理手册中问题6.2的要求。

## PA 12: Protection of the Environment

Site: 玖玖玖玖玖玖玖玖玖玖玖玖玖玖 | Site amfori ID: 156-014047-002

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

### ENGLISH

### LOCAL LANGUAGE

**Finding**

12.3-Finding: The main auditee did not respect this principle because the factory did not provide fixed pollution source discharge registration. Based on observation and document review, the main pollutants of the factory were domestic sewage, waste gas and noise. It violated Classified Management Directory of Pollutant Discharge Permits For Fixed Pollution Sources (2019), Article 2.

12.3-发现点：工厂未遵守该原则，因为工厂没有提供固定污染源排放登记。根据观察和文件审查，工厂的主要污染物为生活污水、废气和噪声。违反固定污染源排污许可分类管理名录（2019年版），第二条。