

Monitoring result for Dongguan Qysen Gantely Ornaments Co.,Ltd on site Site 1

Monitoring

Monitored Party	: Dongguan Qysen Gantely Ornaments Co.,Ltd	amfori ID	: 156-026333-000
Site	: Site 1	Site amfori ID	: 156-026333-001
Address	: 102 Building3, 112 Mingzhu Road, Shatian town, Dongguan City, Guangdong Province	Monitoring Activity	: amfori Social Audit - Manufacturing
	: Dongguanshi	Monitoring Type	: Full Monitoring
	: Guangdong Sheng	Submission Date	: 26/10/2021
	: China	Expiration Date	: 26/10/2022

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Overall rating



Section rating

PA1: Social Management System	C
PA 2: Workers Involvement and Protection	B
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	C
PA 5: Fair Remuneration	B
PA 6: Decent Working Hours	D
PA 7: Occupational Health and Safety	B
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	C
PA 13: Ethical Business Behaviour	A

General description

The factory was established on June 25, 2014 and specialized in the manufacture of Carpet. Business license number was 914419003981022098. Factory name in English was Dongguan Qysen Gantely Ornaments Co.,Ltd. Factory local name was 东莞市琦盛饰品有限公司. Factory address in English was 102 Building3, 112 Mingzhu Road, Shatian town, Dongguan City, Guangdong Province, Dongguanshi, China. Factory local address 广东省东莞市沙田镇明珠路112号3栋102室. The factory rented part of one 1-storey production building. No canteen or dormitory was provided. Total construction area of the factory was about 1730 square meters. The main production processes included yarning, knitting, gluing, trimming and packing. There were a total of 38 employees with 34 production workers and 4 non-production staffs in the factory. The youngest employee noted during this audit was 18 years old. According to factory management representation, the peak season in the factory was not obvious.

The factory adopted a finger printing attendance system to record working hours of employees. There was only one shift for production workers. The regular shift was from 8:00 to 18:00 with a lunch break from 12:00 to 14:00.

Employees' wages were paid at the end of each month after the payment period via cash with wage stubs issued. Per payroll review and interviews with management and employees, all employees were paid by hourly rate.

During the audit, 20 employees' time records and payrolls were sampled as follows for working hour and wage testing: 5 samples from current paid month of August 2021, 5 samples from random month of April 2021 and 5 samples from random month of February 2021 and additional 5 attendance samples from complete attendance unpaid month September 2021. It was noted that all sampled employees were paid at least RMB 12.5 per hour for normal working hours, which was in compliance with local minimum wage of RMB1720 per month or RMB9.89 per hours since July 1, 2018. Based on the samples, all employees were compensated with no less than 150% and 200% of normal wages for overtime hours on regular days and rest days respectively, which was compliance with legal requirement. No overtime was noted on statutory holidays. According to the sampled time records, the maximum monthly overtime hours were 84 hours while maximum daily overtime hours were 2 hours. All sampled employees obtained at least one day off every seven consecutive days.

According to the social insurance payment receipt provided by factory management, it was noted that only 10 out of 38 employees (26.32%) were provided with accident insurance, medical insurance, maternity insurance, unemployment insurance and pension insurance in October 2021.

Further, 5 employees were selected for private interviews from different workshops. No negative comment was issued during employee interviews. Interviewed employees were satisfied with the working environment, compensation, working hour and management team in the factory.

During the closing meeting, auditor provided the factory representatives with a general overview and explained all of the findings to them. Ms. Deng Yinghong / General Manager and Mr. Deng Longhao/ Worker Representative signed the onsite CAP and agreed to take corrective action.

Remark:

1. No agency or contractor was used by the auditee. No government waiver was obtained by the auditee. No Collective bargaining agreement in the auditee.

2. Audit Company: Bureau Veritas Consumer Products Service
Audit Company APSCA Number: 11600002
Lead Auditor Name: Ivan Guan
APSCA Lead Auditor Number: CSCA 21701179

3. Per onsite observation, the main auditee was located in a 1-storey production building. Besides the auditee, there were still other two factories located in the same building. For example, "Dongguan Jinxing Precision Metal Products Co., Ltd" and "Dongguan Nanxing Technology Co., Ltd" both were also located on the same building. Both factories refused to provide their business license and lease for review due to confidential information protection. Per worker interview and management representation, all these factories had their own management system and no worker exchanged issue was noted as confirmed by worker interview. Therefore, this audit scope only covered main auditee.

Site Details

Site : **Site 1**

Site amfori ID : **156-026333-001**

GICS Classification

Sector : **Consumer Discretionary**

Industry : **Household Durables**

Industry Group : **Consumer Durables & Apparel**

Sub Industry : **Housewares & Specialties**

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	38 Workers
Legal minimum wage in local currency	1720 Monthly
Lowest wage paid for regular work at the site	2175 Monthly
Calculated living wage in local currency	2090 Monthly
Total sample	5 Workers

Other Metrics

Male workers	30 Workers
Female workers	8 Workers
Permanent workers - Male	30 Workers
Permanent workers - Female	8 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	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	24 Workers
Domestic migrant workers - Female	6 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	30 Workers
Workers hired directly - Female	8 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

The main auditee partially respects this principle because the factory had established management system according to amfori BSCI requirement, and the management knew basic requirement of amfori BSCI, but due to factory didn't effectively implement it, lead to some issues appeared in Workers Involvement and Protection, Wage and Health & Safety ect. This violated Performance Area 1: Social Management System and Cascade Effect 1.1

主要被审核方（生产商）部分遵守原则，原因是工厂有按照amfori BSCI要求建立相关体系，且管理者代表了解amfori BSCI基本要求，但由于未有效执行，导致在员工参与和保护，工资和健康安全等方面出现问题。根据执行领域1：社会管理体系和级联效应1.1

The facility's workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts either due to the overtime hours of employees exceeded the local law requirement. Please refer to checkpoint #6.2 for details. This violated Performance Area 1: Social Management System and Cascade Effect 1.4

工厂的劳动力没有被正确安排以满足客人订单的期望，因为员工月加班时间超出了法律的规定，具体参考检查点6.2。根据执行领域1：社会管理体系和级联效应1.4

PA 2: Workers Involvement and Protection

It was noted that although the main auditee had established a long term goal to protect workers according to the amfori BSCI Code of Conduct, the long term goal did not cover some necessary section (e.g.: Workers Involvement and Protection). This violated Performance Area 2: Workers Involvement and Protection 2.2

审核发现虽然被审核方已经根据amfori BSCI行为准则建立了长期目标来保护员工，但是该长期目标并没有包含部分必需领域（如：工人参与和保护领域）。根据执行领域2：工人参与和保护 2.2

It was noted that the factory had established or participated in an effective grievance mechanism for individuals, the grievance mechanism allowed worker to lodge suggestions or complaints related to the workers' rights, and individuals had alternative ways for lodging a complaint, such as through suggestion box, worker representative or directly to the management. However, the factory had not set up a channel for local communities' coming up with its suggestions or complaints to management for improvement. This violated Performance Area 2: Workers Involvement and Protection 2.5

审核员发现工厂建立和参与了有效的个人申述机制，申诉机制赋予了工人提出建议，投诉的权利，并且开放了可替代的投诉方式，例如通过意见箱，工人代表或直接向管理层投诉。但是，工厂尚未创建给当地社区提供申诉的渠道。根据执行领域2：工人参与和保护 2.5

PA 4: No Discrimination

It was noted that the factory did not conduct satisfaction surveys on the grievance mechanism about anti-discrimination. This violated Performance Area 4: No Discrimination 4.2

审核发现工厂没有对员工进行关于反歧视申诉机制的满意度调查。根据执行领域4：不歧视 4.2

PA 5: Fair Remuneration

According to the social insurance payment receipt provided by factory management, it was noted that only 10 out of 38 employees (26.32%) were provided with accident insurance, medical insurance, maternity insurance, unemployment insurance and pension insurance in October 2021. In accordance with Article 73 of the Labor Law of the People's Republic of China

根据厂方提供的2021年10月社会保险缴费单据显示工厂仅为10/38名员工(26.32%)购买了工伤保险，医疗保险，生育保险，失业保险和养老保险。根据《中华人民共和国劳动法》第73条

PA 6: Decent Working Hours

It was noted that 15 out of 20 sample population employees worked in excess of the statutory overtime hour limits. A review of 20 sample population employees' time records (5 samples from current paid month of August 2021, 5 samples from random month of April 2021 and 5 samples from random month of February 2021 and additional 5 attendance samples from complete attendance unpaid month September 2021) yielded the following: a) 5 out of 5 sample population employees' monthly overtime in September 2021 reached 74 hours, which exceeded the legal limit of 36 hours per month; b) 5 out of 5 sample population employees' monthly overtime in August 2021 reached 76 hours, which exceeded the legal limit of 36 hours per month; c) 5 out of 5 sample population employees' monthly overtime in April 2021 reached 84 hours, which exceeded the legal limit of 36 hours per month. In accordance with Article 41 of the Labor Law of the PRC

根据厂方提供的工时记录，审核员发现员工加班时间超出了法定标准。审核员从厂方提供的考勤记录中抽取20个样本(从最近工资支付月份2021年8月，从随机月2021年4月，从随机月2021年2月，以及最近考勤完整但工资未支付月2021年9月各抽取5个样本)，发现共有15名员工加班时间超出了法定标准，具体为：a) 5/5名抽样员工在2021年9月的加班时间为74小时，超过每月加班时间不能超过36小时的法律规定；b) 5/5名抽样员工在2021年8月的加班时间为76小时，超过每月加班时间不能超过

PA 6: Decent Working Hours

36小时的法律规定； c) 5/5名抽样员工在2021年4月的加班时间为84小时，超过每月加班时间不能超过36小时的法律规定。根据《中华人民共和国劳动法》第41条。

PA 7: Occupational Health and Safety

It was noted that the factory did not provide regular occupational health checks to employees who were in contact with hand-transmitted vibration, noise, dust and chemicals (e.g.: glue) respectively. In accordance with Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases

审核员发现工厂没有为分别接触手传振动，噪声，粉尘和化学品（如：胶水）的员工提供定期的职业病体检。根据《中华人民共和国职业病防治法》第35条

According to the social insurance payment receipt provided by factory management, it was noted that only 10 out of 38 employees (26.32%) were provided with accident insurance in October 2021. This violated Performance Area 7: Occupational Health and Safety 7.2

根据厂方提供的2021年10月社会保险缴费单据显示工厂仅为10/38名员工(26.32%)购买了工伤保险。根据执行领域7：职业健康和安全的7.2

It was noted that 1 out of 2 yarning workers and 8 out of 12 knitting workers only wore active carbon masks, instead of dust proof masks as per requirement. In accordance with Article 42 of Law of the People's Republic of China on Production Safety

审核发现1/2名摇纱员工和8/12名电枪员工仅佩戴活性炭口罩，而不是要求的防尘口罩。根据《中华人民共和国安全生产法》第42条

It was noted that 2 out of 2 chemical containers (e.g.: glue) being used in the gluing section did not post with a safety label. In accordance with Article 14 of the Regulation For Chemical Usage Safety in Work Place

审核发现的贴边区域正在使用的2/2个化学品容器（如：胶水）没有张贴安全标签。根据《工作场所安全使用化学品规定》第14条

It was noted that no warning sign was posted on 2 out of 5 electric switches and boxes randomly selected during factory tour In accordance with Article 2-7 of Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008

审核员走访现场随机抽查发现2/5个电开关和电箱没有张贴警示标志。根据《安全标志及使用导则(GB 2894-2008)》警示标志2-7

It was noted that the occupational hazardous factor test was conducted once a year in the factory covering hazardous factors like noise, dust and Benzene series chemicals, however the report did not cover the hazardous factor of hand-transmitted vibration in the knitting section. In accordance with Article 20 of Provisions on the Supervision and Administration of Occupational Health at Work Sites

审核员发现工厂每年都进行一次职业危害因素检测，涵盖了噪声，粉尘和苯系物的危害因素，然而报告并无覆盖电枪区域的手传振动危险因素。根据《工作场所职业卫生监督管理规定》第20条

It was noted that the height of one staircase for accessing to a knitting platform was over 2 meters height. However, no handrail was installed which can not prevent the employees from falling down. In accordance with Article 7.2.1, 7.2.2, 7.2.3 and 7.2.5 of Safety of machinery – Permanent means of access to machines and industrial plants – Part 3:

审核员发现工厂一条进入电枪工作平台的楼梯高度高于2米，但没有安装扶手，不能预防人员坠落。根据《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GB17888.3, 2008》7.2.1条，7.2.2条，7.2.3条和7.2.5条

PA 12: Protection of the Environment

It was noted that the factory did not work out the report of environmental impacts, the report form of environmental impacts or the registration form of environmental impacts of the construction of the facility. In accordance with the Article 16 of Law of the People's Republic of China on Appraising of Environment Impacts

审核员发现工厂未有办理环评文件。根据《中华人民共和国环境影响评价法》第16条

1. It was noted that factory management was unable to provide the approval document for the report form of environmental impacts of the construction project of the factory. In accordance with the Article 22 of Law of the People's Republic of China on Appraising of Environment Impacts 2. It was noted that factory management was unable to provide the inspection and acceptance report of completed environmental protection facilities for review. In accordance with Article 17 of the Regulations on Environmental Protection Check and Acceptance for Completed Construction Project

1. 审核员发现工厂不能提供建设项目环境影响报告表的批复文件供审查。根据《中华人民共和国环境影响评价法》第22条 2. 审核员发现工厂不能提供环境保护竣工验收报告文件供审核。根据《建设项目竣工环境保护验收管理办法》第17条