

# Monitoring result for Cixi City Shenghequan Electrical Appliance Co., Ltd on site Cixi City Shenghequan Electrical Appliance Co., Ltd

## Monitoring

Monitored Party	: Cixi City Shenghequan Electrical Appliance Co., Ltd	amfori ID	: 156-006306-000
Site	: Cixi City Shenghequan Electrical Appliance Co., Ltd	Site amfori ID	: 156-006306-002
Address	: Site 1: No.590 Xinyi Road, Xiawujialu Village, Zhouxiang Town, Cixi, Site 2: No. 7, Sanjiangjiayuan, Zhouxiang Town, Cixi, : 315324, Ningbo : Zhejiang Sheng : China	Monitoring Activity	: amfori Social Audit - Manufacturing
		Monitoring Type	: Full Monitoring
		Submission Date	: 01/07/2021
		Expiration Date	: 01/07/2022

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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

The auditee was located at below two addresses:

Site 1: No.590 Xinyi Road, Xiawujialu Village, Zhouxiang Town, Cixi, Ningbo, Zhejiang, China

Site 2: No. 7, Sanjiangjiayuan, Zhouxiang Town, Cixi, Ningbo, Zhejiang, China.

地址1: 中国浙江省宁波市慈溪市周巷镇下吴家路村鑫益路590号

地址2: 中国浙江省宁波市慈溪市周巷镇三江家园7号

For site 1, there were two 3-storey building within the boundary and belongs to the village, the auditee rented the 2# (around 1500 square meters) used as office, warehouse and packing workshop. (the 1# building used by factory A who produced metal product).

For site 2, there was two flat buildings, one 3-storey building and one 3-storey building within the boundary belongs to factory B, the auditee rented part of one flat building (around 800 square meters) used as rubber mixing, moulding workshop. The rest areas and buildings used by three factories who produced auto part and power cord.

For two sites, according to document review, management interview, workers interview and factory tour, the mentioned factories and the audited factory belonged to different owners, and they had independent business license, management and workers.

There was no business between the audited factory and mentioned factories.

The main production processes included Rubber mixing, Moulding, Inspection and packing.

The factory did not provided transportation, canteen and dormitory the workers. Normally, there was no peak season in the audited factory.

There was no sub-contracted labour used by the auditee. The doorkeeper managed by the building owners.

All workers hired by auditee directly. The management representative was co-operative through this audit.

Remark:

1. The auditee rented the site 2 since April 2021 use as workshop, and the business license was updated on 02 June 2021 accordingly, the audit scope were covered two sites where used by the auditee.

2. Follow documents were not available during the audit:

A. There was no Collective Bargaining agreements in the factory, which makes the Collective Bargaining agreements not applicable;

B. There was no contractor used by the auditee, which makes the Contractor license not applicable;

C. The factory did not obtain the Government Waivers in past one year, which makes the Government Waivers not applicable;

D. There was no agencies used by the auditee, which makes the agency labor contract not applicable.

## Site Details

Site : Cixi City Shenghequan Electrical Appliance Co., Ltd

Site amfori ID : 156-006306-002

### GICS Classification

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Sector : Consumer Discretionary

Industry : Household Durables

Industry Group : Consumer Durables & Apparel

Sub Industry : Housewares & Specialties

### GS1 Classifications

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N.A.

### Product Process Classifications

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N.A.

## Metrics

### Key Metrics

Total workforce	48 Workers
Legal minimum wage in local currency	1800 Monthly
Lowest wage paid for regular work at the site	1800 Monthly
Calculated living wage in local currency	2215 Monthly
Total sample	10 Workers

### Other Metrics

Male workers	16 Workers
Female workers	32 Workers
Permanent workers - Male	16 Workers
Permanent workers - Female	32 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	2 Workers
Management - Female	2 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	28 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	16 Workers
Workers hired directly - Female	32 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	7 Workers

## Findings

### PA1: Social Management System

The audited factory had established a management system to implement the requirement of amfori BSCI Code of conduct and local laws; but the factory did not implement system effectively caused there still partial findings found during the audit. As per management interview, the management was aware of the local laws, but in actual operating, partial requirement was not implemented completely due to the budget and cost, such as the monthly overtime exceeded the law requirement, insufficient social insurance, the audited factory did not monitor the hazardous factor of workshop, and the audited factory did not conduct Environment Impact Assessment yet.

工厂建立了管理系统来实施amfori BSCI行为守则和当地法律法规的要求，但是系统未能有效的执行导致评估中还发现部分问题。根据管理层访谈，管理层有了解当地的法规，但是实际运行中，由于成本和预算有部分要求没有能完整的执行，例如月加班超出法规要求、社保不足、工厂没有监控车间的危害因素、工厂还没有进行环境影响评估。

The audited factory had established workforce capacity planning procedure and conducted workforce capacity planning; but the factory did not organize its workforce capacity properly, and in order to meet the expectations of the delivery order, the workers monthly overtime exceeded law required.

工厂建立了产能评估程序并开展了产能评估，但是工厂未能合理规划其生产力，为了满足交货期，工人的月加班超出法规要求。

### PA 5: Fair Remuneration

The social insurance only cover partial workers. As per reviewed past 12 months social insurance receipts, based on the last receipt in May 2021 and social insurance system check, the factory did not purchase endowment insurance, injury insurance, child-birth insurance, unemployment insurance and medical insurance for 38 out of 45 workers. Total 48 workers in the factory, 3 retired workers could not participate social insurance, No Casual Worker and dispatching worker in the factory, no new worker joined the factory in June 2021, so there were 45 workers could participate social insurance at current. As per interview, both management and interviewed workers stated that partial workers were unwilling to participate in social insurance, because it's not convenient to transfer to hometown after worker resign from factory. The factory noticed workers about social insurance issues during the recruiting. The management claimed that partial workers purchased new rural social pension insurance at their hometown, but the management could not provide evidence to prove it during the audit. Reference to PRC Labor Law article 72 and Social Insurance Law of the People Republic of China, Article 10, 23, 33, 44 and 53. Remark: the audited factory provided group commercial insurance to 21 workers who did not participate social insurance, and valid from 10 March 2021 to 09 March 2022.

社保只覆盖了部分员工。根据查阅过去12个月的社保凭证，基于2021年5月的社保凭证和社保系统的检查，工厂没有给45位员工中的38名员工提供养老保险，工伤保险，生育保险，失业保险和医疗保险。工厂总共有48个员工，3退休员工购买不了社保，没有临时工和派遣工；在2021年6月没有新员工，因此，当前有45个员工可以购买社保。根据访谈，管理层和被访谈的员工都表示有部分员工不愿意购买社保，因为他们从工厂辞职回家乡后社保很难转移回去。同时工厂在员工入职时已告知员工相关社保事宜。管理层表示有些在家乡购买新农保，但是评估中他们未能提供相应的证据。参考《中华人民共和国劳动法》第72条和《中华人民共和国社会保险法》第10条，第23条，第33条，第44条和第53条。备注：工厂给21个没有购买社保的员工购买了团体商业险，有效期从2021年3月10日到2022年3月9日。

### PA 6: Decent Working Hours

According to the attendance records from June 2020 to the audit day review, the monthly overtime hours exceeded 36 hours. The factory had established procedure on working hours and overtime hours, but they did not monitor compliance status of overtime. As per random selected 3 months samples (10 sampled workers for each sampled month) for review, the samples details were listed as below: 1. As per attendance records in June 2020 review, the monthly overtime hours of sampled 1 worker was 32 hours, the monthly overtime hours of sampled 9 workers were 68 hours; 2. As per attendance records in October 2020 review, the monthly overtime hours of sampled 1 worker was 32 hours, the monthly overtime hours of sampled 9 workers were 50 hours; 3. As per attendance records in May 2021 review, the monthly overtime hours of sampled 1 worker was 32 hours, the monthly overtime hours of sampled 9 workers were 46 hours; 4. As per management interview, the management claimed it was difficult to recruit new workers, so they did not control monthly overtime, as per worker interview, the interviewees stated that they worked overtime voluntarily in the factory. Till 25 June 2021, the maximum monthly overtime hours of sampled workers were 38 hours in June 2021. Reference to PRC Labour Law article 41.

根据查阅2020年6月至评估当日的考勤，月加班时间超过36小时。工厂建立了工作时间和加班时间的程序，但未对加班时间的符合性进行监控。随机抽取的3个月的考勤样本（每个抽样月抽取10个员工样本）进行查阅，样本显示的具体情况如下：1. 根据查阅2020年6月考勤记录，1个抽样员工的月加班为32小时、8个抽样员工的月加班为68小时；2. 根据查阅2020年10月考勤记录，1个抽样员工的月加班为32小时、8个抽样员工的月加班为50小时；3. 根据查阅2021年5月考勤记录，1个抽样员工的月加班为32小时、8个抽样员工的月加班为46小时；4. 根据管理层访谈，管理层表示由于很难招聘到新员工，所以他们没有控制月加班，根据员工访谈，被访谈的员工表示他们加班是自愿的 到2021年6月25日，抽样员工在2021年6月的最大月加班为38小时。参考《中华人民共和国劳动法》第41条。

## PA 7: Occupational Health and Safety

As per site observation and management interview, there was occupational hazards factors during the production processes, such as dust and noise in the rubber mixing and mould process, but factory did not conduct occupational hazards factors test for these area; and did not provide pre-service, on-service and post-service occupational health examination for workers working in these areas in past one year. Reference to PRC Law of Prevention and Control of Occupational Diseases article 35; Provisions on the Administration of Workplace Occupational Health, Article 20.

根据现场观察和管理层访谈，工厂的生产过程有危害因素产生，如炼胶和压模过程有噪音和粉尘，但是工厂没有对这些区域进行职业危害因素检测；也在过去一年来给这些区域的员工提供岗前，岗中和离岗时的职业病体检。参考《中华人民共和国职业病防治法》第35条；《工作场所职业卫生管理规定》第20条。

Based on interview and documents review, the injury insurance (or commercial insurance) did not cover 20 workers. Reference to Social Insurance Law of the People's Republic of China, Article 33.

基于访谈和文件查阅，工伤保险（或商业保险）没有覆盖到20个员工。参考《中华人民共和国社会保险法》第33条。

The auditee could not provide fire safety approval and construction safety report of all buildings used by the auditee for review, for site one, there was one 3-storey building used by the auditee, around 1500 square meters, the building built around 2013; For site two, there was part of one 1-storey building used by the auditee, around 800 square meters used by the auditee, the building built around 2000; As per site observation, the building was maintained in good condition, no structural crack was found, and there were sufficient fire facilities equipped in the factory building. Reference to PRC Fire Prevention Law article 13; Construction Law of the People's Republic of China, Article 61.

被审核工厂未能提供所有工厂的厂房建筑的消防验收报告和竣工验收报告给查阅；地址1，被审核工厂使用了一栋3栋三层厂房，建筑面积约1500平方米，大约在2013年建造的。地址2，被审核工厂使用了一栋一层厂房的部分，被审核工厂使用的建筑面积约800平方米，大约在2000年建造的。根据现场观察，厂房维护在良好的状态，没有结构性裂痕，同时厂房里配置了足够的消防设施。参考《中华人民共和国消防法》第13条；《中华人民共和国建筑法》第61条。

## PA 12: Protection of the Environment

During the audit, the audited factory could not provide Environmental Impact Assessment report and approval for review; and the audited factory could not provide environmental protection acceptance check report for their completed construction project for review. Reference to PRC Environmental Impact Assessment Law article 16 and article 22; and The regulations on environmental protection and management of construction projects (2017 revision) Article 17.

评估中，被审核工厂未能提供环境影响评估报告和批复给查阅，被审核工厂也未能提供建设项目竣工环境保护验收报告给查阅。参考《中华人民共和国环境影响评价法》第16条、22条；《建设项目环境保护管理条例》(2017修订)第17条。