

Monitored Party LITBRIGHT CANDLE (SHIJIAZHUANG) CO., LTD	amfori ID 156-032098-000	Address Site 1 : Zhidu Village, Jiumen Town, Gaocheng District. Site 2 : West 550 meters, Ximen Village, Xiguan Town, Gaocheng District, 050000 Shijiazhuang, Hebei Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TÜV NORD CERT GmbH
Monitoring Start Date 16/10/2023	Closing Meeting Finished Date 23/10/2023	Submission Date 24/10/2023
Expiration Date 24/10/2025	Announcement Type Fully Announced	
Site LITBRIGHT CANDLE (SHIJIAZHUANG) CO., LTD	Site amfori ID 156-032098-001	

This is an extract of the online Monitoring Result, generated on 24/10/2023, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.





amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).










All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent. © amfori, 2021

OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
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	C	
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

Announced Type: Fully Announced

Monitoring Type: Full Monitoring

Monitoring Partner: TÜV NORD CERT GmbH (APSCA Firm Member: 11600051)

Auditor: Amanda Liu, APSCA Auditor Number: CSCA 21701254

Monitoring Schedule Details: 1 auditor x 1.5 day onsite

[Location and size]:

Litbright Candle(Shijiazhuang)Co. LTD. (石家庄市藁城区燃亮烛业有限公司) is located at Site 1 : Zhidu Village, Jiumen Town, Gaocheng District, Shijiazhuang City, Hebei, China. Site 2 : West 550 meters, Ximen Village, Xiguan Town, Gaocheng District, Shijiazhuang City, Hebei, China. (中国河北省石家庄市藁城区九门乡只都村/中国河北省石家庄市藁城区西关镇西门村西550米). The Uniform Code of Social Credit is 91130182578201431N, valid from June 27, 2011 to June 26, 2031.

[Structure of facility]:

The main auditee used 7 flat buildings as production, 1 flat building A(divided into 6 warehouse rooms) as warehouse building, 1 flat warehouse building B and one 2-storey building as office in site 1. The main auditee used 1 flat warehouse building in site 2. No canteen or dormitory was provided for workers currently. The total area of structure was about 14,000 S.Q. meters.

[Process of facility]:

The main products manufactured by the auditee were candles, and the main processes were listed as below: dewaxing, wax power producing, shaping, QC and packing. No process was subcontracted to other factories. No homemaker was used by the auditee.

[Employee analysis]:

A total of 78 employees including 18 male employees and 60 female employees were currently working in the auditee, all employees were local. There were 69 production employees including 13 males and 56 females. There were 9 non-production employees including 5 males and 4 females. No children or young workers worked in the factory. There was no Trade Union available in the factory, but there were two worker representatives elected by workers.

[Summary of working hours]:

Attendance records from September 2022 to the current month were reviewed in this audit.

The working time was recorded by electronic attendance recorder and every worker must scan the working hours when on and off duty.

The regular working hour was carried out for 8 hours a day and 40 hours a week in the factory.

There was only 1 shift, 8:00-12:00, 13:00-17:00.

The workers isolated had overtime work for 2 hours/night (18:00-20:00) & 2-4 nights/week on weekdays and 8 hours (8:00-17:00) on Saturdays.

All workers always had 1-day off in a week.

According to the sampled attendance records, the maximum overtime hours for workers were 2 hours/day and 60 hours/month, and the maximum working hours were 56 hours a week.

[Summary of compensation]:

Payroll records from September 2022 to August 2023 were reviewed during the audit.

All employees' wages were paid by hourly rate, and the lowest wage for regular work was RMB2500 per month which was higher than legal minimum wage i.e. RMB2200 per month.

For overtime premium, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively, and no overtime was arranged on public holidays.

The wages were paid by bank no more than 20th of the following month.

According to the social insurance receipts provided by the factory for the past 12 months, including the social insurance receipts for September 2023, the factory has provided pension insurance for 38% employees, unemployment insurances for 29% employees, accident insurances for 100% employees, medical and maternity insurances for 24% employees. The

factory did not provide commercial accident insurance for employees. No social insurance waiver was obtained for review. No temporary, retired, newly or dispatched workers noted.

[Summary of Interview]:

Worker interview were conducted individually and in group.

Randomly selected 12 employees, no complaints were raised.

[Overall Circumstances]:

The auditee management and workers (representative) showed a positive attitude to this audit during the whole process. There was no abnormal levels of production or workforce composition identified during the audit. The audit was basically fulfilled according to the audit plan sent prior to the audit. At the end of the audit, all the findings were accepted by the auditee. The performance areas needed improvements were as follows: PA1-2, PA5-7.

[Special scene during on site observed]:

1. There was no contractor and agency used by the auditee, so the agency labor contract or contractor license/permit was not applicable for the auditee.
2. The auditee did not obtain any government waiver.
3. There was no collective bargaining agreement in the auditee.
4. Due to personal data protection law/requirement, the personal information related to attached documents had been treated confidentially on the BSCI platform.
5. For COVID-19, there was no special or mandatory requirement from local government currently.
6. The auditee rented the operation site 2 from the landlord i.e. "Shijiazhuang Gaocheng Yating Candle Co., Ltd / 石家庄藁城区雅婷蜡烛有限公司". All buildings in the site 1 were owned by the auditee.
7. Both locations of site one and site two were included in the same business license and registered on the amfori platform, site 1 was used for production, warehouse and office, site 2 was used for finished warehouse, the two sites were under the same management system, no worker worked in the finished warehouse (site 2) except for loading and unloading goods. The workers for loading and unloading goods came from site 1.

SITE DETAILS

Site

LITBRIGHT CANDLE
(SHIJIAZHUANG) CO., LTD

Site amfori ID

156-032098-001

GICS Classification

Sector	Industry Group	Industry
Consumer Staples	Household & Personal Products	Household Products
Sub Industry		
Household Products		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	78	Workers
Legal minimum wage in local currency	2,200	Monthly
Lowest wage paid for regular work at the site	2,500	Monthly
Calculated living wage in local currency	2,150	Monthly
Total sample	12	Workers

Other Metrics

Male workers	18	Workers
Female workers	60	Workers
Permanent workers - Male	18	Workers
Permanent workers - Female	60	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	5	Workers
Management - Female	4	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	0	Workers
Domestic migrant workers - Female	0	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	18	Workers
Workers hired directly - Female	60	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	9	Workers

FINDINGS



PA1: Social Management System

Site: LITBRIGHT CANDLE (SHIJIAZHUANG) CO., LTD | Site amfori ID: 156-032098-001

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

Finding

The auditee partially respects this principle. The factory developed the social compliance procedures and policies to monitor the social audit issue in the factory. The factory also implemented the BSCI requirements according to the BSCI audit standard. However, the BSCI management system was not worked effectively since there were some findings observed during the site tour and documentation review.

工厂部分遵循该准则。工厂制定了社会责任程序和政策来监控工厂的社会审核问题。工厂也按照BSCI审核标准执行BSCI要求。然而BSCI管理体系并没有有效地实施，是因为在实地考察和文件审查过程中发现了一些问题。

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

Finding

The auditee partially respects this principle. The factory had made plan for its production and could meet the expectation of the delivery order or contract, However, according to the time record, isolated workers' monthly overtime hours exceeded legal limits.

工厂部分遵循该准则。工厂已经制定了生产计划且能够满足订单及合同的交期需求，但是考勤记录发现，个别工人的月加班时间超出法规要求。



PA 2: Workers Involvement and Protection

Site: LITBRIGHT CANDLE (SHIJIAZHUANG) CO., LTD | Site amfori ID: 156-032098-001

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respects this principle. It was noted that, the auditee had established grievance mechanism procedure, related training was provided, there were workers' representatives and

工厂部分遵循该准则。审核发现被审核方建立了申诉机制程序，并给员工提供了相应培训，现场有员工代表和一个意见箱。但是，被审核方过去一年没有投诉记录，也没有定期对申诉机制进行调查评

Finding

one suggestion box in place. However, there's no grievance record in recent year, nor regular survey on the grievance procedure.

审。

PA 5: Fair Remuneration

Site: LITBRIGHT CANDLE (SHIJIAZHUANG) CO., LTD | Site amfori ID: 156-032098-001

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee does not respect this principle. According to the social insurance receipts provided by the factory for the past 12 months, including the social insurance receipts for September 2023, the factory has provided pension insurance for 38% employees, unemployment insurances for 29% employees, accident insurances for 100% employees, medical and maternity insurances for 24% employees. The factory did not provide commercial accident insurance for employees. No social insurance waiver was obtained for review. No temporary, retired, newly or dispatched workers noted. (The PRC Labor Law article 72 & 73).

被审核方未遵守本原则。工厂提供了最近12个月的社保收据回执单，根据2023年9月回执单显示工厂为38%人提供了养老，29%人提供了失业保险，100%人提供了工伤保险，24%人提供了医疗和生育保险。没有为员工提供商业意外保险。工厂没有获得社保批文。工厂没有临时，退休，新进或者派遣人员。（中华人民共和国劳动法第72,73条）

PA 6: Decent Working Hours

Site: LITBRIGHT CANDLE (SHIJIAZHUANG) CO., LTD | Site amfori ID: 156-032098-001

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

The auditee partially respects this principle. It was found that isolated workers monthly overtime hours did not meet legal requirement. Based on the sampled working time records of August 2023, April 2023 and January 2023, it was found that the monthly overtime hours for 2 out of 12 sampled workers were 60 hours in August 2023, which exceeded legal limit i.e. maximum 36 hours/month.

被审核方部分遵守本原则。审核发现个别员工月加班时间未遵守法规要求。根据抽样的2023年8月、2023年4月和2023年1月的工时记录，发现：在2023年8月/12个抽样的工人的月加班时间为每月60小时。超出法规允许的上限每月最多36小时。（中华人民共和国劳动法 第41条）

Finding

(The PRC Labor Law, Article 41)

PA 7: Occupational Health and Safety

Site: LITBRIGHT CANDLE (SHIJIAZHUANG) CO., LTD | Site amfori ID: 156-032098-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respects this principle. The OHS management system had been established by the auditee based on local laws and amfori BSCI COC. But below OHS non-compliance issues were identified during this audit.

工厂部分遵循该准则。被审核方按照当地法律和 amfori BSCI 行为准则来建立职业健康安全管理体
系。但是，在这次审核中发现了下列职业健康安全
问题。

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respects this principle. Based on document review, management and workers interview, it was noted that the factory had conducted the OHS risk and drafted OHS policies or procedures. However, workers were not involved in conducting OHS risk and drafting OHS policies or procedures.

工厂部分遵循该准则。基于文件查阅，管理层和员
工访谈，工厂进行了健康安全的风险评估，并制定
了相关的制度和程序。但是员工未参与到健康安全
风险评估及制定健康安全的政策或程序中。

Question: 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respects this principle. The factory had posted warning signs in machines and chemical area. However, the factory did not post caution heat sign in the drinking area. (Employing Unit Occupational Disease Hazard Notification and Warning Sign Supervision Regulations Article 13)

被审核方部分遵守本原则。工厂已经在机器设备，
化学品区张贴了警示标示，但是没有在饮水区域张
贴小心烫伤标识。(用人单位职业病危害告知与警示
标识管理规范第十三条)

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respects this principle. It seems that the building and equipment used for production was stable and safe in general. Sufficient firefighting equipment was installed in place and maintained in good conditions at the workplace. However, it was found that: Based on onsite observation, 10% finished goods were stored against the wall. (Article 18 of Rules for Storage Fire Prevention Safety Management)

被审核方部分遵守本原则。生产所用的建筑和设备总体上是稳定和安全的。工作场所已安装了足够的消防设备并保持良好状态。然而，审核发现：根据现场观察，10%的成品紧靠墙存放。（仓库防火安全管理规则第18条）

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respects this principle. The auditee had provided clean and sufficient toilet for workers. However, it was noted that no basic supply such as toilet paper or hand-washing soap was provided in workers' washroom.

被审核方部分遵守本原则。被审核方提供了干净的充足的洗手间。但是，审核发现被审核方车间员工洗手间没有提供厕纸和洗手液等基本用品。