

Monitoring result for Yichun Zhongyi Commerce and Trade Co., Ltd. on site Yichun Zhongyi Commerce and Trade Co., Ltd.

Monitoring

Monitored Party	: Yichun Zhongyi Commerce and Trade Co., Ltd.
amfori ID	: 156-005036-000
Site	: Yichun Zhongyi Commerce and Trade Co., Ltd.
Site amfori ID	: 156-005036-002
Address	: Nonglin Street, Wuying District
	: 153033, Yichun
	: Heilongjiang Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 13/01/2022
Expiration Date	: 13/01/2023

This is an extract of the online monitoring result, generated on 14/01/2022, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - 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

A	B	C	D	E	None
---	---	---	---	---	------



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	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	C
PA 13: Ethical Business Behaviour	A

General description

Yichun Zhongyi Commerce and Trade Co., Ltd. (伊春市中艺商贸有限责任公司) was located at Nonglin Street, Wuying District, Yichun, Heilongjiang, China (中国黑龙江省伊春市五营区农林街). The auditee established at current address since September 3, 2003. The main productions manufactured by the auditee were CHRISTMAS DECORATION, FESTIVAL GIFT, and CHRISTMAS ART. The main production processes were as follows: Cutting, toning, colouring, drying, adhering, handiwork, inspection and packing. The auditee completed all productions and processes. The auditee did not use any contractor and service provider. In the audit day, all processes were operating normally. There was no obvious peak month in the auditee. The total land area occupied by the auditee was about 5,000 square meters and the construction areas used by the auditee was about 2150 square meters. The auditee rented the factory yard from local government. There were three flat building in the factory yard. One flat building (750 square meters. Built before 1979) was used as office, exhibition room, boiler room, workshop & warehouse. One flat building (600 square meters. Built in 2014) used as warehouse were belong to local government. One flat building (about 800 square meters. Built in November 2019) was used as warehouse. No dormitory, canteen and kitchen was available to employees. There were 22 employees in the factory. The auditee directly hired all employees. Management representative and employee representatives attended the opening and closing meeting. The auditee was cooperative in this audit. At the closing meeting, auditor introduced the findings to the management representative and employee representatives. They accepted these findings and signed the on site report.

Remark:

1. The auditee did not use any contractor/agency, did not obtain any Government waivers, and did not sign Collective bargaining agreements, which made the Contractor license/permit, Agency labour contract, Government waivers, Collective bargaining agreements not applicable in this audit.
2. The auditee provided one certificate from local thermal company for review. The certificate indicated the boiler room in the flat building (The building area was 750 square meters. Built before 1979) was belonged to local government and managed by local thermal company. The boiler room provided thermal energy to the auditee and one welfare center. The welfare center was located in neighboring yard. The welfare center was managed by local government. Its main function was to provide old-age service for the aged people. The buildings in the factory yard except the boiler room were used by the auditee. The audit only covered the areas used by the auditee.
3. The flat building (750 square meters. Built before 1979) was used as office, exhibition room, boiler room, workshop & warehouse. The auditee provided its building registration sheet for review. And it indicated the building was built in 1979. So the fire certificate and building safety certificate were not applicable to the building. The building structure was solid. There was no crack on the wall of the building. The building had adequate safety exits, evacuation routes and fire-fighting facilities. There was no obvious structural or fire risk in the building.
4. The auditee dismantled one flat building (about 800 square meters. Built in August 2020) used as warehouse at the beginning of 2022. The management staff stated they did not inform local government the building construction plan before they built it. So the local government required the auditee to dismantle it.
5. Auditor: Snow Fan, CSCA, registration number CSCA 21702064
Auditing company: TUV Rheinland, APSCA Number:11600007

Site Details

Site : Yichun Zhongyi Commerce and Trade Co., Ltd.
Site amfori ID : 156-005036-002

GICS Classification

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

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	22 Workers
Legal minimum wage in local currency	1450 Monthly
Lowest wage paid for regular work at the site	1800 Monthly
Calculated living wage in local currency	1563 Monthly
Total sample	6 Workers

Other Metrics

Male workers	8 Workers
Female workers	14 Workers
Permanent workers - Male	8 Workers
Permanent workers - Female	14 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	4 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	8 Workers
Workers hired directly - Female	14 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	2 Workers
Sample - Female	4 Workers

Findings

PA1: Social Management System

Corporate social responsible management system, benefits regulation and working hour management regulation were established. However, the management staff did not effectively implement these system and regulations in normal times. In this audit, the findings such as monthly overtime hours exceeded law's regulation and insufficient social insurance were found. The auditee did not identify the findings such as employees monthly overtime hours exceeded law's regulation and insufficient social insurance in the internal audit and management review. The auditee did not have relevant correction plans.

社会责任管理体系，福利制度和工时管理制度已经建立。但是管理人员平时没有有效的执行这些体系和制度。在本次审核中发现月加班超过当地法律规定和社保不足的问题。被审核方没有在内审和管理者评审中识别出月加班超过当地法律规定和社保不足的问题。被审核方没有相应的改善计划。

The management staff did not effectively implement the working hour management regulation and cost calculation procedure of manpower and production. The management staff only estimated related data in normal times. The auditee did not provide written records about capacity plan and cost calculation procedure of manpower and production for review. The finding about monthly overtime hours exceeded law's regulation was found in this audit. However, the auditee did not have correction plan for the finding.

管理人员没有有效的执行工时制度和劳动力与成本核算程序。管理人员平时只估算了相关数据。被审核方没有提供书面的产能规划和劳动力与成本核算记录以供审核。本次审核中，发现月加班时间超过法律的规定的问题。但被审核方针对这个问题没有改善计划。

PA 5: Fair Remuneration

The auditee provided social insurance receipt from December 2020 to November 2021 for review. Currently, there were 12 normal employees and 10 retirees hired to work again. There was no new employees. The retirees hired to work again could not purchase social insurance based on law's regulation. Through review the social insurance of November 2021, 11 out of 12 normal employee did not participate in basic endowment insurance. All 12 normal employee did not participate in employment injury insurance, unemployment insurance, medical insurance and maternity insurance. (Reference Law and Regulation: Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44 and 53) Remark: The auditee purchased commercial injury insurance for all employees who did not participate in social insurance. The validity period of commercial injury insurance was from March 29, 2021 to March 28, 2022. Interviewed normal employees who did not participate in social insurance stated they had participated in endowment insurance for urban residents. And the auditee purchased commercial work related injury for them. They thought these insurances were sufficient. The auditee stated they respected employees' opinions. The auditee provided the evidences indicated these employees participated in endowment insurance for urban residents for review.

被审核方提供了2020年12月至2021年11月的社保收据以供审核。目前，被审核方有12名正式员工和10名退休返聘员工，没有新来的员工。依据法律规定，退休的员工不能购买社保。通过审核2021年11月的社保收据，12名正式员工中11人没有购买养老保险。全部12名正式员工都没有购买医疗保险，工伤保险，生育保险以及失业保险。（参考法律法规《中华人民共和国社会保险法》第十条、二十三条、三十三条、四十四条、五十三条）备注：被审核方为所有员工购买了商业工伤保险。保险有效期自2021年3月29日至2022年3月28日。访谈中没有参加保险的正式员工表示他们已经购买了城镇居民养老保险。并且被审核方购买了商业的工伤保险给他们。他们认为这些保险是足够的。被审核方表示他们尊重员工的意见。被审核方提供了他们参加城镇居民养老保险的证据以供审核。

PA 6: Decent Working Hours

The management staff did not effectively implement the working hour management regulation and cost calculation procedure of manpower and production. The management staff only estimated related data in normal times. The auditee did not provide written records about capacity plan and cost calculation procedure of manpower and production for review. The monthly overtime hours of some reviewed months exceeded 36 hours. However, the auditee did not have correction plan for the finding. The management staff stated the monthly overtime hours exceeded legal requirement due to urgent production order. Interviewed employees stated the overtime was voluntary. The auditee paid sufficient overtime wages to them. (1) Through reviewing the attendance records in March 2021, the monthly overtime hours of 3 out of 6 randomly selected employees were 38 hours; the monthly overtime hours of rest 3 randomly selected employees were 4-36 hour; (2) Through reviewing the attendance records in October 2021, the monthly overtime hours of 1 out of 6 randomly selected employees were 48 hours; the monthly overtime hours of rest 5 randomly selected employee was 12 hours; Reference law: PRC Labour Law article 41. Remark: (1) Through reviewing the attendance records in November 2021, the monthly overtime hours of all 6 randomly selected employees were 4-18 hours; (2) Through reviewing the attendance records in December 2021, the monthly overtime hours of all 6 randomly selected employees were 4-18 hours; (3) Through reviewing the attendance records in January 2022, till January 7, 2022, the monthly overtime hours of all 6 randomly selected employees were 0 hour.

管理人员没有有效的执行工时制度和劳动力与成本核算程序。管理人员平时只估算了相关数据。被审核方没有提供书面的产能规划和劳动力与成本核算记录以供审核。本次审核中，一些被检查月的月加班时间超过36小时。但被审核方针对这个问题没有改善计划。管理员工表示月加班时间超时是由于订单紧急。访谈的员工表示加班是自愿的。被审核方支付了充足的加班工资给他们。(1) 通过查阅2021年3月6名员工考勤显示，6名员工中的3人月加班38小时；其余3名员工的加班时间是4-36小时。(2) 通过查阅2021年10月6名员工考勤显示，6名员工中的1人月加班48小时；其余5名员工的加班时间是12小时。参考法律法规：《中华人民共和国劳动法》第41条。备注：(1) 通过查阅2021年11月6名员工考勤显示，全部6名员工月加班4-18小时；

PA 6: Decent Working Hours

(2) 通过查阅2021年12月6名员工考勤显示, 全部6名员工月加班4-18小时; (3) 通过查阅2022年1月, 6名员工考勤显示, 截至2022年1月7日, 全部6名员工月加班0小时。

PA 7: Occupational Health and Safety

The toning and colouring workshop had occupational hazardous factor such as harmful gas. However, the auditee did not conduct occupational hazardous factors monitoring. Reference law: Provisions on the Administration of Occupational Health at Work Sites (2021), Article 20.

调色和上色车间会存在有害因素有害气体。但是被审核方没有进行职业危害因素监测。参考法律法规:《工作场所职业卫生管理规定》(2021)第20条。

The provided risk assessment record did not include COVID-19's risk assessment.

提供的风险评估记录没有包含新冠疫情的风险评估。

1. The auditee did not provide fire certificate for 2 flat warehouse buildings (Their floor areas both were exceed 300 square meters. Built after 2014). (Reference Law and Regulation: PRC Fire Prevention Law article 13). 2. The auditee did not provide construction certificate for 2 flat warehouse buildings (Their floor areas both were exceed 300 square meters. Built after 2014). (Reference Law and Regulation: PRC Construction Law Article 61). Remark: Through on site observation, these buildings were steel structure. The building structure is solid. There was no crack on the wall. Most of the materials stored in the building are combustible. The building has adequate safety exits and evacuation routes. The auditee install adequate fire protection facilities in the building and conducts regular inspection. There is no obvious structural or fire risk in the building.

1. 被审核方没有提供2栋一层仓库建筑(建筑面积均大于300平, 建于2014之后)的消防验收报告。参考法律法规《中华人民共和国消防法》第十三条。2. 被审核方没有提供2栋一层仓库建筑(建筑面积均大于300平, 建于2014之后)的竣工验收报告。参考法律法规《中华人民共和国建筑法》第六十一条。备注:通过现场走访, 这些建筑的材质是钢架构的。建筑结构坚固。墙面没有裂缝。大部分储存在这些建筑内的物料是可燃的。这些建筑有足够的安全出口和疏散通道。被审核方在建筑内设置了充足的消防设施并定期举行消防演习。现场没有明显的结构或者火灾风险。

1. The auditee assigned one common management staff to inspect the electrical facilities and sign the inspection records. However, the management staff was not a qualified electrician. 2. The certificate of the only one electrician expired on December 31, 2021. Currently, the auditee did not have qualified electrician. Reference law: Work Safety Law of the People's Republic of China (2021), article 30.

1. 被审核方由一名普通管理人员检查电气设施并签署检查记录。但这名管理人员不是有资质的电工。2. 唯一一名电工的证书在2021年12月31日过期。目前被审核方没有有资质的电工。参考法规:《中华人民共和国安全生产法》(2021)第三十条。

PA 12: Protection of the Environment

Hazardous wastes and waste gas generated from toning and colouring workshop. But the auditee did not obtain Environmental impact Assessment (EIA) files, EIA approval and environmental protection acceptance checks report for this construction projects. Reference law and regulation: Law of the People's Republic of China on the Environmental Impact Assessment, Article 16 and Article 22, and Interim Measures for Environmental Protection Acceptance of Construction Project Completion, Article 11.

调色和上色车间产生废气和危废。但被审核方尚未取得这个项目的环评评估文件、环评批复和环境保护竣工验收报告。参考法律法规:《中华人民共和国环境影响评价法》第16条和第22条,《建设项目竣工环境保护验收暂行办法》第十一条。

Through on site observation, hazardous wastes and waste gas generated from toning and colouring workshop. However, the factory has not conducted Pollutant Discharge Registration of Stationary Pollution Sources. Reference law and regulation: Guidelines for Pollutant Discharge Registration of Stationary Pollution Sources (Trial), Article 1.

调色和上色车间产生废气和危废。但工厂尚未进行固定污染源排污登记。参考法规:《固定污染源排污登记工作指南》(试行), 第1条。

Waste gas generated from toning and coloring workshop. However, the auditee did not perform monitoring for discharged waste gas pollutants. Laws and Regulations: Measures for the Administration of Environmental Surveillance, Article 21.

调色和上色车间产生废气, 但是被审核方没有对排放的废气污染物的排放进行监测。参考法律法规:《环境监测管理办法》第21条。