

Monitoring result for SANHE HUAQIANG ARTS & CRAFTS FACTORY NO.1 BRANCH on site SANHE HUAQIANG ARTS & CRAFTS FACTORY NO.1 BRANCH

Monitoring

Monitored Party : SANHE HUAQIANG ARTS & CRAFTS FACTORY NO.1 BRANCH
amfori ID : 156-026136-000
Site : SANHE HUAQIANG ARTS & CRAFTS FACTORY NO.1 BRANCH
Site amfori ID : 156-026136-002
Address : Renguanzhuang Village, Yangzhuang Town, Sanhe City
: 065200, Langfang
: Hebei Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Follow-up Monitoring
Monitoring Partner : TUV Rheinland
Monitoring Start Date : 14/10/2022
Closing Meeting : 14/10/2022
Finished Date :
Submission Date : 21/10/2022
Expiration Date : 26/10/2023

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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	A

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

This audit was Fully-Announced follow up audit on Oct 14 2022.

The factory was located at "Renguanzhuang Village, Yangzhuang Town, Sanhe City, Langfang City, Hebei Province, China" (河北省廊坊市三河市杨庄镇任官庄村). It was founded and started operation at the existing location since 2015. In view of the factory, the factory consisted of one 3-storey buildings as production, sample room and office, one 2-storey building and one flat building as warehouse (the building areas ranged from 120 square meters to 540 square meters). No canteen, kitchen, or dormitory was provided to employees. The main products manufactured by the factory were Decorations. The main production processes were listed as follows: assembling, inspection, and packing.

Through management interview and worker interview, all production processes in the factory were in normal operation on the day of audit. No subcontractor was used by this auditee. Usually, the peak seasons were from May to September in the factory. All employees were hired directly by the auditee. The auditee showed positive attitude on this audit such as independent meeting room was provided for workers interview and auditor could take photos onsite. All the findings were accepted by the management at the closing meeting.

Auditor: Heidi Hao, APSCA, registration number is CSCA21704030. Auditing company: TUV Rheinland, APSCA Number: 11600007.

Remark: 1. There were no agencies used by the factory, which made the agency labor contract not applicable; there were no contractors used by the factory, which made the contract permit not applicable; there was no waiver obtained by the factory, which made the government waiver not applicable; there was no collective bargaining agreements in the factory, which made the collective bargaining agreements not applicable. 2. The parent company of the auditee "SANHE HUAQIANG ARTS & CRAFTS FACTORY" (三河市华强工艺品厂) was located at "Liqizhuang Village, Liqizhuang Town, Sanhe City, Langfang City, Hebei Province, China" (中国河北省廊坊市三河市李旗庄镇李旗庄村). The distance was about 14 KM between the auditee and the parent company. The parent company had independent business license. The management and workers were different and were not shared between the auditee and the parent factory. The parent factory were not covered in the audit. 4. This is a follow-up audit, so this audit scope only covers PA1, PA2, PA5, PA6 ,PA7. The rate for the questions in PA3, PA4, A8, PA9, PA10, PA 11, PA12 and PA13 is kept the same as the previous audit, and the related evidence is selected DE.As PA12 is not included in this audit, the environmental documents has not been uploaded.

Site Details

Site : SANHE HUAQIANG ARTS & CRAFTS FACTORY NO.1 BRANCH
Site amfori ID : 156-026136-002

GICS Classification

Sector	: Consumer Staples	Industry	: Household Products
Industry Group	: Household & Personal 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	23 Workers
Legal minimum wage in local currency	1900 Monthly
Lowest wage paid for regular work at the site	1900 Monthly
Calculated living wage in local currency	2016 Monthly
Total sample	6 Workers

Other Metrics

Male workers	7 Workers
Female workers	16 Workers
Permanent workers - Male	7 Workers
Permanent workers - Female	16 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	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	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	5 Workers
Domestic migrant workers - Female	2 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	7 Workers
Workers hired directly - Female	16 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

Although the facility established amfori BSCI management system, but this audit still have the issues raised in PA 2,5,6,7 it showed that the facility had some deficiencies on implementing the amfori BSCI requirements and legal requirements. Through the interview with amfori BSCI management representative, it was noted that there was no plan on amfori BSCI implementation, such as how to monitor the working hours and etc. According to worker representative interview, the factory had communicated the amfori BSCI requirement to workers including working hours and social insurance policy.

尽管工厂已经建立社会责任管理体系，但本次审核PA 2, 5, 6, 7仍产生的问题，有显示工厂在整体执行amfori BSCI的准则和法律要求方面还是存在一些缺陷。通过amfori BSCI管理代表访谈，发现没有针对amfori BSCI管理制度的计划，比如如何监控工时等。根据员工代表访谈，公司有将amfori BSCI的要求传达给员工，包括工时和社保的法规要求。

The factory made production plans for each order, but the workforce capacity was not properly planned to match delivery order contracts' expectations, so that for monthly overtime working hours exceeded the legal limit in the past year, the maximum was 92 hours.

工厂有对每个订单制定生产计划，但没有正确地对产能进行评估以满足订单的交付预期，以至于过去一年工人的月加班时间超过了法规的要求，最大为92小时。

PA 2: Workers Involvement and Protection

Based on the workers and worker representative interview, it was noted that 60% of the interviewed workers did not have a good understanding of amfori BSCI Code of Conduct, such as workers involvement and protection, fair remuneration, no precarious employment and so on. Management said it would further strengthen staff training.

根据员工和员工代表访谈发现受访的约60%员工对amfori BSCI行为准则的要求没有良好的理解，如员工参与和保护，公平报酬，无缺乏保障就业等。管理层表示会进一步加强员工培训。

PA 5: Fair Remuneration

It was noted that the factory did not provide social insurance for all employees. There were total 23 workers in factory including 11 worker return to work after retirement. No new hires in Sep 2022. So 12 workers are eligible for the social insurance. Through management interview, it noted that no medical insurance, unemployment insurance, maternity insurance, work-related injury, endowment insurance to 2 employees. Based on management interview and workers interview, the factory was willing to pay insurance for its employees but some workers did not want to participate in the social insurance. The employees had participated in local rural insurance. But the facility did not collect the detail information about the rural insurance. Remark: The factory provided group commercial insurance to the employees who have not provided social insurance included those returned to work after retirement. The commercial insurance was valid from Jun 18, 2022 to Jun 17, 2023. (Law and Regulation: Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44 and 53).

评估中发现工厂没有给所有员工缴纳社会保险。工厂有23人，其中包括11个退休返聘员工，2022年9月没有新进员工，因此工厂需要给12个员工购买社保。通过管理层访谈，企业未给2名员工提供医疗保险、失业保险、生育保险、工伤保险、养老保险。基于管理层访谈和工人访谈，工厂愿意为员工缴保险但是工人不愿意参加社保。员工都购买了当地农业保险。但是企业没有收集员工具体参加农村保险的情况。备注：工厂给未交社保的员工其中包括退休员工提供了团体商业意外险。商业保险有效期为2022年6月18日到2023年6月17日。（参考法律法规《中华人民共和国社会保险法》第十条、第二十三条、第三十三条、第四十四条、五十三条

PA 6: Decent Working Hours

The auditee established amfori BSCI management system, benefits regulation and working hour management regulation. However, above mentioned system and regulation were not implement effectively. Because of the finding about the monthly overtime hours exceeded law's regulation was found. The employees stated the overtime was voluntary. Reviewed 6 sample workers overtime records from Nov. 1, 2021 to Oct. 14, 2022 provided by the factory, it was noted that all 6 randomly selected workers monthly overtime hours were 63 to 92 hours; the highest were 92 hours, monthly overtime hours exceeded legal overtime limit: 36 hours per month. Analysis monthly attendance record as below: (1)Aug of 2022, the monthly overtime hours of 6 randomly selected employees were 85-86 hours; (2) July of 2022, the monthly overtime hours of 6 randomly selected employees were 82-92 hours; (3)Oct of 2021, the monthly overtime hours of 6 randomly selected employees were 63-76 hours. (Reference law: PRC Labour Law article 41) Auditor reviewed time records from Oct.1, 2022 to Oct.14, 2022 noted that employee maximum monthly overtime hour were 8 hours.

被审核方已经建立amfori BSCI管理体系、福利及工时管理制度。但是上述体系和制度没有有效的执行。发现了月加班超过法规要求的问题。员工表示加班是自愿的。基于抽样6名员工2021年11月1号至2022年10月14号，随机抽样6名员工月加班为63到92小时之间，最高为92小时，超过法定36小时的限制。工时分析月份如下：(1)2022年8月随机抽查的所有6名员工月加班为85-86小时；(2)2022年7月随机抽查的6名员工月加班为82-92小时；(3)2021年10月随机抽查的6名员工月加班均为63-76小时；参考法律法规：《中华人民共和国劳动法》第41条）备注：审核员查看了2022年10月1号到2022年10月14号考勤，员工月加班时间为8小时。

It was noted that the auditee did not post warning sign on water dispenser to avoid scald happening. Reference law:PRC Safety Manufacturing Law, Article 32

审核发现工厂没有在饮水机处张贴警告标志以避免烫伤的发生。参考法律法规：中华人民共和国安全生产法 第三十二条

The auditee did not provide the fire certificate or registered record, certificate or report of construction acceptance checks for completion of one 3-storey building used as office, workshop and sample room (built in 2014, the building area were 540 square meters. (Reference law and regulation: Fire Prevention Law of the People's Republic of China Article 13 and PRC Construction Law Article 61) Reference law: PRC Fire Prevention Law article 11 and article 13, and PRC Construction Law Article 61. Remark: The building was equipped with adequate fire protection equipment and regular inspection, the house structure from the outside looked solid, no cracks and good maintenance. The management said it had contacted the landlord to deal with it.

被审核方没有获得1栋3层建筑用作办公室、车间和样品室(建于2014年，建筑面积540平米)的消防安全证明和竣工验收报告。参考法律法规：《中华人民共和国消防法》第十一条和第十三条，和《中华人民共和国建筑法》第六十一条。备注：此建筑消防设置是配备足够并定期检查，房子结构从外观看牢固无裂缝并维护良好。管理层表示已联系房东来处理。