

Monitored Party	amfori ID	Address
France Mei Lian Bao Holdings International Group Limited	156-048367-000	Unit C 15/F,Hua Chiao Comm CTR,678 Nathan RD Mongkok,KL
Monitoring Activity	Monitoring Type	Monitoring Partner
amfori Social Audit - Manufacturing	Full Monitoring	SGS
Monitoring Start Date	Closing Meeting Finished Date	Submission Date
06/05/2024	06/05/2024	11/05/2024
Expiration Date	Announcement Type	
11/05/2025	Fully Announced	
Site	Site amfori ID	
France Mei Lian Bao Holdings International Group Limited	156-048367-001	

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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, Violence or Harassment	A	
PA 5: Fair Remuneration	A	

PA 6: Decent Working Hours	D	<div></div>
PA 7: Occupational Health and Safety	A	<div></div>
PA 8: No Child Labour	A	<div></div>
PA 9: Special Protection for Young Workers	A	<div></div>
PA 10: No Precarious Employment	A	<div></div>
PA 11: No Bonded, Forced Labour or Human Trafficking	A	<div></div>
PA 12: Protection of the Environment	A	<div></div>
PA 13: Ethical Business Behaviour	A	<div></div>

GENERAL DESCRIPTION

Name of lead auditor: True Wong; APSCA membership number (CSCA 21702066)

Name of team auditor (if applicable): Nil

Name of observers, translators, trainees, advisors/consultants (if applicable): Nil

Monitoring partner name: SGS (Monitoring firm APSCA #: 11600006)

Audit schedule details: The audit is planned for 1 day(Lead auditor worked for 1 day). The full audit (Fully Announced) was conducted on May.06, 2024.

[Business partner information] France Mei Lian Bao Holdings International Group Limited (business license name: (法国美莲葆控股国际集团有限公司) was located at Unit C 15/F,Hua Chiao Comm CTR,678 Nathan RD Mongkok,KL China(business license address: 香港九龙旺角弥敦道678号华侨商业中心15楼C室).

The business license was valid from Jun.04, 2009, the business license number was 91440111689332952A, it leased the factory area and it was a individual sole-source investment enterprise. The main products manufactured in the factory were Cosmetics items, such as the skin softer and facial mask & etc. products. The main production activities included Emulsification, Filling & Packing.

[Audited location information]

The facility rented one 6-storey production building, two 3-storey office building and one 5-storey dormitory building. The total architecture area of the factory was about 13,770 square meters.

Production building: One 6-storey production building (9,600 square meters): 1F: Finished goods warehouse; 2F: Raw materials warehouse, creaming, filling, assembling and packing; 3F: Facility lab; 4F: Idle currently; 5F-6F: Accessory materials warehouse.

Office buildings: Two 3-storey office building (1,970 square meters): 1F-3F: Office.

Dormitory building: One 5-storey dormitory building (2,200 square meters): 1F: Shops; 2F: canteen and kitchen; 3F-5F: bedrooms.

[Operating shifts and hours]

Based on the attendance records from Apr.1, 2023 to the audit day for review. It was noted workers attendance records were recorded by fingerprinting recording system. One shift was arranged for all employees: 08:30-18:00 including 1.5 hours rest and sometimes workers had 0-2 hours overtime. The maximum daily overtime hour was 2 hours, the maximum monthly overtime hours were 82 hours and the maximum weekly working hours were 58 hours. Workers had right to choose working overtime or not. Furthermore, workers had at least 8 hours rest on every day. Workers had at least one day off seven days. Workers can take a rest during the work time when they felt tired.

[Salary payment details]

The factory set up wages and benefit paying system, which included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave etc. Based on the wages from Apr 2023 to Mar 2024 provided by the factory, factory paid around the 20th day of following month by Bank Transfer, the minimum wage paid by the factory was RMB 2300 per month, which was met the legal requirement RMB 2300 per month. All workers were paid by hourly rate. All these processes and evidences were cross checked by document review, workers interview and management interview.

[Worker number information]

Total 48 employees in the factory, there were 35 production employees and 13 non-production employees, 35 production workers including 9 male and 26 female workers. 28 migrant employees including 7 male and 21 female employees in the facility. No interns, apprentices, contractor, young, child, disabled, breast feeding or pregnant workers used in the factory.

[Good practices] Nil.

[Worker organization details] No trade union was established and procedure on freedom of associatio shows the factory respect workers' right on freedom of association. The factory elected 2 worker representatives to collect and convey workers' suggests and complaints.

[Circumstances]The management allowed auditors to visit and take photos for all areas of the factory, review production records, all attendance records and payroll records. Workers interview were conducted in confidential and independent place without any interference. All interviewees were cooperated with auditor. Normally they were satisfied with the factory.

[The special circumstances can be classified as followed] According to the IPE website and the business license website information, no negative information about the factory. No special control requirements for COVID-19 in China.

[Summary of findings]

PA 1: 1.1 BSCI management system not perfect. 1.4 Working hour management system was not perfect.

PA 2: 2.4 Not all employees were clear about BSCI.

PA 5: 5.4 Employees' living wages were not met requirement.

PA 6: 6.2 Monthly overtime hours exceeded legal requirement.
PA 7: 7.1 H&S management system not perfect. 7.7 Chemical safety label issue. 7.9 PPE Warning Sign issue.
PA 12: 12.5 The surrounding water resource map was not identified.

PA 3, PA 4, PA 8, PA 9, PA 10, PA 11, PA 13: Nil

[Living wage calculation] #LivingWge: The living wage data is provided by the auditing company because there is no data on GLWC website in the city where the factory is located.

The living costs estimated by auditing company involves developing a model diet for workers using the method developed in Anker Methodology. Second, the housing cost is estimated by evaluating the cost of various rental units, utility costs, other housing costs, and routine repairs/maintenance costs which are basic for a family. Third, auditing company estimates non-food-non-housing(NFNH) cost for a living wage. Fourth, auditing company estimates the number of full-time equivalent workers per family providing support in order to estimate a net living wage for workers based on information from government websites and published papers. Finally, payroll taxes and deductions are taken into consideration to estimate the gross living wage for workers.

Reference:

- 1) China Statistical Yearbook 2022: <http://www.stats.gov.cn/sj/ndsj/2022/indexch.htm>
- 2) Interpretation of the Social Insurance Law of the People's Republic of China (11): http://www.mohrss.gov.cn/fgs/syshehuibaoxianfa/201208/t20120806_28572.html
- 3) Housing provident fund management regulations: <https://flk.npc.gov.cn/detail2.html?ZmY4MDgwODE2ZjNjYmIzYzAxNmY0MGZjN2I2ODBmZjI>
- 4) National city rent reference: <https://m.toutiao.com/is/iR5uwMmp/>

[Personal Information protection law] The Personal Information Protection Law of the People's Republic of China was promulgated on August 20, 2021, the producer ensured that relevant personal data and information provided to SGS auditor(s) has been obtained the individual's consent during the audit.

[Attachments]The factory had no government waiver. There was no contractor in the factory, so contractor license or permit was not applicable. No agency labor was used in the factory. No collective bargaining was conducted before, so collective bargaining agreement was not applicable.

SITE DETAILS

Site	Site amfori ID
France Mei Lian Bao Holdings International Group Limited	156-048367-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Household Durables
Sub Industry		
Housewares & Specialties		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	48	Workers
Legal minimum wage in local currency	2,300	Monthly
Lowest wage paid for regular work at the site	2,300	Monthly
Calculated living wage in local currency	3,617	Monthly
Total sample	5	Workers

Other Metrics

Male workers	16	Workers
Female workers	32	Workers
Non-binary workers	0	Workers
Permanent workers - Male	16	Workers
Permanent workers - Female	32	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	2	Workers
Management - Female	3	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	7	Workers
Domestic migrant workers - Female	21	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	16	Workers
Workers hired directly - Female	32	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	2	Workers
Sample - Female	3	Workers
Sample - Non-binary	0	Workers



PA1: Social Management System

Site: France Mei Lian Bao Holdings International Group Limited | Site amfori ID: 156-048367-001

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	
1.1 Findings: The main auditee partially respects this principle. Because based on document review, management interview and onsite observation, completed amfori BSCI procedures were established, and this management system was implemented during the factory daily operation, also the factory had communicated the requirement of this management system to partners such as suppliers. But gaps between the factory and the requirements due to the management negligence when implementing the amfori BSCI system, and there are problems such as social insurance, monthly overtime hours, health& safety and so on. The facility management declared that they would gradually improve. It violated the requirement of question 1.1 in amfori BSCI system manual.	1.1发现点: 被审核方部分遵守该原则。原因是根据文件审核, 管理层访谈和现场观察, 工厂有建立完整的amfori BSCI管理体系的相关程序并在日常生产中执行该管理体系。同时工厂也将该管理体系要求传达给供应商等合作伙伴。但是由于管理层疏忽, 工厂在执行amfori BSCI体系时与要求存在差距, 工厂现场存在社保, 月加班超时, 健康安全等问题。工厂管理层解释他们会逐步进行改善。违反了amfori BSCI管理手册中问题1.1的要求。

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	
1.4 Findings:The main auditee partially respects this principle. Because based on document review and management interview, the factory had arranged production program according to the calculated capacity and costs of production, but the factory did not organize its workforce capacity effectively to meet the expectations of the delivery order, which resulted workers' overtime hours exceeded local legal requirement. The factory management explained that they would gradually control overtime hours. It violated the requirement of question 1.4 in amfori BSCI system manual.	1.4发现点: 被审核方部分遵循该准则。原因是根据文件审核和管理层访谈, 工厂有依据进行的产能及成本核算来安排生产计划, 但是因工厂未能有效的组织起生产能力以满足订单需求而导致员工的加班时间超出法规要求。工厂管理层解释他们会逐步控制加班时间。违反了amfori BSCI管理手册中问题1.4的要求。



PA 2: Workers Involvement and Protection

Site: France Mei Lian Bao Holdings International Group Limited | Site amfori ID: 156-048367-001

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH

LOCAL LANGUAGE

Finding

2.4 Findings: The main auditee partially respected this principle, because based on document review, workers, worker representatives and management interview, the factory provided the training on social responsibility for managers, workers and workers representatives, factory also post BSCI code of conduct on the bulletin board on the site, but based on the workers interview, it was found that some employees were not clear about BSCI. The facility management declared that they would strengthen employee training. It violated the requirement of question 2.4 in amfori BSCI system manual.

2.4发现点: 被审核方部分遵守该原则。因为根据文件审核, 员工, 员工代表和管理层访谈, 工厂为员工, 管理和员工代表提供了社会责任的培训, 工厂也在现场的公告栏中张贴了BSCI行为守则, 但是基于员工访谈发现部分员工不清楚BSCI。工厂管理层表示他们会加强员工的培训。违反了amfori BSCI管理手册中问题2.4的要求。

PA 5: Fair Remuneration

Site: France Mei Lian Bao Holdings International Group Limited | Site amfori ID: 156-048367-001

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH

LOCAL LANGUAGE

Finding

5.4 Findings: The main auditee partially respected this principle. Based on payroll records review and management interview, 80% sampled employees ' living wages were less than the RMB3617 per month which assessed by the audit company. The factory management explained that they did not know such requirement. It violated the requirement of question 5.4 in amfori BSCI system manual.

5.4发现点:工厂未完全遵守该原则, 因为通过查看员工的工资表和管理层访谈, 抽样80%员工在所有月份的生活工资少于审核公司评估的3617元每月。管理层表示由于不清楚该要求。违反了amfori BSCI管理手册中问题5.4的要求。

PA 6: Decent Working Hours

Site: France Mei Lian Bao Holdings International Group Limited | Site amfori ID: 156-048367-001

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	
6.2 The main auditee does not respect this principle. Based on document check, worker representative interview, worker interview, management interview, the factory provided attendance records from Apr 1, 2023 to the audit day for review, based on the 5 sampled workers' attendance records in Jul. 2023, Dec. 2023 and Mar. 2024, 5 sampled workers' monthly overtime hours exceeded the legal requirement: 1st sampled month (Jul. 2023)– standard hours (168 hours) + maximum monthly OT (82 hours), 2nd sampled month (Dec. 2023)– standard hours (168 hours) + maximum monthly OT (82 hours), 3rd sampled month (Mar. 2024)–standard hours (168 hours) + maximum monthly OT (82 hours). The facility management declared that the employees needed overtime hours to earn more wages, at the same time, factory was gradually controlling the overtime hours of workers. It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41.	6.2 被审核方未遵循该准则，根据员工访谈，员工代表访谈，管理层访谈和文件审核，工厂提供了2023年4月1日至审核当天的考勤记录，根据5名抽样工人在2023年7月，2023年12月和2024年3月的考勤记录发现，5名抽样员工的月加班均超过法规要求：第一个抽样月（2023年7月）-标准工时（168小时）+最大月加班（82小时），第二个抽样月（2023年12月）-标准工时（168小时）+最大月加班（82小时），第三个抽样月（2024年3月）-标准工时（168小时）+最大月加班（82小时）。工厂管理层表示员工需要加班以赚取更多的工资，同时工厂也逐步的去控制工人的加班时间。违反了中华人民共和国劳动法(2018修正), 第四十一条。

PA 7: Occupational Health and Safety

Site: France Mei Lian Bao Holdings International Group Limited | Site amfori ID: 156-048367-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?	
ENGLISH	LOCAL LANGUAGE
Finding	
7.1 Finding: The main auditee partially respects this principle because the factory had established management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training and etc. But H&S issues were identified due to management negligence. It violated the requirement of question 7.1 in amfori BSCI system manual.	7.1 发现点: 被审核方部分遵循该准则，原因是工厂已建立健康安全管理体系，包括相关法规的识别与了解，健康安全检查，培训等，但是由于管理疏忽，导致仍然有健康安全问题存在。违反了amfori BSCI管理手册中问题7.1的要求。

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
Finding	
7.7 The main auditee partially respected this principle. Because based on onsite observation and document review, factory provided secondary containment, chemical safety labels and MSDS for most chemicals, but the safety label of some chemicals was labelled as foreign languages instead of chinese. The facility management declared that they would strengthen chemical management. It violated Regulations on Labor Protection in Workplaces Where Toxic Substances Are Used (2002), Article 23	7.7 被审核方部分遵守该原则。原因是根据现场观察和文件审核，工厂为大部分化学品提供了二次容器，化学品安全标签和MSDS，但部分化学品的安全标签为外语而非中文。管理层表示他们将加强化学品管理。违反了使用有毒物品作业场所劳动保护条例（2002）第二十三条

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	
7.9 Findings: The main auditee partially respected this principle. Because based on onsite observation, the factory has posted PPE warning signs at some hazardous posts, but the factory did not post PPE warning signs(e.g. earplug & mask) in the production areas. The management declared that they would post warning signs. It violated Warning Signs for Occupational Hazards in the Workplace（GBZ 158-2003）	7.9 发现点：被审核方部分遵守该原则。原因是根据现场观察，工厂在部分危害岗位张贴了PPE警示标识，但工厂没有在生产区张贴PPE警示标识(如：耳塞和口罩)。管理层表示他们将张贴警示标识。违反了工作场所职业病危害警示标识（GBZ 158-2003）

PA 12: Protection of the Environment

Site: France Mei Lian Bao Holdings International Group Limited | Site amfori ID: 156-048367-001

Question: 12.5 Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?

ENGLISH	LOCAL LANGUAGE
Finding	
12.5 The main auditee partially respects this principle because based on document review and management interview, the factory established relevant procedures for water conservation and	12.5 被审核方部分遵守该原则。原因是根据文件审核和管理层访谈，工厂有建立节约用水的相关程序并采取一定的措施，工厂提供了用水统计记录,但是工厂未识别周边水资源地图。管理层表示不清楚相

Finding

taken certain measures, the factory provided statistical records of water use, but factory did not identify the surrounding water resource maps. The facility management declared that they were not clear about the relevant requirement, they would make improvements based on the finding. It violated the requirement of question 12.5 in amfori BSCI system manual.

关要求，会根据问题点进行改善。违反了amfori BSCI管理手册中问题12.5的要求。