

# Monitoring result for XIANGSHAN ZHENGTAI ELECTRICAL APPLIANCE CO., LTD on site XIANGSHAN ZHENGTAI ELECTRICAL APPLIANCE CO., LTD

## Monitoring

Monitored Party	: XIANGSHAN ZHENGTAI ELECTRICAL APPLIANCE CO., LTD	amfori ID	: 156-016026-000
Site	: XIANGSHAN ZHENGTAI ELECTRICAL APPLIANCE CO., LTD	Site amfori ID	: 156-016026-001
Address	: No.593 Wanlong Road, Chengdong Industrial Zone, Xiangshan, Ningbo, Zhejiang, China	Monitoring Activity	: amfori Social Audit - Manufacturing
	: NINGBO	Monitoring Type	: Full Monitoring
	: Zhejiang Sheng	Submission Date	: 02/08/2021
	: China	Expiration Date	: 02/08/2022

This is an extract of the online monitoring result, generated on 02/08/2021, 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.



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## Overall rating



## Section rating

PA1: Social Management System	D
PA 2: Workers Involvement and Protection	C
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	B
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

XIANGSHAN ZHENGTAI ELECTRICAL APPLIANCE CO., LTD was established on May 2, 1995 and it was dedicated to electronic scale. The factory obtained a valid business license No. 9133022514501186XL. The factory located at No.593 Wanlong Road, Chengdong Industrial Zone, Xiangshan, Ningbo, Zhejiang, China. The factory used two 1-storey buildings and one 3-storey building as production, warehouse and office. The main production processes were metal working, assembly and packing.

The audit included document review, a factory tour and workers interview. Meeting with Mr. Cheng Hui / Sales manager and Ms. Jin Aizhu/Worker representative was held. Onsite CAP was confirmed and signed by Mr. Cheng Hui / Sales manager and Ms. Jin Aizhu/Worker representative.

The audit was conducted by 1 auditor. The working time of workers was recorded by IC card attendance recorder. During the audit, the factory provided attendance records from Jul. 1, 2020 to Jul. 27, 2021 and payroll records from Jul. 2020 to Jun. 2021 for review. Based on the attendance records and payroll records provided review, it was noted that all workers had 1 shift as 7:30~11:30, 12:30~16:30. Workers sometimes had 2 hours OT on some weekdays and 8 hours OT on some Saturdays. So, it was noted the maximum overtime was 2 hours per day, 56 hours per month, and the total working time was 48~54 hours per week.

All workers were paid by hourly rate with minimum guarantee wage RMB 2400 per month. Based on attendance records and payroll records, the OT premium was paid by 150% and 200% of regular rate for overtime working on weekdays and Saturdays separately.

Workers' wages were paid at 20th of the following month by cash. The calculate period for wages was calendar month. There were total 46 employees but the factory provided accident, retirement, medical, maternity and unemployment insurance for 12 employees.

There is no agency or contractor used by the auditee, which makes the Contractor license/permit and agency labour contract not applicable.

Neither Government waiver nor Documented valid authorization to make exemptions on working hours is needed for the factory, so they were also not applicable.

Collective bargaining agreement is not required by employees, and therefore Collective bargaining agreement is not showed. The factory did not provide dormitory and canteen to workers.

Announcement Type: Semi-announced

Monitoring Date: Jul. 27, 2021

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

Auditor name: Cathy Lou (CSCA 21701774)

Remark: The audited factory rented part 1st floor (about 700m2), 2nd floor (2000n2) and 3rd floor (2000m2) of one 3-storey production building to Ningbo Guanchao Lighting Co., Ltd; and rented the other part 1st floor (about 1300m2) of one 3-storey production building to Ningbo Mingsheng Machinery Equipments Co., Ltd, the audited factory provided the lease agreement, and this audit did not cover above mentioned areas.

## Site Details

Site : XIANGSHAN ZHENGTAI ELECTRICAL APPLIANCE CO., LTD Site amfori ID : 156-016026-001

### GICS Classification

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Sector : **Industrials**  
Industry Group : **Capital Goods**

Industry : **Electrical Equipment**  
Sub Industry : **Electrical Components & Equipment**

### GS1 Classifications

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N.A.

### Product Process Classifications

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N.A.

## Metrics

### Key Metrics

Total workforce	46 Workers
Legal minimum wage in local currency	1660 Monthly
Lowest wage paid for regular work at the site	2400 Monthly
Calculated living wage in local currency	2347 Monthly
Total sample	5 Workers

### Other Metrics

Male workers	16 Workers
Female workers	30 Workers
Permanent workers - Male	16 Workers
Permanent workers - Female	30 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	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	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	5 Workers
Domestic migrant workers - Female	10 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	16 Workers
Workers hired directly - Female	30 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	2 Workers

## Findings

### PA1: Social Management System

1.1 The main auditee partially respects this principle because the factory established amfori BSCI management system but there were still gaps between the current situation and the amfori BSCI Code, such as: 1) Social insurance was not covered for all employees; 2) No effective system was established to control workers OT working hours etc.

被审核方部分遵循该准则。原因是工厂已建立amfori BSCI管理系统，但工厂的当前情况与amfori BSCI的行为准则仍然存在一些差距，例如：1) 工厂的员工未全员购买社保；2) 工厂未建立有效的系统控制工人的加班时间。

1.4 The main auditee partially respects this principle because as per management interview and documents review, the management was aware of the workforce planning and cost accounting, and established the workforce planning and cost accounting procedure, the auditee did not provide the workforce cost accounting records and also did not evaluate its workforce capacity to meet the expectations of deliver order or contracts. According to the attendance records from Jul. 1, 2020 to Jul. 27, 2021, it showed the max. monthly OT hour was 56 hours which exceeded 36 hours.

被审核方部分遵循该准则。原因是根据管理层访谈及文件审核，管理层有了解产能规划和成本核算，且工厂建立产能规划和成本核算程序，但未提供产能核算记录也未评估其生产能力是否可以满足其生产订单要求。根据2020年7月1日至2021年7月27日的考勤记录显示最大月加班时间为56小时，超过了36小时。

### PA 2: Workers Involvement and Protection

2.2 The main auditee does not respect this principle because no long-term goals/vision was established to protect workers according to the amfori BSCI Code of Conduct.

被审核方因未根据amfori BSCI行为准则定义长期目标来保护员工而未遵守原则。

2.4 The main auditee partially respects this principle because the factory provided the records of communication about requirements of social responsibility between the management and workers, however, some sampled workers were not aware of the requirements of social responsibility or amfori BSCI Code per employee interview.

被审核方部分遵循该准则。原因是工厂提供了管理层与员工之间关于社会责任的沟通的记录，但是部分抽样员工并不清楚社会责任的要求和amfori BSCI的要求。

### PA 5: Fair Remuneration

5.5 The main auditee does not respect this principle because the factory did not provide social insurance to workers as per legal requirement. There were total 46 employees, based on social insurance payments from of May 2021 and confirmed with management interview, the factory only provided retirement, illness, maternity, unemployment and injury insurance for 12 employees respectively. And the factory did not provide the commercial accident insurance for the other employees. Based on workers interviewing, they abandoned social insurance by their own volition.

被审核方未遵循该准则，原因是工厂未按要求提供社保。工厂共有46名员工，根据工厂提供的2021年5月的社保缴费记录及管理层访谈确认，工厂为其中12名员工缴纳了养老，医疗，生育，失业和工伤保险。工厂未购买任何其他商业工伤保险。根据员工访谈，他们自愿放弃社保。

### PA 6: Decent Working Hours

6.2 The main auditee does not respect this principle because the workers' monthly OT hours exceeded 36 hours. Based on the attendance records from Jul. 1, 2020 to Jul. 27, 2021 for review, it was noted all sampled months' (except Feb. 2021) monthly OT hour exceeded 36 hours and the maximum monthly OT was 56 hours on weekdays plus 32 hours OT on Saturdays), which was happened in Sep. 2020, Dec. 2020 and Mar. 2021. The maximum overtime was 2 hours per day, 56 hours per month, and the working time was 48~54 hours per week. The factory also did not establish the improvement measure on excessive overtime.

被审核方未遵循该准则。原因是工人的月加班时间超出36小时。工厂没有有效的系统去控制工人加班时间。根据工厂提供的2020年7月1日至2021年7月27日的考勤记录显示，所有抽样月份的月加班均超出36小时，最大月加班时间为56小时（24小时平时加班+ 32小时周六加班），发生在2020年9月，2020年12月及2021年3月。最大日加班为2小时，最大月加班为56小时，周工作时间为48~54小时。工厂并未对工时超时进行原因分析及制订改善措施。

### PA 7: Occupational Health and Safety

7.1 The main auditee partially respects this principle because the factory had established complete management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training and etc. But there were still finding issued due to management negligence.

被审核方部分遵循该准则。原因是工厂已建立完整的健康安全管理体系，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，导致仍然有问题发生。

## PA 7: Occupational Health and Safety

7.2 The main auditee does not respect this principle because the factory did not provide the injury insurance for 34 workers out of total 46 workers.

被审核方未遵守该原则，原因是工厂没有为46名工人中的34名工人提供工伤保险。

7.3 The main auditee does not respect this principle because the factory did not provide the occupational health examination for all metal working workers who engaged in noise.

被审核方未遵守该原则，原因是工厂没有提供所有金工工人（涉及噪音）的职业病体检。

7.7 The main auditee does not respect this principle because the factory did not install the secondary containment and post the safety label for all chemicals used in metal working workshop, such as lubricating oil.

被审核方未遵守该原则，原因是工厂金工车间现场使用的化学品无二次容器及安全标识，如润滑油。

7.8 The main auditee partially respects this principle because though factory had established the accident and emergency procedure, but it was not posted onsite.

被审核方部分遵守该原则，原因是工厂已经建立了意外及应急程序但是未在现场张贴该程序。

7.11 The main auditee partially respects this principle because based on the fire safety certificate provided by the factory, it was noted the fire rating was type ding, and in fact it should be type bing.

被审核方部分遵守该原则，原因是工厂提供的消防验收的防火等级是丁类，但工厂实际应为丙类。

7.25 The main auditee does not respect this principle because the factory did not conduct the occupational hazardous factor test in metal working workshop.

被审核方未遵循该原则，原因是工厂没有在金工车间进行职业危害因素监测。

## PA 10: No Precarious Employment

10.2 The main auditee partially respects this principle because occupational disease might result in the processes of some employees (e.g. metal working). However, the facts, harmful effects, consequences, protective measures and necessary treatment of occupational diseases were not indicated in their employment contracts.

被审核方部分遵循该准则。原因是一些工序有可能产生职业病(例如金工)。但是工厂并没有在劳动合同中写明可能会产生职业病的危害及其后果、职业病防护措施和待遇等。

## PA 12: Protection of the Environment

12.2 The main auditee does not respect this principle because boundary noise was not monitored to demonstrate compliance to applicable discharge standard.

被审核方未遵守该原则，原因是没有厂界噪声进行监测以达到排放标准。

12.4 The main auditee does not respect this principle because no evidence showed factory had transferred the waste hazards to a qualified unit.

被审核方未遵守该原则，原因是没有证据显示工厂的危废转移给了有资质的处理单位。

## PA 13: Ethical Business Behaviour

13.1 The main auditee partially respects this principle because the factory had identified the situations and activities where acts of corruption, extortion and bribery are most likely to occur in its context, but did not develop policies and procedures against any act of corruption and take active measures to prevent and remediate them.

被审核方部分遵循该准则。原因是工厂识别了最可能发生贪污、勒索或贿赂行为的情形和活动但是未开发防止任何贪污行为的政策和程序，并主动采取措施来预防和改善。