

Monitoring result for Zhejiang Qiangchi Plastic Co., Ltd on site Zhejiang Qiangchi Plastic Co., Ltd

Monitoring

Monitored Party	: Zhejiang Qiangchi Plastic Co., Ltd	amfori ID	: 156-012355-000
Site	: Zhejiang Qiangchi Plastic Co., Ltd	Site amfori ID	: 156-012355-002
Address	: No.229, Longfeng Road, Yongquan Town, Linhai, : Taizhou : Zhejiang Sheng : China	Monitoring Activity	: amfori Social Audit - Manufacturing
		Monitoring Type	: Full Monitoring
		Submission Date	: 13/10/2021
		Expiration Date	: 13/10/2022

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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	B
PA 13: Ethical Business Behaviour	A

General description

1. Auditor: Ation Lin, CSCA 21701895. Auditing company: TUV Rheinland, APSCA Number:11600007
2. The address in business license in Chinese was “浙江省台州市临海市涌泉镇龙凤路229号” .
3. Total 4 buildings located at the audited address. The auditee rented 3 buildings from landlord (Linhai XX Transport Facilities Co., Ltd.). One 3-storey buildings were used as office. One 1-storey building was used as canteen. One 1-storey building (partially 2-storey) was used as production workshop and warehouse. One 6-storey building was used by landlord and other factories which produced garments and etc.
4. The auditee had independent business license and employees. Verified from site observation, document review, and management and worker interview, the auditee didn't share the employees with other units. As claimed by auditee representative, they did not have business with other factories.
5. The total building area used by auditee was about 6,700 square meters. The main products manufactured by the facility were Children's amusement equipment. The main production processes were listed as follows: injection or blow molding, trimming, and packing.
6. No obvious slack or peak season for the auditee. No sub-contracted labor was found during audit. All workers were directly hired by the auditee. The auditee was cooperative during audit, factory management let auditor do worker interview and take photos, agreed with findings. The security guards belonged to landlord.
7. There was no agency used by the auditee, which made the agency labour contract not applicable. No contractor was used, which made contractor license not applicable. There was no collective bargaining agreement used by the auditee, which made the collective bargaining agreement not applicable. Factory did not provide government waiver during audit, which made the government waiver not applicable.

Site Details

Site : Zhejiang Qiangchi Plastic Co., Ltd

Site amfori ID : 156-012355-002

GICS Classification

Sector : Consumer Discretionary

Industry : Leisure Products

Industry Group : Consumer Durables & Apparel

Sub Industry : Leisure Products

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	30 Workers
Legal minimum wage in local currency	2070 Monthly
Lowest wage paid for regular work at the site	2600 Monthly
Calculated living wage in local currency	2229 Monthly
Total sample	30 Workers

Other Metrics

Male workers	21 Workers
Female workers	9 Workers
Permanent workers - Male	21 Workers
Permanent workers - Female	9 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	2 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	8 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	15 Workers
Domestic migrant workers - Female	4 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	21 Workers
Workers hired directly - Female	9 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	21 Workers
Sample - Female	9 Workers

Findings

PA1: Social Management System

The factory established the amfori BSCI management system, and GM / Wenjuan Ding was responsible for implementing the system, but the amfori BSCI management system was not implemented effectively, which was lead to the monthly overtime exceeded 36 hours for 12 months, and partially employees joined the social insurance. The factory established the welfare and working hour procedure. The workers stated that they overtime voluntarily. But through management interview, no any correct actions established to reduce OT and improve the social insurance.

工厂建立了BSCI管理体系,并且总经理丁文娟负责执行该体系,但是amfori BSCI管理体系未有效执行,导致有12个月的月加班超36小时,部分员工参加社保。工厂制定了福利和工作时间的程序。员工表示自愿加班。但通过管理层访谈得知,并未建立相关整改措施来减少加班时间和提高参保人员。

The factory had established the production capacity calculation procedure, but didn't arrange production reasonably, which led the monthly overtime hours exceeded legal requirement. Details refer to NC6.2.

工厂建立了产能评估程序,但是没有合理安排生产,导致月加班超过法规要求。详细参考不符合项6.2.

PA 2: Workers Involvement and Protection

The factory did not conduct regular surveys on user satisfaction with the grievance procedure.

工厂没有做用户对申诉程序的满意度调查。

PA 5: Fair Remuneration

Not all workers were provided with social insurance. There were total 30 workers in factory. 3 workers reached retired age (the workers who reached retired age could not participate in social insurance). 1 new comer in the recent one month. So the auditee should provide social insurance to 26 workers. Based on social insurance payment voucher of Aug. 2021, 20 workers were not provided with endowment insurance, medical insurance, birth insurance and unemployment insurance. All non-retired workers were provided with employment injury insurance. The workers who did not participate in social insurance stated that they did not want to participate in social insurance because they had participated in local rural medical insurance. (Reference Laws: Labor Law of P.R.C, Article 72) Remark: The auditee told the employees about right of partaking social insurance. The auditee did not collect the information of New Rural Cooperative Medical Care and New Rural Cooperative Medical Care for workers.

不是所有员工都提供社保。审核当天厂内共有30人。3员工达到退休年龄(达到退休年龄的员工按法规要求无法购买社保)。最近1个月有1名新员工。因此被审核方应在2021年8月为26个员工提供社保。基于2021年08月份的社保缴费凭证,20名员工没有购买养老保险,医疗保险、生育保险和失业保险。所有未退休员工都提供工伤保险。未参加社保的员工表示他们不想参加社会保险,因为他们已经参加了当地的农村合作医疗保险。(参考法规:《中华人民共和国劳动法》第72条)备注:被审核方告知员工有参保的权利。被审核方没有收集员工的新农合和新农保的信息。

PA 6: Decent Working Hours

Monthly overtime of workers exceeded legal requirement. The auditee did not establish overtime controlling procedure. The management claimed that they arranged overtime when the orders were too much. The workers were willing to work. According to worker attendance records from 01 Sep. 2020 to 30 Sep. 2021, the workers monthly OT working hours exceeded 36 hours for 12 months. By the end of the audit day (07 Oct. 2021), the maximum monthly overtime in Sep. 2021 was 46 hours. The maximum monthly overtime in Oct. 2021 was 0 hours. For example: Monthly overtime for 5 out of 7 samples workers in Aug. 2021 were 52 hours. Monthly overtime for all 7 samples workers in Jul. 2021 were 40-54 hours. Monthly overtime for 5 out of 7 samples workers in Jun. 2021 were 46 hours. (Reference law: PRC Labor Law article 41).

员工的月加班超过法规要求。被审核方没有建立加班控制程序。管理层申明订单多的情况下会安排员工加班。员工表示自愿加班。根据工人的2020年09月01日至2021年09月30号的考勤,工人12月份的月加班超出36小时要求。截止至审核当天(2021年10月07号),2021年09月的最大月加班时间为46小时。2021年10月的最大月加班时间为0小时。例如:所有抽取的7名样本中的5名员工在2021年08月加班时间为52小时。所有抽取的7名样本员工在2021年07月加班时间为40-54小时。所有抽取的7名样本中的5名员工在2021年06月加班时间为46小时。参考法律法规:《中华人民共和国劳动法》第41条)

PA 7: Occupational Health and Safety

Factory did not conduct occupational disease hazardous element inspection (there was obvious dust and noise in material crushing room). Reference law: Workplace Occupational Health Monitoring Administration Regulation, article 20

工厂未做职业病危害因素检测(碎料车间存在明显粉尘和噪音)。参考法规:工作场所职业卫生监督管理规定,第20条

The 3 workers who reached retired age were not provided with commercial accident insurance.

3名达到退休年龄的员工没有提供商业意外险。

Warning sign of "Warning hot surface" was not posted near water dispenser in workshop. Reference law: Safety signs and guidance for the use, GB 2894-2008, Article 4.2.3, sign 2-24

PA 7: Occupational Health and Safety

车间里的饮水机旁没有张贴当心高温表面的警告标示。参考法规: 安全标志及其使用导则 GB2894-2008, 第4.2.3条, 标志 2-24

During audit, factory did not provide Construction Structure Acceptance Certificate and Fire Safety Inspection Certificate for two factory buildings (factory claimed that, one 3-storey office building and building area was about 800m²; one 1-storey factory building, partially 2-storey and building area was about 5800m²). Reference law: Fire Prevention Law of the People's Republic of China, Article13; Construction Law of the People's Republic of China, Article 61 Remark: the auditee did not know when the buildings were built due to they rented the buildings. One 1-storey canteen building and building area was about 100 m². This building did not need to obtain Construction Structure Acceptance Certificate and Fire Safety Inspection Certificate as legal requirement. All buildings looked solid and did not have cracks. Adequate number of escape exits. Fire fighting facilities were fully equipped.

工厂审核期间没有提供所有厂房的建筑工程竣工验收报告和消防验收证明 (工厂申明, 1栋3层办公楼, 建筑面积约为800平方米; 1栋1层厂房, 局部2层, 建筑面积约为5800平方米)。参考法规: 《中华人民共和国消防法》第13条, 中华人民共和国建筑法, 第61条 备注: 工厂申明因为是租的厂房, 不知道建筑年份) 1栋1层食堂, 建筑面积约为100平方米。此建筑按照法规不需要取得建筑工程竣工验收报告和消防验收证明。所有建筑看起来坚固, 没有裂缝。逃生出口数量足够。消防设施配备齐全。

No electric shock warning sign was available on one electrical distribution box in material crushing room. Reference law: Safety signs and guidance for the use, GB 2894-2008, Article 4.2.3, sign 2-7

碎料房的1个配电箱上没有当心触电警示标识。参考法规: 安全标志及使用导则 (GB 2894-2008), 第4.2.3条, 标志2-7

PA 12: Protection of the Environment

During audit, factory did not provide approval of the environmental impact appraisal documents of a construction project from local environment bureau. Reference law: Management Regulations for Environmental Protection of Construction Projects, article 17

审核期间工厂没有提供当地环部门对环境影响评价文件的批复。参考法规: 建设项目环境保护管理条例, 第17条

During audit, factory did not provide monitoring report for waste gas caused by blowing process in the past one year. Reference law: Measures for the Administration of Environmental Surveillance, article 21

审核期间工厂没有提供最近一年吹塑排出的废气监测报告。参考法规: 《环境监测管理办法》, 第21条