

**MONITORING ID: 25-0311989**

Monitored Party <b>Shantou Chenghai XiongCheng Plastic Toys Co., Ltd.</b>	amfori ID <b>156-006319-000</b>	Address <b>Liannan Industrial Zone, Lianxia Town, Chenghai District, Shantou, Guangdong Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>Bureau Veritas Hong Kong Limited</b>
Monitoring Start Date <b>17/03/2025</b>	Closing Meeting Finished Date <b>19/03/2025</b>	Submission Date <b>25/03/2025</b>
Expiration Date <b>25/03/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>Shantou Chenghai XiongCheng Plastic Toys Co., Ltd.</b>	Site amfori ID <b>156-006319-002</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>B</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>B</b>	
PA 6: Decent Working Hours	<b>D</b>	

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

## GENERAL DESCRIPTION

Name of lead auditor: Dawn Xie; APSCA membership number: CSCA 21701258.

Monitoring partner name: Bureau Veritas Consumer Products Service; Audit Company APSCA Number: 11600002.

Audit schedule details: The audit was planned for 1 auditor x 2.5 days.

Business partner information: The auditee (the name in Chinese was 汕头市澄海区雄城塑胶玩具有限公司, Business License No. was 91440515761572636U) was established on April 22, 2004, and located at Liannan Industrial Zone, Lianxia Town, Chenghai District, Shantou, Guangdong, China, the Chinese address was 汕头市澄海区莲下镇莲南工业区. The factory specialized in the production of plastic toys. The main production processes included injection, assembly, inspection, and packing. Peak season was not obvious.

Audited location information: The audited factory owned and occupied two 5-storey production buildings and one 6-storey complex-use building. No canteen was provided in the factory. The total area occupied by the factory was approximately 11000 square meters.

The building layout were as below:

Production building No.1

1st floor to 5th floor: warehouse.

Production building No.2

1st floor: injection.

2nd and 3rd floors: assembly and packing.

4th and 5th floors: warehouse.

Complex-use building:

1st floor: office.

2nd to 6th floors: dormitory.

Operating shifts and hours: The regular working hours were 8 hours per day and 40 hours per week. Employees in the injection department worked in 2 shifts: 8:00-12:00, 13:00-17:00 and 20:-24:00, next 1:00-5:00, while all other production employees in this factory ran one shift from 08:00 to 17:30 with lunch break from 12:00 to 13:30.

Time recording system: The factory adopted a face scanning system to record working hours of employees.

According to the sampled time records, it was noted that the maximum overtime hours were 2 hours per day, and 94 hours per month. The maximum weekly working hours were 60 hours. Employees could have at least one day off after 6 consecutive working days.

Salary payment details: Wages of employee were paid on around 15th of the next month by cash. Per payroll review and interview with management and employees, all production employees were paid by hourly rate.

According to the sampled payroll records, it was noted that all sampled employees were paid at least CNY 14.95 per hour during the tested period, which was not less than the local minimum wage of CNY 1720 per month or CNY 9.89 per hour. Overtime hours of employees worked on weekdays, weekends and holidays were paid with 150%, 200% and extra 300% of normal wage respectively, which was compliance with legal requirement.

Worker number information: There were 191 employees in the factory currently, including 151 production employees (84 male and 67 female employees) and 40 non-production employees, 107 male employees and 84 female employees, 153 domestic migrant employee (88 male employee and 65 female employee). The youngest employee in the factory was 18 years old. No other vulnerable worker (e.g., foreign migrant, young, pregnant, seasonal, temporary, disabled, home-based workers) or any other special group workers (interns, apprentices, contractor workers etc.) employed by the factory. There was no contractor/agencies/government waivers/collective bargaining used or available by the auditee, which made the contractor license/agency labour contract/government waivers/collective bargaining agreements not applicable.

Good practices: Nil

Worker organization details: There was no trade union in the factory, but a worker committee was established.

Circumstances: There was no special circumstance during the audit.

Summary of findings: The findings were raised under PA1, PA2, PA5, PA6, and PA 7, please refer to report for finding details.

Living wage calculation: BV has used the methodology which is similar with Anker Benchmark methodology to estimate the living wage by estimating the cost of a basic but decent lifestyle for a worker and his/her family. This involves adding up the cost of three expenditure groups: food (for a low-cost nutritious diet), housing (for basic healthy housing), and other essential expenses for a family, and then adding a small margin for sustainability and emergencies. The reason BV does not use Anker benchmark is no data in GLWC for the area where the factory is located. The data source: onsite audit information collection (BV BNW).

## SITE DETAILS

Site	Site amfori ID
<b>Shantou Chenghai XiongCheng Plastic Toys Co., Ltd.</b>	<b>156-006319-002</b>

### GICS Classification

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Sector	Industry Group	Industry
<b>Consumer Discretionary</b>	<b>Consumer Durables &amp; Apparel</b>	<b>Leisure Products</b>

Sub Industry  
**Leisure Products**

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

## METRICS

### Key Metrics

Total workforce	181	Workers
Legal minimum wage in local currency	1,720	Monthly
Lowest wage paid for regular work at the site	2,600	Monthly
Calculated living wage in local currency	2,180.17	Monthly
Total sample	15	Workers

### Other Metrics

Male workers	100	Workers
Female workers	81	Workers
Non-binary workers	0	Workers
Permanent workers - Male	107	Workers
Permanent workers - Female	84	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	3	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	13	Workers
Workers with night shift - Female	8	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	88	Workers
Domestic migrant workers - Female	65	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	107	Workers
Workers hired directly - Female	84	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	8	Workers
Sample - Female	7	Workers
Sample - Non-binary	0	Workers

## FINDINGS

### PA1: Social Management System

Site: Shantou Chenghai XiongCheng Plastic Toys Co., Ltd. | Site amfori ID: 156-006319-002

**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

Based on factory tour, documents review, management, and worker interviews, it was noted that the factory did not effectively implement the social accountability management system. This question was rated as "Partially" because the factory had developed relevant social policies based on Amfori BSCI CoC, applicable laws and regulations and had implemented relevant policies to minimum the gap between the actual situation and the expectations of Amfori BSCI CoC, however, for some performance areas, the factory still needed to make improvement. Please refer to BSCI PA1.1.

基于现场走访，文件查阅，管理层和员工访谈，审核发现工厂未能有效执行其社会责任管理体系。此问题点判定为部分不符合原因在于：工厂基于Amfori BSCI行为守则和适用的法律法规制定了社会责任政策，有执行相应的政策来缩小其实际情况与Amfori BSCI行为守则期望间的差距，但是在部分执行领域仍需要改进。  
根据BSCI PA1.1改善。

**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

Based on document review, management and worker interviews, the auditee had established working hours control policy and procedure and made production plan to control overtime working hours. This finding was rated as "Partially" because employees' monthly overtime hours exceeded legal limit in some months, the auditee could not fully meet the expectation.  
Please refer to BSCI PA 1.4.

基于文件审核、管理层和员工访谈，工厂建立了工时控制政策和程序，也制定了生产计划以控制加班时间。此问题点判定为部分不符合的原因在于员工在部分月份月加班超出法律规定，未能达到预期的目标。  
请参看BSCI PA1.4。

### PA 2: Workers Involvement and Protection

Site: Shantou Chenghai XiongCheng Plastic Toys Co., Ltd. | Site amfori ID: 156-006319-002

**Question:** 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

#### ENGLISH

#### LOCAL LANGUAGE

Finding	
<p>Per document review, management and employee interviews, the factory provided the commitment that they will implement the social responsibility according to the local law and BSCI Code of Conduct and the factory had set long-term goals; however, the factory did not have a plan to reflect a step-by-step approach toward sustainable improvements. Thus, this question was rated as "Partially".</p> <p>Please refer to BSCI PA 2.2.</p>	<p>根据文件审阅，管理层和员工访谈，工厂虽然有承诺按照当地法规以及BSCI行为守则要求执行社会责任且有建立长期目标，但是没有建立如何逐步达到该目标的计划。因此，该问题点判定为部分不符合。请参看BSCI PA 2.2。</p>

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	
<p>Based on document review, management and worker interviews, the factory provided the records of communication about requirements of social responsibility between the management and workers, however, the workers did not have adequate understanding on the requirements of social responsibility or the BSCI Code. Because employees had been provided with related training, the finding was rated as "Partially".</p> <p>Please refer to BSCI PA 2.4.</p>	<p>根据文件查阅，管理层和员工访谈，工厂有提供管理层与员工之间关于社会责任的沟通的记录，但是员工并不足够了解社会责任的要求或BSCI准则。由于工厂为员工提供了相关培训，此问题点判定为部分不符合。请参看BSCI PA 2.4。</p>

## PA 5: Fair Remuneration

Site: Shantou Chenghai XiongCheng Plastic Toys Co., Ltd. | Site amfori ID: 156-006319-002

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on social insurance receipt review, management, and worker interviews, it was noted that only 37 out of 191 (19.37%) employees were provided with accident, pension, medical, maternity, and unemployment insurance in February 2025. Besides, the factory provided all employees with commercial accident insurance valid from March 08, 2025, to March 07, 2026.</p>	<p>基于社保收据查阅，管理层和员工访谈，审核发现2025年2月，工厂仅为37/191（19.37%）名员工购买了工伤，养老，医疗，生育和失业保险。工厂另外为所有员工购买了商业工伤险（雇主责任险），有效期为2025年3月8日到2026年3月7日。大部分员工不愿意购买保险。因为参保比率小于80%，该问题点判定为不符合。请参看《中华人民共和国劳动法》第73条。</p>

### Finding

Most employees were unwilling to buy social insurance in the factory.  
This finding was rated as “No” because the social insurance participating ratio was less than 80%.  
Please refer to Article 73 of the Labor Law of the People’s Republic of China.

## PA 6: Decent Working Hours

Site: Shantou Chenghai XiongCheng Plastic Toys Co., Ltd. | Site amfori ID: 156-006319-002

**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

Based on wage and time records review, management, and worker interviews, it was noted that 45 out of 45 sample population employees worked in excess of the statutory overtime hour limits.  
A review of 45 sample population employees’ time records (each 15 samples from the current paid month of February 2025, random months of August and October 2024) yielded the following:

- 15 out of 15 sample population employees worked in excess of 36 overtime hours per month (i.e. 48 to 66 hours) in February 2025;
- 15 out of 15 sample population employees worked in excess of 36 overtime hours per month (i.e. 58 to 80 hours) in October 2024;
- 15 out of 15 sample population employees worked in excess of 36 overtime hours per month (i.e. 70 to 94 hours) in August 2024.

This question was rated as “No” because the monthly overtime systemically exceeded the legal limit of 36 hours.  
Please refer to Article 41 of the Labor Law of the PRC.

基于工资工时查阅，管理层和员工访谈，员工加班时间超出了法定标准。  
审核员从厂方提供的工时记录中抽45个样本(从2024年8，10月，2025年2月各抽取15个)，发现共有45个样本加班时间超出了法定标准，具体为：

- 15/15名员工在2025年2月的加班时间为48-66小时；
- 15/15名员工在2024年10月的加班时间为58-80小时；
- 15/15名员工在2024年8月的加班时间为70-94小时，超过每月加班时间不能超过36小时的法律规定。

月加班系统性超过36小时，该问题点判定为不符合。  
请参看《中华人民共和国劳动法》第41条。

## PA 7: Occupational Health and Safety

Site: Shantou Chenghai XiongCheng Plastic Toys Co., Ltd. | Site amfori ID: 156-006319-002

**Question:** 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>Based on site observation, document review, management and employee interviews, it was noted that although the main auditee had conducted a risk assessment of OHS, the risk assessment did not cover the dormitory area. This finding was raised as “Partial” because factory had established relevant policies and procedures of risk assessment based on Amfori BSCI CoC requirement, and the factory had conducted regular internal risk assessment on health, safety and hygiene status of working conditions, on production process and positions, etc.</p> <p>This violated Performance Area 7: Occupational Health and Safety 7.3.</p>	<p>根据现场巡视，文件审核，管理层和员工访谈，尽管受审核方进行了风险评估，但该评估没有覆盖宿舍区域。此问题判为部分不符合的原因是工厂结合 Amfori BSCI 行为守则制定了风险评估的政策和流程，工厂有定期进行了针对工厂工作条件的健康、安全和卫生状况进行评估，有针对各生产工序和生产岗位等进行风险评估。</p> <p>根据执行领域7：职业健康和安全 7.3。</p>

**Question:** 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>Based on site observation, document review, management, and worker interviews, it was noted that the factory provided PPEs to all employees in contact with hazardous factors and monitored the usage of PPEs. This question was rated as partially because one injection employee in the injection workshop did not wear dust-proof masks and earplugs on the audit day.</p> <p>Remark: this employee took corrective action immediately. The factory stated that they would strengthen the training, to make employees realize that PPEs should always be worn in areas with relevant risk.</p> <p>Please refer to with Article 45 of Law of the People’s Republic of China on Production Safety.</p>	<p>基于现场观察、文件查阅、管理层访谈、员工访谈，审核发现工厂为所有接触危害因素的员工提供劳保用品，也会监督员工使用。这个问题点判定为部分不符合，是因为审核当天，注塑区域有1名注塑员工没有佩戴防尘口罩和耳塞。</p> <p>备注：员工在现场立即进行了改善。工厂表示会加强员工的培训，使员工意识到在风险区域内都要佩戴好劳保用品。</p> <p>请参看《中华人民共和国安全生产法》第45条。</p>