

Monitored Party <b>Envitek(China)Ltd.</b>	amfori ID <b>156-014487-000</b>	Address <b>South Wei 2 Road (East Jing 1 Road) 3.9 SKM Industrial Park, Development Zone, 246001 AnQing, Anhui Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Follow-up Monitoring</b>	Monitoring Partner <b>SGS</b>
Monitoring Start Date <b>17/05/2024</b>	Closing Meeting Finished Date <b>17/05/2024</b>	Submission Date <b>24/05/2024</b>
Expiration Date <b>07/06/2025</b>	Announcement Type <b>Fully Announced</b>	
Site <b>Envitek(China)Ltd.</b>	Site amfori ID <b>156-014487-001</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>A</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination	<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 Labour	<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: Michelle Zhao (CSCA 21701955)

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 auditor x 1 day. The Follow-up Monitoring audit (Fully Announced) was conducted on May 17, 2024.

Business partner information: Envitek(China)Ltd. (安徽江航爱唯科环境科技有限公司) was located at South Wei 2 Road (East Jing 1 Road) 3.9 SKM Industrial Park, Development Zone, 246001 AnQing, Anhui Province, China (安徽省安庆市开发区3.9平方公里工业园纬二路南经一路东). The business license No. was 913408000995064148 and it was valid from May 9, 2014 to long term.

The factory focused on manufacturing Air purifiers, water purifiers, humidifiers and other appliance which related to healthy and environment protection, and the annual output was 1000000 pcs. The main production processes were raw material mixing, injection molding, screen printing, assembling, inspecting and packing.

Audited location information: The factory used 5 buildings as its production, warehouse and office area. Details as below:

1. One 2-storey building (3200 square metres): 1F was used as office and warehouse and canteen, 2F was used as warehouse.

2. One 2-storey building (3200 square metres): 1F was used as assembly and packing workshop, 2F was used as warehouse.

3. One 2-storey living building (3200 square metres): 1F was used as warehouse and screen printing workshop, 2F was used as warehouse and office.

4. One 1-storey building (1200 square metres) was used as injection molding workshop.

5. One 1-storey building (1200 square metres) was used as warehouse.

Operating shifts and hours: Three shifts were arranged for security guards, two shifts were arranged for injection molding workers and one shift was arranged for other workers. Attendance records from Jun 1, 2023 to the audit day were provided for review. Sampled checking 6 workers' attendance records, maximum 2 hours overtime per day, 20 hours overtime per week, 92 hours (42 hours OT on regular weekdays and 50 hours OT on rest days) overtime per month and 1 day off after 6 days consecutive working days was guaranteed. The factory did not obtain the consolidated working hours system approval. Details as below:

Apr, 2024 (current) = standard hours (168 hours) + maximum weekly OT (20 hours) + maximum monthly OT (90 hours)

Mar, 2024 (random) = standard hours (168 hours) + maximum weekly OT (20 hours) + maximum monthly OT (92 hours)

Dec, 2023 (random) = standard hours (168 hours) + maximum weekly OT (20 hours) + maximum monthly OT (92 hours)

Time recording system: Face identification equipment

Salary payment details: Payrolls from Jun, 2023 to Mar, 2024 were provided for review, the minimum wage paid was RMB1930/month, which met with legal requirement. All employees were paid by hourly rate and wages were provided on 30th of next month by bank transfer. Overtime on normal working days and rest days was paid at 150% and 200% of normal wage.

Worker number information:

- Total worker number: 147 (production: 118, non-production: 29)
- Production worker number: 118 (Males: 52, Females: 66)
- Vulnerable worker number: total 19 domestic migrant workers (Male: 12, Female: 7). No child labor, young worker, disable worker, pregnant worker etc.
- Any other special group workers: no interns, apprentices, contractor workers etc.

Good practices: The factory provided meal for all employees free of charge.

Worker organization details: The factory would not interfere with the establishment, functioning or administration of workers or collective bargaining. Two worker representatives were elected by all employees on Jan 17, 2024. The factory regularly conducted meeting with the worker representatives about the daily affairs.

The special circumstances can be classified as followed: Confirmed on Chinacredit website, no violation record.

Summary of findings:

PA1: 1.1 The management system to implement the amfori BSCI Code of Conduct was not set up effectively.

1.4 The production and delivery times was not reasonable.

PA2: 2.4 Half of interviewees did not know amfori BSCI Code clearly.

PA5: 5.4. The factory had collected the datum as per amfori BSCI requirement but did not conduct the assessment for the

remuneration of decent standard of living correctly.

5.5 The factory did not provide social insurance for all employees as per legal requirement.

PA6: 6.2 The monthly overtime working hours exceeded legal requirement.

PA7: 7.1 Some semi-finished goods were stacked against the wall at warehouse.

7.2 The factory did not provide injury insurance for all employees.

7.3 Screen printing workers wore improper masks.

7.22 Kitchen workers did not wear mask during operation.

PA3/PA4/PA8/PA9/PA10/PA11/PA12/PA13: Not covered during this follow up audit.

Living wage calculation: The living wage data is provided by the auditing company and please refer to the PA5 summary to find the details of calculation method of living wage.

Precautions taken about #COVID-19 in the facility: no special control on COVID-19 in China now.

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: As the factory did not obtain the consolidated working hours system approval, no related document uploaded.

## SITE DETAILS

Site  
**Envitek(China)Ltd.**

Site amfori ID  
**156-014487-001**

### GICS Classification

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Sector <b>Consumer Discretionary</b>	Industry Group <b>Consumer Durables &amp; Apparel</b>	Industry <b>Household Durables</b>
Sub Industry <b>Consumer Electronics</b>		

### 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	147	Workers
Legal minimum wage in local currency	1,930	Monthly
Lowest wage paid for regular work at the site	1,930	Monthly
Calculated living wage in local currency	2,928	Monthly
Total sample	6	Workers

### Other Metrics

Male workers	65	Workers
Female workers	82	Workers
Permanent workers - Male	65	Workers
Permanent workers - Female	82	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	8	Workers
Management - Female	13	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	9	Workers
Workers with night shift - Female	5	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Domestic migrant workers - Male	12	Workers
Domestic migrant workers - Female	7	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	65	Workers
Workers hired directly - Female	82	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

Site: Envitek(China)Ltd. | Site amfori ID: 156-014487-001

**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
<b>Finding</b>	
<p>1.1 Follow up audit result on May 17, 2024: Open Finding: The main auditee partially respects this principle because management system to implement the amfori BSCI Code of Conduct was not set up effectively. The factory had established completed amfori BSCI management system and conducted internal audit on Mar 16, 2024, but some issues of overtime hours, social insurance, H&amp;S etc happened. The factory management declared that they would take corrective action to these issues as soon as possible.</p> <p>It violated the requirement of question 1.1 in amfori BSCI system manual.</p>	<p>2024年5月17日的跟进审核结果：未关闭工厂部分遵循该准则；工厂未建立一个有效的系统实施amfori BSCI行为准则。尽管工厂已建立完整的amfori BSCI管理系统并且在2024年3月16日进行了内审，但加班时间，社会保险，健康安全等部分还存在问题。工厂管理层表示将对问题尽快整改。违反了amfori BSCI管理手册中问题1.1的要求。</p>

**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
<b>Finding</b>	
<p>1.4 Follow up audit result on May 17, 2024: Open Finding: The main auditee partially respects this principle because the factory had realistically calculated the costs of production and delivery times and could declare the calculating method for the production capacity or the costs of production, and relevant records could be provided for review. But based on attendance records review, the overtime hours exceeded local law's requirements and the maximum monthly overtime hours were 92 hours, so the production and delivery times was not reasonable. The factory management declared that they arranged workers to overtime work according to production requirement, so their overtime hours exceed legal requirement.</p> <p>It violated the requirement of question 1.4 in amfori BSCI system manual.</p>	<p>2024年5月17日的跟进审核结果：未关闭工厂部分遵循该准则；工厂了解如何计算生产产能和订单周期，可描述计算方法，并提供相应记录。根据工厂提供的考勤，员工的加班时间超出了法规要求，最大月加班时间为92小时，因此工厂的产能规划不合理。工厂管理层表示根据生产任务需求安排员工加班，因此加班时间超过法规要求。违反了amfori BSCI管理手册中问题1.4的要求。</p>



## PA 2: Workers Involvement and Protection



**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
<b>Finding</b>	
<p>1.4 Follow up audit result on May 17, 2024: Open Finding: The main auditee partially respects this principle because the factory had realistically calculated the costs of production and delivery times and could declare the calculating method for the production capacity or the costs of production, and relevant records could be provided for review. But based on attendance records review, the overtime hours exceeded local law's requirements and the maximum monthly overtime hours were 92 hours, so the production and delivery times was not reasonable. The factory management declared that they arranged workers to overtime work according to production requirement, so their overtime hours exceed legal requirement. It violated the requirement of question 1.4 in amfori BSCI system manual.</p>	<p>2024年5月17日的跟进审核结果：未关闭工厂部分遵循该准则；工厂了解如何计算生产产能和订单周期，可描述计算方法，并提供相应记录。根据工厂提供的考勤，员工的加班时间超出了法规要求，最大月加班时间为92小时，因此工厂的产能规划不合理。工厂管理层表示根据生产任务需求安排员工加班，因此加班时间超过法规要求。违反了amfori BSCI管理手册中问题1.4的要求。</p>

## PA 5: Fair Remuneration

**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
<b>Finding</b>	
<p>5.4 Follow up audit result on May 17, 2024: New finding Finding: The main auditee partially respects this principle because the factory had collected the datum as per amfori BSCI requirement but did not conduct the assessment for the remuneration of decent standard of living correctly. The factory management declared that they did not clearly know this requirement and would take corrective action to this issue. It violated the requirement of question 5.4 in amfori BSCI system manual.</p>	<p>2024年5月17日的跟进审核结果：新问题点工厂部分遵循该准则；工厂已按照amfori BSCI要求收集相关数据，但未正确地对当地体面生活工资标准进行评估。工厂管理层表示不清楚此要求，将对此问题整改。违反了amfori BSCI管理手册中问题5.4的要求。</p>

**Question:** 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted?

**ENGLISH**

**LOCAL LANGUAGE**

**Finding**

5.5 Follow up audit result on May 17, 2024: Open Finding: The main auditee does not respect this principle because the factory did not provide social insurance for all employees as per legal requirement. Based on social insurance invoice of Apr, 2024, the factory had only provided retirement, injury and unemployment insurance for 109 employees, medical insurance for 114 employees and commercial accident insurance was provided for other 19 employees (valid from Feb 1, 2024 to Jan 31, 2025). There were total 147 employees at the factory, 17 employees had reached the retirement age and no employee entered the factory within one month. The factory management explained that they provided the social insurance in accordance with the will of all employees. It violated Labor Law of the People's Republic of China (2018 Amendment) Article 72&73.

2024年5月17日的跟进审核结果：未关闭工厂未遵循该准则；工厂未按照法规要求向所有员工提供社会保险。根据2024年4月社保缴费发票显示工厂仅向109名员工提供了养老、工伤和失业保险，向114名员工提供了医疗保险，向其余19名员工提供商业意外伤害保险（有效期为2024年2月1日至2025年1月31日）；总人数147名员工，其中有17名达到退休年龄，无一个月内新入职的员工。工厂解释说都是根据员工意愿办理保险。违反中华人民共和国劳动法（2018修正）第七十二条和第七十三条。

**PA 6: Decent Working Hours**

Site: Envitek(China)Ltd. | Site amfori ID: 156-014487-001

**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 Follow up audit result on May 17, 2024: Open Finding: The main auditee does not respect this principle because the monthly overtime working hours exceeded legal requirement. The factory provided attendance records from Jun 1, 2023 to the audit day for review. Sampled checking 6 workers' attendance records in Apr, 2024 (current), Mar, 2024 and Dec, 2023 (random), it was noted that the factory arranged OT 2 hours at night if production needed, OT 8 or 10 hours on rest days. So 100% sampled workers' monthly overtime hours exceed 36 hours, the maximum monthly overtime hours were 92 hours (42 hours OT on regular weekdays and 50 hours OT on rest days), which happened in Dec, 2023 and Mar,

2024年5月17日的跟进审核结果：未关闭工厂未遵循该准则；月加班时间超过法律法规要求。工厂提供了2023年6月1日至审核当天的考勤记录，抽样6名员工2024年4月（当前月），2024年3月和2023年12月（随机月）考勤记录显示员工晚上需要加班2小时，周六需加班8或10小时，周日安排休息；因此所有抽样员工月加班时间均超过法律法规要求，最大月加班时间为92小时（平时加班42小时+周末加班50小时），发生在2023年12月和2024年3月。具体情况如下：  
2024年4月（当前月）：标准工时（168小时）+最大月加班时间（90小时）；  
2024年3月（随机月）：标准工时（168小时）+最大月加班时间（92小时）；  
2023年12月（随机月）：标准工时（168小时）+最

### Finding

2024. Details as below :

Apr, 2024 (current) = standard hours (168 hours) + maximum monthly OT (90 hours )

Mar, 2024 (random) = standard hours (168 hours) + maximum monthly OT (92 hours)

Dec, 2023 (random) = standard hours (168 hours) + maximum monthly OT (92 hours)

The factory management declared that they arranged workers to overtime work according to production requirement, so their overtime hours exceed legal requirement.

It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41.

大月加班时间 (92小时) ;

工厂管理层表示根据生产任务需求安排员工加班 , 因此加班时间超过法规要求。

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: Envitek(China)Ltd. | Site amfori ID: 156-014487-001

**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 Follow up audit result on May 17, 2024: Open Finding: The main auditee partially respects this principle because the factory had established complete management system on health and safety, included the identification and awareness of related legal regulation, health and safety check, training etc. But there were some non-compliance identified during the audit due to management negligence, such as PPE issue. Moreover, some semi-finished goods were stacked against the wall at warehouse. The factory management declared that they did not clearly know this requirement and would take corrective action to these issues. It violated the requirement of question 7.1 in amfori BSCI system manual and General Rules for Fire Safety Management of Storage Occupancies (XF 1131-2014), Article 6.8.

2024年5月17日的跟进审核结果 : 未关闭  
工厂部分遵循该准则 ; 尽管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, 健康安全检查和培训等, 但是由于管理疏忽, 审核中仍有一些问题发现, 如劳保用品问题。除此之外, 仓库内部分半成品靠墙堆放。工厂管理层表示不清楚此要求, 将对这些问题整改。  
违反了 amfori BSCI 管理手册中问题7.1的要求和仓储场所消防安全管理通则 (XF 1131-2014) 6.8。

**Question:** 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

### ENGLISH

### LOCAL LANGUAGE

Finding	
<p>7.2 Follow up audit result on May 17, 2024: Open Finding: The main auditee partially respects this principle because based on document review the factory only provided social injury insurance or commercial accident insurance for 128 out of 147 employees. The factory management declared that they would provide injury insurance for all employees.</p> <p>It violated Social Insurance Law of the People's Republic of China (2018 Amendment), Article 58.</p>	<p>2024年5月17日的跟进审核结果：未关闭工厂部分遵循该准则；基于文件审核，工厂仅向147名员工中的128名员工提供了社会工伤保险或者意外伤害保险。工厂管理层表示未向所有员工提供工伤保险。</p> <p>违反了中华人民共和国社会保险法（2018修正），第五十八条。</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
Finding	
<p>7.6 Follow up audit result on May 17, 2024: Open Finding: The main auditee partially respects this principle because based on on-site observation all screen printing workers wore anti-dust masks instead of active carbon masks, which were improper. The factory management declared that they would provide proper PPEs for workers free of charge and supervise them to wear.</p> <p>It violated Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 22.</p>	<p>2024年5月17日的跟进审核结果：未关闭工厂部分遵循该准则；基于现场观察，所有丝网印岗位的员工均佩戴的防尘口罩而非活性炭口罩，此口罩不合适。工厂管理层表示将向员工免费提供合适的劳保用品，且监督他们佩戴。</p> <p>违反了中华人民共和国职业病防治法（2018修正）第二十二条。</p>

**Question:** 7.21 Is there satisfactory evidence that the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.21 Follow up audit result on May 17, 2024: New finding</p> <p>Finding: The main auditee partially respects this principle because based on onsite observation, the kitchen workers did not wear masks during operation. All kitchen workers had obtained the health certificates. The factory management declared that they had provided proper PPEs for them free of charge and would supervise them to wear.</p> <p>It violated the requirement of question 7.21 in amfori BSCI system manual.</p>	<p>2024年5月17日的跟进审核结果：新问题点工厂部分遵循该准则；基于现场观察，厨工操作期间未佩戴口罩。所有厨工均已获得健康证。工厂管理层表示已向员工提供了免费的劳保用品，将监督其佩戴。</p> <p>违反了amfori BSCI管理手册中问题7.21的要求。</p>