

Monitoring result for ANHUI HONGYUAN CHILDREN PRODUCTS CO.,LTD on site ANHUI HONGYUAN CHILDREN PRODUCTS CO.,LTD

Monitoring

Monitored Party : ANHUI HONGYUAN CHILDREN PRODUCTS CO.,LTD
amfori ID : 156-043957-000
Site : ANHUI HONGYUAN CHILDREN PRODUCTS CO.,LTD
Site amfori ID : 156-043957-001
Address : Kongji Branch.Shucheng
: Luan
: Anhui Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Monitoring Partner : Bureau Veritas Hong Kong Limited
Monitoring Start Date : 15/03/2023
Closing Meeting : 15/03/2023
Finished Date :
Submission Date : 22/03/2023
Expiration Date : 22/03/2024

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Overall rating



Section rating

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

Factory name: ANHUI HONGYUAN CHILDREN PRODUCTS CO., LTD 舒城宏远儿童用品有限责任公司
Factory address: Kongji Branch. Shucheng, Luan, Anhui 安徽省六安市舒城县城关镇孔集办事处
Business license number: 91341523052906605K

The factory was established on Aug. 20, 2012 and specialized in the manufacture of Baby crib, baby high chair, baby furniture. The main production activities in the factory included wood process, paint, assembly and packing. No canteen, no dormitory and no transportation was provided.

The factory consisted of 4 flat buildings used as office, production workshop and warehouse. The total construction area used by the factory was about 6,600 square meters. These buildings were built in 1996, so Fire Protection Acceptance Check / Fire Protection Registration Record and Report of inspection for completed building construction projects was not need according to law. The working environment was ventilated, clean, organised and well lit in the factory.

There were totally 49 employees in the factory, including 6 non-production employees and 43 production employees. There were 14 male employees and 35 female employees. The youngest employee working in the factory was 31 years old. Per factory management, the peak season was not obvious. Their capacity was about 150000 pieces per year.

Production workers' working hours were recorded by face recognition attendance system with detailed time in and time out information. There was 1 shift for all employees in the factory from 8:00 to 17:00 with one hour break time from 11:30 to 12:30. Production workers were paid at hourly rate before the end of the following month by cash.

According to the payroll and attendance records of each 7 sampled employees from June 2022, Oct. 2022, Jan. 2023 (current salary paid month), it was noted that the regular wage of all sample employees in sample months was RMB 13 to 15 per hour, which was not less than the local minimum wage RMB 1430 per month or RMB 8.22 per hour since Dec 1, 2021. All sample employees were paid 150% and 200% of regular wages for their work on weekdays and rest days respectively, which was not less than the statutory requirement. And the sample employees' maximum over time hours were 2 hours a weekday, 0 hour a holiday, 60 hours a month in the testing months. The longest consecutively working days were 6 days in the testing periods.

It was noted that the factory did not participate in the social insurance program. No employees were provided with social insurance benefit. The factory provided all employees with commercial accident insurance from March 27, 2022 to March 26, 2023.

The attendance records were cross-checked against production records and confidential interviews were conducted with 7 employees from different departments. No inconsistency regarding working hours was found.

At the end of the audit, a closing meeting was held with the factory representatives. All of the findings were disclosed and discussed and a corrective action plan was explained to the factory representatives. Mr. Chen Han/ G.M agreed with the findings and signed the corrective action plan.

Opening meeting factory representatives (name and titles)

Mr. Chen Han/ G.M

Mr. Fang Jin/ Worker Representative

Remark:

1. There was no contractor used by the auditee, which makes the contractor license/permit not applicable.
2. There was no agency used by the auditee, which makes the agency labor contract not applicable.
3. The Government waivers were not applicable in the auditee.
4. The Collective bargaining agreements were not applicable in the auditee.
5. The factory 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 life style 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: Manually collected.
6. Announcement Type: Announced initial audit

Monitoring Date: March 15, 2023

Audit Company: Bureau Veritas Consumer Products Service

Audit Company APSCA Number: 11600002

Lead Auditor Name: Christina Song

APSCA Auditor Registered Number: CSCA 21701923

Site Details

Site : ANHUI HONGYUAN CHILDREN PRODUCTS CO.,LTD

Site amfori ID : 156-043957-001

GICS Classification

Sector : Consumer Discretionary

Industry : Leisure Products

Industry Group : Consumer Durables & Apparel

Sub Industry : Leisure Products

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	49 Workers
Legal minimum wage in local currency	1430 Monthly
Lowest wage paid for regular work at the site	2262 Monthly
Calculated living wage in local currency	1833 Monthly
Total sample	7 Workers

Other Metrics

Male workers	14 Workers
Female workers	35 Workers
Permanent workers - Male	14 Workers
Permanent workers - Female	35 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	0 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	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	14 Workers
Workers hired directly - Female	35 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	5 Workers

Findings

PA1: Social Management System

The factory had established BSCI management system, but it was not effectively implemented, such as partial EHS issues, social insurance and working hour issues were found. In accordance with Performance Area 1: Social Management System and Cascade Effect 1.1

工厂已经建立了BSCI管理系统，但是没有有效的被执行，比如部分环境健康安全的问题，社保，工时的问题被发现。根据执行领域1：社会管理体系和级联效应1.1.

The factory had established the production capacity assessment procedure, but they had not assessed production capacity. In accordance with Performance Area 1: Social Management System and Cascade Effect 1.4.

工厂已建立生产能力评估程序，但还未进行生产能力评估。根据执行领域1：社会管理体系和级联效应1.4.

PA 2: Workers Involvement and Protection

Through document review and employee interview, the factory had provided the training of amfori BSCI codes for all employees. However, still some workers did not know about the amfori BSCI codes and did not know their roles in amfori BSCI management system. In accordance with Performance Area 2: Workers Involvement and Protection 2.4.

通过文件查阅和员工访谈，工厂为所有员工提供了amfori BSCI行为准则的培训，但仍有部分员工仍不清楚amfori BSCI标准，以及他们在该体系中的作用和职责。根据执行领域2：工人参与和保护2.4.改善。

The established grievance mechanism was not including all interested parties, only for internal part. In accordance with Performance Area 2: Workers Involvement and Protection 2.5.

工厂建立的申诉机制没有包含所有利益相关方，只是对工厂内部适用。根据执行领域2：工人参与和保护2.5

PA 5: Fair Remuneration

It was noted that the factory did not participate in the social insurance program. No employees were provided with social insurance benefit. The factory provided all employees with commercial accident insurance from March 27, 2022 to March 26, 2023. In accordance with Article 72 of the Labor Law of the People's Republic of China

审核员发现工厂未为员工提供社会保险福利。另外，工厂为所有员工购买了商业保险，有效期限为2022年3月27日至2023年3月26日。根据《中华人民共和国劳动法》第72条

PA 6: Decent Working Hours

According to the attendance records of each 7 sampled employees from June 2022, Oct. 2022, Jan. 2023 (current salary paid month), it was noted employees worked in excess of 36 overtime hours per month in some sample months, which was not in compliance with the legal requirement. Such as: 6/7 workers overtime worked 50 hours in June 2022; 7/7 workers overtime worked 48~60 hours in Oct. 2022; In accordance with Article 41 of the Labor Law of the PRC. The factory has working hour control procedure, and all employees interviewed represented that they were voluntarily to work overtime.

抽样7名员工分别在2022年6月，2022年10月，2023年1月（最近发薪月）的工资考勤记录，显示6/7名员工在2022年6月月加班50小时，7/7名员工在2022年10月月加班48~60小时，超过每月加班时间不能超过36小时的法律规定。根据《中华人民共和国劳动法》第41条。工厂有工作时间控制程序且访谈员工表示自愿加班。

PA 7: Occupational Health and Safety

1. It was noted that the factory did not provide regular occupational health checks to employees who were in contact with hazardous factors such as noise and dust and chemicals. In accordance with Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases. The employee interviewed represented that she was provided with masks and ear plugs by the factory and was provided with related PPE trainings by the factory before. 2. The factory collected laws and standards related to health and safety at country level, did not collect laws and standards related to health and safety at provincial and city level. In accordance with the requirement of Performance Area 7.1

1. 工厂没有为涉及职业危害因素（噪音，粉尘和化学品）的员工提供定期的职业病体检。根据《中华人民共和国职业病防治法》第35条。访谈员工表示工厂有提供口罩和耳塞且接受过个人防护用品培训。2. 工厂收集了国家级的健康安全法规，但没有收集省级及城市级别健康安全相关的法律和标准。根据执行领域7.1改善。

It was noted that the risk assessment for safe, healthy and hygienic working conditions was not conducted sufficiently. The risk assessment did not include regular monitoring and testing. In accordance with the requirement of Performance Area 7.3, the auditee shall regularly carry out risk assessments for safe, healthy and hygienic working conditions.

工厂为车间岗位进行风险评估不充分。风险评估没有包括定期监控和检测。根据执行领域7.3，被审核方（生产商）应定期执行安全、健康和卫生工作条件的风险评估。

PA 7: Occupational Health and Safety

It was noted that the factory did not provide suitable protective mask to paint spraying workers, only provided dust proof mask (KN95) to them. The factory provided dust proof mask to wood workers. In accordance with Article 42 of Law of the People's Republic of China on Production Safety

工厂未给喷漆的员工提供合适的防护口罩，提供的是防尘KN95口罩。工厂给木工岗位的员工提供了防尘口罩。根据《中华人民共和国安全生产法》第42条

1. During auditee tour, auditor found that one chemical container was not posted with content label in wood workshop. The auditee had provided training on chemical management to employees at least annually. In accordance with Article 12 Law of the Regulations on the Safe Use of Chemicals in Workplace. 2. During auditee tour, auditor found that there was no secondary container for chemical containers (paint and lubricating oil) in the factory. In accordance with Article 20 of Regulations on the Safety Management of Dangerous Chemicals.

1. 通过现场走访，审核员发现工厂木工车间1瓶化学品没有张贴内容标签。被审核方同时为员工提供了至少每年一次的关于化学品管理的培训。根据《工作场所安全使用化学品规定》第十二条。2. 通过现场走访，审核员发现工厂化学品（油漆，润滑油）都无二次容器。根据《危险化学品安全管理条例》第二十条。

It was noted that the factory did not conduct testing of factors of occupational hazards in factory, such as noise and dust in wood workshop and etc. In accordance with Article 20 of Provisions on the Administration of Occupational Health at Workplaces

工厂未检测厂内的职业危害因素，如木工车间的噪音和粉尘等。根据《工作场所职业卫生管理规定》第20条

It was noted that one place electric circuit in wood workshop was exposed without insulation protective device. In accordance with Article 5.1.2 of the General Guide for Safety of Electric User (GB/T13869-2017)

审核员发现木工车间内1处电器开关的电线裸露，没有足够的保护装置。根据《用电安全导则GB/T13869-2017》第5.1.2条

It was noted that the factory toilet has no water for wash hand and no privacy door and no soap and toilet paper. In accordance with the requirement of Performance Area 7.22.

审核员发现工厂的厕所没有水洗手，没有隐私门，没有肥皂和厕纸。根据执行领域7.22。

PA 12: Protection of the Environment

The factory collected laws and standards related to environmental protection at country level, did not collect laws and standards related to environmental protection at provincial and city level. In accordance with the requirement of Performance Area 12.2

工厂收集了国家级的环保法规，但没有收集省级及城市级别环保相关的法律和标准。根据执行领域12.2改善。

It was noted that the waste paint slag (HW12) and Waste paint bucket、waste filter cotton、waste activate carbon (HW49) were generated in the factory. However, the factory management was unable to provide the hazardous waste entrust disposal contract and relevant transfer manifest of these hazardous wastes for review. In accordance with Article 57 of Law of the People's Republic of China on Prevention and Control of Solid Waste Pollution and article 6 of the Measures for Administration of Hazardous Waste Transfer Manifest.

审核员发现工厂有废漆渣(HW12)，废油漆桶、废过滤棉、废活性炭(HW49)产生,但工厂不能提供相关的合法处置文件(与有资质回收商的合同与危废转移联单)。根据《中华人民共和国固体废物污染环境防治法》第57条和《危险废物转移联单管理办法》第六条