

Monitoring result for AUTOPHIX TECH CO.,LTD on site AUTOPHIX TECH CO.,LTD

Monitoring

Monitored Party : AUTOPHIX TECH CO.,LTD
amfori ID : 156-035642-000
Site : AUTOPHIX TECH CO.,LTD
Site amfori ID : 156-035642-001
Address : Room 406, 403 and 402, Building 2, XiangRong Road No.8, Bujiuwo, Longping Community, Dalang Street, Longhua District,
: 518131, SHENZHEN
: Guangdong Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Submission Date : 13/05/2022
Expiration Date : 13/05/2023

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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	A
PA 13: Ethical Business Behaviour	A

General description

The auditee AUTOPHIX TECH CO., LTD (深圳泰瑞谷科技有限公司) was established in 2010 and located at Room 406, 403 and 402, Building 2, XiangRong Road No.8, Bujiuwo, Longping Community, Dalang Street, Longhua District, Shenzhen City, Guangdong Province (广东省深圳市龙华区大浪街道龙平社区部九窝向荣路8号-2栋406、403、402). The auditee located in an industrial zone and it only used about two thirds of the 4th floor of one 5-floor production building (building 2) for production, office and warehouse. The used areas were rent and the total used construction areas were about 1300 square meters. No canteen, dormitory or transportation was provided by the auditee.

The other areas of the same building and the other buildings within the same industrial zone were used by other many companies of different industry. As per management statement and onsite observation, there was no common ownership, no cooperation and no any other special relationship between these companies and the auditee. Used areas could be separated from each other clearly. As per management and worker interview as well as onsite observation, there was no worker sharing ever occurred. Thus, only the auditee was covered into the audit scope.

The factory specialized in manufacture of OBD scanner. The main production processes were assembly, quality check and package.

As per the management interview, there was no obvious peak or low seasons. The auditee management team provided great support during the whole audit including the auditee tour, document review and workers interview. All findings were explained and discussed in the closing meeting and the onsite report was accepted and signed by the auditee.

Remark 1: No dispatched workers used onsite, so agency labour contract submission was not applicable; no government waiver was obtained so government waivers submission was not applicable. Collective bargaining was not prohibited, no collective bargaining occurred for past 12 months, so CBA submission was not applicable.

Remark 2: Auditor: Floyd Zhang, CSCA, registration number: 21701850;

Auditing company: TUV Rheinland, APSCA Number: 11600007.

Remark 3: to meet the requirement of 8 audit hours, the auditor did document review of 0.5 hour during the lunch break after communication with management.

Remark 4: As per payment evidence of social insurance of Apr. 2022, there were total 64 employees in the list, the extra 20 employees were the factory owner's relatives and friends, so they were not included in the audit.

Remark 4: The auditee English name had been kept same with previous audit, and it had been confirmed by onsite audit.

Site Details

Site : AUTOPHIX TECH CO.,LTD

Site amfori ID : 156-035642-001

GICS Classification

Sector : Consumer Discretionary

Industry Group : Automobiles & Components

Industry : Auto Components

Sub Industry : Auto Parts & Equipment

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	44 Workers
Legal minimum wage in local currency	2360 Monthly
Lowest wage paid for regular work at the site	2360 Monthly
Calculated living wage in local currency	2829 Monthly
Total sample	8 Workers

Other Metrics

Male workers	22 Workers
Female workers	22 Workers
Permanent workers - Male	22 Workers
Permanent workers - Female	22 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	17 Workers
Domestic migrant workers - Female	16 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	22 Workers
Workers hired directly - Female	22 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	4 Workers
Sample - Female	4 Workers

Findings

PA1: Social Management System

It was noted that the auditee had established CSR management procedures according to amfori BSCI Code of Conduct, the auditee's management understand the need to develop internal procedures to integrate the amfori BSCI Code into day-to-day business practices. However, due to the issues raised in other PA, it showed that the facility had some deficiencies on implementing the amfori BSCI requirements and legal requirements. For example: all of sampled workers' overtime working time exceed 36 hours in most months, etc.

工厂依据amfori BSCI行为守则建立了企业社会责任管理程序，管理层理解开发内部程序的需求，将amfori BSCI守则融入其商业行为。但由于在其它PA部分存在一些问题，显示工厂在整体执行amfori BSCI的准则和法律要求方面还是存在一些缺陷。例如：抽样员工中所有员工大部分月份的月加班超过36小时等。

According to document review and management interview, the auditee had established capacity planning procedure. The auditee would calculate the costs of production and delivery times (including labor costs) following actual human resource and machine resource in the process of manufacturing plan. However, due to the influence of temporary urgent orders and other factors in actual production process, the overtime working hours of employees still exceeded 36 hours in most months. The factory needed to assess the effective of basic workforce capacity and established the corrective action to improve the workforce capacity.

通过文件查阅及管理层访谈确认，被审核方已建立产能规划程序。在生产计划中，被审核方有根据人力资源、设备资源情况计算实际生产成本和交付时间（包括劳动成本）。但由于实际生产存在临时加急订单等因素影响，员工加班时间仍是大部分月份都超了36小时，工厂有待评估产能规划的有效性并且制定整改措施来改善产能规划。

PA 2: Workers Involvement and Protection

The factory has set up a long-term goals of protecting workers in 2022. However, the goal did not reflect a step-by-step approach toward sustainable improvements. Workers and workers representatives were also not involved in the development of goals.

工厂建立了2022年度保护员工的长期目标。但是，该目标未制订逐步可执行的计划以持续改善员工保护，员工和员工代表也未参与目标的制定。

PA 6: Decent Working Hours

Through reviewing attendance records from 1 May. 2021 to the audit date, 7 May. 2022, there was no apparent peak or low season for the auditee. Excessive monthly overtime hours was noted for most months and Jun. 2021, Jan. 2022 and Apr. 2022 were the main sampled months in this audit. Details: monthly overtime hours exceeding 36 hours was noted for 8 out of 8 random sampled employees in these three months respectively, maximum reaching 55, 38 and 46 hours respectively. The facility had established working hour control policy, but it was not implemented effectively by workshop. As reported by workshop supervisors, the workshop needed to conduct excessive overtime to finish the order in time. Meanwhile, excessive monthly overtime was very normal in production workshop and it was hard to avoid completely. As reported by workers, they were willing to conduct overtime work to earn more money. Reference law: China Labour Law, article 41. Remark: in May. 2022, monthly OT hours were 6 hours till the audit day.

通过查阅2021年5月1日至审核当天，2022年5月7日，的考勤显示，工厂没有明显淡旺季，过去大部分月份的月加班时间超过36小时，此次以2021年6月，2022年1月及2022年4月为主要抽样月。详情：这三个月8名随机抽样员工中分别有8名月加班超过36小时，最大分别达到55，38和46小时。工厂建立了控制工作时间的政策，但是车间未能有效实施。根据车间主管汇报，车间需要进行超时的加班工作来按时完成订单，同时，制造行业普遍会加班超时，很难完全避免。根据员工汇报，他们愿意进行加班来获取更多报酬。参考法律法规：《中华人民共和国劳动法》第41条。备注：在2022年5月，月加班截至到审核当天是6小时。

PA 7: Occupational Health and Safety

The factory had established emergency procedure but it not visually displayed for use of workers and first-aid personnel. Management explained they had trained employees about the procedure while they did not realize the requirement of posting.

被审核工厂建立了事故应急处理程序，但没有张贴以供员工和急救人员使用。管理人员解释有对员工进行培训，没有意识到张贴的要求。

PA 13: Ethical Business Behaviour

The facility had established the ethical business behaviour procedure, and identified the situations and activities where acts of corruption, extortion or bribery were most likely to occur in its context. But no relevant training about ethical business behaviour was provided for some new comer.

工厂已建立商业道德管理程序，有识别可能会导致贿赂和腐败发生的情况。但是一些新入职的工人没有进行商业道德的培训。