

Monitored Party amfori ID
Dongguan Botai Toys Co., Ltd. 156-036024-000

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This is an extract from the online Monitoring Report and is only valid as an acknowledgement of findings during amfori Social Audit - Manufacturing. The complete report is available on the [amfori Sustainability Platform](#).

Findings for Main Site Dongguan Botai Toys Co., Ltd.



PA1: Social Management System

Site: Dongguan Botai Toys Co., Ltd. | Site amfori ID: 156-036024-001

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
<p>Finding</p> <p>The auditee partially respected this principle because based on management, worker and worker representative interviews, document review and onsite observation, the factory established social responsibility management documents, but there were gaps in the implementation of social responsibility in the factory, such as excessive monthly overtime, handrails for ladder, etc. issues. The factory management stated that they could not control monthly overtime within 36 hours currently. They needed to consider multiple factors, such as order quantity and delivery time, employee willingness, etc. The interviewed employees stated that they needed to earn more overtime pay. It violated the requirement of amfori BSCI System Manual.</p>	
<p>被审核方部分遵守该原则，因为基于管理层、工人和工人代表访谈、文件审查和现场观察，工厂建立社会责任管理文件，但工厂在社会责任实施中存在差距，例如月加班超时，梯子扶手等问题。工厂管理表示，他们目前未能控制月加班在36小时内，他们需要考虑到多方面因素，例如订单量和交货期，员工意愿等。受访员工表示，他们需要赚取更多加班费。违反了amfori BSCI系统手册的要求。</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
<p>Finding</p> <p>The auditee partially respected this principle because based on management and document</p>	
<p>被审核方部分遵守该原则，因为基于管理层和文件审查，工厂有制定生产规划程序。但是，在生产安</p>	

Finding	
<p>review, the factory has established production planning procedure. However, in the production arrangement, the factory did not have a reasonable production plan, resulting in employees working overtime for over 36 hours per month from May 2023 till now (except for Feb. 2024). The factory management stated that they could not control monthly overtime within 36 hours currently. They needed to consider multiple factors, such as order quantity and delivery time, employee willingness, etc. It violated the requirement of amfori BSCI System Manual.</p>	<p>排中，工厂设有合理的生产计划，导致了员工在2023年5月至今（除了2024年2月）月加班超36小时。工厂管理汇报，他们目前未能控制月加班在36小时内，他们需要考考虑多方面因素，例如订单量和交货期，员工意愿等。违反了amfori BSCI系统手册的要求。</p>

PA 2: Workers Involvement and Protection

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Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee partially respected this principle because based on management interview and document review, the factory still has not established an effective appeal mechanism for external stakeholders (such as local governments, nearby factories, surrounding residents, suppliers, etc.). Factory management stated that external stakeholders could contact factory management directly or submit opinions or suggestions through security guard. It violated the requirement of amfori BSCI System Manual.</p>	<p>被审核方部分遵守该原则，因为基于管理层访谈和文件查看，工厂仍没有建立对外部利益相关方（如当地政府，附近工厂，周边居民，供应商等）的有效的申诉机制。工厂管理表示，外部利益相关方可以直接找工厂管理或通过保安提交意见或建议。违反了amfori BSCI系统手册的要求。</p>

PA 5: Fair Remuneration

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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>The auditee partially respected this principle because based on interviews with management</p>	<p>被审核方部分遵守该原则，因为基于管理层和工人访谈和社保记录查看，社保购买不足。工厂有45名</p>

Finding

and workers, and social insurance records review, insufficient social insurance was detected. The factory has 45 employees, of which there were 8 retired employees and no new hired employee, these 8 employees did not need to purchase social insurance. As per the latest social insurance record of May 2024, the factory did not purchase retirement, medical, maternity, unemployment, and work-related injury insurance for 1 out of 37 employees who should purchase social insurance. The factory had purchased commercial accident insurance for 16 employees (including 1 employee who had not purchased work-related injury insurance and 6 retired employees), which was valid till Aug. 22, 2024. The management and interviewed workers reported that this one employee had purchased rural insurance in the hometown and did not want to purchase social insurance. But the factory did not collect rural insurance information.

Remark: The factory purchased individual work-related injury insurance for two retired workers in May 2024.

It violated Article 10, 23, 33, 44, and 53 of the Social Insurance Law of the People's Republic of China.

员工,其中8名退休返聘员工,没有新进员工,这8名员工不需要购买社保。根据最近2024年5月社保记录,工厂没有给37名应购买社保员工中1名员工购买养老、医疗、生育、失业和工伤保险。工厂给16名员工(包括未购买工伤保险的1名员工和6名退休员工)购买了商业意外险,有效期至2024年8月22日。管理和受访工人汇报,这名员工在家乡购买了农村保险,不想购买社会保险。但工厂没有收集农村保险信息。

备注:工厂在2024年5月给2名退休员工购买了单项工伤保险。

违反了《中华人民共和国社会保险法》,第10、23、33、44和53条。

PA 6: Decent Working Hours

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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

The auditee did not respect this principle because based on interviews with management and workers, and time records review, 8, 9 and 7 out of 9 sampled employees worked excessive monthly overtime for up to 58, 72 and 38 hours in Jan., Mar. and Apr. 2024, respectively. The factory did not control overtime. There was no overtime warning function in the attendance record system. The factory management stated that they could not control monthly overtime within 36 hours currently. They needed to consider multiple factors, such as order quantity and delivery time, employee

被审核方未遵守该原则,因为基于管理层和工人访谈和工时记录查看,9名抽样员工中分别有8,9,7名员工在2024年1月,3月和4月月加班超时,分别高达58,72和38小时。工厂没有对加班进行管控。考勤记录系统中没有加班警告功能。工厂管理汇报,他们目前未能控制月加班在36小时内,他们需要考虑到多方面因素,例如订单量和交货期,员工意愿等。受访的员工表示加班是自愿的。违反了《中华人民共和国劳动法》第41条。

备注:2024年5月最高月加班达44小时。2024年6月未有加班。

Finding

willingness, etc. The interviewed employees stated that overtime was voluntary.
It violated Article 41 of the Labor Law of the People's Republic of China.
Remark: The maximum monthly overtime in May 2024 was 44 hours. There was no overtime in Jun. 2024.

PA 7: Occupational Health and Safety

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Question: 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected this principle because based on on-site observation and management interviews, workers in the factory were exposed to occupational hazards such as noise, chemicals, etc. But the factory did not post the related results of workplace occupational hazard factor testing at eye-catching location. The factory management stated that they would post the results in the corresponding workshop. It violated Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, Article 24.

被审核方部分遵守该原则，因为基于现场观察和管理层访谈，工厂工人接触职业病危害因素（噪声、化学品等）。但工厂没有在醒目的位置粘贴相关的工作场所职业病危害因素检测结果。工厂管理表示，他们将在相应车间粘贴结果。违反了《中华人民共和国职业病防治法》，第24条。

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected this principle because based on management interview and onsite observation, one ladder with approximately 1.3 meters high in blowing moulding workshop was not installed with handrail. Factory management stated that other ladders had handrails, and they rarely used this ladder. It violated the Safety of Machinery - Fixed Facilities for Entering Machinery - Part 3: Stairs, Stairs, and Guardrails, Article 7.2.1.

被审核方部分遵守该原则，因为基于管理层访谈及现场观察，吹塑车间有一个大约1.3米高的梯子没有安装扶手。工厂管理表示，其他梯子都有扶手，他们很少使用这个梯子。违反了《机械安全进入机械的固定设施第3部分：楼梯、阶梯和护栏》第7.2.1条。

Acknowledgement

Date	2024-6-4
Time Stamp	17:30
Place	Dongguan, China
Monitoring Partner	TUV Rheinland
Acknowledged by the Lead Monitoring Person	<input checked="" type="checkbox"/> Zuy Wu
Worker Representative's Name	
Worker Representative's Signature	
Management Representative's Name	
Management Representative's Signature & Site Stamp	