

# Monitoring result for Chizhou Kuaileda Toys Co., Ltd. on site Chizhou Kuaileda Toys Co., Ltd.

## Monitoring

Monitored Party	: Chizhou Kuaileda Toys Co., Ltd.
amfori ID	: 156-019129-000
Site	: Chizhou Kuaileda Toys Co., Ltd.
Site amfori ID	: 156-019129-001
Address	: Matang Industry Zone, Dingqiao Town, Qingyang : 242807, Chizhou : Anhui Sheng : China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Follow-up Monitoring
Submission Date	: 10/07/2022
Expiration Date	: 16/07/2023

This is an extract of the online monitoring result, generated on 11/07/2022, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - The English version is the legally binding one.



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## Overall rating



## Section rating

PA1: Social Management System	D
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	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

Chizhou Kuaileda Toys Co., Ltd. (池州快乐达儿童用品有限公司) was located at Matang Industry Zone, Dingqiao Town, Qingyang, Chizhou, Anhui, China (中国安徽省池州市青阳县丁桥镇马塘工业园区内).

There was total a block of 1-storey building (partially 2-storey) within the registered address, and the building was owned by the auditee. The 1-storey building (partially 2-storey) was used as office, warehouse, and workshops by the auditee. The total area was about 9920m<sup>2</sup>.

The management was positive and cooperative. The management confirmed on peak season in the auditee. The auditee did not provide dormitory, meal, or transportation for workers. The management signed the finding report without any different opinion.

The main product manufactured by the auditee was ride on car; the management confirmed that the auditee purchased all kinds of accessories outside and finished assembly, inspection and packing processes in the audit scope. All the 49 workers were hired by the auditee directly. No service provider used by the auditee.

Remark: 1) No contractor or agency labor was used in the factory, which makes the contractor license or permit, agency labor contract not applicable. No government waivers or collective bargaining agreements obtained by the factory, which makes the government waivers and collective bargaining agreements not applicable for the auditee.

2) Lead auditor: Rocky Gao, CSCA, registration number 21701948. Auditing company: TUV Rheinland, APSCA  
Number:11600007

3) This was a follow up audit, no finding was detected in PA 3, 4, 8, 9, 10, 11 thus these performance areas were not assessed during current audit. The rating of these performance areas were kept same as the previous report, the evidence was only collected on "DE".

## Site Details

Site : Chizhou Kuaileda Toys Co., Ltd.

Site amfori ID : 156-019129-001

### GICS Classification

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Sector : Consumer Discretionary

Industry Group : Consumer Durables & Apparel

Industry : Leisure Products

Sub Industry : Leisure Products

### amfori Process Classifications

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N.A.

### NACE Classification

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N.A.

### GS1 Classifications

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N.A.

### Water Stress Situation

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N.A.

## Metrics

### Key Metrics

Total workforce	49 Workers
Legal minimum wage in local currency	1340 Monthly
Lowest wage paid for regular work at the site	2436 Monthly
Calculated living wage in local currency	1558 Monthly
Total sample	9 Workers

### Other Metrics

Male workers	11 Workers
Female workers	38 Workers
Permanent workers - Male	11 Workers
Permanent workers - Female	38 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	2 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	1 Workers
Domestic migrant workers - Female	1 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	11 Workers
Workers hired directly - Female	38 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	7 Workers

## Findings

### PA1: Social Management System

Not corrected. The auditee did not establish an effective management system to implement the requirements of the amfori BSCI code of conduct and local laws and regulations. For example, compared with the previous full audit, this follow-up audit found that the auditee had not significantly improved the purchase of workers' social insurance and the overtime hours of workers. After cross verification, it was found that the auditee had developed compliance procedures, but the auditee had not established a systematic plan to supervise and implement, such as increasing the purchase proportion of workers' social insurance, reducing workers' monthly overtime, etc. The management was willing to continuously improve to comply with the requirements of the amfori BSCI code of conduct and local laws and regulations.

未改正。被审核方没有建立有效的管理系统来实施amfori BSCI行为守则和当地法律法规的要求，比如，相对于上次初审，本次跟进审核中发现被审核方在工人的社保的购买，以及工人的加班时间上的不符合并没有明显的改善。交叉验证后发现被审核方制定了符合性程序，但是被审核方没有建立系统性规划来监督和执行，比如：提高工人的社保的购买比例，减少工人月加班时间等。管理层愿意持续改进以符合amfori BSCI行为守则和当地法律法规的要求。

Not corrected. The auditee developed production capacity evaluation procedure, but the auditee did not have a complete production capacity plan to complete the expected order delivery, so that the monthly overtime exceeded the regulatory requirements. The management knew the actual production efficiency and delivery date. Due to the uncertainty of customer orders, the auditee could not fully meet the compliance of employees' overtime working hours during the capacity planning period.

未改正。被审核方制定了生产能力评估程序，然而被审核方没有一个完善的产能计划去完成预期的订单交货以致于月加班时间超过法规要求。管理层知道实际的生产效率和交货期，由于客人订单的不确定性，导致被审核方在产能规划期间不能完全满足员工加班工作时间的合规性。

### PA 2: Workers Involvement and Protection

Not corrected. Four of the nine workers interviewed did not know the contents and principles of the amfori BSCI code of conduct. For example, the workers did not know about free association and business ethics. During the interview, it was learned that the workers had participated in relevant training, but did not fully understand the contents and principles of the amfori BSCI code of conduct.

未改正。访谈的9名工人中有4名工人不清楚amfori BSCI行为守则的内容和原则，比如，工人们不清楚自由结社以及商业道德等。访谈中得知工人们参加了相关的培训，但是并不十分理解amfori BSCI行为守则的内容和原则。

Not corrected. The auditee has established written employee appeal mechanism procedure, but the established employee appeal mechanism procedure was incomplete. The appeal mechanism procedure did not include all stakeholders, but was only applicable to the factory.

未改正。被审核方建立了书面的员工申诉机制程序，但是建立的员工申诉机制程序不完整，申诉机制程序里并没有包含所有利益相关方，只是对工厂内部适用。

### PA 5: Fair Remuneration

Not corrected. The auditee purchased social insurances for employees, but not covered all employees. There were 49 workers in the auditee, 12 of them were retired and re-employed. Therefore, 37 of the 49 workers could purchase five types of social insurances in Qingyang Human Resources and Social Security Bureau. However, based on the online verification of social insurance payment records from July 2021 to June 2022, the auditee purchased pension, medical, maternity, work-related injury insurance and unemployment insurance for 16 workers. Therefore, 21 workers still had no work-related injury, pension, medical, maternity and unemployment insurance. (Reference law: Social Insurance Law of P.R.C, Article 10, Article 23, Article 33, Article 44, Article 53) Note: 1) During the interview, it was learned that some workers were unwilling to buy social insurance because they had rural endowment insurance and rural cooperative medical insurance. The management did not count and collect the situation of workers' purchasing rural old-age insurance and rural cooperative medical insurance. There were no temporary workers among these workers, and they had been employed for one month. 2) The auditee purchased employer's liability insurance from China Life Insurance Co., Ltd. for 48 workers, which was valid from July 10, 2021 to July 9, 2022. The employer's liability insurance covered 12 retired workers and 21 workers without work-related injury insurance.

未改正。被审核方给员工购买了社会保险，但是没有覆盖全部的员工。被审核方共有49名工人，其中有12名工人是退休返聘的，因此49名工人中共有37名工人可以在青阳县人力资源和社会保障局购买5项社会保险。但是基于2021年7月到2022年6月的社保缴费记录的在线核实，被审核方给16名工人购买了养老，医疗，生育，工伤保险和失业保险，因此，仍有21名工人没有工伤，养老，医疗，生育和失业保险。（参考法律法规：《中华人民共和国社会保险法》第10、23、33、44及53条）备注：1) 访谈中得知部分工人因为有农村养老保险和农村合作医疗保险而不愿意购买社会保险，管理层并没有统计和收集工人们购买农村养老保险和农村合作医疗保险的情况，这些工人中没有临时工，且入职均已满一个月。2) 被审核方在中国人寿保险股份有限公司给48名工人购买了雇主责任保险，有效期自2021年7月10日至2022年7月9日，雇主责任保险覆盖了12名退休返聘的工人和21名没有工伤保险的工人。

## PA 6: Decent Working Hours

Not corrected. The attendance records of 9 workers from 10 July 2021 to 29 June 2022 were sampled and checked in this audit. It was found that the monthly overtime hours of 9 workers violated the stipulation of the labor law that the monthly overtime time should not exceed 36 hours, and the maximum monthly overtime time reached 66 hours. Among them, in April 2022, January 2022 and July 2021, the monthly overtime hours of 9 workers were sampled 62, 46 and 66 hours respectively. (Reference law: Labor Law of the P.R.C, Article 41) Note: 1) The maximum monthly overtime in May 2022 was 54 hours, and the maximum monthly overtime from June 1, 2022 to June 28, 2022 was 56 hours. 2) The management claimed that they controlled daily overtime no more than 2 hours, but never controlled monthly overtime. 3) Workers and worker representative confirmed that the auditee never controlled monthly overtime, but controlled daily overtime within 2 hours.

未改正。本次审核中抽样和检查了9名员工从2021年7月10日到2022年6月29日的考勤记录，发现9名员工在月加班的时间上违反了劳动法所规定的月加班时间不超过36个小时的规定，最大的月加班时间达到了66个小时，其中在2022年4月，2022年1月和2021年7月，9名抽样员工的月加班时间分别是62、46和66个小时。（参考法律法规：《中华人民共和国劳动法》第41条）备注：1) 2022年5月的最大月加班时间是54个小时，2022年6月1日至2022年6月28日的最大月加班时间是56个小时。2) 管理层确认他们控制日加班时间不超过2个小时，但是他们不控制月加班时间；3) 员工和员工代表确认被审核方不控制月加班，但每天的加班控制在2小时内。

## PA 7: Occupational Health and Safety

Not corrected. The auditee has established the occupational health and safety system, but the specific implementation needed to be further improved. For example, for the nonconformities of occupational health and safety raised during the previous full audit, no significant improvement has been found in the follow-up audit.

未改正。被审核方建立了职业健康与安全的制度，但是在具体的执行上还有待进一步的完善，比如，针对初审时提出的职业健康与安全的不符合项，在本次跟进审核中并没有发现被审核方有明显的改善。

Not corrected. It was found that the finished product cartons in the finished product warehouse of the auditee were stacked against the wall. The management explained that due to the limited space, the finished product cartons and the wall could not be kept at a distance of 0.5m, but the escape route would not be occupied. (Reference law: Article 6.8 of general rules for fire safety management of storage places, GA1131-2014)

未改正。现场发现被审核方的成品仓库内的成品箱均靠墙堆放。管理层解释由于空间有限无法保证成品箱和墙保留0.5米的距离，但是逃生通道不会被占用。（参考法律法规：《仓储场所消防安全管理通则》GA1131-2014 第6.8条）

Not corrected. It was found that the men's toilet in the production area was not equipped with privacy doors. The management explained that they were busy with production and neglected.

未改正。现场发现生产区域的男厕所没有安装隐私门。管理层解释忙于生产而疏忽了。

## PA 12: Protection of the Environment

Not corrected. The document review found that the laws and regulations related to environmental protection collected by the auditee were not up-to-date. For example, the latest version of the national hazardous waste list was 2021, but the factory version was still 2016. The management explained that there was no hazardous waste in the auditee, so it neglected the laws and regulations in this regard.

未改正。文件审核发现被审核方搜集的环境保护相关的法律法规并不是最新的。比如国家危险废物名录最新为2021版，但工厂的版本仍为2016版。管理层解释被审核方内没有危废产生，因此对这方面的法律法规有所疏忽。