

Monitoring result for WENZHOU ANTE ELECTRICAL APPLIANCE CO.,LTD on site WENZHOU ANTE ELECTRICAL APPLIANCE CO.,LTD

Monitoring

Monitored Party : WENZHOU ANTE ELECTRICAL APPLIANCE CO.,LTD
amfori ID : 156-021244-000
Site : WENZHOU ANTE ELECTRICAL APPLIANCE CO.,LTD
Site amfori ID : 156-021244-001
Address : 1,3,4/F, NO.969, BINHAI 2ND AVENUE, ECONOMIC AND TECHNOLOGICAL DEVELOPMENT ZONE
: 325005, WENZHOU
: Zhejiang Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Follow-up Monitoring
Submission Date : 15/08/2022
Expiration Date : 26/08/2023

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Overall rating



Section rating

PA1: Social Management System	D
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	B
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	B
PA 13: Ethical Business Behaviour	A

General description

1. Lead Auditor: Ation Lin, CSCA 21701895. Auditing company: TUV Rheinland, APSCA Number:11600007. This audit was Fully-Announced audit.
2. The address in business license in Chinese was “浙江省温州经济技术开发区滨海二道969号一、三、四楼” .
3. There were two 4-storey building with partial 5F at the audited address. The auditee rented part of 1F&3F&4F of one building for office and production areas. The rest part of the building and the other building were used by other factories which produced valves, clothes and etc.
4. The auditee had independent business license and employees. Verified from site observation, document review, and management and worker interview, the auditee didn't share the employees with other units. As claimed by auditee representative, they did not have business with other factories.
5. The construction area used by auditee was about 7900 square meters. The main product was Hair clipper / hair trimmer. The productive operation included injection, pad printing, tin soldering, assembly and packing.
6. No obvious slack or peak season for the auditee. Electroplating and painting were sub-contracted. All workers were directly hired by the auditee. The auditee was cooperative during audit, factory management let auditor do worker interview and take photos, agreed with findings.
7. There was no agency used by the auditee, which made the agency labour contract not applicable. No contractor was used, which made contractor license not applicable. There was no collective bargaining agreement used by the auditee, which made the collective bargaining agreement not applicable. Factory did not provide government waiver during audit, which made the government waiver not applicable.
8. This follow up audit did not cover PA3, 4, 8, 9, 10, 11,13 due to there was no finding in these PA in full audit. The rating in these PAs were kept same as last audit and all evidences in these PAs was selected in DE.

Site Details

Site : WENZHOU ANTE ELECTRICAL APPLIANCE CO.,LTD

Site amfori ID : 156-021244-001

GICS Classification

Sector : Consumer Discretionary

Industry : Household Durables

Industry Group : Consumer Durables & Apparel

Sub Industry : Household Appliances

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

Manufacture of domestic appliances

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	86 Workers
Legal minimum wage in local currency	2280 Monthly
Lowest wage paid for regular work at the site	2349 Monthly
Calculated living wage in local currency	2346 Monthly
Total sample	8 Workers

Other Metrics

Male workers	43 Workers
Female workers	43 Workers
Permanent workers - Male	43 Workers
Permanent workers - Female	43 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	3 Workers
Management - Female	3 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	28 Workers
Domestic migrant workers - Female	43 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	43 Workers
Workers hired directly - Female	43 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

The factory established the amfori BSCI management system, and PMC manager was responsible for implementing the system, but the amfori BSCI management system was not implemented effectively, which was lead to the workers' monthly overtime exceed 36 hours for all months, and not all employees joined the social insurance. The management claimed that it was hard to ensure that monthly overtime did not exceed 36 hours per month. The workers claimed they worked overtime voluntarily.

工厂建立了amfori BSCI管理体系, 并且PMC经理负责执行该体系, 但是amfori BSCI管理体系未有效执行, 导致员工所有月份的月加班超过36小时, 没有所有员工参加社保。管理层申明很难保证员工的月加班不超过36小时。员工表示他们自愿加班。

Refer to NC6.2. The facility had established written capacity planning procedure, but the procedure did not consider the overtime limit for workers which lead to worker's overtime exceeded legal requirement for all months.

参考不符合项6.2。企业建立了书面的产能规划程序, 但该程序没有考虑到员工的加班时间限制导致所有月份的员工加班时间超过法规要求。

PA 5: Fair Remuneration

Not all workers were provided with social insurance. There were total 86 employees hired at the factory during audit date, 4 employees were retired, 1 employee was new hired and no employee was resigned since Jul. 2022, so the factory should provide social insurance to 81 employees in Jun. 2022. Through reviewing the social insurance receipts, 53 employees were not provided with retirement insurance and medical insurance, unemployment insurance, child-bearing insurance. 31 employees were not provided with work-related injury insurance in Jun. 2022. The workers who did not participate in social insurance stated that they did not want to participate in social insurance because they had participated in local rural medical insurance, although the factory had communicated the social insurance policy to them. Reference law: Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44, 53. (Remark: the retiree hired to work again could not participate in social insurance in local; the factory did not collect the relevant documents about workers participated in local rural medical insurance).

不是所有员工都提供社保。工厂审核当天一共雇佣了86名员工, 4名为退休返聘员工, 2022年07月后有1名新进员工, 没有员工辞职。因此工厂应该在2022年6月为81名员工提供社会保险。根据社保凭证, 在2022年6月, 工厂未给53名员工提供养老、医疗、失业、生育保险。未给31名员工提供工伤保险。未参加社保的员工表示他们不想参加社会保险, 因为他们已经参加了当地的农村合作医疗保险, 尽管工厂已给他们沟通了社保政策。参考法律法规: 《中华人民共和国社会保险法》第10, 23, 33, 44, 53条。(备注: 当地的退休返聘人员不能再参加社会保险; 工厂未收集员工参加当地农村合作医疗保险的相关文件)。

PA 6: Decent Working Hours

Monthly overtime of workers exceeded legal requirement. The auditee did not establish overtime controlling procedure. The workers were willing to work overtime to earn more money. The management claimed that they arranged overtime depended on delivery time of client' orders. According to worker attendance records from 01 Aug. 2021 to 31 Jul. 2022, the workers monthly OT working hours exceeded 36 hours for all months. For example: Monthly overtime for all 8 samples workers in Nov. 2021 were 84 hours. Monthly overtime for all 8 samples workers in Dec. 2021 were 86 hours. Monthly overtime for all 8 samples workers in Jun. 2022 were 68 hours. (Reference law: PRC Labor Law article 41). Remark: By the end of the audit day (05 Aug. 2022), the maximum monthly overtime for Jul. 2022 was 72 hours. The maximum monthly overtime for Aug. 2022 was 8 hours.

员工的月加班超过法规要求。被审核方没有建立加班控制程序。员工愿意加班来赚更多的钱。管理层申明安排员工加班取决于客户订单的交货期。根据工人的2021年08月01日至2022年07月31号的考勤, 工人所有月份的月加班超出36小时要求。例如: 所有抽取的8名样本员工在2021年11月的月加班时间为84小时。所有抽取的8名样本员工在2021年12月的月加班时间为86小时。所有抽取的8名样本员工在2022年06月的月加班时间为68小时。参考法律法规: 《中华人民共和国劳动法》第41条) 备注: 截止至审核当天(2022年08月05号), 从2022年07月的最大月加班时间为72小时。2022年08的最大月加班时间为8小时。

PA 7: Occupational Health and Safety

1) Factory did not provide on-job and off-job occupational health examination to workers who contacted occupational hazardous. E.g.: pad printing workers were exposed to chemical and etc. Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35 2) During audit, factory did not provide occupational disease hazardous element inspection report for the past 12 months (there was obvious chemical smell in pad printing workshop). Reference law: Provisions on the Administration of Occupational Health at Work Sites (2021), article 20.

1) 工厂没有提供在岗和离岗的职业病体检给接触危害因素员工。如: 接触化学品的移印员工等。参考法规: 中华人民共和国职业病防治法, 第三十五条 2) 审核期间工厂未提供最近12个月内的职业病危害因素检测报告 (移印车间存在明显化学品气味等)。参考法规: 《工作场所职业卫生管理规定》(2021), 第20条。

The injury management system was not well-established. The 31 workers who did not reach retired age were not provided with employment injury insurance or commercial accident insurance and 4 workers who reached retired age were not provided with commercial accident insurance. Reference law: The People's Republic of China on Prevention and Control of Occupational Diseases, article 7

PA 7: Occupational Health and Safety

工伤管理体系未完全建立。31名没有达到退休年龄的员工没有提供工伤保险或商业意外险，4名达到退休年龄的员工没有提供商业意外险。参考法规：中华人民共和国职业病防治法 第7条

Safety management for production were not re-trained by safety production supervision and management department in the past year. The last training date was in Aug. 2020. Reference law: Provisions on safety training for production and business units, article 6.

生产安全管理人员未接受最近一年安全生产监督管理部门的再培训。最近一次培训日期是在2020年08月。参考法规：生产经营单位安全培训规定，第6条

One pad printing worker was operating with a anti-dust mask instead of an active carbon mask, and the employee was not wearing rubber gloves. Reference law: Safety Law of the People's Republic of China Article 45

一名移印工操作时佩戴的是防尘口罩而不是活性炭口罩，且该员工未佩戴橡胶手套。参考法律法规：《中华人民共和国安全生产法》第45条

Tin-soldering operation site did not install local exhaust ventilation. Reference law: Hygienic standards for the Design of Industrial Enterprises (GBZ 1-2010), article 6.1.5.1 h)

锡焊工位没有安装局部抽风系统。参考法规：工业企业设计卫生标准(GBZ 1-2010)，第6.1.5.1 h) 条

No private door was installed in toilet on 3rd floor.

3楼的洗手间没有隐私门

PA 12: Protection of the Environment

Factory conducted EIA report for extension projects in Apr. 2022 and obtain EIA approval, but did not obtain the acceptance approval for environmental facilities. Reference law: Management Regulations for Environmental Protection of Construction Projects, article 17

工厂于2022年4月做了扩建项目的环评报告，并取得环评批复但没有取得环保设施竣工验收报告。参考法规：《建设项目环境保护管理条例》第17条

Hazardous wastes (waste painting barrel and waste activated carbon) were not transferred to licensed vendor. Reference law: Reference law: Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes, article 82

危废（废油漆桶和废活性炭）没有交给有资质的单位处理。参考法规：参考法规：《中华人民共和国固体废物污染环境防治法》，第82条