

# Monitoring result for BRIGHTPOWER OPTOELECTRONIC TECHNOLOGY CO.,LTD on site BRIGHTPOWER OPTOELECTRONIC TECHNOLOGY CO.,LTD

## Monitoring

Monitored Party : BRIGHTPOWER OPTOELECTRONIC TECHNOLOGY CO.,LTD  
 amfori ID : 156-038160-000  
 Site : BRIGHTPOWER OPTOELECTRONIC TECHNOLOGY CO.,LTD  
 Site amfori ID : 156-038160-001  
 Address : No.25, Dongxingyuan 1st Road, Dongkeng Town  
 : 523000, Dongguan  
 : Guangdong Sheng  
 : China  
 Monitoring Activity : amfori Social Audit - Manufacturing  
 Monitoring Type : Full Monitoring  
 Submission Date : 06/07/2022  
 Expiration Date : 06/07/2023

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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

BRIGHTPOWER OPTOELECTRONIC TECHNOLOGY CO.,LTD (东莞市辉越光电有限公司) was established on Jan.25, 2011, located at No.25, Dongxingyuan 1st Road, Dongkeng Town, Dongguan City, Guangdong, China. (中国广东省东莞市东坑镇东兴园一路25号).

The audited factory adapter and fast charger products.

The main production process included injection, SMT, inserting and soldering, assembly and packing.

The factory used one 3-storey production building, about 4500SQ meters and one 5-storey dormitory building, about 1500 SQ meters, which were rented from local community.

The factory did not provide transportation to workers. The factory provided free dormitory and canteen.

There were total 99 employees in the factory during this audit, no child labor or young worker was found in the factory. No subcontractor or service provider was used.

The peak season was not obvious.

Confidential interviews were conducted from different departments, total 15 employees. All interviewed employees had positive attitudes toward the factory management. The attendance records were cross-checked against production records and no inconsistency was found.

The factory manager, Admin supervisor and one worker representative attended the opening and closing meeting, and all findings were discussed. Quality manager and worker representative signed the CAP and promised to take corrective actions for non-compliances.

Remark:

1. According to the business license change history, and the factory moved to the current address since Jan.2021, and the old address was another town-Hengli in Dongguan City, 6KM away from the current address, and the management and workers did not change, during this audit all official documents such as business license, EIA documents, etc., were updated.

2. No agency, contractor was used by the factory, no waiver was obtained by the factory, and there was no collective bargaining agreement in the factory.

3. The on-site audit was conducted by one LA auditor (Nina Zheng) in 1.5 days.

4. Lead Auditor APSCA information: Nina Zheng, CSCA, registration number: 21701910

Auditing company: TUV Rheinland, APSCA number: 11600007

## Site Details

Site : BRIGHTPOWER OPTOELECTRONIC TECHNOLOGY CO.,LTD

Site amfori ID : 156-038160-001

### GICS Classification

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Sector : Consumer Discretionary

Industry : Household Durables

Industry Group : Consumer Durables & Apparel

Sub Industry : Consumer Electronics

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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Manufacture of consumer electronics

### Water Stress Situation

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N.A.

## Metrics

### Key Metrics

Total workforce	99 Workers
Legal minimum wage in local currency	1900 Monthly
Lowest wage paid for regular work at the site	1900 Monthly
Calculated living wage in local currency	2293 Monthly
Total sample	15 Workers

### Other Metrics

Male workers	54 Workers
Female workers	45 Workers
Permanent workers - Male	54 Workers
Permanent workers - Female	45 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	5 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	3 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	51 Workers
Domestic migrant workers - Female	40 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	54 Workers
Workers hired directly - Female	45 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	7 Workers
Sample - Female	8 Workers

## Findings

### PA1: Social Management System

The audited factory established amfori BSCI manual and complete system procedures, and appointed management representative, also annual internal audit and management review of social responsibility had been carried out, but for on-site management problems such as chemicals management and PPE wearing were still found, also for social insurance purchase and overtime exceeding the legal requirement there was no continuous improvement plan.

被审核工厂建立了amfori BSCI手册和完整的程序文件，指定了amfori BSCI的管理者代表，同时进行了年度的社会责任内审和管理评审，但现场管理仍发现化学品管理，劳保用品佩戴等问题，针对社保购买，加班超时也无持续改善计划。

The audited factory did not establish a complete capacity plan to ensure the delivery of expected orders, based on maximum weekly working hour of 58H, resulting in workers' monthly OT exceeding the legal requirement in all sampled three months.

被审核工厂没有建立完善的产能计划去保证预期的订单交货，最大周工时以58H作为定义，导致工人在抽样的3个月均有月加班超时。

### PA 2: Workers Involvement and Protection

The audited factory established long-term goals for employee protection, and worker representative had participated the goal setting, but the achieving status was not regularly monitored.

被审核工厂制定了保护工人的长期目标，且员工代表参与了制定，但无定期的监控。

### PA 5: Fair Remuneration

The audited factory did not provide adequate social insurance, there were total 99 employees, and 2 employees met the retirement age, recently 6 employees joined the factory, and total 91 employees met the social purchase requirement, and social insurance records in past 12 months were reviewed, and from social records in Jun. 2022 the factory only provided medical insurance for 65 employees, provided retirement, unemployment, injury and maternity insurance for 64 employees, (One person not in the factory purchased the medical insurance), so total 27 employees did not take part in any social insurance purchase. Interviewed workers stated the factory was willing to purchase the social insurance for them, but they did not want to deduct personal social insurance fee in monthly wage. Remark: The audited factory provided the Commerce Accident Insurance for all employees, valid from Aug.28, 2021 to Aug.27, 2022. Reference Law: Labor Law of the People's Republic of China (2018 Amendment) Article 72, 73

被审核工厂未提供足够的社保，工厂总人数99名，其中2人达到退休年龄，最近入职有6人，符合购买社保条件的工人为91名，共查看了过去12个月的社保购买记录，2022年6月的记录显示工厂仅为65名工人提供了医疗保险，为64名工人提供了养老，失业，工伤和生育保险(有一名非工厂员工仅购买了医疗险)，所以共有27名工人未参加任何保险的购买。访谈的工人表示工厂愿意为他们购买社保，但他们不想在每个月的工资里扣除个人社保金额。备注：工厂给全部工人提供了商业意外险，有效期从2021年8月28日到2022年8月27日。参考法规：中华人民共和国劳动法（2018修正）第七十二条，七十三条

### PA 6: Decent Working Hours

The audited factory did not ensure workers' monthly overtime hours comply with legal requirement. During this audit, attendance records from May 1, 2021 to the audit day (Jun.29, 2022) and payroll records from May 2021 to Apr. 2022 for review, and details were as follows: in Apr. 2022 monthly OT hour of all sampled 15 workers exceeded 36H, maximum was 78H, in Jul.2021 monthly OT hour of all sampled 15 workers exceeded 36H, maximum was 84H, in Nov. 2021 monthly OT hour of all sampled 15 workers exceeded 36H, maximum was 76H, and in May 2022 the monthly OT hour was 72H, and in Jun 2022 the monthly OT hour was 70H (till Jun.29, 2022). All interviewed workers stated all overtime was based on a voluntary choice, and they were glad to do overtime and increase their income. Reference law: PRC Labor, Article 41

被审核工厂未确保工人的月加班符合法规要求，审核期间查阅了从2021年5月1日至审核当天(2022年6月29日)的考勤记录，和2021年5月到2022年4月的工资记录，细节如下，15名抽样工人在2022年4月的月加班均超过36小时，最大为78小时，15名抽样工人在2021年7月的月加班均超过36小时，最大为84小时，15名抽样工人在2021年11月的月加班均超过36小时，最大为76小时。2022年5月的最大月加班为72小时，2022年6月的最大月加班为70小时(截止到2022年6月29日)。访谈的工人表示所有的加班均自愿选择，但工人都愿意额外加班来增加收入。参考法规：劳动法第41条

### PA 7: Occupational Health and Safety

1. The audited factory did not provide occupational health examination to workers who contacted occupational hazard factors, including mixing/scraping worker in injection process, soldering workers, workers using chemicals including pre-job, on-job and off-job type. Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35 2. The audited factory did not monitor occupational hazard factors of workshop, including the noise and dust in mixing and scraping area of injection process, the air quality in SMT workshop (using the solder paste, board cleanser, red glue, etc.), the air quality in assembling workshop (soldering, using cleaner), noise at ultrasonic assembly station, etc. Reference law: Provisions on the Administration of Occupational Health at Worksites (2021), Article 20

1. 被审核工厂未给接触职业危害岗位的工人提供职业健康体检，包括注塑工序的混料/碎料工人，焊锡工人，使用化学品的工人，包含岗前，岗中和离岗。参考法规：中华人民共和国职业病防治法第35条 2. 被审核工厂未对车间的职业危害因素进行监测，包含注塑工序混料/碎料区的噪音和粉尘，SMT车间的空气质量(使用锡膏，洗板水，红胶等)，装配车间的空气质量(焊锡，使用清洁剂)，超声波装配位的噪音等。参考法规：工作场所职业卫生管理规定第20条

The audited factory did not supervise workers wear proper PPEs, based on on-site observation 4 soldering workers wore disposable masks, also 4 workers using chemicals did not wear activated carbon masks. The management stated because of hot weather workers did not want to wear proper dustproof or activated carbon masks. Reference Law: Production Safety Law of the People's Republic of China (2014 Amendment), Article 42

被审核工厂未监督工人佩戴正确的劳保用品，现场观察四名焊锡工人佩戴了一次性口罩，同时四名使用化学品的工人未佩戴活性炭口罩。工厂管理层表示因为天气炎热，员工不愿意按要求佩戴合适的防尘或活性炭口罩。参考法规：中华人民共和国安全生产法（2014修正）第四十二条

The audited factory used separate chemicals warehouse to store chemicals, with MSDS provided, but based on-site observation about 20% chemicals were not marked with safety labels. Reference law: Regulations on Safety in Workplaces Where Chemicals Are Used, Article 12

被审核工厂设置了单独的化学品仓库来存放化学品，提供了MSDS，但现场观察约20%的化学品未进行安全标识。参考法规：工作场所安全使用化学品规定第十二条

The audited factory had one qualified electrician in the factory for regular electrical maintenance, but there was an electrical box without inner cover in SMT workshop. Reference law: Safety Code of Electric Power Industry, 3.5.5

工厂有一名合格的电工进行定期的电器维护，但SMT车间有一个电箱未安装内盖。参考法律法规：电业安全工作规程，3.5.5

There were total 99 employees in the audited factory, and the factory provided free food, based on on-site observation and workers interview, more than 80% employees ate in the canteen, but the factory didn't provide food business license of kitchen for review. Reference law: Food Safety Law of the People's Republic of China, Article 29

被审核工厂总人数99人，工厂提供免费的食物，现场观察和员工访谈，超过80%的工人在餐厅用餐，但工厂未提供厨房的食品经营许可证。参考法规：中华人民共和国食品安全法第二十九条