

# Monitoring result for Cixi City Spring Electric Appliance Co.,Ltd. on site Cixi City Spring Electric Appliance Co., Ltd

## Monitoring

Monitored Party	: Cixi City Spring Electric Appliance Co.,Ltd.
amfori ID	: 156-011727-000
Site	: Cixi City Spring Electric Appliance Co., Ltd
Site amfori ID	: 156-011727-002
Address	: No. 678 Xintang Road, Industrial Park, Fuhai Town , Cixi City, Ningbo, Zhejiang Province
	: Ningbo
	: Zhejiang Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 11/04/2022
Expiration Date	: 11/04/2023

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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	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	A
PA 13: Ethical Business Behaviour	A

## General description

[Announcement Type]: Semi-Announced

Monitoring: Full Monitoring

Monitoring Partner: TÜV NORD CERT GmbH (APSCA Firm Member: 11600051)

Leader Auditor: Allen Le (APSCA Number: CSCA21701920)

Member Auditor: Jonas (APSCA Number: ASCA21705658).

[Location and size]:

Factory name: Cixi City Spring Electric Appliance Co., Ltd. 慈溪市斯泊林电器有限公司

Factory address: No.678 Xintang Road, Industrial Park, Fuhai Town, Cixi City, Ningbo, Zhejiang 浙江省宁波市慈溪市附海镇新塘路678号

Business license: 91330282780442212H.

[Structure of facility]:

Based on-site view, there were one 6-storey office building, two 4-storey production buildings and one 2-storey production building in the plant. The auditee did not provide dormitory, canteen or transportation to workers. The factory was established on Dec.02 2005 and its business operation validity was till to Dec.01 2055. The auditor verified the business license with the address, legal entity representative, business scope, and other information according to website <http://www.gsxt.gov.cn/>. The local factory name and address were same as above.

The factory specialized in the manufacture of household appliances. Its capacity was about 100000 pcs per month. Production activities are mainly including injection, assembly and packaging.

[Employee analysis and summary of working hours and wage]:

Total of 98 employees were currently working at the factory, which included 42 female employees and 56 male employees. The ethnic backgrounds of employees were all Chinese, 92 workers were migrated from other Provinces, such as Henan, Guizhou and etc. All workers were recruited by the factory directly. The age of employees was from 19 to 66 years old. According to management and provided records, the factory used fingerprinting attendance system to record workers' working hours. 2 working shifts for injection workers and guards: 07:30-15:30 and 15:30-23:30; one shift for all other employees:07:30-11:00, 12:30-17:00; if OT 18:00-20:00. Maximum 2 hours overtime per day, 18 hours overtime per week, 66 hours overtime per month and 1 day off after 6 days consecutive working days was guaranteed. Wages for all employees were calculated on hourly rated basis. The regular overtime and rest day overtime was paid at 150% and 200% of regular rate, respectively. Employees were paid at the end of each month for previous payment cycle by cash. As per factory management, there was no obvious peak production month in the factory. According to 14 sampled employees' payroll records and attendance records in July 2021, Nov. 2021 and Feb. 2022, it was noted that the minimum hourly wage of the sample workers was RMB13.56 in all months, which met with the local legal minimum hourly rate standard (local minimum hourly wage was raised from RMB 11.89 since Aug.01 2021). The factory didn't use dispatched workers, seasonal workers, migrant workers, summer job workers, apprentice workers and casual workers.

[Summary of social insurance]:

Insufficient social insurance participated. There were total 98 workers in the factory with 17 new comers in the last 2 months and 4 retired workers, thus the factory should provide 5 social insurance to total 77 employees. As per the social insurance receipt and records, 64 out of 77 employees were not provided with endowment insurance, medical insurance and unemployment insurance, 41 out of 77 employees were not provided with work-related injury insurance and child-bearing insurance.

[Summary of closing meeting]:

All the findings were discussed with the management in the closing meeting. The factory signed the onsite finding report. The auditor reminded the factory that they should submit the Remediation Plan into the amfori BSCI Platform within 60 days. The management was receptive of all the findings and gave the willingness to take appropriate corrective actions.

The performance areas needed improvement were PA1, PA2, PA5, PA6, PA7 and PA13.

Remark

1. There was no contractor or agency used by the auditee, which makes the agency labour contract or contractor license/permit not applicable;
2. There was no collective bargaining agreements in the factory;
3. The auditee did not obtain any government waivers.

## Site Details

Site : Cixi City Spring Electric Appliance Co., Ltd

Site amfori ID : 156-011727-002

### GICS Classification

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Sector : Consumer Staples

Industry : Household Products

Industry Group : Household & Personal Products

Sub Industry : Household Products

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

## Metrics

### Key Metrics

Total workforce	98 Workers
Legal minimum wage in local currency	2070 Monthly
Lowest wage paid for regular work at the site	2360 Monthly
Calculated living wage in local currency	2100 Monthly
Total sample	14 Workers

### Other Metrics

Male workers	56 Workers
Female workers	42 Workers
Permanent workers - Male	56 Workers
Permanent workers - Female	42 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	5 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	13 Workers
Workers with night shift - Female	12 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	51 Workers
Domestic migrant workers - Female	41 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	56 Workers
Workers hired directly - Female	42 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	8 Workers
Sample - Female	6 Workers

## Findings

### PA1: Social Management System

Although the factory had established social compliance procedures according to amfori BSCI code of conduct and legal requirement, some of the procedures were not implemented effectively, in that non-compliances were detected in some of the performance areas, such as overtime working hours exceeded legal limit, insufficient social insurance coverage etc. The management explained that self-assessment was conducted, and most of the non-compliances were identified, related corrective plans were established, but there was not a systematic planning on observing and supervision to check the purchase of social insurance and working hours overtime control situation, and also to monitor occupational health and safety management for production workshops and so on.

虽然工厂按照amfori BSCI行为守则和法律法规要求建立了社会责任程序，但是部分程序没有得到有效实施，因为部分模块发现了一些不符合项，例如，加班时间超过法律要求，社保覆盖率不足等。工厂管理解释称工厂进行了自我评估，并且大部分的不符合项也有识别，并且制定了相应的改善计划，但是工厂没有一个系统的计划观察和监督检查购买社会保险和工作时间加班控制情况，以及监管生产车间的职业健康和安全管理等等。

The management was aware of the workforce planning and cost accounting. The workforce planning and cost accounting procedure had been established, but the production arrangement only followed the order and no overtime working control implemented, which leads to workers' monthly overtime hours systematically exceed 36 hours.

管理层有了解产能规划和成本核算，同时也建立了产能规划和成本核算程序，但实际生产安排仅根据订单情况安排，未实施加班管控程序，导致工人的月加班时间系统性超过36小时。

### PA 2: Workers Involvement and Protection

The amfori BSCI Code of Conduct was posted in public, and per training record review, the factory had provided amfori BSCI training to all employees. But 6 out of 14 interviewed employees stated that they were not clear about amfori BSCI Code of Conduct and principle, such as they did not know No Discrimination and No Bonded Labour.

现场张贴了amfori BSCI行为准则，并且培训记录显示，工厂已经给所有员工提供了amfori BSCI培训，但所有被访谈的14名员工中有6名员工不清楚amfori BSCI行为准则和原则，比如员工不了解没有歧视和没有强迫劳动。

### PA 5: Fair Remuneration

Insufficient social insurance participated. There were total 98 workers in the factory with 17 new comers in the last 2 months and 4 retired workers, thus the factory should provide 5 social insurance to total 77 employees. As per the social insurance receipt and records, 64 out of 77 employees were not provided with endowment insurance, medical insurance and unemployment insurance, 41 out of 77 employees were not provided with work-related injury insurance and child-bearing insurance. Base on workers' interview, workers stated that they did not want to participate in social insurance due to need to pay personal part of social insurance. The management explained that social insurance were paid according to employees personal willingness. Reference law: Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44 and 53.

社会保险参保不足。工厂总共98名员工最近2个月17名新员工并且有4名退休员工，因此工厂应该为77名员工提供五险。检查社保凭证和记录，工厂没有为77名员工中的64名员工购买养老保险、医疗保险和失业保险，工厂没有为77名员工中的41名员工购买工伤保险和生育保险。基于员工访谈，他们不想参加社保，因为他们需要支付社保个人部分费用。工厂管理解释说，社保缴纳是根据员工的个人意愿的。参考法律法规：《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

Per reviewing the attendance records from Mar.01 2021 to the audit day, the monthly overtime hours for 12 out of all 13 months exceeded legal 36 hours. Per document review, the factory established working hour management procedure, which stipulated the daily overtime working hours should be less than 3 hours and monthly overtime working hours should be less than 36 hours. The management stated that they did not monitor compliance status of daily operation and the time records system did not have the overtime hours limit warning. And they also did not carry out the effective corrective actions for reducing overtime working hours due to the cost budgeting and not hire enough workers. Per workers interview, the workers claimed that they wanted OT for more wage, the OT was arranged properly and workers never complained due to OT. The attendance records of 14 sampled workers for 3 randomly selected months: 1)The maximum monthly overtime working hours were 66 hours in July 2021; 2) The maximum monthly overtime working hours were 58 hours in Nov. 2021; 3) The monthly overtime working hours were 40 hours in Feb.2022. Reference law: the PRC Labour Law article 41.

通过查阅2021年03月01日至审核当天的考勤显示，所有13个月月加班时间有12个月超过了法定的36小时。文件检查，工厂制定了工时管理程序，规定日加班时间应少于3小时和月加班工作时间应少于36小时。管理人员解释他们没有监控日常操作的合规状态，工作时间记录系统没有加班时间限制的警告。同时由于成本预算和没有招聘足够员工的原因未采取有效的改善来减少员工的加班时间；员工表示他们想要多赚点钱，加班安排合理的，并且对加班没有任何抱怨。14名抽样员工随机选取3个月份的考勤记录：1) 在2021年07月，月加班时间最多为达到66小时；2) 在2021年11月，月加班时间最多为达到58小时；3) 在2022年02月，月加班时间最多达到40小时。参考法律法规：《中华人民共和国劳动法》第41条。

## PA 7: Occupational Health and Safety

According to the social security receipt of Feb.2022, it was noted that 62 out of 98 employees had not participated in work related injury insurance, the auditee also did not purchased commercial accident insurance for these employees either. Reference law: Social Insurance Law of the People's Republic of China; Article 33.

根据2022年2月份的社保记录，工厂98名员工中62名员工没有参加工伤保险，工厂也没有为这些工人购买商业保险。参考法律：《中华人民共和国社会保险法》第33条。

The factory could not provide the pre-service, on-service and post-service occupational health examination reports of the workers who exposed to noise, such as crushing workers and who exposed to noise forging and stamping workers for review. The management claimed that they would correct as soon as possible. Reference law: PRC Law of Prevention and Control of Occupational Diseases article 35.

工厂不能提供碎料工人和印刷工人的岗前，岗中和离岗时的职业病体检报告供评估。管理层表示他们会尽快改进。参考法律：《中华人民共和国职业病防治法》第35条。

Per factory tour, it was noted that no pulley safety guards for one crushing machine. Reference law: Work Safety Law of the People's Republic of China, Article 33.

走厂发现，1台粉碎机没有皮带轮保护罩。参考法规：中华人民共和国安全生产法，第三十三条。

Per factory tour, no basic supplies, such as toilet paper or soap, were available in the toilets, and the sanitation and hygiene upkeep of toilet was unacceptable. The management stated that they would take correction action as soon as possible.

走厂发现，工厂车间的卫生间没有提供基本备品如厕纸肥皂，现场卫生状况较差。管理层表示他们将尽快采取纠正行动。

## PA 13: Ethical Business Behaviour

The factory established information protection for internal employees, but the business partner such as customers and suppliers were not taken into consideration.

工厂建立的信息保护程序包括内部员工，但利益相关方如客户和供应商等没有考虑在内。