

Monitored Party Mekbao Plastic Electronic Industrial Co.,Ltd	amfori ID 156-016052-000	Address Jiaoxi Industry Areas, Lianxia, Chenghai, Shantou, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Bureau Veritas Hong Kong Limited
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Site Mekbao Plastic Electronic Industrial Co.,Ltd	Site amfori ID 156-016052-002	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	B	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Amanda Zhang; APSCA membership number: CSCA 21701123.

Monitoring partner name: Bureau Veritas Consumer Products Service; Audit Company APSCA Number: 11600002.

Audit schedule details: The audit is planned for 1 auditor x 1 day and conducted on Jul.24, 2024.

Announcement Type: Semi-announced full audit, all 13 PAs were covered and including document review, onsite-observation, employee's and management interview.

Business partner information: The audited factory was established on Mar.6, 2012 with its business license number of 91440515590145612T. The factory name in Chinese on Business License is 汕头市美奇宝塑胶电子实业有限公司, the factory address in English was Jiaoxi Industry Areas, Lianxia, Chenghai, Shantou, China. The factory address in Chinese on Business License is 汕头市澄海区莲下镇窖西工业区. The factory specialized in the manufacture of toys (such as plastic & electronic toys, stunt car toys). The main production activities included injection, assembly and packing. According to the factory management, peak season was not obvious.

Audited location information: The factory owned four 4-storey production buildings, one 2-storey dormitory building and one 4-storey dormitory building with the canteen facility on the first floor. Total construction area was about 9300 square meters. The details as below:

Four production buildings were connected:

1/F: Injection, office and warehouse;

2/F: warehouse and office;

3/F: Assembly, packing and warehouse;

4/F: Warehouse.

One 4-storey dormitory buildings:

1/F: canteen and dormitory rooms;

2/F-4/F: dormitory rooms.

One 2-storey dormitory building:

1/F: dormitory rooms

2/F: vacant.

Operating shifts and hours: The regular working hours were 8 hours per day (Monday to Friday) and 40 hours per week, the regular rest days were Saturdays and Sundays. There was one shift for employees except injection department: 7:30-11:30, 13:30-17:30. There were 2 shifts for employees in injection department: shift1: 8:00 to 20:00, shift2: 20:00 to 8:00 including 2 hours overtime works and 2 hours meal break for each shift. Normally 0-2 hours (18:30-21:30) overtime working needed on weekdays for day shift employees and 8 hours on Saturdays were arranged if needed for all department, no overtime was arranged on Sundays and holidays for workers. According to all samples' time records, the maximum overtime was 2 hours per day and 72 hours per month. The most consecutive working day was 6 days.

Time recording system: The factory adopted IC card scanned system to record working hours of employees.

Salary payment details: Wages of employee are paid at or before the 15th of the next month via cash with wage stubs issued to employees. Per payroll review and interview with management and employees, all production employees are paid by hourly rate. According to all samples' payroll records, all sampled employees were paid no less than RMB14.95 per hour, which met the local minimum wage standard of RMB 1720 per month or RMB 9.89 per hour since December 1, 2021. All sampled employees were properly paid 150%, 200% of normal wages for the overtime worked on regular days, rest days respectively in the test period, which met the legal overtime compensation rate. There was no overtime work conducted on holidays.

Worker number information: There are 49 employees in the factory currently, including 33 production employees (21 males and 12 females) and 16 non-production employee, 29 employees are male and 20 employees are female, 32 domestic migrant employees (19 male employees and 13 female employees). The youngest employee in the factory is 18 years old. No other vulnerable worker (e.g., foreign migrant, young, women, pregnant, seasonal, temporary, disabled, home-based workers) or any other special group workers (interns, apprentices, contractor workers etc.) employed by the factory.

Good practices: The factory provided food and accommodation service to all employees for free.

Worker organization details: The worker committee was established in December 2023 and 2 worker representatives were elected.

Circumstances: There was no special circumstance during the audit.

Summary of findings: There were non-compliance at Performance Area 1.1, 1.4, Performance Area 2.2, 2.5, Performance Area 5.5, Performance Area 6.2, Performance Area 7.7, 7.22.

Living wage calculation: BV has used the methodology which is similar with Anker Benchmark methodology to estimate the living wage by estimating the cost of a basic but decent life style for a worker and his/her family. This involves adding up the cost of three expenditure groups: food (for a low-cost nutritious diet), housing (for basic healthy housing), and other essential expenses for a family, and then adding a small margin for sustainability and emergencies. The reason BV does not use Anker benchmark is no data in GLWC for the area where the factory is located. The data source: onsite audit information collection (BV BNW).

Remark:

1. There are no contractor/agencies/government waivers/collective bargaining used or available by the auditee, which makes the contractor license/agency labour contract/government waivers/collective bargaining agreements not applicable.

SITE DETAILS

Site

Mekbao Plastic Electronic Industrial Co.,Ltd

Site amfori ID

156-016052-002

GICS Classification

Sector	Industry Group	Industry
Industrials	Commercial & Professional Services	Commercial Services & Supplies
Sub Industry		
Diversified Support Services		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	49	Workers
Legal minimum wage in local currency	1,720	Monthly
Lowest wage paid for regular work at the site	2,600	Monthly
Calculated living wage in local currency	2,180.17	Monthly
Total sample	5	Workers

Other Metrics

Male workers	29	Workers
Female workers	20	Workers
Non-binary workers	0	Workers
Permanent workers - Male	29	Workers
Permanent workers - Female	20	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	3	Workers
Management - Female	1	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	19	Workers
Domestic migrant workers - Female	13	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	29	Workers
Workers hired directly - Female	20	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	3	Workers
Sample - Female	2	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Mekbao Plastic Electronic Industrial Co.,Ltd | Site amfori ID: 156-016052-002

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
Finding	
The social management system established in the factory was not fully effective since some non-compliance issues were detected regarding Workers Involvement and Protection, Decent Working Hours, Occupational Health and Safety etc., according to the document review, onsite observation and employee's interview. Thus, the auditor cited it as "partially". This violated Clause 1.1 of BSCI requirement.	工厂的社会责任管理体系尚待完善，因为在此次审核中，通过文件审核，现场巡视和员工访谈，发现了关于工人参与和保护、体面劳动时间、职业健康与安全等方面的问题。所以，审核员判定此问题为部分符合。根据BSCI条款1.1。

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
Finding	
According to the document review and management interview, it was noted that the factory did not recruit enough employees or effectively organize its workforce capacity to meet the expectations of the delivery order and/or contracts although the relevant procedure was established, so that employees' overtime hours exceeded legal limit. Thus, the auditor cited it as "partially". This violated Clause 1.4 of BSCI requirement.	通过文件审核和管理层访谈，审核员发现工厂虽然有建立产能规划的相关程序文件，但是，仍然没有聘用足够的员工或者进行有效的生产组织来达成交付订单和/或合同预期，以至于员工月加班超出法律规定。所以，审核员判定此问题为部分符合。根据BSCI条款1.4。



PA 2: Workers Involvement and Protection

Site: Mekbao Plastic Electronic Industrial Co.,Ltd | Site amfori ID: 156-016052-002

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
According to the document review and	通过文件审核和管理层访谈，审核员发现工厂根据

Finding	
management interview, it was noted that the long-term goals were established to protect workers according to the BSCI Code of Conduct. However, the factory did not conduct the regularly evaluation of the goals achievement. Thus, auditor cited it as “partially”. This violated Clause 2.2 of BSCI requirement.	BSCI行为准则定义长期目标来保护员工，但是工厂没有对该目标的达成情况实施定期评估。所以，审核员判定此问题为部分符合。根据BSCI条款2.2。

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	
It was noted that the factory had established and participated in an effective grievance mechanism for individuals, the grievance mechanism allowed worker to lodge suggestions or complaints related to the workers' rights, and individuals had alternative ways for lodging a complaint, such as through suggestion box, worker representative or directly to the factory management. However, the factory had not set up a channel for local communities' coming up with its suggestions or complaints to management for improvement according to onsite observation, management interview and worker interview. Thus, auditor cited it as “partially”. This violated Clause 2.5 of BSCI requirement.	审核员发现工厂建立和参与了有效的个人申诉机制，申诉机制赋予了工人提出建议，投诉的权利，并且开放了可替代的投诉方式，例如通过意见箱，工人代表或直接向管理层投诉。但是，通过现场观察和管理层访谈以及员工访谈，工厂尚未创建给当地社区提供申诉的渠道。所以，审核员判定此问题为部分符合。根据BSCI条款2.5。

PA 5: Fair Remuneration

Site: Mekbao Plastic Electronic Industrial Co.,Ltd | Site amfori ID: 156-016052-002

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	
It was noted that the factory's social insurance coverage was insufficient. According to the social insurance payment account of local social insurance internet of July 2024 provided by factory management, it was noted that 8 out of 49 employees (16.33%) were provided with accident insurance, medical insurance (including maternity	审核员发现工厂的社会保险覆盖不足。根据厂方提供的2024年7月的社会保险缴费单据显示工厂为8/49名员工（16.33%）购买了工伤、医疗（含生育）、失业和养老保险。工厂为48名员工购买了一份有效期为2024年4月28日至2025年4月27日团体商业保险。因为不到80%的工人参加了五种类型的社会保险，所以，审核员判定此问题为不符合。根据《中

Finding	
insurance), unemployment and pension insurance. The facility provided a group commercial insurance to 48 employees with valid period from Apr.28, 2024 to Apr.27, 2025. Because less than 80% of workers were covered by five types of social insurance, auditor cited it as “No”. This violated Article 73 of the Labor Law of the People’s Republic of China.	华人民共和国劳动法》第73条。

PA 6: Decent Working Hours

Site: Mekbao Plastic Electronic Industrial Co.,Ltd | Site amfori ID: 156-016052-002

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	
According to the time records provided by the factory, it was noted that 15 out of 15 sample population employees worked in excess of the statutory overtime hour limits. A review of 15 sample population employees’ time records (5 samples selected from June 2024 as current paid month, 5 samples selected from March 2024 as random selected month, 5 samples selected from December 2023 as random selected month) yielded the following: 1) 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e.64 to 68 hours) in June 2024, 2) 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 68 to 72 hours) in March 2024, 3) 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 68 to 72 hours) in December 2023, which exceeded the legal limited of 36 hours per month. According to the employee’s interview, they could refuse to work for overtime freely, without penalty and were also compensated with overtime wage in accordance with legal requirement. However, due to all sampled workers overtime worked exceeded legal limit, auditor still cited it as “No”. This violated Article 41 of the Labor Law of the PRC.	根据被审核方提供的工时记录，审核员发现员工加班时间超出了法定标准。审核员从被审核方提供的工时记录中抽取15个样本(其中最近工资支付月2024年6月5个，2024年3月5个，2023年12月抽5个)，发现共15个样本加班时间超出了法定标准，具体为：1) 5/5名抽样员工在2024年6月的加班时间64到68小时，2) 5/5名抽样员工在2024年3月的加班时间68到72小时，3) 5/5名抽样员工在2024年12月的加班时68到72小时，超过每月加班时间不能超过36小时的法律规定。通过访谈，员工可以自由地拒绝加班工作，没有被处罚，并且工厂按照法规要求支付了加班费。但是，由于所有抽样员工的加班时间都超过了法律规定的要求，审核员仍判定此问题为不符合。根据《中华人民共和国劳动法》第41条。

PA 7: Occupational Health and Safety

Site: Mekbao Plastic Electronic Industrial Co.,Ltd | Site amfori ID: 156-016052-002

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>1. According to the onsite observation and document review, it was noted that 2 out of 2 glue containers being used in assembly workshop on the 3rd floor of the factory building were posted with a safety label, but the content of the safety label was incomplete. The label did not include items {emergency phone number, supplier name and phone number, reference material prompt. }.The chemical safety policy established, the chemical safety training was provided to relevant employees and related records were also provided to review, moreover, all chemical containers were stored in a secondary container. Thus, auditor cited it as “partially”. This violated with Article 4.1, 4.3 of The Chemical Safety Labels Writing Rules (GB15258-2009).</p> <p>2. According to the onsite observation and management interview, it was noted that a ventilation system was not available for the chemical temporary storage room on the 3rd floor of the factory building. The chemical safety policy established and the principle was aware of relevant legal requirement but no correct action plan in the current period. Thus, auditor cited it as “no”. This violated article 20 of Regulation for Safety of Hazardous Chemical.</p>	<p>1.通过现场巡视和文件审核，审核员发现工厂3楼装配车间正在使用的2/2个盛装胶水的容器有张贴安全标签，但是信息不完全，缺少应急咨询电话、供应商名称及联系电话、资料参阅提示语。工厂有建立化学品安全的程序文件，提供了化学品安全的培训给相关员工并且提供了培训记录供查看，并且所有化学品容器均有设置二次容器。所以，审核员判定此问题为部分符合。根据《化学品安全标签编写规定》(GB15258-2009)第4.1条和4.3条。</p> <p>2. 通过现场巡视和文件审核，审核员发现工厂3楼化学品暂放区域没有安装通风装置。工厂有建立化学品安全的程序文件，负责人知道相关的法律要求，但是目前没有相应的整改计划。所以，审核员判定此问题为不符合。根据《工业企业设计卫生标准 (GBZ1-2010)》第6.1.1.2。</p>

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>According to the onsite observation, it was noted that the factory did not provide toilet paper and hand washing in the toilets in the facility. Thus, auditor cited it as “no”. This violated Clause 7.22 of BSCI requirement.</p>	<p>通过现场巡视，审核员发现工厂生产区域的洗手间没有提供厕纸和洗手液。所以，审核员判定此问题为不符合。根据BSCI条款7.22。</p>