

Monitored Party Ningbo Beibeile Baby Products Co., Ltd.	amfori ID 156-018221-000	Address No.62, Industry Road, Zhangqi Industry Development Zone, Cixi, Ningbo, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner ELEVATE
Monitoring Start Date 16/01/2024	Closing Meeting Finished Date 17/01/2024	Submission Date 23/01/2024
Expiration Date 01/03/2025	Announcement Type Semi Announced	
Site Ningbo Beibeile Baby Products Co., Ltd.	Site amfori ID 156-018221-002	

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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	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

Audit information:

1. Audit Day (excluding reporting time): January 16, 2024.
2. Audit schedule details: The audit is planned for 1 auditor for 1.0 onsite day.
3. Lead Auditor name and APSCA number: Water Chen/ CSCA 21703953, Audit Company: ELEVATE.
4. Monitoring partner name (Site): Ningbo Beibeile Baby Products Co., Ltd.

Factory Background:

Ningbo Beibeile Baby Products Co., Ltd was Located at No.62, Industry Road, Zhangqi Industry Development Zone, Cixi, Ningbo, Zhejiang and China based on the business license. The factory address is the same with BSCI platform and BL and actual production site. Factory started their operation on April 4, 2007 and moved the production location since in 2013. The factory's local name is “宁波贝贝乐儿童用品有限公司 (913302827995308456)”.

Numbers of Workers:

Based on the audit booking, there are total 95 employees for 1 production site, including 46 male employees and 49 female employees currently working in the factory. No children or young workers worked in the factory, and the youngest employee was 18 years old, born in May 2005 and was hired in June 2023. There were 80 production employees (including injection, cutting, sewing, assembling, inspection, packing and warehouse) and 15 non-production employees (including management person, Sales and admin).

Factory Building:

In view of the facility, the building area of facility is around 19700 square meters. The facility occupied one 4-storey office and production building, one 6-storey production building, one 4-storey production building and one 2-storey production and canteen building. No dormitory rooms, transportation were provided for employees.

Production Process:

The main production processes included: injection, cutting, sewing, assembly, inspection and packing.

Working Hours:

Attendance records from January 2023 to audit day and payroll records from January 2023 to November 2023 were reviewed in this audit. By cross check those records, production records and interview with the management, workers and worker representative, the regular working time was 8 hours per day and 5 days per week. All workers worked in one shift, the regular working time from 7:30-11:30, 13:00-17:00, and had overtime work from 18:00 to 20:00 and on Saturday for 8 hours based on production schedule. They always rested on Sunday and public holidays; Scan fingerprint attendance systems were used for time records.

Compensation:

All employees' wages were calculated by hourly rate, the lowest basic wage was RMB 2650 per month[RMB 15.23 per hour] which was more than the local legal minimum payment requirement (RMB 2070 per month, RMB 11.9 per hour); for overtime wages, 150% and 200% and 300% of basic wages were paid to employees for their overtime hours on workdays, rest days and holidays respectively, no overtime was arranged on public holidays. Employees are paid in cash on the 28th of the following month. Auditor has reviewed the social insurance records for recent 6 months, as per record for the latest month November 2023, 39 out of 78 eligible employees (50%, there were a total of 95 employees including 17 retired employees, no temporary, no dispatched, no new hired employee in the factory) had participated in retirement, maternity, injury, medical and unemployment insurances. The factory bought the group commercial accident insurance for the rest employees, the valid date until June 2, 2024.

Living wage calculation:

This audit was used Anker Methodology to collect factory's living wage data.

Health and Safety:

Concerning the fire safety management, based on documents checked, site observation and interviews, the auditee has established health and safety committee and conducted risk assessment; the relevant policy and procedures were

available for review; the training included fire drill & evacuation exercise was provided to workers regularly; emergency exits fulfill the legal requirements and are marked legibly for easy evacuation during emergencies, and they were kept open during the audit; evacuation plans were posted inside plant and emergency lights were installed at all of the designated places of the production floor and staircase; enough firefighting equipment such as fire extinguishers, hydrants and alarms were installed in place, maintained by regular checks and kept in good condition, which was also confirmed by onsite check and test randomly during the audit.

Worker Union/Organization Details:

There was no Trade Union or worker committee available in the factory, but there was 1 workers' representative selected by workers.

Summary of Findings:

The facility management and workers (representative) showed a positive attitude to this audit during the whole process. The audit was basically fulfilled according to the audit plan sent prior to the audit. At the end of the audit, all the findings were accepted by the auditee. The performance areas which needed improvement were as follows: PA1, PA2, PA5, PA6, PA7.

Precautions taken about #COVID-19 in the facility: No COVID-19 was affected for facility.

SITE DETAILS

Site	Site amfori ID
Ningbo Beibeile Baby Products Co., Ltd.	156-018221-002

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Household Durables

Sub Industry
Home Furnishings

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

Manufacture of furniture

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	95	Workers
Legal minimum wage in local currency	2,070	Monthly
Lowest wage paid for regular work at the site	2,650	Monthly
Calculated living wage in local currency	2,326.22	Monthly
Total sample	10	Workers

Other Metrics

Male workers	46	Workers
Female workers	49	Workers
Permanent workers - Male	46	Workers
Permanent workers - Female	49	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	7	Workers
Management - Female	8	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	32	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	46	Workers
Workers hired directly - Female	49	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	5 Workers
Sample - Female	5 Workers

FINDINGS



PA1: Social Management System

Site: Ningbo Beibeile Baby Products Co., Ltd. | Site amfori ID: 156-018221-002

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	
<p>Previously finding: It was noted that the factory had set up some management procedures to implement the BSCI Code of Conduct, but not all procedures were properly implemented. For example, some health safety issues were noted on site, but none of these issues were raised during internal audit. The factory had not implemented corrective and preventive actions.</p> <p>In accordance with the requirement of Performance Area 1.1, the auditee shall set up an effective management system to implement the BSCI Code of Conduct.</p> <p>Not corrected. Based on satisfactory evidence, the main auditee partially respected this principle because the social management system was proved to be not that effective since some non-compliance issues were detected regarding Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety, Protection of the Environment and Ethic Business Behavior. Details please refer to Performance Areas 2, 5, 6, 7. (This violated the Amfori BSCI Code of Conduct.)</p>	<p>以前发现：工厂建立了确保BSCI有效实施的管理制度，但是不是所有制度都得以有效实施。比如，工厂现场有一些健康安全問題，但内审中没有识别，也没有实施纠正和预防措施。根据执行领域1.1，被审核方（生产商）应确立执行BSCI行为守则的有效管理体系。</p> <p>没有改善。根据令人满意的证据，主要受审计方部分遵守这一原则，因为工厂的社会责任管理体系尚待完善，因为在此次审核中，发现了工人参与和保护、公平工资、体面的工作时间、职业健康和安安全、保护环境和道德商业行为方面的问题。具体请参见区域2, 5, 6, 7。（这个违反了Amfori BSCI 行为准则）</p>

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	
<p>Previously finding: It was noted that the factory had established the production capacity assessment procedure, but they had not assessed production capacity.</p> <p>In accordance with the requirement of Performance Area 1.4, the auditee shall organize its workforce capacity to meet the expectations of the delivery order and/or contracts.</p>	<p>以前发现：工厂已建立生产能力评估程序，但还未进行生产能力评估。</p> <p>根据执行领域1.4，被审核方（生产商）应组织其劳工来达成交付订单和/或合同预期和要求。</p> <p>没有改善。根据令人满意的证据，工厂部分遵守该准则主要因为工厂已建立生产能力评估程序，但依旧还未进行生产能力评估。（这个违反了Amfori BSCI</p>

Finding	
Not corrected. Based on satisfactory evidence, the main auditee partially respected this principle because although the factory had established the production capacity assessment procedure, but they still had not assessed production capacity. (This violated the Amfori BSCI Code of Conduct.)	行为准则)

PA 2: Workers Involvement and Protection

Site: Ningbo Beibeile Baby Products Co., Ltd. | Site amfori ID: 156-018221-002

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Previously finding: It was noted that though the factory posted the BSCI COC publicly, provided BSCI training with all employees, 4 out of 12 sampled employees were not quite aware of the BSCI Code of Conduct information.</p> <p>In accordance with the requirement of Performance Area 2.4, the auditee shall build sufficient competence to successfully embed responsible practices in the business operation. This refers to managers, workers and workers representatives.</p> <p>Not corrected. Based on satisfactory evidence, the main auditee partially respected this principle because the factory provided the BSCI code training for all workers, and BSCI Code of Conduct was displayed on the notice board in the production area, but all the interviewed workers did not have a good understanding of requirement of social responsibilities. (This violated the Amfori BSCI Code of Conduct.)</p>	<p>以前发现：工厂有提供进行关于社会责任的培训的记录，有张贴BSCI的行为准则，但是抽样12名员工中有4名并不知道BSCI行为守则信息。</p> <p>根据执行领域2.4，被审核方（生产商）充分培养下列人士的能力，以便在业务经营中成功结合责任规范，包括经理、工人和工人代表。</p> <p>没有改善。根据令人满意的证据，主要受审计方部分遵守这一原则，因为工厂提供了BSCI行为守则培训给所有的工人，并且BSCI行为准则张贴在生产区域的公告栏内，但是所有受访的工人对社会责任的要求没有良好的理解。(这个违反了Amfori BSCI行为准则)</p>

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	
Previously finding: It was noted that the established	以前发现：工厂建立的申诉机制没有包含所有利益

Finding

grievance mechanism was not including all interested parties, only for internal part. In accordance with the requirement of Performance Area 2.5, the auditee establishes or participates in an effective grievance mechanism for individuals and communities.

Not corrected. Based on satisfactory evidence, the main auditee partially respected this principle because the established grievance mechanism still did not include all interested parties, only for internal part. (This violated the Amfori BSCI Code of Conduct.)

相关方，只是对工厂内部适用。
根据执行领域2.5，被审核方（生产商）建立或参与了有效的个人和团体申诉机制。

没有改善。根据令人满意的证据，主要受审计方部分遵守这一原则，因为工厂建立的申诉机制没有包含所有利益相关方，只是对工厂内部适用。（这个违反了Amfori BSCI行为准则）

PA 5: Fair Remuneration

Site: Ningbo Beibeile Baby Products Co., Ltd. | Site amfori ID: 156-018221-002

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted?

ENGLISH

LOCAL LANGUAGE

Finding

Previously finding: There were 83 employees in the factory included 10 retired employees. According to the social insurance payment receipt provided by factory management, only 40 out of 73 employees (54.79%) were provided with pension, unemployment, medical, maternity and accident insurance in January 2023. And the factory provided the commercial insurance for all employees from June 3, 2022 to June 2, 2023. In accordance with Article 73 of the Labor Law of the People's Republic of China.

According to factory management, they did not provide social insurance to all employees because some employees were unwilling to participate in the social insurance program. All employees interviewed also confirmed that they were voluntary to participate in the social insurance program.

Not corrected. Based on satisfactory evidence, the main auditee did not respect this principle because the recent 6 months social insurance payment was provided by the factory, and according to the records in November 2023, only 39 out of 78 eligible employees (50%, there were a total of 95 employees including 17 retired employees, no

以前发现：工厂共有83名员工包括10名退休工人。根据厂方提供的2023年1月的社会保险缴费单据显示仅为40/73名(54.79%)员工提供了养老、失业、医疗、生育和工伤保险。且工厂为所有员工提供了2022年6月3日到2023年6月2日的商业意外险。根据《中华人民共和国劳动法》第73条。根据工厂管理层访谈，社保覆盖不足是由于部分员工不愿意缴纳社保。根据员工访谈，员工自愿交纳社保。

没有改善。根据令人满意的证据，主要受审计方没有遵守这一原则，最近6个月的社会保险金由工厂提供，根据2023年11月的记录，78名符合条件的员工中只有39人（50%，共95人，工厂有17名退休员工，没有临时员工、没有派遣员工、没有新雇佣员工）参加了退休、生育、工伤、医疗和失业保险。根据工人和管理层的访谈，其他员工不愿意参加保险，因为他们不愿意支付社会保险的个人部分。工厂没有获得任何社会保险豁免。但工厂为其余工人购买了团体商业意外保险，有效期至2024年6月2日。（这违反了《中华人民共和国社会保险法》第二条和第四条）

Finding

temporary, no dispatched, no new hired employee in the factory) had participated in retirement, maternity, injury, medical and unemployment insurances. Based on workers and management interview, other employees were unwilling to participate in the insurance because they were unwilling to pay part of personal social insurance. No social insurance waiver was obtained by the factory. But the factory bought the group commercial accident insurance for the rest employees, the valid date until June 2, 2024. (This violates Article 2 & 4 of the Social Insurance Act of the People's Republic of China)

PA 6: Decent Working Hours

Site: Ningbo Beibeile Baby Products Co., Ltd. | Site amfori ID: 156-018221-002

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

Previously finding: According to the attendance records of 12 sample employees from December 2022, 12 sample employees from November 2022, 12 sample employees from September 2022, it was noted that 12 out of 12 sample employees worked in excess of 36 overtime hours per month (i.e. 68 hours) in December 2022, 12 out of 12 sample employees worked in excess of 36 overtime hours per month (i.e. 56-58 hours) in November 2022, 12 out of 12 sample employees worked in excess of 36 overtime hours per month (i.e. 48 hours) in September 2022, which was not in compliance with the legal requirement.

In accordance with Article 41 of the Labor Law of the PRC.

The Production Manager was appointed to control the overtime hours. Currently, they did not have a plan to reduce monthly overtime hours to meet legal requirement. All employees interviewed represented that they were voluntary to work overtime and they confirmed that they overtime worked more than 36 hours per month when busy.

Not corrected: Based on satisfactory evidence, the

以前发现：抽样2022年12月12名员工，2022年11月12名员工，2022年9月12名员工的考勤记录，显示12/12名员工在2022年12月加班68小时，12/12名员工在2022年11月加班56-58小时，12/12名员工在2022年9月加班48小时，超过每月加班时间不能超过36小时的法律规定。

根据《中华人民共和国劳动法》第41条。

工厂生产经理负责管控加班时间。目前工厂暂无减少加班时间的计划。访谈员工表示自愿加班，在生产忙时每月加班时间超过36小时。

没有改善。根据令人满意的证据，主要受审计方没有遵守这一原则，因为在此次审核中，审核员发现在随机抽取的10名工人中，有10名工人的月加班时间在2023年11月超过36小时，最高达到52小时；在2023年7月，随机抽取的10名工人中有10名工人月加班时间超过36小时，最高达到52小时；在2023年3月，随机抽取的10名工人中有10名工人月加班时间超过36小时，最高达到52小时。（这违反了《中华人民共和国劳动法》第四十一条。）

Finding	
main auditee did not respect this principle because it was noted that the monthly overtime hours of all out of 10 randomly selected workers exceeded 36 hours in November 2023 with the highest of 52 hours; all out of 10 exceeded 36 hours in July 2023 with the highest of 52 hours; all out of 12 exceeded 36 hours in March 2023 with the highest of 52 hours; (This violated the PRC Labor Law article 41.)	



PA 7: Occupational Health and Safety

Site: Ningbo Beibeile Baby Products Co., Ltd. | Site amfori ID: 156-018221-002

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?	
ENGLISH	LOCAL LANGUAGE
Finding	
New finding: Based on satisfactory evidence, the main auditee partially respected this principle because the workers and their representative were not involved in the drafting and implementation of internal occupational health and safety procedures. (This violated the Amfori BSCI Code of Conduct.)	新发现：根据令人满意的证据，主要受审计方部分遵守这一原则，因为工人及其代表没有参与起草和执行职业健康安全内部程序。(这个违反了Amfori BSCI 行为准则)

Question: 7.3 Is there satisfactory evidence that the auditee regularly carries out risk assessments for safe, healthy and hygienic working conditions?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>Previously finding: It was noted that the risk assessment for safe, healthy and hygienic working conditions was not conducted sufficiently. The risk assessment did not include the regular monitoring and testing.</p> <p>In accordance with the requirement of Performance Area 7.3, the auditee shall regularly carry out risk assessments for safe, healthy and hygienic working conditions.</p> <p>The risk assessment included workshop, warehouses, processes, machines, etc.</p> <p>Not corrected. Based on satisfactory evidence, the main auditee partially respected this principle</p>	<p>以前发现：工厂为车间岗位的健康安全和卫生条件进行风险评估不充分。风险评估没有包括定期监控和检测。</p> <p>根据执行领域7.3，被审核方（生产商）应定期执行安全、健康和卫生工作条件的风险评估。</p> <p>工厂风险评估包含了车间，仓库，工序，机器设备等</p> <p>没有改善。根据令人满意的证据，主要受审计方部分尊重这一原则，因为工厂为车间岗位的健康安全和卫生条件进行风险评估不充分。风险评估依然没有包括定期监控和检测。(这个违反了Amfori BSCI 行为准则)</p>

Finding

because the risk assessment for safe, healthy and hygienic working conditions was not conducted sufficiently. The risk assessment did not include the regular monitoring and testing. (This violated the Amfori BSCI Code of Conduct.)

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

Previously finding: It was noted that there was no anti-leakage facility (e.g. secondary container) in the workshop for 6 barrels of lubricating oil. In accordance with the requirement of Performance Area 7.7, the auditee shall implement engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment. It keeps the level of exposure below internationally established or recognized limits. The factory had provided the chemical safety training for employees.

Not corrected. Based on satisfactory evidence, the main auditee did not respect this principle because no secondary containment was available for 1 barrel of lubricating oil and 3 barrels of rust inhibitor in the chemicals warehouse. This violated Regulations on the Safety Management of Dangerous Chemicals article 20.

以前发现：工厂没有为生产车间6桶润滑油设置防渗漏设施/二次容器。
根据执行领域7.7，被审核方（生产商）应执行工程和行政控制措施，以防或尽量减少向工作环境中释放有害物质，保持接触水平低于国际设立或认可的限值。
工厂有为员工提供化学品安全培训。

没有改善。根据令人满意的证据，主要受审计方没有遵守这一原则，因为没有设置二次容器为仓库储存的1桶润滑油和3桶防锈漆。这违反了《危险化学品安全管理条例》第二十条。