

Monitoring result for JiangMen ShengKe Hardware Products Co., Ltd on site JiangMen ShengKe Hardware Products Co., Ltd

Monitoring

Monitored Party	: JiangMen ShengKe Hardware Products Co., Ltd
amfori ID	: 156-027277-000
Site	: JiangMen ShengKe Hardware Products Co., Ltd
Site amfori ID	: 156-027277-001
Address	: F0008 building, Tiandeng village, Xiaoping village and Yashan village, Siqian Town, Xinhui District : 529159, Jiangmen : Guangdong Sheng : China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Follow-up Monitoring
Monitoring Partner	: TUV Rheinland
Monitoring Start Date	: 10/11/2022
Closing Meeting Finished Date	: 10/11/2022
Submission Date	: 17/11/2022
Expiration Date	: 24/11/2023

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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

The auditee was JiangMen ShengKe Hardware Products Co., Ltd (江门市胜客五金制品有限公司), which located at F0008 building, Tiandeng village, Xiaoping village and Yashan village, Siqian Town, Xinhui District, Jiangmen, Guangdong, China (中国广东省江门市新会区司前镇天等村、小坪村、雅山村F0008幢).

There were 16 buildings within the industrial park. The auditee only rented and used one 4-storey building (named Building F0008) as production, warehouse and office. The other buildings were used by many other factories with separated business licenses and operation. Through site observation, management and worker interview, the other factories were managed separated from auditee and there was no worker exchange among the other companies and auditee. This audit only covered the auditee's using area. The auditee did not provide dormitory, transportation, food, canteen or kitchen to employees.

The factory mainly manufactured Stainless steel ice cube, cryo stick. The main production processes of auditee were punching, edging (including edge polishing, edge lathing), welding (including laser welding, point welding and argon arc welding), polishing, inspection and packaging. No sub-contracted labor or process was used by the auditee. The auditee did not have any security guard and security issues were belonged to the industrial park.

The peak season or low season was not observed, and the weekly working hours did not exceed 60 hours. No homemaker, student worker, dispatched worker, child labor or young worker was found in the auditee, and all employees were recruited by the auditee directly. The auditee management was cooperative during the whole assessment, agreed to conduct worker interview and take photos, and was receptive to the result. Auditee representative signed the findings report and agreed the deadline for the findings.

Remark: a. There is no contractor used by the auditee, which makes the contractor license/permit not applicable. There are no agencies used by the auditee, which makes the agency labor contract not applicable. There are no collective bargaining agreements owned by the auditee, which makes the collective bargaining agreements not applicable. No Comprehensive Working Hour System waiver or social insurance waiver obtained by factory, so Government waivers is not applicable. The PA 12 was not covered in this audit, so the environment documents were not uploaded.

b, The PA1, PA5, PA6, PA7 were covered in this follow up audit. The ratings of other PAs were kept same with previous audit, and the evidences were selected "DE".

c, the auditee provided the copies of fire safety acceptance and real estate certificate, which provided by the landlord.

d, Announcement type: Fully Announced

Monitoring date: November 10, 2022.

Auditor: Beal Lu, CSCA, registration number 21701824.

Auditing company: TUV Rheinland, APSCA Number:11600007

Site Details

Site : JiangMen ShengKe Hardware Products Co., Ltd
Site amfori ID : 156-027277-001

GICS Classification

Sector	: Consumer Discretionary	Industry	: Household Durables
Industry Group	: Consumer Durables & Apparel	Sub Industry	: Housewares & Specialties

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	51 Workers
Legal minimum wage in local currency	1720 Monthly
Lowest wage paid for regular work at the site	2436 Monthly
Calculated living wage in local currency	2055 Monthly
Total sample	10 Workers

Other Metrics

Male workers	30 Workers
Female workers	21 Workers
Permanent workers - Male	30 Workers
Permanent workers - Female	21 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	2 Workers
Management - Female	1 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	23 Workers
Domestic migrant workers - Female	18 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	30 Workers
Workers hired directly - Female	21 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	6 Workers
Sample - Female	4 Workers

Findings

PA1: Social Management System

Finding was not corrected. Through documents review, the factory had established procedures and policy to implement amfori BSCI COC, such as procedures on suppliers' control, grievance mechanism, working time control procedure etc. But these procedures were not fully implemented, such as based on document review and management interview, the factory established working hour policy according to local legal requirement, however, the factory still did not systematically plan the management about working hours. Normally they needed to arrange production plan based on order status. The factory used the electronic attendance system to record the working hours, but it could not alert when overtime near or over the limits. Through workers interview, overtime was voluntary. And they expected more overtime, which could increase total wages.

问题点未改善。通过文件审核，工厂制定了实施amfori BSCI行为准则的程序和政策，比如供应商管控程序，投诉机制，工时管控程序等。但是这些程序并没有完全实施，例如根据文件审核和管理层访谈，工厂根据法律要求建立了工作时间的政策，但是在工时的管理方面仍没有进行系统的规划。工厂都是需要根据订单的情况来安排生产。工厂使用电子考勤系统记录工人工作时间，但考勤系统没有预警工人加班时间快超过或已经超过限值的功能。通过员工访谈，加班是自愿的。他们期望有更多的加班，这样可以增加收入。

Finding was not corrected. The production capacity procedure and production plan were set up and provided for review, the production Dept. arranged the production according to the order and production demands, the OT hours were not well controlled during the production planning stage, the OT hours of workers usually exceeded legal requirements.

问题点未改善。工厂的产能规划程序及生产计划已建立并有提供查阅，生产部门基于订单及生产需求安排生产；加班工时未能在生产计划阶段良好控制，员工加班工时通常超出当地法规的规定范围。

PA 5: Fair Remuneration

Finding was not corrected. Through the social insurance payment receipt from November 2021 to October 2022 provided by factory management and management interview, there were 51 workers in the audited factory in October 2022 (including 2 retired age workers), 39 out of 49 workers were not provided with medical insurance, pension insurance, unemployment insurance, industrial injury insurance and maternity insurance. Through management interview and workers interview, the factory did not use home workers and dispatch workers. There was no new employed worker in the past one month. Part workers did not want to buy the social insurance as they had bought rural co-operative insurance, the management did not count how many workers bought New Rural Cooperative Insurance. (Refer to Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44 and 53).

问题点未改善。通过工厂提供2021年11月至2022年10月的社保缴纳凭证及管理访谈，被审核方2022年10月份有51名员工（包含2名退休年龄员工），49名员工中有39名员工未参与医疗保险，养老保险，失业保险，工伤保险和生育保险。通过管理访谈和员工访谈，工厂未使用家庭工和派遣工。工厂过去1个月没有新雇佣的员工。部分员工购买了农村医疗合作保险，因此未购买社保。管理层未统计有多少员工购买了新农合保险。（查看《中华人民共和国社会保险法》第10条，第23条，第33条，第44条和第53条）。

PA 6: Decent Working Hours

Finding was not corrected. Based on attendance records assessment from October 1, 2021 to November 10, 2022. Such as 10 out of 10 sampled workers' monthly overtime exceeded 36 hours in November 2021 and the maximum were 62 hours, 10 out of 10 sampled workers' monthly overtime exceeded 36 hours in July 2022 and the maximum were 64 hours, 10 out of 10 sampled workers' monthly overtime exceeded 36 hours in September 2022 and the maximum were 44 hours. Based on document review and management interview, the factory established working hour policy according to local legal requirement, However, the factory still did not systematically plan the management about working hours. Normally they needed to arrange production plan based on order status. The factory used the electronic attendance system to record the working hours, but it could not alert when overtime near or over the limits. Through workers interview, overtime was voluntary. And they expected more overtime, which could increase total wages. Reference law: PRC Labor Law, Article 41 hours. Remark: 10 out of 10 sampled workers' overtime in November 1-10, 2022 not exceed 36 hours, the maximum were 14 hours. The working time records of October 2021 were only used to verify wages.

问题点未改善。基于考勤记录2021年10月1日至2022年11月10日的评估。抽样10名员工中10名的2021年11月份的月加班都超过36小时，最大为62小时；抽样的10名员工中10名的2022年7月份的月加班超过了36小时，最大为64小时，抽样的10名员工中10名的2022年9月份的月加班超过了36小时，最大为44小时。根据文件审核和管理层访谈，工厂根据法律要求建立了工作时间的政策，但是在工时的管理方面仍没有进行系统的规划。工厂都是需要根据订单的情况来安排生产。工厂使用电子考勤系统记录工人工作时间，但考勤系统没有预警工人加班时间快超过或已经超过限值的功能。通过员工访谈，加班是自愿的。他们期望有更多的加班，这样可以增加收入。参考法规：《中华人民共和国劳动法》第41条。备注：抽样的10名员工中10名2022年11月1日至10日的月加班未超过36小时，最大达到14小时。2021年10月的考勤仅用于核实工资。

Part finding was not corrected. The factory did not provide pre-job, in-job and off-job occupational health examination for workers in the punching, polishing, welding etc., who contacted with noise, dust etc. Reference Law: PRC Law on Prevention and Control of Occupational Diseases, Article 35.

部分问题未改善。工厂最近一年未对冲压，抛光，焊接等接触噪声，粉尘的员工进行岗前，岗中和离岗职业健康体检。参考法规：《中华人民共和国职业病防治法》第35条。

Finding was not corrected. Through the social insurance payment receipt from November 2021 to October 2022 provided by factory management and management interview that, 41 out of 51 workers were not provide injury insurance or business accident insurance to in October 2022. The factory has established procedures for treating injuries, and no injuries have occurred in the past 12 months. Reference law: Social Insurance Law of the People's Republic of China, article 33.

问题点未改善。通过工厂提供2021年11月至2022年10月的社保缴纳凭证及管理访谈，2022年10月51员工中41名没有被提供工伤保险或者商业意外险。工厂建立了工伤处理程序，过去的12个月中没有发生工伤。参考《中华人民共和国社会保险法》第33条。

New finding. Based on onsite observation, there was 1 worker in molding workshop did not wear protective shoes when in operating. Refer to: Work Safety Law of the People's Republic of China (2021), Article 45.

新问题。基于现场观察，模具车间有1名员工在操作时未穿防护鞋。参考：《中华人民共和国安全生产法》（2021），第45条。

1, Finding was not corrected. Based on onsite observation, there were no protective facilities installed for the foot switches of all 15 punching machines in punching workshop to prevent any accidental contact or start. Reference law: General rules for designing the production facilities in accordance with safety and health requirements (GB5083-1999), Article 6.1.2. 2, New finding. Through onsite observation, the factory used one easy cargo lift, but it was not equipped with interlocked door. The management stated that they would install soon. Reference law: Safety rules for simple lifts GB 28755-2012, 7.1.

1，问题点未改善。基于现场观察，工厂冲压车间的15台冲压机的脚踏开关均没有配备安全防护设施，以防止任何的意外接触或启动。参考《生产设备安全卫生设计总则》(GB5083-1999)第6.1.2条。2，新问题。据现场观察，工厂使用1台简易升降机，但是在1楼未安装具有连锁防护功能的门。管理层表示将会安装。参考法律法规：《简易升降机安全规程》GB 28755-2012，第7.1条。