

Monitoring result for QUANZHOU TWINKLING STAR HANDBAG CO., LTD. on site QUANZHOU TWINKLING STAR HANDBAG CO., LTD.

Monitoring

Monitored Party	: QUANZHOU TWINKLING STAR HANDBAG CO., LTD.
amfori ID	: 156-011233-000
Site	: QUANZHOU TWINKLING STAR HANDBAG CO., LTD.
Site amfori ID	: 156-011233-002
Address	: #238, Zhitai Road, Qingmeng Economic & Technical Industrial Area, : 362212, Quanzhou : Fujian Sheng : China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Follow-up Monitoring
Submission Date	: 18/08/2022
Expiration Date	: 27/01/2024

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Overall rating



Section rating

PA1: Social Management System	D
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	B
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

QUANZHOU TWINKLING STAR HANDBAG CO., LTD. / 泉州耀星手袋有限公司 was founded on December 26, 2003. The auditee was located at #238, Zhitai Road, Qingmeng Economic & Technical Industrial Area, Quanzhou City, Fujian Province, China (中国福建省泉州经济技术开发区清濛园区智泰路238号). There were three buildings located in the same factory boundary. The auditee rented the 1st floor of 6-storey production building (2# building), one 6-storey dormitory building and one 5-storey production building (1# building) covered around 7,860 square meters. The rest floors of 6-storey production building were rented by a trading company. The 1st floor of the 6-storey dormitory building was used as canteen. No business relationship was available for shared building companies and different companies belonging to the different legal entities as per checking with the National Enterprise Credit Information Publicity System / 国家企业信用信息公示系统. No shared management staff and workers were identified during the audit. As a result, this audit scope only covered the production buildings, which were rented by the auditee. The auditee manufactured in backpacks and handbags. The main processes included cutting, sewing, inspection and packing. The key production processes were finished in the auditee, but the silk-printing and embroidery production processes would be subcontracted to outsource.

There were 220 workers in the factory. The youngest employee was 21 years old. Employees in this factory used bio-meter time record system to record their working hours. All employees in this factory ran 1 shift from 8:00 to 18:00 with lunch break from 11:30 to 13:30. And there was no peak or low season in this factory. Employees were paid by hourly rate by cash on the 10th of the following month.

Per review of 15 samples population employees' time records (5 samples from February 2022, 5 samples from May 2022, 5 samples from the most current paid month July 2022), the sampled employees were paid at least CNY 13.79 per hour, which was above the local requirement of the local requirement of CNY 11.26 per hour since April 2022. Further, all sample employees were paid 150% of their normal wage for the overtime working hours on the normal working days, 200% of their normal wage for the overtime working hours worked on the rest days, and no one worked on statutory holidays. The maximum overtime hours were 2 hours per day and 82 hours per month. The maximum weekly working hours were 58 hours a week and the maximum consecutive working days were 6 days.

There were 220 employees including 29 retired employees in June 2022. According to the social insurance payment receipt provided by factory management, it was noted that 75 out of 191 (39.27%) employees were provided with pension and accident insurance, 74 out of 191 (38.74%) employees were provided with unemployment insurance, 45 out of 191 (23.56%) employees were provided with medical and maternity in June 2022. Besides, the factory purchased commercial insurance for all 220 employees with the valid period from June 30, 2022 to June 29, 2023.

The attendance records were cross-checked against production records and confidential interviews were conducted with 5 employees from different departments. No inconsistencies regarding working hours were found.

At the beginning of the audit, an opening meeting was held with factory representatives including Mr. Chen Dongyang / HR Manager and Mr. Zhang Dengping / Worker Representative. At the end of the audit, a closing meeting was held with these factory representatives. All of the findings were disclosed and discussed and a draft corrective action plan was explained to the factory management. And Mr. Chen Dongyang / HR Manager and Mr. Zhang Dengping / Worker Representative agreed with the findings and signed the corrective action plan.

Remark:

1. Documents not attached in the report:

- Contractor license/permit

Not Applicable. There was no contractor used in this factory.

- Agency labor contract

Not Applicable. There was no agency labor used in this factory.

- Government waivers

Not Applicable. There was no government waiver provided by the factory.

- Collective bargaining agreements

Not Applicable. No collective bargaining agreements were provided by the factory.

- Environmental license

No finding was raised in the previous report. Therefore, PA 12 was not included in this follow up audit.

2. This audit was a partial scope follow up audit where another audit body had carried out the initial audit. Bureau Veritas did not accept any liability for any issues missed in the initial audit. This audit was focusing on issues that audit had raised.

3. The address information indicated in the business license was 12(B) Neighbor, No.7, Zhitai Road, Qingmeng Economic & Technical Industrial Area, Quanzhou / 泉州经济技术开发区清濛园区智泰路7号街坊12(B). After confirming with the management representative, the local government updated the production site address for several years, the updated address information was #238, Zhitai Road, Qingmeng Economic & Technical Industrial Area, Quanzhou City, Fujian Province, China (中国福建省泉州经济技术开发区清濛园区智泰路238号). Confirmed by document review, GPS check, and management interview, the above two places, referred to the same location and the auditee did not change the address. The management representative expected to use the updated address information as to their official English address.

4. Audit Company: Bureau Veritas Consumer Products Service

Audit Company APSCA Number: 11600002

Lead Auditor Name: Elaine Jiang

APSCA Auditor Registered Number: CSCA 21701304

Announcement Type: Fully Announced Follow-up Audit
Monitoring date: August 11, 2022

Site Details

Site : QUANZHOU TWINKLING STAR HANDBAG CO., LTD.

Site amfori ID : 156-011233-002

GICS Classification

Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	178 Workers
Legal minimum wage in local currency	1960 Monthly
Lowest wage paid for regular work at the site	2400 Monthly
Calculated living wage in local currency	2365 Monthly
Total sample	5 Workers

Other Metrics

Male workers	62 Workers
Female workers	116 Workers
Permanent workers - Male	82 Workers
Permanent workers - Female	138 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	4 Workers
Management - Female	0 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	59 Workers
Domestic migrant workers - Female	62 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	82 Workers
Workers hired directly - Female	138 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	3 Workers
Sample - Female	2 Workers

Findings

PA1: Social Management System

Previous Finding: The auditee did not implement social accountability management system effectively to ensure the amfori BSCI Code of Conduct and local legal law requirements had been implemented. Non-conformance findings for PA1, PA5, PA6 and PA7 were identified. Corrective Action Not Taken: The auditee did not implement social accountability management system effectively to ensure the amfori BSCI Code of Conduct and local legal law requirements had been implemented. Non-conformance findings for PA1, PA5, PA6 and PA7 were identified. For example, in PA5, no legally required social insurance was provided to parts of workers. In PA6, workers' monthly overtime working hours exceeded the legal requirements and the maximum monthly working hours of workers were 82 hours. In PA7, several findings were identified in occupational health and safety. According to workers and workers' representative interviews, their monthly overtime working hours exceeded the legal requirement in the past year and no legally required social insurance was provided to most of them. According to the management interview, the management representative stated that there were several findings regarding the overtime working hours and social insurance that could not be corrected effectively due to the reason of cost and inadequate workforce. This violated BSCI 1.1.

前次发现：被审核方未能有效的执行社会责任管理体系来确保amfori BSCI行为准则和当地法律法规的要求已经实施。在涉及绩效领域1, 绩效领域5, 绩效领域6和绩效领域7仍有不符合项被发现。未改善：被审核方未能有效的执行社会责任管理体系来确保amfori BSCI行为准则和当地法律法规的要求已经实施。在涉及绩效领域1, 绩效领域5, 绩效领域6和绩效领域7仍有不符合项被发现。例如，在绩效领域5中，未提供法定要求的社会保险给部分员工。在绩效领域6中，员工的月加班工作时间仍超过法定要求，且员工的月加班工作时间最大达到82小时。在绩效领域7中，职业健康与安全方面仍发现的若干发现点。根据员工和员工代表的访谈，他们的月加班工作时间在过去一年均超过法规要求且无法定要求的社保提供他们中的大部分人。根据管理层访谈，针对加班工作时间和社保发现点，由于成本和劳动力不足的原因而未能有效的改善。不符合BSCI 1.1 条款。

Previous Finding: The auditee did not organize the workforce capacity to reduce the workers' overtime-working hours effectively. Workers' monthly overtime working hours exceeded the legal requirement systematically. Corrective Action Not Taken: The auditee did not organize the workforce capacity to reduce the workers' overtime-working hours effectively. Workers' monthly overtime working hours exceeded the legal requirement systematically. According to the workers' attendance records from January 2022 to the audit date, the workers' working hours records indicated that 5 sampled workers' monthly overtime working hours in the 6 out of 7 months had exceeded 36 hours and up to 82 hours in July 2022, which was required by the local legal requirement systematically. The interviewed workers confirmed that their monthly overtime working time was always exceeded 36 hours required by legal law, but they would like to take overtime working arranged to earn much money based on the principle of voluntary. The management representative stated that the production plan department did not consider the compliance of workers' overtime-working hours during the production capacity planning and it led to their monthly overtime working hours exceeding the legal requirement. (Refer to 6.2). This violated BSCI 1.4.

前次发现：被审核方未有效地组织劳动力容量以减少员工的加班工作时间。员工的月加班工作时间系统性超过法规要求。未改善：被审核方未有效地组织劳动力容量以减少员工的加班工作时间。员工的月加班工作时间系统性超过法规要求。根据对员工2022年1月至审核当日的考勤记录的检查，员工工作时间记录显示5名抽样员工在7个月中有6个月的月加班工作时间系统性的超过法规要求的36小时且在2022年7月最大达到82小时。受访的员工确认他们的月加班工作时间经常超过法规要求36小时，但是他们基于自愿的原则愿意参加加班工作安排以赚取更多的钱。管理者代表表示他们的生产计划部门在产能规划期间未考虑员工加班工作时间的合规性从而导致的月加班工作时间超过法规要求。（见6.2）不符合BSCI 1.4 条款。

PA 5: Fair Remuneration

Previous Finding: The auditee did not provide the legally required five types of social insurance to most of the workers. According to roster review and workers labor contracts review, there was no new worker employed since January 2022, and there were 13 workers who exceeded the retired ages employed in the auditee. As a result, 13 out of 95 workers could be exempt from the social insurance of January 2022. There were 82 workers who were required to be provided the social insurance as per legal requirements in January 2022. The social insurance website and payment sheet from February 2021 to January 2022. The latest social insurance on the website in January 2022 indicated that the auditee did not provide retirement insurance, unemployment insurance, and accident insurance to 20 out of 82 workers (24.4%), did not provide basic medical insurance and childbearing insurance to 39 out of 82 workers (47.6%). Corrective Action Not Taken: There were 220 employees including 29 retired employees in June 2022. According to the social insurance payment receipt provided by factory management, it was noted that 75 out of 191 (39.27%) employees were provided with pension and accident insurance, 74 out of 191 (38.74%) employees were provided with unemployment insurance, 45 out of 191 (23.56%) employees were provided with medical and maternity in June 2022. Besides, the factory purchased commercial insurance for all 220 employees with the valid period from June 30, 2022 to June 29, 2023. This violated Article 73 of the Labor Law of the People's Republic of China.

前次发现：被审核方未提供法规要求的五种社会保险给大部分的员工。根据员工花名册和员工劳动合同评审，被审核方在2022年1月之后未聘用新员工且在工厂有13名员工超过退休年龄的员工。因此，95名员工中有13名员工可以在2022年1月的社保中豁免。在2022年1月按法规要求应缴纳社保的人数为82人。根据被审核方提供的2021年2月至2022年1月的社会保险网站和缴费单。网站最新发布的2022年1月社会保险信息显示，被审核方未提供养老保险，失业保险和工伤保险给82名员工中的20名员工（24.4%），未提供基本医疗保险和生育保险给82名员工中的39名员工（47.6%）。未改善：工厂2022年6月有220名员工，其中包括29名退休员工。根据厂方提供的2022年6月社会保险缴费单据显示工厂为75/191（39.27%）名员工提供了养老和工伤保险，74/191（38.74%）名员工提供了失业保险，45/191（23.56%）名员工提供了医疗和生育保险，另外，工厂为所有220名员工购买了商业保险，有效期为2022年6月30日至2023年6月29日。根据《中华人民共和国劳动法》第73条改善。

PA 6: Decent Working Hours

Previous Finding: Workers monthly overtime working hours exceeded the legal requirement. Workers' working time records from January 2021 to the audit date indicated that workers' daily overtime working hours were controlled within 3 hours and up to 2 hours a day in a regular workday. However, 11 out of 12 months' monthly overtime hours of 15 sampled workers from January 2021 to December 2021 exceeded 36 hours except February 2021. The range was from 68 hours to 84 hours. Corrective Action Not Taken: It was noted that 10 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 from February 2022, 5 samples from May 2022, 5 samples from the most current paid month July 2022), yielded the following: 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 74 hours) in May 2022; 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 82 hours) in July 2022. This violated Article 41 of the Labor Law of the PRC.

前次发现：员工的月加班超过法定要求。自2021年1月至审核当日的工作时间记录显示正常工作日的日加班时间控制在3小时内且最大为2小时。然而，2021年1月至2021年12月期间，除了2021年2月，15名抽样员工在12个月中有11个月的月加班工作时间超过36小时。月超时从68小时至84小时。未改善：根据厂方提供的工时记录，审核员发现员工加班时间超出了法定标准。审核员抽取15个样本(其中从2022年2月抽取5个，从2022年5月抽取5个，从最近工资发放月2022年7月抽取5个)，发现共有10名员工加班时间超出了法定标准，具体为：5/5名员工在2022年5月的加班时间为74小时；5/5名员工在2022年7月的加班时间82小时。根据《中华人民共和国劳动法》第41条。

PA 7: Occupational Health and Safety

New Finding: It was noted that the safety training for the Principal Responsible Person of production and business units the factory was not carried out in accordance with the safety training outline formulated by the work safety supervision and supervision department. Remark: the factory had provided the training certificate for safety production management personnel for review. This violated with Article 21 of Law of the People's Republic of China on Production Safety and Article 10 and 12 of Provisions on safety training for production and business units.

新发现：审核员发现厂方的生产经营单位主要负责人未参加相关的安全培训并获得培训合格证书。备注：工厂提供了安全生产管理人员的培训证书供审阅。根据《中华人民共和国安全生产法》第二十一条和根据《生产经营单位安全培训规定》第十及十二条。

Previous Finding: The terminal of wires for two sets of the electrical switches installed at the sewing workshop located at the 4F and 5F of the production building was not protected with the insulation division plate to prevent electrical shock risk. (Reference law and regulation: Code for Design of Low Voltage Electrical Installations GB 50054-2011, article 5.1.1) Corrective Action Not Taken: The terminal of wires for 2 of 5 sampled sets of the electrical switches installed at the sewing workshop located at the 4F and 5F of the production building were not protected with the insulation division plate to prevent electrical shock risk. This violated Code for Design of Low Voltage Electrical Installations GB 50054-2011, article 5.1.1.

前次发现：安装在生产楼层4楼和5楼针车车间的两套电器开关的接线端子的带电部分未使用绝缘隔板进行保护以防止电击的风险。(参考法律法规：《低压配电设计规范》GB 50054-2011 第5.1.1条)。未改善：抽查安装在生产楼层4楼和5楼针车车间5套中的2套电器开关的接线端子的带电部分未使用绝缘隔板进行保护以防止电击的风险。不符合《低压配电设计规范》GB 50054-2011 第5.1.1条。

Previous Finding: 1. No needle shields were installed for around 80% of post-bed sewing machines, which were used in the sewing workshop located on the 4th and 5th floor of the production building. (Reference law and regulation: Article 6.1.2 of General rules of design on health and safety of production facility (GB5083-1999)) 2. No safety pulley guards were equipped for around 30% of post-bed sewing machines. (Reference law and regulation: Article 6.1.6 of General rules of design on health and safety of production facility (GB5083-1999)) Corrective Action Not Taken: It was noted that all flat sewing machines being used were not equipped with needle guards in the sewing workshop located on the 4th and 5th floor of the production building; 30% of post-bed sewing machines were not equipped with pulley guards; and all post-bed sewing machines and bar-tack sewing machines were not equipped with eye shields. This violated Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene.

前次发现：1. 生产楼4楼和5楼的针车车间使用约80%的高头车未安装挡针。(参考法律法规：《生产设备安全卫生设计总则》(GB5083-1999) 第6.1.2条) 2. 约有30%的高头车未配置皮带轮保护罩。(参考法律法规：《生产设备安全卫生设计总则》(GB5083-1999) 第6.1.6条) 未改善：审核员发现4楼及5楼的针车车间正在使用的所有的平车没有安装针挡；30%的高头车没有安装皮带保护罩；且所有的高头车及打枣机没有安装护目挡板。根据《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条。

New Finding: It was noted that the canteen staff did not wear clean work cloth or headwear when producing food. This violated Article 33 of the Law of the PRC on the Food Safety.

新发现：审核员发现厨工在制造食物过程中没有穿戴清洁的工作服和帽子。根据《中华人民共和国食品安全法》第33条。

Previous Finding: The auditee did not provide the soap in the toilet. Corrective Action Not Taken: The auditee did not provide the soap or tissue in the toilet. This violated BSCI 7.22.

前次发现：被审核方未在洗手间提供香皂。未改善：被审核方未在洗手间提供香皂和纸巾。不符合BSCI 7.22条款。