

**MONITORING ID: 24-0241776**

Monitored Party <b>Shaoxing Zhuoyue Outdoor Products Co., Ltd.</b>	amfori ID <b>156-052850-000</b>	Address <b>No.9 Building, No. 517, Guangyang Road, Songxia Street, ShangYu District, 312300 Shaoxing, Zhejiang Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>TUV Rheinland</b>
Monitoring Start Date <b>12/03/2024</b>	Closing Meeting Finished Date <b>12/03/2024</b>	Submission Date <b>18/03/2024</b>
Expiration Date <b>18/03/2025</b>	Announcement Type <b>Fully Announced</b>	
Site <b>Shaoxing Zhuoyue Outdoor Products Co., Ltd.</b>	Site amfori ID <b>156-052850-001</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>A</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>A</b>	

PA 6: Decent Working Hours	<b>D</b>	
PA 7: Occupational Health and Safety	<b>A</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Name of lead auditor: Gary Lu; APSCA membership number: CSCA 21701886.

Monitoring partner name: TUV Rheinland.

Audit schedule details: The audit is planned for 1 auditor x 1 day.

Announcement Type: Fully Announced.

### Business partner information:

The auditee was founded in 2014. The auditee was located at No.9 Building, No. 517, Guangyang Road, Songxia Street, ShangYu District, Shaoxing, Zhejiang, China (中国浙江省绍兴市上虞区崧厦街道广阳路517号9号楼). The auditee was specialized in the manufacturing of Outdoor products; umbrella. The main processes in the factory included cutting, sewing, assembling, and packaging. Normally, No peak season in the factory. All employees were hired directly by auditee. There was no security guard in the auditee, the landlord was in charge of the safety of the industrial zone. The auditee was moved from '(in Shaoxing Shangyu Chuangrong Industry and Trade Co., Ltd.) Panhan Village, Songxia Street, Shangyu District, Shaoxing City, Zhejiang Province' to current place 'No.9 Building, No. 517, Guangyang Road, Songxia Street, ShangYu District, Shaoxing, Zhejiang' in 2022. As per site observation and confirmed with factory representative, the auditee was no production activities at old place after move to current place. Two places were around 5km. Meanwhile, the auditee had not updated the address of business license in time. The address showed in the business was "(in Shaoxing Shangyu Chuangrong Industry and Trade Co., Ltd.) Panhan Village, Songxia Street, Shangyu District, Shaoxing City, Zhejiang Province"; actual the auditee uses No.9 Building, No. 517, Guangyang Road, Songxia Street, ShangYu District, Shaoxing, Zhejiang". The auditee representative claimed they are building new plant; they would update the business licenses after they use new plant. This audit address was 'No.9 Building, No. 517, Guangyang Road, Songxia Street, ShangYu District, Shaoxing, Zhejiang, China.'

### Audited location information:

There were 14 buildings located within the industrial zone, the auditee rented one 4-storey building from the landlord used as office, warehouse, and workshop (the 1st floor was used as warehouse, assembling and packing workshop; the 2nd floor was used as warehouse, cutting and sewing workshop; the 3rd floor was used as office and sample display room; the 4th floor was used as warehouse). The rest buildings were used by the other factories (more than 10 factories) who produced refrigeration plant and umbrellas etc. All factories in the same boundary had independent business licenses and no worker was shared with auditee. As per site observation and interview, worker and management interview, no business relationship were identified between the auditee and other factories in the same boundary. This audit only covered the areas used by the auditee. The auditee did not provide canteen, kitchen or dormitory to the employees.

### Operating shifts and hours:

Normal working hour was 8 hours per day and 40 hours per week. Only one shift was arranged in the factory, working hours: 8:00~11:00, 12:00~17:00, and if needed, overtime started from 18:00 to 20:00. Time records of ten sampled workers from February 2023 to the audit day were reviewed. Time records of ten workers from different workshop were reviewed. As per the time records review and interview, the workers working maximum 2 hours overtime per day, 18 hours overtime per week, maximum 80 hours per month, and workers had 1 day off after 6 consecutive working days.

### Time recording system:

The factory used face recognition with electronic system to record worker's attendance time.

### Salary payment details:

The local legal minimum wage regulated as RMB2070/month (2070/21.75/8=11.9/hour) before 01 January 2024, and RMB2260/month (2260/21.75/8=12.99/hour) since 01 January 2024. The payrolls of ten sampled workers from February 2023 to January 2024 were reviewed, the workers' wage calculated at hourly rate, the wage calculated by calendar month as per interview and payroll review. The auditee paid the lowest wage to worker was RMB15.52 per hours. The auditee paid the overtime wage and benefit to workers according to the local law requirement, the auditee paid 150%, 200% of normal rate to workers for overtime on weekdays, rest days respectively; and paid 300% of normal rate to workers for overtime on holidays if applicable. The auditee provided statutory holidays to workers according to the law if applicable. The audited paid wage to workers by cash before 30th of following month.

Worker number information:

- Total worker number: 48 (included 38 production workers and 10 non-production workers).
- Production worker number: 38 production workers, included 12 male workers and 26 female workers.
- Domestic migrant workers: 24 workers (included 14 male worker and 10 female workers).

There was no pregnant, young, disabled, foreign migrant employee in the factory at current.

Good practices: Nil.

Worker organization details:

There was 1 worker representative elected by workers in January 2024.

Circumstances:

The management was positive and cooperative. There was no special circumstance during the audit.

Summary of findings:

Overall, the most clauses of amfori BSCI was implemented effectively by the auditee, however, partial findings need to improve by the auditee; such as:

PA1 Insufficient CSR management system; insufficient production capacity plan.

PA2 There was no grievance guideline posted around the suggestion box to explain how to raise grievance via suggestion box for workers.

PA5 Only partial workers participated social insurance.

PA6 Monthly overtime hours exceeded legal requirement.

PA7 No sign and warning of PPE was posted in cutting area where personal protective equipment should be used; there were two electric boxes blocked by goods in the assembling workshop at the 1st floor; four sewing machines were not equipped with belt guards.

PA12 The auditee did not fill Fixed Pollutant Source Discharge Registration yet.

PA13 The auditee had not updated the address of business license in time.

Living wage calculation: #LivingWage:

- 1). No anker wage available for the producer's location, so we used the data provided by auditing company.
- 2). The calculation methodology refers to anker living wage structure.
- 3). The data comes from the local bureau of statistics for the current year.

Attachment:

1. The Personal Information Protection Law of the People's Republic of China was effective as of 1 November 2021, the producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor(s) had been obtained the individual's consent during the audit.

2. Follow documents were not available during the audit:

A. There were no Collective Bargaining agreements in the factory, which makes the Collective Bargaining agreements not applicable;

B. There was no contractor used by the auditee, which makes the Contractor license not applicable;

C. The factory did not obtain the Government Waivers in past one year, which makes the Government Waivers not applicable;

D. There were no agencies used by the auditee, which makes the agency labor contract not applicable.

## SITE DETAILS

Site	Site amfori ID
<b>Shaoxing Zhuoyue Outdoor Products Co., Ltd.</b>	<b>156-052850-001</b>

### GICS Classification

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Sector	Industry Group	Industry
<b>Consumer Discretionary</b>	<b>Consumer Durables &amp; Apparel</b>	<b>Leisure Products</b>

Sub Industry  
**Leisure 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.