

Monitored Party Videotimes Technology (Hubei) Co., Ltd	amfori ID 156-047633-000	Address B5-1, B5-2, Electronic Information Industry Park, Wuxue, 435400 Huanggang , Hubei Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 07/06/2023	Closing Meeting Finished Date 08/06/2023	Submission Date 19/06/2023
Expiration Date 19/06/2024	Announcement Type Fully Announced	
Site Videotimes Technology (Hubei) Co., Ltd	Site amfori ID 156-047633-001	

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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

Lead Auditor: Sunny Li, registration number: CSCA 21702630

Team Auditor: Stanley Feng, registration number: CSCA 21704245

Monitoring partner: TUV Rheinland

Audit schedule details: The audit was planned for 1 auditor x 1 day and 1 auditor x 1.5 day

Announcement type: Full-Announced

Business partner information: The facility named Videotimes Technology (Hubei) Co., Ltd (聚智科技(湖北)有限公司) was located at B5-1, B5-2, Electronic Information Industry Park, Wuxue, Huanggang City, Hubei Province, China (中国湖北省黄冈市武穴市电子信息产业园B5-1, B5-2).

The facility was established in 2018. The facility manufactured at baby monitor. The main production processes were SMT, injection molding, assembly and packing. There was no production process subcontracted to other facilities. There was no obvious peak season or low season in the factory.

Audited location information: The facility was located in the industrial zone. The facility only rented one 4-storey production building (Building B5-1) and one 3-storey production building (Building B5-2) in the industrial zone. The total building areas used by the auditee were 15900 square meters. There was no dormitory, canteen or transportation provided for the employees.

Building B5-1: 1F injection molding section, 2F SMT section, 3F idle, and 4F finished goods warehouse

Building B5-2: 1F warehouse, 2F assembly and packing section, 3F office and warehouse

Other buildings in the industrial zone were rented by many other facilities. The independent business licenses and lease contract of the auditee were provided for review. There was physical isolation separated the auditee from other facilities.

There was no common management or business relationship between the auditee and other facilities. There was no exchanged employees between each other. The other buildings in the industrial zone was out of the audit scope.

Operating shifts and hours: The time records from May 2022 to June 8, 2023 were provided for review. The normal working hours were 8 hours a day, 5 days a week. The factory used the facial recognition and fingerprint system to record employees' working hours. There were two shifts for the employees in SMT section and injection molding section: 8:00-20:00 and 20:00-8:00, including 2 hours' overtime and 2 hours' break. The other production employees conducted for one shift: 8:00-12:00 and 13:00-17:00, the regular overtime 18:00-20:00. The 8 or 10 hours' rest day overtime was conducted on Saturdays.

Time recording system: facial recognition and fingerprint system

Salary payment details: The payroll records for all the employees from May 2022 to April 2023 were available for review. The local minimum wage was RMB 1520 per month (or RMB 8.74 per hour) since September 1, 2021. The employees were paid by hourly rate. The factory paid the employees with the minimum wage of RMB 8.74 per hour. The wages were paid to the employees by bank transfer before the 24th of the following month.

Worker number information: All the employees were hired by the facility directly. There was no child labor or young worker in the facility. There was no security guard hired by the facility. The industrial zone was responsible for the security issues of the auditee. Total 169 employees including 48 male employees and 121 female employees were working in the factory.

Domestic migrant worker: 5 males and 6 females. Production worker: 46 males and 116 females. There was no other special group workers (inters, apprentices, contractor worker etc.)

Good practices: None

Worker organization details: There was no labor union in the factory. Workers freely elected 2 worker representatives. The management held meetings with worker representatives regularly.

Summary of findings: PA1: insufficient management system, insufficient capacity planning; PA2: did not follow up the goals every year; PA5: insufficient social insurance; PA6: overtime hours exceeded the legal requirement; PA7: no occupational hazards factors testing was conducted; did not provide any employee with pre-job, on-job or job-leaving occupational health examination; not covered by work-related injury insurance or other commercial accident insurance; PA12: did not conduct the Independent Acceptance report of Environment Protecting

Circumstances: There was no special circumstance during the audit. The facility management provided good support during assessment. The facility management agreed all findings and signed the onsite report at the closing meeting.

Living wage calculation:

#LivingWage:

1. No anker wage available for the producers 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.

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 had been obtained the individual's consent during the audit.

Remark:

There was no contractor or agency company used by the facility currently, and it was not applicable. There was no government waiver approved by local government, and it was not applicable. There was no collective bargaining agreement in the facility, and it was not applicable.

SITE DETAILS

Site
**Videotimes Technology (Hubei)
Co., Ltd**

Site amfori ID
156-047633-001

GICS Classification

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

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

Manufacture of consumer electronics

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	169	Workers
Legal minimum wage in local currency	1,520	Monthly
Lowest wage paid for regular work at the site	1,520	Monthly
Calculated living wage in local currency	1,958.61	Monthly
Total sample	17	Workers

Other Metrics

Male workers	48	Workers
Female workers	121	Workers
Permanent workers - Male	48	Workers
Permanent workers - Female	121	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	1	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	31	Workers
Workers with night shift - Female	10	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Domestic migrant workers - Male	5	Workers
Domestic migrant workers - Female	6	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	48	Workers
Workers hired directly - Female	121	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	12 Workers

FINDINGS



PA1: Social Management System

Site: Videotimes Technology (Hubei) Co., Ltd | Site amfori ID: 156-047633-001

ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>(Partially respect) According to document review, onsite observation, management and employee interview, the facility had established social compliance management system, and the written procedure such as benefit, health and safety were provided for review, however, they were not effectively implemented in each performance area: 1) The factory had developed overtime policies and established procedures for capacity planning and cost accounting, but excessive monthly overtime was still existed. The factory stated it was difficult to control monthly overtime within 36 hours. The employees stated the overtime was voluntary and they were willing to work overtime to get more overtime wages. 2) The factory had established wage and welfare policies, but the coverage ratio of social insurance in the factory was not 100%. The employees stated they did not want to buy social insurance. (In accordance with amfori BSCI Code of Conduct)</p>	<p>〔部分符合〕根据文件审阅、现场观察、管理层和员工访谈，工厂建立了社会责任管理体系，书面的程序文件例如福利待遇，健康安全程序等提供了查看，但未能有效的在每个绩效区域实施：1) 工厂制定了加班政策并建立了产能规划和成本核算的程序，但是月加班超时的情况还是存在。工厂表示月加班控制在36小时内很难做到。而员工表示加班是自愿的，他们愿意加班来获取更多的加班费。2) 工厂制定了工资和福利政策，但是工厂社保的覆盖率不是百分百。员工表示他们不想购买社保。〔根据 amfori BSCI行为守则〕</p>
<p>(Partially respect) According to document review, management and employee interview, the facility established the procedure for capacity planning and cost accounting. But the capacity was not properly planned, resulting in the overtime time of employees exceeding the regulatory requirements in the past one year. (In accordance with amfori BSCI Code of Conduct)</p>	<p>〔部分符合〕根据文件审阅、管理层和员工访谈，工厂有建立产能规划和成本核算的程序。但是没有对产能进行合理规划，导致过去一年的员工加班时间超过法规要求。〔根据amfori BSCI行为守则〕</p>



PA 2: Workers Involvement and Protection

Site: Videotimes Technology (Hubei) Co., Ltd | Site amfori ID: 156-047633-001

ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>(Partially respect) According to document review, management and employee interview, the factory had formulated long-term protection goals for employees, which involved employees' welfare, treatment, insecure employment, working</p>	<p>〔部分符合〕根据文件审阅、管理层和员工访谈，工厂制订了员工长期保护目标，涉及到员工福利，待遇，无保障就业，工作环境，工作安全和个人隐私等内容。但是，工厂没有每年针对目标做跟进。〔根据amfori BSCI行为守则〕</p>

Finding(s)	
environment, work safety and personal privacy. However, the factory did not follow up the goals every year. (In accordance with amfori BSCI Code of Conduct)	

PA 5: Fair Remuneration

Site: Videotimes Technology (Hubei) Co., Ltd | Site amfori ID: 156-047633-001

ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>(Not respect) According to document review, management and employee interview, insufficient social insurance was detected in the facility. The social insurance records of the latest one year were available for review. There were 169 employees in the facility currently (including 3 employees who had reached retirement age and no new employee, who had no requirement of social insurance). According to social insurance records in May 2023, the factory only provided 75 employees with 5 kinds of social insurance. The factory did not provide 91 employees with retirement, unemployment, work-related injury, medical or child-bearing insurance. The factory did not collect information about the new rural insurance. Some employees stated they did not want to buy social insurance because they were participating in the new rural insurance in their hometown. Reference law: Social Insurance Law of the People's Republic of China; Article 10, Article 23, Article 33, Article 44, Article 53. Remark: The factory provided commercial accident insurance to 71 employees who were not covered by work-related injury insurance, which was valid from July 23, 2022 to July 22, 2023.</p>	<p>〔未符合〕根据文件审阅，管理层和员工访谈，工厂社会保险参保不足。最近一年社保记录提供查看。工厂目前有169名员工（包括3名达到退休年龄的员工，没有新员工，这些员工没有社保购买要求）。根据2023年5月的社保记录，工厂只给75名员工提供了五项社会保险。工厂没有给91名员工提供养老，失业，工伤，医疗和生育保险。工厂没有收集新农合医保的信息。有些员工表示他们在老家有参加农保所以不想买社保。参考法律：中华人民共和国社会保险法，第10条，23条，33条，44条和53条。备注：工厂给71名没有覆盖工伤保险的员工提供了商业意外险，有效期从2022年7月23日到2023年7月22日。</p>

PA 6: Decent Working Hours

Site: Videotimes Technology (Hubei) Co., Ltd | Site amfori ID: 156-047633-001

ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>(Not respect) According to document review, management and employee interview, monthly</p>	<p>〔未符合〕根据文件审阅，管理层和员工访谈，月加班时间超过法规要求。2022年9月，12月和2023</p>

Finding(s)

overtime hours exceeded the legal requirement. The time records of 17 employees in each sampled month of September 2022, December 2022 and April 2023 were selected as samples. All the sampled employees conducted excessive monthly overtime in the sampled months, with the maximum up to 72 hours, 94 hours and 88 hours respectively. There was no warning function of overtime for attendance system in the facility. According to the management, due to the order requirement, it was difficult to control the monthly overtime within 36 hours. According to the interview, the overtime work was voluntary. Referenced law: People's Republic of China Labor Law, Article 41. Remark: The maximum monthly overtime hours for the sampled employees in May and June 2023 (till June 8, 2023) were 80 hours and 20 hours respectively.

年4月的每个月中各抽取17名员工的考勤做抽样。所有抽样员工在抽样月份有月加班超时，最大月加班分别为72小时，94小时和88小时。考勤系统没有加班超时的警示提醒功能。管理表示，由于订单量要求，月加班很难控制在36小时以内。根据员工访谈，员工加班是自愿的。参考法律：中华人民共和国劳动法第41条。备注：2023年5月和6月（至6月8日）的抽样员工最大月加班分别是80小时和20小时。

PA 7: Occupational Health and Safety

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ENGLISH

LOCAL LANGUAGE

Finding(s)

(Partially respect) According to document review, onsite observation, management and employee interview, the factory had established occupational disease control procedure, the management knew the occupational hazards factors in the factory, occupational hazard notification cards were posted in workshops, but no occupational hazards factors testing was conducted. The employees in the injection molding section and assembly section worked exposed to the environment of large noise, dust and small amounts of chemicals (glue and clean agent). The factory did not provide any employee with pre-job, on-job or job-leaving occupational health examination. Reference Law: Provisions on the Administration of Occupational Health at Work Sites, Article 20& Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35

（部分符合）根据文件审阅，现场查看，管理层和员工访谈，工厂建立了职业病控制程序，管理层了解厂内的职业危害因素，职业危害告知卡也张贴在车间，但工厂未进行职业危害因素检测。注塑和组装车间的员工在大噪音，粉尘和少量的化学品（胶水和清洁剂）环境下工作。工厂没有给员工提供岗前，在岗和离岗的职业病体检。参考法律法规：《工作场所职业卫生管理规定》第二十条&中华人民共和国职业病防治法 第三十五条

(Partially respect) According to document review, onsite observation, management and employee interview, 23 employees (including 3 employees who had reached retirement age) in the factory

（部分符合）根据文件审阅，现场查看，管理层和员工访谈，23名员工（包括3名达到退休年龄的员工）没有覆盖工伤保险或其他商业意外险。参考法律：中华人民共和国社会保险法，第三十三条

Finding(s)	
<p>were not covered by work-related injury insurance or other commercial accident insurance. Reference law: Social Insurance Law of the People's Republic of China, Article 33</p>	



PA 12: Protection of the Environment

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ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>(Partially respect) According to document review, management and employee interview, the facility conducted an environmental impact assessment in May 2020 and received EIA approval on June 29, 2020. The factory did not conduct the Independent Acceptance report of Environment Protecting or monitoring. Reference law: Measures for Administration of Environmental Protection Acceptance Check upon Completion of Construction Project article 17</p>	<p>〔部分符合〕根据文件审阅，管理层和员工访谈，工厂在2020年5月进行环境影响评估，并在2020年6月29日获得了批复。但是工厂没有进行环境保护竣工自主验收或监测。参考法律：建设项目环境保护管理条例第十七条</p>