

Monitoring result for Tianchang Easy Go Toy Co., Ltd on site Tianchang Easy Go Toy Co., Ltd

Monitoring

Monitored Party : Tianchang Easy Go Toy Co., Ltd
amfori ID : 156-027666-000
Site : Tianchang Easy Go Toy Co., Ltd
Site amfori ID : 156-027666-001
Address : No.1 Batian Industrial Park, Datong Town
: 239300, Tianchang
: Anhui Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Monitoring Partner : SGS
Monitoring Start Date : 24/11/2022
Closing Meeting : 01/12/2022
Finished Date :
Submission Date : 01/12/2022
Expiration Date : 01/12/2023

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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

[Legal entity and business license]

Tianchang Easy Go Toy Co., Ltd (Business licence registration number: 91341181MA2MTJBR1G) was located at No.1 Batian Industrial Park, Datong Town, 239300 Tianchang, China. The factory was founded on Mar.4, 2016, the business license was valid from Mar.4, 2016 to long-term.

[Production overview/Physical audit scope]

The auditee used 4 buildings, the details as below:

one 1-storey partial two floors production building(1200 square meters) was used as office area and workshop,

one 1-storey production building(1100 square meters) was used as warehouse and workshop,

one 1-storey canteen building(200 square meters) was used as canteen.

one 1-storey production building(600 square meters) was used as supplementary material warehouse.

[Main products]

The factory specialized in toys.

The main processes were cutting, sewing, cotton filling, hand working and packing.

The annual output of the factory was 4000000pcs.

[Audit process]

This was 2 Man Day site audit and one auditor conducted opening meeting -Plan Tour, Worker and Management Interview, Document Review and Closing Meeting. The audit was conducted in good professional working environment and auditee was very supportive and cooperative throughout the audit activities.

Opening Meeting: The opening meeting of this amfori BSCI audit was started at facility with the words of thanks from SGS, after that brief introduction of audit team was given to the participants. The audit methodology, confidentiality policy of SGS, Zero Tolerance Protocol and methodology of reporting the audit results were thoroughly briefed by the Lead Auditor. Before proceeding to the audit, the audit scope and criteria were reaffirmed and audit itinerary/ plan, which had been forwarded to the organization, was agreed. The auditor described the whole audit process, criteria, scope, different audit methods, and explained the amfori BSCI code of conduct, amfori BSCI holistic approach and local laws in detail to the extent these are related to the audit. Management of the facility assured the auditor of facilitation throughout the audit process. The auditor explained and presented SGS's Integrity Declaration Forms and Audit Cooperation& Confidentiality Declaration to the facility management and Dai Chenglin/factory director agreed and signed the name.

Health and Safety Tour: All areas of the facility processes were visited during the audit. The auditor conducted the physical tour at the entire premises of the facility detailed as per following information. At the time of facility visit attitude of the facility management was good.

On the day of audit, there were 49 employees present which include around management staff and 10 sampled workers were selected for interview and the working hours and payroll records of them were selected for review.

A detailed site visit was conducted for the complete facility in order to verify Health & Safety and Environment part of the audit protocol. Workers were interviewed on one to one and focus group basis conducted by the auditor to ensure that BSCI requirements related to Forced Labour, Child Labour, Health and Safety, Freedom of Association, Disciplinary practices, Remuneration, Discrimination, Management Systems, Working Hours and Environment are being fulfilled. Attendance Record, Salary Sheets, Payment Slips, Contract Letters, Age Verification Procedure, Overtime Procedure, HSE Training records, Inspections, Employee Committee Meeting Minutes, Management Review Meetings Minutes and internal monitoring records of workers were verified.

The closing meeting was carried out by the Lead Auditor explaining all the elements of finding report and further processing. The finding report was agreed and copy of it along with Finding report was also given to the factory.

[Working hours information]

Based on the attendance records from Oct 1, 2021 to the audited day, all sample workers' monthly overtime working hours had exceeded 36 hours, the maximum monthly overtime was 66 hours which happened in Apr 2022 and Jul 2022, there were 21 overtime hour on weekdays and 45 overtime hours on weekends, the maximum weekly working time was 54 hours, the maximum daily overtime was 1 hour.

[Wage information]

The payroll records from Oct 2021 to Sep 2022 were provided. Workers' wages were calculated by hourly rate and paid by cash at 30th of the following month. Legal minimum wage RMB 1280/month before Dec 3, 2021, RMB 1430/month since Dec 3, 2021 and all workers were paid above the minimum wage. The overtime wages of weekdays, weekends and statutory holidays were paid by 150%, 200%, 300% of regular hourly rate. Workers were provided with enough minimum wage, overtime wage, statutory holiday wage and annual leave wage.

[Attachments]

The auditee did not obtain any Consolidated Working Hours System Approvals from local bureau. Collective bargaining agreement was not available for the auditee.

[#COVID19]

All workers were required to maintain nucleic acid with 48 hours and all workers should scan the location code before entering the industrial park.

[Remark]

1. The address of the business license was Batian Industrial Park, Datong Town, Tianchang, Anhui, China. The details of the address was No.1 Batian Industrial Park, Datong Town, Tianchang, Anhui, China, both were the same address.

2. This audit is SMETA and BSCI combined audit, so the onsite MD is more than the BSCI required.

3. All buildings in the factory were rented from Tianchang City Datong Town Batian Villagers' neighborhood committee, The factory provided Business license and lease agreement for review during the audit day.

[Audit team's information]

This audit conducted by SGS, the details as below:

Announcement Type: Announced
Monitoring Date: 09:00am on Nov 24,2022 to 17:00pm on Nov 25,2022
Monitoring firm: SGS (Monitoring firm APSCA #: 11600006)
Auditor name: Feier Ding (APSCA member No. CSCA 21701987)

Site Details

Site : Tianchang Easy Go Toy Co., Ltd

Site amfori ID : 156-027666-001

GICS Classification

Sector : Consumer Discretionary

Industry : Leisure Products

Industry Group : Consumer Durables & Apparel

Sub Industry : Leisure Products

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	49 Workers
Legal minimum wage in local currency	1430 Monthly
Lowest wage paid for regular work at the site	1895 Monthly
Calculated living wage in local currency	2489 Monthly
Total sample	10 Workers

Other Metrics

Male workers	8 Workers
Female workers	41 Workers
Permanent workers - Male	8 Workers
Permanent workers - Female	41 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	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	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	8 Workers
Workers hired directly - Female	41 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	2 Workers
Sample - Female	8 Workers

Findings

PA1: Social Management System

1.1 Finding: The main auditee partially respects this principle because the factory established complete social accountability policy and procedure on the basis of amfori BSCI Code, nevertheless some procedures were not implemented effectively, some issues about working hours, safety and health and other were identified in the audit, for example, overtime exceed legal requirement, etc. The factory did not conduct effective self-assessment to identify and improve these issues.

被审核方部分遵循该原则。工厂建立了基于BSCI的完整的社会责任政策和程序，但是一些程序未有效执行，导致工时、健康安全等问题的发生。例如加班违规等。工厂未进行有效自我评估来发现并改善这些问题。

1.4 Finding: The main auditee partially respects this principle because the main auditee did not fully fulfill the legal requirement and BSCI requirement on working hour, and the workforce capacity and production plan were not organized reasonably.

被审核方部分遵守该准则因为工厂在工作时间上未符合法规以及BSCI要求，在人力和生产计划安排上不合理。

PA 2: Workers Involvement and Protection

2.4 Finding: The main auditee partially respects this principle, because the factory provided training of Amfori BSCI code to all workers, but all interviewed workers did not know the Amfori BSCI Code clearly, the factory did not check whether the training was effective.

被审核方部分遵循该准则。虽然工厂对所有员工进行了Amfori BSCI内容的培训，但所有访谈员工并不能清楚地知道Amfori BSCI 行为守则，工厂没有验证培训的效果性。

PA 5: Fair Remuneration

5.5 Finding: The main auditee does not respect this principle because the factory did not provide social insurance for all employees. There were total 49 employees, contained 38 employees who reach to retirement age. There was no new employee who joined in the factory less than one month. The factory provided 5 kinds of social insurances to 8 workers according to social insurance payment vouchers of nearly three months. The factory provided commercial injury insurance for all workers; it was valid from Apr 1, 2022 to Mar 31, 2023. Also no evidence was identified that the workers had taken part in the agricultural insurance. The workers expressed that they didn't want to be insured.

被审核方未遵守该准则。工厂没有为所有员工提供社保，工厂总共有49名员工，38名退休员工，无入职不满一个月的员工。根据近三个月的社保缴费记录工厂给8名员工提供五种社会保险。工厂给所有员工提供了商业的意外险，有效期为2022年4月1日到2023年3月31日。没有证据显示工厂员工有参加农保，且访谈员工表示自己不愿意参保。

PA 6: Decent Working Hours

6.2 Finding: The main auditee does not respect this principle. Based on the attendance records from Oct 1, 2021 to Nov 25, 2022, all sample workers' monthly overtime working hours had exceeded 36 hours, the maximum monthly overtime was 66 hours which happened in Apr 2022 and Jul 2022, there were 21 overtime hour on weekdays and 45 overtime hours on weekends, the maximum weekly working time was 54 hours, the maximum daily overtime was 1 hour.

被审核方未遵守该准则。根据工厂提供的2021/10/01~2022/11/25的考勤记录显示，所有抽样工人的月加班时间超过36小时，最大为66小时，发生在2022年7月，平时加班为21小时，周末加班为45小时，最大周工时为54小时，最大日加班为1小时。

PA 7: Occupational Health and Safety

7.1 Finding: The main auditee partially respects this principle because the factory did not follow the regulations and amfori BSCI's requirements for health and safety fully, some issues were raised in health and safety section.

被审核方部分遵循该准则。工厂未完全遵循法规和amfori BSCI对健康安全的要求，健康安全方面出现问题。

7.3 Finding: The main auditee does not respect this principle. The auditee did not provide pre-the-job, in-the-job and off-the-job occupational medical examinations for the workers who involved in occupational disease hazards.

被审核方未遵循该准则。被审核方没有给涉及职业危害因素的工人提供岗前，岗中以及离岗的职业健康检查。

7.11 The main auditee does not respect this principle because the factory did not provide building acceptance certificates or record and Fire Safety Certificate or Record of for all rented buildings.

被审核方未遵循该准则，因为工厂未提供所有供所有租用建筑的竣工验收报告和消防验收报告。

7.25 Finding: The main auditee partially respects this principle because the factory did not conduct regular test of occupational hazards (dust) for laser cutting workshop and cotton filling workshop.

被审核方部分遵循该准则，因为工厂没有对激光裁剪车间和充棉车间进行定期地车间危害因素（粉尘）检测。