

Monitoring result for Xiamen Vivid Lighting Co., Ltd. on site Xiamen Vivid Lighting Co., Ltd.

Monitoring

Monitored Party : Xiamen Vivid Lighting Co., Ltd.
amfori ID : 156-044212-000
Site : Xiamen Vivid Lighting Co., Ltd.
Site amfori ID : 156-044212-001
Address : Floor 1, Floor 2-4 North of No. 16 building, Haicang Taiwanese Investment Industrial Park, No. 2881 Dongfu Avenue, Haicang District
: Xiamen
: Fujian Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Monitoring Partner : SGS
Monitoring Start Date : 15/03/2023
Closing Meeting : 23/03/2023
Finished Date :
Submission Date : 23/03/2023
Expiration Date : 23/03/2024

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Overall rating



Section rating

PA1: Social Management System	B
PA 2: Workers Involvement and Protection	D
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	A
PA 6: Decent Working Hours	A

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]-

Xiamen Vivid Lighting Co., Ltd. was located at Floor 1, Floor 2-4 North of No. 16 building, Haicang Taiwanese Investment Industrial Park, No. 2881 Dongfu Avenue, Haicang District, Xiamen, Fujian, China. The business license number was 91350200769271694L, which was valid from 29 March 2005 to 28 March 2035.

Per management interview and document review, the factory rented the first floor and north of second to fifth floor of one 5-storey production building before May, 2020, and the factory only rented the first floor and north of second to fourth floor of one 5-storey production building since June 2020, but the address showed on the business license was Floor 1, Floor 2-5 North of No. 16 building, Haicang Taiwanese Investment Industrial Park, No. 2881 Dongfu Avenue, Haicang District, Xiamen, Fujian, China, the factory didn't update the address of business license.

[Production overview/Physical audit scope]-

The factory rented the first floor and north of second to fourth floor of one 5-storey production building for office, warehouse and production. The other areas were used by other factories per on site observation. The total area used by audited factory was about 10500 square meters, the first floor was used for office, warehouse, assembly and packing, the second floor was used for office, the third floor was used for warehouse, the fourth floor was used for warehouse, assembly and packing.

[Main products]

The main product in the factory was Lamps and lanterns, the annual output was about 968606pcs and the main processes were assembly and packing.

[Audit process]

This were 2.5 Man Day site audit and one auditor conducted opening meeting -Plan Tour, Worker and Management Interview, Document Review and Closing Meeting.

The opening meeting was started after the auditor arrived the facility. The auditor explained and presented SGS's Integrity Declaration Forms and Audit Cooperation & Confidentiality Declaration to the facility management and Mr Jiang Long/Quality supervisor 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 days of audit, there were 136 employees present which include around management staff and 16 sampled workers were selected for interview (with 8 individual and 2 group with 8 workers) 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 Amfori 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.

The closing meeting was carried out by the Lead Auditor explaining all the elements of CAP and further processing.

The CAP was agreed and signed by Mr. Jiang Long/Quality supervisor and workers' representative Mr. Qiu Wanping.

[Working hours information]

Working hour policy was established. The auditee established and complied with the working hour policy according to local requirement of the normal working hours of 40 hours per week, and all employees had at least one day rest per 7 days. And one shift was available for production workers: 8:00-12:00, 13:30-17:30. The working hours of workers were recorded by fingerprint machine. The workers' daily overtime hours were 0-2 hours per day, weekly working hours were 40-60 hours, monthly overtime hours were 0-50 hours. The max monthly overtime hours were 50 hours (Included 34 overtime hours on weekday and 16 overtime hours on weekend) happened in Dec, 2022. According to factory provided two Consolidated Working Hours System Approvals which was issued by local Human Resources and Social Security Bureau, the approved implementation period was one year from 1 April, 2021 to 31 March, 2022, and 1 April, 2022 to 31 March, 2023. The total working hours allowed was 2432 hours [2000 (250 days x 8 hours) plus 432 (36 overtime hours x 12 months)]. It was noted that from the period of 1 April, 2021 to 31 March, 2022 the maximum accumulated total working hours were 2427.5 hours and from the period of 1 April, 2022 to the audit date the maximum accumulated total working hours were 2219 hours which was compliance with limit of Consolidated Working Hours System Approval. All employees were paid 150% of their normal wage for the overtime working hours on the normal working days and 200% of their normal wage for the overtime working hours on the rest days. No overtime working hours were noted on the statutory holidays.

[Wage information]

The auditee established the employee manual refers to amfori BSCI Code of Conduct and local laws, which stipulates the minimum wage, welfare, etc. Paid annual leave, maternity leave and statutory leave meet the requirements of laws and regulations. The local minimum wage is RMB2030 per month. The company paid 150% and 200% of normal wages for overtime work on weekdays and Saturdays separately. Based on management interview and employees interview, employees were paid on hourly rate basis on 20th of next month by bank transfer, wage record from Feb 2022 to Jan 2023 was provided for review. Paid benefit was provided for workers. Social insurance was provided for workers.

[Living wage]

The living wage data is provided by the Auditing company because there is no data on GLWC website in the city where the factory is located.

The living costs estimated by auditing company involves developing a model diet for workers using the method developed in Anker Methodology. This involved: (i) calculating required number of calories per person for the reference size family; (ii) Identifying least expensive acceptable food items in accordance with workers' dietary habits and relative food prices using surveys of markets where workers shop; and (iii) using data on nutritional content of foods to develop a preliminary model diet, and then adjusting the preliminary model diet to meet the recommended dietary structure for Chinese people in Development Outline of Food and Nutrition in China as well as WHO recommendations. Second, the housing cost is estimated by evaluating the cost of various rental units, utility costs, other housing costs, and routine repairs/maintenance costs which are basic for a family. And auditing company also considered the living conditions of housing near the factory according to Anker Methodology. Third, auditing company estimates non-food-non-housing(NFNH) cost for a living wage (i.e. all other costs besides food and housing) based on the ratio of NFNH to food costs expenditures according to secondary statistical data and the cost of our model diet. Fourth, auditing company estimates the number of full-time equivalent workers per family providing support in order to estimate a net living wage for workers based on information from government websites and published papers. Finally, payroll taxes and deductions are taken into consideration to estimate the gross living wage for workers.

[Attachments]

No collective bargaining was conducted in the factory.

[Audit team's information]:

Announcement Type: Fully-Announced

Monitoring Date: 15-17 March 2023

Monitoring firm: SGS (Monitoring firm APSCA #: 11600006)

Auditor name: Amber Huang(APSCA member No. : CSCA 21701758)

Site Details

Site : Xiamen Vivid Lighting Co., Ltd.

Site amfori ID : 156-044212-001

GICS Classification

Sector : Consumer Discretionary

Industry Group : Consumer Durables & Apparel

Industry : Household Durables

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	136 Workers
Legal minimum wage in local currency	2030 Monthly
Lowest wage paid for regular work at the site	2100 Monthly
Calculated living wage in local currency	3333 Monthly
Total sample	16 Workers

Other Metrics

Male workers	50 Workers
Female workers	86 Workers
Permanent workers - Male	50 Workers
Permanent workers - Female	86 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	9 Workers
Management - Female	4 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	29 Workers
Domestic migrant workers - Female	30 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	50 Workers
Workers hired directly - Female	86 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	38 Workers
Unionised workers - Female	63 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	1 Workers
Sample - Male	3 Workers
Sample - Female	13 Workers

Findings

PA1: Social Management System

1.1 Finding: The main auditee partially respects this principle because management system to implement the amfori BSCI Code of Conduct was not set up effectively, not all policies were properly conducted. For example, some noncompliance was noted in PA2, PA5 and PA7. Although the factory understood the legal requirement and amfori BSCI code on workers involvement and protection and health and safety clearly, but they didn't take effective action to control it, so it was found that worker involvement and protection, fair remuneration, control of health and safety etc. are inadequate. It violated the requirement of question 1.1 in amfori BSCI system manual.

被审核方部分遵守原则是因工厂未建立一个有效的系统实施amfori BSCI行为准则。不是所有制度都能有效实施。比如工厂在PA2, PA5和PA7领域均有缺失,虽然工厂了解法规和amfori BSCI关于员工参与和保护, 公平报酬和健康安全。违反了amfori BSCI管理手册中问题1.1的要求。

PA 2: Workers Involvement and Protection

2.2 Finding:The main auditee partially respects this principle because the factory had define the long term goal as per Amfori BSCI requirement, and the step to step to achieve the long term goal had been specified, but workers or workers' representatives are not involved in the formulation of long-term objectives per interview. It violated the requirement of question 2.2 in amfori BSCI system manual.

被审核方部分符合该准则, 原因是工厂按照Amfori BSCI要求建立了长期目标并定义了长期目标实施步骤, 但是根据员工访谈, 员工或员工代表未参与到长期目标的制定。违反了amfori BSCI管理手册中问题2.2的要求。

2.3 Finding:The main auditee partially respects this principle because the factory took steps to make workers aware of their rights and responsibilities. Such as workers knew their basic wage, knew the overtime wage calculation, basically knew the content of labor contract, However, the downtime wage was reflected in the praise and reward column in payroll , but about 25% interviewees didn't know. It violated the requirement of question 2.3 in amfori BSCI system manual.

被审核方部分符合该准则, 原因是工厂采取措施让员工了解他们的权利和职责。如员工了解最低工资, 了解加班费的算法, 基本了解劳动合同内容, 但是对于停工待料工资, 工厂的工资表体现在表扬嘉奖栏, 25%被访谈员工不了解。违反了amfori BSCI管理手册中问题2.3的要求。

2.5 Finding: The main auditee partially respects this principle because complaint procedure was established, suggestion box was setted, and training on the complaint procedure was conducted, but there is no regular survey of the satisfaction with the use of the complaint procedure. It violated the requirement of question 2.5 in amfori BSCI system manual.

被审核方部分符合该准则, 原因是工厂有建立申诉程序, 设置意见箱, 并对申诉程序进行培训, 但是未定期进行对申诉程序使用满意度的定期调查。 违反了amfori BSCI管理手册中问题2.5的要求。

PA 5: Fair Remuneration

5.4 Finding: The main auditee partially respects this principle because the factory established the procedure of decent standard of living, but about 50% workers' wage could not reach decent standard of living from June 2022 to Oct 2022, Jan 2023 and Feb 2023. It violated the requirement of question 5.4 in amfori BSCI system manual.

被审核方部分符合该准则, 原因是工厂有建立体面生活标准程序, 但约50%的员工在2022年6月至2023年10月, 2023年1月及2023年2月收入不足以达到体面生活标准。违反了amfori BSCI管理手册中问题5.4的要求。

PA 7: Occupational Health and Safety

7.1 Finding: The main auditee partially respects this principle because the factory had established management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training and etc. But still some non-conformance was identified, such as about 5% materials were stored against wall. It violated the requirement of question 7.1 in amfori BSCI system manual.

被审核方部分遵守该原则是因工厂已建立健康安全管理体系, 包括相关法规的识别与了解, 健康安全检查, 培训等。但是仍有一些不符合项, 例如工厂内约5%的物料靠墙存放。违反了amfori BSCI管理手册中问题7.1的要求。

7.4 Finding: The main auditee partially respects this principle because though factory had carried out regular risk assessment for safe, healthy and hygienic working conditions, the risk assessment was conducted by supervisors of each department, workers or workers' representatives didn't attend the risk assessment though workers' representatives attend the EHS meeting regularly. It violated the requirement of question 7.4 in amfori BSCI system manual.

被审核方部分遵守该原则, 原因是虽然工厂有针对安全, 健康和卫生工作条件进行定期风险评估, 但是风险评估由各部分的主管来执行, 员工或员工代表未参与风险评估中, 虽然员工代表有定期参加健康安全会议。违反了amfori BSCI管理手册中问题7.4的要求。

7.13 Finding: The main auditee partially respects this principle because the factory had qualified electrician, and conducted inspection for electrical facilities regularly, but the electrical boxes weren't locked and no inner protective facility was installed. It violated General Guide for Safety of Electric User (GB/T 13869-2017) 3.1&3.2.

PA 7: Occupational Health and Safety

被审核方部分遵守该原则是因工厂配备有资质的电工，并定期对电器设施进行检查，但是根据现场观察，工厂的电箱没有上锁，且没有内部防护装置。违反了用电安全导则（GB/T 13869-2017）3.1 和3.2。

PA 9: Special Protection for Young Workers

9.1 Finding: The main auditee partially respects this principle because health and safety risk assessment for young workers conducted at the factory did not include the requirement of that the total work, study and transportation times for young worker should less than 10 hours per day. No young worker worked at the facility during the audit. It violated the requirement of question 9.1 in amfori BSCI system manual.

被审核方部分遵守该原则。原因是工厂进行的未成年工风险评估没有包含识别未成年工每天工作学习及交通时间不能超过10小时。审核中工厂没有使用未成年工。违反了amfori BSCI管理手册中问题9.1的要求。