

Monitoring result for Dongguan Gorsun Electronics Co.,Ltd on site Dongguan Gorsun Electronics Co.,Ltd

Monitoring

Monitored Party	: Dongguan Gorsun Electronics Co.,Ltd
amfori ID	: 156-027192-000
Site	: Dongguan Gorsun Electronics Co.,Ltd
Site amfori ID	: 156-027192-001
Address	: The fifth factory, Tangsi, Tangxia Road, Tangjiao Village, Chashan Town : 523390, Dongguan : Guangdong Sheng : China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Monitoring Partner	: TUV Rheinland
Monitoring Start Date	: 31/10/2022
Closing Meeting Finished Date	: 31/10/2022
Submission Date	: 07/11/2022
Expiration Date	: 07/11/2023

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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

The auditee of Dongguan Gorsun Electronics Co.,Ltd (东莞市歌尚电子有限公司) was located at The fifth factory, Tangsi, Tangxia Road, Tangjiao Village, Chashan Town, Dongguan City, Guangdong Province, China (中国广东省东莞市茶山镇塘角村塘下路塘四第五工业厂房). The factory only rented part of the 1/F, whole 2/F and part of the 4/F of one 4-storey production building, 2/F and 5/F of one 5-storey dormitory building as dormitory, kitchen & canteen. Total 4012 square meters were used by the auditee. There were other 3 factories rented the part of 1/F, 3/F and part of 4/F of the production building respectively, all those three factories have no relationship with the auditee. 1/F, 3/F and 4/F of the dormitory building was used by those 3 factories, not used by auditee. The auditee mainly manufactured the headphone. The main production processes were injection molding, assembly and packing. As per management team, no production process was subcontracted to other factory; there was no obvious peak or low season in the past 12 months. There were total 48 workers hired directly by the factory. No subcontracted labor, dispatched worker, home worker, young worker, child labor, or part-time worker was found during this audit. During the audit, The auditee management representatives were cooperative throughout the whole audit, they gave auditor's full access to take quick tour, onsite tour, document review, conduct worker interview and take photos. A closing meeting was held at the end of the audit; all findings were communicated and agreed by the management representatives. The management representative and the worker representative signed the onsite finding report and demonstrated their willingness to improve the identified issues.

Remark: 1. Lead Auditor: Sally ZHANG, registration number: CSCA 21701860; Auditing company: TUV Rheinland, APSCA Number: 11600007. Announcement type: Fully-Announced
Monitoring date: 31 October 2022

2. Due to no contractor / labor agency / collective bargain / government waiver, so the related content was not applicable in this audit; auditor didn't attach these documents in the audit report.

Site Details

Site : Dongguan Gorsun Electronics Co.,Ltd
Site amfori ID : 156-027192-001

GICS Classification

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

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	48 Workers
Legal minimum wage in local currency	1900 Monthly
Lowest wage paid for regular work at the site	1900 Monthly
Calculated living wage in local currency	2293 Monthly
Total sample	10 Workers

Other Metrics

Male workers	25 Workers
Female workers	23 Workers
Permanent workers - Male	25 Workers
Permanent workers - Female	23 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	0 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	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	21 Workers
Domestic migrant workers - Female	21 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	25 Workers
Workers hired directly - Female	23 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	5 Workers

Findings

PA1: Social Management System

The management system to implement amfori BSCI Code of Conduct was insufficient. Although the auditee had established and implemented the social compliance management system, there were still some findings during the implementation in the past 12 months. For example, the auditee had not provided the social insurances to some workers; 10 sampled workers' monthly overtime hours were exceeding 36 hours systematically in the past 12 months. Findings were identified in the performance areas of PA2, PA5, PA6, PA7 and PA12. The management explained that the facility knew above findings and would correct them step by step.

受审核方实施amfori BSCI行为守则的管理系统不足。受审核方虽然建立和实施了社会责任管理系统，但是在过去12个月的实施过程中依然存在发现点，比如受审核方没有给部分的工人提供社会保险；10名抽样工人在过去12个月的月加班时间系统性超过36小时。本次审核在执行领域PA2, PA5, PA6, PA7和PA12有发现点。管理人员表示他们知道以上的问题，将逐步改善。

The facility didn't have a good capacity planning to meet the expectations of the delivery order led to workers had excessive overtime work in past 12 months.

工厂没有一个完善的产能计划去完成预期的订单交货以致于员工在过去12个月有超时加班。

PA 2: Workers Involvement and Protection

In 2022, the factory had set up long-term plans and goals for protecting employees, but they did not set the frequency of goal tracking to regular monitor the achievement of goals.

工厂在2022年制定了保护员工的长期规划和目标，但是没有设定目标追踪的频率，以便定期监控目标达成情况。

PA 5: Fair Remuneration

During this audit, it was noted that total 48 workers worked in the factory, 1 of them was new hired worker who work in the facility less than 1 month and the worker was only required in the social insurance in November 2022 as per legal law. Therefore, 47 workers should be entitled to the social insurances (including the work-related injury, unemployment, retirement, medical and child-bearing insurances) as per legal requirements in October 2022. The social insurance name list and payment receipts of the social insurances from October 2021 to October 2022 were provided for review. As per the name list and the payment receipt of the social insurances in October 2022, only 25 eligible workers were provided with 5 types of social insurance (retirement insurance, work-related injury, unemployment, medical and child-bearing insurances). But other 22 eligible workers were not provided with any type of social insurance. Reference law: Social Insurance Law of the People's Republic of China, Article 10, Article 23, Article 33, Article 44, Article 53 Remark: 1. The auditee had provided the commercial accident insurance to 5 workers free of charge, the commercial accident insurance is valid till 5 July 2023. 2. Due to the audit day was the last day of October 2022, the online social insurance purchasing system can't log in. When facility tried to log in the system, the warning was showed that the system can't be logged in on the last day, and it will be recovered on the first day of next month.

本次审核受审核方共有48名工人，1名新入职不到一个月的员工只需要在2022年11月根据法规购买社保。因此，根据法律要求47名工人应当享受社会保险（包括工伤、失业、养老、医疗、生育保险）。受审核方提供了2021年10月到2022年10月的社保缴费名单和社会保险缴费凭证供查看。根据提供的2022年10月的社保缴费名单和社会保险缴费凭证，受审核方只给25名具备资格的工人提供了5种社会保险（养老、工伤、失业、医疗和生育保险）。但是受审核方没有给其他22名具备资格的工人提供任何社会保险。参考法规：中华人民共和国社会保险法 第10条，第23条，第33条，第44条，第53条 备注：1. 受审核方给5人免费提供了商业意外险，商业保险有效期至2023年7月5日。2. 由于审核当天是2022年10月的最后一天，社保网上缴费系统不能登录。当工厂尝试登录时，系统提示最后一天不能登录，系统会在下个月的第一天恢复。

PA 6: Decent Working Hours

Through the management interview and checking the factory attendance system, it is found that the factory did not set an early warning when the overtime was near or had exceeded the requirements. The production arrangement of the factory was mainly to meet the delivery date of customers' orders. They would ensure that employees do not work overtime for more than 3 hours a day, and have one day off for 6 consecutive days. However, the control of monthly overtime had not been considered yet. According to the feedback of the interviewed employees, they volunteered to work overtime, and felt that the factory did not have much overtime, which was acceptable. According to the attendance from October 1, 2021 to October 31, 2022, it was found that the monthly overtime from October 2021 to October 2022 exceeded 36 hours. The attendance records of 10 sample employees in September 2022, May 2022 and December 2021 show that the overtime hours of 10 samples in the above three months exceeded 36 hours, and the maximum monthly overtime hours were 46 hours (September 2022), 66 hours (May 2022) and 68 hours (December 2021) respectively. The management representative stated that the production capacity was based on order planning, work force, and machinery, etc., but they were still difficult to control monthly overtime within 36 hours currently. Reference regulations: Labor Law of the people's Republic of China, Article 41 Remark: From 1 October 2022 to audit day, the maximum total overtime hours were 48 hours.

通过管理层访谈及查看工厂的考勤系统发现，工厂在加班时间快超过或已经超过要求时没有设置预警。工厂的生产安排主要以满足客户订单交期为主，他们会确保员工每天加班不超3小时，连续上班6天有一天休息，但是暂未考虑月加班的管控。被访

PA 6: Decent Working Hours

谈员工反馈，他们自愿加班，且觉得工厂加班时间不多，可以接受。查看2021年10月1日-2022年10月31日的考勤发现2021年10月至2022年10月的月加班都超36小时。抽取10名员工2022年9月、2022年5月及2021年12月的考勤记录显示，10名员工在上述三个月的加班都超36小时，最高月加班时间分别为46小时（2022年9月），66小时（2022年5月）和68小时（2021年12月）。管理者代表表示生产产能都是基于订单安排、劳动力和机器等情况来确定的，但是他们目前依然很难控制月加班在36小时以内。参考法规：中华人民共和国劳动法，第41条 备注：2022年10月1日到审核当日的总加班时间最高为48小时。

PA 7: Occupational Health and Safety

1. No pre-job, or post-service occupational diseases examination for workers exposed to occupational hazards position(e.g. chemical, noise). Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35 2. It was noted that there was no safety training certificate for the Principal Responsible Person of production and business units and safety production management personnel in the factory. Reference law: Law of the People's Republic of China on Production Safety, Article 21 & 24.

1. 工厂未能提供从事有职业病危害工种(化学品, 噪音)的人员的岗前和离岗体检报告。参考法律法规：中华人民共和国职业病防治法第三十五条. 2. 审核员发现厂方的生产经营单位主要负责人和安全生产管理人员没有获得相关安全培训证书。参考法规：《中华人民共和国安全生产法》第二十一条，二十四条。

Facility did not provide work injury insurance or commercial accident insurance to 18 workers. Reference law: Social Insurance Law of the People's Republic of China, Article 33.

工厂没有给18名员工提供工伤保险或者意外商业保险。参考法规：中华人民共和国社会保险法，第33条

There were chemical used in the assembly workshop, including thinner, cleaning agents, but no safety label was posted on the chemical containers for cleaning agents, and no MSDS was available in the factory. Reference law: Regulation on chemical safe handling in workplace (1997), article 12.

工厂在装配车间有使用到化学品，如稀释剂，清洗剂，但是没有张贴安全标签，且现场没有提供MSDS。参考法规：《工作场所安全使用化学品规定》（1997），第十二条。

Facility had installed ladders to feeding material in injection molding workshop, but no handrail was installed to 4 ladders, which with around 0.8-1m height. Reference law: Safety requirements for Fixed steel ladders and platform-Part3: Industrial guardrails and steel platform, GB4053-2009, Article 5.2.2.

在注塑车间工厂安装了梯子用来加料，但是4个梯子没有安装扶手，这些梯子约0.8-1米高。参考法规：《固定式钢梯及平台安全要求第3部分：工业防护栏杆及钢平台》，GB 4053-2009, 第5.5.2 条。

There was no anti-rat/anti-fly facility installed in the kitchen. Reference law: Food Safety Law of the People's Republic of China, article 33.

工厂厨房没有安装防鼠和防蝇设施。参考法规：《中华人民共和国食品安全法》第三十三条。

PA 12: Protection of the Environment

Facility did not install kitchen fume filter to dispose the kitchen fume, and no monitoring of kitchen fume was conducted. Reference law: Emission standard of cooking fume(GB18483-2001), article 5.1, Specification for environmental protection of catering trade (HJ554-2010), Article 6.2.1

工厂未安装厨房油烟净化器，且厨房油烟未进行监测。参考法规：饮食业油烟排放标准（GB18483-2001），第5.1条。饮食业环境保护技术规范（HJ554-2010），第7.2.1条