

# Monitoring result for Zhejiang KidpiK Toys Co.,Ltd. on site Zhejiang KidpiK Toys Co.,Ltd.

## Monitoring

Monitored Party : Zhejiang KidpiK Toys Co.,Ltd.  
amfori ID : 156-033916-000  
Site : Zhejiang KidpiK Toys Co.,Ltd.  
Site amfori ID : 156-033916-001  
Address : No.66-88 Yangliu River Road, Yunhe County  
: 323600, Lishui  
: Zhejiang Sheng  
: China  
Monitoring Activity : amfori Social Audit - Manufacturing  
Monitoring Type : Follow-up Monitoring  
Monitoring Partner : SGS  
Monitoring Start Date : 16/03/2023  
Closing Meeting : 23/03/2023  
Finished Date :  
Submission Date : 23/03/2023  
Expiration Date : 18/03/2024

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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]

Zhejiang KidpiK Toys Co.,Ltd. is located at No.66-88 Yangliu River Road, Yunhe County, Lishui City, Zhejiang Province, China. The factory registered in Market Supervision Administration of Yunhe County having unified social credit code 91331125MA28J09769 valid from Oct 21, 2015 to Oct 20, 2035. The factory had total 10 buildings and used 4 buildings on the audited day. The other 5 production buildings, 2F of No 2-3 Building and 1 dormitory building were leased to other different companies.

### [Production overview/Physical audit scope]

The audited factory used 4 buildings, including one 4-storey production building (No.4), 1F/3F/4F/5F of the 4-storey partial 5-storey production buildings (No. 2-3) and one 4- storey complex building. The total areas were about 13763.82 square meters. The factory didn't provide transportation, kitchen or dormitory rooms to all workers.

No. 2-3 production building: 1F: Wooden workshop. 2F: The leasing area. 3F: Office rooms, assembling and packing workshop. 4F: Finished goods warehouse. 5F: Painting workshop. The total area was about 7800 square meters.

No.4 production building: 1F: Raw material warehouse. 2F-4F: Empty areas. The total area was about 2986.50 square meters. 4-storey complex building: 1F: The hall and shop, 2F: The empty areas, 3F: Office rooms, 4F: Exhibition rooms. The total area was about 2977.32 square meters.

Remark: No.1 production building (4-storey) were leased to Zhejiang Swes Wooden Toys., Ltd used as production areas, office and warehouse areas. 2F of No. 2-3 production building leased rented to Yunhe County Xiaolong Toys Factory used as production and warehouse. No.5 production building (4-storey) was leased to Yunhe Couty Pingyang Toys., Ltd used as production areas, office and warehouse areas. No.6 production building (4-storey) was leased to Yunhe Couty Mengzhi Toys., Ltd used as production areas, office and warehouse areas. No.7 production building (4-storey) was leased to Lishui Yibo Toys., Ltd used as production areas, office and warehouse areas. No.8 production building (4-storey) was leased to Yunhe County Tongguan Toys., Ltd used as production areas, office and warehouse areas. The dormitory building was also leased to these companies. During the audit day, the factory management had provided leasing agreement and business licenses of these companies.

### [Main products]

The main products manufactured in the auditee were Wooden toys.

The main production process included wood processing (including cutting, drilling, polishing), painting, assembling, packing, finished goods.

Production capacity is about 5000000 sets per year.

### [Audit process]

This was 0.5 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 the auditee was very supportive and cooperative throughout the audit activities.

Opening Meeting: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 Mr. An Tiantian / Sales Manager 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 34 employees present which include around management staff and 3 sampled workers were selected for interview and the working hours and payroll records of them were selected for review.

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

The CAP was agreed and copy of it along with Finding report was also given to the factory.

### [Working hours information]

The main auditee had established working hours procedure and used finger-printing and face recognition electronic attendance machine to record workers' working time. During the audit, the main auditee had provided the attendance records from Mar 1, 2022 to the audited day and the payrolls from Mar, 2022 to Jan, 2023 for review. Based on worker interviews and document review, workers' regular working time was 5 days per week (from Monday to Friday) and 8 hours per day. One shift was arranged for most production workers from 07:30-11:30 and 13:00-17:00 with 1.5 hours rest, workers worked overtime 2 hours on weekdays for 0~3 times per week and worked 8 hours on Saturdays. Normally, the maximum daily overtime was 2 hours, the maximum monthly overtime was 60 hours, and the maximum weekly working time was 54 hours. All workers rest on every Sunday and statutory holidays. The main auditee guaranteed workers have at least one day off per seven days, workers could choose work overtime or not, and the main auditee paid enough overtime wage according to legal law.

### [Wage information]

The main auditee had established wage and benefits procedure, workers minimum wage, statutory holidays, annual leave etc. were defined in the procedure. During the audit, the main auditee had provided the attendance records from Mar 1, 2022 to the audited day and the payrolls from Mar, 2022 to Jan, 2023 for review. Based on worker interviews and document review, workers

were paid by hourly rate, their minimum wage was RMB 2350 per month, which was meet the minimum wage standard local city (RMB 1840 per month or RMB 10.57 per month since Aug 1, 2021). No any fee was deducted from workers' wage, the main auditee would not punish workers with fines. The main auditee paid workers' current wage to workers before the 25th of the following month by cash. The main auditee had provided social insurance for some workers.

LivingWage: 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.

[Attachments]

During document review it was evidence that some of required documents were not applicable in organization like Agency Labor Contract, Government Wavier on working hours and Collective Bargaining Agreement. All of above documents were not involved in document report.

[Audit team's information]

Announcement Type: Fully-announced

Monitoring Date: 03/16/2023

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

Auditor Name: Amo Wang (APSCA member No. CSCA 21702017)

## Site Details

Site : Zhejiang KidpiK Toys Co.,Ltd.

Site amfori ID : 156-033916-001

### GICS Classification

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Sector : Consumer Discretionary

Industry : Leisure Products

Industry Group : Consumer Durables & Apparel

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.

## Metrics

### Key Metrics

Total workforce	34 Workers
Legal minimum wage in local currency	1840 Monthly
Lowest wage paid for regular work at the site	2350 Monthly
Calculated living wage in local currency	3211 Monthly
Total sample	3 Workers

### Other Metrics

Male workers	15 Workers
Female workers	19 Workers
Permanent workers - Male	15 Workers
Permanent workers - Female	19 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	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	7 Workers
Domestic migrant workers - Female	2 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	15 Workers
Workers hired directly - Female	19 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	1 Workers

## Findings

### PA1: Social Management System

1.1 Finding: 1st Follow up audit on Mar 16, 2023-Open The main auditee partially respected this principle because the factory established the procedures on social responsibility and amfori BSCI management system, Jia Xutao / System manager was appointed as amfori BSCI management representative by factory, but the management system needed improve. For example, the factory failed to provide social insurance to all workers. It violated the requirement of question 1.1 in amfori BSCI system manual.

2023年3月16日第一次跟进审核：未关闭 主要被审核方（生产商）部分遵循该原则，因为工厂建立了社会责任管理程序和amfori BSCI管理系统，贾旭涛/体系经理被工厂指定为amfori BSCI管理层代表，但管理系统需要完善。例如，工厂没有为所有工人购买社保。违反了amfori BSCI管理手册中问题1.1的要求。

1.4 Finding: 1st Follow up audit on Mar 16, 2023-Open The main auditee partially respected this principle because based on management interview, onsite check and documents review, the factory knew how to calculate production capacity and order cycle, but the calculation of production capacity was not reasonable to cause workers' monthly overtime working hours exceeded legal requirement, the max. up to 60 hours in Dec, 2022 (including 20 weekday overtime hours and 40 weekend overtime hours). It violated the requirement of question 1.4 in amfori BSCI system manual.

2023年3月16日第一次跟进审核：未关闭 主要被审核方（生产商）部分遵循该原则，因为基于管理层访谈、现场查看以及文件审核确认，工厂了解如何计算生产产能和订单周期，但产能分析不合理，导致员工的月加班工时超过法规要求，最大在2022年12月达到60小时（包括平时加班20小时以及周末加班40小时）。违反了amfori BSCI管理手册中问题1.4的要求。

### PA 2: Workers Involvement and Protection

1st Follow up audit on Mar 16, 2023-Open 2.2 Finding: The main auditee partially respected this principle because the main auditee had established management system according to Amfori BSCI Code of Conduct and defined long-term goals for protecting workers according to the Amfori BSCI Code of Conduct, but the long-term goals didn't reflect the completion of the goal of the specific time and Stage. It violated the requirement of question 2.2 in amfori BSCI system manual.

2023年3月16日第一次跟进审核：未关闭 被审核方部分遵守该准则。工厂已经基于Amfori BSCI的准则建立了管理体系，也根据Amfori BSCI的准则制定了保护工人的长期目标，但是长期目标中未能体现了完成目标的具体时限和阶段性。违反了amfori BSCI管理手册中问题2.2的要求。

### PA 5: Fair Remuneration

5.5 Finding: 1st Follow up audit on Mar 16, 2023-Open The main auditee did not respect this principle because based on social insurance invoice from Dec, 2022 to Feb, 2023 and confirmed with management, the factory had 34 workers and including 11 retired workers in the factory. The factory only provided retirement insurance, medical insurance, unemployment insurance and maternity insurance for 3 workers. The facility had provided injury insurance for all workers. 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. It violated the Labor Law of the People's Republic of China (2018 Amendment) Article 72, Article 73.

2023年3月16日第一次跟进审核：未关闭 被审核方未遵守该准则。原因是根据工厂提供的2022年12月-2023年2月的社保缴费凭证及管理层确认，工厂共有34名员工，其中11名达到退休年龄，工厂仅为3名员工提供了养老保险，医疗保险，失业保险和生育保险。工厂为所有员工购买了工伤保险。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。违反了中华人民共和国劳动法（2018修正）第七十二条，第七十三条。

### PA 6: Decent Working Hours

6.2 Finding: 1st Follow up audit on Mar 16, 2023-Open The main auditee did not respect this principle because the main auditee did not ensure the overtimes of workers in accordance with the legal requirement. Based on the attendance record provided from Mar 1, 2022 to Mar 16, 2023, all sampled workers' monthly overtime hours had exceeded the limit of 36 hours per month, and the maximum worker's monthly overtime working hours were 60 hours, consist of 20 overtime hours on regular working days and 40 overtime hours on weekends. (Dec, 2022). It violated the Labor Law of the People's Republic of China (2018 Amendment), Article 41.

2023年3月16日第一次跟进审核：未关闭 主要被审核方未遵守该准则。原因是工厂没有确保工人的加班时间满足法规要求。根据工厂提供的2022年3月1日-2023年3月16日考勤供查看，所有抽样工人每月的月加班均超出了36小时的规定，最大月加班时间为60小时，包含20小时的正常工作日加班时间和40小时的周末加班时间（2022年12月）。违反了中华人民共和国劳动法（2018修正）第四十一条。建议工厂所有员工的月加班时间不超过法规要求。

### PA 7: Occupational Health and Safety

7.1 Finding: 1st Follow up audit on Mar 16, 2023-Open The main auditee partially respected this principle because the factory had established complete management system on health and safety, included identification and awareness of related legal regulation, health and safety check, training etc. But some issue was happened again due to management negligence, such as

## PA 7: Occupational Health and Safety

occupational health examination. It violated the requirement of question 7.1 in amfori BSCI system manual. Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35, etc.

2023年3月16日第一次跟进审核：未关闭 被审核方部分遵守该准则。原因是工厂已建立完整的健康安全管理体系，包括相关法规的识别与了解，健康安全检查，培训等，但是由于管理疏忽，导致某些问题再次发生，如职业健康体检。违反了amfori BSCI管理手册中问题7.1的要求，中华人民共和国职业病防治法（2018修正）第三十五条，等。

7.2: 1st Follow up audit on Mar 16, 2023-Closed Based on document review and management interview, the main auditee had purchased injury insurance for all workers.

2023年3月16日第一次跟进审核：关闭 根据文件审核和管理层访谈，被审核方已经为所有员工购买了单独的工伤社保。

7.3: Finding: 1st Follow up audit on Mar 16, 2023-Open The main auditee partially respected this principle because the factory conducted the risks assessment on occupational health and safety for all posts, pregnant women and other particularly vulnerable employees, but the factory didn't arrange occupational health examination for 18 workers who worked in hazardous posts (wood processing and painting). It violated the Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35

2023年3月16日第一次跟进审核：未关闭 主要被审核方（生产商）部分遵循该准则，因为工厂对所有岗位，孕妇和其他弱势群体等进行岗位安全风险评估，但工厂没有为18名接触职业危害岗位的员工安排职业病体检(木工和喷漆)。违反了中华人民共和国职业病防治法（2018修正）第三十五条

7.6: 1st Follow up audit on Mar 16, 2023-Closed Based on onsite observation and management interview, the main auditee had provided the correct labor protection articles for all employees involved in the position of occupational hazard factors and supervised them to wear.

2023年3月16日第一次跟进审核：关闭 根据现场审核和管理层访谈，被审核方已经为所有涉及职业危害因素岗位的员工提供了正确的劳保用品，并督促其佩戴。

7.7: Finding: 1st Follow up audit on Mar 16, 2023-Open The main auditee partially respected this principle. The factory established the management procedure on chemicals, there were paint, machine oil, etc used in the workshops, the effective MSDS were available, but 3 barrels of painting oils at painting workshop didn't provide with secondary containment. It violated the Code of Design on Building Fire Protection and Prevention (GB 50016-2014, 2018 Amendment), Article 3.6.12

2023年3月16日第一次跟进审核：未关闭 主要被审核方（生产商）部分遵循该准则。工厂建立了化学品管理程序，根据现场查看，车间使用油漆，机油，等，张贴了MSDS，但喷漆车间有3桶油漆未设置二次容器，违反了建筑设计防火规范（GB 50016-2014，2018修正）3.6.12

7.13 1st Follow up audit on Mar 16, 2023-Closed Based on onsite observation, the facility had locked all distribution boxes.

2023年3月16日第一次跟进审核：关闭 根据现场审核，工厂已经把所有的配电箱上锁。

7.25 Finding: 1st Follow up audit on Mar 16, 2023-Open The main auditee did not respect this principle because the factory did not conduct testing of occupational hazards factor for knitting position (had noise). It violated the Provisions on the Supervision and Administration of Occupational Health at Work Sites (2012), Article 20

2023年3月16日第一次跟进审核：未关闭 主要被审核方未遵循该准则。原因是工厂没有为织造岗位安排职业危害因素监测（存在噪音）。违反了工作场所职业卫生监督管理规定（2012）第二十条。