

MONITORING ID: 23-0228368-1

Monitored Party Guangdong Kangmo Health Technology Co., Ltd.	amfori ID 156-051408-000	Address 1F,7F and 9F of Building 5, No.1, Shengkai Road, Huangpu Town, Zhongshan City, Guangdong Province, China, 528471 Zhongshan, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner Eurofins CPA
Monitoring Start Date 05/04/2024	Closing Meeting Finished Date 05/04/2024	Submission Date 11/04/2024
Expiration Date 13/12/2025	Announcement Type Fully Announced	
Site Guangdong Kangmo Health Technology Co., Ltd.	Site amfori ID 156-051408-001	

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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, Violence or Harassment	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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Audit Company: Eurofins CPA

Lead Auditor name and APSCA number: Shawn Wu / CSCA 21700805

Team Members: None

Names of Observers, Translators, Trainees, Advisors/Consultants (if applicable): None

Audit Schedule Details: The Follow-up Monitoring was planned for 1 auditor x 1 on-site day, and the audit was conducted on April 5, 2024

Announcement Type: Fully Announced

Business partner information:

Guangdong Kangmo Health Technology Co., Ltd. was established on Aug 17, 2023. The factory was located on 1F,7F and 9F of Building 5, No.1, Shengkai Road, Huangpu Town, Zhongshan City, Guangdong Province, China. The uniform code of social credit is 91442000MACT5K250Q. The main products were fitness equipment. The main production processes were assembly and packing.

Audited location information:

The auditee rented partial 1F, 7F and 9F of the 9-storey Building 5 from building owner Mr. LIN Mu. No dormitory or canteen was provided. The total structure area rented by factory was 8,965 square meters.

Working Hours:

The auditee used electronic attendance system to record workers' working hours. The attendance records from Dec 2023 to audit day were provided for review during this follow up audit. The auditee had no obvious peak season. Feb 2024 was low production season. Dec 2023 and Jan 2024 were medium production season. Auditor selected Dec 2023, Jan 2024 and Feb 2024 as samples. One shift was arranged for employees (8:00~12:00; 13:30~17:30). The normal working hours were 8 hours per day and 40 hours per week. Employees could rest at least 1 day per week. The maximum daily overtime hours were 2 hours. The maximum weekly working hours were 54 hours (regular: 40 hours +overtime: 14 hours). The monthly overtime hours exceeded legal limit of 36 hours in 2 out of 3 sampled months.

Compensation:

The payroll records from Dec 2023 to Feb 2024 were provided and reviewed accordingly during this follow up audit. Wages were calculated on hourly rate and were issued by cash at the end of the following month. The lowest wage paid to workers was RMB10.92 per hour (RMB1900 per month) which was equal with the local minimum wage requirement. Workers were paid 150% and 200% of normal rate for overtime on weekdays and rest days respectively. No overtime was arranged on national holidays and normal wage was paid for workers on national holidays. Not all the employees were covered by social insurance. Based on latest roster and social insurance records of Jan/Feb/Mar 2024 review, there were total 94 workers. There were 4 retirees at the factory. There was no newly joined worker, temporary worker or dispatched worker at the factory. However, as per social insurance record of Mar 2024 review, only 21 of the 90 eligible employees (excluding retirees) were enrolled in work-related injury insurance, medical insurance (including maternity insurance), retirement insurance and unemployment insurance. In addition, 100% employees were covered by group commercial insurance and its valid date was from Oct 24, 2023 to Oct 23, 2024.

Numbers of Workers:

There were total 94 employees at the factory included 17 office employees and 77 non-office employees. There were 58 males and 36 females. There was no foreign migrant employee and there were 61 domestic migrant employees from other provinces in China. There was no young worker, and the youngest worker was 20 years old.

Good Practices:

None

Worker Union/Organization Details:

There was no Trade Union available in the factory, but there were 2 worker's representatives selected by workers.

Circumstances:

Factory management were cooperative with Auditor and provided full access to the whole facility. Management provided required documents and records in time, accompanied Auditor with factory tour and provided assistance when Auditor selected workers for interviews. Management Representative attended the closing meeting, confirmed all the findings and signed the on-site audit findings report without any argument. There was no special circumstance during the audit.

Summary of Findings:

In this follow up audit, the performance areas which needed improvement were as follows: PA1, PA2, PA5, PA6, PA7.

#LivingWage:

The basic living wage was CNY2305 which was manually collected and calculated by the auditor through Ankers methodology. BLW calculation sheet was uploaded as part of the report attachments.

Remark:

1. The government waiver, agency labor contract, and collective bargaining agreement was not available for the factory as those documents not applicable.

2. Some uploaded attachments (such as wage records and time records) involve employees' personal information, which was protected. This was to comply with the requirements of the Personal Information Protection Law of the People's Republic of China and GDPR.

3. Only PA1, PA2, PA5, PA6, PA7 and PA 13 were covered during this follow up audit. Environmental Impact Assessment was not attached in Official Documents as PA 12: Protection of the Environment was not covered during this follow up audit.

4. The initial audit conducted on December 5~6, 2023 showed that the auditee rented 5F, 7F and 9F of Building 5. Based on document review, onsite observation, management / worker / worker representative interview, after the initial audit, the auditee did not rent 5F of the Building 5 since Jan 31, 2024 and the auditee rented partial 1F of Building 5 since Feb 28, 2024. 5F of the Building 5 was rented by the other factory named Zhongshan City Wenquan Electric Appliance Co., Ltd. The nameplate of the other factory was available near the entrance of 5F and workers were wearing work cards with the other factory name. No worker, machine, production area was exchanged between the auditee and the other factory on 5F of the Building 5. Partial 1F was rented by the auditee. The rented area on 1F of the auditee was an independent area which was separated by a wall with the other factory on partial 1F named Zhongshan City Shenmei Precision Molding Co., Ltd. The rented area on 1F was used as a warehouse for shipped products. Hence, currently, the auditee rented partial 1F, 7F and 9F of the 9-storey Building 5. Partial 1F was used as warehouse for shipped products, 7F was used as office, production area and warehouse, and 9F was used as office. Business license showed that the auditee was located on 1F, 7F of the Building 5. Business license did not show that it included office area on 9F. For that case, local law did not require the auditee must update the address on business license. Consulted relevant legal expert, the address on business license was no need to update, in addition, the auditee needed to inform the interested parties that 9F was used as office. Hence, 1F, 7F and 9F of Building 5 as the used area of the auditee was shown in audit report.

5. Beside the auditee, the other 4 factories were located on the other floors of the Building 5. The names of the other 4 factories were listed as following: Zhongshan City Shenmei Precision Molding Co., Ltd, Zhongshan City Wenquan Electric Appliance Co., Ltd, Zhongshan City Luding Electric Appliance Co., Ltd, Zhongshan City Tongchuang New Material Science and Technology Co., Ltd. The auditee did not share worker, machine and production area with the other factories. The other 4 factories were not covered during the audit.

6. This audit planned to be conducted on April 5, 2024, but Planned Time Window on amfori BSCI Platform was set on April 3, 2024 by mistake. Actually, this audit was conducted on April 5, 2024 as initial audit plan.

SITE DETAILS

Site
Guangdong Kangmo Health
Technology Co., Ltd.

Site amfori ID
156-051408-001

GICS Classification

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

amfori Process Classifications

N.A.

NACE Classification

Manufacture of consumer electronics

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	94	Workers
Legal minimum wage in local currency	1,900	Monthly
Lowest wage paid for regular work at the site	1,900	Monthly
Calculated living wage in local currency	2,305	Monthly
Total sample	6	Workers

Other Metrics

Male workers	58	Workers
Female workers	36	Workers
Non-binary workers	0	Workers
Permanent workers - Male	58	Workers
Permanent workers - Female	36	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	4	Workers
Management - Female	2	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	41	Workers
Domestic migrant workers - Female	20	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	58	Workers
Workers hired directly - Female	36	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	3	Workers
Sample - Female	3	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Guangdong Kangmo Health Technology Co., Ltd. | Site amfori ID: 156-051408-001

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Previous finding: Based on satisfactory evidence, the auditee partially respected this principle. The audited factory had established social compliance management procedures. However, the factory did not establish a fully effective management system to implement the amfori BSCI CoC and some findings were identified in some performance areas. (In accordance with amfori BSCI code of conduct)</p> <p>Not corrected in this follow up audit. Based on satisfactory evidence, the auditee partially respected this principle because the audited factory had established social compliance management procedures. However, based on document review, management / worker / worker representative interview, the audited factory did not establish a fully effective management system to implement the amfori BSCI CoC and the findings were identified in some performance areas. (In accordance with amfori BSCI code PA 1.1)</p>	<p>前次不符合项：根据充足证据，工厂部分达到此项要求。被审核工厂建立起了社会责任管理程序。但是被审核工厂没有能建立一个完全有效的管理体系以执行amfori BSCI行为守则的要求，在几个执行领域发现一些有待完善的地方。(根据amfori BSCI 行为准则)</p> <p>在本次跟进审核时没有纠正。根据充足证据，工厂部分达到此项要求因为被审核工厂建立起了社会责任管理程序。但是基于文件评审、管理层/员工/员工代表访谈，被审核工厂没有能建立一个完全有效的管理体系以执行amfori BSCI行为守则的要求，在几个执行领域发现有待完善的地方。(根据amfori BSCI 行为守则表现区域1.1)</p>

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Previous finding: Based on satisfactory evidence, the auditee partially respected this principle. Through the audited factory conducted capability assessment, the monthly overtime hours still exceeded local legal requirement. (In accordance with amfori BSCI code of conduct)</p> <p>Not corrected in this follow up audit. Based on satisfactory evidence, the auditee partially respected this principle because the auditee has established written workforce planning procedure.</p>	<p>前次不符合项：根据充足证据，工厂部分达到此项要求。虽然工厂进行了产能评估记录，但是月加班时间仍然超过法律要求。(根据amfori BSCI 行为准则)</p> <p>在本次跟进审核时没有纠正。根据充足证据，工厂部分达到此项要求因为工厂建立了书面的产能规划程序，但基于文件评审、管理层/员工/员工代表访谈，该程序没有有效执行，导致员工月加班时间超过法规要求。(根据amfori BSCI行为守则表现区域1.4)</p>

Finding

However, based on document review, management / worker / worker representative interview, the procedure was not effectively implemented which led to workers' monthly overtime hours exceeded the legal requirement. (In accordance with amfori BSCI code PA 1.4)

PA 2: Workers Involvement and Protection

Site: Guangdong Kangmo Health Technology Co., Ltd. | Site amfori ID: 156-051408-001

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH

LOCAL LANGUAGE

Finding

Previous finding: Based on satisfactory evidence, the auditee partially respected this principle. The audited factory provided the training regarding amfori BSCI COC for employees. However, per interview, one worker representative was not clear about partial content of amfori BSCI COC standard. (In accordance with amfori BSCI code of conduct)

Not corrected in this follow up audit. Based on satisfactory evidence, the auditee partially respected this principle because the factory provided the training regarding amfori BSCI COC for employees. However, based on document review, worker / worker representative interview, one interviewed worker representative did not know the partial content of amfori BSCI COC standard. (In accordance with amfori BSCI code PA 2.4)

前次不符合项：根据充足证据，工厂部分达到此项要求。被审核工厂提供了员工关于amfori BSCI行为准则的培训。但是根据访谈，一名员工代表对amfori BSCI行为准则标准部分内容不了解。(根据amfori BSCI行为准则)

在本次跟进审核时没有纠正。根据充足证据，工厂部分达到此项要求因为工厂提供了员工关于amfori BSCI行为准则的培训。但是基于文件评审、员工/员工代表访谈，一名被访谈的员工代表对amfori BSCI行为准则标准部分内容不了解。(根据amfori BSCI行为守则表现区域2.4)

PA 5: Fair Remuneration

Site: Guangdong Kangmo Health Technology Co., Ltd. | Site amfori ID: 156-051408-001

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH

LOCAL LANGUAGE

Finding

Previous finding: Based on satisfactory evidence,

前次不符合项：根据充足证据，工厂未达到此项要

Finding

the auditee did not respect this principle. Not all the employees were covered by social insurance. Based on latest roster and social insurance records of Sep/Oct/Nov 2023 review, there were total 96 workers. There were 3 retirees at the factory. There was no newly joined worker, temporary worker or dispatched worker at the factory. However, as per social insurance record of Nov 2023 review, only 3 of the 93 eligible employees (excluding retirees) were enrolled in work-related injury insurance, medical insurance (including maternity insurance), retirement insurance and unemployment insurance. In addition, 100% employees were covered by group commercial insurance and its valid date was from Oct 24, 2023 to Oct 23, 2024.

Not corrected in this follow up audit. Based on satisfactory evidence, the auditee did not respect this principle because not all the employees were covered by social insurance. Based on latest roster and social insurance records of Jan 2024/Feb 2024/Mar 2024 review, there were total 94 workers. There were 4 retirees at the factory. There was no newly joined worker, temporary worker or dispatched worker at the factory. However, as per social insurance record of Mar 2024 review, only 21 of the 90 eligible employees (excluding retirees) were enrolled in work-related injury insurance, medical insurance (including maternity insurance), retirement insurance and unemployment insurance. In addition, 100% employees were covered by group commercial insurance and its valid date was from Oct 24, 2023 to Oct 23, 2024. Based on management / worker / worker representative interview, the employees who did not purchase social insurance stated that they had joined new rural social pension insurance and not willing to join social insurance. (In accordance with Social Insurance Act of the People's Republic of China, article 2 and article 4)

求。员工社保购买不足。根据提供的最新的花名册和2023年9月、10月和11月的社保凭证，工厂共有96名员工。工厂有3名退休工，无新员工、无临时工和派遣工。根据2023年11月的社保记录评审，93名符合参保条件的员工（不包含退休工）中仅3名员工购买了工伤保险、医疗保险(包含生育保险)、养老保险及失业保险。另外，100%员工被团体商业保险覆盖，有效期从2023年10月24日至2024年10月23日。根据员工访谈，没有购买社保的员工已参加新农保，不愿意参与社保。(根据《中华人民共和国社会保险法》第二条&第四条)

在本次跟进审核时没有纠正。根据充足证据，工厂未达到此项要求因为员工社保购买不足。根据提供的最新的花名册和2024年1月、2024年2月和2024年3月的社保凭证，工厂共有94名员工。工厂有4名退休工，无新员工、无临时工和派遣工。根据2024年3月的社保记录评审，90名符合参保条件的员工（不包含退休工）中仅21名员工购买了工伤保险、医疗保险(包含生育保险)、养老保险及失业保险。另外，100%员工被团体商业保险覆盖，有效期从2023年10月24日至2024年10月23日。根据管理层/员工/员工代表访谈，没有购买社保的员工已参加新农保，不愿意参与社保。(根据《中华人民共和国社会保险法》第二条&第四条)

PA 6: Decent Working Hours

Site: Guangdong Kangmo Health Technology Co., Ltd. | Site amfori ID: 156-051408-001

Question: 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

Previous finding: Based on satisfactory evidence, the auditee did not respect this principle. Sampling 13 employees' time records were in Sep 2023 (random month), Oct 2023 (random month) and Nov 2023 (current paid month). 13 out of 13 sampled workers' monthly overtime hours exceeded legal limit of 36 hours in sampled months. The maximum overtime hours were 64 hours in Sep 2023, 60 hours in Oct 2023 and 54 hours in Nov 2023. (In accordance with PRC Labor Law article 41).

Not corrected in this follow up audit. Based on satisfactory evidence, the auditee did not respect this principle because workers' monthly overtime hours exceeded legal limit of 36 hours. Based on document review, management / worker / worker representative interview, sampling 6 employees' time records were reviewed in Dec 2023 (random month), Jan 2024 (random month) and Feb 2024 (current paid month). All 6 sampled workers' maximum monthly overtime hours were 24 hours in Feb 2024 which did not exceed legal limit of 36 hours. However, all 6 sampled workers' maximum monthly overtime hours exceeded legal limit of 36 hours in Dec 2023 and Jan 2024. The maximum overtime hours were 60 hours in Dec 2023 and 54 hours in Jan 2024. (In accordance with PRC Labor Law article 41).

前次不符合项：根据充足证据，工厂未达到此项要求。抽样13名员工的考勤在2023年9月（随机月）、2023年10月（随机月）和2023年11月（当前发薪月）。13名抽样的员工中的13名的月加班在抽样月份超过法定的36小时，最大月加班2023年9月为64小时、2023年10月为60小时、2023年11月为54小时。（根据《中华人民共和国劳动法》第41条）

在本次跟进审核时没有纠正。根据充足证据，工厂未达到此项要求因为月加班超过法定的36小时。基于文件评审、管理层/员工/员工代表访谈，抽样6名员工的考勤在2023年12月（随机月）、2024年1月（随机月）和2024年2月（当前发薪月）。所有6名抽样的员工在2024年2月的月最大加班为24小时没有超过法定的36小时，然而所有6名抽样的员工的月加班在2023年12月和2024年1月超过法定的36小时，最大月加班在2023年12月为60小时、2024年1月为54小时。（根据《中华人民共和国劳动法》第41条）

PA 7: Occupational Health and Safety

Site: Guangdong Kangmo Health Technology Co., Ltd. | Site amfori ID: 156-051408-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH

LOCAL LANGUAGE

Finding

Previous finding: Based on satisfactory evidence, the auditee partially respected this principle. The factory established the occupation health & safety management procedures. However, the facility did not fully comply with the health and safety legal requirement. Please refer to relevant checkpoints for details. (In accordance with amfori BSCI code of conduct)

前次不符合项：根据充足证据，工厂部分达到此项要求。工厂建立了职业健康安全程序。但是审核员发现企业没有完全符合安全健康的法规要求。详情请参考相关检查点。（根据amfori BSCI 行为准则）

在本次跟进审核时没有纠正。根据充足证据，工厂部分达到此项要求因为工厂建立了职业健康安全程序。但是审核员发现企业存在健康安全的问题

Finding	
Not corrected in this follow up audit. Based on satisfactory evidence, the auditee partially respected this principle because the auditee established the occupation health & safety management procedures. However, the finding regarding health and safety still existed. Details please refer to relevant finding of following. (In accordance with amfori BSCI code PA 7.1)	点。详情请参考下面相关问题点。(根据amfori BSCI行为守则表现区域7.1)

Question: 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Previous finding: Based on satisfactory evidence, the auditee partially respected this principle. During facility tour, auditor found that no warning sign was posted on 3 electric switch boxes in assembly and packing workshop on 7F of production building. (In accordance with BSCI Code of Conduct)</p> <p>Not corrected in this follow up audit. Based on satisfactory evidence, the auditee partially respected this principle because most of electric switch boxes were posted with warning signs. However, based on onsite observation, management / worker / worker representative interview, auditor found that no warning sign was posted on 2 electric switch boxes in assembly and packing workshop on 7F of production building. (In accordance with amfori BSCI code PA 7.9)</p>	<p>前次不符合项：根据充足证据，工厂部分达到此项要求。在现场巡查时，审核员发现生产楼第7楼组装包装车间3个电开关箱没有张贴安全警示标志。(根据BSCI行为准则)</p> <p>在本次跟进审核时没有纠正。根据充足证据，工厂部分达到此项要求因为大部分电开关箱有张贴安全警示标志。但是基于现场观察、管理层/员工/员工代表访谈，审核员发现生产楼第7楼组装包装车间2个电开关箱没有张贴安全警示标志。(根据amfori BSCI行为守则表现区域7.9)</p>