

Monitored Party CIXI BAOFANLY ELECTRICAL CO.,LTD	amfori ID 156-019084-000	Address Chengzhong Village, Zhouxiang Town, 315324 Cixi, Ningbo, Anhui Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TÜV NORD CERT GmbH
Monitoring Start Date 22/08/2023	Closing Meeting Finished Date 22/08/2023	Submission Date 05/09/2023
Expiration Date 05/09/2024	Announcement Type Fully Announced	
Site Cixi Baofanly Electrical Co. Ltd.	Site amfori ID 156-019084-002	

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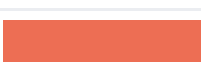

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	B	
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

Name of lead auditor: Wylie Wang; APSCA membership number: CSCA 21704131

Name of team auditor (if applicable): N/A; APSCA membership number: N/A

Name of observers, translators, trainees, advisors/consultants (if applicable): N/A

Monitoring partner name: TÜV NORD CERT GmbH (APSCA Firm Member: 11600051)

Audit schedule details: This audit was planned for 1 auditor x 1 day onsite

Business partner information: The auditee (local name, unified social credit code and local address慈溪宝帆电器有限公司91330282790092391T慈溪市周巷镇城中村), established in August 10, 2006 in the place of Chengzhong Village, Zhouxiang Town, Cixi City, Zhejiang Province, China. The main business products were cordless hair curler and professional cordless straighteners. The main process included assembling, inspection and packing. Main equipment and production line included: assembling lines etc.

Audited location information: The factory composed of one 4-storey building (partial 5F) as office, one 5-storey building as production and warehouse.

Operating shifts and hours: There was one kind of working shift in the factory, which was normal shift from 07:00 to 17:00 with 2 hours for lunch break from Monday to Friday.

The factory provided the working time records from July 2022 to audit date for review. The night overtime was conducted from 18:00 to 19:00, maximum 5 times per week. The rest day overtime was conducted on Saturday for 8 hours, 0 to 5 times per month. All employees have Sunday rest. Thus, it was found that the weekly working hours were controlled within 53 hours. The workday overtime working hours were within 3 hours. The maximum monthly overtime working hours were 62 hours.

Time recording system: The auditee used the electronic attendance system to record the working hours.

Salary payment details: The local minimum wages was RMB 2070 per month since 01 August 2021.

The factory provided payrolls from July 2022 to June 2023 for review.

Workers were paid by hourly rate; the basic wage was more than RMB 2400 per month. For overtime wages, 150% and 200% of regular wages were paid to employees for their overtime hours on workdays and rest days respectively, no overtime was arranged on statutory holidays. The wages were paid by cash on or before 30th of each month. Through review the Social Insurance Payment Receipt, 8 out of 16 employees had participated in Pension, Unemployment, Medical and Maternity Insurance, 11 out of 16 employees had participated in Industrial Injury Insurance. Other 5 employees had participated in commercial accident insurance (valid period from March 22, 2023 to March 21, 2024).

Worker number information: There were 16 employees on the roster. All employees were permanent employees, 9 employees from other provinces in China. 8 employees were female.

All employees showed on the date of audit.

No child labor and young workers worked in the auditee.

No interns, apprentices, contractor workers in the auditee.

Good practices: NA.

Worker organization details: Two worker representative was freely elected by workers in January 2023.

Circumstances: The factory management agreed that the auditor could access to all facilities, compound documents and records requested by the audit to take photo of the factory, to copy relevant document records and conduct confidential worker interview. During the audit, management showed they were willing to gradually improve all issues found on-site.

Summary of findings: The performance areas needed improvements were as follows: PA1, PA2, PA5, PA6, PA7 and PA 13
Remark:

1. There was no contractor and agency used by the auditee, so the agency labour contract or contractor license/permit not applicable for the auditee.
2. The auditee did not obtain any government waivers
3. There was no collective bargaining agreement in the auditee.

SITE DETAILS

Site

Cixi Baofanly Electrical Co. Ltd.

Site amfori ID

156-019084-002

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Household Durables

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	16	Workers
Legal minimum wage in local currency	2,070	Monthly
Lowest wage paid for regular work at the site	2,400	Monthly
Calculated living wage in local currency	2,527.78	Monthly
Total sample	6	Workers

Other Metrics

Male workers	8	Workers
Female workers	8	Workers
Permanent workers - Male	8	Workers
Permanent workers - Female	8	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	3	Workers
Management - Female	3	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	5	Workers
Domestic migrant workers - Female	4	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	8	Workers
Workers hired directly - Female	8	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	4	Workers
Sample - Female	2	Workers

FINDINGS

PA1: Social Management System

Site: Cixi Baofanly Electrical Co. Ltd. | Site amfori ID: 156-019084-002

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

Base on management interview, site tour and document review, the auditee established management system; however it was not effective for some performance areas, such as Occupational Health and Safety and working hour etc.

通过管理层访谈,现场走访及文件审查,被审核方已建立社会责任管理体系,但是并未有效执行如职业健康和安全、工作时间等

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

Base on management interview and document review, the auditee did not effectively evaluate the production capacity, human resource and equipment status against the delivery requirement to avoid the excessive overtime work.

通过管理层访谈及文件审查,被审核方没有有效评估生产能力人力资源和设备状况以避免过量加班。

PA 2: Workers Involvement and Protection

Site: Cixi Baofanly Electrical Co. Ltd. | Site amfori ID: 156-019084-002

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

Base on worker interview, the auditee had provided training on BSCI new code for all employees and posted the BSCI new code at workshop, but all interviewees still did not know BSCI Code clearly. The auditee should improve training effects.

基于员工访谈,被审核方已对所有员工进行了BSCI新行为守则的培训,生产车间内部也张贴了行为守则,但所有被访谈员工均不了解BSCI的要求。被审核方应提高培训效果

PA 5: Fair Remuneration

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted?

ENGLISH	LOCAL LANGUAGE
Finding	
Base on management, worker interview and document review, 8 out of 16 employees had participated in Pension, Unemployment, Medical and Maternity Insurance, 11 out of 16 employees had participated in Industrial Injury Insurance. Other 5 employees had participated in commercial accident insurance (valid period from March 22, 2023 to March 21, 2024). Reference law/regulation: Article 72 and 73 of the PRC Labor Law.	基于管理层和员工访谈及文件审查，16人中的8人参加了养老、失业、医疗和生育保险，11人参加了工伤保险。其他5人参加了商业意外保险(有效期从2023年03月22日至2024年03月21日)。参照法规：《中华人民共和国劳动法》第72、73条的规定

PA 6: Decent Working Hours

Site: Cixi Baofanly Electrical Co. Ltd. | Site amfori ID: 156-019084-002

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	
Base on management and workers interview and 6 sample workers' attendance records review, who selected from June 2023, March 2023 and December 2022, it was noted that the maximum overtime working hours of randomly selected workers' were 53 hours in June 2023, 55 hours in March 2023 and 62 hours in December 2022, exceeded legal overtime limit: 36 hours per month. Reference law/regulation: the PRC Labor Law article 41.	基于管理层和员工访谈，及抽样的6名员工的考勤记录(2023年06月，2023年03月和2022年12月)，发现2023年06月最大加班时间是53小时，2023年03月是55小时，2022年12月是62小时，超过法定的36小时。参考法律法规：《中华人民共和国劳动法》第41条

PA 7: Occupational Health and Safety

Site: Cixi Baofanly Electrical Co. Ltd. | Site amfori ID: 156-019084-002

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH	LOCAL LANGUAGE
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Finding	
Base on management, worker interview and document review, during EHS management system developing and implementation, no worker representative was involved.	基于管理层和员工访谈及文件审查，在健康安全管理系统开发和执行过程中，无员工代表的参与

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
Base on site tour, the workers who contact with alcohol did not wear rubber glove during working in assembling workshop. Reference law/regulation: Law of the PRC on Work Safety Article 42	基于车间走访组装车间接触酒精的员工工作时没有佩戴橡胶手套。参照法规：《中华人民共和国安全生产法》第42条

Question: 7.16 Is there satisfactory evidence that the auditee ensures evacuations plans meet legal requirements and that these plans are posted in relevant places so workers can see and understand them?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on factory tour, it was noted that sufficient evacuation plans were posted in factory workshops, however, the evacuation plans were not in compliance with standard. For example: (1) the size for all evacuation plans posted in factory workshops was insufficient. The size shall be at least 297mm*420mm (A3) instead of 210mm*297mm (A4); (2) all evacuation plans in factory workshops were made of A4 papers instead of materials with adequate durability and printing oil. Reference Law: Article 5.9 and Article 8 of Escape and Evacuation Plan-design Principles and Requirements.	根据现场走访，工厂现场张贴了充足的逃生平面图，但是张贴的逃生平面图不符合规范，如：（1）工厂生产车间内的所有疏散图尺寸太小，其尺寸应至少是297mm*420mm(A3)，而不是210mm*297mm(A4)；（2）工厂生产车间内的所有疏散图均由A4纸制作，而不是由具有足够耐久性的材料和油墨制作。参考法规：《疏散平面图-设计原则与要求》第5.9条和第8条

PA 13: Ethical Business Behaviour

Site: Cixi Baofanly Electrical Co. Ltd. | Site amfori ID: 156-019084-002

Question: 13.4 Is there satisfactory evidence that the auditee collects uses and otherwise processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements?

ENGLISH	LOCAL LANGUAGE
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Finding

Base on management, worker interview and document review, it was noted that the auditee did not make effective training against its privacy policies and procedures.

基于管理层和员工访谈及文件审查，发现被审核方没有提供足够的关于隐私保护政策程序的培训