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|---|--|---|
| Monitored Party<br><b>GuangDong Takdir Smart Robot Co.,Ltd.</b>       | amfori ID<br><b>156-051174-000</b>                 | Address<br><b>Room 202, Building 9, No.7<br/>Shengqi Road, Changping Town,<br/>dongguan, Guangdong Sheng,<br/>China</b> |
| Monitoring Activity<br><b>amfori Social Audit -<br/>Manufacturing</b> | Monitoring Type<br><b>Follow-up Monitoring</b>     | Monitoring Partner<br><b>Intertek</b>   |
| Monitoring Start Date<br><b>13/11/2024</b>                            | Closing Meeting Finished Date<br><b>13/11/2024</b> | Submission Date<br><b>18/11/2024</b>  |
| Expiration Date<br><b>04/12/2025</b>                                  | Announcement Type<br><b>Semi Announced</b>         |   |
| Site<br><b>GuangDong Takdir Smart Robot Co.,Ltd.</b>                  | Site amfori ID<br><b>156-051174-001</b>            |   |

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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                 | <b>A</b> |  |
| PA 8: No Child Labour                                | <b>A</b> |  |
| PA 9: Special Protection for Young Workers           | <b>A</b> |  |
| PA 10: No Precarious Employment                      | <b>A</b> |  |
| PA 11: No Bonded, Forced Labour or Human Trafficking | <b>A</b> |  |
| PA 12: Protection of the Environment                 | <b>A</b> |  |
| PA 13: Ethical Business Behaviour                    | <b>A</b> |  |

## GENERAL DESCRIPTION

The first follow up audit (November 13, 2024)

Name of lead auditor: Salon Shan; APSCA membership number: CSCA 21700349

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: Intertek

Audit schedule details: The audit is planned for 1 auditor x 1 day.

Announcement Type: Semi-Announced

This was a follow-up audit, only PA1, PA2, PA5, PA6, PA7 and PA13 were covered in this audit due to no finding was found in the other Performance Areas during previous audit. Site tour, document review, employees' interview and management interview were done to evaluate the compliance status of these PAs.

Business partner information: Guang Dong Takdir Smart Robot Co., Ltd. 广东达迪迩智能机器人有限公司 (Uniform Code of Social Credit: 91441900MACQW72P3W) was located at Room 202, Building 9, No.7 Shengqi Road, Changping Town, Dongguan, Guangdong Province, China. This was a private company. The total land area occupied by the facility was about 5000 square meters. The facility had established and started operation at the current location since July 25, 2023. The main products manufactured by the facility cover smart robots.

The main production processes are listed as follows: assembly, inspection and packing.

Total machines per type were: testing machines, assembly lines, etc.

Audited location information: There was 1 production building in the facility as below details:

#1. 5-storey building:

1/F: rented by other two companies (Chengrong Co., Ltd and Yuding Co., Ltd).

Half of 2/F: office and developing; another half of 2/F: rented by another company (Chengrong Co., Ltd).

Half of 3/F: assembly, inspection and packing; another half of 3/F: rented by another company (Ruisen Co., Ltd).

4/F: rented by another company (Chengrong Co., Ltd).

5/F: warehouses.

Through facility tour, document review, management and employees' interview, there were other 3 companies rented in the same one 5-storey production building. These companies obtained their own business licenses, floors or areas, products, manpower and management systems, etc. No co-mingle employee was used among these companies and the audited facility during this audit. So only the audited facility was covered in the audit.

Building ownership information: rented by the facility.

There was no dormitory, canteen or kitchen provided by the facility for employees.

Operating shifts and hours: Attendance records from November 29, 2023 to November 13, 2024 (audit date) were reviewed in this audit. All employees work for 5 days a week from Monday to Friday in one shift, the normal working hour is from 8:00 to 12:00 and from 13:00 to 17:00. Employees sometimes worked overtime 2-3 hours per day and 8 hours on Saturday, and could enjoy at least one day off after six consecutive working days. As per facility management interview, no obvious peak season is in the facility.

Time recording system: Facial attendance recording system

Salary payment details: Payroll records from October 2023 to September 2024 (most current month) were reviewed in this audit. All employees' wages were calculated on an hourly rate basis. The lowest basic wages were RMB2280 per month that was higher than local law's requirement. For overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively. No overtime on public holidays. Employees were paid via bank autopay on or before the 30th of each month after the previous wage calculation cycle.

Worker number information: A total of 148 employees including 136 production employees (75 males and 61 females) and 12 non-production employees (9 males and 3 females). 20 employees (13.5%) were local workers from Guangdong, 128 employees (86.5%) were domestic migrant workers from Guangxi, Guizhou, Henan, Hubei, Hunan, Jiangxi, Shanxi, Sichuan, Chongqing and Yunnan provinces in China. No young, pregnant, seasonal, temporary, disabled or home-based worker, and no foreign migrant worker, contractor or agency was used in the facility.

Good practices: None

Worker organization details: There was no union in the facility, but there was 1 worker committee with 2 worker representatives freely elected in the facility.

Circumstances: There was no special circumstance during the audit.

Summary of findings:

PA1:

1.1 Some violations were found in the PA1, PA2, PA5, PA6, PA7 in this audit.

1.4 The workforce planning was not effective, as the monthly overtime hours exceeded local law's requirement.

PA2:

2.4 Part of randomly selected interviewees were not aware of amfori BSCI code of conduct.

PA5:

5.4 The facility management did not know or calculate the Living Wage, and the facility management did not know that they should provide sufficient remuneration that allows workers to meet a decent living standard.

5.5 Insufficient social insurance participation.

PA6:

6.2 The monthly overtime hours exceeded local law's requirement.

PA7:

7.1 1) No regular occupational health examinations; 2) A finding violated local law was found in 7.1 in this PA.

Living wage calculation: #LivingWage Anker methodology is used for Living Wage calculation by auditing company.

Remark: Below documents were not uploaded to the report:

- 1) There were no agencies used by the auditee, thus, no agency labor contract;
- 2) There were no government waivers provided by the auditee in this audit;
- 3) There were no collective bargaining agreements in the facility;
- 4) There were no contractors used by the auditee, thus, no contractor license/permit.
- 5) Environmental approval was not uploaded, due to no finding was found in PA12 in previous audit.

SITE DETAILS

Site

GuangDong Takdir Smart Robot Co.,Ltd.

Site amfori ID

156-051174-001

GICS Classification

|                        |                             |                    |
|------------------------|-----------------------------|--------------------|
| Sector                 | Industry Group              | Industry           |
| Consumer Discretionary | Consumer Durables & Apparel | Household Durables |
| Sub Industry           |                             |                    |
| Household Appliances   |                             |                    |

amfori Process Classifications

N.A.

NACE Classification

Manufacture of domestic appliances

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a water stressed region

## METRICS

### Key Metrics

|   |          |         |
|---|----------|---------|
| Total workforce                               | 148      | Workers |
| Legal minimum wage in local currency          | 1,900    | Monthly |
| Lowest wage paid for regular work at the site | 2,280    | Monthly |
| Calculated living wage in local currency      | 2,073.76 | Monthly |
| Total sample                                  | 8        | Workers |

### Other Metrics

|  |    |         |
|--|----|---------|
| Male workers                           | 84 | Workers |
| Female workers                         | 64 | Workers |
| Non-binary workers                     | 0  | Workers |
| Permanent workers - Male               | 84 | Workers |
| Permanent workers - Female             | 64 | 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                      | 3  | Workers |
| Management - Female                    | 1  | 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        | 73 | Workers |
| Domestic migrant workers - Female      | 55 | 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          | 84 | Workers |
| Workers hired directly - Female        | 64 | 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                          | 4  | Workers |
| Sample - Female                        | 4  | Workers |
| Sample - Non-binary                    | 0  | Workers |

## FINDINGS



### PA1: Social Management System

Site: GuangDong Takdir Smart Robot Co.,Ltd. | Site amfori ID: 156-051174-001

**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  |
|--|---|
| <b>Finding</b>   |   |
| 1.1 The first follow up audit (November 13, 2024) CAP not fully completed. Some violations were found in the PA1, PA2, PA5, PA6, PA7 in this audit. This finding was against amfori BSCI Code of Conduct, Principle on Social Management System. The checkpoint was rated "Partially", due to the facility had established CSR management systems, internal audit and management review were conducted annually, and the other Performance Areas were compliance with BSCI requirement, it part of implementing aspects' deficiency. | 第一次跟进审核（2024年11月13日）未改善。此次审核中在PA1, PA2, PA5, PA6, PA7有发现问题点。此问题点违反了BSCI行为准则，管理体系法则。此检查点评为“部分符合”，是因为工厂有建立基本的社会责任管理体系，每年有进行内审和管理评审，并且其他执行领域均符合BSCI的要求，但在执行方面存在部分缺失。 |

**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  |
|--|---|
| <b>Finding</b>   |   |
| 1.4 The first follow up audit (November 13, 2024) CAP not fully completed. The workforce planning to reduce overtime was not effective, as the employees' monthly overtime hours exceeded 36 hours in September 2024 (most current month), June 2024 and March 2024 as per local law's requirement, please refer to Q6.2 for details. This finding was against amfori BSCI Code of Conduct, Principle on Social Management System. The checkpoint was rated "Partially", due to the facility had realistically calculated the costs of production and delivery times, and had established the workforce planning to reduce overtime, but had part of implementing aspects' deficiency. | 第一次跟进审核（2024年11月13日）未改善。加班时间的控制计划没有有效地实施，员工在2024年9月（当前月）、2024年6月和2024年3月的月加班时间超过法规要求的36小时，具体参照Q6.2。此问题点违反了BSCI行为准则，管理体系法则。此检查点评为“部分符合”，是因为企业了解如何计算生产产能和订单周期，且有建立人力资源加班时间的控制计划，但在执行方面存在部分缺失。 |



### PA 2: Workers Involvement and Protection

Site: GuangDong Takdir Smart Robot Co.,Ltd. | Site amfori ID: 156-051174-001



**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**

2.4 The first follow up audit (November 13, 2024) CAP not fully completed. Through employees' interview, 3 out of 8 randomly selected interviewees were not aware of amfori BSCI code of conduct. This finding was against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection. The checkpoint was rated "Partially", due to the facility had set up the training plan and provided training for workers covering social responsibility, and had posted BSCI COC on site for employees' reference, but had part of implementing aspects' deficiency.

第一次跟进审核（2024年11月13日）未改善。根据员工访谈，受访的8名员工中有3人不了解amfori BSCI行为准则。此问题点违反了BSCI行为准则，工人参与和保护法则。此检查点评为“部分符合”，是因为工厂有建立培训计划并有向员工提供相应培训涵盖社会责任方面的内容，并且现场有张贴BSCI行为准则供员工参考，但在执行方面存在部分缺失。

**PA 5: Fair Remuneration**

Site: GuangDong Takdir Smart Robot Co.,Ltd. | Site amfori ID: 156-051174-001

**Question:** 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

**ENGLISH**

**LOCAL LANGUAGE**

**Finding**

5.4 The first follow up audit (November 13, 2024) CAP not fully completed. The facility management did not know or calculate the Living Wage, and the facility management did not know that they should provide sufficient remuneration that allows workers to meet a decent living standard. This finding was against amfori BSCI Code of Conduct, Principle on Fair Remuneration. The checkpoint was rated "Partially", due to the facility paid employees as minimum RMB2880 per month for the basic wage plus allowances, which was higher than the Living Wage of Dongguan City calculated by auditor.

第一次跟进审核（2024年11月13日）未改善。企业不了解也没有计算生活工资，并且企业也不知道他们应该按照BSCI的要求提供足够的待遇让员工过上体面的生活。此问题点违反了BSCI行为准则，公平报酬法则。此检查点评为“部分符合”，是因为工厂给员工的基本工资加津贴为最低每月人民币2880元，高于审核员计算的东莞市的生活工资。

**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

5.5 The first follow up audit (November 13, 2024) CAP not fully completed. Through reviewing the provided social insurance receipts and relevant documents, the facility had obtained the social insurance records from November 2023 to October 2024, auditor had randomly selected the latest 3 months' social insurance records for review, it indicated that there were total 148 permanent employees (no new worker, temporary worker or dispatched worker, etc) in the facility in October 2024, except the 6 employees rehired from retirement, total 142 employees should participated in social insurances, but only 76 out of 142 (53.5%) employees had participated in all 5 types of social insurances, which were basic endowment insurance, basic medical insurance, employment injury insurance, unemployment insurance and maternity insurance. Besides, the facility had purchased Group Life Accident Insurance for 80 persons, the effective period was from October 25, 2024 to October 24, 2025. For the rest employees did not participate in social insurances, relevant employees claimed that they did not want to participate in social insurances to increase the cost. The checkpoint was rated "No", due to it was a systemic deficiency.

Law:

In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance. Article 53 Employees shall participate in maternity insurance.

第一次跟进审核（2024年11月13日）未改善。通过查看工厂提供的社保收据和相关文件，工厂有保留2023年11月到2024年10月的社保记录，审核员有随机抽样查阅最近3个月的社保记录，发现工厂2024年10月共148名长期工（无新进员工、临时工或派遣工等），除去6名退休返聘人员，有142人需要参加社保，但是只有76人(53.5%)参加了工伤、养老、医疗、失业和生育五种保险。另外，工厂有购买80人的团体人身意外伤害保险，有效期为2024年10月25日至2025年10月24日。对于其余未参加社保的人员，他们反映不想参加社保而增加开支。此检查点评为“不符合”，是因为这属于系统性缺失。

法规：

依据《中华人民共和国社会保险法》第十条，职工应当参加基本养老保险，由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险，由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险，由用人单位缴纳工伤保险费，职工不缴纳工伤保险费。第四十四条 职工应当参加失业保险，由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险。

PA 6: Decent Working Hours

Site: GuangDong Takdir Smart Robot Co.,Ltd. | Site amfori ID: 156-051174-001

**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**

6.2 The first follow up audit (November 13, 2024) CAP not fully completed. The monthly overtime hours of 8 out of 8 randomly selected employees were 72-74 hours in September 2024 (most current month), 8 out of 8 randomly selected employees were 69 hours in June 2024 (random month), and 8 out of 8 randomly selected employees were 80 hours in March 2024 (random month). The checkpoint was rated "No", due to it was a systemic overtime violation.

**Law:**

In accordance with the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.

第一次跟进审核（2024年11月13日）  
未改善。审核中发现2024年9月（当前月）随机抽取的8人中有8人的月加班时间为72-74小时，2024年6月（随机月）随机抽取的8人中有8人的月加班时间为69小时，2024年3月（随机月）随机抽取的8人中有8人的月加班时间为80小时。此检查点评为“不符合”，是因为这属于系统性加班问题。

**法规要求：**

依据《中华人民共和国劳动法》第41条，用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时；因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。

**PA 7: Occupational Health and Safety**

Site: GuangDong Takdir Smart Robot Co.,Ltd. | Site amfori ID: 156-051174-001

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

**ENGLISH**

**LOCAL LANGUAGE**

**Finding**

7.1 The first follow up audit (November 13, 2024) Two new findings were found in this audit:  
1) Through facility tour, auditor found that there were 3 soldering employees contacting with lead fume, and 4 employees contacting with chemicals in assembly area in the facility. However, the facility did not conduct regular occupational health examination for them.  
2) The facility set up a health committee, collected relevant laws and regulations, conducted monthly

第一次跟进审核（2024年11月13日）  
此次审核有发现两个新问题点：  
1）通过现场走访，发现工厂有3名焊锡员工接触铅烟，组装区4名员工接触化学品，但工厂未提供定期的职业健康体检给他们。  
2）工厂成立了健康委员会，收集了相关法律法规，每月对现场健康安全的实施进行检查，且定期进行健康安全培训。但是，此部分在7.1有发现违反法规的问题点，具体参考相关检查点。  
此检查点评为“不符合”，是因为这是系统性法规违反

## Finding

inspection on the implementation of on-site health and safety, and conducted regular health and safety training. However, a finding violated local law was found in 7.1 in this PA, please refer to relevant checkpoint for details.

The checkpoint was rated “No”, due to it was a systemic local law's violation.

1) Law: In accordance with the PRC Law of Prevention and Control of Occupational Diseases Article 35, the employer shall conduct regular occupational health examination for those labourers who are engaged in works with occupational hazard(s) as required by production safety supervision and administration department and public health administrative department under the State Council. The occupational health examination shall be conducted before labourers start to take the post, in the course of the work and after leave the post and the employer shall provide the results of the occupational health examinations to labourers in written. The expenses of the occupational health examination shall be borne by employers.

2) This finding was against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety.

问题。

1) 法规：依据《中华人民共和国职业病防治法》第三十五条，对从事接触职业病危害的作业的劳动者，用人单位应当按照国务院安全生产监督管理部门、卫生行政部门的规定组织上岗前、在岗期间和离岗时的职业健康检查，并将检查结果书面告知劳动者。职业健康检查费用由用人单位承担。

2) 此问题点违反了BSCI行为准则，职业健康和安全法则。