

Monitoring result for Foshan Shengtianjia Lighting Equipment Co.,Ltd. on site Foshan Shengtianjia Lighting Equipment Co., Ltd.

Monitoring

Monitored Party	: Foshan Shengtianjia Lighting Equipment Co.,Ltd.
amfori ID	: 156-029527-000
Site	: Foshan Shengtianjia Lighting Equipment Co., Ltd.
Site amfori ID	: 156-029527-001
Address	: Xiancun Industrial Zone, Liansha Shadun, Danzao Town, Nanhai District, : 528223, Foshan : Guangdong Sheng : China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Monitoring Partner	: ALGI International, Inc.
Monitoring Start Date	: 18/11/2022
Closing Meeting Finished Date	: 18/11/2022
Submission Date	: 26/11/2022
Expiration Date	: 26/11/2023

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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

Foshan Shengtianjia Lighting Equipment Co., Ltd. (Local Name: 佛山市盛田嘉照明设备有限公司, Unified Social Credit Code: 914406055536791560) is located at Xiancun Industrial Zone, Liansha Shadun, Danzao Town, Nanhai District, Foshan City, Guangdong Province, China. The factory is established in April 2010 and specializes in the manufacturing of lighting. Main production activities include Assembly, Aging and Packing. No production process or service is subcontracted.

The factory rents the 1F-2F of one 4-storey office building, the 2F-4F of one 4-storey production building (1#) and the 3F-4F of one 4-storey production building (2#) from a business individual. There was no kitchen, canteen or dormitory available to workers. On the audit day, there were total 48 employees in the factory of which 31 employees were production workers. As per management interview, peak season in the factory was not obvious per year.

Based on documents review and management interview, it was noted that all employees in the factory are paid by hourly rate. Wages were paid in cash at the end of each month for the preceding month. The factory uses face recognition time attendance recording system to keep record of all employees' working hours. The regular working hours were from 8:00 to 17:30 with lunch break from 12:00 to 13:30 in 1 shift. Overtime working was usually arranged for 0 to 2 hours a day on weekdays and for 8 hours a day on Saturdays.

During the current audit, payroll records from October 2021 to September 2022 and attendance records from October 1, 2021 to audit dates were provided for review. The auditor randomly selected 8 samples from each of September 2022 (current paid month), July 2022 (random month) and April 2022 (holiday month) for verification.

Ms. Suyan Luo / HR Supervisor and Ms. Wenfang Zhi / Assembly Worker participated in the opening & closing meetings. The opening meeting started at 9:00 and the closing meeting ended at 17:30 on November 18, 2022. The auditor communicated the findings in detail to them and allowed them to ask questions and make any needed clarifications. Finally, they agreed on the findings and signed the on-site audit findings report.

Remark:

1. The local legal minimum wage standard was raised from CNY 1720 per month (or equivalent to CNY 9.89 per hour) to CNY 1900 per month (or equivalent to CNY 10.92 per hour) since December 1, 2021.
2. No agency labour contract, government waiver or collective bargaining agreement was attached in the report for there was no agency, waiver or collective bargaining agreements in the factory.
3. The factory did not establish the procedure to calculate local living wage. The auditor used the calculated Basic Living Wage CNY 3035.23 which was calculated by auditor through Anker's methodology.
4. The other parts of the buildings were rented by other two factories. They had no business relationship with the audited factory and no shared worker was used. One 4-storey dormitory building was also located in the industrial zone. Per factory tour and employees interview, the dormitory was not used by the audited factory.
5. The audit was conducted on November 18, 2022 by ALGI auditor Mr. Daniel Luo (lead auditor) - APSCA registration No. CSCA 21700003.

Site Details

Site : Foshan Shengtianjia Lighting Equipment Co., Ltd.

Site amfori ID : 156-029527-001

GICS Classification

Sector : Consumer Discretionary

Industry : Household Durables

Industry Group : Consumer Durables & Apparel

Sub Industry : Household Appliances

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

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	3101 Monthly
Calculated living wage in local currency	3035 Monthly
Total sample	8 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	4 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	19 Workers
Domestic migrant workers - Female	10 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	3 Workers
Sample - Female	5 Workers

Findings

PA1: Social Management System

During this audit, the social management system was proved to be not that effective since some non-compliance issues were detected regarding Social Management System, Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety and Ethical Business Behaviour. Details please refer to Performance Areas 1, 2, 5, 6, 7 and 13.

此次审核中，工厂的社会责任管理体系尚待完善，因为在此次审核中，发现了关于管理体系、工人参与和保护、公平报酬、体面劳动时间、职业健康与安全和商业道德行为方面的问题。具体请参见区域1、2、5、6、7和13。

The factory made production plans for each order, but the workforce capacity was not properly planned to match delivery order contracts' expectations and monthly overtime working hours exceeded the legal limit, please refer to principle 6.2 for details. This violated the PRC Labor Law article 41.

工厂有对每个订单制定生产计划，但没有正确地对产能进行评估以满足订单的交付预期，并且工人的月加班时间超过了法规的要求，详情请参考条款6.2。这违反了《中华人民共和国劳动法》第41条。

PA 2: Workers Involvement and Protection

Although the factory had posted BSCI Code of Conduct on site and provided relevant training records, the interviewed workers and worker representatives did not have a good understanding of social compliance COC.

尽管工厂在现场张贴了BSCI的行为守则，也提供了相关的培训记录供审核，但受访的工人以及工人代表对社会责任的要求没有良好的理解。

PA 5: Fair Remuneration

The factory did not understand what the basic living wage is and did not calculate the local living wage. All sampled workers' wages for regular work time were CNY 3101-3701 per month in the sampled months. It was higher than the local Living Wage. The local Living Wage was CNY 3035.23 per month which was calculated by the auditor through Anker's methodology.

工厂不了解基本生活工资是什么且未计算当地生活工资。在抽样月份里所有抽样员工的正常工作时间为每个月3101-3701元，均超过当地基本生活需求工资的要求。当地的基本生活需求工资为每个月3035.23元，这是由审核员通过Anker的方法计算得出的。

The factory provided social insurance records from November 2021 to October 2022 for review. Based on the social insurance receipt of October 2022, there were total 48 employees (all were permanent employees; 1 retiree and no newly hired employee) in the factory, only 43 eligible employees (91.49%) had participated in 5 kinds of social insurance, which were medical, pension, injury, unemployment and maternity insurances. This violated the PRC Labor Law article 72 and 73. Remark: 1) The factory provided group commercial injury insurance for 11 employees including the retiree, valid period was from May 23, 2022 to May 22, 2023. No social insurance waiver was obtained by the factory. 2) For the reason why not all employees were provided with social insurance, both management and workers stated that those workers themselves were unwilling to buy it.

工厂提供了2021年11月至2022年10月的社保记录。根据2022年的10月份社保缴费收据及名册，工厂有48人(所有员工均为正式员工，1位退休员工，无新进员工)，但是工厂只给43名符合条件的员工(91.49%)购买了工伤、医疗、养老、生育和失业保险。这违反了《中华人民共和国劳动法》第72条、73条。备注：1) 工厂有11名员工包括退休员工提供商业团体意外保险，有效期从2022年5月23日至2023年5月22日。工厂没有获得社保批文。2) 对于还有一部分员工没有参保的原因，工厂及员工都表示是员工自己不愿意购买。

PA 6: Decent Working Hours

The overtime working hours exceeded the upper limit of 36 hours per month. In September 2022 (current paid month), the monthly overtime hours of all 8 randomly selected employees were 62 hours; in July 2022 (random month), the monthly overtime hours of all 8 randomly selected employees were 70 hours; in April 2022 (holiday month), the monthly overtime hours of all 8 selected employees were 74 hours. This violated the PRC Labor Law article 41.

月加班工时超过36小时，抽查了3个月，2022年9月(最近发薪月)，所有8名被抽查员工的月加班工时为62小时；2022年7月(随机月)，所有8名被抽查员工的月加班工时为70小时；2022年4月(节假日月)，所有8名被抽查员工的月加班工时为74小时。这违反了《中华人民共和国劳动法》第41条。

PA 7: Occupational Health and Safety

The factory had set up the occupational health and safety regulations and procedures; however, the actual practice throughout the factory was not fully in compliance with requirements of local law in the parts of Electricity safety, Fire certificate, Machinery safety.

工厂虽然建立了职业健康安全方面的程序和相关制度，但是工厂在实际的执行过程中还存在问题，例如电气安全，消防验收，机器安全方面。

PA 7: Occupational Health and Safety

The factory had provided the report of acceptance checks for completion of the office, warehouse and production buildings. And the firefighting equipment inspection reports were provided to review. But they did not have a fire service inspection certificate or record of the buildings. This violated the PRC Fire Prevention Law article 11. Remark: The construction area of the 4-storey office building was 1000 square metres; of the 4-storey production building 1# was 5400 square metres; of the 4-storey production building 2# was 6758 square metres. And all the buildings were built in November 2012.

工厂提供了办公楼、仓库和生产楼的建筑竣工验收报告及消防设施检测报告，但未能提供消防部门出具的验收合格证书或备案记录。这违反了《中华人民共和国消防法》第十一条。备注：4层办公楼面积为1000平方米，4层生产楼1#面积为5400平方米，4层生产楼2#面积为6758平方米，均在2012年11月建成。

30% electrical control boxes were missing inner covers and the foundation was made of wood. This violated Safety code of electric power industry-Part1: Thermal and machine Article 3.5.5.

工厂所30%电控箱没有安装绝缘内盖，底座为木质结构，该项违反了《电业安全工作规程第1部分：热力和机械》第3.5.5条的规定。

Both ladders used in materials warehouse which were 1.4m were not equipped with handrails. This violated the Safety of machinery - Permanent means of access to machines and industrial plants - Part 3: Stairways, stepladders and guard - rails GB17888.3 -2008: 7.2.

物料仓两个梯子为1.4米，但没有安装扶手。这违反了《机械安全 进入机器和工业设备的固定设施 第三部分：楼梯、阶梯和护栏》GB17888.3 -2008-7.2条。

There were no basic supplies such as toilet paper, soap and etc. provided in all toilets in production workshops.

工厂生产车间的所有洗手间均没有提供基本物品（如厕纸、洗手液）。

PA 13: Ethical Business Behaviour

The factory did not establish procedure to collect, use and process personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements.

工厂没有建立程序以合理谨慎的方式，按照隐私和信息安全法和法规要求收集、使用和处理个人信息。