

Monitoring result for Dongguan Marvy Industrial Co.,Ltd. on site Dongguan Marvy Industrial Co., Ltd.

Monitoring

Monitored Party	: Dongguan Marvy Industrial Co.,Ltd.	amfori ID	: 156-000115-000
Site	: Dongguan Marvy Industrial Co., Ltd.	Site amfori ID	: 156-000115-002
Address	: No. 51, Lingnan Road, Huang Dong, Fenggang Town	Monitoring Activity	: amfori Social Audit - Manufacturing
	: 523696, Dongguan	Monitoring Type	: Full Monitoring
	: Anhui Sheng	Submission Date	: 13/01/2021
	: China	Expiration Date	: 13/01/2022

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Overall rating



Section rating

PA1: Social Management System	D
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

[Location and size]:

The audited factory was established on May 10, 2013. The business license number was 91441900068485008W and the valid period was from May 10, 2013 to Long terms. The factory was located at No. 51, Lingnan Road, Huang Dong, Fenggang Town Dongguan, Guangdong Province, China. The total floor size occupied by the factory 3600 square meters.

[Structure of facility]:

Within the premises, the audited factory consists of one 4-storey buildings used as office, production workshop and warehouse; one 3-storey dormitory used by production workers and one 4-storey dormitory building used by office staff. The 1st floor of the 3-storey dormitory building was used as canteen and kitchen.

Remark: 4/5 of the 1st floor of the production building and 1F of the 4-storey dormitory building were used by others. Quick tour to these areas was conducted and least contract was reviewed, it was confirmed that the factory only used part of 1F of the production building and did not use 1F of the 4-storey dormitory building.

The main products were plastic toys and the production processes included Roto-molding, painting, tempo-printing, and packing.

[Employee analysis]:

Currently, there are total 29 employees working in the factory. Among them 19 are production employees; 26 are migrant employees from other provinces in China. There are 18 male workers and 11 female workers.

[Summary of working hour]:

The factory used fingerprint attendance machine to record employees' working hours. The factory provided the attendance records from December 1, 2019 to the audit date, and 6 sampled employees' attendance records of November 2020, August 2020 and May 2020 were selected for further check. The normal working hours were 8 hours a day and 40 hours a week. Security guards worked in 3 shifts from 8:00-16:00, 16:00-24:00 and 24:00-8:00; canteen staff worked in one shift from 7:30-12:30, 15:30-18:30; employees from roto-molding department worked in two shifts: 6:30-11:30, 14:30-17:30 and 11:30-14:30, 17:30-22:30; and employees from other departments worked in one shift from 8:00 to 12:00; and 13:30-17:30. The maximum daily overtime hours taken by employees were 3 hours and maximum total weekly hours were 66 hours. All employees were guaranteed with seventh day of rest and generally on Sunday. 150% and 200% of normal rate was paid for overtime worked on weekday and rest day respectively. No employees worked on statutory holiday.

[Summary of compensation]:

The factory provided payroll records from December 2019 to November 2020, and 6 sampled employees' payroll records of November 2020, August 2020 and May 2020 were reviewed, wages were issued at or before the last day of following month by cash. The lowest basic wage paid to workers was RMB 1720 per month which met the local minimum wage standard. Production workers' wage was calculated at hourly rated basis combined with piece rated basis. The factory always paid the high one by using the hourly rated wage compared with piece rated wage. Wages were always issued timely and sufficiently as per the payroll records review and employee interview. All employees received the pay slip when receiving their wages from the factory. And no illegal deduction was made.

[Summary of interview]:

Worker interview were conducted by individual and in group. Randomly selected 6 employees including 4 males and 2 females and no complaint was raised.

[Special scene during on site observed]:

None

Remark:

- 1, There are no agencies used by the auditee, which makes the agency labour contract not applicable.
- 2, There are no government waivers obtained by the auditee which no local law required.
- 3, No inconsistencies between time register and production records were found during this audit.
- 4, APSCA Registration Number for auditor Allan Huang is RA21700836.

Site Details

Site : Dongguan Marvy Industrial Co., Ltd. Site amfori ID : 156-000115-002

GICS Classification

Sector : Consumer Discretionary Industry : Leisure Products
Industry Group : Consumer Durables & Apparel Sub Industry : Leisure Products

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	29 Workers
Legal minimum wage in local currency	1720 Monthly
Lowest wage paid for regular work at the site	1720 Monthly
Calculated living wage in local currency	1815 Monthly
Total sample	6 Workers

Other Metrics

Male workers	18 Workers
Female workers	11 Workers
Permanent workers - Male	18 Workers
Permanent workers - Female	11 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	0 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	3 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	16 Workers
Domestic migrant workers - Female	10 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	18 Workers
Workers hired directly - Female	11 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

The factory had established social compliance management system and implemented it in some PAs in general. However, there are still some non-compliances noted in this audit and continuous improvement is needed in their social compliance management system.

工厂建立了社会责任管理体系，并在部分执行领域大体进行了实施。但是，在此次审核中发现部分不符合项，其社会责任管理体系需要持续改善。

As per document review and management interview, the factory did not conduct the production capacity evaluation and no production cost calculation records were provided for review. Based on the provided attendance records, some sampled employees worked excessive overtime hours.

根据文件审核和管理层面谈，工厂没有进行产能评估，也没有提供生产成品计算的记录供审核。根据工厂提供的考勤记录，部分抽样员工加班超时。

PA 2: Workers Involvement and Protection

As per document review and management interview, the factory did not establish long-term social goals to protect workers as per amfori BSCI requirement.

依据文件审核和管理层面谈，工厂没有依据amfori BSCI的要求建立社会责任的长远目标保护员工。

PA 5: Fair Remuneration

As per the provided payroll records and employees interview, wages paid to workers could meet the local basic need wage calculated by auditor. However, the factory did not understand and calculate the local basic need wage.

根据工厂提供的工资表和员工访谈，工厂支付给员工的工资能够满足审核员计算的当地基本需求工资。但是，工厂不知悉也没有计算当地基本需求工资。

During this audit, the factory could provide the social insurance records of past 12 months for review. Total 29 employees including 0 newly hired employee and 2 retirees worked in the factory in Jan 2021, and only 10 employees (34.48%) had participated in basic endowment insurance, and unemployment insurance; 13 employee (44.83%) had participated in basic medical insurance; and 12 employees (41.38%) had participated in maternity insurance, and employment injury insurance in January 2021. Based on employees interview, workers who had not participated in social insurance stated that they were unwilling to participate in social insurances and they had new rural cooperative social insurance in their hometown. Remark: The factory purchased commercial accident and medical insurance for 25 employees covering all employees who had not participated in social insurance. It was valid from November 19, 2020 to November 18, 2021. In accordance with the Social Insurance Law of the People's Republic of China, Article 10, Article 23, Article 33, Article 44, Article 53

此次审核中工厂能够提供过去12个月的社保记录供查阅。2021年1月工厂有29名员工包括0名新进员工,2名退休人员，但是，工厂在2021年1月只有10名员工(34.48%)参加了养老保险和失业保险，13名员工参加了医疗险(44.83%); 12名员工(41.38%)参加了生育和工伤险。根据员工访谈，没有购买社保的员工表示他们不愿意购买社保，他们购买在家乡购买了新农合社保。备注：工厂为25名员工购买了意外伤害和医疗险，包括了所有未参保员工。有效期从2020年11月19日至2021年11月18号。

PA 6: Decent Working Hours

Through document review, auditor found that the monthly overtime hours of 2 out of 6 randomly selected employees were 104-107 hours in November 2020 (Most current month); and of 4 out of 6 were 55-93 hours in May 2020 (random month). In accordance with the PRC Labour Law article 44

通过文件审核，审核员发现在抽取的2020年11月份（当前月）的考勤中，6名随机抽取的员工中有2人的月加班时间为104-107小时；2020年5月份（随机月）的考勤中，6名随机抽取的员工中4人的月加班时间为55-93小时。

PA 7: Occupational Health and Safety

The factory established occupational health and safety and relevant policy and procedure, and implemented in general. However, during document review, auditor found that the provided the training certificate of safety production knowledge and management skill of the principal in charge and persons for the management of work safety expired on December 25m 2020 and December 16, 2019. In accordance with the Law of the PRC on Work Safety Article 24,

工厂建立了职业健康安全的方针和程序，并大体得到了实施。但是，在文件审核时，工厂提供的企业主要负责人和/安全管理人员的安全生产知识和管理能力培训证书分别在2020年12月25日，和2019年12月16日过期了。

The factory hired one qualified electrician in charge of factory electricity safety. Most electrical equipment was in good condition, however, 2 electrical boxes used at 1F of the production building were lack of outer protective cover. In accordance with National Safety Technical Code for Electric Equipments (GB19517-2009) 2.21

工厂有招聘一名合格的电工负责工厂的电气安全。大部分用电设备处于良好状况。但是，生产楼1楼2个电箱没有保护外盖。