

Monitored Party Quanzhou Liqi Plastic Products Co., Ltd	amfori ID 156-043406-000	Address No. 75, Jiasheng Road, Anping Industrial Zone, Anhai, Jinjiang City, Fujian Province (No.16, Zone 3, Comprehensive Development Zone, Anping Industrial Zone, Anhai Town, Jinjiang City, Quanzhou City, Fujian Province), Quanzhou, Fujian Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Bureau Veritas Hong Kong Limited
Monitoring Start Date 26/02/2024	Closing Meeting Finished Date 04/03/2024	Submission Date 04/03/2024
Expiration Date 04/03/2025	Announcement Type Fully Announced	
Site Quanzhou Liqi Plastic Products Co., Ltd	Site amfori ID 156-043406-001	

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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, 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

Name of lead auditor: Nick Lin; APSCA membership number: CSCA 21701225

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

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

Monitoring partner name: Bureau Veritas Consumer Products Service

Audit Company APSCA Number: 11600002

Audit schedule details: The audit is planned for 1 auditor x 1 day (on February 26, 2024).

Announcement Type: Announced full audit

Business partner information:

Quanzhou Liqi Plastic Products Co., Ltd (name in Chinese: 泉州市力奇塑料制品有限公司 and business license number: 91350582MA31GWMAXQ) was located at No. 75, Jiasheng Road, Anping Industrial Zone, Anhai, Jinjiang City, Fujian Province (No.16, Zone 3, Comprehensive Development Zone, Anping Industrial Zone, Anhai Town, Jinjiang City, Quanzhou City, Fujian Province), China. The address in Chinese was 福建省泉州市晋江市安海镇安平工业区综合开发区Ⅲ区第16#.

The factory was established on February 22, 2018 and specialized in the manufacture of plastic products. The production activities in the factory were including injection, assembling, inspection and packing.

Audited location information: The factory rented one 4-storey production building and one 3-storey dormitory building from the landlord, the individual. No canteen or transportation facilities were provided by the audited factory.

Layout of one 4-storey production building:

1st floor: Injection workshop

2nd floor: Assembling, inspection and packing workshops and office

3rd floor: Warehouse

4th floor: Elevator room and utility room

Operating shifts and hours: Production employees in the injection workshop worked two shifts from 8:00 to 20:00 with the lunch break from 12:00 to 13:00 and meal break from 17:00 to 18:00 and the OT from 18:00 to 20:00 for the dayshift and 20:00 to 8:00 in the next day with the meal break from 0:00 to 1:00 and from 5:00 to 6:00 and the OT from 6:00 to 8:00 for the nightshift respectively. Other production employees ran 1 shift from 8:00 to 17:00 with the lunch break from 12:00 to 13:00. Sometimes production employees worked on Saturday for 8-hour overtime working hours and on weekdays for 2-hour overtime working hours. And they always had a rest on Sunday and statutory holidays.

Time recording system: Biometric time record system.

Salary payment details: Production workers were paid at an hourly rate in bank transfer at 10th of next month. According to payroll and attendance records of 15 sampled employees (5 samples from May 2023, 5 samples from December 2023 and 5 samples from January 2024), it was noted that the minimum wage paid to employees was CNY 14.95 per hour, which was more than the local minimum wage of CNY 11.26 per hour since April 2022. Further, all sample employees were paid 150% of their normal wage for the overtime working hours on the normal working days and 200% of their normal wage for the overtime working hours on the rest days. No overtime working hours were noted on the statutory holidays.

Worker number information: There were 34 employees in the factory including 28 production workers (7 males and 21 females) and 6 non-production workers. There were 23 domestic migrant workers (6 males workers and 17 female workers) in this factory. The youngest one was 18 years old. All employees were permanent. No seasonal, temporary, foreign migrant, disabled or home-based workers were noted in this factory. There were no other special group workers (interns, apprentices, contractor workers etc).

Good practices: None observed.

Worker organization details: two worker representatives were elected by all employees on April 6th, 2023.

Circumstances: There was no special circumstance during the audit.

Summary of findings:

PA 1:

1. The social management system was not implemented effectively, and gaps were detected in Performance Area 1, 2, 5, 6&, 7 during this audit.
2. The factory did not establish a contingency plan in case something slows down or interrupts production, so OT exceed the local law of 36 hours at most.

PA 2:

1. Workers and worker representative interviewed were not aware of BSCI Code of Conduct.
2. The auditee did not establish an effective grievance mechanism for outside stakeholders.

PA 5:

1. Not all employees were provided with social insurance.

PA 6

1. Sample population employees worked in excess of the statutory overtime hour limits.

PA 7:

1. No safety device of the crane
2. No soap or tissue in the toilet
3. No personal locker in the dormitory room

Living wage calculation: the audited factory has used the methodology which is similar with Anker Benchmark methodology to estimate the living wage by estimating the cost of a basic but decent life style for a worker and his/her family. This involves adding up the cost of three expenditure groups: food (for a low-cost nutritious diet), housing (for basic healthy housing), and other essential expenses for a family, and then adding a small margin for sustainability and emergencies. The reason the audited factory does not use Anker benchmark is no data in GLWC in the area where the factory is located. The data source: onsite audit information collection (BNW). Living Wage please refer to BNW in attachment.

Documents not attached in the report:

•Contractor license/permit

Not Applicable. There was no contractor used in this factory.

•Agency labor contract

Not Applicable. There was no agency labor used in this factory.

•Government waivers

Not Applicable. There was no government waiver provided by the factory.

•Collective bargaining agreements

Not Applicable. No collective bargaining agreements were provided by the factory.

SITE DETAILS

Site	Site amfori ID
Quanzhou Liqi Plastic Products Co., Ltd	156-043406-001

GICS Classification

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

Sub Industry
Housewares & Specialties

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	34	Workers
Legal minimum wage in local currency	1,960	Monthly
Lowest wage paid for regular work at the site	2,326.72	Monthly
Calculated living wage in local currency	2,386.43	Monthly
Total sample	5	Workers

Other Metrics

Male workers	9	Workers
Female workers	25	Workers
Non-binary workers	0	Workers
Permanent workers - Male	9	Workers
Permanent workers - Female	25	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	2	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	5	Workers
Workers with night shift - Female	8	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	6	Workers
Domestic migrant workers - Female	17	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	9	Workers
Workers hired directly - Female	25	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	1	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Quanzhou Liqi Plastic Products Co., Ltd | Site amfori ID: 156-043406-001

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>Based on the factory tour, documents review, management and worker interviews, it was noted that the factory did not effectively implement the social accountability management system. This question was rated as “Partially” because the factory had developed relevant social policies based on Amfori BSCI CoC and applicable laws and regulations and had implemented relevant policies to minimize the gap between the expectations of Amfori BSCI CoC and the actual situation. For some performance areas, however, the factory needed to make improvement in Performance Area Social Management System, Workers Involvement and Protection, Fair Remuneration, Decent Working Hour and Occupational Health and Safety. (Please refer to the PA1, PA2, PA5, PA6& PA7 for details.) This violated BSCI 1.1.</p>	<p>基于现场巡视、文件查阅、管理层访谈和员工访谈，审核发现工厂未能有效执行其社会责任管理体系。此问题点判定为部分不符合原因在于工厂基于Amfori BSCI行为守则和适用的法律法规制定了社会责任政策，有执行相应的政策来缩小与Amfori BSCI行为守则期望间的差距。但是在部分执行领域，如社会责任管理体系、工人参与和保护、公平报酬、体面工作时间和职业健康安全领域仍需要改进。（具体信息参见PA1, PA2, PA5, PA6 &PA7）。根据BSCI1.1改善。</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>Based on document review, management and worker interviews, it was noted that the factory had conducted the order evaluation and production capacity planning to reduce the unnecessary overtime work. This finding was rated as “Partially” because the factory did not establish a contingency plan in case something slows down or interrupts production. In addition, the monthly overtime work which exceed the local law of 36 hours occurred for the sample workers in the 3 out 3 sample months. (Refer to NC6.2 for details). This violated BSCI 1.4.</p>	<p>基于文件审核、管理层和员工访谈，工厂有进行订单评估和产能规划，从而控制并预期在生产过程中的不必要的加班。此问题点判定为部分不符合的原因在于工厂没有建立应对减缓或干扰生产时的应急计划；此外，抽样的3/3月份的工人有超过法定规定36小时的月加班工作的情况发生（参见NC6.2）。根据BSCI1.4要求改善。</p>



PA 2: Workers Involvement and Protection

Site: Quanzhou Liqi Plastic Products Co., Ltd | Site amfori ID: 156-043406-001

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

Based on management and employee interview, factory tour and document review, the auditee had posted BSCI COC in the factory for employees to read and provided the training records to indicate that all employees were provided with BSCI COC training. However, workers and worker representative interviewed were not aware of BSCI Code of Conduct. Therefore, this finding was rated as partially. This violated BSCI 2.4.

经管理人员及员工面谈、现场巡查及文件审阅，被审核方在现场张贴了BSCI行为守则给员工参阅，且提供了培训记录显示对所有人员进行了BSCI行为守则培训。但是访谈的工人及工人代表仍不很了解BSCI行为守则。因此，这个问题被判定为部分不符合。根据BSCI 2.4条款。

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH

LOCAL LANGUAGE

Finding

Based on management and employee interview, factory tour and document review, the auditee had established an effective grievance mechanism for individuals in this factory. For example, suggestion box was set in this factory for employees to raise what they concerned. However, the auditee did not establish an effective grievance mechanism for stakeholders such as for suppliers, local government, neighbor, NGO etc. Therefore, this finding was rated as partially. This violated BSCI 2.5.

经管理人员及员工面谈、现场巡查及文件审阅，被审核方建立了有效的内部申诉机制。比如：工厂在厂区内设置了意见箱供员工使用。但是，被审核方没有针对利益相关方（如：供应商、当地政府、邻居、NGO等）建立有效的建议和申诉机制。因此，这个问题被判定为部分不符合。根据BSCI 2.5条款。

PA 5: Fair Remuneration

Site: Quanzhou Liqi Plastic Products Co., Ltd | Site amfori ID: 156-043406-001

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

Based on management and worker interviews and document review, it was noted that only 2 out of 34 employees (6% employees) were provided with

根据管理层和员工访谈以及文件资料，显示工厂在2024年1月仅为2/34名员工（6%的员工）提供养老保险和为29/34名员工（85%的员工）提供了工伤保

Finding

pension insurance and 29 out of 34 employees (85% employees) were provided with accident insurance in January 2024. No medical, maternity or unemployment insurance was provided to employees. This violated Article 73 of the Labor Law of the People's Republic of China. This question was rated as "no" because the insurance participation rate of employees had not reached above 80% on average, so the factory needs to gradually increase the insurance participation rate and could not determine the time limit for more than 80% employees to participate in the insurance. Remark: the factory provided the commercial insurance to 34 employees with the valid period from December 4, 2023 to December 3, 2024.

险。备注：工厂没有为员工提供医疗，生育和失业保险。不符合《中华人民共和国劳动法》第73条。该问题判为完全不符合的原因在于员工的参保率平均未达到80%以上，工厂需要逐步提高参保率而无法确定80%以上员工参保的时限。备注：工厂为34名员工提供了商业保险，有效期从2023年12月4日到2024年12月3日。

PA 6: Decent Working Hours

Site: Quanzhou Liqi Plastic Products Co., Ltd | Site amfori ID: 156-043406-001

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

Based on management and worker interviews and time records review, it was noted that 15 out of 15 sampled employees worked in excess of the statutory overtime hour limits. A review of 15 sampled employees' time records (5 samples from May 2023, 5 samples from December 2023 and 5 samples from January 2024) yielded the following: 5 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 52 to 64 hours) in May 2023, which was not in compliance with the legal requirement; 5 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 64 to 70 hours) in December 2023, which was not in compliance with the legal requirement; 5 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 48 to 62 hours) in January 2024, which was not in compliance with the legal requirement. This question was rated as "No" because the factory did not establish contingency plans in case of production slowdown or disruption based on capacity planning and order arrangement, resulting in overtime hours of employees, which did not fully comply with the

基于厂方提供的工时记录和管理层和员工访谈，审核员发现员工加班时间超出了法定标准。审核员从厂方提供的工时记录中抽取15个样本(其中从2023年5月抽取5个，从2023年12月抽取5个和2024年1月抽取5个)，发现共有15名员工加班时间超出了法定标准，具体为：5/5名员工在2023年5月的加班时间为52到64小时，超过每月加班时间不能超过36小时的法律规定；5/5名员工在2023年12月的加班时间为64到70小时，超过每月加班时间不能超过36小时的法律规定；5/5名员工在2024年1月的加班时间为48到62小时，超过每月加班时间不能超过36小时的法律规定。此问题判定为不符合，因为工厂没有结合产能规划和订单安排建立应对减缓或干扰生产时的应急计划，导致员工加班时间超时。这没有遵循Amfori BSCI行为准则的要求。根据《中华人民共和国劳动法》第41条。

Finding

requirements of the Amfori BSCI Code of conduct. This violated Article 41 of the Labor Law of the PRC.

PA 7: Occupational Health and Safety

Site: Quanzhou Liqi Plastic Products Co., Ltd | Site amfori ID: 156-043406-001

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH

LOCAL LANGUAGE

Finding

As per factory tour, it was noted that no safety latch was installed at the hook of the crane in the injection workshop. This question was rated as no because although the factory established the procedure regarding the machine safety and they had provided training to employees, but no relevant personal was appointed to check it. This violated the Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene.

通过现场巡视，审核员发现注塑车间1台行吊的挂钩没有安装安全门。这个问题被评为不符合，因为工厂尽管建立程序关于机器使用安全并提供了培训给员工，但是没有指定相关人员进行检查。根据《生产设备安全卫生设计总则 (GB5083-1999)》第6.1.6条改善。

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH

LOCAL LANGUAGE

Finding

Per factory tour, it was noted that the toilets in the factory were not provided with the soap and toilet paper. This finding was rated as no because no factory policy was established about this issue. This violated BSCI 7.22.

根据工厂巡视，审核员发现工厂厕所没有配置肥皂和厕纸。此问题判定为不符合因为工厂没有建立相关问题的管理制度。根据BSCI 7.22改善。

Question: 7.24 Is there satisfactory evidence that the auditee has chosen the location of the social facilities or workers housing to ensure occupants are not exposed to natural hazards or affected by the operational impacts of the worksite (for example noise, emissions or dust)?

ENGLISH

LOCAL LANGUAGE

Finding

As per factory tour, document review and interviews, it was noted that no personal locker was provided to employees living in the dormitory room.

通过现场巡视,文件审核和访谈,工厂没有为员工在宿舍区提供私人带锁储物柜。此问题判定为部分符合,因为工厂的住宿员工不会暴露在危险的情况或

Finding

This question was rated as “Partial” because the auditee has chosen the location of workers housing to ensure occupants were not exposed to natural hazards or affected by the operational impacts of the worksite. This violated BSCI 7.24.

者受到生产环境所带来的影响。不符合BSCI 7.24.