

MONITORING ID: 24-0262113

Monitored Party Zhejiang Runwe Electrical Technology Co., Ltd.	amfori ID 156-017015-000	Address No.187, the 4th Ave Binhai, Economic and Technical Development Zone, 325025 Wenzhou, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 19/06/2024	Closing Meeting Finished Date 21/06/2024	Submission Date 26/06/2024
Expiration Date 26/06/2025	Announcement Type Fully Announced	
Site Zhejiang Runwe Electrical Technology Co., Ltd.	Site amfori ID 156-017015-002	

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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	A	

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	B	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Hannah Zhang; APSCA membership number: CSCA 21702975

Monitoring partner name: TUV Rheinland

Audit schedule details: The audit is planned for 1 auditor x 2.5 days

Announcement Type: Fully-announced.

Business partner information: The auditee was located at No.187, the 4th Ave Binhai, Economic and Technical Development Zone, Wenzhou, Zhejiang (浙江省温州经济技术开发区滨海四道187号) and established in 2003. The main products manufactured in the facility were Electric shaver, Hair clipper, nose trimmer. The processing was injection (including mixing and crushing), soldering, silk-screen printing, assembly, inspection and packing. Per management interview, all these processes were completed in the facility and no subcontractor was used.

Remark: The address in business license was 浙江省温州经济技术开发区滨海四道187号C座2-3楼-Floor 2-3, Block C, No. 187, the 4th Ave Binhai, Wenzhou Economic and Technical Development Zone, Zhejiang. Actually, the auditee used Block C and D, No. 187, the 4th Ave Binhai, Wenzhou Economic and Technical Development Zone, Zhejiang. The management stated that other floors of building C was registered by the landlord and previous tenants before they moved in thus, they could not include these floors on business license. The auditee confirmed to use the address of "No.187, the 4th Ave Binhai, Economic and Technical Development Zone, Wenzhou, Zhejiang (浙江省温州经济技术开发区滨海四道187号)" in the report which was in accordance with previous report.

Audited location information: There were 4 buildings within the auditee boundary including one 6-storey building and three 5-storey buildings, which were belonged to the landlord. The auditee rented most areas of one 5-storey building and all areas of one 6-storey building for production, office, warehouse, kitchen, canteen and dormitory. The total areas used by the auditee were around 12000 square meters.

The details were as below:

- 1) One 5-storey building: most areas of 1F were used by the auditee as injection workshop, rest areas were used by several shops; 2F: used by the auditee as office and packing workshop; 3F: used by the auditee as soldering workshop and warehouse; 4F: used by the auditee as inspection and packing workshop; 5F: used by the auditee as silk-screen printing workshop and warehouse.
- 2) One 6-storey building was used by the auditee: 1F: canteen and kitchen; 2-6F: dormitory.

Another two 5-storey buildings were used by the landlord (mainly manufactured medicines). The auditee, several shops and the landlord had the independent business licenses. The lease contract was provided for review. Per site tour, document review, worker and management interview, no shared workers or business relationship were identified between the auditee, several shops and landlord. So this audit only covered the areas used by the auditee.

Operating shifts and hours: The attendance records from May 1, 2023 to audit day were provided for review. All workers worked in one shift. The working hour of canteen staff was 9:00-13:00, 15:00-19:00. The working hour of injection workers was 7:30-11:30, 12:30-16:30, if needed overtime was arranged from 17:30 to 19:30. The working hour of other workers was 8:00-11:30, 13:00-17:30, if needed overtime was arranged from 18:30-20:30. There was at least one day off provided for the workers in continuous 7 days. 18 workers were randomly selected. The attendance records in Apr. 2024, Dec. 2023 and Sep. 2023 were reviewed, it was noted that the maximum overtime working hour was 2 hours per day, 18 hours per week and 74 hours per month. Confirmed by the management, there were no peak season months.

Time recording system: The electronic attendance machine was used in the facility. The facility used fingerprinting scan/ face identification to record each time-in and time-out.

Salary payment details: 18 workers were randomly selected. The wage records in Apr. 2024, Dec. 2023 and Sep. 2023 were reviewed. The wage was paid by bank transfer at end of following month. The wage payment circle was nature month, and the wage was calculated by hourly rate basis at least RMB18.97 per hour which higher than the local minimum wage (RMB2490 per month equivalent to RMB14.31 per hour since Jan. 1, 2024 and RMB2280 per month equivalent to RMB13.10 per hour before Jan. 1, 2024). The overtime wage was paid at 1.5 times, 2 times and 3 times of normal wage for overtime on normal day, rest day and statutory holiday.

Worker number information:

There were 240 employees in the facility including 146 production employees and 94 non-production workers. There were 78 male and 68 female production workers. There were 203 domestic migrant workers including 113 males and 90 females. No foreign migrant workers, young workers, pregnant, seasonal, temporary, disabled, home-based workers were used in the facility.

Good practices: The facility provided the free meals and dormitory.

Worker organization details: There was no union in the facility. There were 4 worker representatives who were freely elected on Oct. 18, 2023.

Circumstances: Nil

The audit was cooperative. All findings were confirmed with the auditee. The management representative signed CAP and had a positive attitude to correct in the future.

Summary of findings:

PA 1 Insufficient management system and production capacity planning.

PA 2 Insufficient long-term goals.

PA 5 Insufficient social insurance coverage.

PA 6 Monthly OT exceeded legal requirement.

PA 7 Insufficient PPE. No safety label. No lockable cabinet in the dormitory.

PA 12 No environmental protection facility completion acceptance report. No monitoring report on kitchen fumes.

PA 13 Not stipulate specifically the reward for ethical behavior and integrity.

#Living Wage:

- a. No anker wage available for the producers location, so we used the data provided by auditing company.
- b. The calculation methodology refers to anker living wage structure.
- c. The data comes from the local bureau of statistics for the current year.

Attachment:

The Personal Information Protection Law of the People's Republic of China was effective as of 1 November 2021, the producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor(s) had been obtained the individual's consent during the audit.

Agency labor contract was not reviewed as no agency was used. No contractor license/permit was reviewed as no contractor was used during audit period. The auditee had not got any government waiver. No collective bargaining agreement was signed.

Remark: The auditee agreed to conduct the closing meeting between 11:30-12:00.

SITE DETAILS

Site

Zhejiang Runwe Electrical Technology Co., Ltd.

Site amfori ID

156-017015-002

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

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	240	Workers
Legal minimum wage in local currency	2,490	Monthly
Lowest wage paid for regular work at the site	3,300	Monthly
Calculated living wage in local currency	2,838.2	Monthly
Total sample	18	Workers

Other Metrics

Male workers	134	Workers
Female workers	106	Workers
Non-binary workers	0	Workers
Permanent workers - Male	134	Workers
Permanent workers - Female	106	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	12	Workers
Management - Female	3	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	113	Workers
Domestic migrant workers - Female	90	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	134	Workers
Workers hired directly - Female	106	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	10	Workers
Sample - Female	8	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Zhejiang Runwe Electrical Technology Co., Ltd. | Site amfori ID: 156-017015-002

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	
The auditee partially respected this principle. Based on site tour, document review, worker and management interview, the auditee had implemented amfori BSCI CoC requirement in the facility, however, it was not sufficient which led some non-compliance identified e.g. insufficient social insurance etc. The procedure on remuneration was established in the facility including the content of the social insurance. The facility had collected the laws on social insurance and could provide it to all workers. However, partial workers were not willing to participate in social insurance due to personal reason. Violation of the requirements of the amfori BSCI System manual.	被审核方部分遵守该原则。根据现场观察，文件查阅，员工和管理访谈，被审核方在工厂内实行 amfori BSCI行为准则的要求，但是不充分，导致发现了一些不符合项如社保不足等。工厂建立了薪酬程序，包含了社保内容。工厂收集了社保的法规并可以为所有员工提供社保。然而部分员工由于个人原因不愿意参保。违反了 amfori BSCI系统手册中的要求。

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	
The auditee partially respected this principle. Based on document review, worker and management interview, the auditee had established the procedure of capacity planning, but it was not implemented effectively which led the workers' monthly overtime exceeded legal requirement in past 12 months. Violation of the requirements of the amfori BSCI System manual.	被审核方部分遵守该原则。根据文件查阅，员工和管理层访谈，被审核方建立了产能规划程序，但是没有有效地执行，导致员工在过去的12个月的月加班时间超过法规要求。违反了 amfori BSCI系统手册中的要求。



PA 2: Workers Involvement and Protection

Site: Zhejiang Runwe Electrical Technology Co., Ltd. | Site amfori ID: 156-017015-002

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
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Finding

The auditee partially respected the principle. Based on documents review, workers and management interview, it was noted that the facility had defined the long-term goals to protect workers according to amfori BSCI Code of Conduct, such as increasing the social insurance coverage etc. However, the facility did not define the finishing time and review the achievement regularly. The management explained that currently they had no good ideas to achieve the goals, so they did not have a specific time for finishing as well as not review it. Violation of the requirements of the amfori BSCI system manual.

被审核方部分遵守该原则。根据文件查阅，员工和管理层访谈，工厂依据amfori BSCI行为守则制定了对员工保护的长期目标，如增加社保参保率等。然而工厂没有定义完成时间也没有定期回顾完成情况。管理层表示目前他们没有好的办法来达成目标，因此他们没有一个明确的完成时间，也没有定期回顾。违反了amfori BSCI 系统手册中的要求。

PA 5: Fair Remuneration

Site: Zhejiang Runwe Electrical Technology Co., Ltd. | Site amfori ID: 156-017015-002

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

The auditee partially respected this principle. Based on document review, workers and management interview, there were 240 employees in the facility including 7 retired rehired employees, there were 7 new employees hired in past 1 month. So, 226 employees were eligible to participate in social insurance in May 2024. The social insurance receipts from Jun. 2023 to May 2024 were provided for review. Based on tax system checking online, it was noted that 71 employees were not provided with retirement insurance and unemployment insurance, 68 employees were not provided with medical insurance and maternity insurance. The procedure on remuneration was established in the facility including the content of the social insurance. The facility had collected the laws on social insurance and could provide it to all workers. However, partial workers were not willing to participate in social insurance due to personal reason. Violation of the requirements of Social Insurance Law of the People's Republic of China, Article 10, 23, 44, 53.

Remark: 1. All 240 employees including 7 retired rehired employees were provided with and work-related injury insurance. 2. The auditee provided

被审核方部分遵守该原则。基于文件查阅，员工和管理层访谈，工厂有240名员工包括7名退休返聘的员工，最近一个月有7名新进员工。因此在2024年5月，有226名员工符合参保条件。工厂提供了2023年6月至2024年5月的社保凭证。根据税务系统在线查询发现，71名员工没有参加养老保险和失业保险，68名员工没有参加医疗保险和生育保险。工厂建立了薪酬程序，包含了社保内容。工厂收集了社保的法规并可以为所有员工提供社保。然而部分员工由于个人原因不愿意参保。违反了《中华人民共和国社会保险法》第10，23，44，53条中的要求。

备注：1. 工厂为所有240名员工包括7名退休返聘的员工提供了工伤保险。2. 被审核方为22名管理层的亲戚代缴了社保。根据现场观察，员工和管理层访谈，这22名人员未在工厂上班。最近一个月有6名辞职的员工。

Finding

the social insurance for 22 persons who were the relatives of the auditee managements. Confirmed by site tour, worker and management interview, these 22 persons did not work in the facility. There were 6 resigned employees in recent one month.

PA 6: Decent Working Hours

Site: Zhejiang Runwe Electrical Technology Co., Ltd. | Site amfori ID: 156-017015-002

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

The auditee did not respect this principle. Based on document review, worker and management interview, the workers' monthly overtime working hour exceeded legal requirement. The facility provided the attendance records from May 1, 2023 to audit date for review, 18 sampled workers' attendance records in Apr. 2024, Dec. 2023 and Sep. 2023 were elected, it was noted that 17 out of 18 sampled workers' monthly overtime working hour exceeded legal requirement in Apr. 2024 and max. reached 66 hours; all 18 sampled workers' monthly overtime working hour exceeded legal requirement in Dec. 2023 and max. reached 74 hours; 16 out of 18 sampled workers' monthly overtime working hour exceeded legal requirement in Sep. 2023 and max. reached 68 hours. The auditee had established the procedure of capacity planning, but it was not implemented effectively. The workers stated that they were willing to overtime work. Remark: 17 out of 18 sampled workers' monthly overtime working hour exceeded legal requirement in Jun. 2024 (from Jun. 1, 2024 to audit date) and max. reached 44 hours. Violation of the requirements of PRC Labor Law, Article 41.

被审核方未遵守该原则。根据文件查阅，员工和管理访谈，员工的月加班时间超过了法规要求。工厂提供了2023年5月1日至审核当天的考勤，抽取了18名员工在2024年4月，2023年12月和2023年9月的考勤记录，发现18名抽样员工中的17名员工的月加班时间在2024年4月超过了法规要求，最大达到了66小时；所有18名抽样员工的月加班时间在2023年12月超过了法规要求，最大达到了74小时；18名抽样员工中的16名员工的月加班时间在2023年9月超过了法规要求，最大达到了68小时。被审核方建立了产能规划程序，但是没有有效地执行，员工表示他们自愿加班。备注：18名抽样员工中的17名员工的月加班时间在2024年6月（从2024年6月1日至审核当天）超过了法规要求，最大为44小时。违反了《中华人民共和国劳动法》第41条中的要求。

PA 7: Occupational Health and Safety

Site: Zhejiang Runwe Electrical Technology Co., Ltd. | Site amfori ID: 156-017015-002

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	
The auditee partially respected this principle. Based on factory tour, worker and management review, it was noted that insufficient PPE worn by the workers such as the crushing workers did not wear goggle etc. The facility stated that they had provided the appropriate PPE for the workers. The crushing workers wore earplugs and anti-dust mask. The workers stated they forgot to wear sometimes. Violation of the requirements of Work Safety Law of the People's Republic of China, Article 45.	被审核方部分遵守该原则。根据现场观察，员工和管理层访谈，员工PPE佩戴情况不充分，例如碎料员工没有佩戴护目镜等。工厂表示他们为员工提供了合适的劳保用品。碎料员工佩戴了耳塞和防尘口罩。员工表示他们有时会忘记佩戴。违反了《中华人民共和国安全生产法》第45条中的要求。

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially respected this principle. Based on factory tour, worker and management review, it was noted that 10% hazardous chemicals were not posted with safety label e.g. diluent and screen washing agent etc. The management stated that they ignored it, and the workers knew what these chemicals were. Violation of the requirements of Regulation for Chemical Usage Safety in Workplace, Article 27.	被审核方部分遵守该原则。根据现场观察，员工和管理层访谈，发现10%的危险化学品没有张贴安全标签，如稀释剂和洗网水等。管理层表示他们忽视了，员工也知道这些化学品是什么。违反了《工作场所安全使用化学品规定》第27条中的要求。

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	
The auditee partially respected this principle. Based on facility tour, worker and management interview, it was noted that the facility did not provide the locked cabinet for the workers to keep personal belongings in the dormitory. The management stated they would correct it later. Violation of the requirements of code for design of dormitory building, Article 4.2.3	被审核方部分遵守该原则。根据现场观察，员工和管理层访谈，发现工厂未在宿舍内为员工提供可以上锁的小柜子用于保存私人的物品。管理层表示他们之后会改正。违反了《宿舍建筑设计规范》第4.2.3条中的要求。

PA 12: Protection of the Environment

Site: Zhejiang Runwe Electrical Technology Co., Ltd. | Site amfori ID: 156-017015-002

Question: 12.1 Is there satisfactory evidence that the auditee continuously identifies the significant impacts and environmental implications associated to its activity?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected this principle. Based on facility tour, document review and management interview, it was noted that the facility did not obtain environmental protection facility completion acceptance report. The laws on environment were collected by the auditee. The procedures and policies on environment protection were established in the facility. The facility had complied the environment impact assessment report form and obtained the approval. The management stated that they would do the environmental protection facility completion acceptance later. Violation of the requirements of Regulations on Management Regulations for Environmental Protection of Construction Projects, Article 17.

被审核方部分遵守该原则。根据现场观察，文件查阅和管理层访谈，工厂没有提供环保竣工验收报告。被审核方收集了环境的法规，并制定了环保程序和政策。工厂编制了环保报告表并获得了批复。管理层表示他们之后会做环保竣工验收。违反了《建设项目环境保护管理条例》第17条中的内容。

Question: 12.4 Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected this principle. Based on facility tour, document review and management interview, it was noted that the facility did not conduct the monitoring of cook fume. The management stated they ignored it. Violation of the requirements of Emission standard of cooking fume GB18483-2001, Article 4.2

被审核方部分遵守该原则。根据现场观察，文件查阅和管理层访谈，工厂没有进行厨房油烟的监测。管理层表示他们忽视了。违反了《饮食业油烟排放标准 GB18483-2001》第4.2 条中的要求。

PA 13: Ethical Business Behaviour

Site: Zhejiang Runwe Electrical Technology Co., Ltd. | Site amfori ID: 156-017015-002

Question: 13.1 Is there satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected this principle. Based on document review, workers and management interview, the auditee had established anti-bribery policy and procedure but did not stipulate specifically the reward for ethical behavior and integrity. The management stated that they would do it later. Violation of the requirements of the amfori BSCI system manual.

被审核方部分遵守该原则。根据文件查阅，员工和管理层访谈，工厂建立了反贿赂的政策和程序，但未具体的规定对道德的商业行为和诚信表现的奖励。管理层表示他们之后会做。违反了amfori BSCI系统手册中的要求。