

|                                                                   |                                                    |                                                                                                                                                                 |
|-------------------------------------------------------------------|----------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Monitored Party<br><b>Fujian Youtong Industries Co., Ltd.</b>     | amfori ID<br><b>156-004469-000</b>                 | Address<br><b>North part of 1st, 2nd-3rd floor, Building 1#, M9511 industries Park, No.18, Majiang Road, Mawei District, 350015 Fuzhou, Fujian Sheng, China</b> |
| Monitoring Activity<br><b>amfori Social Audit - Manufacturing</b> | Monitoring Type<br><b>Follow-up Monitoring</b>     | Monitoring Partner<br><b>SGS</b>                                                                                                                                |
| Monitoring Start Date<br><b>21/06/2024</b>                        | Closing Meeting Finished Date<br><b>21/06/2024</b> | Submission Date<br><b>28/06/2024</b>                                                                                                                            |
| Expiration Date<br><b>12/07/2025</b>                              | Announcement Type<br><b>Semi Announced</b>         |                                                                                                                                                                 |
| Site<br><b>Fujian Youtong Industries Co., Ltd.</b>                | Site amfori ID<br><b>156-004469-002</b>            |                                                                                                                                                                 |

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## OVERALL RATING



## SECTION RATING

|                                                                      |          |                                                                                       |
|----------------------------------------------------------------------|----------|---------------------------------------------------------------------------------------|
| PA1: Social Management System                                        | <b>C</b> |  |
| PA 2: Workers Involvement and Protection                             | <b>B</b> |  |
| PA 3: The Rights of Freedom of Association and Collective Bargaining | <b>A</b> |  |
| PA 4: No Discrimination                                              | <b>A</b> |  |
| PA 5: Fair Remuneration                                              | <b>B</b> |  |

|                                            |          |                                                                                     |
|--------------------------------------------|----------|-------------------------------------------------------------------------------------|
| PA 6: Decent Working Hours                 | <b>D</b> |  |
| 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 Labour                    | <b>A</b> |  |
| PA 12: Protection of the Environment       | <b>A</b> |  |
| PA 13: Ethical Business Behaviour          | <b>A</b> |  |

## GENERAL DESCRIPTION

Name of lead auditor: Robin Huang; APSCA membership number (CSCA 21701722)

Name of team auditor (if applicable): Nil

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

Monitoring partner name: SGS (Monitoring firm APSCA #: 11600006)

Audit schedule details: The audit was planned for 1 auditor x 1 day. Follow up audit (Semi-announced) was conducted on Jun 21,2024.

Business partner information: Fujian Youtong Industries Co., Ltd. (中文名: 福建友通实业有限公司) was located at North part of 1st, 2nd-3rd floor, Building 1#, M9511 industries Park, No.18, Majiang Road, Mawei District, Fuzhou, Fujian, China. (中文地址: 福建省福州市马尾区马江路18号M9511工业园1#楼一层北侧、二层、三层). The Unified social credit code number was 913501057356585324, effective from Mar 4,2002 to no fixed term. The main products were LCD CLOCK, Weather station in the factory, and the main processes were Raw material->Soldering tin->Assembly->Inspection->Packing->Finished goods. And the annual production volume was 2600000 pcs. (Remark: Address of BSCI Platform was North part of 1st, 2nd-3rd floor, Building 1#, M9511 industries Park, No.18, Majiang Road, Mawei District, Fuzhou, Fujian, China; Address of business license was (inside pilot free trade zone) North part of 1st, 2nd-3rd floor, Building 1#, M9511 industries Park, No.18, Majiang Road, Mawei District, Fuzhou,Fujian,China; The factory explained that these two addresses of above mentioned area were the same place, address of business license was more detail, with factory management interview confirmed, the factory used address of BSCI Platform conduct contact and audit.

Audited location information: The factory rented part area of 1F, the whole floor of 2F and 3F of one 5-storey building with total 8470 square meters from landlord as production workshop, office and warehouse use:

Part of 1F of one 5-storey building (1670 square meters): Warehouse and showroom.

2F of one 5-storey building (3400 square meters): Office and warehouse.

3F of one 5-storey building (3400 square meters): Soldering tin, assembly and packing.

According to management representative interview and workers confirmation, the factory did not provide dormitory, canteen and transportation facility to workers. Another two factories rented another part of 1F, the whole floor of 4F-5F from landlord as workshops and warehouse use. Used areas could be separated from each other clearly. There was no worker and machine sharing ever occurred. The audited factory provided relative lease contract and business license for review. This audit only included rented area of the audited factory.

Operating shifts and hours: Workers' regular working hours were 8 hours a day and 5 days a week. The factory provided attendance records from Jul 1,2023 to Jun 21,2024 for review. Based on attendance records review, and confirmed by workers interview, the normal working hours, daily overtime working hours and one day off per seven days follow legal requirement. There was one shift for production workers (8:00-12:00; 13:00-17:00; if need OT (17:00-19:00)) and one shift for office staff (8:00-12:00; 13:30-17:30). The workers' overtime hour was 0-2 hours per day, 8-20 hours per week, 26 to 90 hours per month. Workers' max weekly working hours were 60 hours, max monthly overtime hours were 90 hours, which was happened in Mar,2024. It was noted that 6 out of 6 sampled workers' monthly overtime hours exceeded the legal requirement: Detail information of sampled monthly overtime hours as below:

1st sampled month (Dec. 2023)-standard hours (168 hours) + maximum monthly OT (82 hours);

2nd sampled month (Mar. 2024)-standard hours (168 hours) + maximum monthly OT (90 hours);

3rd sampled month (May. 2024)-standard hours (176 hours) + maximum monthly OT (84 hours).

Detail information of sampled weekly working hours as below:

1st sampled month (Dec. 2023)-standard hours (40hours) + maximum weekly OT (20 hours)

2nd sampled month (Mar. 2024)- standard hours (40hours) + maximum weekly OT (20 hours)

3rd sampled month (May. 2024)-standard hours (40hours) + maximum weekly OT (20 hours)

And workers have right to rest in resting breaks in every working day, such as go to toilet, drink water.

Time recording system: Workers working hours were recorded by face recognition scanner attendance machine.

Salary payment details: Workers were paid by hourly rate on the 25th of the following month by bank transfer. Based on the payroll records from Jul,2023 to Apr,2024 review, confirmed by workers and worker representative interview, the minimum wage, overtime wage and statutory holiday wage follow legal requirement. And no illegal deduction was made from workers' wage. The factory provided social insurance to part of workers. The minimum wage (RMB1960/month (RMB11.26/hour)) since Jul 1,2023, which was compliance with the local minimum wage (RMB1960/month (RMB11.26/ hour)) since Apr 1,2022.

Worker number information: On the day of audit, there were 174 employees present which included 79 non-production worker and 95 production worker (32 male workers and 63 female workers); and 6 sampled workers were selected for

interview and the working hours and payroll records of them were selected for review. And there were 111 domestic migrant workers including 35 male workers and 76 female workers. No young workers, child workers, disabilities, on lactating workers, pregnant, interns, apprentices, contractor workers were available in the auditee.

Good practices: Nil

Worker organization details: No trade union in the factory, but there were four worker representatives on Sep 27,2021 who were freely elected and could communicate workplace issues with the management regular.

Circumstances: No different circumstances (such as low rate of operation; some processes were not come into operation, etc.) were found during audit day.

The special circumstances can be classified as followed: Through querying IPE and National Enterprise Credit Information Publicity System by auditor, no negative evidence was found during audit day.

Summary of findings:

PA1:

1.1 It was found that some noncompliance was noted in PA1, PA2, PA5, PA6 and PA7.

1.4 Calculation of production capacity was not reasonable to cause workers' monthly overtime working hours exceeded legal requirement.

PA2:

2.2 The achieving status of goals was not calculated and analysed.

2.4 Part of interviewed workers did not know what amfori BSCI Code is.

PA5:

5.4 Part of workers' actual remuneration were less than living wages of the audited company calculated.

5.5 The factory didn't provide social insurance to part of workers.

PA6:

6.2 Workers' monthly overtime hours exceeded the legal requirement.

PA7:

7.1 Some findings were still found on health safety, such as: 1) 30% of raw materials and finished goods were stored close to the walls and pillars.

7.3 No pre-job occupational health examination for one new entered soldering tin worker in Mar,2024 and no off-the-job occupational health examination for one resigned soldering tin worker in Jan,2024.

Living wage calculation: LivingWage: The living wage data is provided by the auditing company and please refer to the PA5 summary to find the details of calculation method of living wage.

Precautions taken about #COVID-19 in the facility: No specific control requirements were conducted by China for COVID-19.

The Personal Information Protection Law of the People's Republic of China was promulgated on August 20, 2021, the producer ensured that relevant personal data and information provided to SGS auditor(s) has been obtained the individual's consent during the audit.

Attachments :

1. No Consolidated Working Hours System Approval was obtained by the auditee.

2. No collective bargaining was conducted in the auditee.

This audit was follow up audit, so this audit only included PA1, PA2, PA5, PA6 and PA7.

## SITE DETAILS

Site  
**Fujian Youtong Industries Co., Ltd.**

Site amfori ID  
**156-004469-002**

### GICS Classification

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| Sector                        | Industry Group                         | Industry                  |
|-------------------------------|----------------------------------------|---------------------------|
| <b>Consumer Discretionary</b> | <b>Consumer Durables &amp; Apparel</b> | <b>Household Durables</b> |
| Sub Industry                  |                                        |                           |
| <b>Consumer Electronics</b>   |                                        |                           |

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

## METRICS

### Key Metrics

|                                               |       |         |
|-----------------------------------------------|-------|---------|
| Total workforce                               | 174   | Workers |
| Legal minimum wage in local currency          | 1,960 | Monthly |
| Lowest wage paid for regular work at the site | 1,960 | Monthly |
| Calculated living wage in local currency      | 3,410 | Monthly |
| Total sample                                  | 6     | Workers |

### Other Metrics

|                                    |     |         |
|------------------------------------|-----|---------|
| Male workers                       | 53  | Workers |
| Female workers                     | 121 | Workers |
| Permanent workers - Male           | 53  | Workers |
| Permanent workers - Female         | 121 | Workers |
| Temporary workers - Male           | 0   | Workers |
| Temporary workers - Female         | 0   | Workers |
| Seasonal workers - Male            | 0   | Workers |
| Seasonal workers - Female          | 0   | Workers |
| Management - Male                  | 5   | Workers |
| Management - Female                | 6   | 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    | 35  | Workers |
| Domestic migrant workers - Female  | 76  | Workers |
| Foreign migrant workers - Male     | 0   | Workers |
| Foreign migrant workers - Female   | 0   | Workers |
| Workers hired directly - Male      | 53  | Workers |
| Workers hired directly - Female    | 121 | 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                    | 3 Workers |

# FINDINGS



## PA1: Social Management System

Site: Fujian Youtong Industries Co., Ltd. | Site amfori ID: 156-004469-002

**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                                                                                                                                                                                                                                                                                               |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Finding</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                              |
| <p>Follow up audit date: Jun 21,2024 Result: Open Finding: The main auditee partially respects this principle because based on onsite observation, management interview and document review, the amfori BSCI procedure and policy (eg, Employee Manual, CSR Procedure document) was established, and it was implemented during the factory operation. Meanwhile, the factory understood the legal requirement and amfori BSCI code on working hours and compensation clearly, but they didn't take effective action to control it, so it was found that workers' working hours systematically exceeded legal requirement, no adequate social insurance and control of health and safety are inadequate. For example, some noncompliance was noted in PA2, PA5, PA6 and PA7.</p> <p>It violated the requirement of question 1.1 in amfori BSCI system manual.</p> <p>Necessary Improvement: The factory should set up an effective management system to implement the amfori BSCI Code of Conduct.</p> | <p>2024年6月21日的跟进审核结果：未关闭<br/>被审核方部分遵守原则是因为根据现场观察，管理访谈和文件审核确认，工厂建立了amfori BSCI体系的相关程序（如：员工手册，社会责任程序文件）并在日常生产中执行该程序。同时，工厂了解法规和amfori BSCI关于工时和福利的要求，但是由于工厂未对其进行有效管控，导致员工系统性工时超时，社保缴纳不足和健康安全管控存在不足。比如：工厂在PA2, PA5, PA6和PA7领域均有缺失。<br/>违反了amfori BSCI 管理手册中问题1.1的要求。<br/>改善措施：工厂应建立一个有效的系统实施amfori BSCI行为准则。</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                                                                                                                                                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Finding</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                              |
| <p>Follow up audit date: Jun 21,2024 Result: Open Finding: The main auditee partially respects this principle because based on onsite observation, management interview and document review, the factory had realistically calculated the costs of production and delivery times. But the calculation of production capacity was not reasonable to cause workers' monthly overtime working hours exceeded legal requirement. Workers' max monthly overtime hours were 90 hours, which was happened in</p> | <p>2024年6月21日的跟进审核结果：未关闭<br/>被审核方部分遵守该原则是因为根据现场观察，管理访谈和文件审核确认，工厂了解如何计算生产产能和订单周期，但产能分析不合理，导致员工的月加班超过法规要求。最大月加班为90小时，发生在2024年3月份，所以工厂应合理地组织其劳工以达成交付订单和/或合同预期，而不是一味地增加员工的加班时间。<br/>违反了amfori BSCI 管理手册中问题1.4的要求。<br/>改善措施：工厂应对产能进行合理评估并确保工人</p> |



| Finding                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                     |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|
| <p>Mar,2024. To meet the expectations of the delivery order and/or contracts, the factory shall organize workforce capacity reasonably, instead of simply increasing employees' overtime hours.</p> <p>It violated the requirement of question 1.4 in amfori BSCI system manual.</p> <p>Necessary Improvement: The factory should evaluate the workforce capacity effectively and make sure workers' overtime working hours in compliance with legal requirement.</p> | <p>的加班时间符合法规要求。</p> |

## PA 2: Workers Involvement and Protection

Site: Fujian Youtong Industries Co., Ltd. | Site amfori ID: 156-004469-002

| 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                                                                                                                                                                                              |
| Finding                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                             |
| <p>Follow up audit date: Jun 21,2024 Result: New finding</p> <p>Finding: The main auditee partially respected this principle, because based on worker interview, management interview and document review confirmed, the factory established and updated long term goals for protecting workers on Dec 1,2023, and workers and worker representatives were involved in defining long term goals, but it was noted that the achieving status of goals was not calculated and analyzed.</p> <p>It violated the requirement of question 2.2 in amfori BSCI system manual.</p> <p>Necessary Improvement: The factory should calculate and analyze for the achieving status of goals.</p> | <p>2024年6月21日的跟进审核结果：新发现点被审核方部分遵守该原则，因为根据员工访谈、管理访谈和文件审核确认，工厂在2023年12月1日制定和更新了保护工人的长期目标，并且长期目标制定有员工和员工代表参与，但是发现工厂未对目标的达成状况进行统计和分析。</p> <p>违反了 amfori BSCI 管理手册中问题2.2的要求。</p> <p>改善措施：工厂应对目标的达成状况进行统计和分析。</p> |

| 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                                                                                                                                                                                                               |                                                    |
| <p>Follow up audit date: Jun 21,2024 Result: Open Finding: The main auditee partially respects this</p>                                                                                                               | <p>2024年6月21日的跟进审核结果：未关闭被审核方部分遵守该原则是因为根据员工访谈、管</p> |

| Finding                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>principle based on worker interview, management interview and document review confirmed, the factory did not establish effective system for training to make sure workers know the content of training. The management representative provided training on amfori BSCI Code to its managers and workers on May 15,2024, and posted amfori BSCI Code onsite, but due to no valid examination was available for the training, 4 out of 6 interviewed workers did not know what amfori BSCI Code is. It violated the requirement of question 2.4 in amfori BSCI system manual.</p> <p>Necessary Improvement: The main auditee should ensure all workers know the amfori BSCI.</p> | <p>理访谈和文件审核确认，工厂未建立有效的培训系统来保证员工接受培训的内容。例如工厂 amfori BSCI管理者代表虽然在2024年5月15日给经理和员工提供amfori BSCI行为准则培训，并将amfori BSCI的行为准则粘贴在现场，但是由于未对培训进行有效的考试，6名访谈员工中4名不清楚什么是amfori BSCI行为准则。</p> <p>违反了 amfori BSCI 管理手册中问题2.4的要求。</p> <p>改善措施：被审核方应确保所有的员工了解amfori BSCI行为准则。</p> |

**PA 5: Fair Remuneration**

Site: Fujian Youtong Industries Co., Ltd. | Site amfori ID: 156-004469-002

| 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                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                             |
| <p>Follow up audit date: Jun 21,2024 Result: Open</p> <p>Finding: The main auditee partially respects this principle because based on worker interview, management interview and document review confirmed, the factory had established calculation method for decent living wages. But it was noted that 30% of workers' actual remuneration were less than living wages of the audited company calculated.</p> <p>It violated the requirement of question 5.4 in amfori BSCI system manual.</p> <p>Necessary Improvement: The factory should ensure the actual remuneration are more than living wages.</p> | <p>2024年6月21日的跟进审核结果：未关闭</p> <p>被审核方部分遵循该准则，原因是根据员工访谈，管理访谈和文件审核确认，工厂建立了体面的生活工资的计算方式，但是30%员工的实际薪酬低于审核公司计算的体面生活工资。</p> <p>违反了 amfori BSCI 管理手册中问题5.4的要求。</p> <p>改善措施：工厂应确保员工的实际薪酬不低于公平工资。</p> |

| Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted? |                              |
|-----------------------------------------------------------------------------------------------------------------------------------|------------------------------|
| ENGLISH                                                                                                                           | LOCAL LANGUAGE               |
| Finding                                                                                                                           |                              |
| <p>Follow up audit date: Jun 21,2024 Result: Open</p>                                                                             | <p>2024年6月21日的跟进审核结果：未关闭</p> |

## Finding

Finding: The main auditee does not respect this principle because the factory didn't provide social insurance to all workers as per legal requirement. During the audit, total 174 employees (including 31 retired workers and 2 new entered worker who was less than one month) in the factory, based on management interview, worker interview and document review, the factory provided retirement and injury insurance to 136 workers, provided unemployment insurance to 132 workers, provided medical insurance and maternity insurance to 125 workers. By interview with workers and management, parts of workers had attended New Rural Cooperative Medical System in their hometown. But the factory didn't verify it. The factory provided commercial insurance to all workers, which was valid from 29 Sep,2023 to 28 Sep,2024.

It violated Labor Law of the People's Republic of China (2018 Amendment) Article 72 & 73.

Necessary Improvement: The factory should provide social insurance to all workers as per legal requirement.

被审核方未遵守该原则是因未给全体员工缴纳社保。审核期间，工厂共计有174名员工(包含31名退休员工和2名新进不满一个月的员工共)。根据管理层访谈，员工访谈，文件审核，工厂为136名员工提供了养老保险，工伤保险，给132名员工提供了失业保险，给125名员工提供了医疗保险和生育保险。经访谈，员工和管理层表示部分员工因其在老家购买了新农合保险。但工厂未对员工购买新农合保险进行核实。工厂给所有员工提供了商业意外保险，有效期从2023年9月29日到2024年9月28日。

违反了中华人民共和国劳动法(2018修正)第七十二条和七十三条。

改善措施：工厂应按法规要求给所有员工提供社会保险。

## PA 6: Decent Working Hours

Site: Fujian Youtong Industries Co., Ltd. | Site amfori ID: 156-004469-002

**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

Follow up audit date: Jun 21,2024 Result: Open Finding: The main auditee does not respect this principle because the calculation of production capacity was not reasonable to cause workers' monthly overtime working hours exceeded legal requirement. During the audit, the factory provided the attendance records from 1 Jul,2023 to the audit date for review. The workers' overtime hour was 0-2 hours per day, 8-20 hours per week, 26 to 90 hours per month. Workers' max weekly working hours were 60 hours, max monthly overtime hours were 90 hours, which was happened in Mar,2024. Based on the 6 sampled workers' attendance records in Dec. 2023, Mar. 2024, and May. 2024, 6 out of 6 sampled workers' monthly overtime hours

2024年6月21日的跟进审核结果：未关闭被审核方因产能分析不合理，导致员工的月加班超过法规要求而未遵守该原则。审核期间，工厂提供了员工从2023年7月1日到审核当天的考勤记录，根据记录显示，员工日加班为0-2小时，周加班为8-20小时，月加班26-90小时。工人最大的周工时是60小时，最大的月加班是90小时，发生在2024年3月份。根据6名抽样工人在2023年12月，2024年3月和2024年5月的考勤记录发现6名抽样员工的月加班均超过法规要求：

第一个抽样月(2023年12月)-标准工时(168小时)+最大月加班(82小时)；

第二个抽样月(2024年3月)-标准工时(168小时)+最大月加班(90小时)；

第三个抽样月(2024年5月)-标准工时(176小

| Finding                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                     |
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| <p>exceeded the legal requirement:<br/>1st sampled month (Dec. 2023)-standard hours (168 hours) + maximum monthly OT (82 hours);<br/>2nd sampled month (Mar. 2024)-standard hours (168 hours) + maximum monthly OT (90 hours);<br/>3rd sampled month (May. 2024)-standard hours (176 hours) + maximum monthly OT (84 hours).<br/>It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41.<br/>Necessary Improvement: The factory should make sure workers' monthly overtime working hours in compliance with legal requirement.</p> | <p>时)+最大月加班(84小时)。<br/>违反了中华人民共和国劳动法(2018修正)第四十一条<br/>改善措施:工厂应确保工人的月加班时间符合法规要求。</p> |

## PA 7: Occupational Health and Safety

Site: Fujian Youtong Industries Co., Ltd. | Site amfori ID: 156-004469-002

| Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                            |
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| ENGLISH                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | LOCAL LANGUAGE                                                                                                                                                                                                                                                             |
| Finding                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                            |
| <p>Follow up audit date: Jun 21,2024 Result: Open<br/>Finding: The main auditee partially respects this principle because based on document review, management interview and worker interview confirmed, the factory had established management system on health and safety on 30 Apr,2015, included health and safety check, training etc. But due to management negligence and did not understand requirement clearly, some findings were still found on health safety, such as:<br/>1) 30% of raw materials and finished goods were stored close to the walls and pillars.<br/>It violated the requirement of question 7.1 in amfori BSCI system manual and General Rules for Fire Safety Management of Storage Occupancies (XF 1131-2014), Article 6.8<br/>Necessary Improvement: The factory should ensure the management system on health and safety is run effectively and the raw materials and finished goods are stored away from the walls and pillars.</p> | <p>2024年6月21日的跟进审核结果:未关闭<br/>被审核方部分遵守原则因根据文件审核,管理层访谈和员工访谈确认,虽然工厂在2015年4月30日建立健康安全管理体系,包括健康安全检查,培训等,但是由于管理疏忽和不清楚法规要求,导致健康安全部分仍然出现问题,例如:1) 30%的材料和成品靠墙和柱子存放。<br/>违反了amfori BSCI管理手册中问题7.1的要求;仓储场所消防安全管理通则(XF 1131-2014)6.8条要求<br/>改善措施:工厂应确保健康安全管理体系有效运行,原材料和成品离柱子和离墙存放。</p> |

| Question: 7.3 Is there satisfactory evidence that the auditee regularly carries out risk assessments for safe, healthy and hygienic working conditions? |
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| ENGLISH                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | LOCAL LANGUAGE                                                                                                                                                                                                                                              |
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| <b>Finding</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                             |
| <p>Follow up audit date: Jun 21,2024 Result: Open Finding: The main auditee partially respects this principle. Based on document review, management interview, the factory had carried out regular risk assessment for safe, healthy and hygienic working conditions, and the factory conducted on-the-job occupational health examination to workers involving in occupational hazardous position in Jun 2024, but the factory did not conduct pre-job occupational health examination for one new entered soldering tin worker in Mar,2024 and the factory did not conduct off-the-job occupational health examination for one resigned soldering tin worker in Jan,2024.</p> <p>It violated Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35.</p> <p>Necessary Improvement: The factory should arrange all workers worked in hazardous position conduct occupational health examination.</p> | <p>2024年6月21日的跟进审核结果：未关闭被审核方部分遵守该原则。根据文件审核，管理层访谈，工厂有针对安全，健康和卫生工作条件进行定期风险评估，并且工厂在2024年6月给接触职业危害岗位的员工进行了岗中的职业健康体检。但是工厂未给1名2024年3月份新进的焊锡员工进行岗前职业健康体检和1名2024年1月离职的焊锡员工进行岗后职业健康体检。</p> <p>违反了中华人民共和国职业病防治法（2018修正）第三十五条</p> <p>改善措施：工厂应确保给所有危害岗位的员工进行职业健康体检。</p> |