

Monitored Party <b>Guangdong Willing Technology Corporation</b>	amfori ID <b>156-015839-000</b>	Address <b>Willing Industrial Park, Dongjiang Industrial District, Shuikou Town, Huicheng District, Huizhou, Guangdong Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Follow-up Monitoring</b>	Monitoring Partner <b>SGS</b>
Monitoring Start Date <b>06/05/2024</b>	Closing Meeting Finished Date <b>06/05/2024</b>	Submission Date <b>10/05/2024</b>
Expiration Date <b>15/05/2025</b>	Announcement Type <b>Fully Announced</b>	
Site <b>Guangdong Willing Technology Corporation</b>	Site amfori ID <b>156-015839-002</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination	A	
PA 5: Fair Remuneration	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 Labour	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

## GENERAL DESCRIPTION

Name of lead auditor: Tiffany Gao(APSCA member No. CSCA 21701971)

Name of team auditor: Nil

Name of observers, translators, trainees, advisors/consultants: Nil

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

Audit schedule details: The audit was planned for 1 auditor x 1 day. The follow-up Monitoring (fully announced) was conducted on May 6, 2024.

Business partner information: Guangdong Willing Technology Corporation (广东威林科技股份有限公司) located at Willing Industrial Park, Dongjiang Industrial District, Shuikou Town, Huicheng District, Huizhou, China (惠州市惠城区水口街道办事处东江工业区地段厂房). The Business license number was 91441300677063652A. The factory was established on 23 Jun 2008. The business license was effective from 23 Jun 2008 to long term. The main production processes were film blowing, bag making, silk screen printing, assembly and packing. The main product was Laminator, paper cutter, vacuum sealer. The annual production volume was 2640000PCS.

Audited location information: The factory used two 5-storey production buildings as warehouse and workshop, used two 6-storey dormitory buildings as employees living rooms and canteen, kitchen. The canteen, kitchen was located at 1F of dormitory building No.1. The factory used one 5-storey office building. The factory buildings belonged to audited factory.

Detail floor distribution and area as below:

One 5-storey production building: 1F-2F Warehouse, 1620 S.Q. Meters per floor 3F-5F: workshop, 1620 S.Q. Meters per floor

One 5-storey production building: 1F Workshop, 2F: Office and workshop, 1620 S.Q. Meters per floor 3F-5F: warehouse, 1620 S.Q. Meters per floor

One 6-storey dormitory building: 1F: Canteen, kitchen, 400 S.Q. Meters 2F-6F: Living rooms, 400 S.Q. Meters per floor

One 6-storey dormitory building: 1F: Office and shops, 333 S.Q. Meters 2F-6F: Living rooms, 333 S.Q. Meters per floor

One 5-storey office building: 1F-5F: Office rooms, 300 S.Q. Meters per floor

Operating shifts and hours: The factory established policy on working hours. There was 1 shift arranged for all office and production workers. The normal working hours were 8 hours per day (8:00-12:00, 13:30-17:30), 40 hours per week. During the audit, the factory provided workers' attendance records from Jun.1. 2023 to the audit day for review. Workers would be arranged 0-2 overtime hours on weekdays, and 0-10 overtime hours on Saturdays according to production requirement. Workers rested on Sunday. The max. daily overtime hours were 2 hours, the max. weekly working hours were 60 hours, the max. monthly overtime hours were 92 hours.

Time recording system: Workers' working hours were recorded by fingerprint or facial recognition attendance recorder.

Salary payment details: The factory established compensation policy according to local legal requirement. Workers were trained on how to calculate their wages. The factory knew the local legal minimum wage in this region. Payrolls from Jun. 2023 to Mar. 2024 were provided and 6 samples were randomly selected for review. Workers were paid with hourly rate, the minimum wage was at least RMB2000/month, which more than local legal minimum wage standard (RMB1720/month). The factory paid 150% and 200% of normal wage for the overtime hours on weekdays and rest days respectively. No overtime work was arranged on statutory holiday. Workers' wages were paid before the end of each following month by cash. Pay slips were provided to workers. No illegal deduction was deducted from workers' wage.

Worker number information:

Total 240 workers in the factory (including 140 production workers and 100 non-production workers, all workers were hired directly).

The production workers including 60 male workers and 80 female workers.

Total 73 domestic migrant workers worked in the factory (including 29 male workers and 44 female workers).

No young workers, child workers, disabled workers, breastfeeding employees, pregnant women, interns, apprentices, contractor workers worked in the factory during audit.

Good practices: Nil

Worker organization details: No union was formed in the main auditee, and workers elected 10 worker representatives.

Circumstances: Nil.

The special circumstances can be classified as followed: Based on search the information through IPE website and Qichacha Application, no special circumstances were identified. Summary of findings:

PA1: amfori BSCI Code management and working hours' management system was not perfect.

PA2: Workers were not clear about amfori BSCI requirement.

PA5: The main auditee didn't provide enough decent living wage for all employees.

PA6: Workers' monthly overtime hours exceeded legal requirement.

PA7: Nil

PA3, PA4,PA8,PA9,PA10,PA11,PA12,PA13: not covered in this follow up audit.

#LivingWge: The living wage data is provided by the auditing company because there is no data on GLWC website in the city where the factory is located.

The living costs estimated by auditing company involves developing a model diet for workers using the method developed in Anker Methodology. Second, the housing cost is estimated by evaluating the cost of various rental units, utility costs, other housing costs, and routine repairs/maintenance costs which are basic for a family. Third, auditing company estimates non-food-non-housing(NFNH) cost for a living wage. Fourth, auditing company estimates the number of full-time equivalent workers per family providing support in order to estimate a net living wage for workers based on information from government websites and published papers. Finally, payroll taxes and deductions are taken into consideration to estimate the gross living wage for workers.

Reference:

1) China Statistical Yearbook 2022: <http://www.stats.gov.cn/sj/ndsj/2022/indexch.htm>

2) Interpretation of the Social Insurance Law of the People's Republic of China (11): [http://www.mohrss.gov.cn/fgs/syshehuibaoxianfa/201208/t20120806\\_28572.html](http://www.mohrss.gov.cn/fgs/syshehuibaoxianfa/201208/t20120806_28572.html)

3) Housing provident fund management regulations: <https://flk.npc.gov.cn/detail2.html?ZmY4MDgwODE2ZjNjYmIzYzAxNmY0MGZjN2I2ODBmZjl>

4) National city rent reference: <https://m.toutiao.com/is/iR5uwMmp/>

Precautions taken about #COVID-19 in the facility: There was no special requirement for the audited factory to the pandemic.

Attachments: During document review it was evident that some of required documents are not applicable in organization like Agency Labour Contract, Government Waiver on working hours and Collective Bargaining Agreement. So all of above documents were not involved in document report. PA12 was not covered in this follow up audit, so environmental protection document was not involved in document report.

SITE DETAILS

Site

Guangdong Willing Technology Corporation

Site amfori ID

156-015839-002

GICS Classification

Sector

Consumer Staples

Industry Group

Household & Personal Products

Industry

Household Products

Sub Industry

Household Products

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

## METRICS

### Key Metrics

Total workforce	240	Workers
Legal minimum wage in local currency	1,720	Monthly
Lowest wage paid for regular work at the site	2,000	Monthly
Calculated living wage in local currency	3,617	Monthly
Total sample	6	Workers

### Other Metrics

Male workers	124	Workers
Female workers	116	Workers
Permanent workers - Male	124	Workers
Permanent workers - Female	116	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	26	Workers
Management - Female	12	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	6	Workers
Workers with night shift - Female	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Domestic migrant workers - Male	29	Workers
Domestic migrant workers - Female	44	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	124	Workers
Workers hired directly - Female	116	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: Guangdong Willing Technology Corporation | Site amfori ID: 156-015839-002

**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>	
1.1 1st follow up audit on May 6, 2024: Open Finding: The main auditee partially respects this principle, because based on onsite observation, management and workers interview, and document review, it was noted that the factory had established management system according to amfori BSCI requirement, the factory conducted internal audit in Jan. 2024, and the management knew basic requirement of amfori BSCI, but due to factory didn't effectively implement it, lead to some issues appeared in workers involvement and protection, decent living wage, overtime hours, etc. It violated the requirement of question 1.1 in amfori BSCI system manual.	2024年5月6日的第一次跟进审核：未关闭 发现点：主要被审核方（生产商）部分遵守该原则，原因是根据现场观察，管理层和员工访谈以及文件审核发现，工厂有按照amfori BSCI要求建立相关体系，工厂在2024年1月进行内审，且管理者代表知道amfori BSCI基本要求，但由于未有效执行，导致在员工参与和保护，体面生活工资，加班时间等方面出现问题。 违反了amfori BSCI管理手册中问题1.1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
<b>Finding</b>	
1.4 1st follow up audit on May 6, 2024: Open Finding: The main auditee partially respects this principle, because based on management interview and document review, it was noted that the factory had implemented capacity planning, but due to the working hour management system implementation level was not completed, lead to workers' overtime hours exceeded legal requirement. The maximum monthly overtime hours were 92 hours. It violated the requirement of question 1.4 in amfori BSCI system manual.	2024年5月6日的第一次跟进审核：未关闭 发现点：主要被审核方（生产商）部分遵守该原则，原因是根据管理层访谈和文件审核发现，工厂执行了产能规划，但是由于工时管理系统执行层面不完善，导致加班超过法规要求，工厂月加班最大为92小时。 违反了amfori BSCI管理手册中问题1.4的要求。



### PA 2: Workers Involvement and Protection

Site: Guangdong Willing Technology Corporation | Site amfori ID: 156-015839-002



**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**

2.4 1st follow up audit on May 6, 2024: Open Finding: The main auditee partially respects this principle because the auditee had the system on training to related persons in order to ensure that they had the competence to implement amfori BSCI management system, provided the training on social responsibility for management, all workers and workers' representatives in Mar. 2024. The amfori BSCI Code of Conduct was posted onsite, but the most workers did not know what is amfori BSCI and their roles in amfori BSCI system clearly. Managers said they would continue to train employees. It violated the requirement of question 2.4 in amfori BSCI system manual.

2024年5月6日的第一次跟进审核：未关闭  
发现点：工厂部分遵守该原则，原因是工厂有建立培训系统去保证相关人员有一定的能力来实施amfori BSCI管理系统，在2024年3月给管理人员、所有工人和工人代表提供了关于社会责任知识方面培训，现场张贴了amfori BSCI行为准则，但大部分工人不是很清楚amfori BSCI是什么以及他们各自的角色。管理人员表示，会继续对员工进行培训。违反了amfori BSCI管理手册中问题2.4的要求。

**PA 5: Fair Remuneration**

Site: Guangdong Willing Technology Corporation | Site amfori ID: 156-015839-002

**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**

5.4 1st follow up audit on May 6, 2024: New finding Finding: The main auditee partially respected this principle. Based on payroll records review, the minimum wage paid for workers by factory met the local minimum wage standard (RMB1720/month), however, after overtime pay was removed, the total wage of some workers was less than the local decent living wage (RMB3617/month). It violated the requirement of question 5.4 in amfori BSCI system manual.

2024年5月6日的第一次跟进审核：新问题  
发现点：主要被审核方（生产商）部分遵守该原则，原因根据工资表查看，工厂支付工人的最低工资符合当地最低工资水平（RMB1720/月），但去掉加班费后，部分工人获得的总工资低于当地体面生活工资（RMB3617/月）。  
违反了amfori BSCI管理手册中问题5.4的要求。

**Question:** 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted?

**ENGLISH**

**LOCAL LANGUAGE**

## Finding

5.5 1st follow up audit on May 6, 2024: Closed  
Based on the document review, management interview and worker interview, the factory provided injury, illness, unemployment, child-bearing and retirement insurance to all workers who met the conditions for social insurance purchase, and the factory provided commercial accident insurance to retired and rehired workers, the valid date was from June 10, 2023 and June 9, 2024.

2024年5月6日的第一次跟进审核：关闭  
根据文件审核，管理层访谈及员工访谈，工厂给所有满足社保购买条件的员工提供了工伤，医疗，失业，生育及养老社保，对于退休返聘工人，工厂提供了商业意外险，有效期自2023年6月10日及2024年6月9日。

## PA 6: Decent Working Hours

Site: Guangdong Willing Technology Corporation | Site amfori ID: 156-015839-002

**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

6.2 1st follow up audit on May 6, 2024: Open  
Finding: The main auditee does not respect this principle because workers' monthly overtime hours exceeded legal requirement. During the audit, the factory provided workers' attendance records from Jun. 1, 2023 to the audit day. Based on 6 sampled workers' attendance records in Apr. 2024, Mar. 2024 and Dec. 2023, it was noted that 6 out of 6 sampled workers' monthly overtime hours exceeded 36 hours, the max. up to 92 hours in Dec. 2023 and Mar. 2024 including 42 overtime hours on regular day and 50 overtime hours on weekend.  
1st sampled month (Apr. 2024) – standard hours (168H) + maximum monthly OT (72H)  
2nd sampled month (Mar. 2024) – standard hours (168H) + maximum monthly OT (92H)  
3rd sampled month (Dec. 2023) – standard hours (168H) + maximum monthly OT (92H)  
The factory management explained that overtime hours exceeded legal requirement due to insufficient employee allocation.  
It violated Law requirement: Labor Law of the People's Republic of China (2018 Amendment), Article 41.  
Remark: The max. daily overtime hours were 2 hours, the max. weekly working hours were 60 hours.

2024年5月6日的第一次跟进审核：未关闭  
发现点：主要被审核方（生产商）未遵守该原则，原因是员工的月加班时间超过法规要求。审核期间，工厂提供了工人从2023年6月1日至审核当天的考勤记录，根据6名抽样员工在2024年4月，2024年3月及2023年12月的考勤记录，发现6名抽样工人中的6名的月加班均超过36小时，最大在2023年12月及2024年3月达到92个小时，包括平时加班42小时，周末加班50小时。  
第一个抽样月（2024年4月）–标准工时（168H）+最大月加班（72H）  
第二个抽样月（2024年3月）–标准工时（168H）+最大月加班（92H）  
第三个抽样月（2023年12月）–标准工时（168H）+最大月加班（92H）  
工厂管理人员解释由于人员配置不足，导致加班超时。  
违反了中华人民共和国劳动法（2018修正）第四十一条。  
备注：最大日加班为2小时，最大周工时为60小时。



PA 7: Occupational Health and Safety

Site: Guangdong Willing Technology Corporation | Site amfori ID: 156-015839-002

<b>Question:</b> 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
<b>Finding</b>	
7.171st follow up audit on May 6, 2024: Closed Based on onsite observation, the factory installed guardrails for all film blowing machines. The relative training was provided to workers and management.	7.17 2024年5月6日的第一次跟进审核：关闭 根据现场观察，工厂给所有吹膜机安装了护栏，给员工及管理层提供了相关培训。