

Monitoring result for Zenith baby Care Co., Ltd. on site Zenith Baby Care Co., Ltd.

Monitoring

Monitored Party : Zenith baby Care Co., Ltd.
amfori ID : 764-000050-000
Site : Zenith Baby Care Co., Ltd.
Site amfori ID : 764-000050-002
Address : 279 Moo 1, Khaelie,
: 74110, Krathumbaen
: Samut Sakhon
: Thailand
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Submission Date : 15/09/2022
Expiration Date : 15/09/2024

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Overall rating



Section rating

PA1: Social Management System	A
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	A
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

Auditor information:

Lead auditor: Supasri Boonprasert / APSCA registration number: RA21700325, Auditor team: Woraporn Yingyongworapanya / APSCA registration number: ASCA21700288 / Intertek Testing Services (Thailand) Ltd. / Audit date: September 7-8, 2022.

Facility Background:

Zenith Baby Care Co., Ltd. locates in Samutsakhon Province, Thailand. The total land area occupied by the facility is 7,240 square meters and total facility floor size is 2,216 square meters. They have started their operation at the existing location since 2017. Business license number is 0105559181306 and registered since November 18, 2016. Factory permit number is J3-52(4)-2/60SK and effective since May 29, 2017. The facility consists of one 3-storey building is used for office, canteen, medical room, fire pump room and meeting room and one 2-storey building is used for production, quality control room, store and finished goods warehouse. There is no dormitory provided for employees.

The products manufacturing is Plastic baby feeding accessories. The main production processes are receiving material, plastic injection, injection blowing, assembly, quality control and packing.

A total of 452 employees includes 112 Thai males, 334 Thai females and 6 foreigner Indian males (office and management level) employed. All employees are hired by the facility directly except 4 security guards and 3 janitors, they are supplied B.I.G. Interguard Security Guard Co., Ltd. and BIG Clean and Care Service Co., Ltd.

The normal work week of the facility is six (6) days a week from Monday to Saturday and Sunday is a weekly day off. For office, the normal working hour starts from 8:30am to 5:30pm with one hour break from 12noon to 1:00pm. For production, working hours are operated in two (2) shifts. The first shift starts from 8:00am to 5:00pm with one hour break from 12noon to 1:00pm. The second shift starts from 8:00pm to 5:00am with one hour break from midnight to 1:00am. The facility lets an employee have a rest period at least 30 minutes before overtime working. Fingerprint scan system is utilized for recording working hours of employees. For the onsite service provider: Security guards, they work six (6) days a week with one day off. Working hours are operated in two (2) shifts. The first shift starts from 7:00am to 7:00pm and the second shift starts from 7:00pm to 7:00am. Sign on logbook is used as time record keeping of security guards. Janitors, they work six (6) days a week from Monday to Saturday and Sunday is a weekly day off. the normal working hour starts from 7:00am to 4:00pm. Punching card system is used as time record keeping of janitors.

Wages are paid every 11th, 21st and end of month for daily rate employee while monthly rate employee, wages are paid every end of month. Wage is paid to employees through deposit to employee's bank account. Peak season could not be specified by the facility.

The minimum age found at the audited producer is 18 years 6 months. The highest net pay is THB 16,975 per month, the lowest net pay is THB 8,606 (26 days) and the average net pay is THB 12,268.12 per month. No Labor Union established as it is not required by law. However, there is welfare Committee established by employee's election since September 20, 2021. The committee is consisted of five (5) members. There is no contractor or labor agency used in core production process but there are two onsite service provider companies name B.I.G. Interguard Security Guard Co., Ltd. and BIG Clean and Care Service Co., Ltd. used to supply security guards and janitors.

Audit Process:

This audit was conducted by Intertek Testing Services (Thailand) Limited. A team of two (2) auditors dated September 7, 2022 and one (1) auditor dated September 8, 2022 assessed / verified the facility's operations against the amfori BSCI Code of Conduct and local regulations on a sampling basis in two (2) days. Total 3.5 man-day used in this audit which included 3 man-day onsite and 0.5 man-days report writing.

Overview of opening meeting, facility management responses:

At 9:00am, auditors entered the facility then held an opening meeting according to the amfori BSCI Program, the facility management led by Mr. Kamatchinathan Kandasamy / Quality Manager and his teams were present in the meeting. 21 employees are interviewed including 3 Thai males and 18 Thai females. Attendance and payroll records are available from September 2021 to August 2022. 21 attendance and payroll records in each month of December 2021 (random month), April 2022 (random month) and August 2022 (current month) were reviewed in this audit.

Attitude of employees:

Employees are satisfied with working environment condition. No negative comment was reported. They understood their employment condition. They had good relationships with their colleagues, supervisors and managers.

Attitude of managers:

The factory management showed a positive attitude to this audit during the whole process. All areas are granted to access by the management. At the end of the audit, closing meeting summary was discussed with the management.

Overall Findings:

There is no non-compliance observed.

Remark:

- No interviewed employees who are working in night shift.
- Contractor license / permit, Agency labor contract, Government waiver, Fire-related licenses, Structural / stability license, and Collective bargaining agreement is not applicable for the site as it is not required by law.
- There is a difference in workforce between 'Day of Audit' (350 person) and 'General' (452 person) because some employees / onsite service provider employees are absent / entitled a leave and working in night shift.

During the #COVID19 pandemic, the facility requires all visitors and employees to check body temperature, clean their hands with alcohol gel prior enter to the facility, wear mask during working onsite, and maintain social distancing between each other. Liquid soap and running water are supplied and advised employees to wash their hands frequently. All employees have vaccinated.

Site Details

Site : Zenith Baby Care Co., Ltd.

Site amfori ID : 764-000050-002

GICS Classification

Sector : Consumer Discretionary

Industry : Household Durables

Industry Group : Consumer Durables & Apparel

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	350 Workers
Legal minimum wage in local currency	9930 Monthly
Lowest wage paid for regular work at the site	9930 Monthly
Calculated living wage in local currency	4646 Monthly
Total sample	21 Workers

Other Metrics

Male workers	98 Workers
Female workers	252 Workers
Permanent workers - Male	116 Workers
Permanent workers - Female	329 Workers
Temporary workers - Male	2 Workers
Temporary workers - Female	5 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	3 Workers
Management - Female	2 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	54 Workers
Workers on probation - Female	130 Workers
Workers with night shift - Male	43 Workers
Workers with night shift - Female	71 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	1 Workers
Domestic migrant workers - Male	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	6 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	116 Workers
Workers hired directly - Female	329 Workers
Workers hired indirectly - Male	2 Workers
Workers hired indirectly - Female	5 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	1 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	3 Workers
Sample - Female	18 Workers

Findings

No findings