

Monitored Party <b>FUZHOU SUNNY ELECTRONIC CO.,LTD.</b>	amfori ID <b>156-028086-000</b>	Address <b>2F and 3F of Bldg 52, Juyuanzhou Industrial Garden, NO.618, Jinshan Road, Jianxin Town, Cangshan District, 350003 Fuzhou, Fujian Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>Bureau Veritas Hong Kong Limited</b>
Monitoring Start Date <b>10/11/2023</b>	Closing Meeting Finished Date <b>10/11/2023</b>	Submission Date <b>17/11/2023</b>
Expiration Date <b>17/11/2024</b>	Announcement Type <b>Fully Announced</b>	
Site <b>FUZHOU SUNNY ELECTRONIC CO.,LTD.</b>	Site amfori ID <b>156-028086-001</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>A</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>C</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, Forced Labour or Human Trafficking	<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: Tony Zhang; APSCA membership number: CSCA 21701219

Name of team auditor: Nil; APSCA membership number: N/A

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

Monitoring partner name: Bureau Veritas Consumer Products Service

Audit Company APSCA Number: 11600002

Audit schedule details: The audit is planned for 1 auditor x 1 day on November 10, 2023

Announcement Type: Announced Full Audit

Business partner information: The factory (business license number: 91350104759395714K, factory name: 福州光普电子有限公司 /FUZHOU SUNNY ELECTRONIC CO.,LTD, factory address: 福州市仓山区建新镇金山大道618号桔园洲工业园厂房52幢2、3层/ 2F and 3F of Bldg 52, Juyuanzhou Industrial Garden, NO.618, Jinshan Road, Jianxin Town, Cangshan District, 350003 Fuzhou, China) was established on April 16, 2004 and specialized in the manufacture of electronic clocks and electronic scale. The main production activities in the factory included welding, assembly and packing. Per factory management, the peak season was not obvious in the past year.

Audited location information: The audited factory rented whole 2F, partial 3F and interlayer between 1F and 2F of one 4-storey building (interlayer used as office; 2F used as welding, assembly, packing workshop and finished goods warehouse; 3F used as material warehouse). The other areas of production building were rented by many other companies or factories, which were manufacturers of garments, electronics, etc. No canteen or dormitory was provided by the audited factory. The facility management stated that other facility had separate business licenses, with individual financial system, production management and personnel management. And according to the employee interview, they confirmed the situation, and they also stated that the employees in other facility would not flow in each other. Therefore, the audit scope only included the audited facility.

Operating shifts and hours: There was only one shift for normal production employees from 8:00 to 17:00 with 60 minutes' lunch break from 12:00 to 13:00. Usually, employees worked on Saturday for 8-hour overtime working hours and on weekdays for 2-hour overtime working hours. And they always had a rest on Sunday and statutory holidays.

Time recording system: Biometric time record system.

Salary payment details: Employees were paid at hourly rate by bank transfer around the 25th day of the following month.

Worker number information: There were total 49 employees in the factory including 41 production workers (7 males and 34 females) and 8 non-production workers (3 males and 5 females). There were 27 domestic migrant workers (2 males and 25 females) in this factory. The youngest employee was 19 years old. All 49 employees were permanent. No seasonal, temporary, foreign migrant, disabled or home-based workers were noted in this factory. And there were no any other special group workers (interns, apprentices, contractor workers etc.), either.

Good practices: None observed.

Worker organization details: 2 worker representatives were elected by all employees in 2023.

Circumstances: There was no special circumstance during the audit.

Summary of findings:

PA 1:

1. The social management system was not implemented effectively, and gaps were detected in Performance Area 1, 2, 5, 6, 7 during this audit.

2. The factory did not plan the capacity properly.

PA 2:

1. The factory had not set up a channel for local communities' coming up with its suggestions or complaints to management for improvement.

PA 5:

1. The auditee did not investigate and calculate local basic need wage.
2. The factory did not provide social insurance for all employees.

PA 6:

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

PA 7:

1. The factory did not take into consideration the potential risks that may be caused by the other factory within the same factory building when carrying out risk assessments for safe, healthy and hygienic working conditions.
2. Factory management failed to provide the auditor with the safety inspection reports for 1 out of 1 cargo lift being used in the factory for review.
3. 1 out of 3 sampled checked electrical boxes in factory was not installed with inner insulation protective covers.
4. No basic supplies such as toilet paper or soap were available in the toilets.

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

Documents not attached in the report:

•Contractor license/permit

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

•Agency labor contract

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

•Government waivers

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

•Collective bargaining agreements

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

•Environmental license documents

Not Applicable. As of the current project category, production process, scale and pollutant status, the construction project was not included in the environmental impact assessment management scope. In accordance with the Article 5 of Classified Administration Catalogue of Environmental Impact Assessments for Construction Projects (2021 Revision), construction projects not specified in this catalogue shall not be included in the environmental impact assessment management of construction projects. Therefore, no environmental license document was available during this audit, which was in compliance with legal requirement.

## SITE DETAILS

Site	Site amfori ID
<b>FUZHOU SUNNY ELECTRONIC CO.,LTD.</b>	<b>156-028086-001</b>

### 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	49	Workers
Legal minimum wage in local currency	1,960	Monthly
Lowest wage paid for regular work at the site	2,300	Monthly
Calculated living wage in local currency	2,472.37	Monthly
Total sample	5	Workers

## Other Metrics

Male workers	10	Workers
Female workers	39	Workers
Non-binary workers	0	Workers
Permanent workers - Male	10	Workers
Permanent workers - Female	39	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	3	Workers
Management - Female	5	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	2	Workers
Domestic migrant workers - Female	25	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	10	Workers
Workers hired directly - Female	39	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	2	Workers
Sample - Female	3	Workers
Sample - Non-binary	0	Workers

# FINDINGS



## PA1: Social Management System

Site: FUZHOU SUNNY ELECTRONIC CO.,LTD. | Site amfori ID: 156-028086-001

**Question:** 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>Based on management and employee interview, factory tour and document review, it was noted that gaps were noted in some performance areas such as PA1, PA2, PA5, PA6, PA7 although the factory set up a management system to implement the BSCI Code of Conduct. No findings were raised under other performance Areas. Therefore, this finding was raised as partially non-compliance. In accordance with Amfori BSCI Requirement 1.1.</p>	<p>经管理人员及员工面谈、现场巡查及文件审阅，审核员发现尽管工厂已确立执行BSCI行为守则的管理体系，但是在几个执行领域PA1, PA2, PA5, PA6, PA7仍存在不足。审核员未在其他执行领域发现问题点。因此，这个问题被判定为部分不符合。根据BSCI1.1改善。</p>

**Question:** 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>Based on management and employee interview, factory tour and document review, it was noted that the factory had established the production capacity and costs procedure and arranged the production plan corresponding, but the factory did not organize its workforce capacity effectively to meet the expectations of the delivery order, which resulted workers' monthly OT hours exceeded local legal requirement. Therefore, this finding was raised as partially non-compliance. In accordance with Amfori BSCI Requirement 1.4.</p>	<p>经管理人员及员工面谈、现场巡查及文件审阅，工厂建立产能及成本核算程序并依此安排生产计划，但是因工厂未能有效的组织起员工的生产能力以满足订单需求而导致员工的月加班时间超出法规要求。因此，这个问题被判定为部分不符合。根据BSCI1.4改善。</p>



## PA 2: Workers Involvement and Protection

Site: FUZHOU SUNNY ELECTRONIC CO.,LTD. | Site amfori ID: 156-028086-001

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

ENGLISH	LOCAL LANGUAGE
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## Finding

Based on management and employee interview, factory tour and document review, it was noted that the factory had established or participated in an effective grievance mechanism for individuals, the grievance mechanism allowed workers to lodge suggestions or complaints related to the workers' rights, and individuals had alternative ways for lodging a complaint, such as through suggestion box, worker representative or directly to the management. However, the factory had not set up a channel for local communities' coming up with its suggestions or complaints to management for improvement. Therefore, this finding was raised as partially non-compliance. In accordance with Amfori BSCI Requirement 2.5.

经管理人员及员工面谈、现场巡查及文件审阅，审核员发现工厂建立和参与了有效的个人申诉机制，申诉机制赋予了工人提出建议，投诉的权利，并且开放了可替代的投诉方式，例如通过意见箱，工人代表或直接向管理层投诉。但是，工厂尚未创建给当地社区提供申诉的渠道。因此，这个问题被判定为部分不符合。根据BSCI 2.5改善。

## PA 5: Fair Remuneration

Site: FUZHOU SUNNY ELECTRONIC CO.,LTD. | Site amfori ID: 156-028086-001

**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

Based on management and employee interview and document review, it was noted that factory management didn't investigate employees' basic needs, and they had no idea of how to calculate BNW. Therefore, this finding was raised as fully non-compliance. In accordance with Amfori BSCI Requirement 5.4.

经管理人员及员工面谈及文件审阅，审核发现工厂没有调查员工基本生活需求，不了解如何计算基本生活保障工资。因此，这个问题被判定为完全不符合。根据BSCI 5.4改善。

**Question:** 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

### ENGLISH

### LOCAL LANGUAGE

#### Finding

Based on management and employee interview, and social insurance receipt review, it was noted that only 20 out of 49 (41%) employees were provided with pension and accident insurance, 19 out of 49 (39%) employees were provided with unemployment insurance, 35 out of 49 (71%) employees were provided with maternity insurance,

经管理人员及员工面谈及工厂提供的社保缴费凭证审阅，审核员发现根据厂方提供的2023年10月的社保收据显示，工厂仅为20/49 (41%) 名员工提供养老、工伤保险，为19/49 (39%) 名员工提供失业保险，为35/49 (71%) 名员工提供生育保险，为36/49 (73%) 名员工提供医疗保险。另外，工厂为所有员工 (100%) 购买了商业意外保险，有效期从

### Finding

36 out of 49 (73%) employees were provided with medical insurance in October 2023. In addition, the factory purchased a commercial accident insurance for all employees (100%) with valid periods from June 1, 2023 to May 31, 2024. No social insurance waiver was obtained. No rural pension insurance participation record was provided for review and the facility did not provide the reason for the rest employees not joining the social insurance. Therefore, this finding was raised as fully non-compliance. This violated with Article 73 of the Labor Law of the People's Republic of China.

2023年6月1日至2024年5月31日。工厂没有获得社保批文。工厂未提供农保参保记录供审核，也未对剩余的员工没有购买社保的原因进行解释。因此，这个问题被判定为完全不符合。根据《中华人民共和国劳动法》第73条改善。

## PA 6: Decent Working Hours

Site: FUZHOU SUNNY ELECTRONIC CO.,LTD. | Site amfori ID: 156-028086-001

**Question:** 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

### ENGLISH

### LOCAL LANGUAGE

### Finding

Based on management and employee interview, and time records review, it was noted that 15 out of 15 sampled employees worked in excess of the statutory overtime hour limits.

A review of 15 sampled employees' time records (5 samples from March 2023, 5 samples from June 2023, 5 samples from the most current paid month September 2023) yielded the following:

5 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 74 hours) in March 2023, which was not in compliance with the legal requirement;

5 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 62 to 68 hours) in June 2023, which was not in compliance with the legal requirement;

5 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 62 hours) in September 2023, which was not in compliance with the legal requirement.

No effective management system was implemented. Therefore, this finding was raised as fully non-compliance. This violated Article 41 of the Labor Law of the PRC.

经管理人员及员工面谈及厂方提供的工时记录审阅，根据厂方提供的工时记录，审核员发现员工加班时间超出了法定标准。

审核员从厂方提供的工时记录中抽取15个样本(其中从2023年3月抽取5个，从2023年6月抽取5个，从最近工资发放月份2023年9月抽取5个)，发现共有15名员工加班时间超出了法定标准，具体为：

5/5名员工在2023年3月的加班时间为74小时，超过每月加班时间不能超过36小时的法律规定；

5/5名员工在2023年6月的加班时间为62到68小时，超过每月加班时间不能超过36小时的法律规定；

5/5名员工在2023年9月的加班时间为62小时，超过每月加班时间不能超过36小时的法律规定。

现场没有有效的管理体系被执行。因此，这个问题被判定为完全不符合。根据《中华人民共和国劳动法》第41条改善。



## PA 7: Occupational Health and Safety

Site: FUZHOU SUNNY ELECTRONIC CO.,LTD. | Site amfori ID: 156-028086-001

**Question:** 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>Based on management and employee interview, factory tour and document review, it was noted that the factory did not take into consideration the potential risks that may be caused by the other factory within the same factory building when carrying out risk assessments for safe, healthy and hygienic working conditions. Facility has conducted the other risk assessments annually. Therefore, this finding was raised as partially non-compliance. In accordance with Amfori BSCI Requirement 7.3.</p>	<p>经管理人员及员工面谈、现场巡查及文件审阅，审核员发现工厂在进行安全、健康和卫生工作条件的风险评估时未考虑到同厂区内其它工厂可能引起的潜在风险。工厂有每年做一次其余方面的风险评估。因此，这个问题被判定为部分不符合。根据 BSCI 7.3改善。</p>

**Question:** 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>Based on management and employee interview, factory tour and document review, it was noted that factory management failed to provide the auditor with the safety inspection reports for 1 out of 1 cargo lift being used in the factory for review. The special equipment registration of cargo lifts was provided for review. Facility management stated that the safety inspection reports were under processing. Therefore, this finding was raised as partially non-compliance. This violated Article 28 of Safety Monitoring Regulation of Special Equipment.</p>	<p>经管理人员及员工面谈、现场巡查及文件审阅，审核员发现工厂未能提供正在使用的1/1台载货电梯的安全检验报告。电梯的注册登记证已供查阅。工厂管理层表示安全检验报告正在办理当中。因此，这个问题被判定为部分不符合。根据《特种设备安全监察条例》第28条。</p>

**Question:** 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>Based on management and employee interview, factory tour and document review, it was noted that 1 out of 3 sampled checked electrical boxes in factory was not installed with inner insulation protective covers. There was one qualified</p>	<p>经管理人员及员工面谈、现场巡查及文件审阅，审核员发现工厂1/3个抽查的电箱没有安装绝缘保护内盖。工厂配有一名合格的电工。工厂提供了月度的电器安全检查记录供查阅。工厂管理层表示他们会尽快改善该问题。管理体系部分不充分。因此，这</p>

Finding	
electrician in the factory. Monthly electric safety inspection record was provided review. Facility management stated that they would take corrective action as soon as possible. The management system was partially insufficient. Therefore, this finding was raised as partially non-compliance. This violated Article 5.1.2 of the General Guide for Safety of Electric User (GB/T13869-2017).	个问题被判定为部分不符合。根据《用电安全导则 GB/T13869-2017》第5.1.2条。

Question: 7.21 Is there satisfactory evidence that the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking?	
ENGLISH	LOCAL LANGUAGE
Finding	
N/A. No canteen provided.	N/A.没有提供食堂。

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?	
ENGLISH	LOCAL LANGUAGE
Finding	
Based on management and employee interview and factory tour, it was noted that no basic supplies such as toilet paper or soap were available in the toilets. No effective management system was implemented. Therefore, this finding was raised as fully non-compliance. In accordance with Amfori BSCI Requirement 7.22.	经管理人员及员工面谈和现场巡查，审核发现工厂生产区域的洗手间没有提供基本备品如厕纸肥皂。现场没有有效的管理体系被执行。因此，这个问题被判定为完全不符合。根据BSCI7.22改善。

Question: 7.23 Is there satisfactory evidence that the auditee provision of transportation to workers is safe and complies with national regulations?	
ENGLISH	LOCAL LANGUAGE
Finding	
N/A. No transportation provided.	N/A.没有提供交通。

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**

N/A. No dormitory provided.

N/A.没有提供宿舍。