

Monitoring result for Zhejiang Guanyi Toys Co., Ltd on site Zhejiang Guanyi Toys Co., Ltd

Monitoring

Monitored Party : Zhejiang Guanyi Toys Co., Ltd
amfori ID : 156-003027-000
Site : Zhejiang Guanyi Toys Co., Ltd
Site amfori ID : 156-003027-001
Address : No.129, Yangliuhe Road, Bailongshan Street, Yunhe County
: 323600, Lishui
: Zhejiang Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Monitoring Partner : ABS Quality Evaluations Inc.
Monitoring Start Date : 23/02/2023
Closing Meeting : 24/02/2023
Finished Date :
Submission Date : 06/03/2023
Expiration Date : 06/03/2024

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Overall rating



Section rating

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

This was semi announced full audit authorized by BSCI Member conducted on February 23-24, 2023. The audit was conducted by the auditor named Lisa Zhou/CSCA 21703845 from ABS QE China.

The auditee Zhejiang Guanyi Toys Co., Ltd (91331125MA2A0AD42J) was established on July 14, 2017, and the valid period was until July 13, 2037. This was a limited company. The auditee was located at No.129, Yangliuhe Road, Bailongshan Street, Yunhe County, Lishui City, Zhejiang Province. The auditor verified the business license with the address, legal entity representative, business scope, and other information according to <http://www.gsxt.gov.cn/index.html> (National Enterprise Credit Information Publicity System), the local name of the auditee was 浙江冠艺玩具有限公司 and the local address on the business license was 浙江省丽水市云和县白龙山街道杨柳河路129号. The Chinese and English description were same and indicated the same as auditee's name and physical address.

In view of the facilities, the auditee used one 2-storey building as the production workshop and warehouse, one 5-storey building used as the office building and one 5-storey building used as the canteen (eating area) and dormitory. The total construction area used by the auditee was approximately 22000 square meters. There was another one 2-storey building in the same courtyard of the auditee was rented to other companies by the auditee, which had different business licenses, management, and products from the auditee, and they were not covered in the audit. No workers' sharing was found based on onsite observation, management interview and worker interview. The working areas were separated and there was no shared emergency exit to the outdoor. The lease contract and the business license of the landlord were provided for review.

Total 96 employees (53 male employees and 43 female employees) worked in the main auditee and all employees were hired by the main auditee directly. 31 out of 96 employees were migrant from other provinces of China and the others were locals. 22 out of 96 employees were management and the other employees were production workers. There was no child or young worker found during this audit.

The main products manufactured by the auditee were wooden toys. The main production processes included woodworking (including cutting, carving, drilling), silk screen printing, paint spraying, assembly, inspection and packing section. No production process was needed to be subcontracted.

Normal working time for all workers was 8 hours per day in one shift and 5 days per week. The normal working hours was 7:30-11:30, 13:00-17:00, and 3 hours' overtime was arranged from 18:00 to 21:00 if needed. Fingerprint attendance system was used for time keeping and every employee should make their attendance themselves when they go in and out the workshop. Attendance records from February 1, 2022 to February 23, 2023 were provided and 12 samples were randomly selected from January 2023 (the latest payment month), December 2022 (current month), July 2022 (random month) and May 2022 (random month) for review. Since only 10 working days were arranged in January 2023 because of the Chinese Spring Festival vacation, the December 2022 was regarded as current month for working hours and wages analysis. Per provided attendance records, sample workers' maximum daily overtime hours were 3 hours and maximum monthly overtime hours were 91 hours. All workers could receive at least one day off each seven-day period. There was no obvious peak season in the auditee.

The local legal minimum wage standard is RMB1840 per month since August 1, 2021. Payrolls from February 2022 to January 2023 were provided, and 12 samples were randomly selected from January 2023 (the latest payment month), December 2022 (current month), July 2022 (random month) and May 2022 (random month) for review for review. As shown in the payroll, wages were calculated on hourly rate basis. The paid minimum wage was RMB2000 per month, which was higher than the local legal minimum wage standard. For overtime wages, the auditee paid 150% of normal payment for overtime working on normal working days and paid 200% of normal payment for overtime working on Saturdays. Wages were paid in cash on or before the 20th of each month for the preceding month. Paid annual leave, public holidays, sick leave, marriage leave, maternity leave and funeral leave were defined and provided to workers. No illegal deduction was deducted from workers' wages.

There were 96 workers including 27 retired workers, but no newly joined worker, temporary or dispatch worker worked in the auditee currently. According to the local social insurance policy, the workers who had reached the retired age could only participate in the work-related injury insurance but could not participate in the other four types of social insurance. The social insurance payment receipts of past one year were provided for review. According to the social insurance payment receipt of January 2023, it was noted that 25 workers (36%, 25/69) had participated in the pension insurance, medical insurance, unemployment insurance and maternity insurance, all 96 workers (100%, 96/96) had participated in the social work-related injury insurance. Besides, the auditee did not purchase commercial injury insurance for any worker. No social insurance waiver was obtained by the auditee.

The performance areas needed improvement were PA1, PA2, PA5, PA6 and PA7. All the findings were discussed with the management in the closing meeting. The auditee signed the onsite finding report. The auditor reminded the auditee that they should submit the Remediation Plan into the BSCI Platform within 60 days. The management was receptive of all the findings and gave the willingness to take appropriate corrective actions.

Declaration for documentation:

1. There was no contractor used by the auditee, which makes the contractor license/permit not applicable.
2. There are no agencies used by the auditee, which makes the agency labour contract not applicable.
3. There was no government waiver in the auditee.
4. There was no collective bargaining agreement in the auditee.

5. The living wage information please refer the General Description of PA5.

Site Details

Site : Zhejiang Guanyi Toys Co., Ltd

Site amfori ID : 156-003027-001

GICS Classification

Sector : Consumer Discretionary

Industry : Leisure Products

Industry Group : Consumer Durables & Apparel

Sub Industry : Leisure Products

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	91 Workers
Legal minimum wage in local currency	1840 Monthly
Lowest wage paid for regular work at the site	2000 Monthly
Calculated living wage in local currency	3449 Monthly
Total sample	12 Workers

Other Metrics

Male workers	51 Workers
Female workers	40 Workers
Permanent workers - Male	53 Workers
Permanent workers - Female	43 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	15 Workers
Management - Female	7 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	21 Workers
Domestic migrant workers - Female	10 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	53 Workers
Workers hired directly - Female	43 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	7 Workers
Sample - Female	5 Workers

Findings

PA1: Social Management System

The auditee had set up the management procedures to implement the BSCI Code of Conduct, but not all producers were properly implemented. Some areas need to be improved were detected on Performance Area 1, 2, 5, 6 and 7.

被审核方有建立管理程序来执行BSCI，但不是所有的程序都能有效执行。在执行领域1、2、5、6和7有发现需要改善项。

It was noted that the auditee had established the production capacity assessment procedure, but they had not assessed production capacity, which led to overtime hours exceeding legal requirement.

被审核方已建立生产能力评估程序，但还未进行生产能力评估，从而导致加班时间超过法定要求。

PA 2: Workers Involvement and Protection

It was noted that the auditee provided training to workers on amfori BSCI Code of Conduct. However, through workers interview, about 50% interviewed workers did not know amfori BSCI requirements clearly.

审核发现被审核方有对员工进行了amfori BSCI行为准则的培训，但是通过员工访谈，约50%被访谈员工对amfori BSCI的要求了解的不清楚。

Although workers were aware of the grievance procedure provided by the auditee that workers can report any grievance case anonymously via suggestion box without retaliation, but no grievance record was received in the recent one year and the auditee did not conduct satisfaction surveys on their grievance mechanism.

尽管员工知道被审核方提供的申诉程序，员工可以通过意见箱匿名举报任何申诉案件而不会遭到报复，但最近一年内没有收到任何申诉记录，被审核方也没有对其申诉机制进行满意度调查。

PA 5: Fair Remuneration

There was no evidence to prove that the payment situation in the auditee was in compliance with BSCI Code of Conduct: Firstly, the basic wages paid to all 12 sample workers were ranged from RMB 1931.03 to RMB 2275.86 per month in sample months, in addition, the auditee provided free accommodation to the workers, the local rent was around RMB 300 each month. Therefore, the total earnings for the workers each month including the basic wages and the provided accommodation were ranged from RMB 2231.03 to RMB 2575.86 which were lower than the local decent living wage standard, the decent living wage standard in the city and town of Yunhe County was about RMB 3449.86 each month; Secondly, the auditee did not made plans on how to improve the wages gradually in order to achieve the standard. Remark: The monthly basic wages paid to all workers were higher than the local legal minimum wage standard (RMB1840 per month).

无证据证明被审核方工资的支付情况符合BSCI的要求：首先，所有12名抽样员工在抽样月份的基本工资为人民币1931.03-2275.86元/月，另外，被审核方给员工提供了免费的住宿，当地房租大约为每月300元人民币。因此，员工每月的总收入包括基本工资和提供的住宿后为每月2231.03-2575.86元，低于当地体面生活需求工资标准，云和县城镇的体面生活需求工资约为每月3449.86元；其次，被审核方没有制定计划如何逐步提高员工的工资以达到体面生活需求工资标准。备注：被审核方支付的给所有员工的月基本工资已高于当地的法定最低工资标准（每月1840元）。

It was noted that there were 96 workers including 27 retired workers, but no newly joined worker, temporary or dispatch worker worked in the auditee currently. According to the local social insurance policy, the workers who had reached the retired age could only participate in the work-related injury insurance but could not participate in the other four types of social insurance. The social insurance payment receipts of past one year were provided for review. According to the social insurance payment receipt of January 2023, it was noted that 25 workers (36%, 25/69) had participated in the pension insurance, medical insurance, unemployment insurance and maternity insurance, all 96 workers (100%, 96/96) had participated in the social work-related injury insurance. Besides, the auditee did not purchase commercial injury insurance for any worker. No social insurance waiver was obtained by the auditee. According to the management interview and worker interview, the reason why the other workers did not participate in the social insurance was because they were not willing to bear the co-payment part of pension insurance, medical insurance, and unemployment insurance. Reference law/regulation: Article 72 and 73 of the PRC Labor Law.

审核发现被审核方包含27名退休返聘员工在内当前共有96名员工，没有新进员工、临时或派遣工。根据当地社保政策达到退休年龄的员工只可以缴纳单工伤保险，不可以缴纳其他四项保险。此次审核提供了过去一年的社保缴纳记录供审核。根据2023年1月份的社保记录，25名员工（36%，25/69）参加了养老、医疗、失业和生育保险，所有96名员工（100%，96/96）参加了工伤保险。此外被审核方没有给任何员工购买商业工伤险。被审核方没有获得社保豁免批文。根据管理人员访谈和员工访谈，没有参加社保的员工是因为他们不愿意承担养老、医疗和失业的自费部分。参照法规：《中华人民共和国劳动法》第72、73条的规定。

PA 6: Decent Working Hours

It was noted that the monthly overtime hours for all 12 randomly selected workers were 61 hours in December 2022 (current month), 91 hours in July 2022 (random month), 74 hours in May 2022 (random month), which exceeded legal overtime limit: 36 overtime hours per month. Remark: According to the management interview and workers interview, the reason why the monthly overtime hour exceeded the legal overtime limit was because the auditee did not arrange the orders well in above months. Reference law/regulation: Article 41 of the Labor Law of the PRC.

PA 6: Decent Working Hours

审核发现随机抽查的所有12名员工在2022年12月（当前月）月加班时间为61小时，在2022年7月（随机月）月加班时间为91小时，在2022年5月（随机月）月加班时间为74小时，超过了法定的月加班不超36小时的限定。备注：根据管理人员访谈和员工访谈，以上月份月加班超时是因为没有合理安排好订单。参照法律法规：《中华人民共和国劳动法》第41条。

PA 7: Occupational Health and Safety

It was noted that the auditee had set up the occupational health and safety regulations and procedures. However, the actual practice throughout the auditee was not fully in compliance. Please refer to the non-compliance of PA7 for detailed information.

被审核方虽然建立了职业健康安全方面的程序和相关制度，但是被审核方在实际的执行过程中还存在问题。请参考PA7部分的不符合项。

It was noted that 2 out of 5 workers in the drilling process of woodworking section did not wear earplugs (contact with the noise). Reference law and regulation: Safety Manufacturing Law Article 45.

审核发现被审核方白胚车间钻孔工序所有5名员工中的2名员工没有佩戴耳塞（接触噪音）。参考法律法规：《中华人民共和国安全生产法》第45条。

It was noted that 30% goods in the warehouses were directly leaned against the wall, the distance between the goods and wall was less than the legal required 0.5 meters. Reference law/regulation, General Rules for Fire Safety Management of Storage Occupancies, GA1131-2014, Article 6.8.

审核发现被审核方仓库30%货物靠墙存放，离墙距离小于法定的0.5米。参考法律法规《仓储场所消防安全管理通则》GA1131-2014第6.8条。