

Monitoring

Monitored Party :
 amfori ID
 Site :
 Site amfori ID
 Address :
 :
 : **China**
 Monitoring Activity : **amfori Social Audit - Manufacturing**
 Monitoring Type : **Follow-up Monitoring**
 Submission Date : **20/07/2022**
 Expiration Date : **05/08/2023**

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Overall rating



Section rating

PA1: Social Management System	D
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	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

Shenzhen Zhiluling Technology Co., Ltd (深圳市指路灵科技有限公司) was located at 201 Block1, NO.28 Changjin Road, He'ao Community, Yuanshan Subdistrict, Longgang District, Shenzhen, Guangdong, China (中国广东省深圳市龙岗区园山街道荷坳社区长金路28号1号厂房201).

There was one 3-storey production building and one 5-storey dormitory building in the factory zone. The factory only rented the 2nd floor of the 3-storey production building with total about 1600 square meters. Other areas were used by another electronic factory, and all buildings were rented from local community. The lease contract and independent business licenses were reviewed. No transportation, canteen or dormitory was provided by the factory.

There was no peak or low season in the factory. There were total 28 employees in the factory. The main products manufactured by the facility was bluetooth speaker, bluetooth earphone, wireless charger, UV sterilized lamp, mouse pad.

The main production process included assembly and packing.

Private interview was conducted in the facility with total 6 workers selected from different departments, and all interviewed employees had positive attitudes toward the factory management. Opening and closing meeting were held with factory representative and worker representatives. All findings were discussed during the closing meeting, and one worker representative and Sales manager signed the onsite CAP and agreed to take corrective actions.

Remark:

1. No contractor was used by the auditee, which makes the contractor license/permit not applicable; No agency was used by the auditee, which made the agency labour contract not applicable;
2. No government waivers such as Comprehensive Working Hours System waiver, social insurance waiver and etc. were obtained by the auditee, which made the government waivers not applicable;
3. No collective bargain agreements existed in the factory, which made the collective bargain agreements not applicable;
4. The building construction approval was not available since the building was built before 1998. Per the list of construction projects exempted from environmental impact assessment procedures in Guangdong Province, the environment impact assessment document was not applicable for the audited factory;
5. This was a follow-up audit and PA 1, 2, 5, 6, 7 had been audited. The rate of PA not audited kept same as last audit, and evidence as DE;
6. Lead Auditor: Nina Zheng, CSCA, registration number: 21701910
Auditing company: TUV Rheinland, APSCA Number: 11600007

Site Details

Site : Shenzhen Zhiluling Technology Co., Ltd

Site amfori ID : 156-019445-001

GICS Classification

Sector : Consumer Discretionary

Industry : Household Durables

Industry Group : Consumer Durables & Apparel

Sub Industry : Consumer Electronics

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	28 Workers
Legal minimum wage in local currency	2360 Monthly
Lowest wage paid for regular work at the site	2360 Monthly
Calculated living wage in local currency	3179 Monthly
Total sample	6 Workers

Other Metrics

Male workers	11 Workers
Female workers	17 Workers
Permanent workers - Male	11 Workers
Permanent workers - Female	17 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	2 Workers
Management - Female	2 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	3 Workers
Domestic migrant workers - Female	7 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	11 Workers
Workers hired directly - Female	17 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

The audited factory established BSCI manual and complete system procedures, to implement amfori BSCI system running, after last full audit the annual social responsibility of internal audit and management review was conducted in Dec.2021, but during this follow up audit, according to on-site observation, document review and interview, still some problems were found such as chemicals management, social insurance purchase and monthly OT.

被审核工厂建立了BSCI手册和完整的程序文件，推行amfori BSCI体系的运行，上次全审后也在2021年12月份进行了年度的社会责任内审和管理评审，但此次跟进审核，通过现场观察，文件审核，访谈，仍发现化学品管理，社保购买，月加班存在问题。

The audited factory did not establish a complete capacity plan to ensure the delivery of expected orders, during this audit sampled workers' monthly OT hour in all sampled months had all exceeded 36H, and the maximum was up to 80H.

被审核工厂没有建立完善的产能计划去保证预期的订单交货，此次审核抽样的工人在所有抽样月份的月加班均超过36小时，最大达到80小时。

PA 2: Workers Involvement and Protection

The audited factory had established long-term goals to protect workers per the amfori BSCI Code of Conduct, but for those goals not achieving, the factory did not take effective measures to gradually realize, such as monthly OT exceeding the legal requirement.

被审核工厂根据amfori BSCI 行为守则制定了保护工人的长期目标，但针对未达到的目标，工厂未采取有效措施去逐步实现，比如月加班时间超过法规要求。

PA 5: Fair Remuneration

The audited factory provide social insurance records in past 12 months for review, there were total 28 employees, no new employee, one retiree, and from social records in Jun. 2022 the factory only provided retirement insurance for 19 employees, medical insurance for 24 employees (one not in the factory), provided unemployment, injury and maternity insurance for 23 employees, so 4 employees did not purchase the retirement insurance, and 4 employees did not take part in any social insurance purchase. Interviewed workers stated the factory was willing to purchase the social insurance for them, but they did not want to deduct personal social insurance fee in monthly wage. Reference Law: Labor Law of the People's Republic of China (2018 Amendment) Article 72, 73

工厂提供了过去12个月的社保购买记录共审核，审核当天共28人，无新工人，一名退休人员，2022年6月的社保购买记录显示工厂为19名工人提供了养老保险，为24名工人提供了医疗保险(1名非工厂人员)，为23名工人提供了失业，工伤和生育保险，所以有4名工人未参加养老保险购买，有4名工人未参加任何保险的购买。访谈的工人表示工厂愿意为他们购买社保，但他们不想在每个月的工资里扣除个人社保金额。参考法规：《中华人民共和国劳动法》（2018修正）第七十二条，七十三条

PA 6: Decent Working Hours

The last full audit was conducted on 29 Jul. 2021, and during this follow up audit payroll records from Jul.2021 to Jun.2022 and attendance records from 1 Jul. 2021 to 14 Jul. 2022 were provided for review, and records in Jul.2021 were used to cross checking. Sampling 6 workers' records in Sep.2021, Apr.2022 and Jun.2022, it showed all sampled workers' monthly OT hour exceeded the legal requirement of 36H in above months, and the maximum monthly OT hour was 74H, 80H and 66H. And the maximum monthly OT hour in Jul.2022 was 34H (till 14 Jul.2022). Interviewed workers explained the overtime was voluntary, but they were willing to work overtime and earn more money, also the management stated needing to arrange working OT to complete the order requirement. Reference law: China Labour Law, article 41

上次全审的日期是2021年7月29日，此次跟进审核工厂提供了工资记录从2021年7月到2022年6月，和考勤记录从2021年7月1日到2022年7月14日，其中2021年7月的记录作为交叉验证，抽样了6人在2021年9月，2022年4月及2022年6月的工资和考勤记录，显示所有抽样人员在以上月份的月加班时间均超过36H，最大月加班分别达到74H，80H，66H。同时2022年7月份的最大月加班为34H(截止2022年7月14日)。访谈的工人表示所有加班均自愿，但他们愿意多加班来挣更多的钱，管理层也表示需要安排加班才能完成订单要求。参考法律法规：《中华人民共和国劳动法》第41条

PA 7: Occupational Health and Safety

The audited factory did not provide occupational health examination to workers who contacted occupational hazard factors in past one year, including total 4 workers at soldering and using chemicals. Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35

被审核工厂在过去一年内未给接触职业病危害岗位的工人提供职业健康体检，包括共4名在焊锡和使用化学品岗位的工人。参考法规：《中华人民共和国职业病防治法》第35条

PA 7: Occupational Health and Safety

The factory did not provide sufficient accident insurance, there were total 28 employees, but according to social insurance records in Jun.2022 the factory only provide the injury insurance for 23 employees, so still 5 employees were not covered. Reference Law: PRC Social Insurance Law article 33

工厂未提供足够的工伤险，总人数28人，但2022年6月份的社保购买记录显示工厂仅为23名员工购买了工伤险，所以有5名工人未覆盖工伤险。参考法规：《中华人民共和国社会保险法》第三十三条

The factory had one explosion cabinet to store chemicals, but in the cabinet one barrel of cleanser was not marked with safety label, only Chinese name. During this audit no other chemicals were used in the workshop. Reference Law: Regulations on Chemical Safe Usage in Workplace, Article 12

工厂有一个专门的防爆柜来储存化学品，但防爆柜里有一桶抹机水无安全标签，仅中文名称。此次审核车间现场无其他化学品使用。参考法规：《工作场所安全使用化学品规定》第十二条