

Monitored Party Foshan Senting Metal Products Co., Ltd	amfori ID 156-055221-000	Address No. 1, East Factory Building, Donglian Village, Danzao Town, Nanhai District , 528223 Foshan, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 29/06/2024	Closing Meeting Finished Date 29/06/2024	Submission Date 08/07/2024
Expiration Date 08/07/2025	Announcement Type Fully Announced	
Site Foshan Senting Metal Products Co., Ltd.	Site amfori ID 156-055221-001	

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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, Violence or Harassment	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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Michael Zhang; APSCA membership number: CSCA 21701862

Monitoring partner name: TUV Rheinland

Audit schedule details: The audit is planned for 1 auditor x 1 day.

Announcement Type: Fully-Announced

Business partner information: Based on business license, the auditee was located at No. 1, East Factory Building, Donglian Village, Danzao Town, Nanhai District, Foshan City (佛山市南海区丹灶镇东联村派出所东厂房1号). The auditee mainly manufactured BBQ Oven. The main production processes were punching, assembly and packing. As per management statement, no obvious peak season or low season in the past one year. No dormitory or food was provided. Audited location information: The auditee rented one 5-floor building as its production and warehouse area and rented the 1st floor of one 4-floor building as its office area. The 1st floor of the mentioned 5-floor building was used as punching workshop, the 2nd floor was used as finished goods warehouse, the 3rd floor was used as assembly and packing workshops. The 4th and 5th floors were used as material warehouses. The 1st floor of the 4-floor building as its office area. And other floors of this building were used by nearby factory's dormitory area. The entrance door of other floors was locked during the audit. Notice was posted on the entrance door with another factory name.

Operating shifts and hours: Attendance records from June 2023 to audit date were provided and 6 samples were randomly selected for review. Regular working hour was 8 hours per day and 5 days per week. One shift was applied for all production workers and office staff: 08:00-12:00, 13:30-17:30, overtime from 18:00 to 20:00 for production workers. Employees usually worked 8 hours on Saturdays. No peak season or low season was observed in past year. The maximum overtime were 2 hours per day and 18 hours per week. At least 1 day off after 6 consecutive working days was guaranteed on Sundays.

Time recording system: Fingerprint scan attendance system.

Salary payment details: The legal minimum wage was RMB1900 per month equivalent to RMB10.92 per hour. Payrolls from June 2023 to May 2024 were provided for review, 6 sampled workers were elected randomly from the payrolls. Workers were paid by hourly rate on about 30th of following month in cash. The minimum wage of workers for regular working time was at least RMB10.92 per hour, which met local legal minimum wage. 150%, 200%, 300% of normal rate would be compensated for overtime on normal working days, weekends and holidays. The factory provided paid statutory holidays for workers. Pay slip was provided to the workers before the pay date.

Worker number information: There were total 26 employees in the auditee, included 21 production workers (16 male and 5 female workers) and 5 non-production workers. There were 22 domestic migrant workers (17 male and 5 female workers). Good practices: Nil.

Worker organization details: Freedom association procedure was established, there was no trade union in the factory. The factory respects workers right to bargain freely. There was one worker representative elected by workers freely in November 2023.

Circumstances: The auditee management was cooperative with this audit and gave full access to auditor for factory tour, documents review and worker interview. And the auditee management promised to improve all findings. There was no special circumstance during the audit.

Summary of findings: PA1: Insufficient implementation in management system, The production planning were not properly organized to meet the legal requirement of overtime hours; PA2: All sampled interviewed workers were not aware of what amfori BSCI is and the relevant amfori BSCI requirements; PA5: The factory did not research and calculate the living wage of workers in the factory, Insufficient social insurance for workers; PA6: Excessive monthly OT; PA7: No monitoring of occupational hazard factor in production workshop, No occupational health examination arranged for workers who exposed to occupational hazard, Insufficient work-related injury insurance, No fire safety certificate or building structure safety report for buildings used by the factory, One sampled distribution box had no inner cover and three sampled electrical control panels without outer cover, Pulley belt guards of two punching machines were missing and foot treadles for three punching machines were missing safety guard.

#Living wage calculation: 1) No anker wage available for the producers location, so we used the data provided by auditing company. 2) The calculation methodology refers to anker living wage structure. 3) The data comes from the local bureau of statistics for the current year.

Attachment:

1) The Personal Information Protection Law of the People's Republic of China was effective as of 1 November 2021, the

producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor(s) had been obtained the individual's consent during the audit.

2) Agency labour contract was not reviewed as no agency was used. No contractor license/permit was reviewed as no contractor was used during audit period. The auditee had not got any government waiver. There was no collective bargaining agreement used by the auditee.

Remark: The audit is planned on 30 June 2024, and the audit is conducted on 29 June 2024.

SITE DETAILS

Site	Site amfori ID
Foshan Senting Metal Products Co., Ltd.	156-055221-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Household Durables
Sub Industry		
Housewares & Specialties		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	26	Workers
Legal minimum wage in local currency	1,900	Monthly
Lowest wage paid for regular work at the site	1,900	Monthly
Calculated living wage in local currency	2,263.2	Monthly
Total sample	6	Workers

Other Metrics

Male workers	19	Workers
Female workers	7	Workers
Non-binary workers	0	Workers
Permanent workers - Male	19	Workers
Permanent workers - Female	7	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	2	Workers
Management - Female	2	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	17	Workers
Domestic migrant workers - Female	5	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	19	Workers
Workers hired directly - Female	7	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	4	Workers
Sample - Female	2	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Foshan Senting Metal Products Co., Ltd. | Site amfori ID: 156-055221-001

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
Finding	
<p>The auditee partially respects this principle because based on documents review, onsite observation, management and workers interview: The auditee had established the social responsibility policy and management procedures to launch amfori BSCI code, but there were gaps identified in PA1/2/5/6/7; the OT hours of workers systematically exceeded legal limits; the management and worker interview confirmed that workers took the OT hours voluntarily, the management stated that it was hard to control the OT hours within legal limits due to the production needs and cost control reasons. It violated amfori BSCI system Manual requirements.</p>	<p>被审核方部分遵守该原则是因为通过文件审核，现场审核，管理层和工人访谈：被审核方建立了社会责任政策及管理程序以导入amfori BSCI行为守则，但是在PA1/2/5/6/7部分发现存在差距；工人加班工时系统地超出在法定范围；管理层及员工访谈显示员工自愿加班；管理层表示由于生产需求及成本控制的原因很难将加班时间控制在法定范围内。违反了amfori BSCI系统手册中的要求。</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
Finding	
<p>The auditee partially respects this principle because based on documents review, workers interview and management interview: The auditee had established the capacity planning procedure to normalize the production planning, but the OT hours were not effectively controlled within the legal requirements during the production planning stage to meet the expectation of the contract/orders, the OT hours of workers exceeded local legal requirements. It violated amfori BSCI system Manual requirements.</p>	<p>被审核方部分遵守该原则是因为通过文件审核，员工访谈和管理访谈：被审核方建立了产能规划程序以规范排产，但加班工时未能在生产计划阶段有效地控制在法定范围内以满足合同、订单的期望，工人加班工时超出当地法规的规定范围。违反了amfori BSCI系统手册中的要求。</p>



PA 2: Workers Involvement and Protection

Site: Foshan Senting Metal Products Co., Ltd. | Site amfori ID: 156-055221-001

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	
<p>The auditee partially respects this principle because of based on documents review and management interview: Although the auditee had provided relevant training records, relevant amfori BSCI Code of Conduct were posted on notice board, all sampled interviewed workers were not aware of what amfori BSCI is and the relevant amfori BSCI requirements. The auditee management said that workers were not so interested in the content of amfori BSCI COC. It violated amfori BSCI system Manual requirements.</p>	<p>被审核方部分遵守该原则是因为通过文件审核和管理层访谈：尽管被审核方提供了相关的培训记录供审核，相关的amfori BSCI行为准则也有张贴在公告栏，但抽样的受访员工都表示不了解amfori BSCI是什么以及amfori BSCI的要求。被审核管理层说工人对amfori BSCI的行为准则内容不是很感兴趣。违反了amfori BSCI系统手册中的要求。</p>

PA 5: Fair Remuneration

Site: Foshan Senting Metal Products Co., Ltd. | Site amfori ID: 156-055221-001

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	
<p>The auditee partially respects this principle because based on documents review and management interview, the factory did not research and calculate the living wage of workers in the factory although the paid wage to workers is sufficient to meet the basic needs. It violated amfori BSCI System Manual requirements.</p>	<p>被审核方部分遵守该原则是因为通过文件审核和管理层访谈，工厂没有调查和计算其工厂员工的生活工资，尽管工厂支付给工人的工资已足够达到基本需求。违反了amfori BSCI系统手册中的要求。</p>

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	
<p>The auditee did not respect this principle because based on documents review, management and workers interview: Insufficient social insurance participation. At present, the auditee had 26 workers employed by the auditee, no worker reached the retired age, no new workers. Up to</p>	<p>被审核方未遵守该原则是因为通过文件审核，管理层和工人访谈：社会保险参保不足。目前被审核方雇佣了26名员工，没有员工达到退休年龄，没有新入职工人。截至审核当天，符合购买社保条件的员工为全部26人，本次审核查看过去12个月的社保记录。最新记录显示24名员工没有参加基本失业保险</p>

Finding

audit date, all 26 employees were eligible to buy social insurance, social insurance in last 12 months were reviewed, latest records was showing that 24 employees did not participate in basic maternity insurance, unemployment insurance, employment injury insurance, retirement insurance and medical insurance. Through workers interviews, some workers bought local rural cooperative medical insurance in their village, so they did not buy social insurance at the factory. The factory did not collect and provide the information of rural cooperative medical insurance. Reference law: PRC Labour Law article 72&73. Remark: It was noted that 14 workers without social insurance in the auditee were provided with the commercial accident insurance free of charge (the insurance periods were from 22 June 2024 to 21 June 2025).

和生育保险，基本工伤保险，基本养老保险和基本医疗保险。通过员工访谈，这些工人在他们的村里面购买了当地农村合作医疗保险，所以没有在工厂购买社保。工厂没有收集和提供新农合医保的信息。参考《中华人民共和国劳动法》第72和73条。备注：被审核方给14名没有社保的工人提供了免费的商业意外险（保险期限从2024年6月22日到2025年6月21日）。

PA 6: Decent Working Hours

Site: Foshan Senting Metal Products Co., Ltd. | Site amfori ID: 156-055221-001

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

The auditee does not respect this principle because based on documents review, workers interview and management interview: The monthly overtime exceeded legal requirements. Selected three months of sampled 6 workers attendance records from June 2023 to the audit date to be reviewed, it was noted that excessive monthly overtime work observed. All 6 sampled workers monthly OT exceeded 36 hours, up to 70 hours, 66 hours and 68 hours in August 2023, April 2024 and May 2024 respectively. The maximum monthly overtime hours in June 2024 were up to 54 hours. Based on management and workers interview, the factory arranged the overtime according to the production order, and they didn't have effective system to control its monthly overtime work compliance. Workers confirmed that they took the OT hours voluntarily. Reference law: China Labor Law, Article 41.

被审核方没有遵守该原则是因为通过文件审核，员工访谈和管理访谈：工厂的月加班超出法规要求。根据2023年6月到审核当天抽样的六名员工3个月的考勤记录显示，工厂存在月加班超时的情况：所有六名抽样的员工在2023年8月，2024年4月和2024年5月的月加班超过36小时，最大分别达到70小时，66小时和68小时。2024年6月的最大月加班为54小时。根据管理层和工人访谈，工厂根据生产订单安排加班，工厂没有有效的系统去控制月加班，工人确认他们均自愿加班。参考法律法规：中华人民共和国劳动法第四十一条。

PA 7: Occupational Health and Safety

Site: Foshan Senting Metal Products Co., Ltd. | Site amfori ID: 156-055221-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee partially respected this principle because based on onsite observation, document review and management interview:</p> <p>1. There was hazard factor of noise in production workshops. However, no occupational hazard factor inspection report could not be provided for review. Reference law: Provisions on Administration of Occupational Health at Work Sites, Article 20.</p> <p>2. No occupational health check (Including pre-job, on-job and post-job) provided for workers who exposed to occupational hazards position (e.g. punching). The factory management stated that they did not have the plan to perform occupational health examination now. Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35.</p>	<p>被审核方部分遵守该原则是因为通过现场观察，文件审核和管理层访谈：</p> <p>1. 工厂车间存在噪声的职业危害因素，但工厂未提供职业危害因素检测报告供查看。参考法规：《工作场所职业卫生管理规定》第二十条。</p> <p>2. 工厂未能提供从事有职业病危害的岗位员工（如冲压）的职业健康（岗前，在岗期间和离岗）体检报告。工厂管理层表示他们暂时未有安排职业健康检查的计划。参考法律法规：《中华人民共和国职业病防治法》第三十五条。</p>

Question: 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee partially respected this principle because based on document review and management interview: the factory did not provide injury insurance or commercial accident insurance for 10 out of 26 employees. The factory management said that there was no plan to provide injury insurance for all employees at the moment. Reference law: Social Insurance Law of the People's Republic of China, Article 33.</p>	<p>被审核方部分遵守该原则是因为通过文件审核和管理层访谈：全厂26名工人中的10人没有购买工伤保险或商业意外事故保险。工厂管理层表示暂时没有给所有员工提供工伤保险的计划。参考法律法规：《中华人民共和国社会保险法》第33条。</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
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Finding	
<p>The auditee partially respected this principle because based on onsite observation, document review and management interview:</p> <p>The factory did not provide the building construction safety acceptance and fire safety record of one 5-floor production buildings (construction area of around 4300 square meters in total) and one 4-floor office building (construction area of around 800 square meters in total), these two buildings were completed construction in around year 2016. Based on onsite observation, no obvious crack or sedimentation, firefighting facilities equipped with sufficiently, there were no obvious hidden dangers in these two buildings. Reference law: Article 13 of the Fire Protection Law of the People's Republic of China and Article 61 of the Construction Law of the People's Republic of China.</p>	<p>被审核方部分遵守该原则是因为通过现场观察，文件审核和管理层访谈：工厂未能提供一栋5层厂房（总建筑面积大约为4300平方米）和一栋4层办公楼（总建筑面积大约为800平方米）的建筑竣工验收和消防安全证明。这些建筑大约2016年竣工，现场检查，没有明显裂缝或沉降，消防设施配置足够，厂房没有明显的安全隐患。参考法规：中华人民共和国消防法第十三条和中华人民共和国建筑法第六十一条。</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
Finding	
<p>The auditee partially respected this principle because based on onsite observation and management interview: Three small electrical control panels were missing the outer cover in the production workshop. In addition, one sampled distribution box in production workshops are not equipped with inner cover, exposure of energized parts found onsite. Reference Law: Reference law: Electricity Safety Guidelines, article 5.2.1 and Code for Design Of low Voltage Electrical Installations GB 50054-2011 Article 5.1.1.</p>	<p>被审核方部分遵守该原则是因为通过现场观察和管理层访谈：生产车间的三个小的配电箱缺少外盖。此外，审核发现生产车间一个电箱电箱没有内盖，现场发现带电部分外露的情况。参考法律法规：参考法规：用电安全导则 第5.2.1条和低压配电设计规范（GB 50054-2011）第5.1.1条。</p>

Question: 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
Finding	
<p>The auditee partially respected this principle because based on onsite observation and management interview: pulley belt guards of two punching machines were missing in punching</p>	<p>被审核方部分遵守该原则是因为通过现场观察和管理层访谈：冲压车间两台冲压机的皮带轮防护罩缺失。工厂冲压车间3台抽样的冲压机脚踏板开关没有安装防护装置。参考法规：《生产设备安全卫生设</p>

Finding

workshop. It was noted that three sampled foot treadles for punching machines missed safety guards in punching workshop. Reference law: Article 6.1.2 and Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene.

计总则》(GB5083-1999)第 6.1.2条和6.1.6条。