

Monitored Party Kang Xin (Haimen) Environmental Technology Co., Ltd	amfori ID 156-051011-000	Address No. 1398, Xiu Shan East Road, Haimen District, 226100 Nantong, Jiangsu Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner SGS
Monitoring Start Date 24/10/2024	Closing Meeting Finished Date 24/10/2024	Submission Date 31/10/2024
Expiration Date 24/11/2025	Announcement Type Semi Announced	
Site Kang Xin (Haimen) Environmental Technology Co., Ltd	Site amfori ID 156-051011-001	

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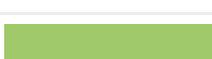
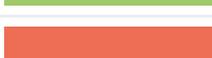
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OVERALL RATING



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	A	
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

[Audit Information]

Name of lead auditor: Lily Gong; APSCA member (No. CSCA 21702051)

Name of team auditor (if applicable): None

Name of observers, translators, trainees, advisors/consultants (if applicable): None

Monitoring partner name: SGS (Monitoring firm APSCA #: 11600006)

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

Monitoring Type: Follow-up Monitoring

Announcement Type: Semi Announced

Monitoring Date: 24 Oct. 2024

[Business partner information]

Kang Xin (Haimen) Environmental Technology Co., Ltd (康馨(海门)环保科技有限公司) was located at at No. 1398, Xiu Shan East Road, Haimen District, Nantong City, Jiangsu Province, China (中国江苏省南通市海门区秀山东路1398号). The address on business license was No. 1398, Xiu Shan East Road, Haimen City, Jiangsu Province (江苏省海门市秀山东路1398号), while the address on amfori BSCI platform was No. 1398, Xiu Shan East Road, Haimen District, Nantong City, Jiangsu Province, China (中国江苏省南通市海门区秀山东路1398号). The factory management stated that they did not change location, Haimen City was changed to Haimen District since 2020, the local government stated did not require factory to update business license's address information, factory management stated the updated address is more accurate and confirmed to use the updated address in the report. The number of factory business license was 91320684776853721M, business term: Jul.13, 2005 to Jul.12, 2055. There was no obvious peak season in the factory. The main product manufactured by the auditee was biodegradable and environmentally friendly tableware. The main processes were pulping, moulding, trimming, inspection, packing.

[Audited location information]

There were totally five buildings in the compound owned by the auditee,

one 4-storey (partial 5-storey) office building about 5990 square meters used as office.

one 2-storey production building about 4600 square meters (1F used as pulping, moulding, trimming, inspection and packing workshop, 2F used as trimming workshop and raw material warehouse)

one 2-storey (partial 4-storey) building about 13230 square meters (partial 1F and whole 2F used as finished products warehouse by the auditee, rest 1F, 3F and 4F were rented to other facilities as production areas).

1F of one 5-storey dormitory building (1F used as kitchen & canteen, 2F and 3F were rented to other facility as dormitory, 4F and 5F were idle)

one 2-storey production building about 3175 square meters was rented to other factory used as workshop.

Rest 1F of the 2-storey (partial 4-storey) building, one 2-storey building and 2F&3F of the 5-storey building were rented to Haimen XX Electronic Co., Ltd. which manufacturing of automobile parts, 3F and 4F of the 2-storey (partial 4-storey) building was rented to Haimen City XX Textile Processing Factory which manufacturing of home textiles, the products were different with the audited factory, the lease contracts and business licenses were provided for review. All the facilities had independent management, finance, production and workers. No shared production or worker was found.

[Operating shifts and hours]

The factory had established procedure of Working Hour according to amfori BSCI Code. Based on management and workers interview, document review, the normal working hour was 5 days per week, 8 hours per day, pulping, moulding, maintenance and trimming workers worked in two shifts: the 1st shift was from 7:00 to 19:00, the 2nd shift was from 19:00 to 7:00, each shift including 2 hours' rest and 2 hours' overtime, office employees worked in one shift: 8:30-11:00, 11:30-17:00, canteen employee worked in one shift: 9:00-13:00, 15:00-19:00, other workers worked in one shift: 7:00-11:00, 12:00-16:00. All workers had one day off per seven days. The maximum overtime was 2 hours per day, 20 hours per week, 94 hours per month. Workers' attendance was recorded by face recognition system.

1st sampled month (Dec.2023) – standard weekly working hours (40 hours) + maximum weekly OT (20 hours),

2nd sampled month (Aug.2024) – standard weekly working hours (40 hours) + maximum weekly OT (20 hours),

3rd sampled month (Sep.2024) – standard weekly working hours (40 hours) + maximum weekly OT (20 hours),

[Salary payment details]

The minimum wage, overtime wage, statutory holidays, annual leave were complied with regulatory requirements and amfori BSCI requirements. The minimum wage in the factory was RMB3000 per month now, the local minimum wage was RMB2280 per month before Jan.1, 2024, RMB2490 from Jan.1, 2024. Workers' wage was paid on the 30th of each month for the wage of last month by bank transfer, the settlement cycle was a natural month, and there was no wage default. The factory provided the payroll from Nov.2023 to Aug.2024. Overtime wages were paid at 150%/200%/300% on weekdays/ weekends respectively/ legal holidays. All workers were paid by hourly rate.

[Worker number information]

1. Total worker number: 77 (62 production workers and 15 non-production workers)
2. Production worker number: 19 male workers and 43 female workers.
3. Vulnerable worker number: 3 domestic migrant workers. (1 male worker and 2 female workers). No underage workers, child workers, disabled workers, breastfeeding employees, pregnant women.
4. Any other special group workers: No internship employees, apprentices, subcontractor workers.
5. 2 male workers and 4 female workers were selected for interview, they were interviewed as one group (3 workers in the group) and 3 workers were interviewed individually. All 6 sample workers were permanent workers, 1 sample worker was domestic migrant people.

[Good practices] The factory provided free meals to employees.

[Worker organization details]

No union in the factory, two worker representative was freely elected by workers in the auditee.

[Circumstances] There was no special circumstance during the audit.

[The special circumstances can be classified as followed]

No negative evidence was identified during the past year based on checking the IPE, and Credit China, Tianyancha.

[Summary of findings]

This follow-up audit covered PA1, PA2, PA5, PA6, PA7, PA12.

PA1.1: Factory established written policy and procedure regarding amfori BSCI management. But factory did not implement procedure effectively.

PA1.4: Factory did not arrange production plan in accordance with amfori BSCI requirement of overtime, which led to monthly overtime hours exceeded the legal requirement.

PA2.4: Factory did not check the effect of training about amfori BSCI Code.

PA5.4: Insufficient decent living wage

PA6.2: Workers' monthly overtime exceeded 36 hours.

PA7.1: No evaluation report of occupational hazardous factors. No occupational health examination provided for workers.

PA7.11: Materials and products were stored against the wall.

PA7.17: Anti-slip device installed for the hook of one crane was broken.

PA12.4: No monitoring report of waste gas, cooking fume, noise at boundary.

[Living wage calculation]

#LivingWage: The living wage data is provided by the auditing company and please refer to the PA5 summary to find the details of calculation method of living wage.

[Personal Information protection law] The Personal Information Protection Law of the People's Republic of China was promulgated on August 20, 2021, the producer ensured that relevant personal data and information provided to SGS auditor(s) has been obtained the individual's consent during the audit.

Attachments :

- 1.The factory has no comprehensive time keeping approval and collective bargaining agreement.
2. The facility was named Tianyao Peiji (Haimen) Environmental Products Co., Ltd.(天耀培基(海门)环保制品有限公司) before November 2012, and changed name as Kang Xin (Haimen) Environmental Technology Co., Ltd (康馨(海门)环保科技发展有限公司). The fire safety and building safety documents were obtained before 2012, and in the documents the

facility was named Tianyao Peiji (Haimen) Environmental Products Co., Ltd.(天耀培基(海门)环保制品有限公司).

SITE DETAILS

Site
**Kang Xin (Haimen) Environmental
Technology Co., Ltd**

Site amfori ID
156-051011-001

GICS Classification

Sector Materials	Industry Group Materials	Industry Paper & Forest Products
Sub Industry Paper Products		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	77	Workers
Legal minimum wage in local currency	2,490	Monthly
Lowest wage paid for regular work at the site	3,000	Monthly
Calculated living wage in local currency	3,609	Monthly
Total sample	6	Workers

Other Metrics

Male workers	27	Workers
Female workers	50	Workers
Non-binary workers	0	Workers
Permanent workers - Male	27	Workers
Permanent workers - Female	50	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	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	18	Workers
Workers with night shift - Female	14	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	1	Workers
Domestic migrant workers - Female	2	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	27	Workers
Workers hired directly - Female	50	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	4	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Kang Xin (Haimen) Environmental Technology Co., Ltd | Site amfori ID: 156-051011-001

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>1.1 Follow up audit on Oct.24, 2024: Open The main auditee partially respects this principle because the factory established written policy and procedure regarding amfori BSCI management, but some social responsibility policies and procedures were not implemented effectively, the findings in PA2, PA5, PA6, PA7, PA12. were identified during this audit. It violated the requirement of question 1.1 in amfori BSCI system manual.</p>	<p>1.1 2024年10月24日跟进审核：未关闭 被审核方部分遵循该准则。工厂已经建立了社会责任管理体系相关的程序文件和管理手册，但部分政策没有理解执行到位，本次审核发现工厂在PA2，PA5，PA6，PA7，PA12等部分存在不符合项。违反了amfori BSCI管理手册中问题1.1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>1.4 Follow up audit on Oct.24, 2024: Open The main auditee partially respects this principle because the factory had established a capacity planning program, but the factory only arranged the production plan according to the delivery time, the factory did not arrange production plan in accordance with amfori BSCI requirement of overtime, which led to the monthly overtime hours exceeded the legal requirement. Details refer to PA 6.2. It violated the requirement of question 1.4 in amfori BSCI system manual.</p>	<p>1.4 2024年10月24日跟进审核：未关闭 被审核方部分遵循该准则。被审核方制定了产能规划的程序，工厂当前仅按照出货时间来排生产计划，工厂未按amfori BSCI加班时间的要求安排生产计划，导致员工的月加班时间超过法规要求。详细参照PA 6.2。违反了amfori BSCI管理手册中问题1.4的要求。</p>



PA 2: Workers Involvement and Protection

Site: Kang Xin (Haimen) Environmental Technology Co., Ltd | Site amfori ID: 156-051011-001

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>2.4 Follow up audit on Oct.24, 2024: Open The main auditee partially respects this principle. Based on workers and management interview, document review, the factory had provided training of amfori BSCI Code to all workers, based on site observation, factory posted amfori BSCI code in workshops, but most interviewed workers did not know about the amfori BSCI Code clearly, the factory did not check the effect of training. It violated the requirement of question 2.4 in amfori BSCI system manual.</p>	<p>2.4 2024年10月24日跟进审核：未关闭 被审核方部分遵循该准则。通过员工和管理层访谈，文件查阅，工厂对所有员工进行amfori BSCI Code内容的培训，现场查看，工厂在车间中张贴了amfori BSCI行为准则，但大部分的访谈员工不了解amfori BSCI Code的内容，工厂未验证培训的效果。违反了amfori BSCI管理手册中问题2.4的要求。</p>

PA 5: Fair Remuneration

Site: Kang Xin (Haimen) Environmental Technology Co., Ltd | Site amfori ID: 156-051011-001

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>5.4 Follow up audit result on Oct.24, 2024: New The main auditee partially respected this principle. Based on payroll records review, workers and management interview, the factory had calculated local living wage, the factory provided salary records from Nov. 2023 to Aug. 2024, the minimum wage paid for workers by factory above the local minimum wage standard (RMB2490/month), but all sampled workers' wage (except overtime pay) was less than the Jiangsu Province decent living wage (RMB3609/month). It violated the requirement of question 5.4 in amfori BSCI system manual.</p>	<p>5.4 2024年10月24日跟进审核：新问题 被审核方部分遵循该准则。根据工资表查阅，员工和管理层访谈，工厂计算了当地生活工资，工厂提供了2023年11月至2024年8月的工资记录，工厂支付工人的最低工资高于当地最低工资水平（RMB2490/月），但所有抽样员工的工资（除了加班费）低于江苏省体面生活工资（RMB3609/月）。违反了amfori BSCI管理手册中问题5.4的要求。</p>

PA 6: Decent Working Hours

Site: Kang Xin (Haimen) Environmental Technology Co., Ltd | Site amfori ID: 156-051011-001

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
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Finding

6.2 Follow up audit result on Oct.24, 2024: Open
The main auditee does not respect this principle. Based on the attendance records from 1 Nov. 2023 to the audit date, management and workers interviews, 6 sampling production workers' electronic attendance records in Dec.2023, Aug.2024 and Sep.2024, 6 sampled workers' monthly overtime exceeded the legal requirement: 1st sampled month (Dec.2023) – standard hours (168 hours) + maximum monthly OT (92 hours), 2nd sampled month (Aug.2024) – standard hours (176 hours) + maximum monthly OT (94 hours), 3rd sampled month (Sep.2024) – standard hours (160 hours) + maximum monthly OT (86 hours), It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41.

6.2 2024年10月24日跟进审核：未关闭
被审核方未遵循该准则。根据工厂提供的2023年11月1日至审核当天的考勤记录，管理层和员工访谈，抽样6名生产员工在2023年12月，2024年8月和2024年9月的电子考勤记录发现，6名抽样员工的月加班时间均超过法规要求：
第一个抽样月（2023年12月）-标准工时（168小时）-最大月加班（92小时），
第二个抽样月（2024年8月）-标准工时（176小时）-最大月加班（94小时），
第三个抽样月（2024年9月）-标准工时（160小时）-最大月加班（86小时），
违反了中华人民共和国劳动法（2018修正）第四十一条。

PA 7: Occupational Health and Safety

Site: Kang Xin (Haimen) Environmental Technology Co., Ltd | Site amfori ID: 156-051011-001

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

ENGLISH

LOCAL LANGUAGE

Finding

7.1 Follow up audit result on Oct.24, 2024: Open
The main auditee partially respected the principle.
1. Based on site observation, document review and management interview, auditor found that hazardous factors such as high temperature existed in pulping workshop, noise, dust existed in pulping, moulding and trimming workshop. However, the factory could not provide evaluation report of occupational hazardous factors for review. The factory management stated that because of cost control, they had not arranged evaluation in current. It violated Provisions on the Administration of Occupational Health at Work Sites, Article 20.
2. Based on site observation, document review, management interview and employee interview, auditor found that the factory did not provide pre-job, on-job or off-job occupational health examination for workers who contact occupational hazard factors, such as pulping, moulding and trimming workers contact noise and dust.
Interviewed worker stated no occupational health

7.1 2024年10月24日跟进审核：未关闭
被审核方部分遵循该准则。
1. 通过现场查看，文件查阅及管理层访谈，审核员发现打浆车间存在高温，打浆、成型和切边车间存在噪音及粉尘等职业危害因素。但是，工厂未能提供该作业场所的职业危害因素监测报告。管理人员表示由于成本控制，目前未安排监测。违反了《工作场所职业卫生管理规定》第二十条
2. 通过现场查看、文件查阅、管理层访谈及员工访谈，工厂没有为接触职业危害因素的工人提供岗前、在岗及离岗的职业健康体检，比如打浆、成型和切边工人接触噪音，粉尘等。访谈员工表示没有做过职业健康体检。工厂管理人员表示由于成本控制，暂时没安排体检。违反了《中华人民共和国职业病防治法》第35条

Finding	
examination was provided. The factory management stated that that due to cost control, they had not arranged occupational health examinations for workers. It violated Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35.	

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
Finding	
7.11 Follow up audit result on Oct.24, 2024: New The main auditee partially respects this principle. Based on site observation, some materials and products in factory were stacked against the wall. It violated General Rules for Fire Safety Management of Storage Occupancies (GA 1131-2014), Article 6.8	7.11 2024年10月24日跟进审核：新问题被审核方部分遵循该准则。通过现场查看，工厂部分材料和产品靠墙堆放。违反了仓储场所消防安全管理通则（GA 1131-2014）第6.8条

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	
7.17 Follow up audit result on Oct.24, 2024: Open The auditee partially respected the principle. Based onsite observation and management interview, the anti-slip device installed for the hook of one crane was broken in raw material warehouse. It violated General rules for designing the production facilities in accordance with safety and health requirements (GB5083-1999) article 6.1.6.	7.17 2024年10月24日跟进审核：未关闭被审核方部分遵循该准则。通过现场查看，管理层访谈，工厂原料仓库的1个行车吊钩上的防滑装置损坏。违反了《生产设备安全卫生设计总则》（GB5083-1999）第6.1.6条。

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	
7.22 Follow up audit result on Oct.24, 2024: Closed The main auditee respects this principle. Based on	7.22 2024年10月24日跟进审核：关闭被审核方遵循该准则，通过现场查看，员工和管理

Finding	
site observation, workers and management interview, the liquid soap was equipped for hand washing area in toilet for free.	层访谈，工厂在厕所洗手处配置了免费的洗手液。

PA 12: Protection of the Environment

Site: Kang Xin (Haimen) Environmental Technology Co., Ltd | Site amfori ID: 156-051011-001

Question: 12.4 Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>12.4 Follow up audit result on Oct.24, 2024: Open The auditee partially respected the principle.</p> <p>1. Based on site observation, document review and management interview, auditor found that waste gas was generated from pulping, moulding process. However, the factory could not provide monitoring report of waste gas. It violated Reference law: Measures for Administration of Environmental Surveillance Article 21</p> <p>2. Based on site observation, document review and management interview, auditor found that the kitchen was located at 1F of one 5-storey building, however, the factory did not provide inspection report of cooking fume. It violated Emission standard of cooking fume GB18483-2001 article 3.2.5.</p> <p>3. Based on site observation, document review and management interview, auditor found that noise was generated from moulding and trimming process. However, the factory could not provide monitoring report of noise at boundary. It violated Reference law: Emission Standard for Industrial Enterprises Noise at Boundary GB12348-2008 article 4.1.1.</p>	<p>12.4 2024年10月24日跟进审核：未关闭 被审核方部分尊重该原则。</p> <p>1. 通过现场巡查，文件查阅及管理层访谈时，审核员发现打浆及定型工序产生废气，但是工厂无法提供废气监测报告。违反了《环境监测管理办法》第21条</p> <p>2. 通过现场查看，文件查阅及管理层访谈，审核员发现工厂厨房位于1栋5层建筑的1楼，但工厂无法提供食堂油烟检测报告。违反了饮食业油烟排放标准 GB18483-2001 第3.2.5条</p> <p>3. 通过现场巡查，文件查阅及管理层访谈时，审核员发现定型及切边工序产生噪声，但是工厂无法提供厂界噪声的报告。违反了《工业企业厂界环境噪声排放标准（GB12348-2008）》第4.1.1条)</p>