

Monitored Party JIANHU JINGYI GLASS PRODUCTS CO., LTD	amfori ID 156-012648-000	Address No.26 RENMIN ROAD,LUGOU TOWN, JIANHU County, 224711 Yancheng, Jiangsu Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 07/06/2024	Closing Meeting Finished Date 07/06/2024	Submission Date 14/06/2024
Expiration Date 14/06/2025	Announcement Type Semi Announced	
Site JIANHU JINGYI GLASS PRODUCTS CO., LTD	Site amfori ID 156-012648-002	

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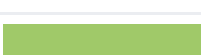
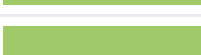

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OVERALL RATING



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

Name of lead auditor: Michael Sun; APSCA membership number: CSCA 21701859.

Monitoring partner name: TUV Rheinland

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

Announcement Type: Semi-announced.

Business partner information:

The auditee was founded on May 28, 1998 and was located at No.26 RENMIN ROAD,LUGOU TOWN, JIANHU County, Yancheng, Jiangsu, China(中国江苏省盐城市建湖县芦沟镇人民路26号). The auditee had another name on auditee gate: "Yancheng Chongqi Glassware Co.,Ltd(盐城崇祺玻璃工艺品有限公司)" which shared the same location, management and workers. The auditee was specialized in glass craft and glassware manufacturing and the main production processing including: cutting, blow molding, annealing, vacuum plating, spraying, inspection and packing. As claimed by auditee management that no production subcontractor was used and all employees were hired directly by auditee. No obvious peak or low season for production.

Audited location information:

There were 9 buildings in the boundary which owned by auditee. One 3-storey building was used as office, two 1-storey buildings were used as warehouse, one 1-storey was used as packing workshop, one 1-storey building was used as vacuum plating and spraying workshop, one 1-storey building was used as annealing workshop, one 1-storey building was used as raw material, cutting and blow molding workshop, two 1-storey buildings were used as sundries room. Neither dormitory nor canteen was provided by auditee.

Operating shifts and hours:

The working time management procedure was established by the factory. The normal working hours were 40 hours per week. Their regular workdays were from Monday to Friday with 8 hours per day. The fingerprinting machine was used to record the time in/out. One shift was arranged: 07:00-11:00, 13:00-17:00, if needed, overtime was arranged: 18:00-20:00. The longest consecutively working days was 6 days.

Time recording system:

Fingerprinting machine was used to record time in\out.

Salary payment details:

The factory had established written procedure regarding wage and benefit management. Payroll records from May 2023 to Apr. 2024 were reviewed. The local legal minimum wages was RMB 2010/month (equal RMB11.55/hour) since Jan. 2024 and RMB 1840/month (equal RMB 10.57/hour) before Jan. 2024. All the sampled employees' minimum wage was RMB 14.94 per hour. The payment cycle was natural month. Employees were paid at 30th of next month in cash and the wage was calculated at hourly rate. The pay slip was provided to workers. Paid holidays were provided. Annual leave, statutory holiday, sick leave, marriage leave, maternity leave and funeral leave were defined in employee handbook and implemented accordingly. Total 48 employees including 26 retired workers back to work. 22 employees should buy social insurance (endowment insurance, medical insurance, unemployment insurance, maternity insurance and work-related injury insurance). Social insurance records from June 2023 to May 2024 were reviewed. The record of May 2024 showed that social insurance was provided for all 22 employees. Commercial group insurance valid from Apr. 29, 2024 to Apr. 28, 2025 were provided for all 48 employees.

Worker number information:

- Total worker number: 48
- Domestic migrant worker number: 0 males and 0 females
- Production worker number: 12 males and 29 females

Good practices: N/A.

Worker organization details:

2 worker representatives were elected by workers on Feb. 23, 2024.

Circumstances:

There was no special circumstance during the audit. The auditee had good cooperation with auditor such as independent meeting room was provided for workers interview and auditor could take photos onsite. The onsite CAP was signed by auditee representative without opposed comment.

Summary of findings:

There were some findings were cited in PA1, PA6, PA7 and PA12.

PA1: Insufficient management of social compliance management system and workforce planning.

PA6: Monthly overtime exceeded law requirement.

PA7: Insufficient management for occupational hazardous notification card, special equipment operator certificate.

PA12: Insufficient management of hazardous waste disposal.

Living wage calculation:

living wage 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:

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.

No Government waivers or Collective bargaining agreements was maintained by this factory. No labor agency or contractor was used by the factory, thus, no labor agency contract or contractor license was applicable.

SITE DETAILS

Site
JIANHU JINGYI GLASS
PRODUCTS CO., LTD

Site amfori ID
156-012648-002

GICS Classification

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

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	48	Workers
Legal minimum wage in local currency	2,010	Monthly
Lowest wage paid for regular work at the site	2,600	Monthly
Calculated living wage in local currency	2,584.82	Monthly
Total sample	10	Workers

Other Metrics

Male workers	16	Workers
Female workers	32	Workers
Non-binary workers	0	Workers
Permanent workers - Male	16	Workers
Permanent workers - Female	32	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	1	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	0	Workers
Domestic migrant workers - Female	0	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	16	Workers
Workers hired directly - Female	32	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	6	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: JIANHU JINGYI GLASS PRODUCTS CO., LTD | Site amfori ID: 156-012648-002

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	
The auditee partially respected this principle, because based on management interview, worker representative interview, document review and onsite observation, the auditee had established amfori BSCI management system, but there were findings during this audit. Such as findings in PA6 (excessive overtime hours). The management stated that it was uneasy to solve, as workers like more overtime to increase income. It violated amfori BSCI system manual requirement.	被审核方部分遵守该原则，因为基于管理层和工人代表访谈、文件审查和现场观察，被审核方建立了 amfori BSCI管理体系，但是此次审核仍发现不符合项。比如PA6（过量加班）有不符合项。管理层表示很难何解决，因为员工喜欢有更多的加班来增加收入。违反了 amfori BSCI系统手册的要求。

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	
The auditee partially respected this principle, because based on management interview, document review and onsite observation, the workforce planning and cost accounting procedure was established, but the procedure was no fully implemented during daily work, which caused workers' overtime hours were exceeded legal limit (in Dec. 2023, Jan. 2024 and Apr. 2024). It violated amfori BSCI system manual requirement.	被审核方部分遵守该原则，因为基于管理层访谈、文件审查和现场观察，被审核方建立了产能规划和成本核算程序，但生产中此程序并没有有效的实施导致员工的月加班(2023年12月、2024年1月和2024年4月)超过法律限制。违反了 amfori BSCI系统手册的要求。



PA 6: Decent Working Hours

Site: JIANHU JINGYI GLASS PRODUCTS CO., LTD | Site amfori ID: 156-012648-002

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	
<p>The auditee did not respect this principle, because based on workers interview, management interview and attendance records review, workers' monthly overtime exceeded the limitation of law requirement. As claimed by factory management that the attendance system was not completed such as could not alert when overtime near or over the limit. The attendance records from May 2023 to audit date were provided for review, 10 sampled workers' monthly OT hours had exceeded 36 hours in 3 sampled months. Maximum monthly overtime were 82 hours in Dec. 2023.</p> <p>(1) Through reviewing the attendance records in Dec. 2023, 10 selected employees' monthly overtime hours were 82 hours;</p> <p>(2) Through reviewing the attendance records in Jan. 2024, 10 selected employees' monthly overtime hours were 76 hours;</p> <p>(3) Through reviewing the attendance records in Apr. 2024, 10 selected employees' monthly overtime hours were 74 hours;</p> <p>It violated Laws and Regulations: China Labor Law, Article 41 Remark: Maximum monthly overtime arranged for sampled workers from Jun. 01, 2024 to Jun. 06, 2024 were 16 hours.</p>	<p>被审核方未遵守该原则，因为基于员工访谈、管理层访谈和考勤记录查阅，工人的月加班时间超过了法规要求。管理层表示考勤系统不完善比如没有办法预警当其加班时间快超过或已经超过要求时。2023年5月至审核日的考勤记录提供查阅，10名抽样员工月加班时间在抽样3个月都超过了36个小时，最多月加班在2023年12月达到了82个小时。</p> <p>(1)通过查阅2023年12月10名抽样员工的考勤显示月加班为82小时；</p> <p>(2)通过查阅2024年01月10名抽样员工的考勤显示月加班为76小时；</p> <p>(3)通过查阅2024年04月10名抽样员工的考勤显示月加班为74小时；</p> <p>违反了《中华人民共和国劳动法》第41条。备注：抽样工人中从2024年6月1日至2024年6月6日最多的月加班为16个小时。</p>

PA 7: Occupational Health and Safety

Site: JIANHU JINGYI GLASS PRODUCTS CO., LTD | Site amfori ID: 156-012648-002

Question: 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee partially respected this principle, because based onsite observation, workers interview and management interview, the auditee didn't post occupation hazard notification card in coating and vacuum plating workshop. It violated Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, Article 24</p>	<p>被审核方部分遵守该原则，因为基于现场观察、员工访谈和管理层访谈，发现喷漆和真空镀膜车间没有张贴职业危害告知卡。违反了《中华人民共和国职业病防治法》第二十四条</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?	
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ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially respected this principle, because based on management interview, workers interview and onsite observation, the auditee could not provide the operator certificate of one forklift for review . It violated Special Equipment Safety Law of the People's Republic of China, 14	被审核方部分遵守该原则，因为基于管理层访谈、员工访谈和现场观察, 被审核方未能提供一台叉车的操作员证书。违反了《中华人民共和国特种设备安全法》第十四条

PA 12: Protection of the Environment

Site: JIANHU JINGYI GLASS PRODUCTS CO., LTD | Site amfori ID: 156-012648-002

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	
The auditee partially respected this principle, because based on management interview, workers interview and onsite observation, the auditee did not sign hazardous waste disposal contract with qualified agency to transfer the hazardous wastes (such as waste paint container and waste activated carbon) generated from production process. Reference law: Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes Article 80	被审核方部分遵守该原则，因为基于管理层访谈、员工访谈和现场观察, 被审核方没有和有资质公司签订危险废弃物转移合同来处理生产工序产生的危险废弃物 (如废油漆桶和废活性炭)。违反了《中华人民共和国固体废物污染环境防治法》第八十条