

Monitoring result for Yongkang Guangmang Industry&Trade Co.,Ltd on site zhejiang Ego Industry &Trading. Co.,Ltd

Monitoring

Monitored Party	: zhejiang Ego Industry &Trading. Co.,Ltd
amfori ID	: 156-011352-000
Site	: zhejiang Ego Industry &Trading. Co.,Ltd
Site amfori ID	: 156-011352-002
Address	: Xishan Industry Area, Xixi Town
	: YongKang
	: Zhejiang Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 29/09/2022
Expiration Date	: 29/09/2023

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Overall rating

A	B	C	D	E	None
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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	B
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

Factory name: zhejiang Ego Industry & Trading Co., Ltd

Factory address: Xishan Industry Area, Xixi Town, YongKang, China (the Chinese address is 浙江省永康市西溪镇西山工业基地)

Business license number: 913307846725516815

The factory was established on February 28, 2008, it was specialized in manufacturing of vacuum cup. The main production activities were metal process, welding, polishing, painting, screen printing, assembly and packing. The peak season was not obvious.

The factory used one 5-storey office and production building, one 2-storey production building and one 6-storey production building. The total construction area was about 9000 square meters. No canteen, transportation or dormitory were provided by factory.

The factory had 49 employees (male 20 and female 29), including 42 production employees and 7 non-production employees. The youngest employee in the factory was 20 years old.

The factory used biometric machine to record working hours, and the working time was 1 shift for all workshops: 7:30-11:30, 13:00-17:00. Employees were paid by hourly rate and wages were paid by cash before the 10th of the following month. Pay stubs were issued to employees and the employees signed the payroll records.

A review of 18 sample population employees' time records (6 sample employees from August 2022, 6 sample employees from July 2022, 6 sample employees from February 2022), it was noted that the maximum overtime hours were 2 hours per weekday, 18 hours per week and 82 hours per month. And the maximum consecutive working days were 6 days.

A review of 18 sample population employees' payroll and time records (6 sample employees from August 2022, 6 sample employees from July 2022, 6 sample employees from February 2022), it was noted that the minimum wages paid to all sample employees were at least RMB13-14.5 per hour, which was higher than the local minimum wage of RMB11.9 per hour since August 1, 2021. Further, all sample employees were paid 150% of their normal wage for the overtime working hours on normal working days and 200% of their normal wage for the overtime working hours on the rest days. No overtime working hours were noted on statutory holidays.

According to the social insurance payment receipt provided by factory management, only 31 out of 49 employees (63.27%) were provided with pension, unemployment, medical, maternity insurance, and 49 of 49 employees (100%) were provided with accident insurance in August 2022.

The attendance records were cross-checked against production records and confidential interviews were conducted with 6 employees from different departments. No inconsistency regarding working hours was found.

At the end of the audit, a closing meeting was held with the factory representatives. All of the findings were disclosed and discussed and a corrective action plan was explained to the factory representatives. Ms. Ma Huijuan/HR agreed with the findings and signed the corrective action plan.

Opening meeting factory representatives (name and titles)

Mr. Hu Shengtong/Factory director

Ms. Ma Huijuan/HR

Ms. Lei Jinmin/Worker Representative

Remark:

1. There was no contractor used by the auditee, no agency used by the auditee, no government waiver obtained by the auditee, no Collective bargaining agreement used by the auditee, no inconsistency was noted on the audit date, which made the related documents not applicable.

2. Announcement type: Semi-announced full audit, Monitoring date: September 22, 2022.

3. Audit Company: Bureau Veritas Consumer Products Service

Audit Company APSCA Number: 11600002

Lead Auditor Name: Andy Lu

APSCA Auditor Registered Number: CSCA21701159

Site Details

Site : zhejiang Ego Industry &Trading. Co.,Ltd
Site amfori ID : 156-011352-002

GICS Classification

Sector : Consumer Staples
Industry Group : Household & Personal Products

Industry : Household Products
Sub Industry : Household Products

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	49 Workers
Legal minimum wage in local currency	2070 Monthly
Lowest wage paid for regular work at the site	2392 Monthly
Calculated living wage in local currency	2151 Monthly
Total sample	6 Workers

Other Metrics

Male workers	20 Workers
Female workers	29 Workers
Permanent workers - Male	20 Workers
Permanent workers - Female	29 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	4 Workers
Management - Female	3 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	15 Workers
Domestic migrant workers - Female	17 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	20 Workers
Workers hired directly - Female	29 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

It was noted that the factory had set up some management procedures to implement the BSCI Code of Conduct, but not all procedures were properly implemented. For example, some health safety issues were noted on site, but none of these issues were raised during internal audit. The factory had not implemented corrective and preventive actions. In accordance with the requirement of Performance Area 1.1, the auditee shall set up an effective management system to implement the BSCI Code of Conduct.

工厂建立了确保BSCI有效实施的管理制度，但是不是所有制度都得以有效实施。比如，工厂现场有一些健康安全问题，但内审中没有识别，也没有实施纠正和预防措施。根据执行领域1.1，被审核方（生产商）应确立执行BSCI行为守则的有效管理体系。

It was noted that the factory had established the production capacity assessment procedure, but they had not assessed production capacity. In accordance with the requirement of Performance Area 1.4, the auditee shall organize its workforce capacity to meet the expectations of the delivery order and/or contracts.

工厂已建立生产能力评估程序，但还未进行生产能力评估。根据执行领域1.4，被审核方（生产商）应组织其劳工来达成交付订单和/或合同预期和要求。

PA 2: Workers Involvement and Protection

It was noted that though the factory posted the BSCI COC publicly, provided BSCI training with all employees, 4 out of 6 sampled employees were not quite aware of the BSCI Code of Conduct information. In accordance with the requirement of Performance Area 2.4, the auditee shall build sufficient competence to successfully embed responsible practices in the business operation. This refers to managers, workers and workers representatives.

工厂有提供进行关于社会责任的培训的记录，有张贴BSCI的行为准则，但是抽样6名员工中有4名并不知道BSCI行为守则信息。根据执行领域2.4，被审核方（生产商）充分培养下列人士的能力，以便在业务经营中成功结合责任规范，包括经理、工人和工人代表。

It was noted that the established grievance mechanism was not including all interested parties, only for internal part. In accordance with the requirement of Performance Area 2.5, the auditee establishes or participates in an effective grievance mechanism for individuals and communities.

工厂建立的申诉机制没有包含所有利益相关方，只是对工厂内部适用。根据执行领域2.5，被审核方（生产商）建立或参与了有效的个人和团体申诉机制。

PA 5: Fair Remuneration

According to the social insurance payment receipt provided by factory management, only 31 out of 49 employees (63.27%) were provided with pension, unemployment, medical, maternity insurance, and 49 of 49 employees (100%) were provided with accident insurance in August 2022. In accordance with Article 73 of the Labor Law of the People's Republic of China. According to factory management, they did not provide social insurance to all employees because some employees were unwilling to participate in the social insurance program. All employees interviewed also confirmed that they were voluntary to participate in the social insurance program.

根据厂方提供的2022年8月的社会保险缴费单据显示仅为31/49名(63.27%)员工提供了养老、失业、医疗、生育保险，为49/49名(100%)员工提供了工伤保险。根据《中华人民共和国劳动法》第73条。根据工厂管理层访谈，社保覆盖不足是由于部分员工不愿意缴纳社保。根据员工访谈，员工自愿缴纳社保。

PA 6: Decent Working Hours

According to the attendance records of 6 sample employees from August 2022, 6 sample employees from July 2022, 6 sample employees from February 2022, it was noted that 6 out of 6 sample employees worked in excess of 36 overtime hours per month (i.e. 78 hours) in August 2022, 6 out of 6 sample employees worked in excess of 36 overtime hours per month (i.e. 82 hours) in July 2022, 6 out of 6 sample employees worked in excess of 36 overtime hours per month (i.e. 46-48 hours) in February 2022, which was not in compliance with the legal requirement. In accordance with Article 41 of the Labor Law of the PRC. The Production Manager was appointed to control the overtime hours. Currently, they did not have a plan to reduce monthly overtime hours to meet legal requirement. All employees interviewed represented that they were voluntary to work overtime and they confirmed that they overtime worked more than 36 hours per month when busy.

抽样2022年8月6名员工，2022年7月6名员工，2022年2月6名员工的考勤记录，显示6/6名员工在2022年8月加班78小时，6/6名员工在2022年7月加班82小时，6/6名员工在2022年2月加班46-48小时，超过每月加班时间不能超过36小时的法律规定。根据《中华人民共和国劳动法》第41条。工厂生产经理负责管控加班时间。目前工厂暂无减少加班时间的计划。访谈员工表示自愿加班，在生产忙时每月加班时间超过36小时。

PA 7: Occupational Health and Safety

It was noted that the factory did not provide regular occupational health check to employees in the workshop who were in contact with noise, dust and hazardous materials. In accordance with Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases. The facility provided how to use health and safety training and provided PPE to the employees.

工厂没有为在生产车间接触噪音、粉尘和有毒有害物质的员工提供职业病体检。根据《中华人民共和国职业病防治法》第35条。工厂为员工提供健康安全培训，并为该员工提供劳保用品。

It was noted that the risk assessment for safe, healthy and hygienic working conditions was not conducted sufficiently. The risk assessment did not include the regular monitoring and testing. In accordance with the requirement of Performance Area 7.3, the auditee shall regularly carry out risk assessments for safe, healthy and hygienic working conditions. The risk assessment included workshop, warehouses, processes, machines, etc.

工厂为车间岗位的健康安全和卫生条件进行风险评估不充分。风险评估没有包括定期监控和检测。根据执行领域7.3，被审核方（生产商）应定期执行安全、健康和卫生工作条件的风险评估。工厂风险评估包含了车间，仓库，工序，机器设备等

It was noted that 3 out of 7 employees in the metal processing workshop were not wearing the earplugs and 1 employee in the screen printing workshop was not wearing the gloves. In accordance with Article 42 of Law of the People's Republic of China on Production Safety. The PPE using training was provided for all employees.

审核员发现工厂金工车间3/7名员工没有佩戴耳塞，丝印车间1名员工没有佩戴手套。根据《中华人民共和国安全生产法》第42条改善。工厂为车间员工提供了防护用品使用培训。

1. It was noted that there was no anti-leakage facility (e.g. secondary container) in the workshop for 3 barrels of chemicals (thinner and paint ink). In accordance with article 20 of Regulation for Safety of Hazardous Chemical. The factory provided chemical safety training was provided for employees. 2. It was noted that the 3 barrels of chemicals (thinner and paint ink) were not posted with a safety label in the workshop. In accordance with Article 14 of the Regulation For Chemical Usage Safety in Work Place. The factory had posted MSDS in the workshop. Also, chemical safety training was provided for employees.

1. 工厂没有为生产车间内3桶化学品（稀释剂和油漆）设置防渗漏设施/二次容器。根据《危险化学品安全管理条例》第20条。工厂为员工提供化学品安全培训。2. 工厂生产车间存放的3桶化学品（稀释剂和油漆）没有张贴安全标签。根据《工作场所安全使用化学品规定》第14条。审核工厂在车间张贴了MSDS，且为员工提供化学品安全培训。

It was noted that employees in the workshops were in contact with dust, noise and hazardous materials, which might cause occupational diseases to employee in these workshops. However, factory did not conduct testing of factors of occupational hazards in these workshops. In accordance with Article 20 of Provisions on the Supervision and Administration of Occupational Health at Work Sites. The factory had provided PPE for employees in the workshops, and PPE using training was also provided.

工厂生产车间员工接触粉尘、噪音和有毒有害物质，对员工存在潜在的职业病危害。但工厂并未对这些车间进行职业危害因素检测。根据《工作场所职业卫生监督管理规定》第20条。工厂为车间员工提供了个人防护用品，并为员工提供了防护用品使用培训。

1. It was noted that factory management was unable to provide the fire acceptance check of the factory building for review. In accordance with Article 14, Article 26, Article 33, Article 34 of Interim Provisions on Management of Fire Prevention Design Examination and Acceptance Check of Construction Project (Extract). The factory had installed fire extinguishers, fire hydrants and fire alarms in the buildings. 2. It was noted that the factory could not provide the construction safety document (e.g. report or registration files of inspection for completed building construction projects) for all production buildings. As per stated by factory management, the building was completed in 2009. In accordance with Article 61 of Construction Law of the People's Republic of China and Article 49 of Regulation on the Quality Management of Construction Projects. The factory building was reinforced concrete structures and no obvious crack was available on the walls.

1. 工厂未能提供厂房的消防验收合格证明。根据《建设工程消防设计审查验收管理暂行规定》第14条、26条、33条、34条。工厂在生产楼里安装了灭火器，消火栓和消防警铃。2. 工厂未能提供建筑的结构安全证明文件（如建筑工程竣工验收报告或相关备案资料）。根据管理人员表述，这些建筑于2009年竣工。根据《中华人民共和国建筑法》第61条和根据《建设工程质量管理条例》第49条。工厂厂房为钢筋混凝土结构，墙体无明显裂缝。

It was noted that 3 out of 8 sampled electricity boxes in the workshop were kept open, and without inner cover. In accordance with Article 6.7 of the General Guide for Safety of Electric User (GB/T13869-2008) The workshop director conducted electrical equipment safety check every month.

审核员发现生产车间3/8个抽样电箱开启，且没有内盖。根据《用电安全导则GB/T13869-2008》第6.7条 工厂车间主任对电器安全进行每月检查。

Remark: No canteen was provided by the factory.

备注：工厂没有提供食堂

It was noted that there were no soap and towel in the toilet located at the workshop. In accordance with the requirement of Performance Area 7.22, the auditee provides workers with clean washing facilities, changing rooms and toilets that are respectful of local customs. The number of toilet seats was compliance with local law requirement.

审核员发现生产车间的洗手间没有肥皂和毛巾。根据执行领域7.22，被审核方（生产商）为工人提供尊重当地习俗的干净的洗涤设施、更衣室和洗手间。工厂为员工提供的厕格数量符合当地法规要求。

Remark: No transportation was provided by the factory.

备注：工厂没有提供交通工具

Remark: No dormitory was provided by the factory.

备注：工厂没有提供宿舍