

Monitored Party
Qingyuan TechArt Craftworks Co., Ltd.

amfori ID
156-055734-000

Address
**Building 36#, Hongrundu
Technology Park , Longtang
Town, Qingcheng District,, 511540
Qingyuan, Guangdong Sheng,
China**

Monitoring Activity
**amfori Social Audit -
Manufacturing**

Monitoring Type
Full Monitoring

Monitoring Partner
ALGI International, Inc.

Monitoring Start Date
02/07/2024

Closing Meeting Finished Date
10/07/2024

Submission Date
10/07/2024

Expiration Date
10/07/2025

Announcement Type
Fully Announced

Site
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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, 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

Monitor information:

Name of lead auditor: Wing Xu; APSCA membership number: CSCA21703842

Name of team auditor: not applicable

Name of observers, translators, trainees, advisors/consultants: not applicable

Monitoring partner name: ALGI China

Audit schedule details:

The audit took place on 2024/7/2-2024/7/3, it was a fully announced Full Audit, with one auditor assigned for 1.5 onsite days.

Business partner information:

Qingyuan TechArt Craftworks Co., Ltd. is a limited company that commenced operations in 2021. The factory is located at Building 36#, Hongrugu Technology Park, Longtang Town, Qingcheng District, Qingyuan City, Guangdong Province, China. The local name is 清远市匠仁工艺制品有限公司 (91441802MA57CM868N), and the local address on the business license is 清远市清城区龙塘镇253省道21号 (清远) 红润谷科技产业园36号厂房1-5层. The Chinese address description and English address description has slight difference, but they both point to the same physical address.

The factory mainly produces Hardware (arts and crafts), and the main production processes include die casting, stamping, polishing, auto sandblasting, imitating enamel, CNC, cleaning, packing,

Audited location information:

The factory occupies the entire 5-story building. It does not provide accommodations, dining facilities, kitchen amenities, or transportation services. The premises are rented from the property owner. There is no other company inside the compound.

The facility layout is as below:

1st floor: die casting, stamping, polishing, auto sandblasting

2nd floor: CNC, cleaning

3rd floor: imitating enamel

4th floor: packing, warehouse

5th floor: office

Operating shifts and hours:

The regular work shift was 8:00-12:00, 14:00-18:00. Workers voluntarily worked overtime for up to 2 hours on weekdays and for up to 8 hours a day on weekends if production required. The most consecutive working days were 6 days, which make sure workers can get at least one day off per 7-day period. Overtime on working days and off days would be paid 1.5 times and 2 times of normal wages respectively as overtime premium.

Time recording system:

The factory utilizes biometric device for clocking in and out.

Salary payment details:

The legal minimum wage standard was CNY1620 per month or CNY9.31 per hour since 12/2021. Payroll records were provided for review. The factory paid a lowest basic wage of CNY 1900 per month, which was higher than the legal minimum wage standard. Wages were calculated on hourly basis, and were paid by the 30th day of the following month.

Worker number information:

The factory employs a total of 97 workers, including 74 production-based workers (42 male and 32 female). There were no child or young workers found during the audit, and the youngest worker was 19 years old. No vulnerable workers or any other special group workers (such as interns, apprentices, contractor workers) were noted during this audit.

Auditor selected 12 samples from 05/2024 (last paid month), 12 samples from 01/2024 (random month), 12 samples from 11/2023 (random month).

Good practices:

There are no additional good practices beyond the legal requirements.

Worker organization details:

There is no labour union in the factory. There is an employee representative committee that serves as the worker organization.

Circumstances:

This audit started at 8:00 on 2024/7/2 with a brief opening meeting and concluded at 12:00 on 2024/7/3 with a closing meeting, participants included Mr. Zhao Junjun/General Manager Assistant, Mr. Zhang Fashun/Workers Representative. All audit findings were presented and communicated with management & workers representative. The management & workers representative acknowledged the findings in writing.

The special circumstances can be classified as followed:

No special circumstances were noted during this audit.

Summary of findings:

PA1-Social management systems and cascade effect:

- 1.1 partially ineffective social management system
- 1.4 disorganized workforce capacity

PA2-Workers involvement and protection:

- 2.4 insufficient BSCI awareness training

PA5-Fair remuneration:

- 5.2 no pay slip provide to workers

PA6-Decent working hours:

- 6.2 excessive monthly overtime hours

PA7-Occupational health and safety:

- 7.1 non-compliances with Health and Safety local law and regulations
- 7.7 partially improper management on chemicals
- 7.9 missing of warning signs
- 7.13 electricity safety findings

Living wage calculation:

#LivingWage: [The audited factory was located in Qingyuan City, which could not be found on the GLWC website. Therefore, the auditor used the basic living wage CNY 2166.02, which was manually collected and calculated by the auditor through Anker's methodology.

The Living wage calculation technique used by the auditor is to be inquired the resident consumption parameters published on the local government's public website and yearbook. Afterwards, there are calculated the relevant data of local living wage according to the proportion of Anker methodology of the key parameters. Relevant data comes from the website or yearbook data published by the local government. BLW calculation manually collected by the auditor is uploaded as part of the report attachments.]

Remark:

1. The factory had no contractor license/permit, Agency labour contract, Government waivers, and Collective bargaining agreements, which made these documents not applicable.
2. The attached documents containing sensitive information, such as payroll and timecards, have been properly anonymized to comply with the Personal Information Protection Law of the People's Republic of China, as well as the GDPR.

SITE DETAILS

Site

Qingyuan TechArt Craftworks Co., Ltd.

Site amfori ID

156-055734-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Leisure Products
Sub Industry		
Leisure Products		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	97	Workers
Legal minimum wage in local currency	1,620	Monthly
Lowest wage paid for regular work at the site	2,500	Monthly
Calculated living wage in local currency	2,166.02	Monthly
Total sample	12	Workers

Other Metrics

Male workers	54	Workers
Female workers	43	Workers
Non-binary workers	0	Workers
Permanent workers - Male	54	Workers
Permanent workers - Female	43	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	6	Workers
Management - Female	8	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	46	Workers
Domestic migrant workers - Female	28	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	54	Workers
Workers hired directly - Female	43	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	7	Workers
Sample - Female	5	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Qingyuan TechArt Craftworks Co., Ltd. | Site amfori ID: 156-055734-001

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

Based on site observation, document review and personnel interview, it was noted that the factory has established a written BSCI management procedure, which has been approved by the top management; However, the factory's social responsibility management procedure has not been effectively operated, nonconformities were found in the following performance areas:
PA1-Social management systems and cascade effect,
PA2-Workers involvement and protection,
PA5-Fair remuneration,
PA6-Decent working hours,
PA7-Occupational health and safety,
This is partially in compliance with the requirements of BSCI Code of Conduct. The factory representative claims that they will continue to make improvements. As not all 13 performance areas have nonconformities, this question is rated as Partially.

根据现场观察、文件审查和人员访谈，发现工厂已经制定了书面的BSCI管理程序，该程序已得到最高管理层的批准；然而，工厂的社会责任管理程序没有得到有效运行，在以下绩效领域发现了不符合项：
PA1-社会管理体系和级联效应，
PA2-工人参与度和保护，
PA5-公平报酬，
PA6-体面劳动时间，
PA7-职业健康与安全，
这部分地符合BSCI行为准则的要求。工厂代表声称他们会进行持续改善。由于并非全部13个章节都存在不符合项，因此本问题被评分为局部符合。

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

Based on personnel interview, site observation, and document review, it was noted that the factory had conducted capacity assessment, but the capacity assessment did not consider the legal compliance of working hours, resulting in monthly overtime exceeding the legal limit. For details, please refer to 6.2.
This is not in compliance with the requirements of article 41 of the Labor Law of the PRC. The question is rated as "No" because the factory failed to effectively control the overtime of workers to meet the legal requirements when completing the

根据人员访谈，现场观察和文件审阅，发现工厂进行了产能评估，但产能评估没有考虑工作时间的法律符合性，导致月加班超出法律限制，详情请参考6.2。这不符合《中华人民共和国劳动法》第四十一条的要求。该问题被评为“不符合”，因为工厂在完成订单时未能有效控制工人的加班以满足法律要求。

Finding

order.

PA 2: Workers Involvement and Protection

Site: Qingyuan TechArt Craftworks Co., Ltd. | Site amfori ID: 156-055734-001

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

According to personnel interviews and documents review, about 30% of the interviewed workers are not familiar with the concept of the BSCI Code of Conduct. The factory representative explained that awareness training in the field of social responsibility has been provided to workers through training and other forms, which is a continuous improvement process. The factory will continue to promote social responsibility awareness and practice through different forms. This issue is rated as partially.

根据人员访谈和查阅文件，有约30%的受访谈的工人不了解BSCI行为准则的概念。工厂代表解释已经通过培训等形式为工人进行了社会责任领域的意识培训，这是一个持续改善的过程，工厂将会继续通过不同形式推进社会责任意识和实践。此问题评分为局部符合。

PA 5: Fair Remuneration

Site: Qingyuan TechArt Craftworks Co., Ltd. | Site amfori ID: 156-055734-001

Question: 5.2 Is there satisfactory evidence that wages are paid in a timely, stable and regular manner, and fully in legal tender?

ENGLISH

LOCAL LANGUAGE

Finding

According to personnel interviews and document review, the factory did not provide a salary slip to each employee when distributing salaries. This violates Article 6 of the Provisional Regulations on Wage Payment. Overall, the factory pays wages on time every month without any delays, and employees can see the salary details when receiving them, but no salary slip has been issued. Therefore, this issue is rated as partially compliant.

根据人员访谈和文件查阅，工厂在发放工资时，未提供工资条给每个员工。这违反了《工资支付暂行规定》第6条。总的来说，工厂每月准时发工资，没有发生过延期的情况，且员工在领取工资时能看到工资明细，只是没有发放工资条，因此本问题评分为局部符合。

PA 6: Decent Working Hours

Site: Qingyuan TechArt Craftworks Co., Ltd. | Site amfori ID: 156-055734-001

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

Based on personnel interview, site observation, and document review, it was noted that the monthly overtime hours exceeded the legal limit of 36 hours.

10 out of 12 workers overtime worked 46-84 hours in 05/2024 (last paid month);

10 out of 12 workers overtime worked 50-84 hours in 01/2024 (random month);

10 out of 12 workers overtime worked 52-84 hours in 11/2023 (random month).

This is not in compliance with requirements of Article 41 of the Labor Law of the People's Republic of China.

The workers' overtime work was voluntary. Due to the high frequency of excessive overtime, this issue is rated as No.

根据人员访谈，现场观察和文件查阅，发现月加班时间超出法律限定的36小时。

10/12名员工在05/2024月（最近发薪月）的加班时间为46-84小时；

10/12名员工在01/2024月（随机抽选月份）的加班时间为50-84小时；

10/12名员工在11/2023月（随机抽选月份）的加班时间为52-84小时。

这不符合《中华人民共和国劳动法》第41条的要求。

员工均为自愿加班。由于加班时间超时的频率较高，此问题被评分为不符合。

PA 7: Occupational Health and Safety

Site: Qingyuan TechArt Craftworks Co., Ltd. | Site amfori ID: 156-055734-001

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

ENGLISH

LOCAL LANGUAGE

Finding

Based on personnel interview, site observation, and document review, it was noted that the factory had set up the occupational health and safety regulations and procedures; however, the actual practice throughout the factory was not fully in compliance with requirements of local law in the parts below: 7.7 Chemical Management, 7.9 Warning Signs, 7.13 Electrical Safety.

This is partially in compliance with the requirements of relevant local health and safety laws.

The factory representative stated that measures will be taken to gradually improve. The factory complies with local regulations in most areas of health and safety, and this issue is rated as Partially.

根据人员访谈，现场观察和文件查阅发现，工厂虽然建立了职业健康安全方面的程序和相关制度，但是工厂在实际的执行过程中还存在如下问题：7.7 化学品管理，7.9警示标志，7.13用电安全。

这部分地遵循了当地健康安全方面的法规。

工厂代表声称将会采取措施逐步改善。工厂在大多数健康和安领域符合当地法规，此问题被评为局部符合。

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
Finding	
According to personnel interviews, on-site observations, and document review, there is one bottle of solvent container in the tool room that has not been equipped with a secondary container. This partially complies with Article 20 of the Regulations on the Safety Management of Hazardous Chemicals. This phenomenon is an isolated case, not a systemic issue. The factory representative claimed that they will take measures to improve this issue. The factory follows most of the regulations for chemical management, and this issue is rated as partially compliant.	根据人员访谈，现场观察和文件查阅，工具房有1瓶溶剂容器没有设置二次容器。这部分地符合《危险化学品安全管理条例》第20条。此现象为孤立案例，不是系统问题。工厂代表声称他们将采取措施改善此问题。工厂遵循了化学品管理的大部分规范，此问题评分为局部符合。

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	
According to personnel interviews, on-site observations, and document review, it was found that the eye wash station was installed inside the toilet and there was no text or graphic sign indicating "there is an eye wash inside" posted at the entrance of the toilet, which violates the BSCI Code of Conduct. Overall, the facility conveys various safety, warning, and danger information through various prohibition signs, warning signs, instruction signs, and reminder signs. However, there are some shortcomings in the specific execution details, and this issue is rated as partially compliant.	根据人员访谈、现场观察和文件查阅发现，洗眼器安装在了厕所里面，在厕所门口没有张贴“内有洗眼器”的文字和图形标识，这违反了BSCI行为准则。总的来说，该设施在整体上通过各种禁止标志、警示标志、指令标志和提醒标志传达了各种安全、警告和危险信息，只是在具体执行细节上有所不足，本问题评分为局部符合。

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	
According to personnel interviews, on-site observations, and document review, it was found that a welding machine power cord used for	根据人员访谈，现场观察和文件查阅，发现一台用来焊锡和焊铜的焊机电源线使用了普通软线，普通软线的导体截面积和绝缘层可能无法达到焊机的高

Finding

soldering tin and copper used ordinary flexible wires. The conductor cross-sectional area and insulation layer of ordinary flexible wires may not meet the high current load requirements of the welding machine. This violates Article 6.5 of the Electricity Safety Guidelines. Overall, the factory has followed most of the electrical safety regulations and provided a valid electrician certificate. This issue is rated as partially compliant.

电流荷载要求。这违反了《用电安全导则》第6.5条。总的来说，工厂遵循了电气安全方面的大部分法规，提供了有效的电工证，此问题评分为局部符合。