

Monitored Party Suichang Chenyang Tourism Products., Ltd	amfori ID 156-008517-000	Address No.91 River Road, Shilian Industrial Zone, Suichang County,, 323300 Lishui, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TÜV NORD CERT GmbH
Monitoring Start Date 14/08/2023	Closing Meeting Finished Date 14/08/2023	Submission Date 25/08/2023
Expiration Date 25/08/2024	Announcement Type Fully Announced	
Site Suichang Chenyang Tourism Products., Ltd	Site amfori ID 156-008517-002	

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OVERALL RATING



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	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 Labour	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Monitoring Partner: TÜV NORD CERT GmbH (APSCA Firm Member: 11600051)

Lead Auditor: Jason Tang (APSCA Number: CSCA 21704209)

Team Members: None

Names of Observers, Translators, Trainees, Advisors/Consultants (if applicable): None

Audit Schedule Details: The full monitoring (fully announced) was planned for 1 auditor x 1 day, and the audit was completed on August 14, 2023.

Business Partner Information:

Suichang Chenyang Tourism Products., Ltd (遂昌晨阳旅游用品有限公司) was established on February 13, 2012, and its business operation validity is until February 12, 2032. The Uniform Code of Social Credit is 913311235905552830. The factory is located at No.91 River Road, Shilian Industrial Zone, Suichang County, Lishui, Zhejiang, China (中国浙江丽水遂昌县石练镇工业园区练溪东路91号). The factory specializes in the manufacture of wooden beach chairs. Production activities mainly include woodworking, painting, rattan weaving, sewing, and packaging.

Audited Location Information:

The factory uses a one-story building for production, warehouse, and office purposes. There are no dormitories or canteens available for employee use. The total construction area used by the auditee is approximately 7100 square meters. The factory rents its building from Suichang County Pingchang Industry Co., Ltd, and the other buildings in the factory compound are used by the landlord.

One one-story building: Office, woodworking, painting, rattan weaving, sewing, packaging, and warehouse.

Operating Shifts and Hours:

The normal working hours in the factory are 8 hours per day, five days per week (Monday to Friday). All workers operate only one shift, and the detailed working schedule is 07:30-11:30, 12:30-16:30. Overtime work in the factory is voluntary. If overtime work is arranged, a maximum of 2 hours is scheduled on weekdays.

Time Recording System:

The factory uses an electric attendance system (IC card) to record employees' working hours.

Salary Payment Details:

The factory issues wages to workers in cash based on an hourly rate before the 30th day of the following month. During this audit, wage records from July 2022 to June 2023 were reviewed. It was noted that employees were paid at least RMB 14.95 per hour, which is higher than the local minimum wage of RMB 10.57 per hour or RMB 1840 per month since August 2021.

Summary of Social Insurance:

As of the audit day, there were no new employees within the past 30 days, and 14 employees had reached the statutory retirement age. The factory has a total of 36 employees, all directly hired by the factory. Therefore, the factory should provide pension, unemployment, accident, medical, and maternity insurance to 22 employees. Social insurance receipts from August 2022 to July 2023 were reviewed during this audit. According to the most recent social insurance receipt (July 2023), the factory only purchased pension, unemployment, medical, and maternity insurance for 9 employees, and accident insurance for 34 employees. No social insurance waiver was obtained. The audited factory did not purchase commercial accident insurance for 2 workers who had reached the statutory retirement age.

Worker Number Information:

Currently, there are a total of 36 employees working at the factory, including 17 male employees and 19 female employees. All employees are Chinese, and 2 employees are domestic migrants from other provinces in China. All workers are directly recruited by the factory. The youngest employee in the factory is 34 years old.

Good Practices: None

Worker Organization Details:

No labor union is available. Two worker representatives were elected by the workers.

Circumstances:

Ms. Mingying Zhang/General Manager and Ms. Juxiang Lin/Worker Representative participated in the opening & closing meeting. The auditors communicated the findings in detail to them, allowed them to ask questions, and provided any necessary clarifications. Finally, they agreed on the findings and signed the on-site audit findings report.

Special Circumstances:

No special circumstances were noted during this audit.

Summary of Findings:

The performance areas that require improvements are as follows: PA 1, PA 2, PA 5, PA 6, PA 7, and PA 13.

Living Wage Calculation:

The local legal minimum wage standard is CNY 1840 per month or equivalent to CNY 10.57 per hour since August 1, 2021.

#Living Wage: [The auditor used the basic living wage CNY 2116.27, which was provided by the auditing company. The living wage calculation technique used by the audit company is to inquire about the resident consumption parameters published on the local government's public website and yearbook. Afterwards, the relevant data of the local living wage is calculated 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.]

Remarks:

- 1.No construction completion acceptance report or fire acceptance report was provided for review.
- 2.The government waiver, agency labor contract, and collective bargaining agreement were not available for the factory on the audit day, making those documents not applicable.
- 3.Some uploaded attachments (such as wage records and time records) involve employees' personal information, which is protected. This is to comply with the requirements of the Personal Information Protection Law of the People's Republic of China and GDPR.

SITE DETAILS

Site	Site amfori ID
Suichang Chenyang Tourism Products., Ltd	156-008517-002

GICS Classification

Sector	Industry Group	Industry
Consumer Staples	Household & Personal Products	Household Products
Sub Industry		
Household Products		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	36	Workers
Legal minimum wage in local currency	1,840	Monthly
Lowest wage paid for regular work at the site	2,600	Monthly
Calculated living wage in local currency	2,116.27	Monthly
Total sample	6	Workers

Other Metrics

Male workers	17	Workers
Female workers	19	Workers
Permanent workers - Male	17	Workers
Permanent workers - Female	19	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	3	Workers
Management - Female	2	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	1	Workers
Domestic migrant workers - Female	1	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	17	Workers
Workers hired directly - Female	19	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

Site: Suichang Chenyang Tourism Products., Ltd | Site amfori ID: 156-008517-002

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	
<p>Through documents review, onsite observation, management and worker interviews, it was noted that the factory did not have an effective management system regarding Social Management System, Workers Involvement and Protection, Fair Remuneration , Decent Working Hours , Occupational Health and Safety and Ethical Business Behaviour. (For details, please refer to Performance Area 1, 2, 5 , 6 , 7 and 13 respectively.) The factory management claimed that they will make continuous improvement. This question is rated as partially due to non-conformances only noted in above PAs. This is partially in compliance with requirements of amfori BSCI CoC.</p>	<p>通过文件查阅，现场观察，管理层访谈和员工访谈，发现工厂在社会管理体系、工人参与和保护、公平报酬、体面劳动时间、职业健康和商业道德行为方面缺少有效的管理。（详细分别见第1、2、5、6、7和13部分）工厂管理层表示他们会进行持续改善。该项被判定为局部符合是因为不符合项仅出现在上述部分。这局部符合amfori BSCI CoC。</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>Based on document review, management and worker/worker representative interviews, it was noted that there were no sufficient evidences to prove that the factory had effectively assessed and properly planned its workforce capacity in order to meet the expectations of the delivery order or contracts, and to reduce unnecessary overtime, which may impact quality. The question is rated as No because the factory did not establish a contingency plan in case something slows down or interrupts production. In addition, the monthly overtime work which exceeded the local law of 36 hours occurred for the sample workers in the sample months. (Refer to 6.2 for details). The factory management stated that they will gradually improve capacity planning, personnel recruitment plans and personnel skills upgrading training</p>	<p>基于文件审核、管理层和员工/员工代表访谈，无充分证据表明工厂对现有员工产能是否可以按时完成客户订单数量进行了有效评估和合理计划，从而来控制并预期在生产过程中减少影响质量的不必要的加班。此问题点判定为不符合的原因在于工厂没有建立应对减缓或干扰生产时的应急计划；此外，工人有超过法定规定36小时的月加班工作的情况发生（详见6.2）。工厂管理层表示他们会逐渐完善产能规划、人员招聘计划和人员技能提升的培训计划。这没有遵守《中华人民共和国劳动法》第41条和amfori BSCI行为守则的要求。</p>

Finding

programs. This is not in compliance with requirements of the PRC Labor Law article 41 and amfori BSCI COC.

PA 2: Workers Involvement and Protection

Site: Suichang Chenyang Tourism Products., Ltd | Site amfori ID: 156-008517-002

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

Based on document review, management and worker/worker representative interviews, it was noted that the factory had defined long term goals based on amfori BSCI COC to protect workers. However, no detailed measures were worked out to realize relevant goals such as how to decrease employees' overtime hours, how to increase employees' social insurance participation rate. The question is rated as partially because some goals have been achieved such as no child labor, no bonded labor, no discrimination. The factory management stated that they would consult with management staffs, workers / worker representative and local government departments to develop and continuously improve the appropriate measures to gradually achieve the appropriate goals. This is partially in compliance with requirements of amfori BSCI COC.

基于文件查阅、管理层访谈和员工/员工代表访谈，评估发现工厂虽然基于amfori BSCI COC制定了长期目标来保护员工，但是没有详细的措施去实现相应的目标。比如，如何缩减员工的加班时间，如何增加员工的社保参保率。此问题点判定为部分不符合原因在于部分目标有达成，比如没有雇佣童工、没有强迫劳动现象、没有歧视的现象。工厂管理层表示会征求管理层、工人/工人代表以及当地政府部门意见，制定并不断完善相应的措施，逐步实现相应的目标。这部分遵循了amfori BSCI行为准则的要求。

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH

LOCAL LANGUAGE

Finding

Based on onsite observation, document review, management and worker/worker representative interviews, it was noted that (1) In the past 12 months, no grievance cases occurred. The factory did not assess the effectiveness of grievance mechanism. (2) The suggestion box was placed at one office entrance of the production workshop, which was not favorable for protecting the privacy

基于现场查阅、文件查阅、管理层访谈和工人/工人代表访谈，评估发现（1）在过去12个月内，工厂没有申诉情况发生。工厂没有对申诉机制的有效性进行评审。（2）工厂的意见箱设置在生产车间办公室的一个门口，这不利于保护申诉人员的隐私。此问题点判定为部分不符合原因在于工厂制定了书面的申诉机制，且提供了申诉渠道供给员工，如意见箱。员工亦清楚意见箱的位置和相应的申诉渠道。

Finding	
<p>of persons who raised grievances. The question is rated as Partially because the factory had developed written grievance mechanism and provided grievance channels to workers such as suggestion box. Workers were aware of the location of suggestion box and relevant grievance channels. The factory management also stated that they would continue to improve its grievance mechanism. This is partially in compliance with requirements of amfori BSCI COC.</p>	<p>工厂管理层亦表示会持续完善其申诉机制。这部分遵循了amfori BSCI行为准则的要求。</p>

PA 5: Fair Remuneration

Site: Suichang Chenyang Tourism Products., Ltd | Site amfori ID: 156-008517-002

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on document review, management and worker/worker representative interviews, it was noted that insufficient social insurance was provided in the factory. The question is rated as No, the reason lied in as below: till the audit day, there were no new employees in recent 30 days and there were 14 employees who had reached the statutory age of retirement. There were total 36 employees in the factory and these workers were all directly hired by the factory. So, the factory shall provide pension, unemployment, accident, medical and maternity insurance to 22 employees. Social insurance receipts from August 2022 to July 2023 were reviewed during this audit. According to the social insurance receipt of the most recent month (July 2023), the factory only purchased pension, unemployment, medical and maternity insurance to 9 employees only purchased accident insurance to 34 employees. Remark: (1) No social insurance waiver was obtained. The audited factory did not purchased commercial accident insurance to 2 workers who had reached the statutory age of retirement.(2) Some employees were not willing to buy social insurance because some employees had purchased rural pension and medical insurance before joining the factory. However, the factory did not provide corresponding evidence. (3) The factory has not yet formulated a plan to</p>	<p>基于文件查阅、管理层访谈和工人/工人代表访谈，评估发现工厂的社保参保不足。此问题判定为不符合原因在于：截至审核当天，工厂在最近30天内没有新入职的员工，14名员工达到了法定退休的年纪。工厂总共有36名员工，这些员工均为工厂直接招聘。所以工厂应当为22名员工购买养老、失业、工伤、医疗和生育保险。此次审核查阅了2022年8月至2023年7月的社保缴费记录。根据工厂提供的最近月（2023年7月）的社保缴费收据显示，工厂仅给9名员工购买了养老、失业、医疗和生育保险，给34名员工均购买了工伤保险。备注：（1）工厂没有获得社保批文。工厂没有给2名达到退休年龄的员工购买商业意外保险。（2）有部分员工不愿意购买社保，因为部分员工在入职前有购买农村养老和医疗保险，但是工厂未能提供相应的证据。（3）工厂暂未制定逐渐增加社保参保率的计划。这没有遵循《中华人民共和国劳动法》第72、73条和amfori BSCI行为守则要求。</p>

Finding

gradually increase the social insurance participation rate. This is not in compliance with requirements of PRC Labor Law Article 72, 73 and amfori BSCI COC.

PA 6: Decent Working Hours

Site: Suichang Chenyang Tourism Products., Ltd | Site amfori ID: 156-008517-002

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

Finding

Through management interview, workers interview and document review, it was noted that the monthly overtime working hours of 6 sampled workers were 74 hours in June 2023 (current month), 6 sampled workers were 84 hours in December 2022 (random month), and 6 sampled workers were 78 hours in August 2022 (random month), which exceeding the legal limit of 36 hours per month. This question is rated as no due to exceeded monthly overtime working hours noted in all sampled months. This is not in compliance with the PRC Labor Law article 41.

Remark: The workers' overtime work was voluntary.

根据提供的考勤记录，发现6名抽样员工中在2023年6月份（当前月）的月加班时间为74小时；6名抽样员工中在2022年12月份（随机月）的月加班时间为84小时，6名抽样员工中在2022年8月份（随机月）的月加班时间为78小时，均超过了法律规定的每月加班不超过36小时。该项被判定为全部不符合是因为所有抽样月份均发现月加班超时。这不符合《中华人民共和国劳动法》第41条。

备注：员工的加班时间属于自愿加班。

PA 7: Occupational Health and Safety

Site: Suichang Chenyang Tourism Products., Ltd | Site amfori ID: 156-008517-002

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

Based on on-site observations, document reviews, management interviews, and interviews with employee/worker representatives, it was noted that the factory had a total of 36 employees, but only 34 of them were covered by work-related injury insurance (social insurance program). The remaining 2 employees did not have work-related injury insurance (social insurance program) or

基于现场查阅、文件查阅、管理层和员工/工人代表访谈，评估发现审核当天，工厂共有36名员工，但是工厂仅给34名员工购买了工伤保险（社会保险项目）。余下的2名员工没有购买工伤保险（社会保险项目）或商业意外保险。此问题点判定为部分不符合原因在于过去12个月内未发生工伤事故，且工厂给绝大多数的员工购买了工伤保险（社会保险项目）。工厂亦定期识别工作场所的健康安全风险，

Finding	
<p>commercial accident insurance. This non-compliance was determined to be partial due to the absence of any work-related injury accidents in the past 12 months, and the fact that the factory provided work-related injury insurance (social insurance program) for the majority of its employees. The factory also regularly identifies health and safety risks in the workplace and provides regular safety training. The factory management stated that they would promptly purchase commercial insurance for the remaining 4 employees. This partial compliance follows the requirements of Article 33 of the Social Insurance Law of the People's Republic of China and the amfori BSCI Code of Conduct.</p>	<p>提供了定期的安全培训。工厂管理层表示会尽快给余下的4名员工购买商业保险。这部分遵循了《中华人民共和国社会保险法》第33条和amfori BSCI行为准则的要求。</p>

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Through on-site observations, management interviews, and employee interviews, it was noted that two employees in the factory's woodworking workshop were not wearing earplugs during work, and the masks they wore were not dust masks, despite the factory providing relevant personal protective equipment to the mentioned employees. The factory management stated that they would repurchase dust masks for everyone and provide retraining to employees to avoid similar issues. This non-compliance was determined to be partial because the majority of the factory's employees correctly wore the provided personal protective equipment during work. This partial compliance is in accordance with Article 42 of the Safety Production Law of the People's Republic of China.</p>	<p>通过现场观察，管理层访谈和员工访谈，发现工厂木制加工车间2名员工工作期间没有佩戴耳塞，其佩戴的口罩也不是防尘口罩，虽然工厂给上述员工提供了相关的个人防护用品。工厂管理层表示他们会为所有重新购买防尘口罩以及给员工提供再一次培训来避免类似问题。该项被判定为局部符合是因为工厂大部分员工工作期间均正确佩戴了提供的个人防护用品。这局部符合《中华人民共和国安全生产法》第42条。</p>

Question: 7.8 Is there satisfactory evidence that the auditee has developed and implemented accident and emergency procedures?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on onsite tour, document review, management and worker interviews, it was noted</p>	<p>基于现场巡视、文件查阅、管理层和工人访谈，评估发现工厂没有在车间张贴紧急事故预案供相关员</p>

Finding	
<p>that the emergency procedures were not visually displayed in workshops for workers and first-aid responders. This question is rated as Partially because the audited factory had developed accident procedures and provided relevant trainings. Further, regular drills for emergencies such as fire drills were conducted. The factory management stated that they will make improvement as soon as possible. This is partially in compliance with requirements of amfori BSCI COC.</p>	<p>工和急救人员了解。此问题点判定为部分不符合原因在于工厂制定了紧急事故预案并提供了相关培训，也定期进行紧急事故的演习，比如消防演习。工厂管理层表示会尽快进行改善。这部分遵循了amfori BSCI行为守则的要求。</p>

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>Through on-site observations, management interviews, and employee interviews, it was noted that the factory workshop's hot water dispensing area did not have warning signs posted to remind employees to pay attention to safety. The factory management stated that they would promptly post the signs. This non-compliance was determined to be partial because the factory provided health and safety training to all employees, including the high-temperature risks associated with the hot water dispensing area. This partial compliance aligns with the amfori BSCI Code of Conduct.</p>	<p>通过现场观察，管理层访谈和员工访谈发现，工厂车间热饮水处未张贴警告标示来提醒员工注意安全。。工厂管理层称他们将尽快张贴标识。该项被判定为局部符合是因为工厂为所有员工提供了健康安全培训且其中包含了热饮水处的高温风险因素。这局部符合amfori BSCI CoC。</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
Finding	
<p>1)Based on onsite tour, document review, management and worker interviews, it was noted that the factory management did not provide the construction safety documents (e.g. report or registration files of inspection for completed building construction projects) of one 1-storey building. This is not compliance with the article 61 of the PRC Construction Law and Article 49 of the Regulation on the Quality Management of Construction Projects</p>	<p>1) 基于文件查阅、管理层访谈和工人/工人代表访谈，评估发现工厂评估发现工厂未能提供1栋1层的厂房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），这不符合《中华人民共和国建筑法》第61条及《建设工程质量管理条例》第四十九条。 2) 基于文件查阅、管理层访谈和工人/工人代表访谈，评估发现工厂未能提供1栋1层的厂房的消防验收合格证明或备案文件，这不符合《中华人民共和国消防法》第11和13条。</p>

Finding	
<p>2)Based on onsite tour, document review, management and worker interviews, it was noted that the management was unable to provide the fire acceptance check or registration of one 1-storey building. This is not compliance with the Article 11 and 13 of the Construction Project Fire Safety Supervision and Management Regulation. Those two questions are rated as No due to the factory management did not provide the those documents for review.</p>	<p>该两项被判定为不符合是因为工厂无法提供以上文件。</p>



PA 13: Ethical Business Behaviour

Site: Suichang Chenyang Tourism Products., Ltd | Site amfori ID: 156-008517-002

Question: 13.1 Is there satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on document review, management and worker interviews, it was noted that the audited factory did not sign written agreement about following anti-corruption policy with workers. The question is rated as partially because the audited factory had established business ethic policies, identified business ethic risks associated to its production activities, and provided relevant trainings to workers. The factory management stated that they would sign written consent agreements with all employees to comply with the anti-corruption policy as soon as possible. This is partially in compliance with requirements of amfori BSCI COC.</p>	<p>基于文件查阅、管理层访谈和员工访谈，评估发现工厂没有与员工签订关于遵守反腐败政策的书面同意协议。此问题点判定为部分不符合原因在于工厂有制定商业道德的政策，识别了生产活动中的商业道德风险，并提供了相关的培训给员工。工厂管理层亦表示会尽快与所有员工签订关于遵守反腐败政策的书面同意协议。这部分遵循了amfori BSCI行为准则的要求。</p>