

Monitoring result for Fujian Risheng Outdoor Products Co., Ltd on site Fujian Risheng Outdoor Products Co., Ltd

Monitoring

Monitored Party	: Fujian Risheng Outdoor Products Co., Ltd
amfori ID	: 156-038537-000
Site	: Fujian Risheng Outdoor Products Co., Ltd
Site amfori ID	: 156-038537-001
Address	: No.618-2, Wanhong Road, Pannei Village, Majia Town, Luojiang District, Quanzhou City, Fujian Province
	: 362000, Quanzhou
	: Fujian Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 20/07/2022
Expiration Date	: 20/07/2023

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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	C
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	C
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	B
PA 13: Ethical Business Behaviour	A

General description

The factory (business license number: 91350504MA8RTM522T, factory name in Chinese: 福建日晟户外用品有限公司, factory address in Chinese: 福建省泉州市洛江区马甲镇潘内村万虹路618-2号) was established on March 31, 2021 and specialized in the manufacture of gas stoves, gas grills, etc. The main production activities in the factory included machining (cutting, punching, bending and drilling), welding, polishing, powder coating, weaving, assembly and packing. Per factory management, there was no obvious peak season for production. The factory rented one 6-storey production building from Quanzhou Shengxian Shoes & Garments Co., Ltd. No other factory was located within the production building. The auditee did not provide housing facilities to workers, and no canteen was provided.

There were totally 47 employees in the factory, including 6 non-production employees and 41 production employees. There were 28 male employees and 19 female employees. The youngest employee working in the factory was 21 years old. The factory used fingerprint recognition system to record working hours. There was only one shift from 08:00 to 17:30 with a break from 12:00 to 13:30 for employees. Workers were paid at hourly rates in cash at the end of each month.

According to payroll and attendance records of 5 samples from September 2021, 5 samples from January 2022 and 5 samples from the most recent paid month May 2022, it was noted that the minimum wage paid to employees was CNY 11.5 per hour, which is above the local minimum wage of CNY 1720 per month or CNY 9.89 per hour since January 2020 and the minimum wage of CNY 1960 per month or CNY 11.26 per hour since April 2022. Further, all sample employees were paid 150% of their normal wage for the overtime working hours on the normal working days and 200% of their normal wage for the overtime working hours on the rest days. No overtime working hours was noted on the statutory holidays. It was noted that the maximum overtime hours were 2 hours a day and 74 hours a month. The maximum weekly working hours were 58 hours a week and the maximum consecutive working days were 6 days.

According to the social insurance payment receipt provided by factory management, it was noted that only 25 out of 47 employees (i.e. 53.19% of the total workforce) were provided with pension, unemployment, accident, maternity and medical insurance in June 2022. Commercial accident insurance, covering all 47 employees and effective from May 23, 2022 to May 22, 2023, was provided by the factory to supplement the public social insurance scheme.

The attendance records were cross-checked against production records and confidential interviews were conducted with 5 employees from different departments. No inconsistencies regarding working hours were 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 draft corrective action plan was explained to the factory representatives. Mr. He Daigang / Manager agreed with the findings and signed the corrective action plan.

Opening and closing meeting attendees were Mr. He Daigang / Manager and Mr. Huang Changfa / Worker Representative.

Remark:

1. There was no contractors/agencies/government waivers/collective bargaining used by the auditee, which made contractor licenses/agency labour contracts/government waivers/collective bargaining agreements not applicable.

2. Audit Company: Bureau Veritas Consumer Products Service

Audit Company APSCA Number: 11600002

Lead Auditor Name: Gabriel Chen

APSCA Auditor Registered Number: CSCA 21702035

Announcement Type: Fully Announced

Monitoring Date: July 13, 2022

Site Details

Site : Fujian Risheng Outdoor Products Co., Ltd
Site amfori ID : 156-038537-001

GICS Classification

Sector	: Consumer Discretionary	Industry	: Household Durables
Industry Group	: Consumer Durables & Apparel	Sub Industry	: Household Appliances

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	47 Workers
Legal minimum wage in local currency	1960 Monthly
Lowest wage paid for regular work at the site	2000 Monthly
Calculated living wage in local currency	1980 Monthly
Total sample	5 Workers

Other Metrics

Male workers	28 Workers
Female workers	19 Workers
Permanent workers - Male	28 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	4 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	19 Workers
Domestic migrant workers - Female	15 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	28 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	2 Workers

Findings

PA1: Social Management System

The auditee did not strictly take a cyclical management system approach (i.e. plan, do, check and adjust) to ensure that all policies and procedures are followed. Although the factory had set up management system to implement the amfori BSCI Code of Conduct, gaps were still noted in Performance Area 1, 2, 5, 6, 7 and 12. This violated BSCI 1.1.

被审核方未能严格采取循环的管理体系（即计划、执行、检查、调整）以确保所有的政策和程序均被执行。尽管工厂建立了管理体系来执行amfori BSCI行为守则，但执行领域1、2、5、6、7和12仍存在差距。根据BSCI 1.1改善。

It was noted that although the factory had set up a written procedure on workforce capacity planning, workers' overtime hours were not well controlled and workers needed to work overtime due to tight production schedule. This violated BSCI 1.4.

审核员发现尽管工厂建立了产能规划的书面程序，但是工人的加班时间未能得到很好地控制，以至于工人因为紧张的生产计划需要加班。根据BSCI 1.4改善。

PA 2: Workers Involvement and Protection

It was noted that workers and worker representatives were not involved in defining long-term goals to protect workers although the factory had set up long-term goals to protect workers. This violated BSCI 2.2.

审核员发现虽然工厂确立了保护工人的长期目标，但工人和工人代表未参与制定保护工人的长期目标。根据BSCI 2.2改善。

It was noted that workers and workers representatives were not fully aware of the content of the amfori BSCI Code of Conduct although trainings were provided. This violated BSCI 2.4.

审核员发现尽管工厂提供了培训，工人和工人代表对amfori BSCI行为守则内容不了解。根据BSCI 2.4改善。

It was noted that the factory did not establish or participate in an effective grievance mechanism for its external stakeholders although a grievance mechanism had been set up for its workers to lodge suggestions or complaints. This violated BSCI 2.5.

审核员发现虽然工厂已为工人建立了供其提出建议或进行投诉的申诉机制，但未建立或参与有效的外部利益相关方的申诉机制。根据BSCI 2.5改善。

PA 5: Fair Remuneration

According to the social insurance payment receipt provided by factory management, it was noted that only 25 out of 47 employees (i.e. 53.19% of the total workforce) were provided with pension, unemployment, accident, maternity and medical insurance in June 2022. Commercial accident insurance, covering all 47 employees and effective from May 23, 2022 to May 22, 2023, was provided by the factory to supplement the public social insurance scheme. This violated Article 73 of the Labor Law of the People's Republic of China.

审核员发现工厂的社会保险覆盖不足。根据厂方提供的2022年6月社会保险缴费单据显示工厂仅为25/47名员工（即总人数的53.19%）提供了养老、失业、工伤、生育和医疗保险。工厂另外为所有47名员工提供了商业意外险以补充公共社保方案，有效期由2022年5月23日至2023年5月22日。根据《中华人民共和国劳动法》第73条改善。

PA 6: Decent Working Hours

It was noted that 15 out of 15 sampled employees worked in excess of the statutory overtime hour limits. A review of 15 sampled employees' time records (5 samples from September 2021, 5 samples from January 2022, 5 samples from the most recent paid month May 2022) yielded the following: 5 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 69.5 to 74 hours) in September 2021, 5 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 64 to 66 hours) in January 2022, 5 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 72 to 74 hours) in May 2022, which was not in compliance with the legal requirement. This violated Article 41 of the Labor Law of the PRC.

根据厂方提供的工时记录，审核员发现员工加班时间超出了法定标准。审核员从厂方提供的工时记录中抽取15个样本（其中从2021年9月抽取5个，从2022年1月抽取5个，从最近月份2022年5月抽取5个），发现共有15名员工加班时间超出了法定标准，具体为：5/5名员工在2021年9月的加班时间为69.5至74小时，5/5名员工在2022年1月的加班时间为64至66小时，5/5名员工在2022年5月的加班时间为72至74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条改善。

PA 7: Occupational Health and Safety

It was noted that the factory failed to provide special operator certificates for the welders in the factory for review. This violated Article 27 of Production Safety Law of the People's Republic of China.

审核员发现工厂不能提供焊工的特种作业操作证。根据《中华人民共和国安全生产法》第27条改善。

It was noted that workers and worker representatives were not involved in the risk assessments for safe, healthy and hygienic working conditions. This violated BSCI 7.4.

PA 7: Occupational Health and Safety

审核员发现工人和工人代表未参与安全、健康和卫生工作条件的风险评估。根据BSCI 7.4改善。

It was noted that welding and polishing workers were not wearing anti-dust masks while working. This violated Article 42 of Law of the People's Republic of China on Production Safety.

审核员发现焊接和打磨工人均未佩戴防尘口罩。根据《中华人民共和国安全生产法》第42条改善。

It was noted that nearly 20% of chemicals (e.g. paint) being used in the factory were not placed in anti-leakage facilities (e.g. secondary container). This violated Article 20 of Regulation for Safety of Hazardous Chemical.

审核员发现工厂使用的化学品（如油漆）约20%没有放置在防渗漏设施/二次容器。根据《危险化学品安全管理条例》第20条改善。

It was noted that the auditee did not visually display the accident and emergency procedures in a way that is clear for workers and first-aid personnel. This violated BSCI 7.8.

审核员发现被审核方未以工人和急救人员清晰可见的方式展示意外和应急程序。根据BSCI 7.8改善。

1. It was noted that 1 out of 10 punching machines being used in the factory was not equipped with pulley guard. This violated Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene. 2. It was noted that gas cylinders being used in the factory were not fixed properly. This violated Article 69 of Safety supervision rules for gas cylinders.

1. 审核员发现工厂正在使用的1/10台冲压机没有安装皮带轮保护罩。根据《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条改善。 2. 审核发现工厂正在使用的气瓶均未安全固定。根据《气瓶安全监察规程》第69条改善。

Remark: The factory did not provide workers with an area for storing food, eating and cooking.

备注：工厂不提供存储食品、烹饪食品以及吃饭的地方。

It was noted that toilet papers and soap were not provided in the toilets. This violated BSCI 7.22.

审核员发现工厂没有在厕所提供厕纸和肥皂。根据BSCI 7.22改善。

Remark: The factory did not provide transportation to workers.

备注：工厂不提供交通。

Remark: The factory did not provide housing facilities to workers.

备注：工厂不提供住宿。

It was noted that the factory did not verify if the temperature and humidity in the workplace is suitable for the health and safety of workers. This violated BSCI 7.25.

审核员发现工厂未核实工作场所的温度和湿度是否适合工人健康和安全。根据BSCI 7.25改善。

PA 12: Protection of the Environment

It was noted that factory management was unable to provide the approval document for on-site inspection and acceptance of completed environmental protection facilities for review. This violated Article 17 of the Regulations on Environmental Protection Check and Acceptance for Completed Construction Project.

审核员发现工厂未能提供建设项目竣工环境保护验收文件供审核。根据《建设项目竣工环境保护验收管理办法》第17条改善。