

Monitored Party GUIZHOU FUDING RUBBER AND PLASTIC CO., LTD	amfori ID 156-048956-000	Address XIAOYUN INDUSTRIAL PARK, THE MIAO AUTONOMOUS COUNTY, TUJIA, YINJIANG, 555200 TONGREN, Guizhou Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 08/08/2023	Closing Meeting Finished Date 09/08/2023	Submission Date 10/08/2023
Expiration Date 10/08/2024	Announcement Type Fully Announced	
Site GUIZHOU FUDING RUBBER AND PLASTIC CO., LTD	Site amfori ID 156-048956-001	

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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	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

Name of lead auditor: Ashiley Fu; APSCA membership number: CSCA 21701907

Monitoring partner name: TUV Rheinland

Audit schedule details: The audit is planned for 1 auditor x 1.5 day.

Announcement Type: Fully-Announced

Business partner information: The auditee was located at XIAOYUN INDUSTRIAL PARK, THE MIAO AUTONOMOUS COUNTY, TUJIA, YINJIANG, TONGREN CITY, GUIZHOU PROVINCE, CHINA (中国贵州省铜仁市印江土家族苗族自治县峨岭街道小云村). The direct translation of the local language address on Business License should be XIAOYUN VILLAGE, ELING STREET, THE MIAO AUTONOMOUS COUNTY, TUJIA, YINJIANG, TONGREN CITY, GUIZHOU PROVINCE, CHINA. The auditee confirmed to use "XIAOYUN INDUSTRIAL PARK" to replace "XIAOYUN VILLAGE, ELING STREET" because the industrial park was located in this village, the confirmed address was more precise and it's consistent with the description in foreign trade permit. The auditee specialized in manufacturing of rubber products (including mouse pads, yoga mats, floor mats), and its main production processes were rubber refining, foaming, cutting, heat transfer printing, overlocking and packing. No process was subcontracted by the auditee. The auditee was established on 31 March 2014. Audited location information: The auditee owned three 4-storey buildings for operation. The construction area was 12960 sq. meters. The floor details was: Building 1-1F: Cutting, 2F: heat transfer printing, overlocking and packing; 3F: Idle workshop, 4F: warehouse; Building 2-1F: rubber refining, 2F, 3F and 4F: Warehouse; Building 3-1F: rubber refining and foaming, 2F: heat transfer printing, overlocking and packing, 3F: office, 4F: warehouse. The auditee was located in an industrial park but had independent premises and entrance, no mixed workers with other factories.

Operating shifts and hours: The normal working day was from Monday to Friday, only 1 shift for all employees. 07:30 to 11:30 and 12:30 to 16:30. Saturdays and Sundays were rest days, overtime would be arranged on Saturdays if necessary. There was no vulnerable worker such as pregnant worker, young worker, disabled worker, foreign worker, etc. Workers were guaranteed with 1 day off after 6 consecutive working days. Peak month is not obvious.

Time recording system: face scan or finger printing system.

Salary payment details: Employees were paid on or before the end of next month by cash. Wage is paid at hourly rate with minimum of RMB12.65/hour, it's higher than local minimum wage standard (RMB1660/month since February 2023, equivalent to RMB9.54/hour, and RMB1570/month before February 2023, equivalent to RMB9.02/hour). The salary was composed of basic wage + overtime wage.

Worker number information:

- Total worker number: 63
- Production worker number: male-16, female-35; Non-production worker number: male-5, female-7.
- Vulnerable worker number: domestic migrant: male-4, female-3; foreign migrant: N/A, young: N/A, pregnant: N/A, season: N/A, temporary: N/A, disabled: N/A, home-based: N/A.
- Any other special group workers: N/A

Good practices: Nil

Worker organization details: 2 worker representatives were elected in November 2022.

Circumstances: There was no special circumstance during the audit. Opening and closing meeting were held with the management representatives and worker representative. All findings were discussed with them in the closing meeting; the auditee management signed the onsite CAP and agreed to take corrective actions.

Summary of findings: PA1: Insufficient management system implementation of amfori BSCI; ineffective implementation on the procedure for working hours and production capacity planning. PA5: Insufficient social insurances coverage; PA6: Excessive monthly overtime hours. PA7: Missing safety label, MSDS and anti-leakage device for chemicals; Emergency assembly point was not identified on evacuation maps; wide gaps for the safety covers of fans; no medical treatment agreement with a nearby hospital to respond to sudden illness or injury.

Living wage calculation: #LivingWage a. No anker wage available for the producer location, so we used the data provided by auditing company; b. The calculation methodology refers to anker living wage structure; c. The data comes from the local bureau of statistics for the current year. Attachment: 1) 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. 2) Agency labour contract was not reviewed as no agency was used. No contractor license/permit was reviewed as no contractor was used during audit period. The auditee had not got any government waiver. There was no collective bargaining agreement used by the auditee, which made the collective bargaining agreement not applicable. 3) The employee number showed on social

insurance website was more than the actual employee number of the auditee because the auditee also provided insurances to the employees of its trading company.

SITE DETAILS

Site

Site amfori ID

GUIZHOU FUDING RUBBER AND PLASTIC CO., LTD

156-048956-001

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	63	Workers
Legal minimum wage in local currency	1,660	Monthly
Lowest wage paid for regular work at the site	2,200	Monthly
Calculated living wage in local currency	2,282.06	Monthly
Total sample	12	Workers

Other Metrics

Male workers	21	Workers
Female workers	42	Workers
Permanent workers - Male	21	Workers
Permanent workers - Female	42	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	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	4	Workers
Domestic migrant workers - Female	3	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	21	Workers
Workers hired directly - Female	42	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	4	Workers
Sample - Female	8	Workers

FINDINGS

PA1: Social Management System

Site: GUIZHOU FUDING RUBBER AND PLASTIC CO., LTD | Site amfori ID: 156-048956-001

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	
The auditee partially complied with the principle. Through interviews with management and workers, document review and on-site observation, it was found that there were deficiencies in the operation of the factory's social responsibility management system. For examples, the monthly overtime hours of workers systematically exceeded the requirements of the law, employees did not participate 4 types of social insurances except work-related injury insurance, and no corrective measures were taken for the findings identified in the internal audit. Management confirmed that the system was not operating adequately and committed to continuous improvement. The above did not meet the requirements in the amfori BSCI system manual.	被审核方部分遵守该原则, 通过管理层和工人访谈、文件查阅和现场观察, 发现工厂的社会责任管理体系运行存在不足。例如工人的月加班时间系统性地超过了法规的要求、员工未购买除工伤保险外的其它4种社会保险、内审中识别出的问题未制定纠正措施。管理层确认体系运行不完善, 并承诺将持续改善。以上不符合amfori BSCI管理手册中的要求。

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 complied with the principle, and based on management and worker interviews, document review, and on-site observations, the auditee did not strictly implement procedures for work hour cost and capacity planning, and workers' monthly overtime hours systematically exceeded regulatory requirements over the past year. Management stated that due to shipment demand, it was unable to strictly implement this procedure in capacity planning. It did not meet the requirements of the amfori BSCI system manual.	被审核方部分遵守该原则, 基于管理层和工人访谈、文件审查和现场观察, 被审核方未严格执行工时成本与产能规划的程序, 过去一年中工人的月加班时间系统性地超过了法规的要求。管理层称因出货需求, 因此未能以按在产能规划中严格执行此程序。以上不符合amfori BSCI管理手册中的要求。

PA 5: Fair Remuneration

Site: GUIZHOU FUDING RUBBER AND PLASTIC CO., LTD | Site amfori ID: 156-048956-001

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee did not comply with this principle. Through employee and management interviews, document review, and a review of the most recent year's social insurance records, it revealed that there were 63 employees, including one retired employee (who had no social insurance purchase need), and no new employees. According to the social insurance records of June 2023, the auditee purchased work-related injury insurance for 62 employees, but no employees purchased pension, unemployment, medical, or maternity insurances. Management explained this was due to cost considerations and the local government did not mandate the purchase of all five types of social insurances. Reference law: Social Insurance Law of the People's Republic of China; Article 10, Article 23, Article 33, Article 44, Article 53. Remark: The factory provided commercial accident insurance to the retire employee which was valid from 19 August 2022 to 18 August 2023, the insurance company was China Life.

被审核方未遵守该原则。通过员工和管理层访谈，文件查阅，及查看最近一年的社保记录，发现工厂有63名员工，包括1名退休员工（该员工没有社保购买要求），无新进员工。根据2023年6月的社会保险记录，工厂为62名员工购买了工伤保险，但没有员工购买养老、失业、医疗和生育保险。管理层解释这是因为成本的考虑，当地政府也未强制要求购买全部5种社保。参考法律：《中华人民共和国社会保险法》第10条，23条，33条，44条和53条。备注：工厂为这1名退休员工提供了商业意外保险，有效期为2022年8月19日至2023年8月18日，保险公司为中国人寿。

PA 6: Decent Working Hours

Site: GUIZHOU FUDING RUBBER AND PLASTIC CO., LTD | Site amfori ID: 156-048956-001

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

The auditee did not comply with this principle. Through reviewing the time records, it revealed that employees systematically worked more than 36 hours of monthly overtime. The auditor sampled the attendance records of 12 employees for September 2022, March 2023, and June 2023, which showed that 1) the maximum monthly overtime hours for 12 employees in September 2022 was 55.5 hours; 2) the maximum monthly overtime hours for 12 employees in March 2023 was 66.5 hours; and 3) the maximum monthly overtime hours for 12 employees in June 2023 was 63.5 hours.

被审核方未遵守该原则。通过工时记录审查，发现员工的月加班时间系统性超过36小时。审核员抽取了12名员工 2022年9月，2023年3月，2023年6月的考勤记录显示：1）2022年9月12名员工的最大月加班时间为55.5小时；2）2023年3月12名员工的最大月加班时间66.5小时；3）2023年6月12名员工的最大月加班时间为63.5小时。管理层称他们需要安排工人加班以完成出货需求，他们没有严格执行产能规划和工时管控流程，也没有工时监督机制，导致月加班超过法规要求。员工访谈确认月加班时间超过法规要求，但加班是自愿的。参考法规：《中华人民共和国劳动法》第41条。备注：12名员工2023

Finding

Management stated that they needed to schedule workers to work overtime to fulfill shipping requirements, and that they did not strictly implement capacity planning and work hour control processes, nor did they have a mechanism for monitoring work hours, which resulted in monthly overtime exceeding regulatory requirements. Employee interviews confirmed that monthly overtime exceeded regulatory limit, but the overtime was voluntary. Reference regulation: PRC Labor Law, Article 41. Remark: The maximum monthly overtime for 12 employees from 1 August 2023 to the first day of the audit was 15.5 hours.

年8月1日至审核第一天的最大月加班时间是15.5小时。

PA 7: Occupational Health and Safety

Site: GUIZHOU FUDING RUBBER AND PLASTIC CO., LTD | Site amfori ID: 156-048956-001

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

The auditee partially complied this principle. Through site observations, document review and relevant employee interviews, it revealed that a drum of rubber filling oil used in the rubber refining workshop was not posted with safety label and MSDS, and not equipped with an anti-leakage device. Management interviews revealed that chemical management requirements were not strictly implemented because of the small amount of chemicals used onsite. Reference Law: Regulation on chemical safe handling in workplace, Article 12; Regulation on the Safety Management of Hazardous Chemicals, Article 20.

被审核方部分遵守该原则。通过现场观察、文件查阅及相关员工访谈发现，工厂炼胶车间使用的一桶橡胶填充油没有张贴安全标签和MSDS，也未配置防泄露装置。管理层称因为现场化学品用量小，因此没有严格执行化学品管理的要求。参考法规：《工作场所安全使用化学品规定》第十二条，《危险化学品安全管理条例》第二十条。

Question: 7.16 Is there satisfactory evidence that the auditee ensures evacuations plans meet legal requirements and that these plans are posted in relevant places so workers can see and understand them?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially complied this principle. Through site observations and employee

被审核方部分遵守该原则。通过现场观察及员工访谈发现，工厂车间张贴的疏散图均没有标识出紧急

Finding	
interviews, it was found that none of the evacuation maps posted in the workshops identified the location of the emergency assembly point. Management stated that they were not aware of the requirement. Reference Law: Escape and evacuation plan-Design principles and requirements (GB/T25894-2010) 5.15.	集合点的位置。管理层称不了解该要求。参考法规：《疏散平面图 设计原则与要求》（GB/T25894-2010）5.15。

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?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially complied this principle. Through on-site observation and employee interviews, it was found that the safety cover of the industrial fans used in the workshops had wide gaps (about 2cm wide), which posed a potential safety hazard. Management stated they did not evaluate this risk during procurement. It did not meet the requirements of the amfori BSCI system manual.	被审核方部分遵守该原则。通过现场观察及员工访谈发现，工厂各车间使用的工业风扇的安全罩缝隙较大（约2cm宽），存在安全隐患。管理层称采购时未评估该风险。以上不符合amfori BSCI管理手册中的要求。

Question: 7.19 Is there satisfactory evidence that the auditee has emergency procedures, in writing, to deal with cases of trauma or serious illness?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially complied this principle. Through document review and management interviews, it was found the auditee did not have an emergency medical treatment agreement with a nearby hospital to respond to sudden illness or injury. Management stated that they were not aware of the requirement. It did not meet the requirements of the amfori BSCI system manual.	被审核方部分遵守该原则。通过现场观察及管理层访谈发现工厂没有与附近的医院签署紧急医疗协议以应对突发的疾病或伤害。管理层称不了解该要求。以上不符合amfori BSCI管理手册中的要求。