

Monitoring result for Guangzhou Sanxing Technology Co., Ltd. on site Guangzhou Sanxing Technology Co., Ltd.

Monitoring

Monitored Party	: Guangzhou Sanxing Technology Co., Ltd.	amfori ID	: 156-028294-000
Site	: Guangzhou Sanxing Technology Co., Ltd.	Site amfori ID	: 156-028294-001
Address	: No.6 , Yulingshan Second Road , Xintang Town	Monitoring Activity	: amfori Social Audit - Manufacturing
	: Guangzhou	Monitoring Type	: Full Monitoring
	: Guangdong Sheng	Submission Date	: 03/12/2021
	: China	Expiration Date	: 03/12/2022

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Overall rating

A	B	C	D	E	None
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Section rating

PA1: Social Management System	D
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	C
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	C

General description

Guangzhou Sanxing Technology Co., Ltd. (广州市三行科技有限公司) located on No.6, Yulingshan Second Road, Xintang Town, Guangzhou City, Guangdong Province, China (中国广东省广州市增城区新塘镇渔岭山二路6号1栋). The factory established on December 10, 2020 and business license number was 91440101MA9W1U122E.

The factory rented one 3-storey comprehensive building (the office located on the 2nd floor), one 4-storey production building, one 2-storey Engineering building and one 5-storey dormitory building (the canteen located on the 1st floor).

The factory specialized in the manufacture of mouse pad. The main production activities included cutting, heat transferring, printing, pouring, thermos printing, pressing, trimming and packing. And per factory management, peak season was not obvious.

There were a total of 98 employees in the factory. The youngest employee working in the factory was 20 years old.

The factory used finger or face scan system to record working hours. All employees except for the security guard ran one shift from 08:00 to 17:30 with lunch break from 12:00 to 13:30. And the canteen staff was from 09:00 to 19:00 with a rest from 13:00 to 15:00. The security guard conducted 3 shifts from 08:00 to 16:00 (day shift), from 16:00 to 24:00 (mid shift) and from 24:00 to 08:00 (night shift). All employees were paid by hourly rate in cash on or before the end of the following month.

According to payroll records of 30 sampled workers records (10 samples from February 2021, 10 samples from July 2021, 10 samples from the most recent paid month September 2021), it was noted that the minimum wage paid to employees was CNY 13.22 per hour, which was more than the local minimum wage of CNY 12.07 per hour since July 1, 2018. 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 were noted on the statutory holidays.

According to attendance time records for all 35 sampled employees records (10 samples from February 2021, 10 samples from July 2021, 10 samples from the most recent paid month September 2021 and 5 samples from the yet-to-pay month October 2021 (this month is the most recent month with full attendance record but the wages was not due to release)), it was noted that the maximum overtime hours were 2 hours a day 84 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 facility management, it was noted that 44 out of 98 employees (44.90%) were provided with pension, maternity, accident, unemployment and medical insurance in October 2021. And the factory provided a commercial accident insurance to 50 employees with a valid period from May 28, 2021 to May 27, 2022.

Further, 10 employees were selected for private interviews from different workshops. No negative comment was issued during employee interviews. Interviewed employees were satisfied with the working environment, compensation, working hour and management team in the factory.

A closing meeting was held with the factory representatives and all of the findings were discussed. Ms. Guo Min / Manager, Mr. Huang Huaili / Worker Representative attended the open meeting and the closing meeting. And Ms. Guo Min / Manager, Mr. Huang Huaili / Worker Representative signed the onsite CAP and agreed to take corrective actions.

Remark:

1. There was no agencies/collective bargaining/government waiver used by the factory, which made contractor licenses/agency contracts/ collective bargaining agreements/ government waiver not applicable.

2. Audit Company: Bureau Veritas Consumer Products Service

Audit Company APSCA Number: 11600002

Lead Auditor Name: Wing Pang

APSCA Auditor Registered Number: CSCA 21701573

Member Auditor Name: Jo Chen

APSCA Auditor Registered Number: ACSA 21701268

Site Details

Site

: Guangzhou Sanxing Technology Co., Ltd.

Site amfori ID

: 156-028294-001

GICS Classification

Sector

: Consumer Discretionary

Industry

: Leisure Products

Industry Group

: Consumer Durables & Apparel

Sub Industry

: Leisure Products

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	98 Workers
Legal minimum wage in local currency	2100 Monthly
Lowest wage paid for regular work at the site	2300 Monthly
Calculated living wage in local currency	2703 Monthly
Total sample	10 Workers

Other Metrics

Male workers	42 Workers
Female workers	56 Workers
Permanent workers - Male	42 Workers
Permanent workers - Female	56 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	4 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	4 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	33 Workers
Domestic migrant workers - Female	45 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	42 Workers
Workers hired directly - Female	56 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	6 Workers

Findings

PA1: Social Management System

It was noted that the factory had set up management system to compliance with the BSCI Code of Conduct. However, some policies were improperly implemented and the factory did not monitor the management system accurately. Please refer to BSCI PA1.1

审核发现工厂已经建立了社会责任管理体系以符合BSCI行为准则，但部分制度没有执行到位，并且对其社会责任体系执行情况监管不到位。请参看BSCI PA1.1

It was noted that the factory workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts due to the overtime hours exceeding the local law requirement. Please refer to checkpoint #6.2 for details. Please refer to BSCI PA1.4

审核发现工厂的劳动力没有被正确安排以满足客人订单的期望，因为员工的月加班时间超出了法律的规定，具体参考检查点6.2。请参看 BSCI PA 1.4

PA 2: Workers Involvement and Protection

It was noted that the factory provided the commitment that they will implement the social responsibility according to the local law and BSCI Code of Conduct and the factory had a long-term goals, however, the factory did not follow the trail of the long-term goals. Please refer to BSCI PA2.2

审核发现工厂虽然有承诺执行社会责任且有建立长期目标，但是工厂没有对其进行追踪。请参看BSCI PA2.2

It was noted that the factory established written grievance mechanism for individuals in the factory. However, no grievance mechanism for communities was established in the factory, including outside stakeholders. Please refer to BSCI PA 2.5

审核发现工厂建立了与工厂内员工的申诉机制，但未建立与社会的申诉机制，如外部的利益相关方。请参看BSCI PA2.5

PA 5: Fair Remuneration

It was noted that the factory did not collect the information and calculate the basic needs wages to identify possible gaps existing between the actual remuneration and the basic needs wages. Please refer to BSCI PA 5.4

审核发现工厂没有进行基本需求工资信息收集和计算以识别其实际支付的工资和基本需求工资之间的差距。请参看 BSCI PA 5.4

According to the social insurance payment receipt provided by facility management, it was noted that 44 out of 98 employees (44.90%) were provided with pension, maternity, accident, unemployment and medical insurance in October 2021. And the factory provided a commercial accident insurance to 50 employees with a valid period from May 28, 2021 to May 27, 2022. Please refer to BSCI PA 5.5 and Article 73 of the Labor Law of the People's Republic of China.

根据企业提供的2021年10月社会保险缴费单据显示企业仅为44/98名员工(44.90%)提供养老、生育、失业、工伤和医疗保险。并且工厂为50名员工提供了一份有效期从2021年5月28日至2022年5月27日的商业保险。请参看BSCI PA 5.5 及《中华人民共和国劳动法》第73条

PA 6: Decent Working Hours

It was noted that 24 out of 35 sample population employees worked in excess of the statutory overtime hour limits. A review of 35 sample population employees' time records (10 samples from February 2021, 10 samples from July 2021, 10 samples from the most recent paid month September 202 and 5 samples from the yet-to-pay month October 2021 (this month is the most recent month with full attendance record but the wages was not due to release)) yielded the following: 5 out of 5 sample population employees' monthly overtime in October 2021 reached 68 hours, which exceeded the legal limit of 36 hours per month; 9 out of 10 sample population employees' monthly overtime in September 2021 reached 74 hours, which exceeded the legal limit of 36 hours per month; 10 out of 10 sample population employees' monthly overtime in July 2021 reached 40-84 hours, which exceeded the legal limit of 36 hours per month. Please refer to Article 41 of the Labor Law of the PRC and BSCI PA6.2

根据厂方提供的工时记录，审核发现员工加班时间超出了法定标准。审核员从厂方提供的考勤记录中抽取35个样本(从最近工资支付月份2021年9月，从2021年7月，从2021年2月各抽取10个样本，从最近考勤完整月份2021年10月抽取5个样本)，发现共有24名员工加班时间超出了法定标准，具体为：5/5名抽样员工在2021年10月的加班时间为68小时，超过每月加班时间不能超过36小时的法律规定；9/10名抽样员工在2021年9月的加班时间为74小时，超过每月加班时间不能超过36小时的法律规定；10/10名抽样员工在2021年7月的加班时间为40-84小时，超过每月加班时间不能超过36小时的法律规定。请参看《中华人民共和国劳动法》第41条和BSCI PA6.2

PA 7: Occupational Health and Safety

1. It was noted that the factory didn't provide the occupational health checks to employees who were in contact with noise or chemical materials. Please refer to BSCI PA 7.1 and Article 35 Law of the People's Republic of China on the Prevention and

PA 7: Occupational Health and Safety

Treatment of Occupational Diseases 2. It was noted that total 2 elevators were being used in the factory, but corresponding Special Equipment Safety Management Certificate was not provided for review. Please refer to BSCI PA 7.1 and Article 38 of Safety Monitoring Regulation of Special Equipment

1. 审核发现工厂没有为接触噪音、化学品的员工提供职业病体检。请参看BSCI PA7.1和《中华人民共和国职业病防治法》第35条
2. 审核发现工厂当前使用2台电梯，但工厂未能提供特种设备安全管理人员证书供审阅。请参看BSCI PA 7.1和《特种设备安全监察条例》第38条

According to the social insurance payment receipt provided by facility management, it was noted that 44 out of 98 employees (44.90%) were provided with accident insurance in October 2021. And the factory provided a commercial accident insurance to 50 employees with a valid period from May 28, 2021 to May 27, 2022. Please refer to BSCI PA 7.2 and Article 73 of the Labor Law of the People's Republic of China.

- 根据企业提供的2021年10月社会保险缴费单据显示企业仅为44/98名员工(44.90%)提供工伤保险。并且工厂为50名员工提供了一份有效期从2021年5月28日至2022年5月27日的商业保险。请参看BSCI PA 7.2 及《中华人民共和国劳动法》第73条

It was noted that 1 out of 2 employees in contact with noise didn't wear earplugs. Please refer to with Article 42 of Law of the People's Republic of China on Production Safety and BSCI PA 7.6

- 审核发现工厂1/2位接触噪音的员工没有佩戴耳塞。请参看《中华人民共和国安全生产法》第42条以及BSCI PA7.6

1. It was noted that 2 out of 20 chemical materials (e.g. glue) randomly checked in the factory were not posted with safety label, only posted with content label. Please refer to Article 14 of the Regulation For Chemical Usage Safety in Work Place and BSCI PA 7.7 2. It was noted that 3 out of 20 chemical materials (e.g. glue) randomly checked in the factory were not placed in secondary containers. Please refer to Article 20 of Regulation for Safety of Hazardous Chemical, an entity producing or storing hazardous chemicals shall and BSCI PA 7.7 3. It was noted that no material safety data sheet for products (MSDS) was available for the chemicals (e.g. glue) in the factory.

1. 审核发现随机抽样的工厂的2/20瓶化学品（如：胶水）没有张贴安全标签，只有内容标签。请参看《工作场所安全使用化学品规定》第14条以及BSCI PA7.7
2. 审核发现随机抽样的工厂的3/20瓶化学品（如：胶水）没有放置在二次容器中。请参看《危险化学品安全管理条例》第20条和BSCI PA7.7
3. 审核发现工厂车间使用的化学品（如：胶水）没有化学品安全技术说明书(MSDS)。请参看《工作场所安全使用化学品规定》第27条和BSCI PA 7.7

It was noted that chemical materials were used and noise was produced during the manufacturing, which might cause occupational diseases to employee in those workshops. However, the factory did not conduct testing of factors of occupational hazards. Please refer to BSCI Code of Conduct7.10 and Article 20 of Provisions on the Supervision and Administration of Occupational Health at Work Sites.

- 审核发现工厂在生产过程中有使用化学品也有噪音产生，但没有记录表明企业有检测职业病危害因素。请参看BSCI PA 7.10 及《工作场所职业卫生监督管理规定》第20条

1. 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 buildings. These buildings were completed in 2009. Please refer to BSCI PA t7.11 and Article 61 of Construction Law of the People's Republic of China 2. It was noted that the factory management failed to provide the safety inspection reports and the special equipment registrations for all 2 cargo lifts being used for review. Please refer to BSCI Code of Conduct7.11 and Article 28 of Safety Monitoring Regulation of Special Equipment

1. 审核发现工厂未能提供建筑物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），这些建筑物是在2009竣工的。请参看BSCI PA 7.11 及《中华人民共和国建筑法》第61条
2. 审核发现 工厂未能提供正在使用的2台载货电梯的安全检验报告和注册登记证。请参看BSCI PA 7.11 及《特种设备安全监察条例》第28条

It was noted that 2 out of 3 sewing machines in the factory were not equipped with needle guards. Please refer to Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene and BSCI PA7 .17

- 审核发现工厂2/3台针车没有安装针挡。请参看《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条以及BSCI PA7.17

It was noted that no toilet paper and hand washing for washing hands liquid was supplied in the toilet of the production areas. Please refer to BSCI PA 7.22

- 审核发现工厂没有在生产区域的厕所提供洗手区提供纸巾和洗手用的洗手液。请参看BSCI PA7.22

Remark: no transportation was provided.

- 备注：不提供交通

It was noted that the factory didn't assess the temperature and humidity and illumination in the workshop in such a way that was adequate for workers' specific activities. Please refer to BSCI PA 7.25

- 审核发现工厂没有评估员工工作场所的温湿度光照等是否合适。请参看 BSCI PA7.25

PA 12: Protection of the Environment

It was noted that the factory did not work out the report form of environmental impacts of the construction of the factory for review. Please refer to BSCI PA 12.1 and Article 16 of Law of the People's Republic of China on Appraising of Environment Impacts

- 审核发现工厂没有提供环评文件以供查阅。请参看BSCI PA12.1 和《中华人民共和国环境影响评价法》第16条

1. It was noted that factory management was unable to provide the approval document of environment impact assessment for review. Please refer to BSCI PA 12.3 and Article 24 of Law of the People's Republic of China on Appraising of Environment Impacts 2. It was noted that factory management was unable to provide the approval document for on-site inspection and

PA 12: Protection of the Environment

acceptance of completed environmental protection facilities for review. Please refer to BSCI PA 12.3 & Article 17 of the Regulations on Environmental Protection Check and Acceptance for Completed Construction Project

1. 审核发现工厂不能提供建设项目环境影响评价批复文件供审核。请参看BSCI PA12.3 和《中华人民共和国环境影响评价法》第24条
2. 审核发现工厂未能提供建设项目竣工环境保护验收文件以供查阅。请参看BSCI PA 12.3的要求及《建设项目竣工环境保护验收管理办法》第17条

PA 13: Ethical Business Behaviour

It was noted that the factory conducted ethics and integrity risk assessment, and the assessment included the control countermeasure, but all control countermeasure was the same, the control countermeasure was not measure in accordance with different ethics and integrity item. Please refer to BSCI PA 13.1

审核发现工厂有建立道德和诚信的风险评估，并且风险评估有包括控制对策，但所有的控制对策都是一样的，没有根据不同的道德诚信项目设定不同的控制对策。请参看BSCI 13.1