

Monitored Party Zhejiang Aoli Leisure Products Co., Ltd.	amfori ID 156-042906-000	Address No.1, Tianyuan Road, Chengtan Street, Xinchang County, 312530 Shaoxing, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 15/12/2023	Closing Meeting Finished Date 15/12/2023	Submission Date 24/12/2023
Expiration Date 26/12/2024	Announcement Type Fully Announced	
Site Zhejiang Aoli Leisure Products Co., Ltd.	Site amfori ID 156-042906-001	

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

GENERAL DESCRIPTION

1 Name of lead auditor:

Sunny Huang; APSCA membership number: CSCA 21701842

2 Monitoring partner name:

TUV Rheinland.

3 Audit schedule details:

The audit is planned for 1 auditor x 1 day

4 Announcement Type:

This was a fully announced follow up audit. This follow up audit covered PA1, PA2, PA5, PA6, PA7, PA12, PA13. Remark: PA12 was covered in this follow up audit due to auditee put the plastic spraying workshop into production since June 2023. For the other PAs not covered in this follow up audit, the ratings and evidences were kept same with previous audit.

5 Business partner information: The auditee was located at No.1, Tianyuan Road, Chengtan Street, Xinchang County, Shaoxing City, Zhejiang, China (浙江省绍兴市新昌县澄潭街道田元路1号), it was found on June 28 2022. The main products were Iron/aluminum rattan outdoor products, Iron/aluminum exposed outdoor products. The main production processes were listed as follows:metal working (cutting, drilling, punching, bending etc.), welding, polishing, plastic spraying, rattan and auto-rattan, cloth cutting, sewing, cotton filling, assembly and packing.

Remark: The cloth cutting, sewing and cotton filling workshop and the plastic spraying workshop were put into production since June 2023.

6 Audited location information:

Within the auditee boundary, the auditee rented four production buildings (No.3~ No.6 buildings) with 30800 square meters from one Chinese Medicine Co., Ltd.

The layout of auditee used buildings were as below:

No.3 3-storey production building: 1F was used as welding and polishing workshops; 2F was used as office and finished goods warehouse; 3F was used as cloth cutting, sewing and cotton filling workshop (started operation since June 2023).

No.4 3-storey production building: 1F was used as metal working workshop; 2F was used as finished goods warehouse; 3F was used as assembly and packing workshop.

No.5 2-storey production building: 1F was used as plastic spraying workshop (started operation since June 2023); 2F was used as warehouse.

No.6 3-storey production building: 1F was used as auto-rattan workshop; 2F was used as rattan assembly workshop; 3F was used as rattan workshop.

Remark: There were another 4 buildings in the same boundary used by the landlord for medicine production, no canteen or dormitory was provided was provided by the auditee. There was no shared areas or shared worker identified between the auditee and the landlord and the auditee had independent business license and production area, this audit only covered the auditee used areas.

7 Operating shifts and hours:

The normal working hour was five days per week, eight hours per day. All workers had one day off per seven days.

Workers have enough time to eat and rest, it was complied with regulatory requirements and the amfori BSCI Code. The workers worked for 1 shift and the working time was 7:30 to 17:00 with one hour's rest time (11:30 to 13:00), and OT work at night were 18:00-20:00 if needed. 10 sampled workers' maximum daily/weekly/monthly overtime hours were 2/16/74 hours.

8 Time recording system:

Face scanning and finger printing attendance machine was used to record the time in/out.

9 Salary payment details:

Wage was calculated at hourly rate. Wage was paid by cash at the end of next month.

10 Worker number information:

There was total 93 employees including 81 production workers (56 male and 25 female production workers); 78 domestic migrants (within 54 male and 24 female).

All workers were directly hired by the auditee, no home worker, dispatched worker or service provider was detected or used.

11 Good practices:

Not observed during this audit.

12 Worker organization details:

There was no trade union, two worker representatives were elected by workers in October 2023.

13 Circumstances:

There was no special circumstance during the audit.

During the audit, the factory management and sampled workers were cooperative. The management demonstrated a willingness to gradually improve all issued findings during the audit. The workers expressed their positive attitude to the management.

14 Summary of findings:

PA1 insufficient management system and did not consider the monthly overtime limit during production arrangement;

PA6 monthly overtime working hours exceeded legal limit of 36 hours,

PA7 no occupational hazard testing or occupational health exam; some workers not wore PPEs; insufficient machine protective covers and no anti-tilting device was equipped for gas cylinders;

PA12 environmental protection acceptance report of its construction project and no waste discharge register;

15 Living wage calculation:

#Living Wage:

1. No anker wage available for the producers location, so we used the data provided by auditing company.
2. The calculation methodology refers to anker living wage structure.
3. The data comes from the local bureau of statistics for the current year.

16 Attachment:

a) No contractor was used by the auditee, which makes the contractor license/permit not applicable;

b) No agency was used by the auditee, which makes the agency labour contract not applicable;

c) No government waiver such as Comprehensive Working Hours System waiver or social insurance waiver was obtained by the auditee, which makes the government waiver not applicable;

d) No collective bargain agreements existed in the auditee, which makes the collective bargain agreements not applicable;

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.

17 Remark: the production volume provided by auditee was 300000 sets per year, as there was no unit "set", auditor selected "piece" in the report.

SITE DETAILS

Site
Zhejiang Aoli Leisure Products Co., Ltd.

Site amfori ID
156-042906-001

GICS Classification

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

amfori Process Classifications

Assembly (general)

Packaging /Packing and shipping

Raw materials reception / handling / storage (the site does not use hazardous chemicals)

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	93	Workers
Legal minimum wage in local currency	2,070	Monthly
Lowest wage paid for regular work at the site	2,601.3	Monthly
Calculated living wage in local currency	2,426.54	Monthly
Total sample	10	Workers

Other Metrics

Male workers	62	Workers
Female workers	31	Workers
Permanent workers - Male	62	Workers
Permanent workers - Female	31	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	1	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	54	Workers
Domestic migrant workers - Female	24	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	62	Workers
Workers hired directly - Female	31	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	6	Workers
Sample - Female	4	Workers

FINDINGS



PA1: Social Management System

Site: Zhejiang Aoli Leisure Products Co., Ltd. | Site amfori ID: 156-042906-001

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	
<p>The auditee partially respected this principle. Because based on documents review, workers/ management interview and onsite observation, the auditee had not taken practical measures to ensure that all the requirements of amfori BSCI code of conduct were implemented in the daily operation. For example, the most findings issued in previous audit report were not improved and insufficient documents in environment protection section. The management explained that they had established amfori BSCI management system, but there were no effective monitoring measures due to workforce and cost constraints in daily management currently. This violated the requirements of the amfori BSCI system manual.</p>	<p>被审核方部分遵守该原则，因为根据管理层和员工访谈、文件审查和现场观察,工厂没有采取切实可行的措施确保amfori BSCI行为守则的所有要求落实到工厂的日常运作中。例如上次审核大部分发现点没有改善,环境保护部分文件不完整等。管理人员解释工厂已经建立了amfori BSCI管理制度,但在日常管理目前受人员和成本限制,还没有有效的监控措施。这违反了amfori BSCI系统手册中的要求。</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>The auditee partially respected this principle. Because based on documents review, workers/ management interview and onsite observation, the factory failed to timely and effectively evaluate its production capacity, personnel and equipment according to the customer's delivery date when accepting orders to avoid excessive overtime. According to management interview, they clearly understood the factory's production efficiency and delivery date, due to workforce limit, they failed to fully consider the compliance of employees' monthly overtime during capacity planning. This violated the requirements of the amfori BSCI system manual.</p>	<p>被审核方部分遵守该原则，因为根据管理层和员工访谈、文件审查和现场观察,工厂接受订单时未能根据客户的交货期,及时有效的评估自己的生产能力,人员和设备情况,以避免出现加班超时的情况。根据管理人员访谈,他们清楚了解工厂生产效率和交货期,但目前受人员限制,工厂在产能规划期间未能全面考虑员工月加班工作时间的合规性。这违反了amfori BSCI系统手册中的要求。</p>



PA 6: Decent Working Hours

Site: Zhejiang Aoli Leisure Products Co., Ltd. | Site amfori ID: 156-042906-001

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 respect this principle, because based on documents review, workers/management interview, the factory did not have an effective system to control monthly overtime. Management stated that the factory had a working hour system and employees used face and fingerprinting recognition attendance machines to record attendance time, but there was no overtime control plan, and employees' overtime hours depended on production tasks, but employees were guaranteed one day off per week and working hours within 60 hours per week, and the attendance system had no way to warn when their overtime hours are about to exceed or had exceeded the requirements. Through employee interviews, they indicated that the management notified employees when overtime was scheduled and they were not aware of the overtime limit, but they were willing to earn more money by working overtime. Based on the attendance records from Nov. 1, 2022 to the audit day, it was found that the maximum daily overtime was 2 hours. The monthly overtime hours of the three sampled months were as follows.
Mar. 2023: all sampled employees had monthly overtime in excess of 36 hours, with a maximum of 70 hours.
Jul. 2023: all sampled employees had overtime in excess of 36 hours per month, up to a maximum of 74 hours.
Oct. 2023: all sampled employees had overtime in excess of 36 hours and reaches a maximum of 64 hours. Reference laws and regulations: Article 41 of the Labor Law of the People's Republic of China.
Note: The maximum monthly overtime from Dec. 1, 2023 to Dec. 14, 2023 was 34 hours.

被审核方未遵守该原则，因为根据管理层和员工访谈以及文件查看，工厂没有有效的系统去控制月加班。管理层表示工厂有制定工时制度，员工采用人脸和指纹识别考勤机记录出勤时间，但没有建立加班管控计划，员工的加班时取决于生产任务，但是员工每周休息一天以及周工作时间在60小时内是有保证的，考勤系统没办法预警当其加班时间快超过或已经超过要求时。通过员工访谈，他们表示工厂管理层有加班安排时会通知员工，他们不了解加班时间的上限，但他们愿意通过加班赚更多的钱。根据2022年11月1日至审核当天的考勤记录发现，最大的日加班为2小时。抽取的3个月的月加班情况如下：
2023年3月：所有抽样员工的月加班超36小时，最大达到70小时；
2023年7月：所有抽样员工的月加班超36小时，最大达到74小时；
2023年10月：所有抽样员工的月加班超36小时，最大达到64小时。参考法律法规：中华人民共和国劳动法第41条。
备注：2023年12月1日至2023年12月14日的最大月加班时间是34小时。

PA 7: Occupational Health and Safety

Site: Zhejiang Aoli Leisure Products Co., Ltd. | Site amfori ID: 156-042906-001

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

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected this principle. Because based on documents review, workers/ management interview and onsite observation, the onsite findings of previous audit were not fully improved; the factory had established an occupational health and safety management system. The management was aware of the occupational hazards in the factory, but the factory had not conducted workshop occupational hazard testing. The potential occupational hazard factors in the factory included noise from metal working workshop, and dust from welding, polishing processes and etc. In addition, the factory did not provide pre-job, on-job, and off-job occupational health checks to related workers. The management statement they had not arranged test due to cost control considerations. The employee stated that the work environment was acceptable. Refer to laws and regulations: Article 20 of the Regulations on the Management of Occupational Health in the Workplace; Article 35 of the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases.

工厂部分遵循该原则。根据文件审阅，现场查看，管理层和员工访谈，上次审核现场发现点都没有完全改善如PPE相关，设备防护相关；工厂建立了职业病控制程序，管理层了解厂内的职业危害因素，但工厂未进行车间职业危害因素检测，工厂潜在的职业病危害因素包括来自金工车间的噪音，焊接和抛光工序的粉尘等。另外，工厂未给相关员工提供岗前、在岗和高岗体检（如：抛光，焊接员工）。参考法律法规：《工作场所职业卫生管理规定》第20条；《中华人民共和国职业病防治法》第35条。管理层表示没有做是出于成本控制考虑。员工表示工作环境是可以接受的。

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

The auditee partially respected this principle. Because based on documents review, workers/ management interview and onsite observation, 60% of the metal working workers exposing to loud noise did not wear earplugs, 2 drilling operators did not wear protective goggles during operation. Reference law: Work Safety Law of the People's Republic of China (2021) Article 45. The management stated free PPEs were provided to workers, but some worker would forget to wear them. Interviewed workers stated that PPE related training was provided but did not like to wear.

工厂部分遵循该原则。根据文件审阅，现场查看，管理层和员工访谈，60%金工车间接触噪音的员工没有佩戴防护耳塞，2名冲孔员工没有佩戴护目镜。参考法律：《中华人民共和国安全生产法》（2021）第45条。管理层表示为员工免费提供了PPE，但有些员工会忘记佩戴。访谈员工表示有PPE培训但不愿意佩戴。

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 respected this principle. Because based on documents review, management and workers interview and onsite observation, no protective covers were installed for the foot switches of all punching machines and no protective buckle was installed for one hook in the metal working workshop; no anti-tilting device was equipped for 80% of the gas cylinders used in the welding workshop; no finger protective needle guards were installed for the sewing machines in the sewing workshop. Reference to laws and regulations: Article 6.1.6 of the General Principles for Safety and Health Design of Production Equipment (GB5083-1999). Management stated that they would install related protective facilities later.

工厂部分遵循该原则。根据现场查看，管理层和员工访谈，金工车间的所有冲床脚踏开关无防护盖且一个挂钩保护扣缺失；焊接车间使用的约80%气瓶都没有设置防倾倒装置；缝制车间的针车设备没有设置护指环。参考法律法规：生产设备安全卫生设计总则(GB5083-1999)第6.1.6条。管理层表示后续会考虑配备相关防护措施。

PA 12: Protection of the Environment

Site: Zhejiang Aoli Leisure Products Co., Ltd. | Site amfori ID: 156-042906-001

Question: 12.1 Is there satisfactory evidence that the auditee continuously identifies the significant impacts and environmental implications associated to its activity?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected this principle. Because based on documents review, management interview, the auditee partially respected this principle. Because based on documents review, workers/management interview, the factory did not provide the environmental protection acceptance report of its construction project for review. Reference laws and regulations: Article 22 of environmental Impact Assessment Law of the People's Republic of China.

被审核方部分遵守该原则，因为根据管理层访谈、文件查看，工厂没有提供建设项目竣工环境保护验收报告供查看。被审核方部分遵守该原则，因为根据管理层和员工访谈和文件审查，参考法律法规：《中华人民共和国环境影响评价法》第22条。

Question: 12.3 Is there satisfactory evidence of the auditee's required environmental permits and licences?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected this principle. Because based on documents review, management interview, the factory had not

被审核方部分遵守该原则，因为根据管理层访谈、文件查看，工厂未完成固定污染源排放登记。依据被审核方的生产规模和工序，被审核方应该实施排放

Finding

completed the stationary source discharge registration. According to the production scale and process of the auditee, they should implement emission registration management, but they had not registered the emission of fixed sources in accordance with the related requirement. Reference laws and regulations: fixed pollution source sewage registration work guide (try out), article 1.

物登记管理，但是被审核方目前还未按照相关要求
进行固定污染源排放登记。参考法律法规：《固定
污染源排污登记工作指南》（试行）第1条。