

Monitored Party Zhejiang Bright Care Products Technology Co.,Ltd	amfori ID 156-041957-000	Address No.38,Linxi Road, 324000 Quzhou City, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 07/11/2023	Closing Meeting Finished Date 14/11/2023	Submission Date 14/11/2023
Expiration Date 14/11/2024	Announcement Type Semi Announced	
Site Zhejiang Bright Care Products Technology Co.,Ltd	Site amfori ID 156-041957-002	

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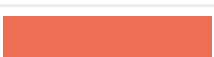
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OVERALL RATING



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, Violence or Harassment	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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

[Audit Information]

Name of lead auditor: Gastin Li; APSCA membership number (CSCA 21701949)

Name of team auditor: Nil

Name of observers, translators, trainees, advisors/consultants: Nil

Monitoring partner name: SGS (Monitoring firm APSCA #: 11600006)

Audit schedule details: The audit was planned for 1 auditor x 1.5 days. The full audit (semi announced) was conducted on Nov. 7-8, 2023.

[Business partner information]

Zhejiang Bright Care Products Technology Co.,Ltd (Business licence registration number: 91330800MA2DJY9Q9A) was located at No.38, Linxi Road, 324000 Quzhou City, Zhejiang, China. The factory was founded on 30/09/2020, it was limited company and its business license valid until long term.

The main auditee specialized in Wet wipes, Cotton pads, Disinfectant .

The main production activities in audited factory: Solution mixing - Filling - Packing.

Production capacity is about 800000000 pieces per year.

[Audited location information]

There're total 4 buildings in factory, including two 4-storey buildings, one 3-storey building and one 1-storey building. All above 4 buildings were used by audited factory.

There's another old plant used by the factory before, its name is Zhejiang Bright Commodity Co., Ltd. (Site amfori ID: 156-041957-001) and located at 3rd Floor, Building 1, No.29, Kaixuan West Road, Kecheng District, Quzhou City, Zhejiang Province, China, the factory explained they have moved from old plant to current address since Jul. 2023, confirmed by auditor onsite check, the factory had moved all machines and workers to current factory address, and there's no production in the old plant any more.

The one 4-storey building was about 15943 square meters and used as solution mixing workshop, filling workshop, packing workshop and warehouse.

The another 4-storey building was about 2233 square meters and used as office.

The one 3-storey building was about 1405 square meters and used as canteen and dormitory.

The one 1-storey building was about 96 square meters and used as chemicals and hazardous waste warehouse.

[Operating shifts and hours]

The main auditee established working hours policy and used face scanning attendance recorder to record the workers' working time. Based on attendance records from 01/10/2022 to audit day (08/11/2023), the security guards worked in 3 shifts (08:00-16:00; 16:00-00:00; 00:00-08:00) and other workers worked in 1 shift (8:00-11:30, 12:30-17:00), the workers' regular working time was 8 hours per day, 5 days per week. The factory arranged the workers overtime working for 2 hours on weekdays and 8 hours on Saturday and workers could choose overtime working or not. The factory ensured all workers rest on every Sunday and statutory holidays. It was noted the maximum overtime were 2 hours per day, 68 hours per month, and the maximum weekly working time were 54 hours. The main auditee paid enough overtime wage to workers according to legal requirement.

[Salary payment details]

The factory established the procedures about wage and benefits, workers' minimum wage, statutory holidays, annual leaves etc. were defined in the policy. The wages were paid by cash before the 15th of the following month, the pay date never delayed, all workers were aware of the wages structures. During the audit, the factory provided the payroll records from Oct. 2022 to Sep. 2023 for review, the workers were paid by hourly rate and the minimum wage for workers were RMB16.1/hour, that was met the local minimum wage standard. In addition, no fine was deducted from the wages and the workers were satisfied with their wages. The auditee provided social insurance for some workers.

[Worker number information]

Total worker number: 70 workers including 41 production workers and 29 non-production workers, including 27 males and 43 females.

Production worker number: 41 production workers including 19 males and 22 females.

Vulnerable worker number: Total 13 domestic migrant workers including 7 males and 6 females. No foreign migrant

workers in the factory. No child labors, young workers, disabilities workers, lactating workers, pregnant workers in factory. No interns, apprentices, contractor workers were found in factory.

[Good practices] Nil

[Worker organization details] There's no trade union in the factory, and 2 worker representatives were elected by workers.

[Circumstances] Nil

[The special circumstances can be classified as followed] No negative evidence was identified in auditee during the past year based on by check with creditchina website (<https://www.creditchina.gov.cn/home/index.html>), Tianyancha Website etc.

#Incidents: Nil

#Shortcomings: Nil

#Auditor safety: Nil

#Building safety: Nil

#National events: Nil

#Behaviour: Nil

#Coaching: Nil

#Covid-19: There is no special requirement about the COVID-19 in China

#Epidemic: Nil

[Summary of findings]

The non-compliances were found in below performance areas:

PA1: 1.1, amfori BSCI system was not perfect; 1.4, No planning and calculating for production capacity.

PA2: 2.2, No long-term goal was established.

PA5: 5.5, Insufficient social insurance.

PA6: 6.2, Overtime hours exceeded legal requirement.

PA7: 7.1, Goods were stored against the wall; 7.3, No occupational health examination; 7.7, Chemicals missed secondary containments and safety labels; 7.25, No occupational hazardous factor test was conduct.

PA12: 12.3, No EIA approval and environmental facility inspection acceptance approval was provided.

[Living wage calculation]

#LivingWage: The living wage data is provided by the auditing company because there is no data on GLWC website in the city where the factory is located.

The living costs estimated by auditing company involves developing a model diet for workers using the method developed in Anker Methodology. Second, the housing cost is estimated by evaluating the cost of various rental units, utility costs, other housing costs, and routine repairs/maintenance costs which are basic for a family. Third, auditing company estimates non-food-non-housing(NFNH) cost for a living wage. Fourth, auditing company estimates the number of full-time equivalent workers per family providing support in order to estimate a net living wage for workers based on information from government websites and published papers. Finally, payroll taxes and deductions are taken into consideration to estimate the gross living wage for workers.

Reference:

1) <http://www.stats.gov.cn/sj/ndsj/2021/indexch.htm>

[Personal Information protection law]

The Personal Information Protection Law of the People's Republic of China was promulgated on August 20, 2021, the producer ensured that relevant personal data and information provided to SGS auditor(s) has been obtained the individual's consent during the audit.

[Attachments]

No Consolidated Working Hours System Approval obtained by the auditee, so the documented valid authorisation to make exemptions on working hours was not applicable.

The audit was not SPA, so the self declaration of producer was not applicable.

No collective bargaining agreements was signed in the factory.

No EIA approval and environmental facility inspection acceptance approval was provided by the auditee.

SITE DETAILS

Site	Site amfori ID
Zhejiang Bright Care Products Technology Co.,Ltd	156-041957-002

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	70	Workers
Legal minimum wage in local currency	1,840	Monthly
Lowest wage paid for regular work at the site	2,801.4	Monthly
Calculated living wage in local currency	3,752.09	Monthly
Total sample	10	Workers

Other Metrics

Male workers	27	Workers
Female workers	43	Workers
Non-binary workers	0	Workers
Permanent workers - Male	27	Workers
Permanent workers - Female	43	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	5	Workers
Management - Female	6	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	1	Workers
Workers with night shift - Female	2	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	7	Workers
Domestic migrant workers - Female	6	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	27	Workers
Workers hired directly - Female	43	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	4	Workers
Sample - Female	6	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Zhejiang Bright Care Products Technology Co.,Ltd | Site amfori ID: 156-041957-002

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>1.1 The main auditee partially respected this principle. The factory had established social responsibility management system according to amfori BSCI requirement, and conducted the internal audit for management system on 12/06/2023, but based on documents review, onsite check, interview with workers and managements, some issues appeared in Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety and Protection of the Environment. The facility management declared that, they didn't understand the related requirement or caused by management negligence.</p> <p>It violated the requirement of question 1.1 in amfori BSCI system manual.</p>	<p>被审核方（生产商）部分遵循该准则。工厂有按照 amfori BSCI 要求建立社会责任管理体系，且在2023年6月12日进行了社会责任体系内审，但根据文件审核，现场审核，员工及管理层访谈确认，工厂在员工参与和保护，公平报酬，体面劳动时间，职业健康与安全 and 环境保护方面出现问题。工厂管理层解释其对相关要求不了解或存在管理疏忽。</p> <p>违反了 amfori BSCI 管理手册中问题1.1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>1.4 The main auditee partially respected this principle. Based on management interview and documents review, the factory established the policy for production capacity planning and calculating, but the factory did not conduct the planning and calculating for the production capacity, and the workers' maximum monthly overtime working hours reached to 68 hours (during Dec. 2022). The facility management declared that, they did not completely understand the requirement about production capacity planning and calculating.</p> <p>It violated the requirement of question 1.4 in amfori BSCI system manual.</p>	<p>被审核方（生产商）部分遵循该准则。原因：根据文件审核和管理层访谈，工厂建立了产能规划及计算的程序，但未执行产能规划与计算，同时工人的最大月加班时间达到68小时（在2022年12月）。工厂管理层解释其对产能规划计算的了解不全面。</p> <p>违反了 amfori BSCI 管理手册中问题1.4的要求。</p>



PA 2: Workers Involvement and Protection

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	
<p>2.2 The main auditee did not respect this principle. Based on documents review and interview with factory management, the factory did not establish the long-term goal for protecting workers as per amfori BSCI requirement from 01/10/2022 to 08/11/2023. The facility management declared that, they didn't understand the requirement about long-term goal.</p> <p>It violated the requirement of question 2.2 in amfori BSCI system manual.</p>	<p>被审核方（生产商）未遵循该准则。原因：根据文件审核和管理层访谈确认，工厂在2022年10月1日到2023年11月8日期间未依据amfori BSCI要求制定保护工人的长期目标。工厂管理人员解释其对长期目标的要求不了解。</p> <p>违反了amfori BSCI管理手册中问题2.2的要求。</p>

PA 5: Fair Remuneration

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>5.5 The main auditee partially respected this principle. Based on documents review and management interview, there were total 70 workers including 5 retired workers, the factory should provide social insurances for 65 workers. Based on social insurance payment records from Jul. 2023 to Sep. 2023, it was found that the factory only provided the retirement insurance, unemployment insurance, injury insurance, medical insurance and maternity insurance to 52 workers, meanwhile, the factory provided commercial accident insurance (valid from 19/11/2022 to 18/11/2023) to all 70 workers, the workers stated they had bought the new rural social pension insurance by themselves. The facility management declared that the reason for poor social insurance coverage rate was high turnover rate and some workers had bought the new rural social pension insurance.</p> <p>It violated the requirement of Labor Law of the People's Republic of China (2018 Amendment) Article 72 and Article 73</p>	<p>被审核方（生产商）部分遵循该准则。原因：根据文件审核和管理层访谈，工厂共70人包含5名退休工人，应该为65工人购买社会保险；根据工厂提供的2023年7月到9月的社保缴纳记录，工厂仅给52名工人购买养老保险，失业保险，工伤保险，医疗保险和生育保险，此外工厂给所有70名工人提供商业意外险（有效期从19/11/2022到18/11/2023），工人表示自己已购买新农保。工厂解释社保不足的原因是工人流动性大且部分工人已自行购买新农保。</p> <p>违反了中华人民共和国劳动法（2018修正）第七十二条和第七十三条</p>

PA 6: Decent Working Hours

Site: Zhejiang Bright Care Products Technology Co.,Ltd | Site amfori ID: 156-041957-002

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

6.2 The main auditee did not respect this principle. Based on reviewing of the provided attendance records from 01/10/2022 to audit day (08/11/2023) and payrolls from Oct. 2022 to Sep. 2023 by the factory, all workers worked in 1 shift, and the workers worked 5 days per week and 8 hours per day, all 10 sampled workers' monthly OT hours exceeded the legal requirements during all past months except Jan. 2023, and the maximum monthly overtime hours reached to 68 hours (including 28 overtime hours on weekdays and 40 overtime hours on rest days) during Dec. 2022. The facility management declared that the reason for overtime working was no proper production capacity planning. It violated the requirement of Labor Law of the People's Republic of China (2018 Amendment), Article 41

被审核方（生产商）未遵循该准则。原因：根据工厂提供从2022年10月1日到审核当天（2023年11月8日）的考勤和从2022年10月到2023年9月工资表查看，所有工人为一班制，正常上班每周5天和每天8小时，所有10名抽样工人在所有月份（除2023年1月）的月加班时间均超出法规要求，最大在2022年12月达到68小时（包括工作日加班28小时和休息日加班40小时）。工厂管理层解释加班的原因是由于未做合适的产能规划。违反了中华人民共和国劳动法（2018修正）第四十一条

PA 7: Occupational Health and Safety

Site: Zhejiang Bright Care Products Technology Co.,Ltd | Site amfori ID: 156-041957-002

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

ENGLISH

LOCAL LANGUAGE

Finding

7.1 The main auditee partially respected this principle. The factory had established the management system about occupational health and safety, included identification and awareness of related legal regulation, health and safety check and training etc., but based on onsite check, documents review and management interview, some issue still happened due to management negligence, for example, the raw materials, packing materials and finished products in the warehouse were stored against the wall. The facility management declared that it was caused by

被审核方（生产商）部分遵循该准则。原因是工厂已建立职业健康安全的管理体系，包括相关法规的识别与了解，健康安全检查和培训等，但是根据现场查看，文件审核及管理层访谈，仍然有问题发生，如工厂仓库的原材料，包材和成品靠墙堆放。工厂管理层解释其存在管理疏忽。违反了仓库防火安全管理规则（1990）第十八条

Finding	
management negligence. It violated the requirement of Regulations on Fire Prevention of Warehouse (1990) Article 18	

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH	LOCAL LANGUAGE
Finding	
7.3 The main auditee partially respected this principle. The factory conducted the risks assessment on occupational health and safety for all posts, pregnant women and other particularly vulnerable employees, but based on documents review and management interview, no occupational health examinations conducted for the workers engaged in hazardous work (such as filling workers etc.). The facility management declared that, they didn't understand the related requirement. It violated the requirement of Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35	被审核方（生产商）部分遵循该准则。原因：工厂对所有岗位，孕妇和其他弱势群体等进行岗位安全风险评估，但是根据文件审核及管理层访谈，工厂未给有害岗位工人（如灌装工人）进行职业病体检。工厂管理层解释其对相关要求不了解。违反了中华人民共和国职业病防治法（2018修正）第三十五条

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	
7.7 The main auditee did not respect this principle. The factory had established the program on chemicals management and appointed person in charge of the chemicals, the separated storage area was provided to store the chemicals and MSDS was posted for reference, but based on onsite observation and management interview, about 90% chemicals (such as alcohol) in chemical warehouse missed secondary containments, about 50% chemicals (such as alcohol) in chemical warehouse missed to post safety labels. The facility management declared that it was caused by management negligence. It violated the requirement of Regulations on the Safety Management of Hazardous Chemicals	被审核方（生产商）未遵循该准则。原因：工厂已经建立化学品管理程序并任命人员去管理化学品，专用区域被用于储存化学品且MSDS张贴现场，但根据现场查看和管理层访谈确认，化学品仓库内约90%的化学品（如酒精）未设置二次容器，化学品仓内约50%的化学品（如酒精）未张贴安全标签。工厂管理层解释其存在管理疏忽。违反了危险化学品安全管理条例（2013修订）第二十条和工作场所安全使用化学品规定（1996）第十二条

Finding	
(2013 Revision), Article 20 and Regulations on Safety Use of Chemicals in Workplaces (1996), Article 12	
<p>Question: 7.25 Is there satisfactory evidence the auditee verifies that temperature, humidity, space, sanitation, illumination are adequate for the health and safety of workers?</p>	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.25 The main auditee did not respect this principle. Based on documents review and management interview, the factory did not conduct the occupational hazardous factors monitoring for the hazardous workshops such as filling workshop etc. The facility management declared that, they did not understand the related requirement. It violated the requirement of Regulations of Occupational Health Management at Work Sites (2020), Article 20</p>	<p>被审核方（生产商）未遵循该准则。原因：根据文件审核和管理层访谈，工厂没有安排有害车间（如灌装车间）进行职业危害因素监测。工厂管理层解释其对相关要求不了解。违反了工作场所职业卫生管理规定（2020）第二十条</p>

PA 12: Protection of the Environment

Site: Zhejiang Bright Care Products Technology Co.,Ltd | Site amfori ID: 156-041957-002

Question: 12.3 Is there satisfactory evidence of the auditee's required environmental permits and licences?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>12.3 The main auditee partially respected this principle. The policy about environmental protection was established in factory and obtained the EIA report, but did not obtain EIA approval and did not finish the environmental facility inspection acceptance approval by itself. The facility management declared that, the environmental facility inspection acceptance approval was in progress and it would be finished during May 2024. It violated the requirement of Law of the People's Republic of China on Environmental Impact Assessment (2018Amendment), Article 22 and Environmental Protection Law of the People's Republic of China (2014 Revision), Article 41</p>	<p>被审核方（生产商）部分遵循该准则。原因：工厂建立了环境保护制度且获得环评报告，但未获得环评批复和未完成环保设施自主验收。工厂管理层解释其环评批复和环保设施自主验收正在办理中，预计在2024年5月完成。违反了中华人民共和国环境影响评价法（2018修正）第二十二条中华人民共和国环境保护法（2014修订）第四十一条</p>