

Monitoring result for Heshan Bake Rubber & Plastic Products Factory on site Site 1

Monitoring

Monitored Party	: Heshan Bake Rubber & Plastic Products Factory	amfori ID	: 156-012826-000
Site	: Site 1	Site amfori ID	: 156-012826-001
Address	: 鹤山市古劳镇三连开发区二区27号1座自编号A1	Monitoring Activity	: amfori Social Audit - Manufacturing
	: Heshan	Monitoring Type	: Full Monitoring
	: Guangdong Sheng	Submission Date	: 02/06/2021
	: China	Expiration Date	: 02/06/2022

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Overall rating



Section rating

PA1: Social Management System	D
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	C
PA 13: Ethical Business Behaviour	A

General description

Heshan Bake Rubber & Plastic Products Factory was established on 26 Aug. 2020 and located at A1 of Building 1, No.27.Second District, Sanlian Development Zone, Gulao Town, Heshan, Guangdong, China. The main products manufactured in the factory were Rubber Dog Toys. The main production activities included rubber processing, forming, inspection and packing. Total 38 employees in the factory during the audit. And all employees were directly recruited by the audited factory. The factory was cooperative during the whole audit. All areas of the factory were allowed to access, documents were provided timely, and workers interview was conducted smoothly. Jieqiang WEN/HR manager and Huimei YANG/workers representative attended the close meeting and signed the onsite CAP.

Remark:

There were three buildings at the No.27.Second District, Sanlian Development Zone, Gulao Town, Heshan. Building 1: one flat production building, Building 2: one 3-storey dormitory building, Building 3: one 3-storey office building. The audited factory rent part of the Building 1 used as workshop and warehouse, and two office rooms of the Building 3. The used area by the audited factory was about 600 square meters. The other area of this site was used by the other company, it produced shoe sole. Based on onsite observation and interview, the production area and management system were all independent between them and there was no any employee/management mixing between them. The audited factory also provided the independent business license and the contract of tenancy for review during the audit. This audit was only covered the areas under the business license of the audited factory.

Site Details

Site : **Site 1**

Site amfori ID : **156-012826-001**

GICS Classification

Sector : **Consumer Staples**

Industry : **Household Products**

Industry Group : **Household & Personal Products**

Sub Industry : **Household Products**

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	38 Workers
Legal minimum wage in local currency	1550 Monthly
Lowest wage paid for regular work at the site	1550 Monthly
Calculated living wage in local currency	2331 Monthly
Total sample	5 Workers

Other Metrics

Male workers	19 Workers
Female workers	19 Workers
Permanent workers - Male	19 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	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	12 Workers
Domestic migrant workers - Female	12 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	19 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

1.1 The main auditee partially respected this principle because some defects of the amfori BSCI management system effectiveness were found during the audit, such as, 1 the workers' overtime exceeded legal requirement. 2 social insurance was provided for about 34.2% employees.

工厂未完全遵守该原则，因为审核中发现了一些amfori BSCI管理有效性的问题，例如 1.员工月加班时间超出当地法规要求；2.约34.2%员工购买社保。

1.4 The main auditee partially respected this principle because the auditee evaluated cost and workforce capacity, but the workforce capacity evaluation did not focus on legal requirement for working time. The workers monthly OT exceeded legal requirement which was identified in PA6.2. The maximum monthly OT was 78 hours.

工厂未完全遵守该原则，因为工厂评估了生产成本和产能，但工厂的产能评估没有关注工作时间的法律符合性，在PA6.2有发现员工月加班超出法规要求。员工最大月加班时间78小时。

PA 2: Workers Involvement and Protection

2.2 The auditee partially respected this principle because the factory had defined long term goals for protecting workers, but the long-term goals were untraceable with no time frame, and no document/ evidence showed that workers/ workers representatives would participate into the goals setting.

生产商部分遵守原则，原因是工厂已定义保护员工的长期目标，但是该目标没有设定时间期限，且无资料/证据显示员工或员工代表会参与该目标的制定。

PA 5: Fair Remuneration

5.5 The main auditee did not respect this principle because the factory did not provide the social insurance for each employee. Based on document review and workers interview, 13 out of 38 (34.2%) employees were provided social insurance. All workers were provided commercial accident insurance, valid from 20 May 2021 to 19 May 2022.

工厂未遵守该原则，因为工厂没有为每一位员工提供社会保险。根据文件记录和员工访谈，38名员工中13名购买社保（34.2%）。所有员工提供商业意外保险，有效期为2021年5月20日至2022年5月19日。

PA 6: Decent Working Hours

6.2 The main auditee did not respect this principle because the monthly OT hours of workers exceeded legal requirement. All sampled workers' monthly OT hours exceeded 36 hours, the maximum was 78 hours (included 32 OT hours on rest days and 46 OT hours on weekdays) happened in Mar. 2021 and Dec. 2020. The maximum daily OT was 2 hours on weekdays, maximum weekly working hours were 58 hours.

工厂未遵守该原则，因为员工月加班超过法规要求。所有抽样员工的月加班超过法规要求的36小时，最大为78小时，包括平时工作日加班46小时和休息日加班32小时，发生在2021年3月和2020年12月。最大日加班时间为2小时，最大周工作时间为58小时。

PA 7: Occupational Health and Safety

7.1 The main auditee partially respected this principle. Because the factory had the management system on health and safety, included health and safety checking, training, etc. but some health and safety issues were still identified.

被审核方部分遵循该准则。因为工厂建立了健康安全管理体系，包含健康安全检查 and 培训等，但健康安全方面仍出现问题。

7.3 The main auditee did not respect this principle because (1) the factory had carried out regular risk assessment for safe, healthy and hygienic working conditions, but the risk on rubber processing and forming position was not identified; (2) No pre-job, on-job and off-job occupational health examination for workers on rubber processing and forming position.

被审核方未遵守该准则。因为(1) 工厂针对安全、健康和卫生工作条件进行定期风险评估，但未分析出炼胶、成型工位的风险；(2) 没有安排岗前、在岗和离岗职业健康体检给炼胶和成型岗位员工。

7.6 The main auditee partially respected this principle because the workers on rubber processing and forming position wore one-off mask based on observation onsite.

工厂部分遵守该原则，因为现场观察发现炼胶和成型岗位的员工均佩戴的是一次性口罩。

7.25 The main auditee partially respected this principle because the factory did not conduct occupational hazardous factor test for rubber processing and forming position.

被审核方部分遵守该原则。原因是工厂未对炼胶和成型岗位进行职业危害因素监测。

PA 12: Protection of the Environment

12.2 The main auditee partially respected this principle. Because the factory identified and collected the environment laws, but the environmental law list was not update timely.

被审核方部分遵守该原则。因其对环保法律法规进行了识别和收集，但环保法规清单未及时更新。

12.3 The main auditee does not respect this principle because the factory did not provide the environmental impact assessment form and environmental approval.

被审核方未遵守该原则。因为工厂未提供环境影响报告表及批复。