

Monitoring result for LAMUES LIGHTING CO., LTD on site Site 1

Monitoring

Monitored Party	: LAMUES LIGHTING CO., LTD
amfori ID	: 156-017473-000
Site	: Site 1
Site amfori ID	: 156-017473-001
Address	: #101, building 2, No. 8-1 Mingzhu 2 Road, Shebei, Huangjiang Town
	: Dongguan
	: Guangdong Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 08/07/2022
Expiration Date	: 08/07/2023

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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	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	A
PA 13: Ethical Business Behaviour	A

General description

LAMUES LIGHTING CO., LTD (91441900584700034D) was established on Oct 25, 2011 and located at #101, building 2, No. 8-1 Mingzhu 2 Road, Shebei, Huangjiang Town, Dongguan, Guangdong, China. The main products manufactured in the factory were String light, Strip light with the main production activities were Extrusion, Terminal making, Holder Pressing, Injection, Assembly and packing.

Total 48 employees worked in the factory including 29 male employees and 19 female employees, all employees were recruited by the audited factory directly.

The factory used IC Card attendance system to record working hours for employees. Employee sometimes had 0-10 hours OT on Saturdays. The maximum daily OT/weekly working hours/monthly OT working hours were respectively 2 hour/60 hours/96 hours. The factory had set up wages and benefit paying system, which included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave, etc. Based on the wages from Jun 2021 to May 2022, the minimum wage was at least RMB 1900 per month which was met the legal requirement. The factory paid salary to the employees before the end of the following month by cash.

The management allowed auditor to visit and take photos for all areas of the factory, review production records, all attendance records and payroll records. Workers interviews were conducted in confidential and independent place without any interference. All interviewees were cooperated with auditor. Normally they were satisfied with the factory. Zhai Guanghai/Production Manager and He Jianzhang/worker representative attended the opening and close meeting and signed the onsite CAP.

Remark:

1. The factory's business license address was #101, building 2, No. 8-1 Mingzhu 2 Road, Shebei, Huangjiang Town, Dongguan, Guangdong, but the factory actually used one 4-story production building, one 4-story comprehensive building and one 1-story warehouse in the factory boundary.

2. The factory did not obtain the comprehensive timing approval.

3. The audit information was as below:

Announcement Type: Announced

Monitoring Date: Jul 1, 2022

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

Auditor name: Webb Wang (APSCA member No.: CSCA21703582)

Site Details

Site : Site 1
Site amfori ID : 156-017473-001

GICS Classification

Sector	: Industrials	Industry	: Electrical Equipment
Industry Group	: Capital Goods	Sub Industry	: Electrical Components & Equipment

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	45 Workers
Legal minimum wage in local currency	1900 Monthly
Lowest wage paid for regular work at the site	1900 Monthly
Calculated living wage in local currency	2543 Monthly
Total sample	6 Workers

Other Metrics

Male workers	27 Workers
Female workers	18 Workers
Permanent workers - Male	29 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	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	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	26 Workers
Domestic migrant workers - Female	19 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	29 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	3 Workers

Findings

PA1: Social Management System

1.1 The factory partially respected this principle because some defects of the amfori BSCI management system effectiveness were found during the audit, such as: overtime working issue etc.

生产商未完全遵守该原则，因为审核中发现了一些amfori BSCI管理有效性的问题，例如：加班的问题等。

1.4 The factory partially respected this principle because the factory had set up a system to calculate the production capacity and production costing, but overtime hours of workers exceeded legal requirement.

生产商因有建立产能规划和成本核算系统但员工的加班时间超过了法规要求而部分遵循该准则。

PA 2: Workers Involvement and Protection

2.2 The main auditee partially respected this principle because the auditee had set up long-term goals to protect workers. And workers or workers representatives were involved when defining these goals, but didn't conduct step-by-step approach toward sustainable improvement, based on document review.

工厂部分遵守该原则，因为工厂制定了保护员工的长期目标。工人或工人代表参加了制定该目标的过程，但是根据文件审核没有实施具体阶段性达成目标的步骤。

2.5 The main auditee partially respected this principle because, it was noted that the factory didn't establish an effective operational-level grievance mechanism for external communities (i.e. neighbors, factories, suppliers, local government, NGO, etc.).

被审核方部分遵循该准则，工厂没有建立针对利益相关方（如周边居民，工厂，供应商，当地政府，NGO等）有效的申诉机制。

PA 3: The Rights of Freedom of Association and Collective Bargaining

3.1 The main auditee partially respected this principle because the factory had elected 2 worker representatives, but some interviewed workers did not know the function of worker representative.

被审核工厂未完全遵守该原则，因为工厂有选举2名员工代表，但是部分的被访谈员工不清楚员工代表的职能。

PA 6: Decent Working Hours

6.2 The main auditee does not respect this principle. Because workers' overtime hours did not comply with legal requirements. Based on sampling review of workers' attendance records from Jun 2021 to the audit day, it was noted that all sampled workers' monthly overtime hours exceeded 36 hours, and up to 96 hours in Oct 2021 included 36 OT hours on weekdays and 60 OT hours on weekends.

被审核方因未确保员工的加班时间符合法规要求而未遵守该原则。根据抽样查看员工自2021年6月至审核当天的考勤显示，所有抽样员工的月加班时间均超过了36小时，最高的在2021年10月达到了96小时，其中正班加班36小时，周末加班60小时。

PA 7: Occupational Health and Safety

7.1 The factory partially respected this principle because the factory had established complete management system on health and safety, including identify and understand related legal regulation, health and safety check, training, provided occupation health exams etc. However, some findings on Health and Safety that violated the local regulations were found during the audit.

被审核方因已建立完整的健康安全管理体系，包括相关法规的识别与了解，健康安全检查，培训，职业病体检等，但审核工厂在健康安全方面仍有违反当地法规的问题出现而部分遵守该原则。

7.6 Finding: The main auditee partially respected this principle because based on onsite observation. The factory provided the related PPEs for employees, but one worker involved in the noise hazards at the wire extrusion process did not wear earplugs.

被审核方部分遵守原则。原因根据现场观察，工厂有给员工提供PPE,但是线材压出工序一名涉及噪音的员工没有佩戴耳塞。