

Monitored Party Heshan JingTai Shoe Material CO.,LTD	amfori ID 156-051156-000	Address Building 1, 2, 3, No. 27, Second District, Sanlian Industrial Zone, Gulao Town, Heshan, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 22/11/2023	Closing Meeting Finished Date 29/11/2023	Submission Date 29/11/2023
Expiration Date 29/11/2024	Announcement Type Fully Announced	
Site Heshan JingTai Shoe Material CO.,LTD	Site amfori ID 156-051156-001	

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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, 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

Name of lead auditor: Liu ZHANG; APSCA membership number: CSCA 21701752

Name of observers, translators, trainees, advisors/consultants (if applicable): Nil

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

Audit schedule details: The audit is planned for 1 auditor x 1 day. The Full audit (Fully Announced) was conducted on 22 Nov. 2023.

Business partner information: Heshan JingTai Shoe Material CO.,LTD (Local name: 鹤山市精泰鞋材有限公司) is located at Building 1, 2, 3, No. 27, Second District, Sanlian Industrial Zone, Gulao Town, Heshan, Guangdong, China.

The factory registered in Market Supervision Administration of Heshan, having unified social credit code 914407847665985443, valid from 28 Jul. 2004 to long term. The main products manufactured in the factory were Pet toy, Rubber product ,EVA product. The main production activities included mixing, molding, coloring and packing. Annual production volume 2,000,000 PCS.

Audited location information: Based on site observation, management and workers interview, document review, the audited factory used one 1-storey building as workshops, covering about 1850 S.Q. meters and used one 3-storey building as warehouse and office with about 1764 S.Q. meters. One 3-storey dormitory building was available in the factory, but no workers lived in, the bedrooms were empty.

Operating shifts and hours and time recording system: During the audit, the main auditee provided attendance records from 1 Oct. 2022 to audit day and wage records from Oct. 2022 to Sep. 2023 for review. All employees used electronic attendance recorder to keep working time. The normal working time was 5 days per week and 8 hours per day. Based on document review, management and workers interview, it was noted that the maximum monthly OT was 84 hours (included 38 OT hours on rest days and 46 OT hours on weekdays), happened in Aug. 2023. The maximum daily OT was 2 hours on weekdays, maximum weekly working hours were 60 hours. The main auditee guaranteed workers have at least 1 day off per 7 days, workers could choose work overtime or not, and the main auditee paid enough overtime wage according to legal requirements.

Salary payment details: The main auditee set up wages paying and benefit policy. The wages paying policy show all workers' wages were paid by hourly rate wages, and wages were paid at the end of next month by bank transfer, their minimum wage was RMB4000 per month, that was meet the minimum wage standard of local city (RMB1720 per month). Workers' OT wages on weekdays and weekends were 150% and 200% of normal wages as per legal law. Other benefits such as paid annual leaves, statutory holidays etc. were provided to all employees according to legal laws.

Worker number information:

- Total worker number (production and management workers): Totally 16 workers include 8 non-production staffs and 8 production workers.
- Production worker number (male and female number details should be given): Totally 8 production workers include 6 male workers and 2 female workers.
- Vulnerable worker number (male and female number details should be given): 5 domestic migrant male workers, 1 domestic migrant female workers, no young worker/child labor/disabilities/ Pregnant/Breastfeeding worker in the factory.
- Any other special group workers (interns, apprentices, contractor workers etc.): Nil

Good practices: Nil

Worker organization details: No union was formed in the main auditee, and workers elected two workers representatives. The special circumstances can be classified as followed: Based on search the information through IPE website and Qichacha Application, no special circumstances were identified.

Summary of findings:

PA1: 1.1 the management system for BSCI was not effective. 1.3 the CSR assessment for main suppliers did not evaluate the environment management and ethical business behaviour. 1.4 the factory did not have workforce and organize the production capacity effectively.

PA2: 2.4 the interviewed workers were not clear about amfori BSCI requirements.

PA6: 6.2 the workers' monthly OT exceeded legal requirement.

PA7: 7.1 the facility did not fully comply with the health and safety legal requirement. 7.2 the factory provided injury/ accident insurance for part of workers. 7.3 the risk assessment was not covered all operation/activity. 7.7 chemical

management issues. 7.9 PPE warning signs were not posted onsite 7.13 no proper protection covers for power boxes 7.25 the factory didn't conduct occupational hazard factor assessment for workshop.

PA12: 12.3 the factory did not provide the EIA approval, the acceptance approval for environmental facilities or the fixed source discharge registration during the audit.

PA3, PA4, PA5, PA8, PA9, PA10, PA11, PA13: Nil

Living wage calculation: The living wage data is provided by the auditing company and please refer to the PA5 summary to find the details of calculation method of living wage.

Precautions taken about #COVID-19 in the facility: No special precaution was taken for COVID-19 in China now.

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

During document review it was evident that some of required documents are not applicable in organization like Agency Labour Contract, Government Waiver on working hours and Collective Bargaining Agreement. So all of above documents were not involved in document report.

SITE DETAILS

Site

Heshan JingTai Shoe Material
CO.,LTD

Site amfori ID

156-051156-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Household Durables

Sub Industry

Housewares & Specialties

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	16	Workers
Legal minimum wage in local currency	1,720	Monthly
Lowest wage paid for regular work at the site	4,000	Monthly
Calculated living wage in local currency	3,617	Monthly
Total sample	5	Workers

Other Metrics

Male workers	11	Workers
Female workers	5	Workers
Non-binary workers	0	Workers
Permanent workers - Male	11	Workers
Permanent workers - Female	5	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	2	Workers
Management - Female	1	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	0	Workers
Workers with night shift - Female	0	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	5	Workers
Domestic migrant workers - Female	1	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	11	Workers
Workers hired directly - Female	5	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	3	Workers
Sample - Female	2	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Heshan JingTai Shoe Material CO.,LTD | Site amfori ID: 156-051156-001

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	
1.1 The main auditee partially respected this principle. The factory had established the amfori BSCI management system. Li Jietao/Manager was management representative and took whole charge of amfori BSCI affairs in the factory. But it was not effectively implemented, that leading to some issues of overtime working hour per month, health & safety etc. were identified during the audit. It violated the requirement of question 1.1 in amfori BSCI system manual.	生产商部分遵守原则，原因是工厂已建立了 amfori BSCI 管理系统，李杰涛是管理者代表，负责工厂整个 amfori BSCI 体系的事务，但由于未有效执行，导致审核时在员工月加班时间、健康安全等方面有问题发现。违反了 amfori BSCI 管理手册中问题 1.1 的要求。

Question: 1.3 Is there satisfactory evidence that the auditee has identified their significant business partners and their level of alignment with the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
1.3 The main auditee partially respected this principle because the factory established the supplier evaluation process and conducted the CSR assessment for its main suppliers. But the assessment did not evaluate the environment management and ethical business behaviour. The factory management explained that they would evaluate the supplier as per amfori BSCI Code. It violated the requirement of question 1.3 in amfori BSCI system manual.	工厂未完全遵守该原则，因为工厂建立了供应商评估程序并对主要供应商进行社会责任评估。但该评估未评估环保和商业道德情况。工厂管理层解释他们会尽快参照 amfori BSCI 希望准则对供应商进行评估。违反了 amfori BSCI 管理手册中问题 1.3 的要求。

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	
1.4 The main auditee partially respected this principle because the factory had evaluated cost and workforce capacity, but the OT hours per month were not well controlled based on production	生产商部分遵守原则，原因是工厂评估了生产成本和产能，但工厂的生产计划对员工的月加班用时未能良好控制，员工月加班工时超过了法规要求 (参见 PA6.2)。违反了 amfori BSCI 管理手册中问题 1.4 的要

Finding

plan, the OT hours per month exceed the legal requirement (Refer to PA6.2). It violated the requirement of question 1.4 in amfori BSCI system manual.

求。

PA 2: Workers Involvement and Protection

Site: Heshan JingTai Shoe Material CO.,LTD | Site amfori ID: 156-051156-001

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH

LOCAL LANGUAGE

Finding

2.4 The main auditee partially respected this principle. Because the factory provided annual training regarding amfori BSCI management system to all employees. However the interviewed workers were not clear about amfori BSCI requirements. It violated the requirement of question 2.4 in amfori BSCI system manual.

被审核方部分遵守该原则。原因是工厂提供年度 amfori BSCI管理体系培训给所有工人，但通过员工访谈发现他们不清楚amfori BSCI的要求。违反了 amfori BSCI管理手册中问题2.4的要求。

PA 6: Decent Working Hours

Site: Heshan JingTai Shoe Material CO.,LTD | Site amfori ID: 156-051156-001

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

6.2 The main auditee did not respect this principle because the monthly OT hours of workers exceeded legal requirement. Based on document review and workers interview, all sampled workers' monthly OT hours exceeded 36 hours, the maximum monthly OT was 84 hours (included 38 OT hours on rest days and 46 OT hours on weekdays), happened in Aug. 2023. The maximum daily OT was 2 hours on weekdays, maximum weekly working hours were 60 hours. It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41.

工厂未遵守该原则，因为员工月加班超过法规要求。根据文件查阅和员工访谈，抽样所有员工月加班超过法规要求的36小时，最大为84小时（包括休息日加班38小时和平时工作日加班46小时），发生在2023年8月。最大日加班时间为2小时，最大周工作时间为60小时。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: Heshan JingTai Shoe Material CO.,LTD | Site amfori ID: 156-051156-001

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

ENGLISH

LOCAL LANGUAGE

Finding

7.1 The main auditee partially respected this principle. During this audit, the facility did not fully comply with the health and safety legal requirement. Please refer to relevant checkpoints for details. It violated the requirement of question 7.1 in amfori BSCI system manual.

被审核方部分遵守该原则。本次审核，审核员发现企业没有完全符合安全健康的法规要求。详情请参考相关检查点。违反了amfori BSCI管理手册中问题7.1的要求。

Question: 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

ENGLISH

LOCAL LANGUAGE

Finding

7.2 The main auditee partially respected this principle. The factory provided injury insurance for 14 out of 16 employees based on document review and management interview. It violated the requirement of question 7.2 in amfori BSCI system manual.

被审核方未完全遵守该原则。根据文件审核和管理层访谈，工厂为16名员工的14人购买了工伤保险。违反了amfori BSCI管理手册中问题7.2的要求。

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 because the factory had carried out risk assessment for safe, healthy and hygienic working conditions, but the risk on mixing process was not identified. It violated the requirement of question 7.3 in amfori BSCI system manual.

被审核方部分遵守该准则。因有针对安全、健康和卫生工作条件进行了风险评估，但风险评估没有分析炼胶工序的风险。违反了amfori BSCI管理手册中问题7.3的要求。

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 partially respected this principle. Lubricants, ink, thinner etc. used by the factory, no chemical safety label was posted on the containment of ink or thinner, the MSDS was not obtained by the factory based on observation onsite. It violated Regulations on Safety Use of Chemicals in Workplaces(1996) , Article 12.	被审核方部分遵守该原则。现场观察发现，工厂使用润滑油、油墨、稀释剂等，油墨和稀释剂容器上没有化学品安全标签，没有获得它们的物质安全数据表。违反了工作场所安全使用化学品规定（1996）第十二条。

Question: 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

ENGLISH	LOCAL LANGUAGE
Finding	
7.9 The main auditee partially respected this principle because no proper PPE reminding sign was posted in workshops based on observation onsite. It violated the requirement of question 7.9 in amfori BSCI system manual.	工厂未完全遵守该原则，因为现场观察发现没有适当的劳保用品提示标志张贴在车间里面。违反了amfori BSCI管理手册中问题7.9的要求。

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH	LOCAL LANGUAGE
Finding	
7.13 The main auditee partially respected this principle. Sampled three power boxes which needed to open external covers and turn switches, but all of them without inner covers to prevent operator to touch electrified components. It violated National Safety Technical Code for Electric Equipments (GB19517-2009), Article 2.2.1.	工厂未完全遵守该原则。工厂内抽样三个电箱需要打开面板操作，三个电箱都没有内盖防止接触带电部件。违反了国家电气设备安全技术规范（GB 19517-2009）第2.2.1。

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?

ENGLISH	LOCAL LANGUAGE
Finding	
7.25 The main auditee partially respected this principle. The factory didn't conduct occupational hazard factor assessment for workshop based on interview with management and document review. It violated Law of the People's Republic of China on	被审核方部分遵守该原则。根据管理层访谈和文件查阅，工厂未对车间进行职业危害因素监测。违反了中华人民共和国职业病防治法（2018修正）第二十六条。

Finding

Prevention and Control of Occupational Diseases (2018 Amendment), Article 26.

PA 12: Protection of the Environment

Site: Heshan JingTai Shoe Material CO.,LTD | Site amfori ID: 156-051156-001

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

ENGLISH

LOCAL LANGUAGE

Finding

12.3 The main auditee partially respected this principle. Based on interview with management and document review, the factory did not provide the EIA approval, the acceptance approval for environmental facilities or the fixed source discharge registration during the audit. The management stated it's in progress. It violated Law of the People's Republic of China on Environmental Impact Assessment (2018 Amendment), Article 16.

工厂未完全遵守该原则。根据管理层访谈和文件查阅，审核时工厂没有提供环评批复，环保设施验收，固定污染源排污登记供查阅。管理层表示正在办理。违反了中华人民共和国环境影响评价法（2018修正）第十六条。