

# Monitoring result for GUANGXI BOBAI XINZHOU ARTS & CRAFTS CO., LTD. on site GUANGXI BOBAI XINZHOU ARTS & CRAFTS CO., LTD.

## Monitoring

Monitored Party	: GUANGXI BOBAI XINZHOU ARTS & CRAFTS CO., LTD.
amfori ID	: 156-029157-000
Site	: GUANGXI BOBAI XINZHOU ARTS & CRAFTS CO., LTD.
Site amfori ID	: 156-029157-001
Address	: 089 East Road, Jiangning, Bobai
	: 537634, Yulin
	: Guangxi Zhuangzu Zizhiqu
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 20/12/2021
Expiration Date	: 20/12/2022

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## Overall rating

A	B	C	D	E	None
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## 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	B
PA 6: Decent Working Hours	D
PA 7: Occupational Health and Safety	B
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

At the beginning of the audit, Mr. Guo Yiping/Manager, Mr. Li Jiakai/Worker Representative attended the opening meeting.

The factory was established on October 25, 2010 and specialized in the manufacture of plastic rattan basket. Business license number was 914509235640052372. Factory name in English was GUANGXI BOBAI XINZHOU ARTS & CRAFTS CO., LTD. Factory local name was 广西博白县鑫洲工艺品有限公司. Factory address in English was 089 East Road, Jiangning, Bobai, Yulin, Guangxi. Factory address on business license was 博白县江宁镇东街089号. The factory rented one 4-storey production building as workshops, warehouse and office, no dormitory or canteen was provided. Total construction area was about 1281 square meters. The main production processes included welding, hand working, inspection and packing. There were a total of 25 employees with 20 production workers and 5 non-production staffs in the factory. The youngest employee noted during this audit was 31 years old. According to factory management representation, there was no obvious peak season in the factory during the year.

The factory adopted biometric fingerprint system to record employees' working hours. Employees ran only one working shift. Working hours for those employees were 7:30 to 11:30 and 13:30 to 17:30. Employees' wages were paid by before the 10th of each month after the payment period by cash with wage stubs issued. Per payroll review and interviews with management and employees, all employees were paid by hourly rate.

During the audit, 15 employees' time records and payrolls were sampled as follows for working hour and wage testing: 5 samples from current paid month of November 2021, 5 samples from random months of August 2021 and May 2021 respectively. It was noted that all sampled employees were paid at least RMB9.09 per hour for normal working hours, which met the local minimum wage of RMB1580 per month or RMB9.09 per hour since March 1, 2020. Based on the samples, all employees were compensated with no less than 150% and 200% of normal wages for overtime hours on regular days and rest days respectively, which was compliance with legal requirement. No overtime was found on statutory holidays. According to the sampled time records, the maximum monthly overtime hours were 56 hours while maximum daily overtime hours were 2 hours. All sampled employees obtained at least one day off every seven consecutive days.

According to the social insurance payment receipt provided by factory management, it was noted that only 4 out of 25 employees (16%) were provided with pension insurance, no one was provided with accident insurance, medical insurance, unemployment insurance and maternity insurance in November 2021. The factory had provided commercial accident insurance to 21 employees with a valid period from December 9, 2021 to December 8, 2022.

Further, 5 employees were selected for private interviews from different workshops. No negative comment was issued during employee interviews. Interviewed employees were satisfied with the working environment, compensation, working hour and management team in the factory.

During the closing meeting, auditor provided the factory representatives with a general overview and explained all of the findings to them. Mr. Guo Yiping/Manager, Mr. Li Jiakai/Worker Representative signed the onsite CAP and agreed to take corrective action.

Remark:

1. No agency or contractor was used by the auditee. No government waiver was obtained by the auditee. No Collective bargaining agreement in the auditee.

2. Remark: As of the current project category, production process, scale and pollutant status, the construction project was not included in the environmental impact assessment management scope.

In accordance with the Article 5 of Classified Administration Catalogue of Environmental Impact Assessments for Construction Projects (2021 Revision), construction projects not specified in this catalogue shall not be included in the environmental impact assessment management of construction projects.

3. Audit Company: Bureau Veritas Consumer Products Service

Audit Company APSCA Number: 11600002

Lead Auditor Name: Jude Lu

APSCA Auditor Registered Number: CSCA21701092

Site Details

Site : GUANGXI BOBAI XINZHOU ARTS & CRAFTS CO., LTD.  
Site amfori ID : 156-029157-001

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	25 Workers
Legal minimum wage in local currency	1580 Monthly
Lowest wage paid for regular work at the site	1580 Monthly
Calculated living wage in local currency	1347 Monthly
Total sample	5 Workers

### Other Metrics

Male workers	11 Workers
Female workers	14 Workers
Permanent workers - Male	11 Workers
Permanent workers - Female	14 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	2 Workers
Management - Female	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	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	11 Workers
Workers hired directly - Female	14 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	2 Workers
Sample - Female	3 Workers

## Findings

### PA1: Social Management System

The main auditee partially respects this principle because the factory had established management system according to amfori BSCI requirement, and the management knew basic requirement of amfori BSCI, but due to factory didn't effectively implement it, lead to some issues appeared in PA2, PA5, PA6, PA7 and PA13. This violated Performance Area 1: Social Management System and Cascade Effect 1.1

主要被审核方（生产商）部分遵守原则，原因是工厂有按照amfori BSCI要求建立相关体系，且管理者代表了解amfori BSCI基本要求，但由于未有效执行，导致在PA2, PA5, PA6, PA7和PA13出现问题。根据执行领域1：社会管理体系和级联效应1.1

The factory had established the production capacity and costs procedure and arranged the production plan corresponding, but the factory did not organize its workforce capacity effectively to meet the expectations of the delivery order, which resulted workers' monthly OT hours exceeded local legal requirement. This violated Performance Area 1: Social Management System and Cascade Effect 1.4

工厂建立产能及成本核算程序并依此安排生产计划，但是因工厂未能有效的组织起员工的生产能力以满足订单需求而导致员工的月加班时间超出法规要求。根据执行领域1：社会管理体系和级联效应1.4

### PA 2: Workers Involvement and Protection

It was noted that although the main auditee had established a long term goal to protect workers according to the amfori BSCI Code of Conduct, the factory did not follow the achievement of the long term goal. This violated Performance Area 2: Workers Involvement and Protection 2.2

审核发现虽然被审核方已经根据amfori BSCI行为准则建立了长期目标来保护员工，但是工厂没有追踪该长期目标的达成情况。根据执行领域2：工人参与和保护 2.2

It was noted that the factory had established or participated in an effective grievance mechanism for individuals, the grievance mechanism allowed worker to lodge suggestions or complaints related to the workers' rights, and individuals had alternative ways for lodging a complaint, such as through suggestion box, worker representative or directly to the management. However, the factory had not set up a channel for local communities' coming up with its suggestions or complaints to management for improvement. BSCI Code of Conduct: The auditee establishes or participates in an effective grievance mechanism for individuals and communities.

审核员发现工厂建立和参与了有效的个人申诉机制，申诉机制赋予了工人提出建议，投诉的权利，并且开放了可替代的投诉方式，例如通过意见箱，工人代表或直接向管理层投诉。但是，工厂尚未创建给当地社区提供申诉的渠道。BSCI行为守则：被审核方（生产商）建立或参与了有效的个人和团体申诉机制。

### PA 5: Fair Remuneration

According to the social insurance payment receipt provided by factory management, it was noted that only 4 out of 25 employees (16%) were provided with pension insurance, no one was provided with accident insurance, medical insurance, unemployment insurance and maternity insurance in November 2021. The factory had provided commercial accident insurance to 21 employees with a valid period from December 9, 2021 to December 8, 2022. In accordance with Article 73 of the Labor Law of the People's Republic of China

根据厂方提供的2021年11月社会保险缴费单据显示工厂仅为4/25名员工（16%）购买了养老保险，无人购买医疗，工伤，失业和生育保险。工厂为21名员工购买了商业意外伤害险，有效期为2021年12月9日至2022年12月8日。根据《中华人民共和国劳动法》第73条。

### PA 6: Decent Working Hours

It was noted that 15 out of 15 sample population employees worked in excess of the statutory overtime hour limits (no more than 36 overtime hours per month). A review of the sample population employees' time records (5 samples from current paid month of November 2021, 5 samples from random months of August 2021 and May 2021 respectively) yielded the following: 1) In November 2021, 5 out of 5 sample population employees worked 54 overtime hours per month. 2) In August 2021, 5 out of 5 sample population employees worked 56 overtime hours per month. 3) In May 2021, 5 out of 5 sample population employees worked 56 overtime hours per month. This violated Article 41 of the Labor Law of the PRC

根据厂方提供的工时记录，审核员发现员工加班时间超出了法定标准。审核员抽取15个样本（从最近工资支付月2021年11月，2021年8月和2021年5月共抽取5个样本），发现共有15名员工加班时间超出了法定标准（每月加班时间不能超过36小时），具体为：（1）2021年11月，5/5名员工的月加班时间为54小时。（2）2021年8月，5/5名员工的月加班时间为56小时。（3）2021年5月，5/5名员工的月加班时间为56小时。根据《中华人民共和国劳动法》第41条。

## PA 7: Occupational Health and Safety

It was noted that the factory provided the occupational health checks to employees who were in contact with hazardous materials (such as dust) yearly. However, the occupational health checks were not provided to employees before they take the posts or leave the posts. In accordance with Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases

审核发现厂方为接触有毒有害物质（如粉尘）的员工提供定期职业病体检，但工厂并没有组织这些员工在上岗前和离岗时进行职业病体检。根据《中华人民共和国职业病防治法》第35条

According to the social insurance payment receipt provided by factory management, it was noted that no one was provided with accident insurance in November 2021. The factory had provided commercial accident insurance to 21 employees with a valid period from December 9, 2021 to December 8, 2022, 4 employees were still not covered by accident insurance. In accordance with Article 73 of the Labor Law of the People's Republic of China

根据厂方提供的2021年11月社会保险缴费单据显示工厂无人购买工伤保险。工厂为21名员工购买了商业意外伤害险，有效期为2021年12月9日至2022年12月8日，仍有4名员工未覆盖到工伤险。根据《中华人民共和国劳动法》第73条。

It was noted that 1 out of 10 electric switches randomly checked during factory tour were partially blocked by products. In accordance with Article 6.5 of the General Guide for Safety of Electric User (GB/T13869-2017)

审核员发现走访现场随机抽查1/10个电开关被货物部分堵塞。根据《用电安全导则GB/T13869-2017》第5.1.1条

Remark: No food was provided by auditee.

备注：被审核方没有提供餐食。

Per factory tour, it was noted that no soap for hand washing was supplied in the toilet during this audit. This violated Performance Area 7: Occupational Health and Safety 7.22

工厂没有在厕所洗手区提供洗手用的肥皂。根据执行领域7：职业健康和安全 7.22

Remark: No transportation was provided by auditee.

备注：被审核方没有提供交通。

Remark: No dormitory was provided by auditee.

备注：被审核方没有提供宿舍。

## PA 13: Ethical Business Behaviour

It was noted that although the main auditee had established an anti-corruption policy and procedure for investigation and discouragement of unethical behavior, they did not conduct a risk assessment for unethical business behavior. This violated Performance Area 13: Ethical Business Behaviour 13.1

审核发现尽管被审核方已经建立反腐败政策及调查和防止不道德的商业行为的程序，但未进行商业道德风险评估。根据执行领域13：道德商业行为 13.1