

# Monitoring result for NINGBO ZHENHAI LIU HE PLASTICS CO.,LTD. on site NINGBO ZHENHAI LIU HE PLASTICS CO.,LTD.

## Monitoring

Monitored Party : NINGBO ZHENHAI LIU HE PLASTICS CO.,LTD.  
amfori ID : 156-008951-000  
Site : NINGBO ZHENHAI LIU HE PLASTICS CO.,LTD.  
Site amfori ID : 156-008951-002  
Address : No. 258 Jinhe road, Zhenhai Economic Development Zone  
: 315207, Ningbo  
: Zhejiang Sheng  
: China  
Monitoring Activity : amfori Social Audit - Manufacturing  
Monitoring Type : Follow-up Monitoring  
Submission Date : 11/01/2022  
Expiration Date : 11/01/2023

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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	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

The auditee was located at No.258 Jinhe Road, Zhenhai Economic Development Zone, Ningbo City, Zhejiang Province(宁波市镇海经济开发区金河路258号). There were one 4-storey office building and one 1-storey building(partial 3-storey) in the boundary, which belonged to Ningbo XX Machinery Co., Ltd. Confirmed by factory tour and management interview, only the auditee was in the boundary. The buildings were used as follows:

No.1 building(covered about 4479.68m<sup>2</sup>): 1st floor: production workshop and warehouse; 2nd floor and 3rd floor: used as warehouse.

No.2 building(covered about 1438.85m<sup>2</sup>): 1st floor: raw material warehouse; 2nd floor: Canteen and kitchen; 3rd floor: office area; 4th floor: in idle.

No dormitory was provided in the factory.

The factory mainly produced Data Strip. The production processes in the factory included extruding, inspection and package. No subcontractor was used in the factory. No apparent peak season was in the factory.

The auditee management was cooperative throughout the audit. The auditor was allowed to conduct factory tour, take photos, review documents and interview workers freely. Finally, the auditee agreed the findings and signed the CAP.

Remark:

1. The following documents were not applicable for the auditee: A. Contractor license/permit-No contractor was used in the factory; B. Agency labor contract- No agency was used in the factory; C. Government waivers-No waiver was obtained by the auditee; D. Collective bargaining agreement- No collective bargaining agreement was signed.

2. Auditor name: Kiki Wang CSCA 21701864;

Auditing Company: TUV Rheinland, APSCA Number:11600007.

3. The factory address on business license was "No.258 Jinhe Road, Economic Development Zone, Jiaochuan Street, Zhenhai District, Ningbo City(宁波市镇海区蛟川街道经济开发区金河路258号)". The factory address in Foreign trade record registration form was "No.258 Jinhe Road, Zhenhai Economic Development Zone, Ningbo City, Zhejiang Province". The management confirmed to use the address on the Foreign trade record registration form. No physical location was changed.

4. In order to cross-check the attendance records, PA5 was covered in the follow-up audit.

5. PA3, PA4, PA8~PA11 and PA13 were not covered in the follow-up audit. The rating of the PAs not audited were kept same with previous audit and the evidence was DE.

6. Due to the COVID-19, all employees had rested from Dec 7, 2021 to Dec 26, 2021.

## Site Details

Site : NINGBO ZHENHAI LIU HE PLASTICS CO.,LTD.

Site amfori ID : 156-008951-002

### GICS Classification

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Sector : Consumer Discretionary

Industry Group : Retailing

Industry : Multiline Retail

Sub Industry : General Merchandise Stores

### amfori Process Classifications

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N.A.

### NACE Classification

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N.A.

### GS1 Classifications

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N.A.

### Water Stress Situation

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N.A.

## Metrics

### Key Metrics

Total workforce	46 Workers
Legal minimum wage in local currency	2280 Monthly
Lowest wage paid for regular work at the site	2300 Monthly
Calculated living wage in local currency	2472 Monthly
Total sample	8 Workers

### Other Metrics

Male workers	22 Workers
Female workers	24 Workers
Permanent workers - Male	35 Workers
Permanent workers - Female	29 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	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	26 Workers
Workers with night shift - Female	10 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	21 Workers
Domestic migrant workers - Female	17 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	35 Workers
Workers hired directly - Female	29 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	4 Workers
Sample - Female	4 Workers

## Findings

### PA1: Social Management System

The factory had established the written procedures regarding amfori BSCI, but did not implement it effectively. Such as: The workers monthly OT working hours exceeded 36 hours. The management reflected in order to control the production cost, two shifts were arranged for workers in the production department, which could increase production capacity. So the workers monthly OT working hours could not control within 36 hours.

工厂已经建立了关于amfori BSCI的书面程序，但未有效的实施。如：工人的月加班时间超出36小时。管理层反映为了控制生产成本，生产部门的员工安排两班制，可以提高生产产能。因此工人的月加班时间未能控制在36小时内。

Confirmed by documents review, the auditee had established the costing and capacity planning procedure. But the normal production capacity of the auditee could not meet the production requirement, the production employees were arranged as two shifts per day, which could increase output.

基于文件审核，被审核方建立了成本计算与产能规划程序。但是被审核方的正常的生产产能不能满足生产需要，因此生产工人被安排每天两班制，这样可以增加产量。

### PA 2: Workers Involvement and Protection

Confirmed by documents review and management interview, the long-term goals to protect employees was established in the factory. However, the factory had not made the specific measures to reach the goals, and without timetable for its achievement.

基于文件审核和管理层访谈，工厂建立了保护工人的长期目标。然而，被审核方没有制定具体的措施去达成目标，及没有完成目标的时间表。

### PA 5: Fair Remuneration

Social insurance was not covered for all employees. Total 64 employees were in the factory, including 4 retirees. So 60 out of 64 employees should participate social insurance (including retirement, medical, maternity, unemployment and work-related injury insurance). During the audit day, the factory provided the payment voucher of social insurance from Dec, 2020 to Nov, 2021 for review. It was noted that the factory did not provide social insurance (including retirement, medical, maternity, unemployment and work-related injury insurance) for 5 out of 60 employees in recently one month. Partial migrant employees did not want to purchase social insurance here. The auditee provided social insurance according to workers' will. Reference law: Labor Law of P.R.C, Article 72&73 Remark: 1)The commercial insurance was provided for the four retirees and the workers who did not participate social insurance, valid from Jun 17, 2021 to Jun 16, 2022. 2)No new employee was in the factory at present.

社保未覆盖到所有员工。工厂有64名员工，包括4名退休返聘员工。因此64名员工中的60名员工应当参加社保（包括养老，医疗，生育，失业及工伤保险）。审核期间，工厂提供了2020年12月至2021年11月的社保缴费凭证供审核。工厂于最近一个月未给这60名工人中的5名工人提供社保（包括养老，医疗，生育，失业及工伤保险）。部分外地的员工不愿意在这里购买社保。被审核方根据工人的意愿提供社保。参考法律法规：《中华人民共和国劳动法》第72条及第73条 备注：1）商业保险提供给4名退休返聘员工及所有未参加社保的员工，有效期从2021年6月17日至2022年6月16日。2）工厂目前没有新进员工。

### PA 6: Decent Working Hours

The workers monthly OT working hours exceeded 36 hours. No effective management system was established to monitor and control workers monthly working hours. The reasons were as follows: 1. Confirmed by the documents review and management interview, the factory established the working time procedure. The procedure showed that the daily OT working hours should not be exceeded 3 OT working hours, and the monthly OT working hours should not be exceeded 36 hours. However, the production department did not execute the procedure. 2. The management reflected the auditee did not make the plan to control workers monthly OT working hours. In order to increase production capacity and control the production cost, the workers were arranged for two shifts per day. 3. The factory used the electronic attendance system to record the working hours, but it could not alert when overtime near or over the limits. 4. Confirmed by workers interview, overtime was voluntary. And they expected more overtime, which could increase total wages. The factory provided at least one day off per week. 5. Confirmed by worker attendance records from Jan 1, 2021 to audit date, the workers monthly OT working hours exceeded 36 hours. The details were as follows: 1)8 sampled employees monthly OT working hours exceeded 36 hours, and 6 out of 8 sampled employees monthly OT working hours was up to 90 hours in Jan, 2021; 2)8 sampled employees monthly OT working hours exceeded 36 hours, and 6 out of 8 sampled employees monthly OT working hours was up to 82 hours in Jun, 2021; 3) 8 sampled employees monthly OT working hours exceeded 36 hours, and 6 out of 8 sampled employees monthly OT working hours was up to 84 hours in Nov, 2021; Reference laws: Labor Law of the P.R.C, Article 41

工人的月加班时间超出36小时。工厂未建立有效的系统来监控工人的月加班时间。原因如下：1. 基于文件审核及管理层访谈，工厂建立了书面的工作时间管理程序。程序中规定日加班不超过3小时，月加班不超过36小时。但是生产部门并没有执行此程序。2. 基于管理层访谈，被审核方未制定控制工人的月加班计划。为了提高产能及控制生产成本，生产员工被安排每天两班制。3. 工厂使用电子考勤系统记录工人工作时间，但考勤系统没有预警工人加班时间快超过或已经超过限值的功能。4. 基于员工访谈，加班是自愿的。他们期望有更多的加班，这样可以增加收入。工厂保证了工人每周休息一天。5. 基于工厂提供的2021年1月1日至审核期间的考勤记录，工人的月加班超出36小时。详细如下：1) 8名抽样员工在2021年1月的月加班时间超出36小时，其中8名抽样员工中的6名员工的月加班时间达到为90小时；2) 8名抽样员工在2021年6月的月加班时间超出

## PA 6: Decent Working Hours

36小时，其中8名抽样员工中的6名员工的月加班时间达到为82小时； 3) 8名抽样员工在2021年11月的月加班时间超出36小时，其中8名抽样员工中的6名员工的月加班时间达到为84小时；参考法律法规：《中华人民共和国劳动法》第41条

## PA 7: Occupational Health and Safety

Confirmed by documents review and management interview, the auditee did not provide pre-job and post-job occupational health examination for workers in extruding position(noise hazard). Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35

基于文件审核和管理层访谈，被审核方没有给挤出岗位（噪音危害）的工人提供岗前及离岗的职业病体检。参考法律法规：中华人民共和国职业病防治法 第三十五条

Confirmed by factory tour, two workers in extruding position did not wear earplugs during operation. The earplugs were provided for them free of charge. The sign of wearing PPE was posted at the workshop. Reference law: Safety Law of the People's Republic of China, Article 42.

基于现场查看，挤出岗位有2名工人在操作时未佩戴耳塞。耳塞已免费发放给员工。佩戴PPE的标识已张贴在车间。参考法律法规：中华人民共和国安全生产法 第四十二条

Confirmed by factory tour, it was noted that no secondary container was installed for the chemicals(such as lubricating oil) used in the workshop. Reference Law: Regulation for Safety of Hazardous Chemical, Article 20.

基于现场查看，车间使用的化学品（如润滑油）未设置二次容器。参考法律法规：危险化学品安全管理条例 第二十条

Confirmed by factory tour, it was noted that the belt of one drilling machine in molding area. Reference Law: General rules of design on health and safety of production facility (GB5083-1999) article 6.1.2.

基于现场查看，模具区域有一台钻孔机的皮带轮没有防护罩。参考法律法规：生产设备安全卫生设计总则(GB5083-1999)第6.1.2条

Confirmed by documents review and management review, the auditee did not sign the medical assistance agreement with nearby hospital. Confirmed by management interview, sufficient first aiders were trained in the factory. And the first aid kit was installed for workshop.

基于文件审核和管理层访谈，被审核方没有与附近的医院签订医疗救助协议。基于管理层访谈，工厂培训了足够的急救员。且车间设置了急救药箱。

## PA 12: Protection of the Environment

Two shifts were arranged for the extruding position. Confirmed by documents review and management interview, the boundary noise of night shift was not monitored in the past one year. Reference law: Emission Standard for Industrial Enterprises Noise at Boundary article 4.1.1

挤出工序实行两班制。基于文件审核和管理层访谈，夜班的厂界噪音在过去的一年未进行监测。参考法律法规：《工业企业厂界环境噪声排放标准》第4.1.1条。