

Monitored Party NINGBO ZHENHAI LIU HE PLASTICS CO.,LTD.	amfori ID 156-008951-000	Address No. 568 Fengshou Road, Jiaochuan Street, Zhenhai District, 315207 Ningbo, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 11/10/2024	Closing Meeting Finished Date 11/10/2024	Submission Date 16/10/2024
Expiration Date 23/10/2025	Announcement Type Fully Announced	
Site Ningbo Zhenhai Liuhe Plastics Co.,Ltd	Site amfori ID 156-008951-003	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
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: Nita Xiong; APSCA membership number: CSCA 21701701.

Monitoring partner name: TUV Rheinland

Audit schedule details: The audit is planned for 1 auditor x 1.0 day.

Announcement Type: Fully Announced. This is a follow-up audit on PA1, PA2, PA5, PA6, PA7 and PA12, other PAs were not covered and the rating and evidence were kept the same with the last audit report.

Business partner information:

The auditee was located at No. 568 Fengshou Road, Jiaochuan Street, Zhenhai District, Ningbo, Zhejiang, China (中国浙江省宁波市镇海区蛟川街道丰收路568号). It was founded on March 29, 2004. The product was data strip. The processes onsite were extruding&shaping, cutting, assembling and package. The extruding&shaping and cutting were conducted by the same machine. No subcontractor was used by the auditee. No apparent peak season or low season was available in the auditee.

Audited location information:

Confirmed by factory tour, there was one 3-storey building (partial 4-storey) in the boundary, which belonged to the auditee and covered about 15281 square meters. Detail as follow:

1st floor: Extruding&Shaping and cutting workshop, assembling and packing workshop, finished goods warehouse, raw material warehouse and office area;

2nd floor: Office area, assembling and packing workshop and canteen;

3rd floor: Raw material area and office area;

4th floor: Small canteen for the boss;

No dormitory was provided by the auditee. Canteen without kitchen was provided by the auditee. Work meals were bought by the auditee from outside and provided to employees free of charge.

Operating shifts and hours:

The normal working hours was 8 hours per day and 5 days per week. Security guards had 2 shifts: 7:00~15:00, 15:00~23:00. Extruding&shaping and cutting employees had two shifts: 08:00~11:00, 12:00~17:00, 18:00~20:00 (2 hours as OT); 20:00~23:00, 00:00~05:00, 06:00~08:00 (2 hours as OT); two weeks in turn. Other employees had one shift: 08:00~11:00, 12:00~17:00; When urgent orders, the workers had 2 OT working hours on weekdays, from 18:00 to 20:00. The workers had overtime worked on Saturdays. All employees had rested on each Sunday and legal holidays. Time records from October 1, 2023 to October 11, 2024 were provided and 10 samples were selected for review. Maximum overtime was work 2 OT working hours per day, 20 hours per week, 94 hours per month and guarantee at least one day rest per week. And longest consecutive working days were six days.

Time recording system:

The auditee used swiping card attendance recorder to record workers each in/out time.

Salary payment details:

10 sample workers' wages from October 2023 to August 2024 were checked. All workers were paid by hourly rate, the minimum wage paid by the auditee was RMB 27.02 per hour which was higher than legal requirement and paid on or before 15th of the next month by bank transfer. 150%, 200% and 300% of normal rate would be compensated for overtime on normal working days, Saturday and holidays. No overtime working was arranged on holidays based on attendance records provided.

Worker number information:

Total 79 employees were available in the auditee, including 65 production workers and 14 non-production/management workers.

The production workers including 39 male and 26 female.

Total 63 domestic migrant employees including 36 male and 27 female were employed.

No young, seasonal, temporary, disabled, home-based worker used by the auditee, during the audit date, no pregnant worker was available in the auditee. No interns, apprentices, contractor workers in the auditee.

Good practices: The auditee provided work meals to employees free of charge. The auditee provided one 15 minutes short break in the morning and afternoon respectively.

Worker organization details:

The auditee respected and protected the workers' right of freedom association and collective bargaining. No bad influence would be imposed on workers if they choose to organize a worker committee. There was no trade union in the auditee. 2 worker representatives were elected by all employees freely on April 1, 2024.

Circumstances:

There was no special circumstance during the audit, the audit was conducted in good professional working environment and the auditee was very supportive and cooperative throughout the audit activities. No abnormal level of production or abnormal workforce composition was identified.

Summary of findings:

Non-compliances were identified in PA1, PA6 and PA7.

PA1: Insufficient management system and production capacity planning.

PA6: Monthly OT exceeded legal requirement.

PA7: No occupational health examination. Inadequate warning signs. The height of the handrails was insufficient.

#Living wage calculation:

1) No anchor wage available for the producer location, so we used the data provided by auditing company.

2) The calculation methodology refers to anchor living wage structure.

3) The data comes from the local bureau of statistics for the current year.

Attachments:

The Personal Information Protection Law of the People's Republic of China was effective as of 1 November 2021, the producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor(s) had been obtained the individual's consent during the audit.

No document of agency labor contract, government waiver, collective bargaining agreement or contractor license were upload, as no agency labor contract was used, no government waiver was obtained and no collective bargaining agreement or contractor license was available.

SITE DETAILS

Site

Ningbo Zhenhai Liuhe Plastics Co.,Ltd

Site amfori ID

156-008951-003

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Leisure Products

Sub Industry

Leisure Products

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	79	Workers
Legal minimum wage in local currency	2,490	Monthly
Lowest wage paid for regular work at the site	4,701.48	Monthly
Calculated living wage in local currency	2,838.5	Monthly
Total sample	10	Workers

Other Metrics

Male workers	43	Workers
Female workers	36	Workers
Non-binary workers	0	Workers
Permanent workers - Male	43	Workers
Permanent workers - Female	36	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	2	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	26	Workers
Workers with night shift - Female	6	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	36	Workers
Domestic migrant workers - Female	27	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	43	Workers
Workers hired directly - Female	36	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	6	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Ningbo Zhenhai Liuhe Plastics Co.,Ltd | Site amfori ID: 156-008951-003

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	
The auditee partially respects this principle because based on management interview, workers interview, document reviewing and onsite observation, the CSR management system had been established in the auditee to implement the amfori BSCI CoC. Meanwhile, the auditee conducted self-assessment for the CSR management system timely. However, there were still some gaps in the audit. Such as: The workers monthly OT working hours exceeded 36 hours. The management stated that they noticed the phenomenon. However, the production department had to arrange the production employees to overtime in order to meet the delivery date. So the employees monthly OT working hours was not considered by the production department when made the production plan. It violated the requirements of amfori BSCI system manual.	被审核方部分遵守该原则，因为基于管理层访谈、员工访谈、文件审查和现场观察，被审核方建立了社会责任管理体系去实施amfori BSCI行为准则。同时，被审核方定期对社会责任管理体系进行自我评估。然而，在本次审核中仍然有差距。如：工人的月加班时间超出36小时。管理层表示他们注意到这个现象。然而，生产部门为了满足交货期不得不安排生产工人加班。因此生产部门在制定生产计划时未考虑工人的月加班时间。违反了amfori BSCI系统手册中的要求。

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	
The auditee partially respects this principle because based on management interview, worker interview and documents reviewing, the auditee had set up written workforce planning procedure, but the procedure was not effectively implemented, workers' monthly overtime exceeded legal requirement. The management stated that they could not finish production order on time if no overtime was arranged. Interviewed workers stated that overtime was voluntary and they were willing to earn overtime expenses through overtime. It violated the requirements of amfori BSCI system manual.	被审核方部分遵守该原则，因为基于管理层访谈、员工访谈和文件审查，被审核方建立了书面的产能规划程序，但该程序没有有效执行，工人月加班超过法规要求。管理层表示如果不安排加班无法按时完成订单。访谈工人表示加班是自愿的，他们愿意通过加班来赚取加班费用。违反了amfori BSCI系统手册中的要求。

PA 6: Decent Working Hours

Site: Ningbo Zhenhai Liuhe Plastics Co.,Ltd | Site amfori ID: 156-008951-003

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

The auditee does not respect this principle because based on management interview, workers interview and documents reviewing, worker's monthly overtime exceeded regulatory limits. Based on attendance records from October 1, 2023 to audit date (October 11, 2024), the workers monthly OT working hours exceeded 36 hours. The details were as follows:

1. 10 sampled workers' monthly OT working hours was 52~92 hours in December 2023.
2. 10 sampled workers' monthly OT working hours was 44~82 hours in April 2024.
3. 10 sampled workers' monthly OT working hours was 52~94 hours in August 2024.

The management declared that, they know the local law requirement clearly, but the auditee did not recruit more workers to control labor costs, and workers' overtime hours depended on production task, the working hours recording system couldn't alert when overtime hours near or over the limits, but one day off per seven days was guaranteed. Interviewed workers stated that overtime was voluntary and they did not feel tired about the current workload. It violated Labor Law of the P.R.C, Article 41.

Remark: 10 sampled workers' overtime working hours was 14~26 hours from October 1, 2024 to October 10, 2024.

被审核方未遵守该原则，因为基于管理层访谈、工人访谈和文件审查，工人月加班时间超出法规限制。根据2023年10月1日至审核当天（2024年10月11日）的工人考勤记录，工人每月加班时间超过36小时。详情如下：

- 1.2023年12月，10名抽样工人月加班工作时间为52~92小时。
- 2.2024年4月，10名抽样工人月加班工作时间为44~82小时。
- 3.2024年8月，10名抽样工人月加班工作时间54~94小时。

管理层表示，他们清楚地知道当地法律的要求，但是被审核方为控制人力成本，未招聘更多的员工，工人的加班时间取决于生产任务，当加班时间接近或超过限制时，工时记录系统无法发出警报，但是员工每七天休息一天是有保证的。访谈工人表示加班是自愿的，目前的工作量并不使他们觉得累。违反了中华人民共和国劳动法 第四十一条。

备注：10名抽样工人2024年10月1日-2024年10月10日的加班时间为14~26小时。

PA 7: Occupational Health and Safety

Site: Ningbo Zhenhai Liuhe Plastics Co.,Ltd | Site amfori ID: 156-008951-003

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

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respects this principle because based on management interview, worker

被审核方部分遵守该原则，因为基于管理层访谈，员工访谈，现场查看和文件审查，被审核方未提供

Finding	
interview, onsite observation and documents reviewing, the auditee did not provide occupational health examinations for workers in hazardous positions. The auditee obtained the occupational hazard factor detection and evaluation report in August 2024, which showed that the noise level in the extruding workshop was higher than 80 decibels, with a maximum of 88.3 decibels, and there were occupational hazards such as harmful dust and gases in the extruding workshop. The auditee did not arrange occupational health examinations for these workers who were exposed to hazardous factors as required by the evaluation report. The management stated that they planned to arrange occupational health examinations for these workers next month. The interviewed employees stated that the factory had informed them of the relevant occupational hazards and currently did not feel any physical discomfort. It violated Law of the People's Republic of China on the Prevention and Control of Occupational Diseases article 35.	职业健康体检给有害岗位的工人。被审核方在2024年8月取得了职业危害因素检测和评价报告，结果显示挤出车间的噪音高于80分贝，最大达到88.3分贝，且挤出车间存在有害粉尘和有害气体等职业病危害因素。被审核方没有按照评价报告的要求给这些接触危害因素的工人安排职业健康体检。管理层表示他们计划于下个月安排这些工人进行职业健康体检。访谈员工表示工厂告知了相关的职业病危害，目前未感到身体不适。违反了《中华人民共和国职业病防治法》第35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	
The auditee partially respects this principle because based on management interview and onsite observation, about 10% of the electrical control panels in the production area were not posted with safety warning sign for electrical safety. The management team stated that they missed these electrical control panels when posting the warning sign and would rectify this issue as soon as possible. It violated Safety signs and guideline for the use GB2894-2008 Article 4.2.7.	被审核方部分遵守该原则，因为基于管理层访谈和现场观察，生产区域约10%的配电箱没有张贴用电安全警示标识。管理层表示张贴警示标识时候遗漏了这些电箱，会尽快整改这一问题，违反了《安全标志及使用导则》GB 2894-2008 第4.2.7条。

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially respects this principle	被审核方部分遵守该原则，因为基于管理层访谈，

Finding

because based on management interview, workers interview and onsite observation, the auditee had installed handrails for this ladder, but the height of the handrails is insufficient, only about 40cm. The management stated that this was due to management negligence, the interviewed workers stated that there had been no related work-related injuries. It violated Safety of machinery-Permanent means of access to machinery-Part3: Stairs, stepladders and guard-rails (GB17888.3-2020), Article 7.2.

员工访谈和现场观察, 被审核方已经给这一梯子安装了扶手, 但是扶手高度不足, 仅约40cm, 管理层表示由于这是管理疏忽导致, 访谈工人表示没有发生过相关的工伤。违反了《机械安全进入机械的固定设施第3部分: 楼梯、阶梯和护栏》GB17888.3-2020, 第7.2条。