

Monitoring result for Jution Silicone & Rubber (Dongguan) Co., Ltd on site Site 1

Monitoring

Monitored Party	: Jution Silicone & Rubber (Dongguan) Co., Ltd	amfori ID	: 156-016048-000
Site	: Site 1	Site amfori ID	: 156-016048-001
Address	: No.4 Building, Zhengkeng Industrial Area, Dongkeng Town	Monitoring Activity	: amfori Social Audit - Manufacturing
	: Dongguan	Monitoring Type	: Full Monitoring
	: Guangdong Sheng	Submission Date	: 28/06/2021
	: China	Expiration Date	: 28/06/2022

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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	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

The audited factory was established on November 22, 2010; its business license number was 91441900564565672N. The factory name in Chinese on Business License was 东莞市众盛硅橡胶制品有限公司, the factory address in Chinese on Business License was 东莞市东坑镇初坑村正坑工业区第四幢. And it occupied one 3-storey production building. No dormitory or canteen was provided to employees. Total occupied area by the factory was approximately 2600 square meters.

The audited factory specialized in the production of Silicone products. Production processes included molding, printing, inspection and packing. There was no peak season affected its production during the past 12 months.

On the audit day, there were 48 employees in the factory, including 33 production employees and 15 non-production employee. 28 employees were male and 20 employees were female. The youngest employee in the factory was 21 years old.

The audited factory adopted fingerprinting attendance system to record working hours of employees. And they arranged one shift for employees, which was from 8:00 to 17:30 with 90 minutes lunch break from 12:00 to 13:30. Wages of employee were paid around 30th of the next month by cash with wage stubs issued to employees. Per payroll review and interview with management and employees, employees were paid by hourly rate.

During this audit, 15 employees' time records and payrolls were sampled as follows for working hour and wage testing: 5 samples from current paid month of April 2021, 5 samples from February 2021 and August 2020 respectively. Auditor also sampled 5 attendance records from current complete unpaid month of May 2021 for review. And auditor noted that all sampled employees were paid more than local minimum wages. And all sampled employees were paid 150% and 200% of normal wages for the overtime worked on regular days and rest days in the test period, which met the legal overtime compensation rate. No employee worked overtime on statutory holidays. According to all samples' time records, auditor noted that they worked at most 82 overtime hours per month and 2 overtime hours per day. The maximum consecutive working day was 6 days.

According to the social insurance payment receipt of May 2021 provided by factory management, it was noted that 48 out of 48 employees (100%) were provided with medical insurance, only 45 out of 48 employees (94%) were provided with accident insurance and maternity insurance, and only 43 out of 48 employees (90%) were provided with unemployment insurance and pension insurance.

Further, 5 employees were selected for private interviews from different workshops. No negative comment was noted during employee interviews.

A closing meeting was held with factory representatives and all findings were communicated to them along with corresponding corrective action plans and they signed the onsite CAP and agreed to take corrective actions step by step.

Remarks:

1. Attendance person list: Ms. Nie Danqin/Admin Supervisor, Mr. Zhong Liangjie/Manager, Mr. Xu Changming/Worker Representative
2. There were no agencies/contractor used by the factory, which made the agency labour contract / contractor not applicable.
3. No any kind of collective bargaining agreement/ government waivers was noted, which made the collective bargaining agreement/ government waivers not applicable.
4. Audit Company: Bureau Veritas Consumer Products Service;
Audit Company APSCA Number: 11600002
Lead Auditor Name: Dan Huang; APSCA Auditor Registered Number: RA21701177

Site Details

Site : **Site 1**

Site amfori ID : **156-016048-001**

GICS Classification

Sector : **Consumer Staples**

Industry : **Personal Products**

Industry Group : **Household & Personal Products**

Sub Industry : **Personal Products**

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	48 Workers
Legal minimum wage in local currency	1720 Monthly
Lowest wage paid for regular work at the site	1914 Monthly
Calculated living wage in local currency	2117 Monthly
Total sample	5 Workers

Other Metrics

Male workers	28 Workers
Female workers	20 Workers
Permanent workers - Male	28 Workers
Permanent workers - Female	20 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	6 Workers
Management - Female	9 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	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	27 Workers
Domestic migrant workers - Female	17 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	28 Workers
Workers hired directly - Female	20 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	1 Workers

Findings

PA1: Social Management System

The audited factory did not recruit enough employees or organize its workforce capacity to meet the expectations of the delivery production order or contracts, so that employees' monthly overtime hours exceeded legal limit. BSCI Code of Conduct: The auditee should organize its workforce capacity to meet the expectations of the delivery order and/or contracts.

被审核工厂没有招聘足够的员工或者进行良好的生产组织来达成交付生产订单或合同的预期，以至于员工月加班超出法律规定。BSCI行为守则：被审核方（生产商）组织其劳工来达成交付订单和/或合同预期和要求。

PA 2: Workers Involvement and Protection

BSCI COC was posted onsite for employees' reference. However, the audited factory only provided training on BSCI Code of Code of Conduct to management employees and some employees, and some workers were not well aware of BSCI Code of Conduct. BSCI Code of Conduct: The auditee builds sufficient competence to successfully embed responsible practices in the business operation. This refers to managers, workers and workers representatives.

被审核工厂现场张贴了BSCI行为守则供员工阅读，但是，被审核工厂仅对管理员工和部分工人进行了BSCI行为守则培训，而且部分工人BSCI行为守则认识不够充分。BSCI行为守则：被审核方（生产商）充分培养下列人士的能力，以便在业务经营中成功结合责任规范，包括经理、工人和工人代表。

PA 5: Fair Remuneration

No satisfactory evidence was provided to show that the audited factory had investigated and calculated the decent living wage of its region systematically. BSCI Code of Conduct: The auditee provides sufficient remuneration that allows workers to meet a decent living standard

没有满意证据显示被审核工厂有进行系统性调查分析当地体面生活工资。BSCI行为守则：被审核方（生产商）提供让工人达到体面生活标准的足够报酬

The audited factory's coverage of social insurance was insufficient. According to the social insurance payment receipt of May 2021 provided by factory management, it was noted that 48 out of 48 employees (100%) were provided with medical insurance, only 45 out of 48 employees (94%) were provided with accident insurance and maternity insurance, and only 43 out of 48 employees (90%) were provided with unemployment insurance and pension insurance. All employees were permanent workers. And commercial accident insurance was provided to 37 employees currently, which was valid until May 24, 2022. This violated Article 73 of the Labor Law of the People's Republic of China.

被审核工厂的社会保险覆盖不足。根据厂方提供的2021年5月社会保险缴费单显示工厂为48/48名（100%）员工提供医疗保险，仅为45/48名（94%）员工提供工伤保险和生育保险，仅为43/48名（90%）员工提供失业保险和养老保险。所有员工均为固定工。另外，被审核工厂目前有37员工提供商业意外保险，有效期至2022年5月24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 20 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 April 2021, 5 samples from February 2021, 5 samples from August 2020 and 5 samples from current unpaid month of May 2021) yielded the following: 1) In May 2021, 5 out of 5 sample population employees worked 72 overtime hours per month; 2) In April 2021, 5 out of 5 sample population employees worked 74 overtime hours per month; 3) In August 2020, 5 out of 5 sample population employees worked 82 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15/20名抽样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）。审核员抽取20个样本（从最近工资支付月2021年4月、2021年2月和2020年8月各抽取5个样本，从最近完整未支付月2021年5月抽取5个样本），具体为：（1）2021年5月，5/5名员工的月加班时间为72小时；（2）2021年4月，5/5名员工的月加班时间为74小时；（3）2020年8月，5/5名员工的月加班时间为82小时。根据《中华人民共和国劳动法》第41条。

PA 7: Occupational Health and Safety

The audited factory did not provide regular occupational health checks to 8 out of 12 employees in the workshop who were in contact with hazardous materials regularly. Further, the occupational health checks were not provided to these employees before they took the posts or when they left the posts. This violated Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases.

被审核工厂没有为在车间接触有毒有害物质的8/12名员工提供定期的职业病体检。而且，厂方也没有组织员工在上岗前和在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。

No satisfactory evidences were provided to prove that workers or their representatives were actively involved the risk assessment, the development and implementation of the OHS systems with factory management. BSCI Code of Conduct:

PA 7: Occupational Health and Safety

There is active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS.

没有满意证据显示员工或其代表有积极参与到健康安全风险评估以及建设健康安全体系中。BSCI行为守则：管理层和工人（和/或其代表）之间就开发和执行确保职业健康与安全的体系展开积极合作。

It was noted that 10 out of 10 employees who handling hazardous chemicals (e.g. cleaner) in the production area were not wearing any protective gloves and these employees were wearing medical masks instead of gas masks. This violated Article 37 of Law of the People's Republic of China on Production Safety.

生产区域使用危险化学品（如：清洁剂）的10/10名员工没有任何佩戴防护手套，其中这些员工佩戴的口罩为医用口罩，而不是防毒口罩。根据《中华人民共和国安全生产法》第37条。

1. It was noted that the hazardous chemical storage was stored in the production workshops, which was not stored at a designated warehouse. This Violated Article 24 of the Regulations on the Safety Administration of Hazardous Chemicals. 2.

It was noted that no anti-leakage facility (e.g. secondary container) was available for hazardous chemicals (e.g. printing ink) temporarily stored in the production workshops. This violated article 20 of Regulation for Safety of Hazardous Chemical.

1. 被审核工厂并未设立专门的危险化学品仓库，目前危险化学品存放在生产车间。根据《危险化学品安全管理条例》第24条

2. 被审核工厂没有为在生产车间临时存放的危险化学品（如：油墨）设置防渗漏设施（如：二次容器）。根据《危险化学品安全管理条例》第20条

It was noted that no warning sign was marked on 10 out of 30 electricity switches in the production area. This violated Article 2-7, 6.2 of Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008.

生产区域10/30个开关盒没有张贴警示标识。根据《安全标志及使用导则(GB 2894-2008)》警示标志2-7，6.2

It was noted that anti-skid equipment for 1 out of 1 hook for cranes in the moulding workshop on the 1st floor was out of function. This violated Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene

一楼模具车间起重设备的1/1个吊钩安装的防滑装置失效。根据《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条

It was noted that toilet papers were not provided for toilets in the production area. BSCI Code of Conduct: The auditee provides workers with clean washing facilities, changing rooms and toilets that are respectful of local customs

被审核工厂生产区的厕所没有提供厕纸。BSCI行为守则：被审核方（生产商）为工人提供尊重当地习俗的干净的洗涤设施、更衣室和洗手间