

Monitoring result for Shenzhen Greatfavianian Electronic CO.,LTD. on site Site 1

Monitoring

Monitored Party : Shenzhen Greatfavianian Electronic CO.,LTD.
amfori ID : 156-045394-000
Site : Site 1
Site amfori ID : 156-045394-001
Address : 5/F, Bldg. 6, Tongfuyu Ind., Lezhujiao, Jiuwei, Xixiang St., Baoan Dist., Shenzhen
: Shenzhen
: Guangdong Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Monitoring Partner : ALGI International, Inc.
Monitoring Start Date : 07/04/2023
Closing Meeting : 07/04/2023
Finished Date :
Submission Date : 13/04/2023
Expiration Date : 13/04/2024

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Overall rating

A	B	C	D	E	None
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Section rating

PA1: Social Management System	D
PA 2: Workers Involvement and Protection	C
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	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

Shenzhen Greatfavian Electronic CO.,LTD. (Local Name: 深圳市新满杰电子有限公司, Uniform Code of Social Credit: 914403005747582678) is located at 5/F, Bldg. 6, Tongfuyu Ind., Lezhujiao, Jiuwei, Xixiang St., Baoan Dist., Shenzhen City, Guangdong Province, China. The factory was established in 2011 at present address. The factory specializes in the manufacturing of LED flash gift. Main production activities include SMT (Surface Mounting Technology) and assembly (including ultrasonic welding, in-line functional check, inspection (including product cleaning) and packing (including blister sealing)). anti-fingerprint oil spraying, inspection (including product cleaning) and packing. No service or production process is sub-contracted.

The factory rents and uses the 5th floor of one 6-storey production building from the building owner and the lease contract is provided for review. The factory does not provide dormitory, canteen or kitchen to employees. On the audit day, there were total 34 employees in the factory, of which 25 employees were production workers. As per management interview, peak season in the factory is not obvious in the past.

Based on documents review and management interview, it was noted that all employees are paid by hourly rate. Wages are paid by cash on around 7th date of each month for the preceding month. The factory uses finger-print scanning attendance system to record all employees' working hours. All employees work in one shift. The regular working hours for office staffs including HR, Purchasing, Engineering and Sales department are from 8:30 to 18:00 with lunch break from 12:00 to 13:30. The regular working hours for production workers are from 7:50 to 17:20 with lunch break from 11:50 to 13:20 (normally 8 hours per day). Normal working days are from Monday to Friday. Employees would voluntarily work for 2 hours a day from 18:20 to 20:20 on weekdays and for 8 hours a day on Saturdays if needed. The holiday and Sunday would be arranged to rest.

During the current audit, payroll records from April 2022 to March 2023 and attendance records from April 01, 2022 to the audit day are provided for review. The auditor randomly selects 8 samples from each of March 2023 (recent paid month), December 2022 (random month) and July 2022 (random month) for verification.

Mr. Hongchun Zhao / Manager, Ms. Menglin Zhang / HR Specialist and Mr. Feng Qin / Worker Representative participated in the opening & closing meeting. The opening meeting started at 8:00 and the closing meeting ended at 16:30. The auditor communicated the findings in detail to them and allowed them to ask questions and make any needed clarifications. Finally, they agreed on the findings and signed the on-site audit findings report.

Remark:

1. The local legal minimum wage standard was CNY 2200 per month equivalent to CNY 12.64 per hour before January 2022 and CNY 2360 per month equivalent to CNY 13.56 per hour since January 01, 2022.
2. The factory has not obtained any government waiver, not achieved any collective bargaining agreement with employees, and all employees are hired by the factory directly, so no government waiver, collective bargaining agreement, contractor license/ permit or agency labours contract was uploaded on BSCI platform.
3. This initial full audit was announced and was conducted on April 07, 2023 by ALGI auditors Eagle Yao (Lead auditor)- APSCA registration No.: CSCA 21700955. ALGI auditor Ms. Susan Lee-APSCA registration No. CSCA 21700947 observed the whole audit process as an internal observer.
4. #LivingWage: [The audited factory was located in Shenzhen City. The auditor used the Living wage calculation published on the GLWC website for the region (<https://www.globallivingwage.org/living-wage-benchmarks/urban-shenzhen-china/>), which is estimated at the amount of CNY 3235 per month. As recommended, GLWC method of calculation is considered by the auditor for this audit. GLWC benchmark data are uploaded as part of the report attachments.]
5. The audited factory rents and uses the whole 5th floor of one 6-storey production building from the building owner named Shenzhen City DongShengDa Industry Co., Ltd., which was indicated on the building construction safety evaluation report. The building owner bought this building from the previous owner named Shenzhen City Joint Stock Co., Ltd., which was indicated on the fire service inspection certificate. The other floors are rented to one equipment production factory, one garment factory, one electronic factory and one earphone factory by the landlord respectively. No employee or area is shared between the audited factory and other companies in this building.

Site Details

Site : Site 1
Site amfori ID : 156-045394-001

GICS Classification

Sector	: Information Technology	Industry	: Electronic Equipment, Instruments & Components
Industry Group	: Technology Hardware & Equipment	Sub Industry	: Electronic Manufacturing Services

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	34 Workers
Legal minimum wage in local currency	2360 Monthly
Lowest wage paid for regular work at the site	3666 Monthly
Calculated living wage in local currency	3235 Monthly
Total sample	8 Workers

Other Metrics

Male workers	15 Workers
Female workers	19 Workers
Permanent workers - Male	15 Workers
Permanent workers - Female	19 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	3 Workers
Management - Female	2 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	15 Workers
Domestic migrant workers - Female	17 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	15 Workers
Workers hired directly - Female	19 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	3 Workers
Sample - Female	5 Workers

Findings

PA1: Social Management System

The social management system was found need to improve continuously, and sufficient evidences showed that some non-compliance findings were detected in Performance Area Social Management System, Workers Involvement and Protection, Fair Remuneration, Decent Working Hours and Occupational Health and Safety. (For details, please refer to Performance Area 1, 2, 5, 6 and 7 respectively.)

社会责任管理体系需要持续改善。充分证据表明工厂在社会责任管理体系、工人参与和保护、公平报酬、体面的工作时间和职业健康安全方面缺少有效的管理。（详细分别见绩效评估区域第1、2、5、6和7部分。）

The factory made production plans for each order, but the workforce capacity was not properly planned and monthly overtime working hours exceeded the legal limit 36 hours per month, please refer to principle 6.2 for details. This violated the PRC Labor Law article 41.

工厂有对每个订单制定生产计划，但没有正确地对产能进行合理的规划，并且工人的月加班时间超过了法规的要求36小时/月，详情请参考条款6.2。这违反了《中华人民共和国劳动法》第41条。

PA 2: Workers Involvement and Protection

Although the factory had defined long-term of goals to protect workers as per BSCI COC, but it did not monitor the achieving situation in last year.

尽管工厂已根据BSCI的行为准则定义保护工人的长期目标，但在去年没有监控目标的达成情况。

Through on-site observation, documents review and interview, it was noted that the factory had posted the BSCI Code of Conduct in workshops, and provided training regarding BSCI Code of Conduct to all employees, through workers interview, it was noted that all sampled employees could not clearly describe the detailed social compliance requirements.

通过现场观察，文件审阅和员工访谈，得知工厂有张贴BSCI行为准则，且有提供有关BSCI行为准则的培训给员工，但是通过员工访谈，所有被访谈员工中有6名不清楚社会责任方面的内容和要求。

The factory had established a grievance procedure, as well as a suggestion box. The document records and management interviews showed that no grievance cases have occurred in the past year. However, the factory had not evaluated and taken measures to improve the effectiveness of the grievance mechanism.

工厂有建立申诉程序，也有意见箱，文件记录及管理层访谈显示过去1年未发生过申诉案例，但工厂未评估和采取措施以提高申诉机制的有效性。

PA 5: Fair Remuneration

Although the month wages for regular working hours for all sampled workers met the local (Shenzhen City) Basic Living Wage standard CNY 3235 per month, which was published on the GLWC website for the region, the factory just had little knowledge for basic living wage, and they did not investigate basic living wage accordingly.

尽管所有抽样的员工中的正常工作时间的月工资能达到当地（深圳市）的基本生活需求工资CNY 3235元/月（这是在GLWC网站上发布的关于该地区的基本生活需求工资的数据）。但工厂对基本生活保障工资了解不多，因此也没有进行基本生活保障工资的调查。

Insufficient coverage of social insurance was found. As per the provided social insurance receipt of March 2023, there were 34 employees that time (2 employees had reached retirement age), just 13 eligible employees (40.63%, except for the retired employees) had participated in pension insurance, 19 eligible employees (59.38%, except for the retired employees) had participated in unemployment, injury medical and maternity insurances. In addition, the factory provided commercial group accident insurance to all employees (100%) with one year of insuring period from April 03, 2023 to April 02, 2024. This did not meet the PRC Labor Law article 72 and 73. Remark: The factory did not get waiver for social insurance. One year of payment records for social insurance were provided to review in this audit. All employees were hired by the factory directly. No temporary or newly joined employee. Part of eligible employees did not participate in social insurance because they were unwilling to undertake the monetary deduction for social insurance and did not want to participate in social insurance in the factory. This was verified through interviews.

社会保险覆盖率不足。根据2023年3月份社保的缴费记录，工厂当时有34人（其中有2人达到了退休年龄），只有符合条件的13名员工（40.63%，除开了已退休的员工）参加了养老保险，只有符合条件的19名员工（59.38%，除开了已退休的员工）参加了失业、工伤、医疗和生育保险。另外，工厂给所有员工（100%）提供了从2023年4月3日至2024年4月2日为期一年的商业团体意外险。这违反了《中华人民共和国劳动法》第72条、73条。备注：工厂没有获得社保批文。在本次审核工厂提供了一年的社保缴纳记录给我们审阅。所有员工均由工厂直接招聘。目前没有临时工和新入职的员工。部分符合条件的员工不愿意承担购买社保时的扣款，因而不愿意在工厂参加社保，这在访谈时得到了证实。

PA 6: Decent Working Hours

The overtime working hours exceeded the upper limit of 36 hours per month. In March 2023 (recent paid month), the monthly overtime hours of all 8 randomly selected employees were 78 hours In December 2022 (random month), the monthly overtime

PA 6: Decent Working Hours

hours of all 8 randomly selected employees were 84 hours; In July 2022 (random month), the monthly overtime hours of all 8 randomly selected employees were 82 hours. This did not meet the PRC Labor Law article 41.

加班工时超过36小时。2023年3月（最近已支付月份），抽样的所有8名员工的月加班工时均为78小时；2022年12月（随机月份），抽样的所有8名员工的月加班工时均为84小时；2022年7月（随机月份），抽样的所有8名员工的月加班工时均为82小时。这不符合《中华人民共和国劳动法》第41条。

PA 7: Occupational Health and Safety

1. The factory partially respected this principle, because the factory had established the complete management system on health and safety, including identifying and awareness of related legal regulation, health and safety check, training and etc. However, the actual practice throughout the factory was not fully in compliance with requirements of local law in the parts of Material / finished goods placement and Chemical management. 2. Around 5% paper cartons and finished goods in warehouse were stored against wall on the audit day. This did not meet the Rules Concerning Warehouse Safety and Fire Control article 18.

1. 工厂已建立完整的健康安全管理体系，包括相关法规的识别与了解，健康安全检查，培训等，但在审核当天工厂在健康安全方面仍有违反当地法规的问题出现而部分遵守该原则，例如物料/成品存放和化学品管理。2. 仓库里约有5%的纸箱/成品靠墙放置。这违反了《仓库防火安全管理规划》第18条。

Two small bottles of ethyl alcohol at product cleaning workstations were not labeled with safety label. This did not meet the Regulation of Chemical Safety Usage in Workplace, Article 19.

产品清洁岗位有2瓶小瓶的酒精没有安全标签。这不符合《工作场所安全使用化学品规定》第19条。

The factory did not post the accident procedures in workshops for workers and first-aid responder.

工厂没有在车间张贴紧急事故预案供相关员工和急救人员了解。