

Monitored Party Linhai Winfun Tourist Arts Co.,Ltd.	amfori ID 156-015416-000	Address Xiahui Industrial Zone, Shaojiadu Town, 317006 Linhai City, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 14/08/2023	Closing Meeting Finished Date 14/08/2023	Submission Date 18/08/2023
Expiration Date 09/09/2024	Announcement Type Semi Announced	
Site Linhai Winfun Tourist Arts Co.,Ltd.	Site amfori ID 156-015416-002	

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OVERALL RATING



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	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

Name of lead auditor: Jerry Chen, APSCA membership number: CSCA 21701924.

Monitoring partner name: TUV Rheinland.

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

Announcement Type: semi-announced (PA1/2/5/6/7/12 were covered and the other PAs were not rated, the rating and evidence selected was kept the same as previous audit.).

Business partner information: Linhai Winfun Tourist Arts Co.,Ltd. (临海市永丰旅艺用品有限公司) was located at Xiahui Industrial Zone, Shaojiadu Town, Linhai City, Zhejiang Province, China (中国浙江省临海市邵家渡街道下汇工业区) and founded on 25 March 1995. The auditee was specialized in the manufacture of outdoor leisure products. Main production activities included metal working (cutting, punching, welding, grinding), phosphating, powder coating, cloth cutting, sewing, assembly and packing, no production process was subcontracted to outsource. (Remark: the auditee updated business license in December 2022, the factory address was updated from 临海市邵家渡街道下汇村-Xiahui Village, Shaojiadu Street, Linhai City to 浙江省台州市临海市邵家渡街道东渡南路75号-No. 75, Dongdu South Road, Shaojiadu Street, Linhai City, Taizhou, Zhejiang. The auditee preferred to keep the address information consistent with previous audit report, which was at Xiahui Industrial Zone, Shaojiadu Town, Linhai City, Zhejiang Province, China -中国浙江省临海市邵家渡街道下汇工业区. All the address description referred to current auditee location but naming ways, the physical location of the auditee did not changed.)

Audited location information: In view of the plant, there was one 4-storey comprehensive building (warehouse on 1F, office on 2F~4F), one 4-storey production building (metal working on 1F, warehouse on 2F~4F), three 3-storey production buildings (building 1: packing on 1F, assembly on 2F and 3F; building 2: metal working on 1F, sewing on 2F, cloth cutting on 3F; building 3: phosphating on 1F, warehouse on 2F, sample-display room on 3F) and two 2-storey production buildings (building 1: powder coating on 1F and 2F; building 2: packing on 1F and 2F), all the buildings were owned and used by the auditee, the total building area were around 48000 square meters. No canteen or dormitory was provided to workers by the auditee.

Operating shifts and hours: Regular working hours were 8 hours each day and five days a week. All workers worked in one shift, which was 7:30~17:00 with a lunch break from 11:30 to 13:00, if needed, 2 hours' overtime working was conducted in weekdays (18:00~20:00). Saturday overtime was conducted for 8 hours each time and Sunday was guaranteed as rest. Time records from 1 August 2022 to 14 August 2023 were provided for review, the time records of 10 workers were randomly selected for review. Maximum overtime working hours were 2 hours per day, 18 hours per week, 52 hours per month and at least one day off per week was guaranteed.

Time recording system: Finger-printing and face-recognition system was used to record working hours.

Salary payment details: Payroll records from August 2022 to June 2023 for review, 10 randomly selected workers' payroll records from January 2023, April 2023 and June 2023 were sampled for review, the lowest basic wage paid to workers was RMB 2400 per month, wages were paid to workers before 30th of each month for the previous natural month by cash, moreover, 150%, 200% and 300% of the regular wages were paid to workers for the overtime work conducted in regular days, rest days and statutory holidays respectively. Payslip was provided to workers when wages were issued.

Worker number information:

- 97 workers in total, including 78 production workers and 19 non-production workers.
- 78 production workers, including 41 males and 37 females workers.
- 45 domestic workers, including 26 male workers and 19 female workers. There was no foreign migrant, young, women, pregnant, seasonal, temporary, disabled, home-based workers.
- There was no interns, apprentices or contractor workers.

Good practices: None.

Worker organization details: No labor union was founded but 2 worker representatives were established by workers publicly and fairly on 26 December 2022.

Circumstances: There was no special circumstance during the audit. The facility was cooperative and active throughout the whole audit, all the requested documents were provided in a timely manner, full access to facility walk-through and employee interview were granted, and photo-taking of necessary evidences for the audit were permitted. During the closing meeting, the auditor communicated fully with facility representative on detected non-compliance, the facility representative were positive and committed to make continuous improvement according to amfori BSCI requirement.

Summary of findings: findings were detected in PA1, PA2, PA5, PA6, PA7 and PA12.

PA1: insufficient social management system implementation, no reasonable capacity planning

PA2: no long-term goals established to protect workers

PA5: insufficient social insurance coverage

PA6: excessive monthly overtime working hours

PA7: no occupational health check for workers exposed to occupational hazard factors, cutting worker and punching not wear earplugs, powder coating worker not wear protective clothing, phosphating worker not wear rubber shoes, chemical container missing safety label, electric control panels missing protection cover, materials stored against the wall, ladder without handrails, punching machine missing pedal cover, crane hook without safety lock

PA12: no monitoring on boundary noise

Living wage calculation: #LivingWage:

- 1). No anker wage available for the producers location, so we used the data provided by auditing company.
- 2). The calculation methodology refers to anker living wage structure.
- 3). The data comes from the local bureau of statistics for the current year.

Special remark on documents attached:

1.No agency labor was used by the auditee, no contractor permit/ license or any kind of waivers were obtained by the auditee, no collective bargaining agreements were established by the auditee. Thus, all above mentioned documents were not applicable for this auditee.

2.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.

SITE DETAILS

Site	Site amfori ID
Linhai Winfun Tourist Arts Co.,Ltd.	156-015416-002

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Leisure Products
Sub Industry		
Leisure Products		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	97	Workers
Legal minimum wage in local currency	2,070	Monthly
Lowest wage paid for regular work at the site	2,400	Monthly
Calculated living wage in local currency	2,229.5	Monthly
Total sample	10	Workers

Other Metrics

Male workers	52	Workers
Female workers	45	Workers
Permanent workers - Male	52	Workers
Permanent workers - Female	45	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	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	26	Workers
Domestic migrant workers - Female	19	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	52	Workers
Workers hired directly - Female	45	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	5 Workers
Sample - Female	5 Workers

FINDINGS



PA1: Social Management System

Site: Linhai Winfun Tourist Arts Co.,Ltd. | Site amfori ID: 156-015416-002

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	
<p>The auditee partially respected the principle, because based on document review, management and worker interview, the facility had not established effective management system to fully implement the amfori BSCI Code of conduct and legal requirements, in current audit, non-conformance were detected in some of the PAs. (excessive monthly overtime working hours, insufficient social insurance coverage and no effective prevention/treatment on occupational health hazard factors). The facility management stated that they were making continuous improvement according to amfori BSCI Code of conduct after previous audit, but more time was needed to achieve these requirements step by step. It violated the requirement of amfori BSCI system manual.</p>	<p>被审核方部分遵守该原则，因为根据文件查阅，管理人员和员工访谈，工厂未能建立有效的管理体系来充分执行amfori BSCI行为准则和法规要求，此次审核过程中在部分PA发现了不符合项（月加班超时，社保覆盖不足，以及没有有效的职业病危害防治措施）。工厂管理人员表示前一次审核之后他们有按照amfori BSCI行为准则持续改善，但是需要更多时间去逐步达成这些要求。其违反了 amfori BSCI 管理手册的要求。</p>

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	
<p>The auditee partially respected the principle, because based on document review and management interview, the workforce planning and cost accounting procedure was established in the facility, but because of the instability of production order and the turnover of workers, the procedure was not conducted effectively during the daily operation, which led to workers' monthly overtime hours exceeded 36 hours. It violated the requirement of amfori BSCI system manual.</p>	<p>被审核方部分遵守该原则，因为基于文件查阅和管理人员访谈，工厂已建立了产能规划和成本核算程序，但因为订单波动及人员流动，此程序在日常运作中并没有有效地执行，导致员工的月加班超过36小时。其违反了 amfori BSCI管理手册的要求。</p>



PA 2: Workers Involvement and Protection

Site: Linhai Winfun Tourist Arts Co.,Ltd. | Site amfori ID: 156-015416-002

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee not respected the principle, because based on document review, management and worker interview, the facility had not established long term goals to protect workers according to the amfori BSCI Code of Conduct, such as how to improve social insurance coverage and reduce overtime hours step by step. The facility management stated related goals and corrective plans were not documented. It violated the requirement of amfori BSCI system manual.

被审核方未遵守该原则，因为根据文件查阅，管理人员和员工访谈，工厂没有根据amfori BSCI行为准则制定长期目标来保护员工，比如如何逐步提高社保参保率和降低加班时间等。管理人员表示相关目标和改善计划没有做文件记录。其违反了 amfori BSCI管理手册的要求。

PA 5: Fair Remuneration

Site: Linhai Winfun Tourist Arts Co.,Ltd. | Site amfori ID: 156-015416-002

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected the principle, because based on document review, management and worker interview, social insurance did not cover all workers. Social insurance receipts from September 2022 to July 2023 were reviewed in current audit, based on the receipt and deduction system of July 2023, the facility did not purchase unemployment insurance, retirement insurance, maternity insurance and medical insurance for 28 out of 97 workers (there were totally 97 workers in the facility, there was no re-employed retired workers, new-hired workers within one month, dispatched worker or temporary worker, work-related injury insurance was provided to all the 97 workers). As per management and worker interview, part of the workers had purchased new rural insurance at their hometown, and they were unwilling to participate in social insurance, the facility had informed workers of the benefits of purchasing social insurance by related training. Remark: 1.The facility did not collect relevant documents about workers participated in new rural insurance. 2. Social insurance receipts of July 2023

被审核方部分遵守该原则，因为根据文件查阅，管理人员和员工访谈，社会保险没有覆盖到全部的员工。此次审核查阅了2022年9月到2023年7月的社保缴费记录，基于2023年7月的社保缴费记录和扣费系统，工厂没有给97名员工中的28名员工提供失业保险，养老保险，生育保险和医疗保险（工厂总共有97名员工，没有退休返聘员工、近一个月内新入职的员工、劳务派遣工和临时工。工伤保险覆盖了所有97名员工）。根据管理人员和员工访谈，部分员工在家乡购买了新农保险，不愿意购买社保，工厂已经通过培训告知员工购买社保的好处。备注：1.工厂未收集员工参加新农保险的相关文件。2.2023年7月的社保缴费发票显示122名员工参加了工伤保险，其中25名员工已从被审核工厂离职。（参考法律法规：《中华人民共和国社会保险法》第10，23，44，53条）

Finding

showed totally 122 workers participated in work-related injury insurance, 25 of them had resigned from the auditee. (Reference law: Social Insurance Law of the People's Republic of China, Article 10, 23, 44, 53)

PA 6: Decent Working Hours

Site: Linhai Winfun Tourist Arts Co.,Ltd. | Site amfori ID: 156-015416-002

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 not respected the principle, because based on document review, management and worker interview, workers' monthly overtime hours exceeded the legal requirement, the factory did not have effective overtime control system. The factory management stated that they could not ensure employees' overtime hours in accordance with the law requirements when production capacity could meet the requirements of the client orders continually, they had to arrange some overtime to finish production order, but at least one day off per week was guaranteed for all workers. Interviewed workers stated that overtime work was voluntary and they could earn more money by working overtime. Time records from 1 September 2022 to 14 August 2023 were reviewed in current audit, 10 randomly selected workers' time records from January 2023, April 2023 and June 2023 were sampled, it was noted that sampled workers' maximum monthly overtime working hours reached 42 hours, 52 hours and 52 hours respectively in 3 sampled months. Remark: the maximum monthly overtime hours of July 2023 reached 52 hours, till 14 August 2023, the maximum monthly overtime hours of August 2023 reached 22 hours. (Reference law: Article 41, PRC Labor Law.)

被审核方未遵守该原则，因为根据文件查阅，管理人员和员工访谈，员工的月加班时间超过法规要求，工厂没有有效的系统去控制加班。工厂管理层表示在产能持续满足客户订单需求的同时，无法确保工人的加班时间符合法规要求，他们必须安排一些加班来完成生产订单，但工厂保证员工每周至少休息一日。受访员工表示加班是自愿的，且加班可以增加收入。此次审核查看了自2022年9月1日至2023年8月14日的工时记录，2023年1月，2023年4月和2023年6月随机抽取的10名员工的考勤被选为样本，发现抽样员工在3个抽样月的最大月加班时间分别达到了42小时，52小时和52小时。备注：2023年7月的最大月加班时间达到52小时，至2023年8月14日，2023年8月的最大月加班时间达到22小时。（参考法规：中华人民共和国劳动法第41条）

PA 7: Occupational Health and Safety

Site: Linhai Winfun Tourist Arts Co.,Ltd. | Site amfori ID: 156-015416-002

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

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee partially respected the principle, because based on site observation and provided occupational hazard factor monitoring report, the occupational hazard factors of noise, dust and hazardous chemicals existed in the work positions like metal-processing, phosphating and coating etc. However, no pre-job and on-job occupational health examination was provided to these workers. Moreover, no post-job or job-transfer occupational health examination was provided to workers that were previously worked in these positions. The facility management explained considering cost control, it was difficult to conduct occupational health check for workers. (Reference law: PRC Law of Prevention and Control of Occupational Diseases article 35.) Remark: The non-compliance was placed at PA 7.3 in last audit report.</p>	<p>被审核方部分遵守该原则，因为根据现场观察和提供的职业病危害因素监测报告，金工、磷化和喷塑等岗位存在噪声、粉尘和危险化学品等职业病危害因素。但是工厂没有为这些员工提供岗前和在岗职业病体检，也没有为之前在这些岗位工作的员工提供离职和转岗职业病体检。管理人员解释说考虑到成本控制，很难给员工进行职业病体检。（参考法律法规：《中华人民共和国职业病防治法》第35条）备注：该不符合项在上次审核报告放在PA7.3。</p>

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee partially respected the principle, because based on site observation, one cutting worker and one punching worker did not wear provided earplugs during working hours, one powder coating worker did not wear provided protective clothing during working hours, one phosphating worker did not wear provided rubber shoes during working hours. Per document review, management and worker interview, related PPEs were provided to workers free of charge and training on PPE use had been conducted, but wearing these PPEs was hot and not comfortable. (Reference law: PRC Safety Manufacturing Law article 45)</p>	<p>被审核方部分遵守该原则，因为根据现场观察，1名下料员工和1名冲压员工工作期间没有佩戴提供的耳塞，1名喷塑员工工作期间没有穿戴提供的防护服，1名磷化员工工作期间没有穿戴提供的橡胶鞋。根据文件查阅，管理人员和员工访谈，工厂免费给员工发放了相关劳保用品，并且有进行关于劳保用品使用的培训，但是佩戴这些劳保用品比较热不舒服。（参考法律法规：《中华人民共和国安全生产法》第45条）</p>

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee partially respected the principle, because based on site observation, about 20% of the surface-treatment agent in chemical warehouse were not posted with safety label. Per management interview, safety label were easily damaged. (Reference law: Regulation on chemical safe handling in workplace (1997), Article 12)</p>	<p>被审核方部分遵守该原则，因为根据现场观察，化学品仓库大约20%的表面处理剂没有张贴安全标签。管理人员解释说安全标签很容易被损坏。（参考法律法规：《工作场所安全使用化学品规定》（1997），第12条）</p>

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee partially respected the principle, because based on site observation, one electrical control panel in the metal working workshop and assembly workshop respectively was not installed with protection cover. Per management interview, they were clear about related requirement but failed to install protection cover for the electrical control panels timely. (Reference law: Code for Design of Low Voltage Electrical Installations (GB 50054-2011) Article 5.1.1)</p>	<p>被审核方部分遵守该原则，因为根据现场观察，金工车间和装配车间各有1个配电箱没有配备保护盖。管理人员解释说他们清楚要求，但是没有及时给配电箱安装保护盖。（参考法律法规：《低压配电设计规范》（GB 50054-2011）第5.1.1条）</p>

Question: 7.16 Is there satisfactory evidence that the auditee ensures evacuations plans meet legal requirements and that these plans are posted in relevant places so workers can see and understand them?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee partially respected the principle, because through site observation and management interview, approximately 30% of the materials and products in the warehouse were put against the walls and pillars directly, which would infect fire fighting and evacuation when there was a fire. Management staff were clear about related requirement, but it was inconvenient to store the goods not against the walls and pillars. (Reference law: General Rules for Fire Safety Management of Storage Occupancy GA1131-2014 Article 6.8) Remark: The non-compliance was placed at 7.1 on previous audit report.</p>	<p>被审核方部分遵守该原则，因为根据现场观察和管理人员访谈，工厂的仓库约30%的物料和产品直接挨墙或者柱子存放，在发生火灾时会影响灭火和疏散。管理人员清楚相关要求，但是不靠墙或者柱子不方便存放货物。（参考法律法规：仓储场所消防安全管理通则GA1131-2014第6.8条）备注：该不符合项在上次审核报告上放在7.1。</p>

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 respected the principle, because based on site observation, no handrails were installed for 2 work ladders in powder coating workshop, no pedal cover was installed for punching machines, no safe lock was installed for the hook of one crane used in the phosphating workshop. Per management interview, they were clear about related requirement but failed to install protective equipment timely. Per Document review, no related work-related injury happened in the facility after previous audit. (Reference Law and Regulation: Safety of machinery-Permanent means of access to machinery - Part3: Stairs, step ladders and guard-rails (GB17888.3-2020) Article 7.2.1, Article 5.4.4.3 of Safety codes for cold pressing, The General Design Principles for the Safety and Sanitation of Production Devices (GB5083-1999), Article 6.1.4).

被审核方部分遵守该原则，因为根据现场观察，喷漆车间有两个工作梯没有安装扶手，冲床没有安装脚踏防护，磷化车间使用的1台行车的钩子没有安装保险扣。根据管理人员访谈，他们清楚相关要求，但是没有及时安装防护装置。根据文件查阅，上次审核之后工厂无相关工伤发生。（参考法律法规：《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7.2.1条，《冷冲压安全规程》第5.4.4.3条，生产设备安全卫生设计总则（GB5083-1999）第6.1.4条）

PA 12: Protection of the Environment

Site: Linhai Winfun Tourist Arts Co.,Ltd. | Site amfori ID: 156-015416-002

Question: 12.4 Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected the principle, because based on site observation, noise was generated from metal working and assembly workshop, however, the facility did not monitor the boundary noise in last 12 months to make sure it had met related standard. Per management interview, related monitoring had been conducted and the report would be issued soon. (Reference law: Law of the People's Republic of China on Prevention and Control of Pollution From Environmental Noise, Article 23) remark: monitoring on waste gas and waste water was conducted and showed the auditee had met discharge standard.

被审核方部分遵守该原则，因为根据现场观察，金工和装配车间有噪声产生，但是工厂过去12个月没有监测厂界噪声以确保其排放已经达到相关标准。根据管理人员访谈，相关检测已经进行，报告很快就会拿到。（参考法律法规，中华人民共和国环境噪声污染防治法 第23条）备注：工厂对废气和废水进行了监测，并且显示工厂达到了排放标准。