

Monitoring result for CYSPO TECHNOLOGY (SHENZHEN) CO.,LTD. on site CYSPO TECHNOLOGY (SHENZHEN) CO.,LTD.

Monitoring

Monitored Party : CYSPO TECHNOLOGY (SHENZHEN) CO.,LTD.
amfori ID : 156-016886-000
Site : CYSPO TECHNOLOGY (SHENZHEN) CO.,LTD.
Site amfori ID : 156-016886-002
Address : 10/F, Building B, Chaxi Sanwei Second Industrial Zone, Sanwei Community, Hangcheng Street, Bao'an District
: 518126, Shenzhen
: Guangdong Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Submission Date : 17/08/2022
Expiration Date : 17/08/2023

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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	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 facility named CYSPO TECHNOLOGY (SHENZHEN) CO.,LTD. (将果科技 (深圳) 有限公司) was located at 10/F, Building B, Chaxi Sanwei Second Industrial Zone, Sanwei Community, Hangcheng Street, Bao'an District, Shenzhen, Guangdong, China (中国广东省深圳市宝安区航城街道三围社区茶西三围第二工业区B栋厂房10层).

The facility was located in the industrial zone. The facility only rented the whole 10th floor (1300 square meters) of one 10-storey production building as production, warehouse and office. The facility did not provide dormitory or canteen to the employees.

The other floors in the same building were rented and used by other 9 facilities which manufactured at different products (such as electronic products or hardware). The other buildings in the industrial zone were rented by many other facilities. There was no common management between the auditee and other facilities. There was no business relationship or exchanged employees between each other. There was physical isolated to separate from each other in the same floor of the building. The independent business license and lease contract of the auditee were provided for review. The other floors in the same building and other buildings in the compound were out of the audit scope.

The facility was established in 2013 and operated in current site in August 2020. The facility manufactured at wireless charger. The main production processes were assembly and packing. There was no production process subcontracted to other facilities. There was no peak season or non-peak season in the facility.

All the employees were hired by the facility directly. There was no security guard in the facility. The industrial park management center provided security service for all the factories in the compound. There was no child labor or young worker detected in the facility.

During the audit, the facility management provided support and cooperative attitude to the assessment and all findings were explained and discussed with facility management at the closing meeting. The facility management agreed all findings and signed the onsite report.

Remark: 1) There was no contracted employees or no agency used by the auditee currently, and it was not applicable. There was no government waivers approved by local government, and it was not applicable. There was no collective bargaining in the auditee, and it was not applicable.

2) Lead Auditor: Sunny Li, registration number: CSCA 21702630; Auditing company: TUV Rheinland, APSCA Number: 11600007

3) The previous address on the platform was "10th Floor, Building 2, Unit B, Huafeng No.1 Science and Technology Park, Hangcheng Avenue, Gushu, Bao'an, Shenzhen", which was referred to the foreign trade registration certificate. Currently, the facility used the new English description of the address as "10/F, Building B, Chaxi Sanwei Second Industrial Zone, Sanwei Community, Hangcheng Street, Bao'an District, Shenzhen", which was consistent with the one of business license. Both of the description were the same site. The facility did not move to other places.

Site Details

Site : CYSPO TECHNOLOGY (SHENZHEN) CO.,LTD.

Site amfori ID : 156-016886-002

GICS Classification

Sector : Consumer Discretionary

Industry : Household Durables

Industry Group : Consumer Durables & Apparel

Sub Industry : Consumer Electronics

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

Manufacture of consumer electronics

Water Stress Situation

This site is not located in a water stressed region

Metrics

Key Metrics

Total workforce	47 Workers
Legal minimum wage in local currency	2360 Monthly
Lowest wage paid for regular work at the site	2400 Monthly
Calculated living wage in local currency	3179 Monthly
Total sample	10 Workers

Other Metrics

Male workers	23 Workers
Female workers	24 Workers
Permanent workers - Male	23 Workers
Permanent workers - Female	24 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	1 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	21 Workers
Domestic migrant workers - Female	20 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	23 Workers
Workers hired directly - Female	24 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

The factory established the social responsibility procedure to enforce amfori BSCI code of conduct. However, there were still gaps between the practice and amfori BSCI code of conduct and legal requirements. The factory did not provide social insurance for some employees. The employees stated that they did not want to buy retirement insurance. The factory did not establish the effective capacity plan to control overtime hours, resulting in overtime exceeding legal requirements. Through document review and management interview, the factory arranged overtime according to production orders without controlling overtime. The employees said the overtime was voluntary.

工厂建立了社会责任程序来执行amfori BSCI的行为守则。但是工厂在实际操作中与amfori BSCI行为准则和法律要求之间仍然存在差距。工厂没有给一些员工提供社保。员工表示不想购买社保。工厂没有建立有效的产能计划，来控制加班时间，导致加班超过了法律要求。通过文件审核和管理访谈，工厂根据生产订单安排加班，没有控制加班。员工表示加班是自愿的。

The facility had established capacity planning and cost controlling procedures. However, the factory did not calculate or make work arrangement according to labor capacity, growth expectation and human resource demand, so that the employees worked overtime more than 36 hours in each month.

工厂已经建立了产能计划和成本控制程序。但是工厂没有根据劳动能力，增长期望和人力资源需求来计算和制定工作安排，因此导致了员工每个月加班超过36小时。

PA 2: Workers Involvement and Protection

The factory had established a long-term goal of protecting the employees, such as overtime control, welfare system and improving working condition. According to document review and employee and worker representative interview, the employees and worker representative participated in setting goal protection. However, the factory did not analyze and follow up the achievement of the goals.

工厂建立了保护员工的长期目标，例如加班控制，福利制度和提高工作条件。根据文件查阅和员工以及员工代表访谈，员工和员工代表参与目标保护的制定。但是工厂没有针对目标达成情况做分析和跟进。

PA 5: Fair Remuneration

The factory provided the social insurance records of the latest one year for review. There were 47 employees in the factory currently (including 4 retired employees and no new employee, who had no requirement for social insurance). According to social insurance records in July 2022, the factory only provided 19 employees with retirement, illness, work-related injury, unemployment and child-bearing insurance. The facility did not provide 24 employees with retirement, illness, work-related injury, unemployment or child-bearing insurance. The interviewed employees stated that they were covered by the new rural insurance in their hometown, and they did not want to buy social insurance. The facility did not collect information about the new rural insurance. Reference law: Social Insurance Law of the People's Republic of China; Article 10, Article 23, Article 33, Article 44, Article 53. Remark: On the day of audit, the financial personnel was not available, and the social security system records online were not available for review.

工厂提供了最近一年的社保记录供查看。工厂目前有47名员工（包括4名退休员工，没有新员工，这些员工没有参保要求）。根据2022年7月的社会保险记录，工厂只给19名员工提供了养老，医疗，工伤，失业和生育保险。工厂没有给24名员工提供养老，医疗，工伤，失业和生育保险。访谈员工表示他们在老家参加了新农合保险，所以不想买社保。工厂没有收集新农合保险的信息。参考法律：中华人民共和国社会保险法，第10条，23条，33条，44条和53条。备注：审核当天财务不在，社保系统在线记录没有提供查看。

PA 6: Decent Working Hours

The time records of 10 employees were selected in each sampled month of December 2021, April 2022 and July 2022 for review. 100% sampled employees conducted excessive monthly overtime in each sampled month, with the maximum overtime up to 81.5 hours, 80.5 hours and 78.5 hours, respectively. The factory did not establish an alarm system and improvement measures when overtime was detected. According to employee interviews, overtime was voluntary and legally compensated. The management said the facility need to work excessive overtime to finish the production orders. Reference law: The People's Republic of China Labor Law, Article 41. Remark: The maximum monthly overtime for the sampled employees was 22.5 hours in August 2022 (till August 10, 2022).

2021年12月、2022年4月和7月的每个抽样月份中各抽取10名员工的考勤查看。100%抽样员工在每个抽样月份都有月加班超时情况，最大月加班分别为81.5小时，80.5小时和78.5小时。工厂没有建立一个当检测到加班超时的报警体系和改善措施。根据员工访谈，加班是自愿的并有获得合法的补偿。管理层表示工厂需要通过超时加班完成生产订单。参考法规：中华人民共和国劳动法第41条。备注：抽样员工在2022年8月（到2022年8月10日）的最大月加班为22.5小时。

PA 7: Occupational Health and Safety

The factory provided the social insurance records of the latest one year for review. The facility did not provide 28 employees (including 4 retired employees) with work-related injury insurance or other commercial accident insurance. Reference law: Social Insurance Law of the People's Republic of China, Article 33

工厂提供了最近一年的社保记录供查看。工厂没有给28名员工（包括4名退休员工）提供工伤保险或其他商业意外险。参考法律：中华人民共和国社会保险法，第33条

PA 12: Protection of the Environment

The Pollutant Discharge Registration of Fixed Pollution Sources was not conducted by the factory. The factory said they chose to apply for the pollutant discharge permit, which was wrong, and they need to apply again. Reference law: Guidelines for Pollutant Discharge Registration of Fixed Pollution Sources (trial implementation) Article 1

工厂没有进行固定污染源排放登记。工厂表示他们选择了排污证许可申请，是错误的，他们需要重新申请办理。参考法律：固定污染源排污登记工作指南（试行）第一条