

Monitoring result for Shenzhen JiuHu Technology Co., LTD on site Shenzhen JiuHu Technology Co., LTD

Monitoring

Monitored Party : Shenzhen JiuHu Technology Co., LTD
amfori ID : 156-031361-000
Site : Shenzhen JiuHu Technology Co., LTD
Site amfori ID : 156-031361-001
Address : Floor 4, Building E, Bafang Zhigu Industrial Park, No.10 HuanGuan South Road, GuanLan Street, Longhua District
: ShenZhen
: Guangdong Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Monitoring Partner : Bureau Veritas Hong Kong Limited
Monitoring Start Date : 23/02/2023
Closing Meeting : 23/02/2023
Finished Date :
Submission Date : 02/03/2023
Expiration Date : 02/03/2024

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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	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	B

General description

The auditee (the name in Chinese was 深圳市九湖科技有限公司, Business License No. was 91440300MA5DDG2G6Q) was established in 2016 and located at Floor 4, Building E, Bafang Zhigu Industrial Park, No.10 HuanGuan South Road, GuanLan Street, Longhua District, ShenZhen, China (the address in Chinese per business license was 深圳市龙华区观澜街道君子布社区环观南路10号E401). The auditee specialized in the manufacture of Bluetooth headphone, TWS earbuds. The main produce processes included assembly and packing. According to the factory management, peak season was not obvious.

The auditee rent the 4th floor of one 9-storey production building used as office, warehouse and production site. No transportation, canteen or dormitory was provided to employees.

There was a total of 49 employees. Including 20 male and 29 female employees. The youngest employee noted during this audit was 19 years old.

The factory adopted finger scan system to record working hours of employees. Per management interview and document review, all production employees conducted 1 shift: 8:00-12:00 and 13:30-17:30. Wages of employee were paid on or before 7th of the following month by cash with wage stubs issued to employees and the employees' signatures on the payrolls. Per payroll review and interviews with management and employees, all productive employees were paid by hourly rate.

During the audit, time records and wage records were sampled as follows for working hour and wage testing: 5 samples selected from January 2023 as current paid month, 5 samples selected from July 2022, 5 samples selected from October 2022. According to the sampled records, it was noted that the maximum overtime hours were 2 hours per day, and 38 hours per month. Employees could have at least one day leave in consecutive 6 working days.

According to the sampled records, all employees were paid at least CNY 13.57 per hour in tested periods, which higher the local minimum wage CNY 2360 per month since January 2022. All employees overtime hours worked on weekdays, weekends and statutory holidays were paid with 150%, 200% and 300% normal wage respectively, which followed legal requirement.

According to the social insurance payment receipt provided by factory management, it was noted that 24 out of 49 employees (49%) were provided with accident, unemployment, maternity, pension and medical insurance in January 2023. No commercial accident insurance was provided.

Further, 5 employees were selected for private interviews from different workshops. No negative comment was issued during employee interviews. Interviewed employees were satisfied with the working environment, compensation, working hour and management team in the factory.

A closing meeting was held with the factory representatives and all findings were discussed. Mr. Wei Yi/Manager and Mr. Yan Shengjie/ Worker Representative attended the open meeting and/or the closing meeting. Mr. Wei Yi/Manager and Mr. Yan Shengjie/ Worker Representative signed the onsite CAP and agreed to take corrective actions.

Remark:

1. There was no contracted or agency worker used, no collective bargaining agreement was signed and no government waiver was obtained, either. Thus, no photo attached for the relevant documents.
2. The auditee rented the 4th floor of building in one 9-storey production buildings, there were more than 10 other companies located on the same building. Per factory tour, document review and interview, no sharing of labor or equipment was noted. Thus, only auditee occupied areas were included in audit scope.
3. Based on Guangdong Province Environment Impact Assessment Exemption List review, the audited factory did not need the environment impact assessment. So, no relevant environment document to upload.
4. Basic need wage was quoted from the GLWC website, refer to the attached for detail.
5. Audit Company: Bureau Veritas Consumer Products Service
Audit Company APSCA Number: 11600002
Lead Auditor Name: Jane Li
APSCA Auditor Registered Number: CSCA 21701257
Announcement Type: Announced
Monitoring Date: February 23, 2023

Site Details

Site : Shenzhen JiuHu Technology Co., LTD

Site amfori ID : 156-031361-001

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

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	49 Workers
Legal minimum wage in local currency	2360 Monthly
Lowest wage paid for regular work at the site	2360 Monthly
Calculated living wage in local currency	3235 Monthly
Total sample	5 Workers

Other Metrics

Male workers	20 Workers
Female workers	29 Workers
Permanent workers - Male	20 Workers
Permanent workers - Female	29 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	18 Workers
Domestic migrant workers - Female	26 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	20 Workers
Workers hired directly - Female	29 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	2 Workers
Sample - Female	3 Workers

Findings

PA1: Social Management System

It was noted that the facility partially respected the principle 1.1 because it was noted that the social accountability management system was not operated effectively, which resulted in the findings identified on PA1, PA2, PA5, PA6, PA7 and PA13. Please refer to BSCI PA1.1: The auditee has set up an effective management system to implement the BSCI Code of Conduct.

审核发现工厂部分遵守本原则1.1，因为工厂的管理体系没有有效运行，导致PA1, PA2, PA5, PA6, PA7和PA13区域发现问题。请参看BSCI PA1.1：审核方（生产商）已确立执行BSCI行为守则的有效管理体系。

The factory did not recruit enough employees or organize its workforce capacity to meet the expectations of the delivery order and/or contracts, so that employees' overtime hours exceeded legal limit. The facility established capacity planning procedure, but it was not implemented effectively. Please refer to BSCI PA 1.4: The auditee should organize its workforce capacity to meet the expectations of the delivery order and/or contracts.

审核发现工厂没有足够的员工或者进行良好的生产组织来达成交付订单和/或合同预期，以至于员工加班超出法律规定。工厂制定了产能规划程序，但未有效实施。请参看BSCI PA1.4：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

The factory had defined long-term goals to protect workers according to BSCI Code of Conduct, but the achievement was not monitored. Please refer to BSCI PA2.2: The auditee defines long-term goals to protect workers according to the BSCI Code of Conduct.

工厂有基于BSCI行为守则制定了长期目标以保护员工，但是目标达成情况未被监控。请参看BSCI PA 2.2：被审核方（生产商）按照BSCI行为守则明确长期目标以保护工人。

The audited factory had established an effective grievance mechanism procedure for communities. However, no complaint channel has been set up, such as the suggestion box or complaint contact information. Please refer to BSCI PA2.5: The auditee establishes or participates in an effective grievance mechanism for individuals and communities.

被审核工厂有建立有效的团体申诉机制程序，但没有设立投诉渠道，如意见箱或者投诉联络方式。参看BSCI PA2.5：被审核方（生产商）建立或参与了有效的个人和团体申诉机制。

PA 5: Fair Remuneration

Social insurance was not provided to all employees. According to the social insurance payment receipt of January 2023 provided by factory management, it was noted that only 24 out of 49 workers (49%) were provided with pension, unemployment, maternity, accident and medical insurance. No commercial accident insurance was provided. In accordance with Article 73 of the Labor Law of the People's Republic of China.

审核员发现工厂的社会保险覆盖不足。根据厂方提供的2023年1月社会保险缴费记录显示工厂为24/49名员工(49%)提供了养老，失业，生育，工伤和医疗保险。工厂没有提供商业意外保险。根据《中华人民共和国劳动法》第73条。

PA 6: Decent Working Hours

It was noted that 5 out of 15 sample population employees worked in excess of the statutory overtime hour limits. A review of 15 sample population employees' time records (5 samples from current paid month of January 2023, 5 samples from month of July 2022, 5 samples from month October 2022) yielded the following: 5 out of 5 sample population employees' monthly overtime in July 2022 reached 38 hours, which had exceeded the legal limited of 36 hours per month. In accordance with Article 41 of the Labor Law of the PRC.

根据厂方提供的工时记录，审核员发现员工加班时间超出了法定标准。审核员从厂方提供的工时记录中抽取15个样本(从最近工资支付月份2023年1月，从2022年7月，从2022年10月各抽取5个)，发现共有5名员工加班时间超出了法定标准，具体为：5/5名抽样员工在2022年7月的加班时间为38小时，超出法定月加班不能超过36小时的标准。根据《中华人民共和国劳动法》第41条。

PA 7: Occupational Health and Safety

It was noted that the factory did not provide regular occupational health checks to employees in the factory who were in contact with hazardous chemicals and dust. In Accordance with Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases.

审核员发现工厂没有为在车间接触危险化学品和粉尘的员工提供定期的职业病体检。根据《中华人民共和国职业病防治法》第35条。

Accident insurance was not provided to all employees. According to the social insurance payment receipt of January 2023 provided by factory management, it was noted that only 24 out of 49 workers (49%) were provided with accident insurance. No commercial accident insurance was provided. In accordance with Article 73 of the Labor Law of the People's Republic of China.

PA 7: Occupational Health and Safety

审核员发现工厂的工伤保险覆盖不足。根据厂方提供的2023年1月社会保险缴费记录显示工厂为24/49名员工(49%)提供了工伤保险。工厂没有提供商业意外保险。根据《中华人民共和国劳动法》第73条。

It was noted that 2 out of 2 employees who in contact with n-hexane did not wear the gloves in the assembly workshop. Remark: Workers were wearing the gas mask. In accordance Article 42 of Law of the People's Republic of China on Production Safety. Remark: Employee were wearing the gas mask.

工厂组装车间2/2名接触白电油的员工没有佩戴工厂手套。备注：员工佩戴了防毒口罩。根据《中华人民共和国安全生产法》第42条。

It was noted that no hygrothermograph was installed in the workshop to monitor the adequate temperature and humidity for workers' health. Please refer to BSCI PA7.25: The auditee verifies that temperature, humidity, space, sanitation, illumination is adequate for the health and safety of workers.

审核发现工厂车间未有安装温湿度计用于监测适合员工健康的温度和湿度。请参看BSCI PA7.25：被审核方（生产商）核实温度、湿度、空间、卫生和照明适合工人健康和安全的。

PA 13: Ethical Business Behaviour

Per document review, auditor found that the facility had established procedure for protecting personal information. However, it did not indicate how to protect the personal information of suppliers, customers and consumers in the procedure. Please refer to BSCI PA13.4: The auditee collects, uses and processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements.

通过文件查看，审核员发现企业有制定保护个人信息的程序，但是程序里没有规定如何保护承包商，客户和消费者的个人信息。请参看BSCI PA13.4：被审核方（生产商）以合理谨慎的方式，按照隐私和信息安全法和法规要求收集、使用和处理个人信息。