

Monitoring result for SHEN ZHEN AUDIO EM ELECTRONIC CO. LTD on site SHEN ZHEN AUDIO EM ELECTRONIC CO. LTD

Monitoring

Monitored Party	: SHEN ZHEN AUDIO EM ELECTRONIC CO. LTD
amfori ID	: 156-023254-000
Site	: SHEN ZHEN AUDIO EM ELECTRONIC CO. LTD
Site amfori ID	: 156-023254-001
Address	: No. 3, zhugaotang Road, building 9, Dahuang Industrial Zone, Pinghu community, Pinghu street, Longgang District
	: Shenzhen
	: Guangdong Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Follow-up Monitoring
Submission Date	: 09/09/2022
Expiration Date	: 17/09/2023

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Overall rating



Section rating

PA1: Social Management System	D
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	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

Summary of the facility: Shen Zhen Audio Em Electronic Co., Ltd is located at No. 3, Zhugaotang Road, building 9, Dahuang Industrial Zone, Pinghu community, Pinghu street, Longgang District, Shenzhen City, Guangdong Province, China based on the business license. The factory address is the same with BSCI platform and BL and actual production site. Factory started their operation in May 2017. The factory's local name is “深圳市欧迪声电子有限公司 (91440300MA5EH38866)”.

Summary for numbers of workers: Based on the audit booking, there are total 157 employees for the production sites, including 43 male employees and 114 female employees currently working in the factory. No children or young workers worked in the factory, and the youngest employee was 18 years old, born in 2004 and was hired in 2022. There were 116 production workers (assembly, inspection and packing) and 41 non-production staff (including management person, office worker, quality staff and logistic staff). 101 out of 116 workers were domestic migrant workers.

Summary of factory building structure: The site occupied one block of 4-storey building as production workshop, warehouse and office. No dormitory, kitchen or canteen was provided for workers. In view of the facilities, the building area of facilities is around 4000 square meters.

Summary of production process: The main production processes are listed as follows: assembly, inspection and packing. The main production machines or equipment are: 6 production lines etc. The main products manufactured by the factory are Bluetooth headphone.

Summary of working hours: Attendance records from September 2021 to audit day and payroll records from September 2021 to July 2022 were reviewed in this audit. By cross check those records, production records and interview with the management, workers and worker representative, the regular working time was 8 hours per day and 5 days per week. One shift for employees: 8:00-12:00, 13:30-17:30. Finger print attendance systems were used for time record.

Summary of compensation: All employees' wages were calculated by hourly rate, the lowest basic wage was RMB 2360 per month since January 1, 2022/RMB2200 per month before January 1, 2022 which was no less than the local legal minimum payment requirement (RMB2360 per month or RMB 13.56 per hour since January 1, 2022/RMB2200 per month or RMB12.64 per hour before January 1, 2022); for overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively, no overtime was arranged on public holidays. Employees are paid in bank transfer before the 7th of the following month. Auditor has reviewed the social insurance records for recent 6 months, according to the social insurance receipt of August 2022, it was noted that the factory has a total of 151 employees were eligible to receive five types of social insurances according to the law. Through review of social insurance enrolment list, 148 out of 151 the employees were enrolled in retirement insurance, unemployment insurance, medical insurance, occupational injury insurance and child-bearing insurance. Workers didn't want to join the social insurance by their own accord, because they would not like to pay for it. The factory provided commercial injury insurance for 52 employees and the valid period was from October 1, 2021 to September 30, 2022.

Summary of Health and Safety: Concerning the fire safety management, based on documents checked, site observation and interviews, the auditee has established health and safety committee and conducted risk assessment; the relevant policy and procedures were available for review; the training included fire drill & evacuation exercise was provided to workers regularly; emergency exits fulfils the legal requirements and are marked legibly for easy evacuation during emergencies, and they were kept open during the audit; evacuation plans were posted inside plant and emergency lights were installed at all of the designated places of the production floor and staircase; enough firefighting equipment such as fire extinguishers, hydrants and alarms were installed in place, maintained by regular checks and kept in good condition, which were also confirmed by onsite check and test randomly during the audit.

Summary of Workers' union: There was no Trade Union available in the factory, worker representative committee was established and there were 3 worker representatives elected by workers.

Summary of workers of interviews: 15 employees were interviewed, including 3 males and 12 females.

Summary of the performance areas needed improvements: The facility management and workers (representative) showed a positive attitude to this audit during the whole process. The audit was basically fulfilled according to the audit plan sent prior to the audit. At the end of the audit, all the findings were accepted by the auditee. The performance areas which needed improvement were as follows: PA1, PA2, PA5, PA6, PA7 and PA 10.

Remark:

1. Audit Day (excluding reporting time): September 6, 2022.
2. Auditor name and APSCA number, Audit Company: Dean Zhu/ CSCA 21700397/ ELEVATE
3. There are no agencies used by the main auditee, which makes the agency labour contract not applicable.
4. There are no contractor used by the main auditee, which makes the contractor license or permit not applicable.
5. There are no collective bargaining agreements used by the main auditee, which makes the collective bargaining agreements not applicable.
6. There are no government waivers obtained by the main auditee, which makes the government waivers not applicable.
7. #COVID-19: No employee was affected by COVID-19. Also, the production was not affected by the epidemic situation. They were all paid as legal requirements and provided with social insurance. The auditee resumed the production on after

Chinese New Year. The auditee provided masks for all employees for free. They took employees' temperature each day and recorded them. Also, they disinfected all areas of the factory each day. (Describe that whether facility and workers are affected by COVID-19 briefly.)

Site Details

Site : SHEN ZHEN AUDIO EM ELECTRONIC CO. LTD

Site amfori ID : 156-023254-001

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	157 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	2469 Monthly
Total sample	15 Workers

Other Metrics

Male workers	43 Workers
Female workers	114 Workers
Permanent workers - Male	43 Workers
Permanent workers - Female	114 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	18 Workers
Management - Female	23 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	20 Workers
Domestic migrant workers - Female	81 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	25 Workers
Workers hired directly - Female	91 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	12 Workers

Findings

PA1: Social Management System

Full audit on September 8-10, 2021 The factory had established the social responsibility management system and program files, and appointed one manager as social compliance management representative, but issues were observed in some performance areas, such as PA2, PA5, PA6, PA7, etc. Follow up audit on September 6, 2022 Not corrected. Based on satisfactory evidence, the main auditee partially respected this principle because the main auditee had set some management procedure to implement the BSCI Code of Conduct, but not all policies were properly conducted. For example, some non-compliances were noted in PA2, PA5, PA6, PA7 and PA10. (In accordance with amfori BSCI Code of Conduct)

Full audit on September 8-10, 2021 工厂建立了社会责任管理体系和程序文件，任命了一名经理作为社会责任管理者代表，但是在一些执行领域发现了问题，比如PA2、PA5、PA6、PA7等。Follow up audit on September 6, 2022 没有改善。根据充分证据，在此次审核过程中，工厂部分遵守了此领域要求，建立了确保BSCI有效实施的管理制度，但不是所有制度都能有效实施。比如工厂在PA2, PA5, PA6, PA7和PA10领域均有缺失。(根据amfori BSCI Code of Conduct)

Full audit on September 8-10, 2021 The factory had established the procedures of production planning, but the factory did not provide the evaluation records of production cost, per the document review and interview, the monthly overtime exceeded 36 hours in sampled months. Follow up audit on September 6, 2022 Not corrected. Based on satisfactory evidence, the main auditee partially respected this principle because the main auditee had established production capacity assessment procedure, but no assessment record was kept. In addition, OT hours (finding 6.2) reflected workforce planning was not fully effective. (In accordance with amfori BSCI Code of Conduct)

Full audit on September 8-10, 2021 工厂建立了产能规划的程序，但是工厂没有提供生产成本评估记录，且根据文件审核和访谈，抽样月的月加班时间超过36小时。Follow up audit on September 6, 2022 没有改善。根据充分证据，在此次审核过程中，工厂部分遵守了此项要求，被审核方建立了产能评估程序，但没有保留评估记录。此外，加班时间（第6.2发现点）反映出人力规划不是完全有效的。(根据amfori BSCI Code of Conduct)

PA 2: Workers Involvement and Protection

Full audit on September 8-10, 2021 Per the document review and interview, the factory had established long term goals to protect workers, but they did not monitor the achievement status of goals regularly. Follow up audit on September 6, 2022 Not corrected. Per the document review and interview, the factory had established long term goals to protect workers, but they did not monitor the achievement status of goals regularly. (In accordance with amfori BSCI Code of Conduct)

Full audit on September 8-10, 2021 根据文件审核和访谈，工厂已经建立了保护员工的长期目标，但是工厂没有定期监控目标的达成情况。Follow up audit on September 6, 2022 没有改善。根据文件审核和访谈，工厂已经建立了保护员工的长期目标，但是工厂没有定期监控目标的达成情况。(根据amfori BSCI Code of Conduct)

Full audit on September 8-10, 2021 The factory posted the BSCI Code of Conduct in workshop, and had provided the related training for the employees, however, interviewed workers' representative was not clearly aware of BSCI values and principles. Follow up audit on September 6, 2022 Not corrected. The factory posted the BSCI Code of Conduct in workshop, and had provided the related training for the employees, however, interviewed workers' representative was not clearly aware of BSCI values and principles. (In accordance with amfori BSCI Code of Conduct)

Full audit on September 8-10, 2021 工厂在车间张贴了BSCI行为准则，给员工提供了相关的培训，但是访谈的员工代表不太清楚BSCI的价值和原则。Follow up audit on September 6, 2022 没有改善。工厂在车间张贴了BSCI行为准则，给员工提供了相关的培训，但是访谈的员工代表不太清楚BSCI的价值和原则。(根据amfori BSCI Code of Conduct)

PA 5: Fair Remuneration

Full audit on September 8-10, 2021 There are 196 employees in the factory currently, including 2 retiree and 14 newly joined employees, all of them are permanent employees, no temporary/ dispatch employees, According to the social insurance receipts of June, July and August 2021 provided by the factory, except the retirees and newly joined employees, about 94% employees were covered the injury insurance, unemployment insurance, medical insurance, maternity insurance and retirement insurance. The factory did not provide commercial insurance to employees. (Reference law: People's Republic of China, Article 72 and Article 73) As per interviewees stated that, some employees did not want to buy social insurance. Follow up audit on September 6, 2022 Not corrected. Based on satisfactory evidence, the main auditee didn't respect this principle because according to the employee roster on August 2022, it was noted that the factory has a total of 156 employees, of which 151 employees were eligible for the 5 types of social insurance, however, the main auditee only provided pension insurance and unemployment insurance, injury insurance, medical insurance and maternity insurance for 148 employees, around 98% of employees covered. Commercial injury insurance had been provided for 52 employees, valid from October 1, 2021 to September 30, 2022. Workers didn't want to join the social insurance by their own accord, because they would not like to pay for it. (In accordance with Social Insurance Act of the People's Republic of China, article 2)

Full audit on September 8-10, 2021 工厂目前有196名员工，包括2名退休员工以及14名新进员工，这些人都是固定工人，没有临时工/派遣工，根据工厂提供的2021年6月，7月和8月的社保凭证显示，除了退休员工以及新进员工，工厂为大约94%的员工购买了工伤保险，失业保险，医疗保险，生育保险和养老保险。工厂没有为员工提供商业意外保险。根据访谈得知，部分员工自己不愿意购买社会保险。Follow up audit on September 6, 2022 没有改善。根据充分证据，工厂没有符合此领域要求，根据2022年8月的社保参保，工厂现有156名员工，符合参加5项社会保险条件有151名工人，被审核方只为151名员工中的148人提供了养老保险，失业保险，工伤保险，医疗保险和生育保险，覆盖约98%的员工。工厂有给52个员工提供商业意外保

PA 5: Fair Remuneration

险，有效期为2021年10月1日至2022年9月30日。员工出于自主意愿不愿意参加社会保险因为不想缴纳费用。(根据《中华人民共和国社会保险法》第二条)

PA 6: Decent Working Hours

Full audit on September 8-10, 2021 The sampled workers' attendance records of June, July and August 2021 were checked, it was noted that the sampled workers' monthly overtime working hours in the sampled months exceeded 36 hours and maximumly up to 48 hours in June, 2021, 50 hours in July 2021 and 54 hours in August 2021. (PRC Labor Act (1995), Article 41) Follow up audit on September 6, 2022 Not corrected. Based on satisfactory evidence, the main auditee didn't respect this principle because based on 15 sampled employees' attendance records (15 samples from the most recent month of July 2022, March 2022 and December 2021), it was noted that the monthly overtime hours 15 out of 15 were 38 to 40 hours in March 2022, monthly overtime hours 15 out of 15 were 56 hours in December 2021. Workers had worked overtime ranging from 0-2 hours per day for around 1-3 weekdays in a week. (In accordance with Article 41 of the Labor Law of the PRC)

Full audit on September 8-10, 2021 随机抽查了员工2021年6月, 7月和8月的考勤记录, 发现抽样员工在抽样月的月加班超36小时, 2021年6月最大达到48小时, 2021年7月最大达到50小时, 2021年8月最大达到54小时。 Follow up audit on September 6, 2022 没有改善。根据充分证据, 在此次审核过程中, 工厂没有遵守此项要求, 根据2022年7月, 2022年4月和2021年12月抽样的15名员工的考勤记录, 在2022年3月15位随机选取工人中15名工人的月加班时间38-40小时, 2021年12月15位随机选取工人中15名工人的月加班时间56小时。工人的平均加班时间为0-2小时每天, 每周加班1-3天。(根据中华人民共和国劳动法第41条)

PA 7: Occupational Health and Safety

Full audit on September 8-10, 2021 The factory had established the health and safety management system and the factory complied with most of the sections of occupational health and safety regulations, but some non-compliance issues were identified as below. Follow up audit on September 6, 2022 Not corrected. The factory had established the health and safety management system and the factory complied with most of the sections of occupational health and safety regulations, but some non-compliance issues were identified as below. (In accordance with amfori BSCI Code of Conduct)

Full audit on September 8-10, 2021 工厂建立了健康安全管理体系, 并在大部分方面符合安全法规, 但是仍然发现了以下的问题点。 Follow up audit on September 6, 2022 没有改善。工厂建立了健康安全管理体系, 并在大部分方面符合安全法规, 但是仍然发现了以下的问题点。(根据amfori BSCI Code of Conduct)

Full audit on September 8-10, 2021 Per the social insurance receipt of June, July and August 2021 provided by the factory, 170 out of 196 workers were covered with work-related injury insurance, the factory did not provide any extra insurance for the other workers. Follow up audit on September 6, 2022 Not corrected. Based on satisfactory evidence, the main auditee did not respect this principle because according to the social insurance receipt on August 2022, the factory has a total of 156 workers, of which 151 employees were eligible for injury insurance, the main auditee only provided injury insurance for 148 employees (98%) without valid waiver; Commercial injury insurance had been provided for 52 employees, valid from October 1, 2021 to September 30, 2022. Workers didn't want to join the social insurance by their own accord, because they would not like to pay for it. (In accordance with Social Insurance Act of the People's Republic of China, article 2 & 4)

Full audit on September 8-10, 2021 根据工厂提供的2021年6月, 7月和8月的社保记录, 196名员工中有170名员工参加了工伤保险, 工厂没有为其他员工提供额外的保险。 Follow up audit on September 6, 2022 没有改善。根据充分证据, 工厂没有符合此领域要求, 根据2022年8月的社保参保, 工厂现有156名员工, 符合参加工伤保险条件有151名工人, 被审核方只为151名员工中的148人提供了工伤保险覆盖约98%的员工且没有批文。工厂有给52个员工提供商业意外保险, 有效期为2021年10月1日至2022年9月30日。员工出于自主意愿不愿意参加社会保险因为不想缴纳费用。(根据《中华人民共和国社会保险法》第二条)

Full audit on September 8-10, 2021 The factory had conducted testing of factors of occupational hazards in workshop, but the factory did not provide the occupational health checks to relevant employees. (PRC Law on Prevention and Control of Occupational Diseases (2002) Amendment (2018), Article 35) Follow up audit on September 6, 2022 Not corrected. The factory had conducted testing of factors of occupational hazards in workshop, but the factory did not provide the occupational health checks to relevant employees. (PRC Law on Prevention and Control of Occupational Diseases (2002) Amendment (2018), Article 35)

Full audit on September 8-10, 2021 工厂已经对车间进行职业危害因素检测, 但是工厂没有给相关员工提供职业病体检。 Follow up audit on September 6, 2022 没有改善。工厂已经对车间进行职业危害因素检测, 但是工厂没有给相关员工提供职业病体检。

PA 10: No Precarious Employment

Full audit on September 8-10, 2021 The factory had signed the labor contract with the employees, the factory had purchased the injury insurance, retirement insurance, maternity insurance, medical insurance and unemployment insurance for most employees. Follow up audit on September 6, 2022 Not corrected. The factory had signed the labor contract with the employees, the factory had purchased the injury insurance, retirement insurance, maternity insurance, medical insurance and unemployment insurance for most employees. (In accordance with amfori BSCI Code of Conduct)

PA 10: No Precarious Employment

Full audit on September 8-10, 2021 工厂与员工签订了劳动合同，工厂给大部分员工购买了工伤保险，养老保险，生育保险，医疗保险以及失业保险。 Follow up audit on September 6, 2022 没有改善。工厂与员工签订了劳动合同，工厂给大部分员工购买了工伤保险，养老保险，生育保险，医疗保险以及失业保险。(根据amfori BSCI Code of Conduct)