

# Monitoring result for Fujian Swantin Ceramic Co., Ltd on site Fujian Swantin Ceramic Co., Ltd

## Monitoring

Monitored Party : Fujian Swantin Ceramic Co., Ltd  
amfori ID : 156-042021-000  
Site : Fujian Swantin Ceramic Co., Ltd  
Site amfori ID : 156-042021-001  
Address : No.753 Fuping Road, Longxun Town, Dehua County  
: Quanzhou  
: Fujian Sheng  
: China  
Monitoring Activity : amfori Social Audit - Manufacturing  
Monitoring Type : Full Monitoring  
Monitoring Partner : Bureau Veritas Hong Kong Limited  
Monitoring Start Date : 22/11/2022  
Closing Meeting : 29/11/2022  
Finished Date :  
Submission Date : 29/11/2022  
Expiration Date : 29/11/2023

This is an extract of the online monitoring result, generated on 29/11/2022, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - The English version is the legally binding one.



*amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).*

*All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent. © amfori, 2021*

## Overall rating



## 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	C

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 factory (business license number: 91350526MA8T85QY9Q, factory name in Chinese: 福建省斯万汀陶瓷有限公司, factory address in Chinese: 福建省泉州市德化县龙浔镇福坪路753号) was established on May 20, 2021 and specialized in the manufacture of ceramics. The main production activities in the factory included molding, color painting, glazing, kilning, inspecting and packing.

The audited factory was located in one 6-storey production building in "U" structure with the A side of 5-storey, B side of 6-storey and C side of 4-storey with the underground floor. This building was owned by "Quanzhou Dehua Fangsheng Arts & Craft Co., Ltd/泉州德化芳盛工艺制品有限公司". The audited factory rent the 4th and 5th floor of the A side of the production building as the production workshops, the 2nd floor of the B side of the production building as the finished products warehouse and part of the 1st floor of C side of the production building as the office room. The total used construction area of the audited factory was about 6,432 square meters. No dormitory, canteen or traffic tools were provided for employees in the factory. Further, there were various of factories located in the same production building such as "Dehua Tongyu Paper and Pulp Craft Co., Ltd/德化通宇纸浆工艺有限公司", "Dehua Chenxu Ceramics Craft Factory/德化县晨旭陶瓷工艺厂", "Quanzhou Dehua Fangsheng Arts & Craft Co., Ltd/泉州德化芳盛工艺制品有限公司" and etc. All of the factories in the same building were with independent business licenses and managements.

No worker exchange was noted during the audit. Therefore, only the auditee was included in the audit scope.

There were totally 43 employees in the factory, including 3 non-production employees and 40 production employees. There were 15 male employees and 28 female employees. The youngest employee working in the factory was 28 years old. Per factory management, the peak season was not obvious. The factory used face scan system to record working hours. There were 3 shifts for employees working in the kilning workshop that were from 08:00 to 16:00; 16:00 to 24:00 and 00:00 to 08:00 and only one shift for employees working in other workshops that was from 08:00 to 17:30 with a 1.5 hours' lunch break that was from 12:00 to 13:30. Production workers were paid at hourly rate in cash before 30th of next month.

According to payroll records of 15 sampled workers (5 samples from February 2022, 5 samples from June 2022 and 5 samples from the most recent paid month September 2022), it was noted that the minimum wage paid to employees was CNY 16.092 per hour, which was above the local minimum wage of CNY 9.02 per hour before April 2022 and CNY 10.4 per hour since April 2022. Further, all sample employees were paid 150% of their normal wage for the overtime working hours on the normal working days and 200% of their normal wage for the overtime working hours on the rest days. No overtime working hours were noted on the statutory holidays. Further, the maximum overtime hours were 2 hours a day and 74 hours a month. The maximum weekly working hours were 58 hours a week and the maximum consecutive working days were 6 days.

According to the social insurance payment receipt provided by factory management, it was noted that 1 out of 43 (2.33%) employees was provided with pension insurance while none of 43 (0%) employee was provided with the unemployment, injury, medical and maternity insurance in November 2022. Further, the factory did not provide the commercial insurance for any employee.

The attendance records were cross-checked against production records and confidential interviews were conducted with 5 production employees from different departments. No inconsistencies regarding working hours were found.

At the end of the audit, a closing meeting was held with the factory representatives. All of the findings were disclosed and discussed and a draft corrective action plan was explained to the factory representatives. Ms. Su Ruiping (Factory Director) and Ms. Fang Liumei (Workers' Representative) agreed with the findings and signed the corrective action plan.

Opening and closing meeting attendees were Ms. Su Ruiping (Factory Director) and Ms. Fang Liumei (Workers' Representative).

### Remark:

1. There are no contractor/agencies/government waivers/collective bargaining used or available by the auditee, which makes the contractor license/agency labor contract/government waivers/collective bargaining agreements not applicable.

2. Remark: As of the current project category, production process, scale and pollutant status, the construction project was not included in the environmental impact assessment management scope. So, the environment license was not posted in the audit documents.

3. Audit Company: Bureau Veritas Consumer Products Service

Audit Company APSCA Number: 11600002

Lead Auditor Name: Sarah Shao

APSCA Auditor Registered Number: CSCA21701307

Announcement Type: Fully Announced Audit

Monitoring Date: November 22, 2022

## Site Details

Site : Fujian Swantin Ceramic Co., Ltd

Site amfori ID : 156-042021-001

### GICS Classification

---

Sector : Consumer Staples

Industry : Household Products

Industry Group : Household & Personal Products

Sub Industry : Household Products

### amfori Process Classifications

---

N.A.

### GS1 Classifications

---

N.A.

### NACE Classification

---

N.A.

### Water Stress Situation

---

N.A.

## Metrics

### Key Metrics

Total workforce	43 Workers
Legal minimum wage in local currency	1810 Monthly
Lowest wage paid for regular work at the site	2800 Monthly
Calculated living wage in local currency	1980 Monthly
Total sample	5 Workers

### Other Metrics

Male workers	15 Workers
Female workers	28 Workers
Permanent workers - Male	15 Workers
Permanent workers - Female	28 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	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	3 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	2 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	15 Workers
Workers hired directly - Female	28 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	2 Workers

## Findings

### PA1: Social Management System

It was noted that gaps were noted in some performance areas such as PA1, PA 2, PA5, PA6 and PA7 although the factory set up a management system to implement the BSCI Code of Conduct. This violated BSCI 1.1.

审核员发现尽管工厂已确立执行BSCI行为守则的管理体系，但是在几个执行领域如PA1, PA2, PA5, PA6和PA7仍存在不足。根据BSCI1.1改善。

It was noted that the factory had realistically calculated the capacity of production and delivery times. However, the calculation of production capacity was not reasonable to cause workers' monthly overtime working hours exceeded legal requirement. This violated BSCI 1.4.

审核发现工厂了解如何计算生产产能和订单周期，但产能分析不合理，导致员工的月加班工时超过法规要求。根据BSCI1.4要求改善。

### PA 2: Workers Involvement and Protection

It was noted that the factory had defined long term goals to protect workers. However, there was no evidence to prove that employees or employees' representatives were involved in defining these goals. This violated BSCI 2.2.

审核员发现工厂制定了保护员工的长期目标，但是没有证据显示员工或者员工代表有参与到长期目标的制定中来。根据BSCI 2.2改善。

1. It was noted that the factory did not collect the communities' information such as for suppliers, local government, neighbor, NGO, and etc. And the factory did not establish an effective grievance mechanism for them. This violated BSCI 2.5. 2. It was noted that the factory did not conduct satisfaction surveys on the grievance mechanism. This violated BSCI 2.5.

1. 审核员发现被审核方没有收集利益相关方（如：供应商、当地政府、邻居、NGO等）的信息，并针对利益相关方建立有效的建议和申诉机制。根据BSCI 2.5要求改善。 2. 审核发现工厂没有进行申诉机制的满意度调查。根据BSCI 2.5要求改善。

### PA 5: Fair Remuneration

It was noted that the wages paid to all workers were higher than basic living wage calculated by auditor. However, the factory was not aware of local living cost to ensure decent living of workers. This violated BSCI 5.4.

审核发现虽然工厂支付给员工的工资均高于审核员计算的生活需求工资，但工厂不了解当地的生活成本以确保员工过体面的生活。根据BSCI 5.4要求改善。

According to the social insurance payment receipt provided by factory management, it was noted that 1 out of 43 (2.33%) employees was provided with pension insurance while none of 43 (0%) employee was provided with the unemployment, injury, medical and maternity insurance in November 2022. Further, the factory did not provide the commercial insurance for any employee. Remark: The factory management stated that employees working in the factory had participated in the rural health insurance and employees did not want to participate in the city's social insurance. This violated Article 73 of the Labor Law of the People's Republic of China.

根据厂方提供的2022年11月社会保险缴费单据显示工厂为1/43 (2.33%) 名员工购买了养老保险，0/43 (0%) 名员工购买了失业，工伤，医疗和生育保险。另外，工厂没有为任何员工购买商业保险。备注：工厂解释没有购买保险的已购买农业保险，不愿意参加城市社会保险。根据《中华人民共和国劳动法》第73条改善。

### PA 6: Decent Working Hours

It was noted that 12 out of 15 sampled employees worked in excess of the statutory overtime hour limits. A review of 15 sampled employees' time records (5 samples from February 2022, 5 samples from June 2022 and 5 samples from the most recent paid month September 2022) yielded the following: 4 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 52 hours) in February 2022, which was not in compliance with the legal requirement; 4 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 72 to 74 hours) in June 2022, which was not in compliance with the legal requirement; 4 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 66 hours) in September 2022, which was not in compliance with the legal requirement. This violated 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(其中从2022年2月抽取5个，从2022年6月抽取5个和从最近月份2022年9月抽取5个)，发现共有12名员工加班时间超出了法定标准，具体为：4/5名员工在2022年2月的加班时间为52小时，超过每月加班时间不能超过36小时的法律规定；4/5名员工在2022年6月的加班时间为72-74小时，超过每月加班时间不能超过36小时的法律规定；4/5名员工在2022年9月的加班时间为66小时，超过每月加班时间不能超过36小时的法律规定。根据《中华人民共和国劳动法》第41条改善。

## PA 7: Occupational Health and Safety

It was noted that the factory did not provide regular occupational health checks to employees in the molding workshop who were in contact with dust and employees in the kilning workshop who were in contact with the high temperature. This violated 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成型车间接触粉尘和窑部车间接触高温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条改善。

It was noted that the factory did not seek workers' protection in case of accident through compulsory insurance schemes. The factory did not provide the injury insurance or commercial insurance for any employee. This violated BSCI 7.2.

审核员发现工厂没有通过强制保险方案在意外发生时为工人寻求保护。工厂没有为任何员工提供工伤保险或者商业保险。根据BSCI 7.2改善。

It was noted that the factory did not take into consideration the potential risks that may be caused by the other factory within the same production building when carrying out risk assessments for safe, healthy and hygienic working conditions. This violated BSCI 7.3.

审核员发现工厂在进行安全、健康和卫生工作条件的风险评估时未考虑到同栋建筑内其它工厂可能引起的潜在风险。根据BSCI 7.3改善。

It was noted that the factory had developed the systems towards ensuring OHS and conducted risk assessment to all positions in the factory. However, no evidence to prove that employees or employees' representatives were involved in the OHS system's implementation or risk assessment. This violated BSCI 7.4.

审核发现工厂虽然建立了职业健康和安全体系，也进行了风险评估，但没有证据证明员工或员工代表参与了制定职业健康安全体系的过程或参与了风险评估的过程。根据BSCI 7.4改善。

It was noted that workers didn't work with appropriate PPE, although the factory established PPE management procedure, and provided relevant training to workers, including: 2 out of 4 employees working in the molding workshop were wearing the medical masks but not the active carbon masks provided by the factory management; 4 out of 9 employees in the color painting workshop were not wearing the active-carbon mask and rubber gloves provided by the factory management. This violated Article 42 of Law of the People's Republic of China on Production Safety.

审核发现工厂虽建立了劳保用品管理规定，且给员工提供了相关的培训，但员工在工作期间未佩戴工厂提供的正确的劳保用品。工厂成型车间2/4名员工只佩戴了医用口罩没有佩戴工厂提供的活性炭口罩；彩绘车间4/9名员工没有佩戴工厂提供的活性炭口罩和橡胶手套。根据《中华人民共和国安全生产法》第42条改善。

It was noted that the factory established the management procedure on electricity safety and there was one qualified electrician, but parts of electrical boxes were not controlled adequately, 10% of electric boxes being used in the production workshop were not equipped with the warning signs. This violated Article 6.7 of the General Guide for Safety of Electric User (GB/T13869-2008).

工厂虽然建立用电安全管理程序，并雇佣一名有资质的电工，但部分电气设施疏于管控，生产车间10%的电箱没有安装用电警示标志。根据《用电安全导则GB/T13869-2008》第6.7条改善。

It was noted that factory management was unable to provide the special equipment registration for 1 out of 1 cargo lift being used in the factory to auditors for review. This violated Article 25 of Safety Monitoring Regulation of Special Equipment.

审核员发现厂方未能提供正在使用的1台载货电梯的注册登记证。根据《特种设备安全监察条例》第25条改善。

1. It was noted that the factory established the management procedure on electricity safety and there was one qualified electrician. However, no insulated covers were installed for 20% electrical switches in the production workshops. This violated Article 6.7 of the General Guide for Safety of Electric User (GB/T13869-2008). 2. It was noted that the production materials were laid under the 10% of electric devices in production workshops. This violated Article 6.5 of the General Guide for Safety of Electric User (GB/T13869-2008).

1. 工厂车间内20%的电器开关没有配置绝缘盖。根据《用电安全导则GB/T13869-2008》第6.7条改善。2. 审核发现工厂生产车间10%的电器下方堆放生产物料。根据《用电安全导则GB/T13869-2008》第6.5条改善。

It was noted that the transmissions of 3 out of 3 rolling machines being used in the molding workshop, 1 out of 1 orbit machine being used in the kilning workshop and 1 out of 1 grinding machine was not equipped with pulley guards. This violated the Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene.

审核员发现工厂成型车间3/3台滚压机；窑部1/1台轨道设备和彩绘车间1/1台研磨机的皮带轮没有安装皮带轮保护罩。根据《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条改善。

It was noted that no paper or soap was supplied for the toilet by the auditee. This violated BSCI 7.22.

审核员发现工厂厕所没有配备厕纸和肥皂。根据BSCI 7.22改善。

The auditee did not equip the temperature and humidity meter in the workshop and could not provide the temperature and humidity records of workshops to demonstrate that the working conditions were suitable. This violated BSCI 7.25

工厂在车间没有安装温湿度计，也无法提供车间的温湿度记录证明工作条件是适宜的。根据BSCI 7.25改善。