

Monitoring result for FUJIAN DEHUA JINHUA PORCELAIN CO.,LTD on site FUJIAN DEHUA JINHUA PORCELAIN CO.,LTD

Monitoring

Monitored Party	: FUJIAN DEHUA JINHUA PORCELAIN CO.,LTD
amfori ID	: 156-027060-000
Site	: FUJIAN DEHUA JINHUA PORCELAIN CO.,LTD
Site amfori ID	: 156-027060-002
Address	: No.666 Fuping Road, Pengxiang Industrial Zone, Dehua, : Quanzhou : Anhui Sheng : China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 25/05/2022
Expiration Date	: 25/05/2023

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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	C
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	A

General description

This was full announced audit authorized by BSCI Member.

[Location and size]:

The audited company: FUJIAN DEHUA JINHUA PORCELAIN CO.,LTD (福建省德化县锦华陶瓷有限公司)(Business license: 91350526611924798M) is located at No.666 Fuping Road, Pengxiang Industrial Zone, Longxun Town, Dehua County, Quanzhou City, Fujian Province, China(福建省泉州市德化县龙浔镇鹏祥工业区福坪路666号). The Land area is about 2800 square meters and owned by this auditee and business license was provided for review. The facility started operation since 17-Sep-1994.

[Structure of facility]:

In view of the factory, The facility occupied 2F-4F of one 4-storey building as production and warehouse, one 2-storey building used as office. No dormitory, kitchen and canteen were provided by the facility. The main products manufactured by the facility are ceramics. The main production processes are listed as follows: Mould, Forming, Color drawing/Glazing, Firing, Assembly and Packing.

[Employee analysis]:

There are total 43 employees working in the factory. 17 were male employees and 26 were female employees. All were permanent and 1 was migrant employees. Among them 35 were production employees.

[Summary of working hour]:

Employees used electronic attendance system to record employees working hour. Peak months were not obvious in the past 12 months in the factory as per factory management. Attendance records since Apr 2021 to the audit date were available for review and those of Aug 2021, Dec 2021 and Mar 2022 were taken as samples. Normal weekly working hour was 40. Employees except Firing workshop worked in 1 shift from 8:00-12:00, 13:30-17:30. Employees generally worked 0-2 overtime hours on weekdays and 8 overtime hours on Saturday according to production needs. Employees from Firing workshop worked in 3 shifts from 8:00-16:00; 16:00-0:00; 0:00-8:00. Reasonable rest breaks and the 7th day of rest were guaranteed. The maximum daily working time was 10 hours (8 hours regular+2 hours overtime) per day and maximum weekly working time was 58 hours (40 hours regular time + 18 hours overtime) and maximum monthly overtime was 78 hours.

[Summary of compensation]:

Payrolls from Apr 2021 to Mar 2022 were provided for review and those of Aug 2021, Dec 2021 and Mar 2022 were taken as samples. Workers were paid by hourly rate. Wages were issued at before 30th day of following month by cash. The minimum wage was guaranteed. The local minimum wage was RMB 1570 per month since Jan 1 2020 & The local minimum wage was RMB 1810 per month since Apr 1 2022. The lowest basic wage paid to workers in the audited factory was RMB 2350 per month which was higher than local minimum wage standard. The overtime was paid by 150%, 200% of normal rate for weekdays and rest days overtime respectively, no statutory holidays overtime was arranged. No illegal deduction was made. Insufficient social insurance participated. The commercial accident and medical insurance was not provided for all rest employees.

[Summary of Occupational Health and Safety]:

The factory established OHS (Occupational health and safety) policies and procedures. The factory conducted internal OHS risk assessment and external occupational hazardous factors evaluation in the past 12 months and provided OHS training to employees regularly. Fire drill was conducted twice per year. Sufficient firefighting equipment, such as fire extinguishers, fire hydrants with alarm were available in the factory. Evacuation passages were kept clear from blocking. There were at least 2 safety exits in each building.

[Summary of interview]:

6 employees including 3 males and 3 females were selected for interview. Among them, 3 employees were interviewed individually and 3 employees were interviewed in one group evenly. All of them were permanent and 0 migrant employee.

[Special scene during on site observed]:

1. The 1st floor was rented to another factory named Liqin Ceramics Company and the main product was ceramic products used as candle container. They had separate business licenses and lease contract, individual financial system, production management and personnel management. And according to the employee interview, they confirmed that the employees in other units would not flow in each other. The facility provided the rent agreement for review in the audit.

2. The detail address: No.666 Fuping Road, Pengxiang Industrial Zone, Longxun Town, Dehua County, Quanzhou City, Fujian Province, China(福建省泉州市德化县龙浔镇鹏祥工业区福坪路666号). The address as per business license: Huancheng Road, Baomei Village, Longxun Town (Business place: Pengxiang Industrial Zone, Longxun Town) (龙浔镇宝美村环城路 (经营场所: 龙浔镇鹏祥工业区)). The two address are the same place.

Remark:

- 1, There are no government waivers provided by the auditee, which is not required by local law.
- 2, No collective bargaining agreement reached between the factory and worker organization.
- 3, There are no subcontractors used onsite by the factory.
- 4, APSCA Registration Number for auditor Gavin Fang is CSCA 21703502
5. QIMA LIMITED APSCA Membership Number is 11600049

Site Details

Site : FUJIAN DEHUA JINHUA PORCELAIN CO.,LTD

Site amfori ID : 156-027060-002

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	2350 Monthly
Calculated living wage in local currency	2200 Monthly
Total sample	6 Workers

Other Metrics

Male workers	17 Workers
Female workers	26 Workers
Permanent workers - Male	17 Workers
Permanent workers - Female	26 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	4 Workers
Management - Female	4 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	6 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	1 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	17 Workers
Workers hired directly - Female	26 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
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	3 Workers
Sample - Female	3 Workers

Findings

PA1: Social Management System

1.1 The established social management system was not fully effective in the factory because some findings were noted in several PAs during this audit and continuous improvement is needed.

工厂建立的社会责任管理体系不是完全有效，因为此次审核中发现部分执行领域发现一些不符合项，需要持续改善。

1.4 It was noted that the factory did not properly organize its workforce to meet the expectations of the delivery order and/or contracts. All sampled employees worked excessive monthly overtime hours.

审核发现工厂没有有效组织其劳工来达成交付订单和/或合同的预期，所有抽样员工的月加班超时。

PA 2: Workers Involvement and Protection

2.2 The main auditee partially respects this principle because the factory established long term goals to protect workers according to the amfori BSCI Code of Conduct. Such as the overtime hour should meet local legal requirement. But the factory did not review the achievement status of the long-term goals for workers protection to ensure the objective and targets had adjusted periodically.

被审核方部分遵守该原则：根据amfori BSCI行为准则定义了长期目标来保护员工，比如加班时间符合法规要求。但工厂未对该长期保护计划的目标和指标达成的状况进行定期的评价以便与对目标指标的正确的调整。

2.4 The main auditee partially respects this principle: The auditee has posted the BSCI Code of Conduct publicly, and provided BSCI training with all employees, but according to interviews, it was noted that partial interviewed workers were not quite aware of BSCI values and principles.

被审核方部分遵循该准则：被审核方张贴了BSCI行为准则，并且提供了对员工的培训记录供审阅。但部分受访员工并不清楚BSCI的标准和原则。

PA 5: Fair Remuneration

5.4 The factory did not calculate the decent living wage for employees though the actual paid wages was higher than the local basic need wage calculated by auditor.

虽然工厂实际支付的工资水平高于审核员计算的当地体面生活工资，但是工厂没有计算体面生活工资。

5.5 Insufficient social insurance participated, There are total 43 employees (0 newly hired employees and 11 retirees) in Mar 2022, and only 30 employees had participated in basic endowment insurance & unemployment insurance, 5 employees had participated in maternity insurance and medical insurance, 18 employees had participated in employment injury insurance (Law of the People's Republic of China, Article 10, Article 23, Article 33, Article 44, Article 53) Remark: The factory did not purchase commercial accident insurance for all employees.

社会保险参保不足，2022年3月工厂有43名员工(0个新进和11个达到退休员工)，工厂为30名员工购买了养老金和失业险，5名员工购买了生育险和医疗险，18名员工购买工伤险。备注：工厂未给员工提供商业保险。

PA 6: Decent Working Hours

6.2 Overtime hours exceeded the legal requirement in partial months. Through document review, auditor found that The monthly overtime hours of 5 out of 6 randomly selected employees were 76-78 hours in Dec 2021. 5 out of 6 were 76 hours in Aug 2021 (China Labor Law, Article 41). Remark: The monthly overtime hours of 6 out of 6 randomly selected employees were 16-36 hours in Mar 2022.

部分月份加班时间超过法规要求，通过文件审核，审核员发现在抽取的2021年12月份（随机月）的考勤中，6名随机抽取的员工中5人的月加班时间为76-78小时。2021年8月份（随机月）的考勤中，6名随机抽取的员工中5人的月加班时间为76小时。备注：在抽取的2022年3月份（当月）的考勤中，6名随机抽取的员工中有6人的月加班时间为16-36小时。

PA 7: Occupational Health and Safety

7.1-1 The factory established OHS (occupational health and safety) policy and procedure and OHS meeting was held every 3 months to review the compliance of OHS. However, some non-compliances were observed during this audit. 7.1-2 The auditee had carried regular risk assessments for safe, healthy and hygienic working conditions, and conducted workplace occupational hazards factors testing, the monitoring report showed the test result was compliant, but the auditee did not provide occupational health examinations for workers at hazardous positions (Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2011 Amendment), Article 36).

1.工厂有建立职业健康安全方面的政策和程序，每3个月进行一次职业健康安全的会议来检讨工厂在职业健康安全方面的符合性。但是，此次审核中发现一些不符合项。2.工厂有进行健康安全和卫生风险评估，并进行车间职业危害因素监测，监测结果显示合格，但被审核方未提供职业健康体检给危害岗位工人。

7.2 The factory had established the accident handling procedure and major risks on occupational health and safety were controlled to prevent and reduce accidents happening. However, the factory did not ensure all employees to be covered with employment injury insurance.

工厂建立了意外事故处理程序，职业健康安全的主要风险有得到控制，以防止和减少意外事故发生。但是工厂没有确保所有员工都有工伤保险。

7.6 The auditee partially respects this principle. The factory provided PPE usage training to all employees and issued PPE to all relevant employees at charge free. However, during factory tour, auditor found that mould making workers were not wearing dust-proof face mask and 30% of colour drawing workers were not wearing protective gloves (Law of the PRC on Work Safety article 42) .

被审核方部分遵循该准则:工厂有提供劳保用品使用的培训给所有员工，给所有相关员工免费提供劳保用品。但是，现场走访中发现做模具的工人未佩戴防尘口罩，30%的彩绘工人未佩戴防护手套。

7.7 The auditee partially respects this principle. It was noted that:There was no secondary containers and no safety labels for chemicals used in the workshop and . (Article 20 of Regulation for Safety of Hazardous Chemical.) &(Article 14 of the Regulation For Chemical Usage Safety in Work Place).

工厂部分遵循该准则: 化学品没有放置在二次容器里且未张贴安全标签。

7.9 The auditee partially respects this principle. Observation during factory tour, the electrical safety warning signs were available for all electrical boxes at workshop, but the safety signs for cargo lifts were not available, e.g. the weight limitation and forbidden usage in case of fire. (Work Safety Law of the People's Republic of China (2014 Amendment), Article 32).

工厂部分遵循该准则: 根据现场观察，工厂车间所有的电箱已张贴触电警示标识，但是电梯未张贴使用警示标志（如限重和火灾时禁止使用）。

7.13 The auditee partially respects this principle. 10% of electrical boxes were not installed with protective cover at workshop (It violated General Guide for Safety of Electric User (GB/T 13869-2008).

工厂部分遵循该准则:车间10%的电箱未安装防护盖

7.17 The auditee partially respects this principle. Based on site view and documents review, the overall machine safety was under good condition, but it was noted: But moulding machines were not equipped with completed pulley guard. (Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene). 2. The valid annual inspection report for two cargo lifts were not obtained in the factory(Special Equipment Safety Law of PRC article 40).

工厂部分遵循该准则: 1.现场观察和文件审核,机器设备整体处于良好安全状态，但滚压机没有安装完整的皮带轮保护罩. 2. 车间2台货梯未获得合格年检报告。

7.22 It was noted that the toilet have good hygiene status, however, no accessory as toilet paper, soap, etc. were provided for workers in toilet.(In accordance with Hygienic standards for the design of industrial enterprises (GBZ 1-2010), 7.3.4)

工厂洗手间卫生良好，但在车间洗手间里无厕纸和肥皂等提供。