

Monitoring result for Sanming ZhiJian Bamboo Arts Co., Ltd. on site Sanming ZhiJian Bamboo Arts Co., Ltd.

Monitoring

Monitored Party	: Sanming ZhiJian Bamboo Arts Co., Ltd.
amfori ID	: 156-011539-000
Site	: Sanming ZhiJian Bamboo Arts Co., Ltd.
Site amfori ID	: 156-011539-002
Address	: Building 6, No.7 JingDong Industrial Zone, Sanyuan District
	: Sanming
	: Fujian Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 26/04/2022
Expiration Date	: 26/04/2024

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Overall rating



Section rating

PA1: Social Management System	B
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	A
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	B
PA 13: Ethical Business Behaviour	A

General description

According to the business license, the Chinese name of the factory was 三明市至简竹艺有限公司, the Chinese address was 福建省三明市三元区荆东工业园区7号6幢, the business license number was 91350403MA33AN0887. The factory was established in October 22, 2019 and specialized in the bamboo toothbrush. The main production activities in the factory included drilling, flocking, laser engraving, and packing. The factory rented one 3-storey production building from the building owner named Sanming Xingdong Market Development Co.,Ltd with a total construction area of 3225 square meters. No dormitory or canteen was provided.

The factory used bio-meter time record system to record employees' working hours. The normal working hours were from Monday to Friday with 8 hours per day. Peak season was from May to October in this factory. Employees ran 1 shift from 8:00 to 17:00 with lunch break from 12:00 to 13:00. All employees were paid by hourly rate by cash at the end of the following month. There were 42 employees at present during the audit day. The youngest one was 27 years old.

According to payroll and attendance records of 15 sampled workers (5 samples from peak month July 2021, 5 samples from low month January 2022, 5 samples from the most current paid month February 2022), it was noted that the minimum wage paid to employees was CNY 14.37 per hour, which was higher than the local minimum wage of CNY 1570 per month or CNY 9.02 per hour since January 2020. Further, all sample employees were paid 150% of their normal wage for the overtime working hours on the normal working days, 200% of their normal wage for the overtime working hours on the rest days, and no one worked on Statutory Holidays. The maximum overtime hours were 2 hours a day and 64 hours a month. The maximum weekly working hours were 58 hours a week and the maximum consecutive working days were 6 days. The factory obtained a written approval for adopting a Comprehensive Working Hours System with a valid period from March 2021 to February 2022. Working hours were tested for 5 employees and the total working hours for all tested employees during this period were 2408 hours, which did not exceed the written approval's limit of 2432 hours.

There were 42 employees including 1 new hired employee in March 2022. According to the social insurance receipt provided by the factory management, it was noted that 30 out of 41 (73.2%) employees were provided with accident insurance, and no one was provided with pension, unemployment, medical and maternity insurance in March 2022. There were no temporary and dispatch employees in this factory.

The attendance records were cross-checked against production records and confidential interviews were conducted with 5 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. Mr. Jiang Qiwei / Plant Manager and Ms. Shen Shuying / Worker Representative agreed with the findings and signed the corrective action plan.

Opening and closing meeting attendees were Mr. Jiang Qitao / Manager, Mr. Jiang Qiwei / Plant Manager and Ms. Shen Shuying / Worker Representative.

Remark:

1. Documents not attached in the report:

•Contractor license/permit

Not Applicable. There was no contractor used in this factory.

•Agency labor contract

Not Applicable. There was no agency labor used in this factory.

• Collective bargaining agreements

Not Applicable. No collective bargaining agreements were provided by the factory.

2. Audit Company: Bureau Veritas Consumer Products Service

Audit Company APSCA Number: 11600002

Lead Auditor Name: Elaine Jiang

APSCA Auditor Registered Number: CSCA 21701304

Announcement Type: Fully Announced

Monitoring date: April 19, 2022

Site Details

Site : Sanming ZhiJian Bamboo Arts Co., Ltd.
Site amfori ID : 156-011539-002

GICS Classification

Sector	: Consumer Discretionary	Industry	: Household Durables
Industry Group	: Consumer Durables & Apparel	Sub Industry	: Housewares & Specialties

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	42 Workers
Legal minimum wage in local currency	1570 Monthly
Lowest wage paid for regular work at the site	2500 Monthly
Calculated living wage in local currency	1925 Monthly
Total sample	5 Workers

Other Metrics

Male workers	9 Workers
Female workers	33 Workers
Permanent workers - Male	9 Workers
Permanent workers - Female	33 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	0 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	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	9 Workers
Workers hired directly - Female	33 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	1 Workers
Sample - Female	4 Workers

Findings

PA1: Social Management System

The auditee had set up management system to implement the BSCI Code of Conduct. However, the social management system was not implemented effectively, and gaps were detected on Performance Area 1, 2, 5, 7 and 12 during this audit. This violated BSCI 1.1.

审核员发现被审核方建立了执行BSCI行为守则的管理体系，但是管理体系没有有效地执行，此次审核在执行领域1、2、5、7及12有发现差距。不符合BSCI 1.1条款。

PA 2: Workers Involvement and Protection

Although the auditee had defined long term goals to protect workers, workers and worker representatives were not involved in defining these goals. This violated BSCI 2.2.

虽然被审核方建立了保护员工的长期目标，但是员工和员工代表没有参与到长期目标的制定中。不符合BSCI2.2条款。

The auditee provided the training records to indicate that all employees were provided with BSCI COC training. However, workers and worker representatives were not aware of BSCI Code of Conduct. This violated BSCI 2.4.

被审核方提供了培训记录显示对所有人员进行了BSCI行为守则培训。但是工人及工人代表仍不了解BSCI行为守则。不符合BSCI 2.4条款。

The auditee had established an effective grievance mechanism for individuals in this factory. For example, suggestion box was set in this factory for employees to raise what they concerned. However, the auditee did not establish an effective grievance mechanism for stakeholders such as for suppliers, local government, neighbor, NGO, and etc. This violated BSCI 2.5.

被审核方建立了有效的内部申诉机制。比如：工厂在厂区内设置了意见箱供员工使用。但是，被审核方没有针对利益相关方（如：供应商、当地政府、邻居、NGO等）建立有效的建议和申诉机制。根据BSCI 2.5条款。

PA 5: Fair Remuneration

There were 42 employees including 1 new hired employee in March 2022. According to the social insurance receipt provided by the factory management, it was noted that 30 out of 41 (73.2%) employees were provided with accident insurance, and no one was provided with pension, unemployment, medical and maternity insurance in March 2022. This violated Article 73 of the Labor Law of the People's Republic of China. There were no temporary and dispatch employees in this factory.

工厂2022年3月有42名员工，其中有1名新进员工。根据工厂提供的2022年3月份的社保缴费收据显示：工厂为30/41 (73.2%) 名员工提供了工伤保险，没有为员工提供养老、失业、医疗和生育保险。根据《中华人民共和国劳动法》第73条。工厂没有临时工和派遣工。

PA 7: Occupational Health and Safety

The factory did not provide the occupational health checks to employees who were in contact with noise and dust in the drilling and flocking department. This violated Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases.

审核员发现厂方没有为钻孔和植绒部门接触噪声和粉尘的员工提供职业病体检。根据《中华人民共和国职业病防治法》第35条。

According to the social insurance receipt provided by the factory management, it was noted that 30 out of 42 employees were provided with accident insurance in March 2022. The factory did not purchase commercial insurance for any employee. This violated BSCI 7.2.

由工厂提供的2022年3月份的社保缴费收据显示：工厂为30/42名员工提供了工伤保险。厂方没有为员工购买了商业保险。根据BSCI 7.2条款。

It was noted that 50% employees worked in the drilling and flocking department did not wear earplugs provided by the factory and all employees wore medical masks rather than anti-dust masks. This violated Article 42 of Law of the People's Republic of China on Production Safety.

审核员发现工厂打孔植绒车间50%的员工没有佩戴工厂提供的耳塞，且佩戴的是医用口罩而不是防尘口罩。根据《中华人民共和国安全生产法》第42条。

The factory could not provide registration certificate of one forklift. Remark: the factory had provided the annual inspection report of this forklift. This violated Article 25 of Safety Monitoring Regulation of Special Equipment.

工厂未能提供一台叉车的使用登记证。备注：工厂提供了这台叉车的年检报告供审阅。根据《特种设备安全监察条例》第25条。

PA 12: Protection of the Environment

It was noted that the auditee did not identify the significant impacts and environmental implications of its activity. This violated BSCI 12.1.

审核员发现被审核方没有识别生产活动中的重大的环境因素。不符合BSCI 12.1条款。