

Monitored Party ZHEJIANG TONGXI TECHNOLOGY CO.,LTD	amfori ID 156-017946-000	Address NO.718, JUYING ROAD, EASTERN NEW AREA, JIJU DISTRICT,, 317700 Taizhou, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner ABS Quality Evaluations Inc.
Monitoring Start Date 21/03/2024	Closing Meeting Finished Date 31/03/2024	Submission Date 01/04/2024
Expiration Date 01/04/2025	Announcement Type Fully Announced	
Site ZHEJIANG TONGXI TECHNOLOGY CO.,LTD	Site amfori ID 156-017946-002	

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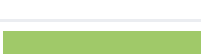
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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	A	
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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Elva Tang; APSCA membership number: CSCA21702063

Name of team auditor (if applicable): NA

Name of observers, translators, trainees, advisors/consultants (if applicable): NA

Monitoring partner name: ABS Quality Evaluations Inc.

Audit schedule details: The fully announced full audit is planned for 1 auditor x 1.5 days on Mar 21-22, 2024.

Business partner information:

ZHEJIANG TONGXI TECHNOLOGY CO.,LTD (浙江同禧科技有限公司 91331001MA28GC9R65), the auditee located at NO.718, Juying Road, Eastern New Area, Jiju District, Taizhou City, Zhejiang Province, China (中国浙江省台州市集聚区东部新区聚英路718号). The auditor verified the business license with the address, legal entity representative, business scope, and other information according to website <http://www.gsxt.gov.cn/> (National Enterprise Credit Information Publicity System). The local name and address were the same as above. The auditee was a limited company, established on Apr 18, 2016 and valid to a long time.

The auditee specialized in the manufacture of plastic products. Production activities mainly included injection (including mixing and smashing), printing and packing. No process/service/product was subcontracted. Peak season was not obvious. The annual production volume was 400000 pieces.

Audited location information:

The auditee consisted of one 5-storey office, canteen and dormitory building, one 1-storey (partial 3-storey) production building and two 4-storey production buildings. The total construction area was about 65200 square meters. For the 5-storey building, the 1F was used as lobby, canteen and kitchen, the 2F was used as office and dormitory, the 3F was used as office and dormitory, the 4F was used as showroom and dormitory and the 5F was used as showroom and dormitory. For the 1-storey (partial 3-storey) building, the 1F was used as injection workshop, the 2F was actually used as charging platform of injection workshop and the 3F was used as warehouse. For one 4-storey building, the 1F was used as mixing station and smashing station, the 2F was used as warehouse and packing workshop, the 3F and 4F were used as warehouse, for the other one 4-storey building, the 1F was used as warehouse and printing workshop, the 2F to 4F were used as warehouse.

Operating shifts and hours:

The policy and interview information showed that the regular workdays were from Monday to Friday with 8 hours per day. The auditee ran 2 shifts for injection workers and doorkeepers: 07:00-15:00 (shift 1) and 15:00-23:00 (shift 2). Each shift including half an hour's meal break. The workers changed shift once per month. The auditee 1 shift for the other employees, 07:30-11:30, 13:30-17:30 for office staffs, 09:00-13:00, 14:00-18:00 for canteen staffs and 07:00-11:00, 13:00-17:00 for production workers. 11 samples' payroll from Feb 2023 to Jan 2024 and time records since Feb 1, 2023 were selected for verification. Based on the sampled workers' payroll and attendance records in Jan 2024, Jul 2023 and May 2023, it was noted that the workers' maximum overtime hours were 2 hours a weekday, 8 hours a rest day, 0 hours a holiday, 12 hours a week, 56 hours a month. The longest consecutive working days were 6 days.

Time recording system:

The factory used an electronic attendance system (face scan/fingerprint) to register workers' attendance status.

Salary payment details:

All workers were paid on an hourly rate before/on the 25th of next month in cash. The minimum wage of the sampled workers was RMB3480 per month, which was higher than the local legal minimum wage standard (RMB2260 per month since Jan 1, 2024 and RMB2070 per month before Jan 1, 2024). All workers were paid 150% and 200% of normal wage for the overtime working on weekday and rest day respectively. It was noted there were 99 employees including 15 retired employees (under 65 years old), no newly joined employee, temporary worker or dispatch worker used, 84 out of 99 employees should be enrolled in 5 kinds of social insurances. Based on provided social insurance payment voucher of recent year, the auditee provided pension insurance, unemployment insurance, medical insurance and maternity insurance to 79 employees (79/84=94%), and work-related injury insurance to 99 employees (100%) in Feb 2024. The auditee did not provide commercial accident insurance to any employee. The auditee did not obtain a social insurance waiver. (Remark: Employees who had reached retired age but under 65 years old could be enrolled in work-related injury

insurance in this city.)

Worker number information:

There were 64 male employees and 35 female employees, including 88 production workers (57 males and 31 females) and 84 migrants. There were no vulnerable workers or any other special group workers (interns, apprentices, contractor workers etc.). There was no child or young worker found during this audit. The youngest worker in the auditee was 25 years old, born on Dec 1, 1998, and entered the auditee on Jan 15, 2021.

Good practices:

The auditee provided canteen/kitchen and dormitory for employees. In addition, the auditee paid the individual part of social insurance for the employees who participated in social insurance.

Worker organization details:

No trade union, collective bargaining agreements are applicable currently. Worker representatives were elected in the auditee.

Circumstances:

No special circumstance happened during the audit. All the findings were discussed with the management in the closing meeting. The factory signed the onsite finding report. The auditor reminded the factory that they should submit the Remediation Plan into the amfori BSCI Platform within 60 days. The management was receptive of all the findings and gave the willingness to take appropriate corrective actions.

Summary of findings:

The performance areas needed improvement were PA1, PA2, PA5, PA6, PA7 and PA13.

Living wage calculation:

Please refer to the living wage part on the sheet of Remuneration and Working Hours.

Precautions taken about #COVID-19 in the facility:

The auditee was located at a low Covid-19 risk area now.

Remark:

1. There was no contractor or agency used by the auditee, which makes the agency labour contract or contractor license/permit not applicable; the auditee did not obtain a government waiver, there was no collective bargaining agreement in the auditee.
2. The Personal Information Protection Act was issued in China and implemented since 1 November 2021. The auditor had mosaicked the personal information related to attached documents on amfori BSCI platform.
3. The management representative was on a business trip on the audit day, and entrusted Ms. Zhang Xiaohong to accompany the audit and sign the onsite report.

SITE DETAILS

Site

ZHEJIANG TONGXI
TECHNOLOGY CO.,LTD

Site amfori ID

156-017946-002

GICS Classification

Sector	Industry Group	Industry
Consumer Staples	Household & Personal Products	Household Products
Sub Industry		
Household Products		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	99	Workers
Legal minimum wage in local currency	2,260	Monthly
Lowest wage paid for regular work at the site	3,480	Monthly
Calculated living wage in local currency	3,291.56	Monthly
Total sample	11	Workers

Other Metrics

Male workers	64	Workers
Female workers	35	Workers
Non-binary workers	0	Workers
Permanent workers - Male	64	Workers
Permanent workers - Female	35	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	4	Workers
Management - Female	3	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	14	Workers
Workers with night shift - Female	17	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	56	Workers
Domestic migrant workers - Female	28	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	64	Workers
Workers hired directly - Female	35	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	6	Workers
Sample - Female	5	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: ZHEJIANG TONGXI TECHNOLOGY CO.,LTD | Site amfori ID: 156-017946-002

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on management and worker interviews, document review and site tour, it was noted the management system of amfori BSCI had not been effectively implemented and still needed continuous improvement because some non-compliances were noted in several performance areas (PA1, PA2, PA5, PA6, PA7 and PA13). The auditee partially respected this principle because the auditee established and implemented amfori BSCI management system. For example, it has established written amfori BSCI management policies and procedures.	根据管理人员和员工访谈、文件审核和现场观察，发现amfori BSCI管理体系未得到有效实施仍需持续改进，因为在几个绩效领域（绩效领域1, 2, 5, 6, 7和13）发现了一些不符合项。被审核方部分遵循该准则，因为被审核方建立并实施了amfori BSCI管理体系，如建立了书面的amfori BSCI管理方针和政策。

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on management and worker interviews, document review and site tour, it was noted the auditee did not properly evaluate its production capacity and did not properly formulate its production schedule to match delivery expectation of orders, which led to sampling workers' monthly overtime hours exceeded legal requirements of 36 hours. The auditee partially respected this principle because the auditee had established the production capacity calculation procedure.	根据管理人员和员工访谈、文件审核和现场观察，发现被审核方没有正确地对其产能进行评估，也未合理安排生产计划以满足订单的交付预期，导致抽样员工的月加班时间超过了法律要求的36小时。被审核方部分遵循该准则，因为发现被审核方已建立了产能规划程序。

PA 2: Workers Involvement and Protection

Site: ZHEJIANG TONGXI TECHNOLOGY CO.,LTD | Site amfori ID: 156-017946-002

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on management and worker interviews, document review and site tour, it was noted 6 out of 11 interviewed workers were not clear of the requirements of amfori BSCI COC. The auditee partially respected this principle because the auditee arranged amfori BSCI COC training to workers regularly and posted amfori BSCI COC onsite.	根据管理人员和员工访谈，文件审核和现场观察，发现11名被访谈员工中的6名不清楚amfori BSCI行为守则的要求。被审核方部分遵循该准则，因为被审核方定期为员工提供了amfori BSCI行为守则的培训并在现场张贴了amfori BSCI行为守则。

PA 5: Fair Remuneration

Site: ZHEJIANG TONGXI TECHNOLOGY CO.,LTD | Site amfori ID: 156-017946-002

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on management and worker interviews and document review, it was noted there were 99 employees including 15 retired employees (under 65 years old), no newly joined employee, temporary worker or dispatch worker used, 84 out of 99 employees should be enrolled in 5 kinds of social insurances. Based on provided social insurance payment voucher of recent year, the auditee provided pension insurance, unemployment insurance, medical insurance and maternity insurance to 79 employees (79/84=94%), and work-related injury insurance to 99 employees (100%) in Feb 2024. The auditee did not provide commercial accident insurance to any employee. According to the management interview and employee interview, the reason why some employees did not participate in the social insurance was because they had rural insurance. The auditee did not obtain a social insurance waiver. The auditee partially respected this principle because the percentage of work-related injury insurance was 100% and the percentage of social insurance (5 kinds) participation was higher than 80%. (Labor Law of the People's Republic of China (1994), Article 72 and Article 73) Remark: Employees who had reached retired age but under 65 years old could be enrolled in work-related injury insurance in this city.	根据管理层和员工访谈以及文件审核，发现被审核方现有员工99人包含15名退休员工（65岁以下），但未使用新入职员工、临时工和派遣工，99名员工中的84名需缴纳社保五险。根据已提供的近一年的社会保险缴费凭证，被审核方在2024年2月为79名员工（79/84=94%）提供了养老保险、失业保险、医疗保险和生育保险，为所有99名员工（100%）提供了工伤保险。被审核方没有为任何员工提供商业意外保险。根据管理人员访谈和员工访谈，一些员工没有参加社保是因为他们有农保。被审核方未获得社保批文。被审核方部分遵循该准则，因为工伤保险参保比例为100%且社保（五险）参保比例高于80%。（《中华人民共和国劳动法》（1994）第七十二条和第七十三条） 备注：在这个城市，达到退休年龄但不满65岁的职工可以参加工伤保险。

PA 6: Decent Working Hours

Site: ZHEJIANG TONGXI TECHNOLOGY CO.,LTD | Site amfori ID: 156-017946-002

Question: 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

Based on management and worker interviews, time records review and site tour, it was noted the auditee provided attendance records from Feb 1, 2023 to audit day. The monthly overtime hours of 10/11 randomly selected workers in May 2023 (random month) were 50 hours, 11/11 randomly selected workers in Jul 2023 (random month) were 40-56 hours, 10/11 randomly selected workers in Jan 2024 (current month) were 50 hours, which exceeded the legal overtime limit of 36 hours per month. The auditee did not respect this principle because the auditee did not take any action to control the overtime hours. (Labor Law of the People's Republic of China (1994), Article 41)

根据管理人员和员工访谈，考勤记录审查和现场观察，发现被审核方提供了2023年02月01日至审核当日的考勤，2023年05月（随机月）随机抽样的10/11名员工的月加班时间为50小时，2023年07月（随机月）随机抽样的11/11名员工的月加班时间为40-56小时，2024年01月（当前月）随机抽样的10/11名员工的月加班时间为50小时，超过法定要求的月加班时间36小时的限制。被审核方未遵循该准则，因为被审核方没有采取任何措施去控制加班时间。（《中华人民共和国劳动法》（1994）第四十一条）

PA 7: Occupational Health and Safety

Site: ZHEJIANG TONGXI TECHNOLOGY CO.,LTD | Site amfori ID: 156-017946-002

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH

LOCAL LANGUAGE

Finding

Based on management and worker interviews, document review and site tour, it was noted the system of Occupational Health and Safety Management still needed improvements due to some non-compliance issues were identified as below, such as goods were stored against wall, etc. The auditee partially respected this principle because the auditee had set up and implemented an Occupational Health and Safety Management System according to amfori BSCI standards and law requirements.

根据管理人员和员工访谈、文件审查和现场观察，发现职业健康安全管理体系仍需要改善因为发现了下列不符合项，如物品靠墙堆放等。被审核方部分遵循该准则，因为被审核方已根据amfori BSCI标准和法规的要求建立并实施了职业健康安全管理体系。

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on management and worker interviews, document review and site tour, it was noted the auditee did not provide occupational health checks to 4/4 workers in smashing station and mixing station (exposed to dust and noise) and 3/3 workers in printing workshop (exposed to chemicals (printing ink, etc.)). The auditee partially respected this principle because the auditee conducted hazardous factors monitoring for workshops. (Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35)	根据管理人员和员工访谈、文件审查和现场观察，发现被审核方没有为碎料岗位和拌料岗位（接触噪音和粉尘）的4/4名员工，接触化学品（油墨等）的印刷车间的3/3名员工提供职业健康检查。被审核方部分遵循该准则，因为被审核方进行了车间的危害因素监测。（《中华人民共和国职业病防治法》第三十五条）

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on management and worker interviews, document review and site tour, it was noted that 1/5 machine maintenance worker did not wear provided protective shoes, 1/1 smashing worker (exposed to dust and noise) did not wear provided goggle, all 3 mixing workers (exposed to dust and noise) did not wear provided earplugs and wore disposable face masks instead of dust masks, all 3 printing workers (used chemicals (printing ink)) did not wear provided masks. The auditee partially respected this principle because the auditee provided PPEs for workers. (Law of the PRC on Work Safety Article 45)	根据管理人员和员工访谈、文件审查和现场观察，发现1/5名机修工没有穿提供的劳保鞋，1/1名碎料员工（接触噪音和粉尘）没有佩戴提供的护目镜，所有3名拌料员工（接触噪音和粉尘）没有佩戴提供的耳塞且佩戴了一次性口罩而非防尘口罩，所有3名印刷员工（使用化学品（印刷油墨））没有佩戴提供的口罩。被审核方部分遵循该准则，因为被审核方为员工提供了劳保用品。（《中华人民共和国安全生产法》第45条）

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on workers and management interview, document review and site tour, it was noted 20% chemicals (printing ink, lubricating oil, etc.) stored onsite were not equipped with label, MSDS or secondary containment (anti-leakage device). The auditee partially respected this principle because	根据管理人员和员工访谈，文件审核和现场观察，发现现场存储的20%的化学品（印刷油墨、润滑油等）没有配置标签、MSDS和二次容器（防泄漏装置）。被审核方部分遵循该准则，因为被审核方建立了化学品处理程序，并对员工提供了化学品使用的培训。（《工作场所安全使用化学品规定》第十

Finding	
the auditee established the procedure of chemicals handling and provided training of chemicals using for workers. (Regulations on Safety Use of Chemicals in Workplaces Article 12, Article 20 and Regulations on safety Administration of Hazardous Chemicals, Article 20)	二条，第二十条和《危险化学品安全管理条例》第二十条)

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on management and worker interviews, document review and site tour, it was noted the auditee did not install handrail for 10% charging ladder of injection machines, the height of the ladder was about 0.8M above floor. The auditee partially respected this principle because the auditee installed handrails for charging ladders higher than 1.0M. (Article 7.2.2 of Safety of machinery – Permanent means of access to machines and industrial plants)	根据管理人员和员工访谈、文件审查和现场观察，发现被审核方没有为10%的注塑机加料梯安装扶手，加料梯高度约为0.8M。被审核方部分遵循该准则，因为被审核方为高于1.0M的加料梯安装了扶手。（《机械安全进入机器和工业设备的固定设施》第3部分：楼梯、阶梯和护栏7.2.2)

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on management and worker interviews and site tour, it was noted no soap or paper was provided in the toilet. The auditee partially respected this principle because the auditee provided enough toilets for workers.	根据管理人员和员工访谈和现场观察，发现卫生间没有提供肥皂和纸巾。被审核方部分遵循该准则，因为被审核方为员工提供了足够的卫生间。

Question: 7.25 Is there satisfactory evidence the auditee verifies that temperature, humidity, space, sanitation, illumination are adequate for the health and safety of workers?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on management and worker interviews and site tour, it was noted 30% goods in workshop storage area and warehouse were stored against wall and pillar. The auditee partially respected this	根据管理人员和员工访谈和现场观察，发现车间存储区及仓库中30%的物品靠墙靠柱堆放。被审核方部分遵循该准则，因为不是所有物品都靠墙靠柱堆放。（《仓库防火安全管理规则》第十八条)

Finding

principle because not all goods were stored against wall and pillar. (Article 18 of the Provisions for the Administration of Fire Safety in Warehouses)

PA 13: Ethical Business Behaviour

Site: ZHEJIANG TONGXI TECHNOLOGY CO.,LTD | Site amfori ID: 156-017946-002

Question: 13.4 Is there satisfactory evidence that the auditee collects uses and otherwise processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements?

ENGLISH

LOCAL LANGUAGE

Finding

Based on management and worker interviews and document review, it was noted the auditee did not provide training of personal privacy protection and information security to employees. The auditee partially respected this principle because the auditee had established policy and procedure regarding personal privacy protection and information security.

根据管理人员和员工访谈和文件审查，发现被审核方未对员工提供个人信息隐私保护和信息安全的培训。被审核方部分遵循该准则，因为被审核方建立了有关个人信息隐私保护和信息安全的政策和程序。