

Monitoring result for NINGBO AITE HOUSEWARES CO.,LTD on site Site 1

Monitoring

Monitored Party	: NINGBO AITE HOUSEWARES CO.,LTD	amfori ID	: 156-020884-000
Site	: Site 1	Site amfori ID	: 156-020884-001
Address	: No.288-2 JiShiDong Road.JiShiGang Town HaiShu District Ningbo 宁波海曙集士港镇集士东路288-2	Monitoring Activity	: amfori Social Audit - Manufacturing
	: 315500, ningbo	Monitoring Type	: Full Monitoring
	: Zhejiang Sheng	Submission Date	: 10/08/2021
	: China	Expiration Date	: 10/08/2022

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Overall rating



Section rating

PA1: Social Management System	E
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

This was announced full audit authorized by BSCI Member on 9-Aug-2021.

[Location and size]:

NINGBO AITE HOUSEWARES CO., LTD (宁波市海曙艾伊特家居用品有限公司, Uniform Code of Social Credit: 91330203MA28Y1874E) was located at No.288-2 JiShiDong Road, JiShiGang Town, HaiShu District, Ningbo City, Zhejiang Province (浙江省宁波市海曙区集士港镇集士东路288-2). The auditee was established on 10-Mar-2017.

[Structure of facility]:

The auditee was specialized in manufacture of car cleaning product and home cleaning product. The main production processes were cutting, sewing, inspection and packing. The auditee consisted of 2F and 3F of one 5-storey building as office, workshop and warehouse. No canteen, kitchen or dormitory was provided for employees by the auditee. All production area was rented from Ningbo Haishu Huayu Industry and Trade Co., Ltd. The rest area of this building was managed by the landlord.

[Employee analysis]:

There were total 23 employees including 6 males and 17 females in the auditee. All 23 employees were permanent and employed by the auditee directly. 13 employees were migrant from other provinces of China, such as Anhui, Hu'nan and etc. 10 employees were local residents.

[Summary of working hours]:

The auditee used the electronic attendance system to record the working hours. All employees worked 8 hours per day and 5 days per week. The normal working hours were from 8:00 to 17:00 with 1 hour's lunch break from 11:00 to 12:00.

The attendance records from Jul-2020 to the audit day were reviewed in the audit. 6 sampled workers' attendance records from June 2021 (current month), April 2021 (random month) and August 2020 (random month) were selected for checking. No obvious peak season in the auditee.

According to the provided attendance records and workers interviews, the maximum weekly overtime hours are 14 hours and the maximum monthly overtime hours are 64 hours in August 2020.

[Summary of compensation]:

The local minimum wage standard was set at RMB 2010 per month equivalent to RMB 11.55 (2010/21.75/8) per hour since 1-Dec-2017. The auditee provided payrolls from Jul-2020 to Jun-2021 for review. Workers were paid by hourly rate on 18th of next month. 6 sampled workers' attendance records from June 2021 (current month), April 2021 (random month) and August 2020 (random month) were reviewed. The auditee set the basic wage no less than RMB 14 per hour, which was higher than local legal minimum wage standard. For overtime wages, the auditee paid 150% and 200% of normal payment for overtime working on weekdays and Saturdays. No overtime work was arranged on holidays.

[Summary of Interview]:

Worker interview were conducted by individually and in group.

Randomly selected 6 employees, no negative feedback or complain was raised.

[Special scene during on site observed]:

- 1). There are no contractors used by the auditee, which makes the contractor license/permit not applicable.
- 2). There are no agencies used by the auditee, which makes the agency labour contract not applicable.
- 3). There are no Comprehensive Working Hours System Waiver and Social Insurance Waiver used by the auditee, which makes the government waivers not applicable.
- 4). There are no union and no collective bargaining agreements used by the auditee, which makes the collective bargaining agreements not applicable.
- 5). According to classified management directory of environmental impact assessment of construction projects (Version 2021), the auditee did not need environmental impact registration form, so the relevant documents were not applicable.
- 6). The audit address provided by the auditee was No.288-2 JiShiDong Road, JiShiGang Town, HaiShu District, Ningbo City, Zhejiang Province (浙江省宁波市海曙区集士港镇集士东路288-2). However, the address in the business license was Fengcheng Village, JiShiGang Town, HaiShu District, Ningbo City, Zhejiang Province (浙江省宁波市海曙区集士港镇丰成村). Based on auditee management interview, they were the same location.
- 7). Name of the auditor: Andery Yao. APSCA registration number: CSCA 21700224.
- 8). Name of the audit agent: QIMA LIMITED. APSCA Membership Number: 11600049.

Site Details

Site : Site 1

Site amfori ID : 156-020884-001

GICS Classification

Sector : Consumer Discretionary

Industry : Household Durables

Industry Group : Consumer Durables & Apparel

Sub Industry : Housewares & Specialties

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	23 Workers
Legal minimum wage in local currency	2010 Monthly
Lowest wage paid for regular work at the site	2436 Monthly
Calculated living wage in local currency	2233 Monthly
Total sample	6 Workers

Other Metrics

Male workers	6 Workers
Female workers	17 Workers
Permanent workers - Male	6 Workers
Permanent workers - Female	17 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	3 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	5 Workers
Domestic migrant workers - Female	8 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	6 Workers
Workers hired directly - Female	17 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	3 Workers

Findings

PA1: Social Management System

The auditee had established a system of social responsibility, conducted internal assessment and management review, and conformed to BSCI requirements and relevant local law requirements in most performance areas. However, some performance areas should be improved, for example, systematically overtime and insufficient social insurance coverage were noted.

企业已建立社会责任体系,进行了内审及管理评审,在大部分执行领域符合了BSCI要求和相关的法规要求。但一些领域仍需要提高,如存在系统性地加班和社保参保不足。

The auditee had established management system for business partners and suppliers. The auditee had monitored the social performances of packing material supplier, fabric supplier and sponge supplier. However, the auditee could not provide the document evidences of conducting social compliance audit, communication BSCI COC and TOI to silicone glove supplier. The silicone gloves were purchased from Ningbo Haishu District Fengtie Machinery Factory by the auditee's vender.

已经建立商业合作伙伴及供应商的管理体系。企业已评估了包材供应商、布料供应商和海绵供应商,但没有提供供应商社会责任审核、将BSCI行为守则和实施条款传达给硅胶手套供应商的书面证据。硅胶手套由贸易公司向宁波海曙区丰铁机械设备有限公司购买。

Through document review, the auditee had established workforce capacity management procedure, but the auditee had not reasonable evaluated whether its workforce capacity could meet the expectations of delivery orders or contracts. In addition, based on attendance records provided by the auditee, monthly overtime hours of randomly selected employees exceeded legal requirements.

通过文件查阅,被审核方有建立生产能力管理程序,但没有合理的评估其生产能力是否可以满足其生产订单要求。另外,根据被审核方提供的考勤记录,随机抽取的员工的月加班时间超出了法规要求。

PA 2: Workers Involvement and Protection

The auditee had defined long term goals to protect workers according to the BSCI Code of Conduct, but the auditee did not review the achievement of objectives.

企业已根据BSCI行为准则建立起长期目标以保护员工,但尚未对目标完成情况进行评审。

The auditee had posted the BSCI Code of Conduct publicly. But the auditee did not provide BSCI training to employees. According to worker interviews, the sampled worker representative was not quite aware of BSCI values and principles.

企业张贴了BSCI行为准则,但未向员工提供BSCI行为准则的培训,抽样访谈的员工代表并不太清楚BSCI的标准和原则。

PA 5: Fair Remuneration

Through document review and management interview, auditor noted that the auditee did not collect the datum and conduct the assessment for the remuneration of decent standard of living as per amfori BSCI requirements. The minimum wages paid by the auditee met the local minimum wage standard and the living wage.

通过文件查阅和管理人员访谈,审核员发现被审核方没有按照amforiBSCI要求收集相关数据并对当地体面生活工资标准进行评估。企业支付的最低工资满足当地最低工资标准及生活工资。

Insufficient social insurance participated. Based on the social insurance receipts, out of total 23 employees, 4 were retired, no newly joined employees, dispatched employee or temporary employee, 3 employee (15.8%) had participated in basic endowment insurance, unemployment insurance, basic medical insurance, maternity insurance and employment injury insurance. Besides, the auditee provided group commercial injury insurance for all 23 employees till 1-Sep-2021. Reference Law: Social Insurance Law of the People's Republic of China, Article 10, Article 23, Article 33, Article 44, Article 53

社会保险参保不足。根据社保收据,企业全部23名员工中,4人退休,无新进员工、劳务派遣工和临时工,3名员工(15.8%)参加了养老保险、失业保险、医疗保险、生育保险,工伤保险。另外企业为全部23名员工提供团体商业意外保险,直到2021年9月1日。

PA 6: Decent Working Hours

Monthly overtime hours exceeded the legal requirement of 36 hours per month. The auditee had provided the attendance records from July 2020 to audit day. According to the sampled records, the monthly overtime hours of all 6 sampled workers were 60 hours in June 2021(current month), all 6 sampled workers were 56 hours in April 2021 (random month) and all 6 sampled workers were 64 hours in August 2020 (random month) respectively. Reference law: the PRC Labor Law article 41.

工人的工作时间超出法规要求(每月36小时)。企业提供了2020年7月到审核当天的考勤记录。抽样发现,2021年6月(当前月),抽取的所有6名员工月加班为60小时;2021年4月(随机月),抽取的所有6名员工月加班为56小时;2020年8月(随机月),抽取的所有6名员工月加班为64小时。

PA 7: Occupational Health and Safety

1. The auditee was in line with most of the regulations on occupational health and safety relevant for its activities such as the regulations on electricity, escape routes and emergency exit, first aid etc. But the auditee was not fully in line with the occupational health and safety regulations applicable for its activities such as machine safety, material stored in warehouse, etc. 2. The auditee did not provide training records or certificate of safety production knowledge and management skill for the principal in charge and persons for the management of work safety in the facility. Reference Law: Law of the PRC on Work Safety Article 24

1. 企业大部分符合了职业健康安全与其活动相关的规定如关于电力、逃生路线和紧急出口、急救等方面的规定。但是，企业没有完全遵守适用于其活动的职业健康安全规定，如机器安全，仓库堆货等。 2. 企业未提供主要负责人或安全管理人员安全生产知识和管理能力培训证书供审阅。

1. The goods were stored against the wall or pillar in the warehouse. During facility tour, the goods were stored against the wall or the pillar in finished products warehouse and raw material warehouse. Reference law: General Rules for Fire Safety Management of Storage Occupancies GA1131-2014 Article 6.8. 2. The auditee did not provide the fire certificate of the only one building used by the auditee. Reference Law: PRC Fire Prevention Law article 11, Article 13.

1. 企业的仓库中货物靠墙靠柱堆放。经现场走访发现，企业的成品仓库和原料仓中货物靠墙靠柱堆放。 2. 企业未提供唯一一栋建筑的消防验收报告供审核。

Through factory tour, auditor noted that there was no belt guards and broken needle guard installed for 1 sewing machine for sewing silicone gloves. Reference Law: PRC on Work Safety article 33.

通过现场走访，审核员发现1台用于硅胶手套缝合的缝纫机没有安装皮带保护罩、挡针装置。