

Monitored Party	amfori ID	Address
Zhongshan Golux Electrical Appliances Ltd.	156-029571-000	No.10 Shangqin Road,Nantou, Zhongshan, Guangdong Sheng, China
Monitoring Activity	Monitoring Type	Monitoring Partner
amfori Social Audit - Manufacturing	Follow-up Monitoring	TÜV SÜD
Monitoring Start Date	Closing Meeting Finished Date	Submission Date
08/04/2024	16/04/2024	16/04/2024
Expiration Date	Announcement Type	
14/04/2025	Fully Announced	
Site	Site amfori ID	
Zhongshan Golux Electrical Appliances Ltd.	156-029571-002	

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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	A	
PA 5: Fair Remuneration	C	
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

[Name of lead auditor]: Brittany Hu; APSCA membership number: CSCA21700830

[Name of team auditor (if applicable)]: N/A; APSCA membership number: N/A.

[Name of observers, translators, trainees, advisors/consultants (if applicable)]: Nil

[Monitoring partner name]: TÜV SÜD

[Audit schedule details]: The audit was planned for 1 auditor x 1 day on April 8, 2024.

[Announcement Type]: Announced. This was follow up audit and PAs of 1, 2, 5, 6, 7, 10 were covered.

[Business partner information]:

Zhongshan Golux Electrical Appliances Ltd. (Business license No. 91442000799334238L) was established on March 12, 2007. It was located at 10 Shangqin Road, Nantou, Zhongshan, Guangdong, China, which was a little difference from that in business license, which was one of 4F, 10, Shangqin Road, Nantou, Zhongshan, Guangdong, China.

The total structure area was about 8500 square meters.

The main business products were electric ovens. The presented main operation included cutting, punching, screen printing, assembly and packing.

[Audited location information]:

The factory used part 1F, the whole 4F and the whole 5F of one 5-story factory building which was rented. No dormitory was used. And no canteen was used.

Floor 1: Office, cutting & punching workshop of the audited factory and Junheyou Hardware Products Co., LTD which manufactured moulds.

Floor 2: Meicui Electric Appliance Company Limited which manufactured integrated stove.

Floor 3: Rongwei Electric Appliance Company Limited which manufactured water heaters.

Floor 4: Warehouse, screen printing, assembly and packing.

Floor 5: Warehouse.

[Operating shifts and hours]:

The factory had no obvious low and peak season. The time records from May 1, 2023 to the audit day were available for review and those of August 2023, November 2023 and February 2024 were taken as samples. The normal working hours were 8 hours per day and 40 hours per week from Monday to Friday. Workers worked in 1 shift (08:00-12:00, 13:30-17:30) and had break for 1.5 hours at noon. Workers had overtime for 2 hours on weekdays when needed and usually had overtime for 8 hours or 10 hours on Saturdays. Reasonable rest breaks and one day off per 7 days were guaranteed and workers rested on Sundays. The maximum daily working time was 10 hours (8 hours regular + 2 hours overtime) and maximum weekly working time was 60 hours (40 hours regular time + 20 hours overtime). No inconsistency was identified during this audit.

[Time recording system]:

Workers' working time was recorded by scanning fingerprint.

[Salary payment details]:

The payroll records from May 2023 to February 2024 were available for review and those of August 2023, November 2023 and February 2024 were taken as samples.

Workers were paid by hourly rate. Wages were issued at the last day of the following month by cash. The minimum wage was guaranteed. The lowest basic wage paid for workers was RMB1900 per month, which met legal requirements (RMB1900 per month since December 2021).

The overtime wages were 150%, 200%, 300% of normal rate for overtime on weekdays, on weekends, and on statutory holidays. Pay slips were provided so workers could understand the composition of their wages. And no illegal deduction was made.

[Worker number information]:

There were total 45 employees (18 males and 27 females) including 27 production workers (14 males and 13 females) and 6 management (2 males and 4 females), 17 domestic migrants (9 males and 8 females) from other provinces of China

such as Hunan, Guangxi, Guizhou etc., no foreign migrant, young, pregnant, seasonal, temporary, disabled, and home-based workers were used, and no interns, apprentices, contractor workers etc. were used.

[Good practices]: Post allowance and full attendance bonus were provided for workers.

[Worker organization details]:

Factory did not form trade union, but 2 workers representatives were elected by workers freely.

[Circumstances]:

1. There were no contractors used by the factory, which made the contractor license/permit not applicable.
2. There were no agencies used by the factory, which made the agency labor contract not applicable.
3. There was no government waiver obtained by the factory, which made government waiver not applicable.
4. There was no collective bargaining happened in the factory, which made collective bargaining agreement not applicable.
5. There were no inconsistencies identified during the audit, which made photos of inconsistencies not applicable.
6. Fire license and structure license of factory building were obtained by factory building's owner.
7. Remark: There was Personal Information Protection Law in China. Hence, the personal information of employees is removed from the uploaded documents.

[Summary of findings]:

There were findings under PA1, 2, 5, 6, 7, 10 identified during this audit, please refer to the PAs in report for details.

[Living wage calculation]:

#For living wage, we did not use the data on GLWC website, but the calculation method still followed Anker's methodology. The data were mainly manually collected through local market investigation and worker interview by auditor.

SITE DETAILS

Site

Zhongshan Golux Electrical Appliances Ltd.

Site amfori ID

156-029571-002

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	45	Workers
Legal minimum wage in local currency	1,900	Monthly
Lowest wage paid for regular work at the site	2,509.52	Monthly
Calculated living wage in local currency	2,713.33	Monthly
Total sample	5	Workers

Other Metrics

Male workers	18	Workers
Female workers	27	Workers
Permanent workers - Male	18	Workers
Permanent workers - Female	27	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	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	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	9	Workers
Domestic migrant workers - Female	8	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	18	Workers
Workers hired directly - Female	27	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

Site: Zhongshan Golux Electrical Appliances Ltd. | Site amfori ID: 156-029571-002

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

The factory had established social policy and procedures based on amfori BSCI standards and legal requirements, and conformed to amfori BSCI requirements and relevant legal requirements in part performance areas and most operation records were kept. Internal audit and management review were conducted since last audit. And non-compliances were identified during internal audit and correction action was taken partially later. But it was noted that improvement was still needed for the factory because non-compliances were identified during this audit.

工厂基于amfori BSCI标准及法律要求建立了社会责任政策和程序，在部分执行领域符合amfori BSCI要求和相关的法规要求，保留了大部分运行记录。在上次审核后进行了内审和管理评审。内审中识别到的不符合项，在后续部分地采取了整改行动。但是发现由于本次审核识别到不符合，工厂仍需要改进。

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 interview, documents review and relevant workers interview, this part was rated as partially because only partial implementation was effective: Production plan was provided for review, but factory did not provide production cost calculation evidence for review and the workers' monthly overtime hours did not meet legal requirement. (amfori BSCI Code of Conduct)

根据管理层访谈、文件审核以及相关员工访谈，此部分被评级为部分符合是因为仅部分有效执行：提供了生产计划供审核，但是工厂没有提供生产成本计算证据供审核，且工人的月加班不符合法律要求。（amfori BSCI行为守则）

PA 2: Workers Involvement and Protection

Site: Zhongshan Golux Electrical Appliances Ltd. | Site amfori ID: 156-029571-002

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 documents review, and confirmation with management and workers, this question was rated as partially because only partial implementation was effective. Training on amfori BSCI requirements was provided for managers, workers representatives, and other decision-makers, but the factory did not provide relevant evidence to prove that their trainers received comprehensive external BSCI training. (amfori BSCI Code of Conduct)	根据文件审核，并与管理层及员工确认，此问题被评级为部分符合是因为仅部分有效执行：工厂提供了amfori BSCI要求给到经理、工人代表及其他决策者，但工厂没有提供相关证据以证明他们的培训师接受了全面的BSCI外部培训。 (amfori BSCI行为守则)

PA 5: Fair Remuneration

Site: Zhongshan Golux Electrical Appliances Ltd. | Site amfori ID: 156-029571-002

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?	
ENGLISH	LOCAL LANGUAGE
Finding	
Based on management interview, workers interview, worker representative interview and payroll records review, this part was rated as no because implementation was systematically ineffective: It was noted that 5 out of 5 sampled workers' remuneration (RMB2509.52~RMB2700) was lower than local decent standard of living (about RMB2713.33) in all the sampled three months (August 2023, November 2023 and February 2024) respectively. (amfori BSCI Code of Conduct)	根据管理层访谈、员工访谈、员工代表访谈及工资记录审核，此部分被评级为不符合是因为执行系统性失效：发现5名抽样员工中5名员工的薪酬（人民币2509.52~人民币2700）在所有抽样的3个月份（2023年8月、2023年11月及2024年2月）均低于当地的体面生活标准（约为人民币2713.33）。 (amforiBSCI行为守则)

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted?	
ENGLISH	LOCAL LANGUAGE
Finding	
Based on documents review, workers interview, worker representative interview, and management interview, this part was rated as no because the factory did not manage to provide social insurance for all the employees: It was noted that the facility did not provide social insurance for employees based on legal requirements. (Labor Law of the	根据文件审核、员工访谈、员工代表访谈及管理层访谈，此部分被评级为不符合是因为工厂没有设法提供社保给全体员工：发现工厂未基于法律要求提供社会保险给员工。（《中华人民共和国劳动法》第七十二条和七十三条） 最近1个月内有1名新员工，有6名达到退休年龄未参保的员工，无临时工，无派遣工。

Finding

People's Republic of China (1995), Article 72 & Article 73)

There was 1 newly hired employee within recent one month, 6 retirees who did not participate in social insurance, no temporary workers, and no dispatched workers working at the factory.

Based on the provided social insurance participation information of March 2024, it was noted that about 84.2% employees were provided with retirement insurance, work-related injury insurance, unemployment insurance, medical insurance, and child bearing insurance.

The factory provided group commercial insurance for about 11.1% employees from China Life Property & Casualty Insurance Company Limited with valid period from March 8, 2024 to March 7, 2025.

Workers stated that the reason that they did not buy social insurance was because that they had bought new rural cooperative medical insurance or medical insurance for urban residents.

The facility management declared that some workers were reluctant to buy social insurance.

根据工厂提供的2024年3月的社保参保信息，发现工厂提供养老保险、工伤保险、失业保险、医疗保险和生育保险给约84.2%的员工。

工厂从中国人寿财产保险股份有限公司为约11.1%的员工提供了团体商业保险，有效期从2024年3月8日至2025年3月7日。

工人表示他们不买社保的原因是他们已经购买了新农合作医疗保险或城镇居民医保。

工厂管理层表示有些工人不愿意买社保。

PA 6: Decent Working Hours

Site: Zhongshan Golux Electrical Appliances Ltd. | Site amfori ID: 156-029571-002

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

The time records of 3 months were sampled to review. The factory normally arranged overtime work for 2 hours on Monday, Wednesday, and Friday of August 2023 and November 2023 and from Monday to Friday in February 2024, and arranged overtime for 8 hours or 10 hours on Saturday. And all the overtime work was arranged on voluntary basis.

However, it was noted that workers' monthly overtime hours did not meet legal requirement. (PRC Labor Act (1995), Article 41)

The factory provided workers' attendance records from May 1, 2023 to the audit date and payroll records from May 2023 to February 2023 for review, from which attendance records and payroll

抽样了3个月的考勤记录。工厂正常在2023年8月及2023年11月的工作日的周一、周三及周五加班2小时，在2024年2月工作日的周一至周五分别加班2小时，周六安排加班8小时或者10小时。在自愿的基础上安排加班。

但是，发现工人的月加班时间不符合法律要求。

《中华人民共和国劳动法 第四十一条》

工厂提供了工人2023年5月1日至审核当日的考勤及2023年5月至2024年2月的工资记录，根据从中抽取5名来自生产部门工人2023年8月、2023年11月以及2024年2月的考勤及工资记录，发现有5名抽样工人的月加班在上述月份均超过36小时，分别达最大58小时、58小时以及42小时。

此问题被评级为不符合是因为在所有3个抽样月份里分别有5名抽样工人均存在月加班超时。

Finding

records of 5 workers from production department of August 2023, November 2023 and February 2024 were sampled for review, based on which it was noted that 5 out of 5 sampled workers' monthly overtime hours exceeded 36 hours in above mentioned months and were up to 58 hours, 58 hours, and 42 hours respectively.

This question was rated as no because excessive monthly overtime hours were observed on 5 sampled workers in 3 out of 3 sampled months respectively.

The facility management declared that it was due to production request and it was very difficult to control monthly overtime within 36 hours.

工厂管理层表示这是由于生产需求，比较难控制加班在36小时之内。

PA 7: Occupational Health and Safety

Site: Zhongshan Golux Electrical Appliances Ltd. | Site amfori ID: 156-029571-002

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

ENGLISH

LOCAL LANGUAGE

Finding

The factory had only partially complied with the requirements of laws and regulations related to health and safety due to the non-conformities existed in this performance area.

由于本绩效领域中存在不符合项，工厂仅部分遵守了与健康和安全相关的法律法规的要求。

Question: 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

ENGLISH

LOCAL LANGUAGE

Finding

Based on documents review, workers interview, worker representatives interview, and management interview, this part was rated as partially because only partial implementation was effective: The factory involved workers and their representatives to identify better ways to protect workers from accidents including providing training for workers and management on how to avoid accidents and minimize their impacts, regularly analyzed the accident records, and no accidents had happened. But it was noted that the factory provided work-

根据文件审核、员工访谈、员工代表访谈及管理层访谈，此部分被评级为部分符合是因为仅部分有效执行：工厂让员工及工人代表参与了识别出在事故中保护工人的更好方式包括提供关于如何避免事故和减少它们影响的培训给到工人和管理层，定期分析了事故记录，未发生过工伤事故，但是发现工厂提供工伤保险给到约84.2%的员工，提供商业保险给约11.1%的员工。（《中华人民共和国劳动法》第七十二条和七十三条）

工厂管理层表示一些员工不想买社保。

Finding	
related injury insurance for about 84.2% employees and provided group commercial insurance for about 11.1% employees.(Labor Law of the People's Republic of China (1995), Article 72 & Article 73) The facility management declared that some workers did not want to buy social insurance.	

Question: 7.3 Is there satisfactory evidence that the auditee regularly carries out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on management interview, workers interview, and documents review, this part was rated as partially because only partial implementation was effective: Risk assessment on safe, healthy and hygienic working conditions was conducted and workplace occupational hazards testing was conducted, but it was noted that hazardous chemicals was used and production noise existed, but the factory did not provide occupational health examination for the workers exposed to noise or hazardous chemicals such as punching workers and screen printing workers. (PRC Law on Prevention and Control of Occupational Diseases (2002) Amendment (2018), Article 35)	根据管理层访谈、员工访谈和文件审核，此部分被评为部分符合是因为仅部分有效执行：工厂进行了健康、安全和卫生工作条件的风险评估，进行了工作场所职业危害检测。但是，发现工厂使用到危险化学品及存在生产噪音，但是工厂没有提供职业病体检给到接触到噪音或者危险化学品的工人如冲压工和丝印工。(《中华人民共和国职业病防治法》(2002)，修订版(2018)第三十五条)

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH	LOCAL LANGUAGE
Finding	
According to on-site observation and confirmed with management and workers, this part was rated as partially because only partial implementation was effective: the equipment and building used for production were stable and safe, but a small amount of materials at the materials warehouse on 5F were directly stacked against the wall. (Rules for Storage Fire Prevention Safety Management, Article 18).	根据现场观察，并经过管理层及工人确认此部分被评为部分符合是因为仅部分有效执行：用于生产的设备和建筑安全牢靠，但是5楼物料仓库内的少量物料直接靠墙堆放。(《仓库防火安全管理规定》，第十八条)

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH	LOCAL LANGUAGE
Finding	
As per site observation and confirmed with management and workers, this part was rated as partially because only partial implementation was effective: The electrical boxes were installed with outer protecting covers and were checked monthly, but it was noted that one electric box was not installed with inner insulation protecting cover at the punching workshop on 1F. (General Guide for Safety of Electric User (GB/T13869-2017), Article 5.1.2)	根据现场观察，并与管理层和工人确认，此部分被评级为部分符合是因为仅部分有效执行：电箱安装了外防护盖，且进行了月度检查，但是发现一楼冲压车间1台电箱没有安装绝缘防护内盖。（《用电安全导则GB/T13869-2017》第5.1.2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	
As per site observation and confirmed with management and workers, this part was rated as partially because only partial implementation was effective: Machines were adequately safeguarded and maintained by competent personnel regularly, and annual test reports and the administrator certificate were obtained for two cargo lifts used by the factory. But the factory was unable to provide the usage registration certificates for the mentioned two cargo lifts. (PRC Special Equipment Safety Law (2014), Article 33)	根据现场观察，并与管理层和工人确认，此部分被评级为部分符合是因为仅部分有效执行：机器设备安装有有效防护，由有资质的人员定期维护保养，提供了工厂所使用2台货梯的年检报告及管理登记证。但是，工厂未能提供所述2台货梯的使用登记证。（《中华人民共和国特种设备安全法（2014）》第三十三条）

PA 10: No Precarious Employment

Site: Zhongshan Golux Electrical Appliances Ltd. | Site amfori ID: 156-029571-002

Question: 10.1 Is there satisfactory evidence that auditee employment relationships are not precarious for the workers?

ENGLISH	LOCAL LANGUAGE
Finding	
Based documents review, management interview and worker interview, this part was rated as partially because only partial implementation was effective: Although the factory had signed written labor contracts with all the employees, some employees had not participated in the five statutory	根据文件审核，管理层访谈及工人访谈，此部分被评级为部分符合是因为仅部分有效执行：尽管工厂与所有员工签订了书面的劳动合同，但有部分员工没有参加法定的5种社会保险计划，这不符合劳动法的相关要求，请参阅PA5.5。（《中华人民共和国劳动法》，第七十二

Finding	
social insurance plans, which does not comply with the relevant requirements of labor law. Please refer to PA5.5. (PRC Labor Law, Article 72)	条)