

Monitored Party Shenzhen Toploud Electronic Co.,Ltd	amfori ID 156-004991-000	Address D Building 3-4 Floors, No.44 Keng Wei Road, Shang Wu Community, Shiyan Street, Baoan District, Shenzhen, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Bureau Veritas Hong Kong Limited
Monitoring Start Date 02/04/2024	Closing Meeting Finished Date 03/04/2024	Submission Date 11/04/2024
Expiration Date 11/04/2025	Announcement Type Semi Announced	
Site Shenzhen Toploud Electronic Co.,Ltd	Site amfori ID 156-004991-002	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	B	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	C	

PA 6: Decent Working Hours	D	
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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	B	

GENERAL DESCRIPTION

Name of lead auditor: Jude Lu; APSCA membership number: CSCA 21701092.

Monitoring partner name: Bureau Veritas Consumer Products Service; APSCA number 11600002

Audit schedule details: The audit is planned for 1 auditor x 1.5 days. Monitoring Date: April 2-3, 2024

Announcement Type: Semi-announced full audit, all performance areas were covered and including document review, onsite-observation, employee's and management interview.

Business partner information: The name in Chinese per business license was 深圳市旭轩电子有限公司, Business License No. was 91440300695587986F and it was established on Oct 21, 2009 and the address in Chinese per business license was深圳市宝安区石岩街道上屋社区坑尾大道44号D栋三层四层. The auditee specialized in the manufacture of chargers and earphones. The main production processes included injection, assembly, inspection and packing. According to the factory management, peak season was not obvious.

Audited location information: The auditee occupied the whole 3rd floor and part of 4th floor of one 6-storey building as production floor, warehouse and office. No transportation, dormitory or canteen were provided to employees.

Production building No.1 (Rented)

Floor 3: Injection, assembly and packing workshop, warehouse, office

Floor 4: Warehouse

Operating shifts and hours: The regular working hours were 8 hours per day and 40 hours per week. Per management interview and document review, injection workers worked in two shifts, the day shift was 8:00-20:00 and the night shift was 20:00-8:00; other production workers worked in one shift, the working hour was 8:00-12:00, 13:30-17:30. The maximum daily overtime was 3 hours, the maximum monthly overtime was 85 hours.

Time recording system: The factory adopted finger printing system to record working hours of employees.

Salary payment details: Wages of employee are paid before 7th day of the next month via bank transfer with wage stubs issued to employees. Per payroll review and interview with management and employees, all production employees are paid by hourly rate.

Worker number information: There are 79 employees (41 male employees and 38 female employees) in the factory currently, including 62 production employees (30 employee is male and 32 employees are female) and 17 non-production employees, 71 domestic migrant employees (37 male employees and 34 female employees). The youngest employee in the factory is 19 years old. No other vulnerable worker (e.g., foreign migrant, young, women, pregnant, seasonal, temporary, disabled, home-based workers) or any other special group workers (interns, apprentices, contractor workers etc.) employed by the factory.

Good practices: The factory provided drinking and fruit during high temperature days.

Worker organization details: Two worker representative was elected by workers in 2023.

Circumstances: There was no special circumstance during the audit.

Summary of findings: The findings were raised under PA1, PA2, PA5, PA6, PA 7 and PA13, please refer to report for finding details.

Living wage calculation: Basic need wage was provided by GLWC website.

Remark: 1. No agency or contractor was used by the auditee. No government waiver was obtained by the auditee. No

Collective bargaining agreement in the auditee.

2. There were more than 10 companies located within the same production building, per factory tour, document review and interview, no sharing of labor or equipment was noted, those other sites were not included in the audit scope.

SITE DETAILS

Site	Site amfori ID
Shenzhen Toploud Electronic Co.,Ltd	156-004991-002

GICS Classification

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

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	79	Workers
Legal minimum wage in local currency	2,360	Monthly
Lowest wage paid for regular work at the site	2,360	Monthly
Calculated living wage in local currency	3,719	Monthly
Total sample	10	Workers

Other Metrics

Male workers	41	Workers
Female workers	38	Workers
Non-binary workers	0	Workers
Permanent workers - Male	41	Workers
Permanent workers - Female	38	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	3	Workers
Management - Female	1	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	7	Workers
Workers with night shift - Female	3	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	37	Workers
Domestic migrant workers - Female	34	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	41	Workers
Workers hired directly - Female	38	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	4	Workers
Sample - Female	6	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: Shenzhen Toploud Electronic Co.,Ltd | Site amfori ID: 156-004991-002

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

As per factory tour, document review and employee interview, it was noted that the facility partially respected the principle 1.1 because it was noted that the social accountability management system was not operated effectively, which resulted in the findings identified on PA1, PA2, PA5, PA6, PA7 and PA13. This question is rated as partially non-compliance.

Please refer to BSCI PA1.1: The auditee has set up an effective management system to implement the BSCI Code of Conduct.

根据现场走访，文件审核和员工访谈，审核发现工厂部分遵守本原则1.1，因为工厂的管理体系没有有效运行，导致PA1, PA2, PA5, PA6, PA7和PA13区域发现问题。此问题点判为部分不符合。请参看BSCI PA1.1：审核方（生产商）已确立执行BSCI行为守则的有效管理体系。

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

As per document review and employee interview, the factory had established the production capacity and costs procedure and arranged the production plan corresponding, but the factory did not organize its workforce capacity effectively to meet the expectations of the delivery order, which resulted workers' monthly OT hours exceeded local legal requirement. This question is rated as partially non-compliance.

This violated Performance Area 1: Social Management System and Cascade Effect 1.4

根据文件审核和员工访谈，工厂建立产能及成本核算程序并依此安排生产计划，但是因工厂未能有效的组织起员工的生产能力以满足订单需求而导致员工的月加班时间超出法规要求。此问题点判为部分不符合。根据执行领域1：社会管理体系和级联效应 1.4

PA 2: Workers Involvement and Protection

Site: Shenzhen Toploud Electronic Co.,Ltd | Site amfori ID: 156-004991-002

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding	
As per document review, it was noted that although the main auditee had established a long term goal to protect workers according to the amfori BSCI Code of Conduct. However, the factory did not follow the achievement of the long term goal. This question is rated as partially non-compliance. This violated Performance Area 2: Workers Involvement and Protection 2.2	根据文件审阅，审核发现虽然被审核方已经根据 amfori BSCI行为准则建立了长期目标来保护员工，但是工厂没有追踪该长期目标的达成情况。此问题点判为部分不符合。 根据执行领域2：工人参与和保护 2.2

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on factory tour and document review, it was noted that the factory had established or participated in an effective grievance mechanism for individuals, the grievance mechanism allowed worker to lodge suggestions or complaints related to the workers' rights, and individuals had alternative ways for lodging a complaint, such as through suggestion box, worker representative or directly to the management. However, the factory had not set up a channel for local communities' coming up with its suggestions or complaints to management for improvement. This question is rated as partially non-compliance. This violated Performance Area 2: Workers Involvement and Protection 2.5	根据现场走访和文件审阅，审核员发现工厂建立和参与了有效的个人申诉机制，申诉机制赋予了工人提出建议，投诉的权利，并且开放了可替代的投诉方式，例如通过意见箱，工人代表或直接向管理层投诉。但是，工厂尚未创建给当地社区提供申诉的渠道。此问题点判为部分不符合。 根据执行领域2：工人参与和保护 2.5

PA 5: Fair Remuneration

Site: Shenzhen Toploud Electronic Co.,Ltd | Site amfori ID: 156-004991-002

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	
As per document review, the factory didn't collect the figure of decent living wage of its region to identify the possible gap and take potential action to fill the gap. This question is rated as fully non-compliance. Please refer to BSCI PA 5.4: The auditee provides sufficient remuneration that allows	根据文件审核，工厂未能收集当地的体面生活工资，从而发现与其实际支付工资的差距，并致力于提供能满足员工基本生活需求的工资。此问题点判为完全不符合。请参看BSCI PA5.4：被审核方（生产商）提供让工人达到体面生活标准的足够报酬。

Finding	
workers to meet a decent living standard.	
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	
According to the social insurance payment receipt provided by factory management, it was noted that only 32 out of 79 employees (40.5%) were provided with pension insurance, 39 out of 79 employees (49.4%) were provided with accident insurance, medical insurance, maternity insurance and unemployment insurance in March 2024. Remark: The factory had provided commercial accident insurance to 70 employees with a valid period from March 17, 2024, to March 16, 2025. This question is rated as fully non-compliance. In accordance with Article 73 of the Labor Law of the People's Republic of China	审核员发现工厂的社会保险覆盖不足。根据厂方提供的2024年3月社会保险缴费单据显示工厂仅为32/79名员工 (40.5%) 购买了养老保险, 为39/79名员工 (49.4%) 购买了工伤保险, 医疗保险, 生育保险和失业保险。工厂有为70名员工购买了商业意外保险 (有效期: 2024年3月17日-2025年3月16日)。此问题点判为完全不符合。 根据《中华人民共和国劳动法》第73条

PA 6: Decent Working Hours

Site: Shenzhen Toploud Electronic Co.,Ltd | Site amfori ID: 156-004991-002

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	
As per document review, It was noted that 20 out of 30 sample population employees worked in excess of the statutory overtime hour limits. A review of 30 sample population employees' time records (10 samples from current paid month of Feb 2024, 10 samples from month of Dec 2023, 10 samples from month of Oct 2023) yielded the following: a) 10 out of 10 sample population employees' monthly overtime reached 85 hours in Dec 2023, which exceeded the legal limit of 36 hours per month; b) 10 out of 10 sample population employees' monthly overtime reached 77 hours in Oct 2023, which exceeded the legal limit of 36 hours per	根据厂方提供的工时记录, 审核员发现员工加班时间超出了法定标准。 审核员从厂方提供的工资和考勤记录中工抽取30个样本(从最近工资支付月份2024年2月, 从2023年12月, 从2023年10月各抽取10个样本), 发现共有20名员工加班时间超出了法定标准, 具体为: a) 10/10名抽样员工在2023年12月的加班时间为85小时, 超过每月加班时间不能超过36小时的法律规定; b) 10/10名抽样员工在2023年10月的加班时间为77小时, 超过每月加班时间不能超过36小时的法律规定; 此问题点判为完全不符合。根据《中华人民共和国劳动法》第41条。

Finding

month;
This question is rated as fully non-compliance.
In accordance with Article 41 of the Labor Law of the PRC

PA 7: Occupational Health and Safety

Site: Shenzhen Toploud Electronic Co.,Ltd | Site amfori ID: 156-004991-002

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 factory tour, it was noted that 3 out of 3 tin welding workers in the assembly workshop did not wear masks. This question is rated as fully non-compliance.
In accordance with Article 42 of Law of the People's Republic of China on Production Safety

根据现场走访，审核发现3楼装配车间3/3名焊锡员工没有佩戴口罩。此问题点判为完全不符合。
根据《中华人民共和国安全生产法》第42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 factory tour, it was noted that there was no anti-leakage facility (e.g. secondary container) in the injection workshop on the 3rd floor of the production building for 2 out of 2 barrels of lubricating oil. This question is rated as fully non-compliance.
In accordance with article 20 of Regulation for Safety of Hazardous Chemical

根据现场走访，审核发现厂房3楼的注塑车间2/2罐润滑油没有提供二次容器防泄漏。此问题点判为完全不符合。
根据《危险化学品安全管理条例》第20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

Based on factory tour, it was noted that 3 out of 10

根据现场走访，审核发现随机抽查3/10个电箱被货

Finding	
electric boxes randomly selected during factory tour were partially blocked by products. This question is rated as partially non-compliance. In accordance with Article 5.1.1 of the General Guide for Safety of Electric User	物部分堵塞。此问题点判为部分不符合。 根据《用电安全导则GB/T13869-2017》第5.1.1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 factory tour, it was noted that the stairs of 4 out of 4 injection molding machine was 1 to 1.5 meters height in injection department. However, no handrail was installed to prevent the employees from falling down. This question is rated as fully non-compliance. In accordance with Article 7.2.1 of Safety of machinery – Permanent means of access to machines and industrial plants – Part 3	根据现场走访，审核发现工厂注塑车间的4/4台注塑机的楼梯高度为1-1.5米，但没有安装扶手，不能预防人员坠落。此问题点判为完全不符合。 根据《机械安全 进入机器和工业设备的固定设施 第三部分：楼梯、阶梯和护栏GB17888.3，2008》

Question: 7.21 Is there satisfactory evidence that the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking?

ENGLISH	LOCAL LANGUAGE
Finding	
Remark: No food was provided by auditee.	备注：被审核方没有提供餐食。

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	
Per factory tour, it was noted that no toilet paper and soap for hand washing was supplied in the toilet during this audit. This question is rated as fully non-compliance. This violated Performance Area 7: Occupational Health and Safety 7.22	根据现场走访，审核发现工厂没有在厕所洗手区提供纸巾和洗手用的肥皂。此问题点判为完全不符合。 根据执行领域7：职业健康和安全 7.22

Question: 7.23 Is there satisfactory evidence that the auditee provision of transportation to workers is safe and complies with national regulations?

ENGLISH	LOCAL LANGUAGE
Finding	
Remark: No transportation was provided by auditee.	备注：被审核方没有提供交通。

Question: 7.24 Is there satisfactory evidence that the auditee has chosen the location of the social facilities or workers housing to ensure occupants are not exposed to natural hazards or affected by the operational impacts of the worksite (for example noise, emissions or dust)?

ENGLISH	LOCAL LANGUAGE
Finding	
Remark: No dormitory was provided by auditee.	备注：被审核方没有提供宿舍。

PA 13: Ethical Business Behaviour

Site: Shenzhen Toploud Electronic Co.,Ltd | Site amfori ID: 156-004991-002

Question: 13.1 Is there satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise?

ENGLISH	LOCAL LANGUAGE
Finding	
As per document review, it was noted that the factory did not conduct the risk assessment of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise. This question is rated as fully non-compliance. Please refer to BSCI PA 13.1.	根据文件审核，审核发现被审核方没有对经营活动过程中哪些环节易出现腐败、贿赂等进行风险评估。此问题点判为完全不符合。请参看BSCI PA 13.1。