

Monitoring result for Shenzhen Rainbow Electronic Co., Ltd. (Dongguan B ranch) on site Shenzhen Rainbow Electronic Co., Ltd. (Dongguan B ranch)

Monitoring

Monitored Party : Shenzhen Rainbow Electronic Co., Ltd. (Dongguan B ranch)
amfori ID : 156-005131-000
Site : Shenzhen Rainbow Electronic Co., Ltd. (Dongguan B ranch)
Site amfori ID : 156-005131-002
Address : 3rd Floor, Building B, No.2, Hongxing Street, Yan gmeigang Industrial Zone, Chonghe Village, Qingxi Town
: Dongguan
: Guangdong Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Follow-up Monitoring
Submission Date : 14/01/2022
Expiration Date : 21/01/2023

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Overall rating



Section rating

PA1: Social Management System	D
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	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

Shenzhen Rainbow Electronic Co., Ltd. (Dongguan Branch) was located at 3rd Floor, Building B, No.2, Hongxing Street, Yangmeigang Industrial Zone, Chonghe Village, Qingxi Town, Dongguan City, Guangdong Province, China. The business license No. was: 91441900MA52K47X2W and valid from Nov 27,2018 to long term. The main products manufactured onsite are mobile phone tempered glass screen. The main production activity only covers assembling and packing.

During the whole audit, Ms. XiaoQing Zhang/Admin Supervisor, Mr. LuPing Li/Factory Director and Ms. HongQun Yan/Worker representative attended the opening meeting and close meeting and present on the whole audit. And then Mr. LuPing Li and worker representative signed the Onsite CAP after the closing meeting.

During the audit, factory representatives agreed auditor to conduct the audit including onsite observation, taken photos and confidential interviews with workers who were chosen freely by auditors without any influence. Total 5 workers were elected freely for interview include one group interview with 2 workers and 3 individual interviews.

Remark:

1. The factory did not apply any approval on working hours.
2. Based on business license and lease contract review, it noted the auditee rent the 3rd floor of one 3-storey production building and used as workshops, warehouse and office rooms. The ground floor and 2nd floor were used by other two factories. Copies of business license of other two factories were provided for review during the audit. No information of workers exchange was identified based on onsite observation and workers interview. This audit scope only covers the areas used by the auditee.
3. The last Initial audit was conducted on Jan 18,2021, so workers' attendance records from Feb 1,2021 to Jan 7,2022 and payrolls from Feb,2021 to Nov,2021 were provided for review. PA3, PA4, PA8, PA9, PA10, PA11, PA12 and PA13 were not covered in this follow-up audit because no non-conformance was identified in the eight performance areas at last Initial audit.

4. Information of this audit:

Announcement Type: Announced

Monitoring Date: Jan 7,2022

Monitoring firm: SGS (Monitoring firm APSCA #: 11600006)

Auditor name: Leen Cao (APSCA member No.: CSCA21702080).

Site Details

Site : Shenzhen Rainbow Electronic Co., Ltd. (Dongguan B ranch)

Site amfori ID : 156-005131-002

GICS Classification

Sector : Industrials Industry : Commercial Services & Supplies

Industry Group : Commercial & Professional Services Sub Industry : Office Services & Supplies

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	36 Workers
Legal minimum wage in local currency	1720 Monthly
Lowest wage paid for regular work at the site	2000 Monthly
Calculated living wage in local currency	2543 Monthly
Total sample	5 Workers

Other Metrics

Male workers	14 Workers
Female workers	22 Workers
Permanent workers - Male	14 Workers
Permanent workers - Female	22 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	2 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	10 Workers
Domestic migrant workers - Female	16 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	14 Workers
Workers hired directly - Female	22 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	2 Workers
Sample - Female	3 Workers

Findings

PA1: Social Management System

1.1 Follow up audit result on Jan 7,2022: Open Finding: The main auditee partially respects the principle because the factory established complete procedures on social responsibility management system. The factory conducted the social compliance performance assessment annually to identify the gaps with requirement of legal law and amfori BSCI with last time on Mar 11,2021. But the factory did not conduct effective root cause analyses and take correct actions for the non-conformances such as OT hours exceeded law limit and inadequate social insurance.

2022年1月7日跟进审核结果: 打开 被审核方部分遵守该原则。工厂建立了完整的社会责任管理程序。工厂有定期进行年度的社会责任绩效表现内审识别同法规及amfori BSCI要求之间的差距, 上一次为2021年3月11日。但是工厂没有进行有效的根本原因分析并采取改善措施改善加班时间超法规要求及社保不足等问题。

1.4 Follow up audit result on Jan 7,2022: Open Finding: The main auditee partially respects this principle because the factory established the production capacity and cost calculation procedure and formulated the production plan according to order delivery requirement, but the factory did not have adequate workforce and organize the production capacity effectively which resulted workers' monthly OT hours exceeded law requirement.

2022年1月7日跟进审核结果: 打开 被审核方部分遵守该原则。工厂建立了生产产能及成本核算程序并依据订单出货需求制定生产计划, 但是工厂没有招聘足够的人力并有效的组织生产力导致员工的月加班时间超出法规要求。

PA 2: Workers Involvement and Protection

2.2 Follow up audit result on Jan 7,2022: Closed Based on documents review, it noted the factory established the social responsibility long-term goals and formulated the implementation actions, and the factory conducted goals achievement rate assessment monthly.

2022年1月7日跟进审核结果: 关闭 文件审核显示, 工厂有建立社会责任长期目标并制定了实施措施, 且工厂有进行月度的目标达成率的评估。

2.4 Follow up audit result on Jan 7,2022: Open Finding: The main auditee partially respects this principle because the factory provided training on BSCI to workers periodically with last time on Aug 26,2021, but 40% interviewed workers did not know the content and requirement of BSCI well.

2022年1月7日跟进审核结果: 打开 被审核方部分遵守该原则。工厂有为员工提供BSCI内容培训, 上一次为2021年8月26日。但是40%的被访谈员工不了解BSCI内容及要求。

2.5 Follow up audit result on Jan 7,2022: New finding Finding: The main auditee partially respects this principle because grievance channels were established for workers such as three worker representatives were elected and suggestion box was installed onsite. But based on onsite observation, it noted suggestion box was installed at the CCTV monitored area which resulted this grievance channel was not implemented effectively.

2022年1月7日跟进审核结果: 新问题点 被审核方部分遵守该原则。工厂有建立员工申诉渠道如选举了三名员工代表并安装了意见箱。但是现场审核显示意见箱安装在监控范围内导致该申诉渠道未能有效的实施。

PA 5: Fair Remuneration

5.4 Follow up audit result on Jan 7,2022: Open Finding: The main auditee does not respect this principle because the factory does not calculate local basic needs wage and was not aware of basic needs wage for decent standard of living.

2022年1月7日跟进审核结果: 打开 被审核方因没有计算且不了解当地员工过上体面生活的基本需求工资而未遵守该原则。

5.5 Follow up audit result on Jan 7,2022: Open Finding: The main auditee does not respect this principle because the factory did not provide all kinds of social insurance to all employees as per legal requirement. Total 36 employees worked onsite during the audit. Based on the social insurance payment records from Oct,2021 to Dec,2021 review, it notes the factory only provided medical insurance, injury insurance, retirement insurance, unemployment insurance and child-bearing insurance for 10 employees in Dec,2021.

2022年1月7日跟进审核结果: 打开 被审核方因没有依照法规要求为所有员工购买社保而未遵循该原则。审核当天工厂有36名员工。查看工厂提供的2021年10月至12月的社保购买记录显示, 工厂于2021年12月只为10名员工提供了医疗保险, 工伤保险, 生育保险, 养老及失业保险。

PA 6: Decent Working Hours

6.2 Follow up audit result on Jan 7,2022: Open Finding: The main auditee does not respect this principle because workers' monthly OT hours exceeded 36 hours. Based on the provided attendance records from Feb 1,2021 to Jan 7,2022 and wage records from Feb,2021 to Nov,2021 review, it was noted all sampled workers' monthly OT hours exceeded 36 hours during the period from Feb,2021 to Dec,2021 and up to 70 hours in Jul,2021 (Includes 30 OT hours on weekdays and 40 OT hours on Saturdays). Workers' maximum daily OT hours and weekly working hours were 2 hours and 56 hours respectively.

2022年1月7日跟进审核结果: 打开 被审核方因员工的月加班时间超36小时而未遵守该原则。工厂提供的 2021年2月1日至2022年1月7日的考勤和2021年2月至2021年11月的工资记录显示, 所有抽样员工的月加班时间在2021年2月至2021年12月期

PA 6: Decent Working Hours

间均超36小时, 最大为2021年7月的70小时(包含30小时的工作日加班及40小时的周六加班)。员工最大的日加时间及周工作时间分别为2小时及56小时。

PA 7: Occupational Health and Safety

7.1 Follow up audit result on Jan 7,2022: Open Finding: The main auditee partially respects this principle because health and safety management system procedures are established and the factory collected the laws, but gaps were identified due to this management system was not implemented effectively. 1) the factory does not provide occupational health examinations for two packing workers exposed to cleaning agent; 2) the factory does not provide the training records / certificate of safety production knowledge and management skill of the principal in charge and persons for the management of work safety for review

2022年1月7日跟进审核结果: 打开 被审核方部分遵守该原则。工厂有建立健康安全管理程序并收集了相关法规, 但是该管理体系执行不完善。1)工厂没有为2名接触清洗剂的包装员工提供职业健康体检; 2) 工厂无法提供该企业主要负责人和安全管理人员的安全生产知识和管理能力培训记录或证书。

7.2 Follow up audit result on Jan 7,2022: Open Finding: The main auditee does not respect this principle because the auditee only provide injury insurance to 10 out of 36 workers.

2022年1月7日跟进审核结果: 打开 被审核方因为只为36名中10名员工提供了工伤保险而未遵守该原则。

7.3 Follow up audit result on Jan 7,2022: Closed Based on documents review, it noted the factory conducted complete health and safety risk assessment cover disadvantage group such as pregnant worker and young worker, communicable and non-communicable diseases and position hazardous.

2022年1月7日跟进审核结果: 关闭 文件审核显示, 工厂有进行完善的健康安全风险评估覆盖孕妇及未成年工等弱势群体, 传染性 & 非传染性疾病和岗位职业危害。

7.22 Follow up audit result on Jan 7,2022: New finding Finding: The main auditee partially respects this principle because adequate toilets separated by gender are available onsite, but no hand sanitizer or toilet paper equipped onsite.

2022年1月7日跟进审核结果: 新问题点 被审核方部分遵守该原则。工厂有设置数量足够且分男女的洗手间, 但是洗手间没有设置洗手液及厕纸。

7.24 Follow up audit result on Jan 7,2022: Open Finding: The main auditee does not respect this principle because the factory does not conduct air quality test for the packing workshop with cleaning agent used.

2022年1月7日跟进审核结果: 打开 被审核方未遵守该原则。包装车间使用清洗剂, 但是工厂没有进行空气质量监测。