

Monitoring result for Shenzhen Carlisle Technology Co, Ltd. on site Site 1

Monitoring

Monitored Party : Shenzhen Carlisle Technology Co, Ltd.
amfori ID : 156-045514-000
Site : Site 1
Site amfori ID : 156-045514-001
Address : Yicheng Factory Building, No. 5 Minsheng Road, Lichang Community, Pinghu Street, Longgang District, Shenzhen, 101-301
: Shenzhen
: Guangdong Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Monitoring Partner : SGS
Monitoring Start Date : 14/04/2023
Closing Meeting : 14/04/2023
Finished Date
Submission Date : 22/04/2023
Expiration Date : 22/04/2024

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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	B
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 Labour	A
PA 12: Protection of the Environment	C
PA 13: Ethical Business Behaviour	A

General description

[Legal entity and business license]

Shenzhen Carlisle Technology Co, Ltd. (深圳市卡莱尔科技有限公司) located at Yicheng Factory Building, No. 5 Minsheng Road, Lichang Community, Pinghu Street, Longgang District, Shenzhen, 101-301, Guangdong, China (中国广东省深圳市龙岗区平湖街道力昌社区民盛路5号艺城厂厂房101-301). The Business license number was 91440300MA5G08H43H. The factory was established on 12 Dec. 2019. The business license was effective from 12 Dec. 2019 to long term. The factory rented the factory buildings from the landlord.

[Production overview/Physical audit scope]

The factory used one 3-storey building as workshop, warehouse and office. No dormitory, kitchen or canteen was provided by the factory. Detail floor distribution as below:

One 3-storey building:

1F: Injection molding, silicone pressing workshop and warehouse, 650 S.Q. Meters.

2F: Office, warehouse, assembling and packing workshop, 650S.Q. Meters.

3F: After-treatment, assembling and packing workshop, 650 S.Q. Meters.

[Main products]

The main production processes were injection molding, silicone pressing, after-treatment, assembling and packing. The main product was Phone case. The annual production volume was 2400000 pcs.

[Audit process]

This was 1 Man Days site audit. The auditor conducted opening meeting -Plan Tour, Worker and Management Interview, Document Review and Closing Meeting. The factory was cooperative and agreed the SGS auditor conducted confidential interviews with workers who were chosen freely without any influence. All necessary areas were allowed access for tour.

Opening Meeting: The audit methodology, Zero Tolerance Protocol and methodology of reporting the audit results were thoroughly briefed by the Lead Auditor. The auditor explained and presented SGS's Integrity Declaration Forms and Audit Cooperation& Confidentiality Declaration to the management and Ms. Zhengying Shi/Manager agreed and signed the name.

Health and Safety Tour: All areas of the factory processes were visited during the audit. The attitude of the factory management was good at the time of factory visit.

There was total 41 workers in the factory (including 26 male and 15 female workers). And 6 workers were sampled (including 4 male workers and 2 female workers) for individual and group interview, and the working hours and payroll records of them were selected for review.

The closing meeting was carried out by the Lead Auditor explaining all the elements of CAP and further processing.

[Working hours information]

Consolidated finding: The factory made a policy of working hours system and controlled working hours. The working time of workers was recorded by fingerprint and face identification attendance recorder. According to the policy and implementation records, workers worked 8 hours per day and 5 days per week. Based on the attendance records from 1 Apr. 2022 to the audit day, it was noted that all workers had one shift with 8 hours (8:00-12:00;13:30-17:30). According to production requirement, workers would be arranged 2 overtime hours on weekdays, and 8 overtime hours on Saturdays. Workers rest on each Sunday. The max. daily overtime hours were 2 hours, the max. weekly working hours were 50 hours, the max. monthly overtime hours were 48 hours.

[Wage information]

The factory established compensation and benefit policy according to local legal requirement. Payrolls from Apr. 2022 to Mar. 2023 were provided and 6 samples were randomly selected for review. Workers were paid by hourly rate, the minimum wage was at least RMB2800/month, which was above local legal minimum wage standard (RMB2360/month). The factory paid 150%, 200% and 300% of normal wage for the overtime hours on weekdays, rest days and statutory holidays respectively. Workers' wages of last month were paid on 10th of current month by cash. Pay slips were provided to workers. No illegal deduction was deducted from workers' wage. During the audit, the factory had assessed the local decent living standard, the wages paid to workers were more than the living standard. Different workers had different basic wage based on their working ability. The paid annual leave and statutory holiday were provided to workers according to legal requirement.

[Document attachments]

No comprehensive working hour system approval and collective bargaining agreement was available in factory. The factory didn't provide the building structure safety certificate and fire safety certificate for the factory building. The factory didn't conduct environment impact assessment and obtain EIA approval.

[Audit team's information]

Announcement Type: Semi Announced

Monitoring Date: 14 Apr. 2023

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

Auditor name: Cindy Huang (APSCA member No. CSCA 21701969).

Site Details

Site : Site 1
Site amfori ID : 156-045514-001

GICS Classification

Sector	: Industrials	Industry	: Industrial Conglomerates
Industry Group	: Capital Goods	Sub Industry	: Industrial Conglomerates

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	41 Workers
Legal minimum wage in local currency	2360 Monthly
Lowest wage paid for regular work at the site	2800 Monthly
Calculated living wage in local currency	3235 Monthly
Total sample	6 Workers

Other Metrics

Male workers	26 Workers
Female workers	15 Workers
Permanent workers - Male	26 Workers
Permanent workers - Female	15 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	4 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	22 Workers
Domestic migrant workers - Female	14 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	26 Workers
Workers hired directly - Female	15 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	4 Workers
Sample - Female	2 Workers

Findings

PA1: Social Management System

1.1 Finding: The main auditee partially respects this principle because the factory had established management system according to amfori BSCI requirement, and the management knew related requirement of amfori BSCI, but due to factory didn't effectively implement it, lead to some issues appeared in fair remuneration, health&safety and protection of the environment. It violated the requirement of question 1.1 in amfori BSCI system manual.

发现点：主要被审核方（生产商）部分遵守该原则，原因是工厂有按照amfori BSCI要求建立相关体系，且管理者代表知道amfori BSCI相关要求，但由于未有效执行，导致在公平工资，健康安全和环境保护方面出现问题。违反了amfori BSCI管理手册中问题1.1的要求。

1.4 Finding: The main auditee partially respects this principle because the factory had implemented capacity planning, but due to the working hour management system implementation level was not completed, lead to workers' overtime hours exceeded legal requirement. It violated the requirement of question 1.4 in amfori BSCI system manual.

发现点：主要被审核方（生产商）部分遵守该原则，原因是工厂执行了产能规划，但是由于工时管理系统执行层面不完善，导致加班超过法规要求。违反了amfori BSCI管理手册中问题1.4的要求。

PA 5: Fair Remuneration

5.5 Finding: The main auditee does not respect this principle because the factory didn't provide enough legal social insurances for employees according to legal requirement. Based on the social insurance payment records of Mar. 2023 provided by the factory, the factory provided retirement, injury, medical, unemployment and child-bearing insurance to only 2 employees, but there was total 41 employees in the factory during the audit. It violated Law requirement: Labor Law of the People's Republic of China (2018 Amendment), Article 72&73. Remark: The factory didn't provide commercial accident insurance to employees. The factory explained that the workers' social insurance was purchased voluntarily, and the factory did not provide the new rural social endowment insurance record.

发现点：主要被审核方（生产商）未遵守该原则，原因是工厂未按法规要求给员工提供足够的社保。根据工厂提供的2023年3月的社保缴费记录，工厂只给2名员工提供了养老，工伤，医疗，失业和生育保险，但审核期间，工厂共有41名员工。违反了中华人民共和国劳动法（2018修正）第七十二，七十三条。备注：工厂未给员工提供商业意外保险，工厂表示员工社保为自愿购买，未提供新农保的参保记录。

PA 6: Decent Working Hours

6.2 Finding: The main auditee does not respect this principle because workers' monthly overtime hours exceeded legal requirement. During the audit, the factory provided workers' attendance records from 1 Apr. 2022 to the audit day, based on sampling check, it was noted that all production workers' monthly overtime hours exceeded 36 hours all months(except Jan. 2023 and Sep. 2022), the max. up to 48 hours in Apr. and Dec. of 2022, which included 8 overtime hours on weekdays and 40 overtime hours on weekends. It violated Law requirement: Labor Law of the People's Republic of China (2018 Amendment), Article 41. Remark: The max. daily overtime hours were 2 hours, the max. weekly working hours were 50 hours.

发现点：主要被审核方（生产商）未遵守该原则，原因是员工的月加班时间超过法规要求。审核期间，工厂提供了工人从2022年4月1日至审核当天的考勤记录，根据抽样发现所有生产工人每个月（除2023年1月和2022年9月）的月加班均超过36小时，最大在2022年4月和12月达到48个小时，包括平时加班8小时和周末加班40小时。违反了中华人民共和国劳动法（2018修正）第四十一条。备注：最大日加班为2小时，最大周工时为50小时。

PA 7: Occupational Health and Safety

7.1 Finding: The main auditee partially respects this principle because the factory had management system on health and safety, included health and safety check, law collection, training and etc. But H&S issues were identified due to management negligence. It violated the requirement of question 7.1 in amfori BSCI system manual.

发现点：被审核方（生产商）部分遵守该原则，原因是工厂有建立健康安全管理体系，包括健康安全检查，法规收集，培训等，但是由于管理疏忽，导致仍然有健康安全问题存在。违反了amfori BSCI管理手册中问题7.1的要求。

7.2 Finding: The main auditee does not respect this principle because there was total 41 employees in the factory, but 39 employees of them were not provided with any work-related injury insurance. It violated the requirement of question 7.2 in amfori BSCI system manual.

发现点：被审核方（生产商）未遵守该原则，原因是工厂共有41名员工，但是其中39名员工未提供任何工伤保险。违反了amfori BSCI管理手册中问题7.2的要求。

7.3 Finding: The main auditee does not respect this principle because the factory didn't provide occupational health examination to all workers who contacted with occupational hazardous factors, such as the workers who used hazardous chemicals, the workers who contacted with noise and etc. It violated Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35.

发现点：被审核方（生产商）未遵守该原则，原因是工厂未给所有接触职业病危害因素的工人（如使用有害化学品的工人，接触噪声的工人等）提供职业健康体检。违反了中华人民共和国职业病防治法（2018修正）第三十五条。

PA 7: Occupational Health and Safety

7.6 Finding: The main auditee does not respect this principle because all workers who used cleanser in the workshops didn't wear active carbon masks and rubber gloves, but only wear normal medical masks and normal disposable gloves, and the factory didn't provide protective shoes for all workers in the molding workshop. It violated Labor Law of the People's Republic of China (2018 Amendment), Article 54.

发现点：主要被审核方（生产商）未遵守该原则，原因是车间所有使用清洁剂的工人未佩戴活性炭口罩和橡胶手套，而是佩戴了普通医用口罩和普通一次性手套，且工厂未给模具车间的工人提供劳保鞋。违反了中华人民共和国劳动法（2018修正）第五十四条。

7.7 Finding: The main auditee does not respect this principle because all cleanser containers in the workshop were not pasted with chemical safety labels. It violated Regulations on Labor Protection in Workplaces Where Toxic Substances Are Used (2002), Article 23.

发现点：主要被审核方（生产商）未遵守该原则，原因是车间使用的清洁剂容器均未张贴化学品安全标签。违反了使用有毒物品作业场所劳动保护条例（2002）第二十三条。

7.11 Finding: The main auditee does not respect this principle because the factory didn't provide the building structure safety certificate and fire safety certificate for one 3-storey factory building. Remark: The factory didn't provide any material to show the completion date of this building. It violated Construction Law of the People's Republic of China (2019 Amendment), Article 61 and Fire Prevention Law of the People's Republic of China (2021 Amendment), Article 13.

发现点：主要被审核方（生产商）未遵守该原则，原因是工厂未提供一栋3层厂房的建筑物安全合格证和消防验收合格证。备注：工厂未提供资料显示该厂房的竣工日期。违反了中华人民共和国建筑法（2019修正），第六十一条和中华人民共和国消防法（2021修正），第十三条。

7.25 Finding: The main auditee does not respect this principle because the factory didn't conduct regular monitor for the occupational hazardous factors in the workshop, such as noise, dust, hazardous substance in the air and etc. It violated Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 26.

发现点：主要被审核方（生产商）未遵守该原则，原因是工厂未定期对车间职业危害因素（如噪声，粉尘，空气中有害物质等）进行检测。违反了中华人民共和国职业病防治法（2018修正）第二十六条。

PA 12: Protection of the Environment

12.3 Finding: The main auditee does not respect this principle because the factory didn't conduct environment impact assessment and obtain EIA approval, and didn't conduct pollutant discharge registration of fixed pollution sources. It violated Law of the People's Republic of China on Environmental Impact Assessment (2018 Amendment), Article 16 and Environmental Protection Law of the People's Republic of China (2014 Revision), Article 45.

发现点：主要被审核方（生产商）未遵守该原则，原因是工厂未进行环境影响评估并获得环评批复，且未进行固定污染源排污登记。违反了中华人民共和国环境影响评价法（2018修正）第十六条和中华人民共和国环境保护法（2014修订）第四十五条。

12.4 Finding: The main auditee does not respect this principle because the factory didn't provide material to show that they had transferred empty chemical containers to licensed vendor for dispose. It violated Law of the People's Republic of China on the Prevention and Control of Environmental Pollution Caused by Solid Wastes (2020 Revision), Article 79.

发现点：主要被审核方（生产商）未遵守该原则，原因是工厂未提供资料证明其有将化学品空桶转交给有资质的单位处理。违反了中华人民共和国固体废物污染环境防治法（2020修订）第七十九条。