

Monitoring result for Guangdong Shengyilong Household Products Technology Co., LTD on site Guangdong ShengYiLong House Product Technology Limited

Monitoring

Monitored Party	: Guangdong Shengyilong Household Products Technology Co., LTD	amfori ID	: 156-001201-000
Site	: Guangdong ShengYiLong House Product Technology Limited	Site amfori ID	: 156-001201-002
Address	: HeCheng9-10,WuXia,QiaoTou Town	Monitoring Activity	: amfori Social Audit - Manufacturing
	: Dongguan	Monitoring Type	: Full Monitoring
	: Guangdong Sheng	Submission Date	: 23/06/2021
	: China	Expiration Date	: 23/06/2022

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Overall rating



Section rating

PA1: Social Management System	C
PA 2: Workers Involvement and Protection	C
PA 3: The Rights of Freedom of Association and Collective Bargaining	B
PA 4: No Discrimination	B
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 Labour	A

General description

Guangdong Shengyilong Household Products Technology Co., LTD (the name in Chinese was ‘广东晟颐隆家居制品科技有限公司’, Unified Social Credit Code: was 914419000961502483) was established in 2014 as shown in the business license, it was located at HeCheng 9-10, WuXia, QiaoTou Town, Dongguan City, Guangdong Province, China (the address in Chinese was ‘中国广东省东莞市桥头镇厦村合诚工业园9-10号’). The facility specialized in the manufacture of production of Household Products. The main produce processes included mixing, grouting, mending, pasting pattern, glazing, kilning, assembly, packing. According to factory management, peak season was not obvious.

The facility occupied one 3-storey office building, one 4-storey and one 5-storey production buildings, one 5-storey dormitory building. Kitchen and canteen was located on the 1st floor of the dormitory building. The total construction floor area of is around 17,000 square meters.

There were a total of 240 employees (194 productive employees and 46 non-productive employees) with 138 male and 102 female, including 4 subcontracted security guards and 4 subcontracted kitchen staffs. The youngest employee noted during this audit was 18 years old. All the employees, including management staff and production workers were directly hired by the facility, no part time workers or temporary workers were used.

The factory adopted IC card system to record working hours of employees. Per management and document review, all employees arranged with two shifts in the kilning department, which were 8:00-20:00 and 20:00-8:00 with 2 overtime hours and twice 1 hour meal break; and they arranged one shift for employees in other departments, which was from 8:00 to 18:00 with 2 hours lunch break from 12:00 to 14:00. Wages of employee were paid before 30th of the next month by bank transfer with wage stubs issued to employees. Per payroll review and interview with management and employees, all production employees were paid by hourly rate.

During the audit, employees' time records and wage records were sampled as follows for working hour and wage testing: 17 samples (15 productive employees + 2 subcontracted non-productive employees) selected from April 2021 as the most recent paid month, 17 samples (15 productive employees + 2 subcontracted non-productive employees) selected from February 2021 as auditors' choice month, 17 samples (15 productive employees + 2 subcontracted non-productive employees) selected from August 2020 as auditors' choice month and an extra of 5 samples selected from the recent yet-to-pay month May 2021 (this month is the most recent month with full attendance record but the wages was not due to release). According to the sampled time records, it was noted that the maximum overtime hours were 2 hours per day, and 104 hours per month. The maximum weekly working hours were 60 hours per week. Employees could have at least one day leave in consecutive 6 working days. According to the sampled payroll records, it was noted that all employees were paid at least RMB9.89 per hour, which met the local minimum wage RMB9.89 per hour since July 1, 2018. All employees overtime worked on weekday, weekend and statutory holidays was paid with 150%, 200% and 300% of employees' normal wage, which was compliance with legal requirement.

According to the social insurance payment receipt provided by the factory management, it was noted that only 98 out of 240 employees (41%) were provided with pension, unemployment, maternity and accident insurance and only 100 out of 240 employees (42%) were provided with medical insurance in May 2021. No commercial insurance was provided to employees.

Further, 17 employees were selected for private interviews from different workshops. No negative comment was issued during employee interviews. Interviewed employees were satisfied with the working environment, compensation, working hour and management team in the factory.

A closing meeting was held with the factory representatives and all of the findings were discussed. Mr. Xiao Kai Jun / Admin. Manager, Ms. Li / Audit specialist and Mr. Li Xiao Hui / Worker Representative attended the open meeting and the closing meeting. And Mr. Xiao Kai Jun / Admin. Manager signed the onsite CAP and agreed to take corrective actions.

Remark:

1. There was no agency or contracted worker used, no collective bargaining agreement was signed and no government waiver was obtained, either. Thus, no photo attached for the relevant documents.

2. Audit Company: Bureau Veritas Consumer Products Service
Audit Company APSCA Number: 11600002
Lead Auditor Name: Christy Jian
APSCA Auditor Registered Number: RA 21701180
Member Auditor: Mike Peng, Jo Chen
APSCA Auditor Registered Number: RA 21704159, RA 21701268

Site Details

Site	: Guangdong ShengYiLong House Product Technology Limited	Site amfori ID	: 156-001201-002
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GICS Classification

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

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	227 Workers
Legal minimum wage in local currency	1720 Monthly
Lowest wage paid for regular work at the site	1720 Monthly
Calculated living wage in local currency	2001 Monthly
Total sample	17 Workers

Other Metrics

Male workers	129 Workers
Female workers	98 Workers
Permanent workers - Male	138 Workers
Permanent workers - Female	102 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	6 Workers
Management - Female	0 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	16 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	125 Workers
Domestic migrant workers - Female	92 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	138 Workers
Workers hired directly - Female	102 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	9 Workers
Sample - Female	8 Workers

Findings

PA1: Social Management System

It was noted that 6 out of 6 sample population non-productive employees (subcontracted, including 1 security guard + 1 canteen staff) worked in excess of the statutory overtime hour limits. A review of 6 sample population non-productive employees' (subcontracted 1 security guard + 1 canteen staff) time records (2 samples selected from April 2020, 2 samples selected from February 2021, 2 samples selected from August 2020) yielded the following: 1) 2 out of 2 sample population non-productive employees worked in excess of 36 overtime hours per month (74-84 hours) in August 2020, which was not in compliance with the legal requirement; 2) 2 out of 2 sample population non-productive employees worked in excess of 36 overtime hours per month (104 hours) in February 2021, which was not in compliance with the legal requirement; 3) 2 out of 2 sample population non-productive employees worked in excess of 36 overtime hours per month (84 hours) in April 2021, which was not in compliance with the legal requirement. Per document review, it was noted that the maximum overtime hour of non-productive employees (subcontracted, including 1 security guard + 1 canteen staff) was 2 hours per day, 60 hours per week and 104 hours per month. All sampled non-productive employees (subcontracted, including 1 security guard + 1 canteen staff) had at least one day rest in every seven days. It was noted that all sampled non-productive employees (subcontracted, including 1 security guard + 1 canteen staff) overtime hours worked on weekday, weekend and statutory holidays were paid with 150%, 200% and 300% of employee's normal wage, which was compliance with legal requirement. Please refer to BSCI PA 1.3 & Article 41 of the Labor Law of the PRC

根据厂方提供的工时记录, 审核员发现非生产员工(外包, 1名保安和1名厨工)加班时间超出了法定标准。审核员从厂方提供的工资记录中抽取6个非生产员工(外包, 1名保安和1名厨工)样本(其中从最近工资支付月2021年4月抽2个, 从2021年2月抽2个以及从2020年8月抽2个), 发现共有6名员工样本加班时间超出了法定标准, 具体为: 22名抽样非生产员工在2020年8月的加班时间为74-84小时, 超过每月加班时间不能超过36小时的法律规定; 2/2名抽样非生产员工在2021年2月的加班时间为104小时, 超过每月加班时间不能超过36小时的法律规定; 2/2名抽样非生产员工在2021年4月的加班时间为84小时, 超过每月加班时间不能超过36小时的法律规定。通过文件查阅, 此次审核发现工厂非生产员工(外包, 1名保安和1名厨工)最大的日加班是2小时, 最大的周工作天是60小时, 最大月加班是104小时, 最大连续工作天是6天。所有抽样的非生产员工(外包, 1名保安和1名厨工)在抽样月份平时加班、周末加班和法定节假日得到的加班工资是平时工资的150%, 200%和300%。请参看BSCI PA 1.3及《中华人民共和国劳动法》第41条

It was noted that the facility didn't hire enough employees or properly organized to meet the produce requirement. No local law applies. This finding is in violation of BSCI 1.4.

审核发现工厂没有请足够的工人或更好地组织生产来满足生产的需求。无法律要求。请参看BSCI PA1.4条

PA 2: Workers Involvement and Protection

The set long term goals to protect workers did not cover all BSCI issues No local law applies. This finding is in violation of BSCI 2.2.

工厂设定的保护员工的长期计划没有覆盖完BSCI的所有相关部分。无法律要求。请参看BSCI PA2.2

The factory provided the records of communication about requirements of social responsibility between the management and workers. However, per employees' interview, the workers did not know the requirements of social responsibility and BSCI Code of Conduct. No local law applies. This finding is in violation of BSCI 2.4.

工厂有提供进行管理层与员工之间关于社会责任的沟通的记录, 但是根据员工访谈员工并不知道社会责任的要求和BSCI的要求。无法律要求。请参看BSCI PA 2.4

PA 3: The Rights of Freedom of Association and Collective Bargaining

It was noted that no evidence was noted that how was the interaction between workers and their representatives perceived by the auditee during this audit. And through workers' interview, some workers did not know who the representative was. No local law applies. This finding is in violation of BSCI 3.4.

审核发现没有证据表明被审核方有关员工和员工代表之间如何进行互动, 并且在员工访谈中发现, 部分工人不知道员工代表。无法律要求。请参看BSCI PA3.4

PA 4: No Discrimination

It was noted that the factory did not conduct satisfaction surveys on the grievance mechanism. No local law applies. Please refer to BSCI PA 4.2

工厂没有进行申诉机制的满意度调查。无法律要求。请参看BSCI PA4.2

PA 5: Fair Remuneration

Per document review and management interview, it was noted that factory management didn't investigate employees' basic needs, and they had no idea of how to calculate BNW. No local law applies. Please refer to BSCI PA 5.4

PA 5: Fair Remuneration

通过文件查阅和管理层访谈，审核发现工厂没有调查员工基本生活需求，不了解如何计算基本生活保障工资。无法律要求。请参看BSCI PA5.4

According to the social insurance payment receipt provided by factory management, it was noted that only 98 out of 240 employees (41%) were provided with pension, unemployment, maternity and accident insurance and only 100 out of 240 employees (42%) were provided with medical insurance in May 2021. No commercial insurance was provided to employees.

审核员发现工厂的社会保险覆盖不足。根据厂方提供的2021年5月社会保险缴费单据显示工厂仅为98/240名(41%)员工提供养老、失业、生育及工伤保险，仅为100/240名(41%)员工提供 医疗保险。工厂没有为员工提供商业保险。请参看BSCI PA 5.5 及《中华人民共和国劳动法》第73条。

PA 6: Decent Working Hours

It was noted that 35 out of 50 sample population employees worked in excess of the statutory overtime hour limits. A review of 50 sample population employees' time records (15 samples selected from April 2021 as current paid month, 15 samples selected from February 2021, 15 samples selected from August 2020 and an extra of 5 samples selected from the recent yet-to-pay month May 2021 (this month is the most recent month with full attendance record but the wages was not due to release)) yielded the following: 1) 15 out of 15 sample population employees worked in excess of 36 overtime hours per month (i.e. 40-92 hours) in August 2020, which was not in compliance with the legal requirement; 2) 15 out of 15 sample population employees worked in excess of 36 overtime hours per month (i.e. 40-92 hours) in April 2021, which was not in compliance with the legal requirement; 3) 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e.48.5-60 hours) in May 2021, which was not in compliance with the legal requirement. Please refer to BSCI PA6.2 & Article 41 of the Labor Law of the PRC

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记录中抽取50个样本(其中最近完整月2021年5月抽取5个，从最近工资支付月2021年4月抽15个，从2021年2月抽15个以及从2020年8月抽15个)，发现共有35名员工加班时间超出了法定标准，具体为：15/15名抽样员工在2020年8月的加班时间为40-92小时，超过每月加班时间不能超过36小时的法律规定；15/15名抽样员工在2021年4月的加班时间为40-92小时，超过每月加班时间不能超过36小时的法律规定；5/5名抽样员工在2021年5月的加班时间为48.5-60小时，超过每月加班时间不能超过36小时的法律规定。请参看BSCI PA 6.2及《中华人民共和国劳动法》第41条

PA 7: Occupational Health and Safety

1.It was noted that the factory had provided occupational health checks to employees who were in contact with noise, dust and chemical. However, the occupational health checks were not provided to employees before they take the posts or leave the posts. Please refer to BSCI PA 7.1 and Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases 2. It was noted that the safety training for the Principal Responsible Person of production (full time) in the factory was not carried out in accordance with the safety training outline formulated by the work safety supervision and supervision department. Please refer to BSCI Code of Conduct7.1 and Article 21 of Law of the People's Republic of China on Production Safety, Article 10 and 12 of Provisions on safety training for production and business units

1.审核员发现厂方为接触噪音，粉尘和化学品的员工提供了定期职业病体检，但工厂没有组织这些员工在上岗前和离岗时进行职业病体检。请参看BSCI PA7.1和《中华人民共和国职业病防治法》第35条 2.审核员发现厂方的生产经营单位主要负责人(全职)并未参加相关的安全培训并获得培训合格证书。请参看BSCI PA 7.1和《中华人民共和国安全生产法》第二十一条，《生产经营单位安全培训规定》第十条，第十二条

It was noted that only 98 out of 240 employees (41%) were provided with accident insurance in May 2021. No commercial insurance was provided to employees. Therefore, accident insurance didn't cover all employees. Please refer to BSCI PA 5.5 and Article 73 of the Labor Law of the People's Republic of China.

根据厂方提供的2021年5月社会保险缴费单据显示工厂仅为98/240名(41%)员工提供工伤保险，工厂没有为员工提供商业保险。因此工厂的工伤没有覆盖全体员工。请参看BSCI PA 5.5 及《中华人民共和国劳动法》第73条。

It was noted that risk assessments carried out by the factory for safe, healthy and hygienic working conditions did not cover dormitory and canteen areas. No local law applies. This finding is in violation of BSCI 7.3.

审核员发现工厂执行的安全、健康和卫生工作条件的风险评估未涵盖宿舍和食堂区域。无法律要求。工厂应根据BSCI 7.3改善。

It was noted that workers were not involved in the risk assessment and establishment of OHS policy. No local law applies. This finding is in violation of BSCI 7.4.

审核员发现被审核方的风险评估和职业健康安全政策的制定没有员工的参与。无法律要求。请参看BSCI PA7.4

It was noted that the auditee did not provide gloves and only provided disposable masks to 2 out of 2 spraying workers; 2 out of 3 polishing workers did not wear earplugs provided by auditee. Please refer to with Article 42 of Law of the People's Republic of China on Production Safety and BSCI PA 7.6.

审核发现工厂没有提供手套，且只提供一次性口罩给2/2名喷油员工；2/3名打磨的员工没有佩戴工厂提供的耳塞。请参看《中华人民共和国安全生产法》第42条以及BSCI PA7.6。

1. It was noted that some chemicals in spraying workshop were not provided with anti-leakage facility. Please refer to Article 20 of Regulation for Safety of Hazardous Chemical, an entity producing or storing hazardous chemicals shall and BSCI PA 7.7. 2.

PA 7: Occupational Health and Safety

It was noted that through onsite testing, the eye wash facility was found without sufficient water pressure. Please refer to Article 8.3 of Hygiene standards for the design of Industrial enterprises (GBZ1-2010) and BSCI PA 7.7.

1.审核发现喷漆车间部分化学品没有放置在二次容器中。请参看《危险化学品安全管理条例》第20条和BSCI PA7.7。2.现场测试发现工厂的洗眼器没有足够水压。请参看《工业企业卫生设计标准(GBZ1-2010)》8.3条和BSCI PA7.7。

Per auditee tour, it was noted that no toilet paper or hand wash facility was supplied in the toilet. No local law applies. Please refer to BSCI PA 7.22.

工厂没有在厕所提供纸巾和洗手用品。无法律要求。请参看BSCI PA7.22。

It was noted that personal storage lockers were not provided for employees in dormitory rooms. No local law applies. Please refer to BSCI PA 7.24.

审核发现工厂没有在宿舍给员工提供带锁的柜子存放物品。无法律要求。请参看BSCI PA7.24。

PA 12: Protection of the Environment

It was noted that the factory did not identify the significant impacts or environmental implications of its activity. No local law applies. This finding is in violation of BSCI 12.1.

审核员发现工厂没有识别生产活动中的重大的环境影响因素。无法律要求。请参看BSCI PA12.1

PA 13: Ethical Business Behaviour

The factory did not conduct risk assessment on corruption. No local law applies. Please refer to BSCI PA 13.1.

工厂没有做廉政风险评估。无法律要求。请参看BSCI PA 13.1.