

Monitoring result for DONGGUAN MOYIN ACOUSTIC CO.,LTD. on site Dongguan Moyin Acoustic Co.,Ltd.

Monitoring

Monitored Party	: DONGGUAN MOYIN ACOUSTIC CO.,LTD.	amfori ID	: 156-000149-000
Site	: Dongguan Moyin Acoustic Co.,Ltd.	Site amfori ID	: 156-000149-002
Address	: Rm202, Floor 2, Building H, No.28, Qingtang Road, Qingtangmian Industrial Park, Youganpu Village , Fenggang Town,	Monitoring Activity	: amfori Social Audit - Manufacturing
	: Dongguan	Monitoring Type	: Full Monitoring
	: Guangdong Sheng	Submission Date	: 11/08/2021
	: China	Expiration Date	: 11/08/2022

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Overall rating



Section rating

PA1: Social Management System	D
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	A
PA 13: Ethical Business Behaviour	A

General description

The audited factory (Dongguan Moyin Acoustic Co.,Ltd.) The Chinese name: 东莞市魔音声学有限公司, the Unified social credit code: 91441900MA4W780G4T) was registered on Rm202, Floor 2, Building H, No.28, Qingtang Road, Qingtangmian Industrial Park, Youganpu Village, Fenggang Town, Dongguan.

The audited factory manufactured Wired Earphone, TWS Earphone, Gaming Earphone, Sports Bluetooth Headset.

The main production processes were assembly and packing.

The factory used part areas of 2F (about 840 S.Q. meters), the building had 4 floors, other areas were used by other 5 companies, including Dongguan Gu Tai Wei Technology Co., Ltd, Dongguan Peng Yuan Hui Metal Product Co., Ltd., Dongguan Shang Li Security Equipment Co., Ltd., Dongguan Jun Mei Acoustic Co.,Ltd., and Dongguan Wu Xiang Electronic Technology Co., Ltd. All these companies had independent business license, company names were hung outside, and confirmed with management, no business was with them, so the audit was not covered these companies.

The auditee did not provide food, housing or transportation to workers.

Total 39 employees worked in the main auditee during audit, all employees were hired by the main auditee directly.

Management attitude:

During the audit, the management of facility provided support to the audit team so that the audit had been carried out smoothly.

Worker attitude:

Workers interviews were conducted in either individual or group in confidential manner. Total 3 individuals and 1 group with 2 workers interviews were conducted. All interviewed workers were chosen by auditors without the influence from the management. The interviewed workers were cooperative with the interview and showed satisfying in working in the facility.

Announcement Type: Announced

Monitoring Date: Aug 4, 2021

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

Auditor name: Kelvin Wang (APSCA Number: CSCA21701932)

Site Details

Site : Dongguan Moyin Acoustic Co.,Ltd. Site amfori ID : 156-000149-002

GICS Classification

Sector : Consumer Discretionary Industry : Household Durables
Industry Group : Consumer Durables & Apparel Sub Industry : Consumer Electronics

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	39 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	2543 Monthly
Total sample	5 Workers

Other Metrics

Male workers	17 Workers
Female workers	22 Workers
Permanent workers - Male	17 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	17 Workers
Domestic migrant workers - Female	22 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	17 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 Finding: The main auditee partially respects this principle because the factory established completed Amfori BSCI management system including plan-do-check-action cycle, but the root cause analysis of internal audit conducted by the factory was not so effective that it cannot avoid the same issue of wage, working hour, HS etc happening again.

被审核方（生产商）部分遵循该准则。原因是工厂已建立完整的Amfori BSCI管理系统，其中也包括计划-执行-检查-改善循环，但由于工厂的内审原因分析并不仔细导致工资，工时，健康安全等问题等无法避免再次发生。

1.4 Finding: The main auditee partially respects this principle because the factory had realistically calculated the costs of production and delivery times. But calculation basis of production is 8-10 hours per day, 6 days per week, 12 months per year which will lead to the things that monthly overtime exceeds 36 hours required by local law.

被审核方（生产商）部分遵循该准则。原因是工厂了解如何计算生产产能和订单周期。但工厂产能规划的计算基准为每天8-10小时，6天每周，12月每年，这导致工厂按照其方式控制时会有员工月加班时间超过法律规定的36小时。

PA 2: Workers Involvement and Protection

2.5 Finding: The main auditee partially respects this principle, the factory had established grievance mechanism for internal workers, for example the worker could communicate with worker representative or manager directly, and there was a suggestion box to collect workers' complaint, but there was no communication channel for external communities.

被审核方部分符合该原则，工厂为内部员工建立了申诉机制，如员工可以跟员工代表或经理直接沟通，且现场有意见箱收集员工投诉，但工厂未建立与当地社区的沟通渠道。

PA 5: Fair Remuneration

5.5 Finding: The main auditee does not respect this principle, the factory did not provide any social insurance to employees, also the factory did not purchase commercial accident insurance for employees.

被审核方未符合该原则，工厂未给员工提供任何社保，且工厂没有为员工购买商业意外险。

PA 6: Decent Working Hours

6.2 Finding: The main auditee does not respect this principle because the monthly OT hours exceeded legal requirement. Based on provided attendance records from July 2020 to the audit day, all sample workers' monthly OT hours exceed legal requirement except Feb 2021, the maximum was 84H(44H on regular day and 40H on rest day) happened in July 2021.

被审核方（生产商）因员工月加班超过法规按要求而未遵循该准则。根据工厂提供的自2020年7月至审核当日的考勤记录，所有抽样员工月加班在除了2021年2月以外的其它月份均超过法规要求的36小时，最大为84小时(平时加班44小时，周末加班40小时)，发生在2021年7月。

PA 7: Occupational Health and Safety

7.1 Finding: The main auditee partially respects this principle because the auditee had established management system on health and safety, identified and collected of related legal regulation. But there were still finding issued due to management negligence, e.g. chemical safety.

被审核方（生产商）部分遵循该准则，原因是被审核方已建立健康安全管理体系，识别并收集了相关法规。但是由于管理疏忽，导致审核期间仍然有部分问题发生，如化学品安全。

7.2 Finding: The main auditee does not respects this principle because the factory did not provide injury insurance for any employee.

被审核方（生产商）未遵守原则，原因是工厂没有为任何员工提供工伤保险。

7.3 Finding: The main auditee partially respects this principle because the factory had carried out complete risk assessment for safe, healthy and hygienic working conditions, but it didn't provide pre-job and job leaving occupational health examination for all workers contacted hazardous positions.

被审核方（生产商）部分遵循该准则。原因是工厂有针对安全，健康和卫生工作条件进行完善的风险评估，但是未给所有接触职业危害工位的工人提供岗前和离岗职业健康体检。

7.6 Finding: The main auditee does not respect this principle because the factory provided surgical mask but not active carbon mask for gluing workers.

被审核方（生产商）未遵循该准则，原因是工厂提供了医用口罩而不是活性炭口罩给刷胶水工人。

7.7 Finding : The main auditee does not respect this principle because chemical used onsite were not equipped with eligible safety label and MSDS.

被审核方（生产商）未遵守原则，原因是工厂车间现场使用的化学品均未配备合格的安全标签和物质安全资料说明。