

Monitoring result for Shenzhen Toploud Electronic Co.,Ltd on site Shenzhen Toploud Electronic Co.,Ltd

Monitoring

Monitored Party	: Shenzhen Toploud Electronic Co.,Ltd
amfori ID	: 156-004991-000
Site	: Shenzhen Toploud Electronic Co.,Ltd
Site amfori ID	: 156-004991-002
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
Submission Date	: 06/04/2022
Expiration Date	: 06/04/2023

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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	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

[Location and size]:

The audited factory of Shenzhen Toploud Electronic Co., Ltd (business license No.: 91440300695587986F) started their operation since 2009, it was located at D Building 3-4 Floors, No. 44 Keng Wei Road, Shang Wu Community, Shiyan Street, Baoan District, Shenzhen, Guangdong, China. The company was established on October 21, 2009. The size of workshops, warehouse and office are 3059 square meters in total.

[Structure of facility]:

Within the premises, the audited factory occupied the whole 3/F and partial 4/F of one 6-storey production building as workshops, warehouse and office. No dormitory or canteen was provided to workers of the factory. The main products were chargers, bluetooth earphone and headphone. The productive operation includes Mixing, Injection Molding, Assembly, Inspection and Packing etc.

[Employee analysis]:

Currently 96 employees were working in the company. Among them 89 are production employees and 7 are non-production employees. All employees were permanent employees, 87 employees were migrant employees. And there were total 47 female employees.

[Summary of working hour]:

The factory uses electronic attendance system to record workers' working hours. According to managers/supervisors and workers interview, no obvious peak or non-peak seasons is existed in the factory. Attendance records from November 2021 (random selected), December 2021 (random selected) and February 2022 (current paid month) are sampled for review. Two shifts are arranged for workers of injection molding section: 1st shift: 8:00-12:00, 13:00-17:00; 2nd shift: 20:00-24:00, 1:00-5:00. One shift is arranged for all other employees: 8:00-12:00, 13:30-17:30. The normal work time is 8 hours per day and 40 hours per week. 1-3 hours overtime on some working days, 8 hours overtime was arranged on Saturday regularly. The maximum working time is 11 hours per day, 58 hours per week. The maximum weekly overtime hours were 18 hours, the maximum monthly overtime hours are 84 hours. No overtime work is arranged on Sunday or Public holiday. All workers could enjoy at least one day off per week (on Sunday).

[Summary of compensation]:

The factory provides the payrolls from March 2021 to February 2022 for review. Wage records from November 2021 (random selected), December 2021 (random selected) and February 2022 (current paid month) are sampled for review. Local legal minimum wage was RMB2200 per month (equal to $2200 / 21.75 / 8 = 12.64$ / hour) before January 2022 and RMB2360 per month (equal to $2360 / 21.75 / 8 = 13.56$ / hour) since January 1st, 2022. Wages are paid in cash on 7th of each month which meets legal requirement. Payslip is provided to every employee when wage is issued. All employees have been paid as per their posts and working hours etc., and same salary was paid for the same work. Per the provided payrolls, the lowest normal wage (excluded OT premium) for workers was RMB12.65 per hour before December 2021 and RMB13.57 per hour since December 1st, 2021, which is higher than the local minimum wage rate of RMB2200 per month (equal to $2200 / 21.75 / 8 = 12.64$ / hour) before January 2022 and RMB2360 per month (equal to $2360 / 21.75 / 8 = 13.56$ / hour) since January 1st, 2022. The overtime was paid as 150% and 200% of normal rate for the overtime on weekdays and Saturday respectively. No inconsistencies were found during this audit.

[Summary of interview]:

Worker interviews were conducted by individual and in group. Randomly selected 11 employees, no complaint was raised.

[Special scene during on site observed]:

1. There is no labor agency/contractor used by the factory, also no waiver was obtained. Therefore, no document of contractor license/permit, agency labor contract or government waivers were attached. There were also no inconsistencies between time records and production records, therefore no such record was attached. There was no collective bargaining agreement in place, therefore no photo of such document was taken.
2. The factory rented the production site, so the names on fire certificate and construction certificate were not that of the audited factory.
3. Announcement type: announced; Monitoring date: March 28-29(AM), 2022.

[Audit Company]: TUV SUD

[Auditor and APSCA Number]:

Auditor: Jack Zheng; APSCA number: CSCA 21703745.

Site Details

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

GICS Classification

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

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	96 Workers
Legal minimum wage in local currency	2360 Monthly
Lowest wage paid for regular work at the site	2361 Monthly
Calculated living wage in local currency	2300 Monthly
Total sample	11 Workers

Other Metrics

Male workers	49 Workers
Female workers	47 Workers
Permanent workers - Male	49 Workers
Permanent workers - Female	47 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	6 Workers
Workers with night shift - Female	4 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	44 Workers
Domestic migrant workers - Female	43 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	49 Workers
Workers hired directly - Female	47 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	6 Workers
Sample - Female	5 Workers

Findings

PA1: Social Management System

The factory had implemented laws and BSCI requirement via establishing social management system. However, the management system needed to be improved because non-compliances are identified in below Performance Areas such as Fair Remuneration, Decent Working Hour, and OHS etc.

工厂通过建立社会责任管理体系来执行法规和BSCI的要求。然而，因为在以下的体面公平报酬，工作时间，职业健康安全等执行领域发现了不符项，所以该管理体系有需要提高的地方。

The factory did not conduct effective production cost calculation and employees' monthly overtime has exceeded the legal limit.

工厂未进行有效的生产成本核算，另外工人的月加班时间也超过了法规限值。

PA 2: Workers Involvement and Protection

Trainings on BSCI code of conduct & TOI were provided to workers' representatives and managements, however, no training effectiveness evaluation had been conducted, interviewed worker representatives were not clear about basic requirement and concept on BSCI code of conduct and TOI.

工厂对员工代表和管理层进行了BSCI行为守则和商业伙伴实施条款的主题的培训，但是，工厂没有做培训效果评估，受访的员工代表都不清楚基本的BSCI行为守则和商业伙伴实施条款要求和概念。

PA 5: Fair Remuneration

As per records of March 2022, there were total 96 employees in the facility (0 retiree worker and 0 newly joined worker in the facility in March 2022. No temporary/dispatched employee), according to the social insurance receipts of March 2022, the facility provided injury insurance, unemployment insurance, maternity insurance and medical insurance to 46 out of 96 employees who are entitled to purchasing social insurances, the coverage rate was 47.92%. The facility provided retirement insurance to 31 out of 96 employees who are entitled to purchasing social insurances, the coverage rate was 32.29%. As per interviews, the reason for workers not joining social insurance was they felt it was useless because they did not have chance to use it for a long time. Group commercial insurance had been provided for 87 out of 96 employees, the coverage rate was 90.63%, the valid period is from February 22, 2022 to February 21, 2023. (China Labor Law, Article 72 and 73)

根据2022年3月份的记录，工厂一共有96人，（有0个退休员工，有0位在2022年3月新进厂员工。无临时工/派遣工），2022年3月社保收据显示工厂为96位应该购买社保的员工中的46名提供了工伤保险，失业保险，生育保险和医疗保险，参保率47.92%。工厂为96位应该购买社保的员工中的31名提供了养老保险，参保率32.29%。根据访谈得知，员工没有参加社保的原因是觉得社会保险用处不大，在很长一段时间内他们没有机会使用。工厂给96名员工中的87名提供了团体商业保险，参保率90.63%，有效期为2022年2月22日到2023年2月21日。

PA 6: Decent Working Hours

11 workers' time attendance records and payroll records of November 2021 (random selected), December 2021 (random selected) and February 2022 (current paid month) are sampled, it is noted that all 11 workers' monthly overtime hours are 67-84 hours in November 2021, 74-84 hours in December 2021, which exceed legal law limit of 36 hours per month. All 11 workers' monthly overtime hours are 20-22 hours in February 2022, which have not exceeded legal law limit of 36 hours per month. (Labor Law of the People's Republic of China (1995), Article 41.)

抽取了11名员工2021年11月（随机抽选），2021年12月（随机抽选）和2022年2月（当前发薪月）的考勤及工资记录，发现全部11个员工2021年11月加班时间为67-84小时，2021年12月加班时间为74-84小时，超过了法律限定的月36小时。全部11个员工2022年2月加班时间为20-22小时，没有超过法律限定的月36小时。

PA 7: Occupational Health and Safety

The OHS system such as policies and procedures as per local law requirements & customers' requirements are built. However, the factory did not fully comply with applicable laws and regulations due to health and safety issues are found.

工厂基于当地法规和客户要求对于职业健康和安全的建立机制包括政策和程序。但是，由于在健康安全方面存在发现点，因此工厂没有完全遵守所用的法律法规。

The factory had conducted health and safety risk assessment in the factory as per work positions. However, 8 workers involved in operation exposed to occupational disease hazards, for example, positions exposing to noise and chemical etc., the factory did not arrange occupational health check for them. (PRC Law on Prevention and Control of Occupational Diseases (2002) Amendment (2018), Article 35)

工厂针对工作岗位执行了风险评估，但是，有8名从事职业病危害作业的工人，噪声和化学品等岗位的工人，但工厂没有安排职业健康检查给他们。

Safety guards are equipped for machines in the workshop and the factory management claims that regular inspection has been conducted to the machinery. However, there are no guard-rail installed on the 3 ladders (which are around 1.5 meters high) of

PA 7: Occupational Health and Safety

injection molding machine in injection molding section. (Safety of machinery - Permanent means of access to machines and industrial plants - Part 3, Article 7.1, 7.1.1)

车间机器上安装了安全护罩，管理层称会定期对机器进行检查。但是，在注塑部门的注塑机的3个梯子（大约1.5米高）没有安装护栏。

PA 10: No Precarious Employment

The factory signed labor contracts with all employees, copies of labor contracts were provided to employees, however, not all employees are covered with 5 types of social insurances.

工厂和所有的员工均签订了劳动合同，劳动合同的副本提供给了员工，但是，不是所有员工都有覆盖5种社保。