

Monitoring result for QINGDAO YUDING METAL PRODUCTS CO., LTD. on site Qingdao Yuding Metal Products CO.,LTD

Monitoring

Monitored Party : QINGDAO YUDING METAL PRODUCTS CO., LTD.
amfori ID : 156-003334-000
Site : Qingdao Yuding Metal Products CO.,LTD
Site amfori ID : 156-003334-002
Address : Industrial Park, Tieshan, Huangdao
: Qingdao
: Shandong Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Monitoring Partner : QIMA Limited
Monitoring Start Date : 14/04/2023
Closing Meeting : 18/04/2023
Finished Date :
Submission Date : 18/04/2023
Expiration Date : 18/04/2024

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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	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

This was announced full audit authorized by BSCI Member.

[Location and size]:

The audited factory named QINGDAO YUDING METAL PRODUCTS CO., LTD. (青岛玉鼎金属制品有限公司, business license number: 913702116867803031) started the operation since 07-May-2009. It was located at Industrial Park, Tieshan Street, Huangdao District, Qingdao City, Shandong Province, China (中国山东省青岛市黄岛区铁山街道办事处工业园). The covered areas were about 4000 square meters.

[Structure of facility]:

The auditee was specialized in manufacture and sale of shelving and handtruck. The main production process included punching, inspection and packing. The audited factory used one flat building (partial 2 floors) as office, workshop and warehouse. No dormitory, kitchen or canteen was provided for the employees.

[Employee analysis]:

There were 29 employees (16 females and 13 males) working in the factory. Among them, 22 were production employees, and 7 were non-production employees. All employees were permanent employees and all of them were local.

[Summary of working hour]:

The factory used electric attendance system to record workers' working time. Attendance records from 01-Mar-2022 to the audit day were reviewed in the current audit. All the employees worked in one shift, which the normal working hours is from 8:00 to 12:00, and 13:00 to 17:00. 6 samples were selected from Feb-2023, Dec-2022 and Jul-2022 respectively. The normal working time was 8 hours per day and 5 days per week. No obvious peak season was in the factory. According to attendance records provided by auditee, maximum 1 hour overtime was arranged on workdays, and max 8 hours overtime was arranged on Saturday in general. No overtime was arranged on Sundays or holidays for employees. The max monthly overtime of sampled months were 44 hours and exceeded legal limit.

[Summary of compensation]:

Payroll from Mar-2022 to Feb-2023 were provided for review. The legal minimum basic wage was RMB2100 per month or equal to RMB12.07 per hour since 01-Oct-2021. 6 samples were selected from Feb-2023, Dec-2022 and Jul-2022 respectively. Workers were paid by hourly rate basis. Based on the payrolls, the minimum basic wage was RMB 2610 per month or equal to RMB15 per hour. Wage was released by cash before 20th of the following month. The factory paid 150% and 200% of normal rate for the overtime on regular working days and weekends respectively. Through document review, there were total 29 employees in the factory with 8 retired employees, hence total 21 employees should be covered by 5 types of insurance: basic endowment insurance, medical insurance, unemployment insurance, injury insurance and maternity insurance, however the factory did not provide 5 types of social insurance for any employee (0%). The factory provided group accident insurance for all the 29 employees.

[Occupational Health and Safety]

The factory allocated EHS manager to collect relevant law and regulations and conducted risk analysis for operations, with efficient SA manuals and policies available, and factory arranged relevant training to all staffs. The buildings safety and fire safety in the factory were in good condition. Sufficient fire-fighting equipment (e.g. fire hose, fire extinguishers, emergency lights, fire alarm, evacuation plans and etc.) was installed in the factory. The working condition was acceptable. Drinking waters was available for workers. All aisles in workshops and warehouse were unblocked for evacuation in case of emergency.

[Summary of interview]:

Employee interview was conducted by individually and in group.

Randomly selected 6 employees (3 individual and 3 in one group) including one worker representative. No negative feedback or complain was raised.

[Special scene during on site observed]:

Nil.

Remark:

- 1, The factory didn't use agency labour.
- 2, No inconsistency between time and production records was found during the audit.
- 3, Auditor: Wallace Wang: APSCA registered number: CSCA 21703536.
- 4, Audit Company: QIMA LIMITED. APSCA Membership Number:11600049

Site Details

Site : Qingdao Yuding Metal Products CO.,LTD
Site amfori ID : 156-003334-002

GICS Classification

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

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	29 Workers
Legal minimum wage in local currency	2100 Monthly
Lowest wage paid for regular work at the site	2610 Monthly
Calculated living wage in local currency	2145 Monthly
Total sample	6 Workers

Other Metrics

Male workers	13 Workers
Female workers	16 Workers
Permanent workers - Male	13 Workers
Permanent workers - Female	16 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	3 Workers
Management - Female	1 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	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	13 Workers
Workers hired directly - Female	16 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	3 Workers
Sample - Female	3 Workers

Findings

PA1: Social Management System

The auditee partially respected this principle: The facility had established a system of social responsibility, conducted internal assessment and management review, and conformed to BSCI requirements and relevant local law requirements in most performance areas, however, some performance areas should be improved, such as: Workspace Occupational Health and Safety, Working hours and etc.

工厂部分遵循该准则: 尽管工厂建立了社会责任体系,进行了内审及管理评审,在大部分执行领域符合了BSCI要求和相关的法规要求,但一些领域仍需要提高,如:作业现场的职业健康安全、加班超时等。

The auditee did not respect this principle: The auditee had established the workforce capacity analysis procedure, but there's no satisfactory evidence that the workforce capacity in the company is sufficient and properly planned to match delivery order contracts' expectations and excessive overtime is detected.

工厂未遵循该准则: 被审核方已经建立了劳动力能力分析程序,但没有证据证明公司的劳动力能力是足够的,并妥善安排生产计划以满足交付订单合同的期望,并且在审核期间发现了加班超时的情况。

PA 2: Workers Involvement and Protection

The auditee partially respected this principle: The facility had posed the BSCI Code of Conduct publicly, and provided BSCI training with all employees, but according to interviews, it was noted that the workers representative and some interviewed workers were not quite aware of BSCI values and principles.

工厂部分遵循该准则: 工厂张贴了BSCI行为准则,并且提供了对员工的培训记录供审阅。但员工代表和一些受访员工并不太清楚BSCI的标准和原则。

PA 5: Fair Remuneration

The auditee partially respected this principle. The actual paid wages ensured decent living standards. However, the factory did not conduct basic living wage calculation. According to interview, the factory management knew some about how to calculate the living wage, but didn't provide the living wage information during audit.

工厂部分遵循该准则: 虽然实际的工资水平确保的体面生活标准,但是工厂没有进行基本生活工资的计算。访谈得知工厂管理层部分了解生活工资,但是审核期间没有提供生活工资的计算。

The auditee did not respect this principle: Insufficient social insurance participated. Through document review, there were total 29 employees in the factory with 8 retired employees, hence total 21 employees should be covered by 5 types of insurance: basic endowment insurance, medical insurance, unemployment insurance, injury insurance and maternity insurance, however the factory did not provide 5 types of social insurance for any employee (0%). The factory provided group accident insurance for all the 29 employees. (Reference Law: Social Insurance Act of the People's Republic of China, article 2&4).

工厂未遵循该准则: 工厂没有为全体员工缴纳社会保险,通过文件审核,审核员发现工厂有29名员工,包含8名达到退休年龄的员工,因此总共21名员工需要参加五项社会保险(基本养老保险、基本医疗保险、失业保险、生育保险和工伤保险),但是工厂没有为任何员工(0%)缴纳5项社会保险。工厂为全部29名员工购买了团体意外伤害险。

PA 6: Decent Working Hours

The auditee did not respect this principle: The overtime in the factory exceeded legal limit. Auditor found that the monthly overtime hours of 6 out of 6 randomly selected employees were 41 hours in Feb-2023 (current month); 6 out of 6 randomly selected employees were 42 hours in Dec-2022 (random month), 6 out of 6 randomly selected employees were 44 hours in Jul-2022 (random month). (PRC Labor Law, Article 41).

工厂未能遵循该准则: 工厂加班超时。工厂提供的考勤记录显示月加班超过法律要求,所有抽样员工的月加班时间为2023年2月41小时,2022年12月42小时,2022年7月44小时。

PA 7: Occupational Health and Safety

The auditee partially respected this principle: 1) General observation, the facility had in observance of related occupational health and safety regulation, found gaps of following check point in this PA. 2) No training records / certificate of safety production knowledge and management skill for the principal in charge in the facility. (Law of the PRC on Work Safety Article 24)

工厂部分遵循该准则: 1. 总体上企业遵守了相关的健康和法规,但是存在本部分其他检查点的差距。2. 企业主要负责人未取得安全生产知识和管理能力培训记录/证书。

The auditee partially respected this principle. During site tour, auditor found that 2 workers working in the punching workshop did not wear earplugs which were provided by the factory. (Reference Laws and Regulations: the PRC on Work Safety article 45)

工厂部分遵循该准则: 在现场走访时,审核员发现企业冲压车间2名员工未佩戴企业提供的耳塞。

PA 7: Occupational Health and Safety

The auditee partially respected this principle. Through facility tour, auditor found 3 electrical control panels missing shock warning signs in the factory. (Article 2-7 of Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008)

工厂部分遵循该准则: 工厂3台配电箱缺少触电警示标识。

The auditee did not respect this principle. 1) The materials in raw material warehouse and finished warehouse placed against the wall directly without any gap. (Article 6.8 of General Rules for Fire Safety Management of Storage Occupancies GA1131-2014) 2) The facility could not provide the certificate or report/register for fire protection acceptance of one building for review. (PRC Fire Prevention Law article 11) 3) The facility could not provide the report of construction completion acceptance of one building for review. (PRC Construction Law Article 61)

工厂未遵循该准则: 1) 工厂原材料仓库和成品仓库部分货物直接靠墙存放, 没有任何间隙。 2) 工厂1栋建筑没有消防验收。 3) 工厂1栋建筑没有建筑竣工验收。

The auditee partially respects this principle. The auditee did not monitor the temperature or set up the records to ensure the temperature in workshop was suit for the workers activities.

工厂部分遵循该准则: 被审核方没有监控车间温度并且建立温度记录来评估车间温度, 确保员工工作环境的适宜性。