

Monitored Party Zhanjiang Sunyung Industrial Co., Ltd	amfori ID 156-041724-000	Address No.6, Huagang Road, Xiashan District, Zhanjiang, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Bureau Veritas Hong Kong Limited
Monitoring Start Date 04/12/2024	Closing Meeting Finished Date 05/12/2024	Submission Date 12/12/2024
Expiration Date 12/12/2025	Announcement Type Semi Announced	
Site Zhanjiang Sunyung Industrial Co., Ltd	Site amfori ID 156-041724-001	

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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, Violence or Harassment	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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Anatole ke; APSCA membership number: CSCA 21701342

Name of team auditor: N/A; APSCA membership number: N/A

Name of observers, translators, trainees, advisors/consultants (if applicable): NA

Monitoring partner name: Bureau Veritas Consumer Products Service; APSCA Number: 11600002

Audit schedule details: The audit was planned for 1 auditor x 1.5 days.

Announcement Type: Semi-Announced Full Monitoring

Monitoring Date: December 4~5AM, 2024

Business partner information: The audited facility was established on July 3, 2015 with business license number of 91440803345468610J. The factory name in Chinese on Business License was 湛江星阳实业有限公司, the factory address in Chinese on Business License was 湛江市霞山区华港路6号.

The factory specialized in the production of Jewelry box, watch box, watch winder, storage box. Production processes included wooden manufacturing, cutting, hand-working and packing. There was no obvious peak season noted in the past 12 months.

Audited Location Information: The factory rented one 3-storey production building and the 1st floor & 2nd floor of the other one 3-storey production building. The total construction area of the facility was about 6600 square meters. No dormitory or canteen was available.

Except for the area used by the main auditee, other areas of the buildings are rented out by the landlord to other factories. As per document review and management interview, there was no relationship between the main auditee and other factories in the industrial park. Onsite observation showed the used area of each other could be separated clearly and no sharing worker was noted. Interviewed workers stated no sharing workers ever occurred. The audit scope only covered these areas used by the main auditee.

Details of one 3-storey production building A was listed as below:

1F: Wooden manufacturing, cutting.

2F: Hand-working

3F: Packing and warehouse.

One 3-storey production building B

1F: Warehouse.

2F: Office and development room

3F: idle

Operating shifts and hours: The regular working hours were 8 hours per day and 40 hours per week, Saturday and Sunday were arranged as rest days. There was only one shift arranged for all production employees and employees working in office, which was from 8:00 to 12:00 and 14:00 to 18:00.

Time recording system: The factory adopted face scan system to record working hours of employees.

Salary payment details: Wages of employee were paid at 25th of next month via bank transfer. Per payroll review and interview with management and employees, all production employees are paid by hourly rate.

During the audit, time and payroll records were sampled as follows for working hour and wage testing: 10 samples from October 2024 / June 2024 / March 2024 respectively. It was noted that all sampled employees were paid at least RMB 11 per hour, which was higher than the local minimum wage standard of RMB 9.89 per hour since December 2021. All sampled employees were properly paid 150% and 200% of normal wages for the overtime worked on regular days and rest days respectively in the test period, which met the legal overtime compensation rate. No overtime hours worked on statutory holidays were noted. According to sampled time records, the maximum overtime was 2 hours per day and 82 hours per month. The most consecutive working day was 6 days.

Detailed maximum weekly hours in the samples as below:

October 2024 / June 2024 / March 2024: standard weekly working hour (40 hours) + maximum weekly OT (18 hours) = 58 hours.

Worker number information:

There was total 98 employees with 34 non-production workers and 64 production workers (34 males and 30 females).

There was total 5 domestic migrant employees (2 males and 3 females). The youngest employee noted during this audit was 20 years old.

No foreign migrant, young, pregnant, seasonal, temporary, disabled or home-based workers were noted in the factory.
Any other special group workers (interns, apprentices, contractor workers etc.): None

Worker organization details: There were 2 worker representatives in the facility.

Circumstances: There was no special circumstance during the audit.

Summary of findings: Some non-compliances were raised in the following performance areas, the detail information as below: PA1: 1.1, 1.4; PA2: 2.4, 2.5; PA5: 5.4, 5.5; PA6: 6.2; PA7: 7.1, 7.3, 7.6, 7.7, 7.17, 7.22; PA12: 12.4

Living wage calculation: Living Wage please refer to BNW in attachment. BV had used the methodology which was similar with Anker Benchmark methodology to estimate the living wage by estimating the cost of a basic but decent life style for a worker and his/her family. This involved adding up the cost of three expenditure groups: food (for a low-cost nutritious diet), housing (for basic healthy housing), and other essential expenses for a family, and then adding a small margin for sustainability and emergencies. The reason BV did not use Anker benchmark is no data in GLWC for the area where the factory was located. The data source: onsite audit information collection (BV BNW).

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. The auditee's parent company was 广东信威绿色家居产业集团有限公司 (established in 1997), and partial employees were hired by the parent company, and worked in the auditee right now and the contracts had been resigned with the auditee. The length of service was calculated since entering the parent company.

SITE DETAILS

Site
Zhanjiang Sunyung Industrial Co., Ltd

Site amfori ID
156-041724-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Household Durables
Sub Industry		
Housewares & Specialties		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	98	Workers
Legal minimum wage in local currency	1,720	Monthly
Lowest wage paid for regular work at the site	1,914	Monthly
Calculated living wage in local currency	2,180.17	Monthly
Total sample	10	Workers

Other Metrics

Male workers	49	Workers
Female workers	49	Workers
Non-binary workers	0	Workers
Permanent workers - Male	49	Workers
Permanent workers - Female	49	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	6	Workers
Management - Female	4	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	2	Workers
Domestic migrant workers - Female	3	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	49	Workers
Workers hired directly - Female	49	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	5	Workers
Sample - Female	5	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Zhanjiang Sunyung Industrial Co., Ltd | Site amfori ID: 156-041724-001

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on satisfactory evidence, it was noted that the facility had set up management system to compliance with the BSCI Code of Conduct. However, some policies were improperly implemented and the facility did not monitor the management system accurately. This question was rated as partially compliance because there were only some gaps between the facility in some performance areas and the requirement of Amfori BSCI. Please refer to BSCI PA1.1	基于满意的证据，审核发现企业已经建立了社会责任管理体系以符合BSCI行为准则，但部分制度没有执行到位，并且对其社会责任体系执行情况监管不到位。因为企业仅仅只是在某些执行领域和Amfori BSCI的要求之间存在某些差距，所以这个问题点判为部分符合。请参看BSCI PA1.1

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on enough evidence, it was noted that the facility workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts due to the overtime hours exceeding the local law requirement. Please refer to checkpoint #6.2 for details. Therefore, this question was rated as non-compliance. Please refer to BSCI PA1.4	基于充足的证据，审核发现企业的劳动力没有被正确安排以满足客人订单的期望，因为员工的月加班时间超出了法律的规定，具体参考检查点6.2。因此这个问题点判定为不符合。参看 BSCI PA 1.4



PA 2: Workers Involvement and Protection

Site: Zhanjiang Sunyung Industrial Co., Ltd | Site amfori ID: 156-041724-001

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH	LOCAL LANGUAGE
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Finding	
Based on document review, management interview, and employees' private interview, it was noted that the some interviewed workers did not have a good understanding of BSCI Code of Conduct. Because only partial employees did not know the requirement, the NC was draw as partial non-compliance. This violated Performance Area 2: Workers Involvement and Protection 2.4	基于文件查阅、管理层访谈、和员工访谈，审核发现部分访谈的工人对BSCI行为准则没有良好的理解。由于只是部分员工不清楚要求，所以这个NC判定为部分不符合。根据执行领域2：工人参与和保护 2.4

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on satisfactory evidence, it was noted that factory had established a grievance procedure, had provided relevant training, and had appointed related employee to deal with the grievances, but no regular satisfaction survey was conducted to ensure and improve the effectiveness of the grievance mechanism. Moreover, the factory did not establish grievance mechanism for stakeholders such as local communities, schools, suppliers, surrounding factories, etc. Refer to BSCI PA2.5 and captured as partial non-compliance.	基于满意的证据，在评估中发现，工厂建立了投诉机制，提供了培训，指定了相关人员负责投诉处理，但工厂未进行定期的满意度调查以确保并改善该申诉机制的有效性。同时，工厂没有建立关于利益相关方的投诉机制，如当地社区、学校、供应商、周围工厂等。参考BSCI PA2.5并判定部分不符合。

PA 5: Fair Remuneration

Site: Zhanjiang Sunyung Industrial Co., Ltd | Site amfori ID: 156-041724-001

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on satisfactory evidence, it was noted that the facility did not collect the information and calculate the basic needs wages to identify possible gaps existing between the actual remuneration and the basic needs wages and as the management representatives, they were not clear how to calculate minimum living wage.	基于满意的证据，审核发现企业没有进行基本需求工资信息收集和计算以识别其实际支付的工资和基本需求工资之间的差距，以及工厂的管理代表不清楚怎样计算最低生活需求工资。因此这个问题点判定为不符合。请参看 BSCI PA 5.4

Finding	
Therefore, this question was rates as non-compliance. Please refer to BSCI PA 5.4	

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on satisfactory evidence, according to the social insurance payment receipt provided by factory management, it was noted that 83 out of 98 (85%) employees were provided with pension, maternity, medical, unemployment and accident insurance in November 2024. Besides, the auditee provided commercial insurance for 34 employees with valid period from April 15, 2024 to April 14, 2025. The other employees did not want to purchase social insurance by themselves. The percentage achieved 80%, therefore, the finding was partial non-compliance.</p> <p>Please refer to BSCI PA 5.5 and Article 73 of the Labor Law of the People's Republic of China and Article 33 of Social Insurance Law of the People's Republic of China (2018 Amendment)</p>	<p>基于满意的证据，根据厂方提供的2024年11月社会保险缴费单据显示工厂为83/98 (85%) 名员工提供养老/医疗/生育/失业/工伤保险。此外，工厂为34名员工购买了有效期为2024/4/15-2025/4/14的商业保险。剩下的员工自己不愿意购买社保。由于参保比例有达到80%，所以判定为部分不符合。请参看BSCI PA 5.5 及《中华人民共和国劳动法》第73条以及《中华人民共和国社会保险法》第33条</p>

PA 6: Decent Working Hours

Site: Zhanjiang Sunyung Industrial Co., Ltd | Site amfori ID: 156-041724-001

Question: 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on satisfactory evidence, and noted that sampled employees' overtime hours exceeded legal requirement and details as below:</p> <p>A review of 10 samples selected from October 2024 as current paid month, 10 samples selected from June 2024 and 10 samples selected from March 2024, yielded the following:</p> <ul style="list-style-type: none"> - In October 2024, 10 out of 10 sample population employees worked in excess of 36 overtime hours per month (i.e. 72 hours); - In June 2024, 10 out of 10 sample population 	<p>基于满意的证据，发现抽样员工的加班时间超出法律要求，具体情况如下：</p> <p>审核员从最近工资支付月2024年10月抽10个，从2024年6月抽10个，从2024年3月抽10个，具体为：</p> <ul style="list-style-type: none"> - 在2024年10月，10/10名抽样员工的月加班时间为72小时，超过法律规定； - 在2024年6月，10/10名抽样员工的月加班时间为76至78小时，超过法律规定； - 在2024年3月，10/10名抽样员工的月加班时间为82小时，超过法律规定。 <p>因为抽样的员工在所有抽样月份的都有加班时间超</p>

Finding	
<p>employees worked in excess of 36 overtime hours per month (i.e. 76 to 78 hours).</p> <p>- In March 2024, 10 out of 10 sample population employees worked in excess of 36 overtime hours per month (i.e. 82 hours).</p> <p>This question was rated as non-compliance because sampled employees overtime worked exceeded the legal limited in all sampled months. Please refer to BSCI PA 6.2 and Article 41 of the Labor Law of the People's Republic of China.</p>	<p>过了法律规定的情况，所以这个问题点判定为不符合。</p> <p>请参看BSCI PA 6.2及《中华人民共和国劳动法》第41条。</p>

PA 7: Occupational Health and Safety

Site: Zhanjiang Sunyung Industrial Co., Ltd | Site amfori ID: 156-041724-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on satisfactory evidence, it was noted that the factory provided regular occupational health checks to employees using chemicals (E.g. Glue etc.) and employees contacting with dust in the workshop. However, the auditee did not provide regular occupational health checks to employees before taking the job or leaving the job. The auditee had established occupation health management procedure, related safety training had been provided to related employees periodically. And interviewed employees had basic occupation health sense. Besides, proper PPE had been provided to related employee freely. Internal assessment had been conducted per requirement.</p> <p>Please refer to Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases and BSCI 7.1 and captured as partial non-compliance.</p>	<p>基于满意的证据，审核员发现工厂有为车间使用化学品（如胶水等）的员工以及接触粉尘噪音等的员工提供定期的职业病体检，但是没有提供岗前或者离岗的职业病体检。工厂有建立职业健康安全管理程序，相关的培训也有定期提供给相关的员工，员工也有基本的职业健康意识。此外，合规免费劳保用品也有提供给相关的员工。定期的内审也有进行。请参看《中华人民共和国职业病防治法》第35条和BSCIPA7.1并判定为部分不符合。</p>

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on satisfactory evidence, the auditee did not</p>	<p>基于满意的证据，工厂没有对喷胶等工序进行风险</p>

Finding	
conduct risk assessment for gluing processes etc. Please refer to BSCI PA 7.3 and captured as partial non-compliance.	评估。 请参看BSCI PA 7.3并判定部分不符合。

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on satisfactory evidence, it was noted that 1 out of 10 sampled workers contacting with chemicals (E.g. glue etc.) in the workshop was not wearing the rubber gloves during working hours. Please refer to BSCI PA7.6 Article 45 of Law of the People's Republic of China on Production Safety. The finding was captured as partial non-compliance just because of employees' lacking of PPE safety senses.	基于满意的证据，工厂车间抽查的接触化学品（如胶水等）的1/10名员工在作业期间没有佩戴橡胶手套。请参看BSCI PA7.6和《中华人民共和国安全生产法》第45条。问题产生主要是员工对佩戴劳保用品意识不够，所以判定为部分不符合。

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on satisfactory evidence, it was noted that 1 out of 10 barrels of glue used in the workshop was not placed in secondary containers. Please refer to Article 20 of Regulation for Safety of Hazardous Chemical and BSCI PA 7.7. The auditee had established chemical safety management procedure, provided periodical chemical safety training and spilling drills to related employees. Chemical safety risk assessment was conducted per requirement. Besides, proper PPE were provided to employee freely and per requirement. Therefore, the finding was partial non-compliance.	基于满意的证据，审核发现车间1/10桶胶水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。工厂有建立化学品安全管理程序，有提供定期的化学品安全培训以及化学品泄漏演练。化学品安全风险评估也有按照要求执行。此外，工厂有免费提供符合要求的PPE给员工。所以判定为部分不符合。

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH	LOCAL LANGUAGE
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Finding

Based on enough evidence, it was noted that the pulley guard for 1 out of 10 sewing machines in sewing workshop was not completed. In accordance with Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene and BSCI PA7.17, Machines maintained in a safety status, which could reduce the accident/injury risk. The factory had established machine safety regulations and provided machine safety training for employees. Per employee interview, no injury accident was occurred. The finding was captured as partial non-compliance.

基于充足的证据，审核员发现针车车间的1/10台针车的皮带轮保护罩不完整。根据《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条以及BSCI PA7.17；机器设备保持良好安全状态，减少员工意外伤害的风险。工厂制定了机器安全规程，并为员工提供了机器安全培训。根据员工访谈，工厂没有工伤事故发生。该问题判定为部分不符合。

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH

LOCAL LANGUAGE

Finding

Based on satisfactory evidence, it was noted that no toilet paper and soap for washing hands was supplied in the toilet during this audit. The toilets sanitary condition were good and the finding was just captured as partial non-compliance. Please refer to BSCI PA 7.22

基于满意的证据，工厂没有在厕所洗手区提供纸巾和洗手用的肥皂。洗手间卫生条件比较好，所以判定为部分不符合。请参看BSCI PA7.22

PA 12: Protection of the Environment

Site: Zhanjiang Sunyung Industrial Co., Ltd | Site amfori ID: 156-041724-001

Question: 12.4 Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?

ENGLISH

LOCAL LANGUAGE

Finding

It was noted that there was no dedicated hazardous waste storage facility in the facility. However, the factory did generate hazardous waste of waste glue and waste glue containers etc. The hazardous waste had been disposed by qualified third party. In accordance with Standard for pollution control on hazardous waste storage [GB18597-2023] and BSCI PA 12.4 and captured as partial non-compliance.

现场审核发现工厂有废胶水以及废胶水容器等危险废物产生，但是工厂未建设专门的危险废物储存设施已存放这些危险废物。危险废物已经交由有资质的第三方工资回收。根据《危险废物贮存污染控制标准GB18597-2023》以及BSCI PA 12.4，并判定为部分不符合。