

# Monitoring result for Ningbo Yueter Outdoor Products limited company on site Site 1

## Monitoring

Monitored Party	: Ningbo Yueter Outdoor Products limited company
amfori ID	: 156-034423-000
Site	: Site 1
Site amfori ID	: 156-034423-001
Address	: Fachang Road 3#, Tashan Industrial Park, Meilin S treet, Ninghai County
	: Ningbo
	: Zhejiang Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 20/04/2022
Expiration Date	: 20/04/2023

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## Overall rating



## Section rating

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

## General description

Announced Type: Semi Announced

Monitoring Type: Full Monitoring

Monitoring Partner: TÜV NORD CERT GmbH (APSCA Firm Member: 11600051)

Auditor: Claud (GuangCai) Zhou, APSCA Auditor Number: CSCA 21704187

[Location and size]:

This was a fully announced full audit for Ningbo Yueter Outdoor Products limited company 宁波悦途人户外用品有限公司 (91330226MA2CJ4AH91), which was located at Fachang Road 3#, Tashan Industrial Park, Meilin Street, Ninghai County, Ningbo, Zhejiang, China (中国浙江宁波宁海县梅林街道塔山工业园区法昌路3号).

The factory was established on August 3, 2018 and its business operation validity was long-term. As per the factory management, the factory moved to current address in April 2020 and the factory has updated its business license.

[Structure of facility]:

The auditee occupied part areas of 1/F (935 square meters) and part areas of 2/F (3122 square meters) of one 2-storey production building (Building No.2) as production, warehouse and office. No dormitory or canteen was available for employees' use. Total construction areas of the auditee used were 4057 square meters. The auditee rented its production floors from Ningbo Chuanshi Gym Equipment Co., Ltd and the lease contract was provided for review.

[Process of facility]:

The factory specialized in the manufacture of sport equipment and outdoor supplies. Its capacity was approximately 150000 pieces per year. Production activities are mainly including metal working process (metal cutting, punching, drilling, welding), assembly, inspection and packing.

All the processes were finished in the auditee, and the auditee used no homeworkers.

[Employee analysis]:

A total of 92 employees including 48 male employees and 44 female employees were currently working in the auditee, which including 42 migrants from other provinces.

No child labor and young workers worked in the auditee.

[Summary of working hours]:

Attendance records from Mar.1, 2021 to the audit day were reviewed in this audit.

All employees worked for 5 days a week from Monday to Friday in one shift.

Employees sometimes overtime 3 hours at nights and overtime 8 hours on Saturday during peak season.

Electric attendance machine was used for recording the working time and every employee should record attendances when they went in and out the facility.

As per management and workers interviews, the maximum overtime hours were 3 hours per day, 20 hours per week and 69 hours per month.

[Summary of compensation]:

Payroll records from Mar 2021 to Feb 2022 were reviewed during the audit.

All employees' wages were paid by hourly rate, and the lowest wage was RMB2500 per month which was higher than legal minimum wage RMB2070.

For overtime wages, 150% and 200% of regular wages were paid to employees for their overtime hours on workdays and rest days respectively, no overtime was arranged on statutory holidays.

The wages were paid in cash by 10th of the following month.

The auditee provided retirement, unemployment, work-related injury, medical and maternity insurances to 1 out of 92 employees, and paid commercial accident insurance for other employees.

[Summary of Interview]:

Worker interview were conducted individually and in group.

Randomly selected 14 employees, no complaints were raised.

[Special scene during on site observed]:

1. There was no contractor and agency used by the auditee, so the agency labour contract or contractor license/permit not applicable for the auditee.

2. The auditee did not obtain any government waivers.

3. There was no contractor license and collective bargaining agreement in the auditee.

4. There were no employees worked in the punching and drilling process during the audit date, and the factory management explained that there were no products need this process during that day.

5. The auditee did not compile environmental impact report or environmental impact report form or fill out environmental impact registration form and apply for approval at local environment department for its construction project, or get the registration.

6. The auditee did not obtain the completion acceptance report for their environmental construction project or the registration records.

7. The auditee did not conduct regular monitoring for boundary noise or waste gas generated in the factory.

Site Details

Site : Site 1  
Site amfori ID : 156-034423-001

GICS Classification

Sector	: Consumer Discretionary	Industry	: Leisure Products
Industry Group	: Consumer Durables & Apparel	Sub Industry	: Leisure Products

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

## Metrics

### Key Metrics

Total workforce	92 Workers
Legal minimum wage in local currency	2070 Monthly
Lowest wage paid for regular work at the site	2500 Monthly
Calculated living wage in local currency	2320 Monthly
Total sample	14 Workers

### Other Metrics

Male workers	48 Workers
Female workers	44 Workers
Permanent workers - Male	48 Workers
Permanent workers - Female	44 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	4 Workers
Management - Female	4 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	25 Workers
Domestic migrant workers - Female	17 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	48 Workers
Workers hired directly - Female	44 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	7 Workers
Sample - Female	7 Workers

## Findings

### PA1: Social Management System

The BSCI management system was established but not implemented effectively, such as the auditee conducted the internal assessments of its social compliance system, but some obvious findings were not raised in the internal assessments, such as excessive overtime hours which exceeded the legal requirement, insufficient social insurance participated and so on. And no effective corrective and preventive actions were implemented.

被审核方建立了BSCI管理系统但没有得到有效的施行, 比如被审核方进行了社会责任内部审计, 但是很明显的发现点都没有在内审过程中发现, 如超过法律要求的过度加班, 参加社会保险不足等, 且被审核方也没有采取有效的纠正和预防措施。

The auditee established management system on workforce planning and contact review, but it was not running effectively as the workers' monthly overtime exceeded legal requirement.

被审核方虽然有建立生产能力规划和进行合同评审, 但是由于工人月加班超出法规要求而未有效执行。

### PA 2: Workers Involvement and Protection

The auditee had not yet provided the survey reports on the user satisfaction with its grievance procedure though grievance records for past 12 months provided by auditee were complete blank.

工厂提供过去12个月的申诉记录都为空白, 并且被审核方未提供关于其申诉程序的调查报告。

### PA 5: Fair Remuneration

The auditee provided retirement, unemployment, work-related injury, medical and maternity insurances to 1 out of 92 employees, and paid commercial accident insurance for other employees. Reference law: Article 72 and 73 of the PRC Labor Law.

受审核方只为1名员工(总计92名员工)支付养老、失业、医疗、生育、工伤保险, 为其余员工购买了商业意外保险。参照法规: 《中华人民共和国劳动法》第72、73条的规定。

### PA 6: Decent Working Hours

Based on the working hour records provided by the factory, it was identified that all the workers had overtime worked exceed 36 hours in parts of the month, such as workers overtime 68 hours in May 2021, overtime 69 hours in Sep 2021 and overtime 57 hours in Feb 2022. The factory should make sure the monthly overtime didn't exceed 36 hours. Reference law/regulation: Article 41 of the PRC Labor Law.

基于工厂提供的工作时间记录, 所有的员工在部分月份加班超过36小时, 例如工人在2021年5月加班68小时, 在2021年9月加班69小时, 在2022年2月加班57小时, 工厂应确保每月加班不得超过三十六小时。参照法规: 《中华人民共和国劳动法》第41条的规定。

### PA 7: Occupational Health and Safety

a) It was noted that the auditee did not conduct the regular testing of occupational hazardous factors in the production areas, while there were contacting hazardous factors such as hard light and noise generated in welding section, punching section and ect.. (Reference law/regulation: Regulations of Occupational Hazardous Factor Regular Testing, Article 4) b) It was noted that the auditee did not provide occupational disease health check to all workers who contacting hazardous factors such as hard light and noise in welding section, punching section and ect. (Reference law/regulation: PRC occupational Disease Prevention Law article 35)

a)审核员发现工厂焊接和冲压等车间产生有害因素例如强光和噪音, 但是工厂没有在生产区域进行职业危害因素定期检测。(参照法规: 《用人单位职业病危害因素定期检测管理规范》第四条) b)审核员发现工厂未给焊接和冲压等车间所有接触有害因素例如强光和噪音的员工提供职业病健康检查。(参照法规: 《中华人民共和国职业病防治法》第三十五条)

No health and safety management training records for the auditee management were provided during this audit.

被审核方在本次审核中未提供企业管理人员的健康安全管理培训记录。

It was noted that 2 workers contacting hard light and noise in welding section on 1/F of production building didn't wear face masks. (Reference law/regulation: PRC Safety Manufacturing Law article 54)

审核员发现生产楼1楼焊接车间2名接触强光和噪音的员工未佩戴面罩和耳塞。(参照法规: 《中华人民共和国安全生产法》第54条)

There was one barrel of lubricating oil in the metal working workshop, the barrel was not post with identification label and not installed with second container. There was no MSDS posted in this area. Reference law: Regulations on Safety in Workplaces Where Chemicals Are Used, Article 12 and Code of Design on Building Fire Protection and Prevention, Article 3.6.11.

## PA 7: Occupational Health and Safety

在五金车间发现一桶润滑油无标识且没有安装二次容器，现场区域也未张贴MSDS。参考法律：工作场所安全使用化学品规定第十二条&二十条和建筑设计防火规范GB50016-2006 第3.6.11条。

Some unlocked electrical panels were found to be without inner insulation covers in workshop. Refer law: General guide for electrical safety (GB/T 13869-1992), Article 4.23.

车间一些未上锁的配电板没有安装内部绝缘盖。参考法规：用电安全导则(GB/T 13869-1992) 第4.23条。

There was no antiskid hook was installed for one travelling crane in the injection workshop through onsite review. Refer to Law: Article 6.1.6 of General rules of design on health and safety of production facility.

基于现场发现工厂没有为一部注塑车间的行车安装防滑钩。参考法规：生产设备安全卫生设计总则 6.1.6条。

## PA 12: Protection of the Environment

a) It was noted that the auditee did not compile environmental impact report or environmental impact report form or fill out environmental impact registration form and apply for approval at local environment department for its construction project, or get the registration. (Reference law/regulation: PRC Environmental Impact Assessment Law article 16; PRC Environmental Impact Assessment Law article 22) b) It was noted that the auditee did not obtain the completion acceptance report for their environmental construction project or the registration records. (Reference law/regulation: Administrative Rules for Environment Protection Acceptance Inspection of Construction Projects (2002), Article 9)

a)审核员发现工厂没有按照规定组织编制环境影响报告书或环境影响报告表或环境影响登记表并由当地环保部门审批。（参考法律法规：《中华人民共和国环境影响评价法》第十六条；《中华人民共和国环境影响评价法》第二十二條）b)审核员发现工厂没有获得其建设项目竣工环境保护验收报告和备案记录。（参考法律法规：建设项目竣工环境保护验收管理办法 第九条）

The auditee did not conduct regular monitoring for boundary noise or waste gas generated in the factory. (Reference law/regulation: General principles of technical guidelines for self-monitoring of sewage disposal units 5.4.2; PRC Law of Prevention and Control of Air Pollution, Article 24)

被审 核方没有对厂内产生的厂界噪声和废气进行定期监测。（参考法律法规：《排污单位自行监测技术指南总则5.4.2》；《中华人民共和国大气污染防治法》第24条）