

Monitoring summary report for Fujian Sixsigma Industrial Co., Ltd
MONITORING ID: 23-0232610



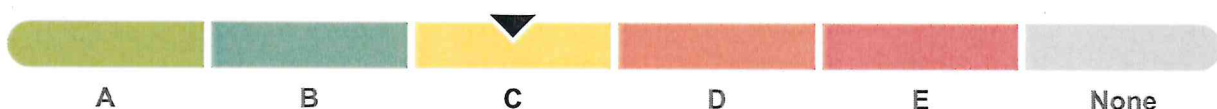
Monitored Party Fujian Sixsigma Industrial Co., Ltd	amfori ID 156-051933-000	Address Chengnan Park, Youxi Economic Development Zone, 365100 Sanming, Fujian Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 25/12/2023	Closing Meeting Finished Date 26/12/2023	Submission Date 01/01/2024
Expiration Date 01/01/2025	Announcement Type Fully Announced	
Site Fujian Sixsigma Industrial Co., Ltd	Site amfori ID 156-051933-001	

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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, Violence or Harassment	A	
PA 5: Fair Remuneration	A	
PA 6: Decent Working Hours	D	

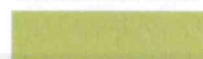
PA 7: Occupational Health and Safety

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



3. PA5: 1) the auditee did not purchase the social insurance for all workers.
4. PA6: 1) overtime exceeded 36 hours per month.
5. PA7: 1) the risk assessment report did not identify the potential health and safety risks caused by another factory. 2) no sign of "wearing metal gloves" was posted. 3) some workers did not use needle guards.

Remark:

1. The following documents were not applicable for the auditee: A. Contractor license/permit-No contractor was used by the auditee; B. Agency labor contract- No agency was used by the auditee; C. Government waivers-No waiver was obtained by the auditee; D. Collective bargaining agreement- No collective bargaining agreement was signed.
2. #LivingWage: 1). No anker wage available for the producers location, so we used the data provided by auditing company. 2). The calculation methodology refers to anker living wage structure. 3). The data comes from the local bureau of statistics for the current year.
3. The Personal Information Protection Law of the People's Republic of China was effective as of 1 November 2021, the producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor(s) had been obtained the individual's consent during the audit.

METRICS

Key Metrics

Total workforce	95	Workers
Legal minimum wage in local currency	1,660	Monthly
Lowest wage paid for regular work at the site	2,300	Monthly
Calculated living wage in local currency	1,962.72	Monthly
Total sample	15	Workers

Other Metrics

Male workers	55	Workers
Female workers	40	Workers
Non-binary workers	0	Workers
Permanent workers - Male	55	Workers
Permanent workers - Female	40	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	7	Workers
Management - Female	1	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	13	Workers
Domestic migrant workers - Female	7	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

FINDINGS

PA1: Social Management System

Site: Fujian Sixsigma Industrial Co., Ltd | Site amfori ID: 156-051933-001

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

The factory partially complied with this principle. Based on on-site observation, document review, management and worker interview, the factory had established social responsibility management policies and procedures (such as no discrimination, no forced labour, working hours control, wage and benefits, health, safety and environment management and so on) to implement the requirement of amfori BSCI Code of Conduct. However, the implementation of amfori BSCI management system didn't carry out effectively during the daily production, such as, insufficient social insurance, monthly overtime hours exceeded 36 hours and etc. Workers said they were willing to work overtime to get paid, and social insurance was based on workers' willingness. The interviewed management said they continue to improve these findings. Violation of the requirements of amfori BSCI system manual.

被审核方部分遵守该原则，因为基于管理层和工人代表访谈、文件审查和现场观察。工厂建立了社会责任管理政策和程序（如禁止歧视，禁止强迫劳动，工时控制，工资和福利，健康安全环境管理等）去执行amfori BSCI的行为准则。但是，amfori BSCI管理体系在日常生产中没有有效的实施，例如，社会保险未全员覆盖，月加班时间超过36小时等。员工们表示，他们愿意加班以获得报酬，而社会保险是以员工的意愿为基础的。接受采访的管理层表示，他们将继续改进这些发现。违反了amfori BSCI系统手册中的要求。

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

The factory partially complied with this principle. Based on document review and management interview, the factory didn't have a good capacity planning to meet the expectations of the delivery order led to workers had excessive overtime work in past 13 out of 13 months (from October 2022 to November 2023). Confirmed with management the lead time and quantity of orders were not fixed, it was needed to arrange overtimes to meet the lead time of different orders, workers also would like to have some OT to increase the income etc. Violation of the requirements of amfori BSCI system manual.

工厂部分遵守该原则。根据文件查看和管理层访谈，工厂没有一个完善的产能计划去完成预期的订单交货以至于员工在过去13个月中有13个月存在超时加班（2022年10月至2023年11月）。与管理层确认，订单的交货时间和数量不固定，会需要安排加班来满足不同订单的交期，员工也愿意多一些加班增加收入。违反了amfori BSCI系统手册中的要求。

Finding

to join social insurance system. Based on workers interview, most of them had joined the rural pension insurance system in their town, and they were not willing to pay for the social insurance. The factory did not collect the information about rural pension insurance of workers. This was in violation of articles 10, 23, 33, 44 and 53 of the Social Insurance Law of the People's Republic of China. Remark: The facility provided group commercial injury insurance to all 95 employees, which was valid from 23 November 2023 to 23 November 2024.

PA 6: Decent Working Hours

Site: Fujian Sixsigma Industrial Co., Ltd | Site amfori ID: 156-051933-001

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

The auditee did not respect this principle, as it is based on interviews with management and worker representatives, document reviews, and on-site observations. The time records from November 2022 to the audit date were provided for review. No obvious and peak season was found in the auditee. 15 sampled employees' time records were selected in April 2023, August 2023 and October 2023. The samples and the detailed overtime hours were as below: All 15 sampled employees' monthly overtime hours in April 2023 were exceed 36 hours, which up to 59 hours. All 15 sampled employees' monthly overtime hours in August 2023 were exceed 36 hours, which up to 57 hours. All 15 sampled employees' monthly overtime hours in October 2023 were exceed 36 hours, which up to 60 hours. Management explained that due to cost control, tight order delivery time and other reasons, it was difficult to achieve overtime compliance with the regulations. The workers said that overtime work was voluntary and they want to get more income through overtime work, and the workload was acceptable. Remark: The maximum monthly overtime hours in November 2023 and December 2023 (till December 26, 2023) were up to 58 hours and 47 hours respectively. Reference Law: PRC

被审核方未遵守该原则，因为基于管理层和工人代表访谈、文件审查和现场观察。2022年11月至审核当天的考勤提供了查看，发现被审核方没有明显的淡旺季。2023年4月，2023年8月和2023年10月分别抽了15名员工，加班情况如下：2023年4月，所有15名抽样员工月加班超过36小时，最大达到59小时。2023年8月份所有15名抽样员工月加班超过36小时，最大为57小时。2023年10月份，所有15名抽样员工月加班超过36小时，最大为60小时。管理解释，由于成本管控，订单交期紧张等原因，加班时间做到符合法规比较困难。员工表示加班是自愿的，他们愿意通过加班获得更多工资，工作强度可以接受。备注：2023年11月和2023年12月（至2023年12月26日）最大月加班小时为58小时和47小时。参考法律《中华人民共和国劳动法》第四十一条。

Finding

workers and on-site observations. About 10% sewing workers did not use needle guards when on duty in the sewing workshop. The management explained that they will strengthen management. Reference Law: General Principles of Safety and Hygiene Design of Production Equipment (GB5083-1999), Articles 6.1.2.

没有使用挡针板。管理层解释他们将加强管理。参考法律法规: 生产设备安全卫生设计总则 (GB5083-1999), 第6.1.2条。