

Monitoring result for EasternDeer Hardware & Plastics (China) Co., Ltd on site EasternDeer Hardware & Plastics (China) Co., Ltd

Monitoring

Monitored Party : EasternDeer Hardware & Plastics (China) Co., Ltd
amfori ID : 156-007755-000
Site : EasternDeer Hardware & Plastics (China) Co., Ltd
Site amfori ID : 156-007755-001
Address : No. 5-1, Nan Ping Road, Industrial District, Xiao Lan Town
: 528415, Zhongshan
: Guangdong Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Follow-up Monitoring
Submission Date : 07/05/2022
Expiration Date : 12/05/2023

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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	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 Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

General description

Audit date: April 28, 2022
Auditing Company: Intertek
Lead auditor: Jack Zheng
APSCA registration number: CSCA 21700354

EasternDeer Hardware and Plastics (China) Co., Ltd 中山市东鹿五金塑料有限公司 (Uniform Code of Social Credit: 91442000663318917X) is located in No. 5-1, Nan Ping Road, Industrial District, Xiao Lan Town, Zhongshan City, Guangdong Province, China. This is a limited company. The total land area occupied by the facility is 26000 square meters. The facility established in July 2007.

A total of 214 employees including 104 female employees and 110 male employees are used in the facility during the audit. There were 29 local employees and 185 domestic migrant employees from other provinces of China (Fujian, Guangxi, Guizhou, Henan, Hubei, Hunan, Jiangxi, Shanxi, Sichuan, Chongqing). No foreign migrant workers are working in the facility.

The facility occupied one 3-storey building for office, three 1-storey buildings for production floor and warehouse, and one 4-storey building for dormitories, kitchen & canteen.

The main products cover hardware & shelving productions. The main production processes are listed as follow: hardware processing, welding, powder spraying, inspection, packing. The main machines used in the facility: cutting machine, punching machine, bending machine, welding machine, powder spraying line, etc.

This follow-up audit was conducted by Jack Zheng from Intertek Testing Services Shenzhen Ltd. At 08:50am of April 28, 2022, auditor entered the facility then held an opening meeting. The facility management Mr. Edward CHEN/ Admin Manager, Ms. LIAO Qin/ HR Supervisor, and Ms. LU Qiwen/ Union Representative were present in the meeting. The facility management showed a positive attitude to this audit during the whole process. All documentation requested for the review was provided timely. Locked areas encountered during the audit were unlocked timely. At the end of the audit, all the findings were accepted by the facility management. Findings were raised in the PA1, PA5, PA6, PA7, PA12. Please refer to the relevant performance areas for details.

Remark:

1. Attendance records from May 9, 2021 to April 28, 2022 were reviewed during this follow-up audit.
2. Payroll records from April 2021 to March 2022 were reviewed during this follow-up audit.
3. Contractor license/permit is not applicable because no contractor is used by the auditee.
4. Agency labor contract is not applicable because no agency is used by the auditee.
5. Government waivers are not applicable because no waivers are obtained by the auditee.
6. Collective bargaining agreements are not available because no collective bargaining agreements have been signed.
7. #COVID-19: The facility abides all current local regulations with respect to COVID-19. The risk of COVID-19 was low in Xiaolan Town, Zhongshan City of China. Currently, masks and social distancing was not mandatory. However, the visitors' temperature was still measured, and footprint was still checked upon entrance to the facility.
8. There were 208 employees working, 4 employees taking leave, and 2 employees on night shift on the audit day.

Site Details

Site : EasternDeer Hardware & Plastics (China) Co., Ltd

Site amfori ID : 156-007755-001

GICS Classification

Sector : Consumer Discretionary

Industry : Household Durables

Industry Group : Consumer Durables & Apparel

Sub Industry : Home Furnishings

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	208 Workers
Legal minimum wage in local currency	1900 Monthly
Lowest wage paid for regular work at the site	1900 Monthly
Calculated living wage in local currency	2053 Monthly
Total sample	8 Workers

Other Metrics

Male workers	106 Workers
Female workers	102 Workers
Permanent workers - Male	110 Workers
Permanent workers - Female	104 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	8 Workers
Management - Female	3 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	7 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	103 Workers
Domestic migrant workers - Female	82 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	110 Workers
Workers hired directly - Female	104 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	14 Workers
Unionised workers - Female	22 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	2 Workers

Findings

PA1: Social Management System

1.1 The previous finding had not been corrected. The social management system was not implemented effectively, and some non-compliance findings were detected in Performance Areas of Social Management System and Cascade Effect, Fair Remuneration, Decent Working Hours, Occupational Health and Safety, Protection of the Environment. For details, please refer to Performance Area 1, 5, 6, 7, 12 respectively. This finding was against BSCI Code of Conduct, Principle on Social Management System and Cascade Effect. (The facility had established social management system, but the social management system was not implemented in some PAs effectively. So, this checkpoint was scored Partially.)

1.1 上次的不符合项未改正。审核员发现企业在“供应链管理与级联效应、公平报酬、体面工作时间、职业健康安全、环境保护”绩效领域缺少有效的管理。详细分别见绩效领域第1、5、6、7、12部分。该问题点违反了BSCI行为准则-供应链管理与级联效应。（企业已建立了社会责任管理体系，但是在一些执行领域没有执行到位。因此，这个检查点选Partially。）

1.4 The previous finding had not been corrected. During document review, auditor found that the facility did not have satisfactory evidence to prove that the workforce capacity was properly organized to meet the expectations of the delivery order and/or contracts due to excessive overtime. This finding was against BSCI Code of Conduct, Principle on Social Management System and Cascade Effect.

1.4 上次的不符合项未改正。在文件审阅时，审核员发现企业没有满意的证据来证明劳动力被正确安排以满足客人订单的期望，因为员工超时加班。该问题点违反了BSCI行为准则-供应链管理与级联效应。

PA 5: Fair Remuneration

5.4 The previous finding had not been corrected. During management interview and document review, auditor found that the facility did not have system to calculate local living wage. This finding was against BSCI Code of Conduct, Principle on Fair Remuneration. (The wages paid to employees were above living wage calculated by audit company, but the facility was not aware of it. So, this checkpoint was scored Partially.)

5.4 上次的不符合项未改正。在管理者面谈和文件审阅时，审核员发现企业没有系统去计算当地基本生活工资。该问题点违反了BSCI行为准则-公平报酬。（支付给员工的工资高于审核公司计算的生活工资，但企业并不了解生活工资。因此，这个检查点选Partially。）

PA 6: Decent Working Hours

6.2 The previous finding had not been corrected. During document review, auditor found that monthly overtime hours exceeded the legal requirement. The monthly overtime hours of 8 out of 8 randomly selected employees reached 83-113 hours in March 2022 (current month), 8 out of 8 randomly selected employees reached 93-120 hours in October 2021 (random month), and 8 out of 8 randomly selected employees reached 91-121 hours in July 2021 (random month). In accordance with the PRC Labour Law article 41, the employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.

6.2 上次的不符合项未改正。在文件审核时，审核员发现月加班时间超出了法律的规定。在2022年3月份（当前月），8名抽样的员工中有8人的月加班时间为83-113小时；在2021年10月份（随机月），8名抽样的员工中有8人的月加班时间为93-120小时；在2021年7月份（随机月），8名抽样的员工中有8人的月加班时间为91-121小时。依据《中华人民共和国劳动法》第41条，用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时；因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。

PA 7: Occupational Health and Safety

7.1 1. The previous finding #1 had not been corrected. During this audit, the facility did not fully comply with the health and safety legal requirement. Please refer to relevant checkpoints for details. This finding was against BSCI Code of Conduct, Principle on Occupational Health and Safety. 2. The previous finding #2 had not been corrected. During document review, auditor found that no pre-job or post-service occupational diseases examination was provided for those workers who were exposed to hazardous working environment. In accordance with the PRC Law of Prevention and Control of Occupational Diseases Article 35, the employer shall conduct regular occupational health examination for those labourers who are engaged in works with occupational hazard(s) as required by production safety supervision and administration department and public health administrative department under the State Council. The occupational health examination shall be conducted before labourers start to take the post, in the course of the work and after leave the post and the employer shall provide the results of the occupational health examinations to labourers in written. (The facility had collected the occupational health and safety regulations applicable for its activities and established the occupational health and safety procedures, but auditor found that the facility did not fully comply with the health and safety legal requirements during the audit. So, this checkpoint was scored Partially.)

7.1 1. 上次的不符合项 #1 未改正。本次审核，审核员发现企业没有完全符合安全健康的法规要求。详情请参考相关检查点。该问题点违反了BSCI行为准则-职业健康安全。 2. 上次的不符合项 #2 未改正。在文件审阅时，审核员发现企业没有给在有职

PA 7: Occupational Health and Safety

业病危害作业环境下工作的所有员工进行岗前和离岗的职业健康体检。依据《中华人民共和国职业病防治法》第三十五条，对从事接触职业病危害的作业的劳动者，用人单位应当按照国务院安全生产监督管理部门、卫生行政部门的规定组织上岗前、在岗期间和离岗时的职业健康检查，并将检查结果书面告知劳动者。职业健康检查费用由用人单位承担。（企业有收集适用其生产经营活动的健康安全的法律法规和建立了健康安全程序，但是审核中发现企业没有完全符合安全健康的法规要求。因此，这个检查点选Partially。）

7.21 The previous finding had been corrected. During this follow-up audit, auditor found that food sample was retrained for each meal in the canteen.

7.21 上次的不符合项已改正。此次跟进审核，审核员发现企业的食堂已有按要求进行食品留样。

7.22 The previous finding had not been corrected. During facility tour, auditor found that the sanitary condition of the toilets for male in production area was poor. This finding was against BSCI Code of Conduct, Principle on Occupational Health and Safety.

7.22 上次的不符合项未改正。在现场巡查时，审核员发现企业生产区男厕所内卫生条件差。该问题点违反了BSCI行为准则-职业健康安全。

7.24 The previous finding had not been corrected. During document review, auditor found that the provided evaluation report of occupational hazardous factors (issued on April 1, 2022) indicated that the level of ultraviolet ray in the gas welding job exceeded the legal limit. In accordance with the PRC Law of Prevention and Control of Occupational Diseases Article 26, the employer shall assign dedicated person(s) to carry out day-to-day monitoring of the occupational hazard factors and make sure that the monitoring system is kept in normal working conditions. The employer shall, in accordance with the regulations of the safety supervision and administration department under the State Council, have the occupational hazard factor(s) tested and evaluated regularly at workplace. The results of testing and evaluation shall be kept in files of occupational health, reported regularly to the safety supervision and administration department and announced to the workers. In case that the occupational hazard factor(s) at workplace do not conform to the national standard and requirements on occupational health, the employer shall immediately adopt appropriate measures to keep them under control. If they still cannot meet the standard or requirements, the operation where such factors exist, shall be stopped. The operation can be resumed only after the factors are kept under control and meet the standards and requirements after the rectification. (Test of occupational hazardous factors was conducted regularly but only a factor exceeded the limit level. So, this checkpoint was scored Partially.)

7.24 上次的不符合项未改正。在文件审阅时，审核员发现企业提供的作业场所职业危害因素监测报告（2022年4月1日签发）显示焊接岗位的紫外线测量超标。依据《中华人民共和国职业病防治法》第二十六条，用人单位应当实施由专人负责的职业病危害因素日常监测，并确保监测系统处于正常运行状态。用人单位应当按照国务院安全生产监督管理部门的规定，定期对工作场所进行职业病危害因素检测、评价。检测、评价结果存入用人单位职业卫生档案，定期向所在地安全生产监督管理部门报告并向劳动者公布。发现工作场所职业病危害因素不符合国家职业卫生标准和卫生要求时，用人单位应当立即采取相应治理措施，仍然达不到国家职业卫生标准和卫生要求的，必须停止存在职业病危害因素的作业；职业病危害因素经治理后，符合国家职业卫生标准和卫生要求的，方可重新作业。（有企业进行职业危害因素检测，只是一个因素超出限值。因此，这个检查点选Partially。）

PA 12: Protection of the Environment

12.4 The previous finding had not been corrected. During document review, auditor found that the provided monitoring report of waste gas (issued on January 12, 2022) only covered the waste gas generated from production process, but not covered the waste gas generated from its kitchen. In accordance with Measures for Administration of Environmental Surveillance Article 21, a discharging unit shall self-monitor the situation of pollutant discharge according to the requirements of environmental protection departments above county level and the technical manual of state environmental surveillance. If a discharging unit, conforming to technical manual of state environmental surveillance, is inspected by the environmental surveillance institution under the environmental protection department above county level to meet the requirements on capability and technical conditions, its surveillance data can be used as the basis for identification of the varieties and quantities of pollutants discharged. (Monitoring of pollutants emission was conducted regularly, but only not covered the waste gas generated from its kitchen. So, this checkpoint was scored Partially.)

12.4 上次的不符合项未改正。在文件审阅时，审核员发现企业提供的废气监测报告（2022年1月12日签发）只显示监测生产过程产生的废气，而没有监测厨房油烟废气。依据《环境监测管理办法》第21条，排污者必须按照县级以上环境保护部门的要求和国家环境监测技术规范，开展排污状况自我监测。排污者按照国家环境监测技术规范，并经县级以上环境保护部门所属环境监测机构检查符合国家规定的能力要求和技术条件的，其监测数据作为核定污染物排放种类、数量的依据。（企业有定期监测污染物排放，只是没有监测厨房油烟废气。因此，这个检查点选Partially。）