

Monitoring result for Weifang jiaxin arts & crafts co.,ltd on site Weifang Jiaxin Arts & Crafts CO.,LTD.

Monitoring

Monitored Party	: Weifang jiaxin arts & crafts co.,ltd	amfori ID	: 156-028323-000
Site	: Weifang Jiaxin Arts & Crafts CO.,LTD.	Site amfori ID	: 156-028323-001
Address	: Industry and trade city, Jingzhi town, Anqiu City, Shandong,China	Monitoring Activity	: amfori Social Audit - Manufacturing
	: WEIFANG	Monitoring Type	: Full Monitoring
	: Shandong Sheng	Submission Date	: 26/11/2021
	: China	Expiration Date	: 26/11/2022

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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	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	C
PA 13: Ethical Business Behaviour	A

General description

[Location and size]:

The audited factory named Weifang Jiaxin Arts & Crafts CO., LTD. (Uniform Code of Social Credit: 913707007953390310) was located at Industry and Trade City, Jingzhi town, Anqiu City, Weifang, Shandong, China. The factory was established on 11 December 2006. The total construction area was about 6000 square meters.

[Structure of facility]:

The factory currently used of one 3-storey buildings as office area, four 1-storey buildings as production area and warehouse. Based on management interview and onsite confirmation, the factory did not provide dormitory, canteen or kitchen to employees.

The factory was specialized in the manufacturing of Artificial flowers.

The main production processes included cutting, coloring, forming, assembly, and packing. No production process or service was sub-contracted.

[Employee analysis]:

On the audit day, there were total 46 employees working in the factory, of which 34 employees were production employees and 12 employees were non-production employees. All employees were local permanent employees. And there were total 11 male employees and 35 female employees. No migrant employee from other province of China or foreign country.

[Summary of working hour]:

The factory used face identification system to record working hours of all employees and provided attendance records from 1 October 2020 to audit date for review. The regular working hours of all employees were 8 hours per day. All employees except security guards worked in one shift (7:30-11:30, 13:00-17:00). The security guards worked in two shifts (7:00-19:00, 19:00-7:00) with three groups in turn, and there were one-hour break time and 3 hours overtime for each shift. The auditor randomly selected attendance record of September 2021 (recent month), July 2021 (Random month) and April 2021 (Random month) for verification. The provided attendance records indicated that the maximum overtime of workers were 3 hours per day and 68 hours per month. The workers generally had 8 hours overtime on Saturdays and fixed rest on Sundays. The peak season and non-peak season were not obvious in the factory.

[Summary of compensation]:

During the current audit, payroll records from October 2020 to September 2021 were provided for review. The wages of September 2021, July 2021 and April 2021 were selected as sample for review during the audit. All employees were paid by hourly rate and the wages were paid in cash by the end of each month for the preceding month. The sampled payrolls showed that the minimum regular wage paid for workers was RMB2100 per month which was more than the legal minimum wage requirement of no less than RMB1730 per month. The statutory holiday allowance and paid annual leave were all provided to employees and met legal requirement. For overtime wage, the factory paid workers 150% and 200% of normal rate for overtime on regular working days and weekends. There was no overtime on statutory holidays.

[Summary of interview]:

Worker interviews were conducted by individual and in group. 8 employees from various workshops were randomly selected for interview.

[Special scene during on site observed]:

1. There was no agency or contractor used by the factory, and no government waivers and collective bargaining agreement were provided during the audit, which makes documents of the agency labor contract, contractor license/permit, government waivers and collective bargaining agreement not applicable.
2. No inconsistencies between time records and production records.
3. There was no environmental protection acceptance finish license available for review in the factory.
4. Audit company: TUV SUD; Lead Auditor: Mr. Lionel Wang; APSCA No.: CSCA21700977.

Remark: Announcement Type: Announced; Monitoring Date: November 17, 2021

Site Details

Site : Weifang Jiaxin Arts & Crafts CO.,LTD. Site amfori ID : 156-028323-001

GICS Classification

Sector : Consumer Discretionary
Industry Group : Consumer Durables & Apparel

Industry : Textiles, Apparel & Luxury Goods
Sub Industry : Apparel, Accessories & Luxury Goods

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	46 Workers
Legal minimum wage in local currency	1730 Monthly
Lowest wage paid for regular work at the site	2100 Monthly
Calculated living wage in local currency	1998 Monthly
Total sample	8 Workers

Other Metrics

Male workers	11 Workers
Female workers	35 Workers
Permanent workers - Male	11 Workers
Permanent workers - Female	35 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	2 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	3 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	11 Workers
Workers hired directly - Female	35 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	1 Workers
Sample - Female	7 Workers

Findings

PA1: Social Management System

The social management system was proved to be not that effective since some non-compliance issues were detected regarding Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety, No Precarious Employment and Protection of the Environment. Details please refer to Performance Areas 2, 5, 6, 7, 10 and 12.

工厂的社会责任管理体系尚待完善，因为在此次审核中，发现了关于工人参与和保护、公平报酬、体面劳动时间、职业健康与安全、无缺乏保障的就业关系和环境保护方面的问题。具体请参见区域2, 5, 6, 7, 10和12。

Although the factory established procedure on workforce planning, but it was not running effectively, and the workforce capacity was not properly organized to meet the expectations of the delivery orders or contracts. It caused that the workers' monthly overtime exceeded legal requirement, please refer to 6.2 for detailed information.

工厂虽有建立生产能力规划管理程序，但是工厂没有有效执行并合理规划产能以满足订单交期或合同的预期，导致发现工人月加班超出法规要求的情况，具体参考6.2。

PA 2: Workers Involvement and Protection

The factory had defined long term goals to protect worker. However, the goals were produced by the office and no evidence show that the workers or worker representative were involved in defining the goal. In addition, only final goal is set but no adequate step-by-step actions were defined.

工厂建立了保护员工的长期目标。然而，该目标计划仅由办公室制定，没有证据显示员工或员工代表有参与该目标计划的制定。另外，该目标计划设置了终极目标，但没有制定完善的每阶段的执行计划。

PA 5: Fair Remuneration

The factory total had 46 permanent employees which included 19 retirees, and did not have temporary employee, dispatched employee, and newly joined employee. Through reviewing the social insurance payment receipts of November 2021, it was noted that only 81.5% of permanent employees (22 persons) had participated in retirement, maternity, injury, medical and unemployment insurances. The factory had provided the group commercial injury insurance for the rest 24 permanent employees (52.2%) (The validity period was from 23 March 2021 to 22 March 2022 for 11 employees and from 29 May 2021 to 28 May 2022 for 13 employees.). The management of the factory explained that the reason for some workers not participating social insurance is that those did not want to pay for the social insurance. This violated Articles 72 and 73 of the Labor Law of the People's Republic of China.

工厂总计有46名正式员工，包含19名退休人员；没有临时工、派遣工和新进员工。通过查看工厂提供的2021年11月的社保缴费收据，发现工厂只有81.5%的正式员工（22人）参加了养老、生育、工伤、医疗和失业保险。工厂有提供团体意外伤害险给到剩下的24名员工（52.2%）（11人的有效期：2021年3月23日至2022年3月22日；13人的有效期：2021年5月29日至2022年5月28日）。工厂管理层解释，部分工人没有社保的原因是这些工人不愿意缴纳社保。

PA 6: Decent Working Hours

The overtime working hours exceeded the upper limit 36 hours per month. The factory provided the attendance records from 1 October 2020 to audit date for review, and attendance records of September 2021(recent month), July 2021 (random month) and April 2021 (random month) were sampled for verification. The monthly overtime hours of all randomly sampled 8 employees were 37-64 hours in September 2021, 58-63 hours in July 2021 and 47-68 hours in April 2021; and exceeded 36 hours. This violated the PRC Labor Law article 41.

工厂的月加班工时超过36小时。工厂提供了2020年10月1日至审核当日的考勤记录，并且审核员抽样验证了2021年9月（最近月），2021年7月（随机月）和2021年4月（随机月）的考勤记录。8名被抽样员工2021年9月的月加班工时为37-64小时；2021年7月为58-63小时；2021年4月达到47-68小时；均超过了36小时。

PA 7: Occupational Health and Safety

The factory had set up the occupational health and safety regulations and procedures; however, the actual practice throughout the factory was not fully in compliance. Please refer to the non-compliance of PA7 for detailed information.

工厂虽然建立了职业健康安全方面的程序和相关制度，但是工厂在实际的执行过程中还存在问题。请参考PA7部分的不符合项。

The factory had established the OHS management systems and conducted related risk assessment; but the factory did not provide evidence to prove that the workers or their representatives had attended the risk assessment, the development and implementation of the OHS systems.

工厂有建立健康安全管理体系，并进行了相应的风险评估；但工厂没有提证据证明工人或员工代表有参与到健康安全风险评估以及健康安全体系的建设和执行中。

PA 7: Occupational Health and Safety

No secondary containment was available for the chemical stored areas. This violated Regulations on the Safety Management of Dangerous Chemicals article 20.

工厂没有为化学品存储区域提供二次容器。

The production buildings of the factory looked stable and safe based on the factory tour, and the factory had provided the building structure acceptance certificate and fire inspection certificate for all buildings. However, some goods in material warehouse and finished goods warehouse were being stored against wall. The distance between goods and the wall was lower than the legal requirement of 0.5 meters. This violated the Rules Concerning Warehouse Safety and Fire Control article 18.

现场审核发现，工厂的生产建筑在外观上是稳固和安全的，并且工厂提供了所有建筑的竣工验收合格证和消防验收合格证书。但是，原料和成品仓库内部分货物靠墙放置。货物跟墙之间的距离低于法规规定的0.5米。

The factory had provided sufficient stalls and installed the privacy door for all stalls in toilet; but no basic supplies, such as toilet paper or soap were available in the toilets at workshop.

工厂已经为工人提供了足够的卫生间蹲位，并且所有蹲位已经安装了隐私门；但是车间的卫生间没有提供基本备品如厕纸肥皂。

PA 10: No Precarious Employment

The factory had signed labor contract or re-hiring agreement with all employees. However, the factory did not sufficiently respect rights of workers on obtaining social benefit; for example, the factory only provided retirement, maternity, injury, medical and unemployment insurances to 81.5% of employees. This violated the PRC Labor Act (1995), Article 72.

工厂已经与所有员工签订了劳动合同或者退休返聘协议；但是工厂未充分尊重工人获得所有福利的权利，如工厂只为81.5%的员工购买了工伤，失业，医疗，生育，和养老保险。

PA 12: Protection of the Environment

The factory did not monitor its atmospheric pollutants produced by the factory regularly. This violated Measures for the Administration of Environmental Surveillance, Article 21.

工厂没有对其产生的大气污染物进行定期监测。

The factory had compiled the Environmental Impact Assessment Report Form and got the approval but did not conduct the environmental protection acceptance finish inspection. This violated the Regulations on the Administration of Construction Project Environmental Protection (2017) Article 17.

工厂有编制环境影响评估报告表，并获得批复，但没有进行项目环保竣工验收。