

Monitoring result for Ningbo Sincere Leisure Products Co., Ltd. on site Site 1

Monitoring

Monitored Party	: Ningbo Sincere Leisure Products Co., Ltd.	amfori ID	: 156-010272-000
Site	: Site 1	Site amfori ID	: 156-010272-001
Address	: Building 4, No.518 Xinmei Road, High-tech Zone, Ningbo City	Monitoring Activity	: amfori Social Audit - Manufacturing
	: 315000, Ningbo	Monitoring Type	: Full Monitoring
	: Zhejiang Sheng	Submission Date	: 02/07/2021
	: China	Expiration Date	: 02/07/2022

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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	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	B
PA 13: Ethical Business Behaviour	A

General description

Ningbo Sincere Leisure Products Co., Ltd. was located at Building 4, No.518 Xinmei Road, High-tech Zone, Ningbo City, and focused on manufacturing plastic electric toy. The main processes were mixing, injection molding, assembling, packing. The business No. was 91330212704888941R, and it was founded on Aug 18, 1998. There were 50 employees in the factory during the audit. Based on attendance records provided by the factory from Jun 1, 2020 to the audit day, all production workers except injection molding workers worked in one shift: 08:00-11:30, 12:00-16:30, injection molding workers worked in two shifts: 08:00-20:00, 20:00-08:00, with one hour rest. All workers would also overwork 8 hours on Saturday when busy. Factory ensured all workers rest on Sundays. The factory supported the right to resting breaks including short breaks during working hours, meal break and night rest. The working time of workers was recorded by face swiping attendance machine. The wage was paid at the 15th of following month by cash. All workers were paid by hourly rated, and 150%, 200% of normal wages for overtime working on weekdays and weekends. During the audit, the factory management was cooperated, and most interviewees reported that they were satisfied with management and working condition.

Remark: The audited factory rented one 1-storey partial 2-storey building used as office, workshop and warehouse, and provided leasing contract and business license for review, this audit only covered above rent areas.

Site Details

Site : **Site 1**

Site amfori ID : **156-010272-001**

GICS Classification

Sector : **Consumer Staples**

Industry : **Personal Products**

Industry Group : **Household & Personal Products**

Sub Industry : **Personal Products**

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	50 Workers
Legal minimum wage in local currency	2010 Monthly
Lowest wage paid for regular work at the site	2610 Monthly
Calculated living wage in local currency	2347 Monthly
Total sample	5 Workers

Other Metrics

Male workers	15 Workers
Female workers	35 Workers
Permanent workers - Male	15 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	4 Workers
Workers with night shift - Female	4 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	13 Workers
Domestic migrant workers - Female	32 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	15 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	4 Workers

Findings

PA1: Social Management System

1.1 Finding: The main auditee partially respected this principle because based on amfori BSCI COC and local law requirements, the auditee had established social compliance management system, and adequate manpower was organized to implement the system. They had conducted internal social assessment and management review with records. However, the auditee could not fulfill the requirements of the management system such as overtime hours exceeded legal limit.

被审核方部分遵守该准则。被审核方在amfori BSCI行为准则和当地法规要求的基础上建立了社会责任管理体系，并组织了足够的人员来执行该体系标准，工厂进行了内部审核和管理评审并保存了记录。但是该被审核方没有完全符合管理体系的要求，比如加班时间超时等。

1.4 Finding: The main auditee partially respected this principle because the auditee had established the procedure of capacity planning. But the monthly overtime in the previous months exceeded law required 36 hours. Confirmed by management interview, it was noted that insufficient employees were in the production lines, so the workers were arranged to overtime work for the orders.

被审核方部分遵守该准则。被审核方建立了产能计划的程序，但在过去月份当中，月加班时间都超过了36小时。管理层表示，生产线上的人手不够，因此工人被安排加班去完成更多的订单。

PA 2: Workers Involvement and Protection

2.2 Finding: The main auditee partially respected this principle because the factory had established the targets of social responsibility according to amfori BSCI Code of Conduct, but the factory did not define the target time and the step-by-step approach toward sustainable improvements such as approach for working hours issues.

被审核方部分遵守该准则。工厂依据amfori BSCI行为准则制定了社会责任目标，但是没有确定目标达成时间及如何逐步达到该目标的机制，如无关于工时问题的达成目标的方法。

PA 6: Decent Working Hours

6.2 Finding: The main auditee does not respect this principle because all sampled workers' monthly overtime exceeded 36 hours. Based on attendance records from Jun 1, 2020 to Jun 28, 2021, all five sampled workers monthly OT working hours exceeded 36 hours and the maximum overtime hours was 103 hours (63 hours overtime on weekday and 40 overtime hours in weekend) happened in Aug, 2020.

被审核方（生产商）未遵循该准则，原因是所有抽样工人的最大月加班时间超出了36小时，根据2020年6月1日至2021年6月28日的考勤，所有5名抽样工人的月加班时间均超过36小时，最大月加班时间为103小时（63小时平时加班和40小时周末加班）发生在2020年8月。

PA 7: Occupational Health and Safety

7.1 Finding: The main auditee partially respected this principle because the auditee collected occupational health and safety regulations applicable for its activities and established relevant safety procedure. However, not all occupational health and safety regulations were properly implemented, such as no occupational health examination was provided to employees engaged in post with occupational disease hazards.

被审核方（生产商）部分遵循该准则，原因是被审核方识别收集了健康安全相关法律法规，并建立相关的安全程序。但是并不是所有职业健康与安全法规都得以有效的实施，比如被审核方没有为从事职业性危害作业的员工提供职业健康体检等。

7.3 Finding: The main auditee does not respect this principle because the factory did not provide occupational health examination for these workers who engaged in hazardous factors, e.g. crushing workers and mixing workers.

被审核方（生产商）未遵循该原则，原因是工厂没有定期给接触有害工作因素的工人提供职业健康体检，如碎料工人和拌料工人。

7.6 Finding: The main auditee partially respects this principle because one mixing worker in the injection workshop did not wear mask and earplug when working. One mold worker in the injection molding workshop did not wear labor protection shoe when working.

被审核方（生产商）部分遵循该准则。原因是注塑车间1名拌料工人在工作期间未佩戴口罩和耳塞。注塑车间1名模具工人在工作期间没有穿戴劳保鞋。

7.7 Finding: The main auditee does not respect this principle because chemicals such as diluent in the workshop were not provided with secondary containment and was not posted with chemical safety labels.

被审核方未遵守该原则，原因是车间的化学品例如稀释剂没有二次容器，也没有张贴化学品安全标签。

7.25 Finding: The main auditee does not respect this principle because the main auditee did not conduct tests of occupational disease hazard factors such as noise level and air quality in the workshop with occupational hazards.

被审核方（生产商）未遵守原则。工厂未对存在职业危害因素的车间进行噪音和空气质量检测。

PA 12: Protection of the Environment

12.2 Finding: The main auditee partially respected this principle because the factory did not monitor boundary noise and exhaust gas.

主要被审核方部分遵循该准则。原因是工厂未监测厂界噪声和废气的排放。

12.3 Finding: The main auditee partially respected this principle because the main auditee had conducted EIA report, but the factory did not provide the EIA approval or the acceptance approval from environment facility for review.

被审核方（生产商）部分遵守该原则。工厂有提供环评报告，但未提供环评批复和环保验收报告供查看。