

Monitored Party SHANTOU BOYUEXIN CRAFTS CO., LTD	amfori ID [REDACTED]	Address 3-4FLOORS END OF KUNMEI ROAD FENDXIANG STREET CHENGHAI DISTRICT, SHANTOU, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Bureau Veritas Hong Kong Limited
Monitoring Start Date 01/03/2024	Closing Meeting Finished Date 03/03/2024	Submission Date 08/03/2024
Expiration Date 08/03/2025	Announcement Type Fully Unannounced	
Site SHANTOU BOYUEXIN CRAFTS CO., LTD	Site amfori ID [REDACTED]	

This is an extract of the online Monitoring Result, generated on 08/03/2024, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.







amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).








All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent. © amfori, 2021

OVERALL RATING



SECTION RATING

PA1: Social Management System	D	
PA 2: Workers Involvement and Protection	B	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	B	

GENERAL DESCRIPTION

Name of lead auditor: Dawn Xie; APSCA membership number: CSCA 21701258.

Monitoring partner name: Bureau Veritas Consumer Products Service; Audit Company APSCA Number: 11600002.

Audit schedule details: The audit was planned for 1 auditor x 1 day.

Monitoring date: Mar/01/2024

Announcement Type: Fully Unannounced Full Audit, PA1 to PA 13, were covered and including document review, onsite-observation, employees, and management interview.

Business partner information: the auditee (business license number was 91440515MA58DFQY9B) was located at 3-4FLOORS, END OF KUNMEI ROAD, FENDXIANG STREET, CHENGHAI DISTRICT, SHANTOU, Guangdong, China. The factory was established on November 23, 2021, and Chinese Name was 汕头市博悦鑫工艺礼品有限公司, Chinese address per business license was 汕头市澄海区凤翔街道昆美十五米路尾第一幢三楼、四楼. The main products manufactured by the facility were holiday gifts and crafts, such as Christmas decorations. The main production processes included sewing, hand working, and packing. Peak season was not obvious.

Audited location information: The factory rented the 3rd and 4th floor of one 9-storey building used as production, warehouse, and office. Neither dormitory nor canteen was provided. Total area of the factory was about 1700 square meters.

Building was used as:

3rd floor: hand working and packing.

4th floor: office, sewing, and warehouse.

Per factory tour and interviews with management and employees, the auditee only occupied the 3rd and 4th floor of one 9-storey building. The 1st floor was parking area. The 2nd floor was occupied by Chenghai Yiluxin Crafts Co., Ltd. The 5th floor was occupied by Shantou Huarui Technology Co., Ltd. The 6th floor was occupied by Shantou Chenghai Jisheng Toys Co., Ltd. The 7th floor was occupied by a trade company. The 8th floor was occupied by Shantou Shaonianxin Toys Co., Ltd. The 9th floor was occupied by Shantou Mingli Plastic Co., Ltd. Each entity had its own business license, management system and workforce. No worker exchange was noted during this audit. Only the auditee area mentioned above was included in this audit.

Operating shifts and hours: The regular working hours were 8 hours per day and 40 hours per week. All production employees in this factory ran one shift from 08:00 to 17:30 with lunch break from 12:00 to 13:30.

Time recording system: The factory adopted an IC card punching system to record working hours of employees. According to the sampled time records, it was noted that the maximum overtime hours were 2 hours per day, and 82 hours per month. Maximum weekly working hours were 58 hours. Employees could have at least one day leave in consecutive 6 working days.

Salary payment details: Wages of employee were paid on around 15th of the next month by bank transfer. Per payroll review and interview with management and employees, all production employees were paid by hourly rate. According to the sampled payroll records, it was noted that all sampled employees were paid at least CNY 14 per hour during the tested period, which was not less than the local minimum wage of CNY 1720 per month or CNY 9.89 per hour. Overtime hours of employees worked on weekdays, weekends and holidays were paid with 150%, 200% and 300% of normal wage respectively, which was compliance with legal requirement.

Worker number information: There were 28 employees in the factory currently, including 25 production employees (10 male and 15 female employees) and 3 non-production employees, 12 male employees and 16 female employees, 10 domestic migrant employee (9 male and 10 female employees). The youngest employee in the factory was 37 years old. No other vulnerable worker (e.g., foreign migrant, young, pregnant, seasonal, temporary, disabled, home-based workers)

or any other special group workers (interns, apprentices, contractor workers etc.) employed by the factory. There was no contractor/agencies/government waivers/collective bargaining used or available by the auditee, which made the contractor license/agency labour contract/government waivers/collective bargaining agreements not applicable.

Good practices: Nil

Worker organization details: There was no trade union in the factory, but a worker committee was established.

Circumstances: There was no special circumstance during the audit.

Summary of findings: The findings were raised under PA1, PA2, PA5, PA6, PA 7, and PA13, please refer to report for finding details.

Living wage calculation: BV has used the methodology which is similar with Anker Benchmark methodology to estimate the living wage by estimating the cost of a basic but decent lifestyle for a worker and his/her family. This involves adding up the cost of three expenditure groups: food (for a low-cost nutritious diet), housing (for basic healthy housing), and other essential expenses for a family, and then adding a small margin for sustainability and emergencies. The reason BV does not use Anker benchmark is no data in GLWC for the area where the factory is located. The data source: onsite audit information collection (BV BNW).

Remark: As of the current project category, production process, scale and pollutant status, the construction project was not included in the environmental impact assessment management scope. In accordance with the Article 5 of Classified Administration Catalogue of Environmental Impact Assessments for Construction Projects (2021 Revision), construction projects not specified in this catalogue shall not be included in the environmental impact assessment management of construction projects.

SITE DETAILS

Site

**SHANTOU BOYUEXIN CRAFTS
CO., LTD**

Site amfori ID

██████████

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Textiles, Apparel & Luxury Goods

Sub Industry

Textiles

amfori Process Classifications

Assembly

Cutting

Inspection / Quality Inspection

Labelling / Label Sewing

Packaging / wrapping / shipping

Raw materials reception / handling / storage (the site
does not use hazardous chemicals)

Sewing / Stitching

GS1 Classifications

Segment

Arts/Crafts/Needlework

Family

**Arts/Crafts/Needlework
Supplies**

Product Class

**Needlework/Toy Making
Craft Supplies**

NACE Classification

Manufacture of other textiles

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	24	Workers
Legal minimum wage in local currency	1,720	Monthly
Lowest wage paid for regular work at the site	1,900	Monthly
Calculated living wage in local currency	2,180.17	Monthly
Total sample	5	Workers

Other Metrics

Male workers	10	Workers
Female workers	14	Workers
Non-binary workers	0	Workers
Permanent workers - Male	12	Workers
Permanent workers - Female	16	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	2	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	9	Workers
Domestic migrant workers - Female	10	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	12	Workers
Workers hired directly - Female	16	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	2	Workers
Sample - Female	3	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: SHANTOU BOYUEXIN CRAFTS CO., LTD | Site amfori ID: [REDACTED]

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

Based on onsite observation, document review, management, and worker interviews, it was noted that the factory had set up management system to compliance with the BSCI Code of Conduct. However, some policies were improperly implemented, and the factory did not monitor the management system accurately. This question was rated as "Partially" because there were only some gaps between the factory in some performance areas and the requirement of Amfori BSCI. Please refer to BSCI PA1.1.

基于现场走访，文件查阅，管理层和员工访谈，审核发现工厂已经建立了社会责任管理体系以符合BSCI行为准则，但部分制度没有执行到位，并且对其社会责任体系执行情况监管不到位。因为工厂只是在某些执行领域和Amfori BSCI的要求之间存在某些差距，所以这个问题点判为部分不符合。请参考BSCI PA1.1。

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

Based on document review, management and employee interviews, the factory did not recruit enough employees or organize its workforce capacity to meet the expectations of the delivery order and/or contracts, so that employees' overtime hours exceeded legal limit. This question was rated as non-compliance because the facility established capacity planning procedure but did not have any detail plan to approach toward the goal. Please refer to BSCI PA1.4.

基于文件查阅及管理层和员工访谈，审核发现工厂没有足够的员工或者进行良好的生产组织来达成交付订单和/或合同预期，以至于员工加班超出法律规定。工厂虽然制定了产能规划程序，但没有具体的实施计划，此问题判定为不符合。请参考BSCI PA1.4。

PA 2: Workers Involvement and Protection

Site: SHANTOU BOYUEXIN CRAFTS CO., LTD | Site amfori ID: [REDACTED]

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review, management and worker interviews, the factory provided the records of communication about requirements of social responsibility between the management and workers, however, the workers did not have adequate understanding on the requirements of social responsibility or the BSCI Code. Because employees had been provided with related training, the finding was rated as "Partially". Please refer to BSCI PA 2.4.	根据文件查阅，管理层和员工访谈，工厂有提供管理层与员工之间关于社会责任的沟通的记录，但是员工并不足够了解社会责任的要求或BSCI准则。由于工厂为员工提供了相关培训，此问题点判定为部分不符合。 请参看BSCI PA 2.4。

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH	LOCAL LANGUAGE
Finding	
Per onsite observation, document review, management and employee interviews, the factory had established and participated in an effective grievance mechanism for individuals, the grievance mechanism allowed worker to lodge suggestions or complaints related to the workers' rights, and individuals had alternative ways for lodging a complaint, such as through suggestion box, worker representatives or directly to the factory management. This finding was rated as "Partially" because the factory did not conduct satisfaction survey to evaluate the effectiveness of the grievance mechanism. Please refer to BSCI PA 2.5.	根据现场观察，文件审阅，管理层和员工访谈，工厂建立和参与了有效的个人申诉机制，申诉机制赋予了工人提出建议，投诉的权利，并且开放了可替代的投诉方式，例如通过意见箱，工人代表或直接向管理层投诉。但是，工厂没有进行满意度调查以评估申诉机制的有效性。因此该问题点判定为部分不符合。 请参看BSCI的要求2.5。

PA 5: Fair Remuneration

Site: SHANTOU BOYUEXIN CRAFTS CO., LTD | Site amfori ID: [REDACTED]

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH	LOCAL LANGUAGE
Finding	
Per document review and management interview, it was noted that factory management didn't investigate employees' basic needs, and they had no idea of how to calculate BNW.	通过文件查阅和管理层访谈，审核发现工厂没有调查员工基本生活需求，不了解如何计算基本生活保障工资。 该问题点判定为不符合，因为工厂有书面政策，但

Finding	
<p>This finding was raised as “No”, because the factory had written policy, but the factory management did not quite understand how to meet this requirement.</p> <p>Please refer to BSCI PA 5.4.</p>	<p>管理人员并不清楚了解该程序该如何执行。请参考BSCI PA5.4。</p>

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on social insurance receipt review, management, and worker interviews, it was noted that only 24 out of 28 (85.71%) employees were provided with accident, pension, medical, maternity and unemployment insurance in February 2024. Besides, factory provided 23 employees with commercial accident insurance from Mar. 10, 2023, to Mar. 9, 2024 to cover all employees with accident insurance.</p> <p>Some employees were unwilling to buy social insurance.</p> <p>This finding was rated as “Partially” because the social insurance participating ratio was more than 80%.</p> <p>Please refer to Article 73 of the Labor Law of the People’s Republic of China.</p>	<p>基于社保收据查阅，管理层和员工访谈，审核发现2024年2月，工厂仅为24/28(85.71%)名员工购买了工伤，养老，医疗，生育和失业保险。工厂另外为23名员工购买了有效期为2023年3月10日到2024年3月9日的商业意外险，以使所有员工均被覆盖意外险。</p> <p>因为参保比率大于80%，该问题点判定为部分不符合。</p> <p>请参考《中华人民共和国劳动法》第73条。</p>

PA 6: Decent Working Hours

Site: SHANTOU BOYUEXIN CRAFTS CO., LTD | Site amfori ID: XXXXXXXXXX

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	
<p>Based on wage and time records review, management, and worker interviews, it was noted that 15 out of 15 sample population employees worked in excess of the statutory overtime hour limits.</p> <p>A review of 15 sample population employees' time records (each 5 samples from current paid month of January 2024, and random months of July 2023</p>	<p>基于工资工时查阅，管理层和员工访谈，员工加班时间超出了法定标准。</p> <p>审核员从厂方提供的工时记录中抽15个样本(从2023年7，12月，2024年1月各抽取5个)，发现共有15个样本加班时间超出了法定标准，具体为：</p> <ul style="list-style-type: none"> • 5/5名员工在2024年1月的加班时间为76小时； • 5/5名员工在2023年12月的加班时间为82小时； • 5/5名员工在2023年7月的加班时间为82小时，超

Finding

and December 2023) yielded the following:

- 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 76 hours) in January 2024;
- 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 82 hours) in December 2023;
- 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 82 hours) in July 2023.

This question was rated as “No” because the monthly overtime systemically exceeded the legal limit of 36 hours.

Please refer to Article 41 of the Labor Law of the PRC.

过每月加班时间不能超过36小时的规定。

月加班系统性超过36小时的情况，该问题点判定为不符合。

请参看《中华人民共和国劳动法》第41条。

PA 7: Occupational Health and Safety

Site: SHANTOU BOYUEXIN CRAFTS CO., LTD | Site amfori ID: [REDACTED]

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH

LOCAL LANGUAGE

Finding

Based on site observation, document review, management, and employee interviews, it was noted that the risk assessment did not cover other areas not used by the factory in the same building. This finding was raised as “Partial” because factory had established relevant policies and procedures of risk assessment based on Amfori BSCI CoC requirement, and the factory had conducted regular internal risk assessment on health, safety, and hygiene status of working conditions, on production process and positions, etc. However, the factory did not take the entire buildings into consideration, this was not fully compliance with the requirement of Amfori BSCI CoC. This violated BSCI 7.3.

根据现场巡视，文件审核，管理层和员工访谈，审核发现工厂没有对同栋建筑的非本厂区域进行风险评估。此问题判为部分不符合的原因是工厂结合 Amfori BSCI 行为守则制定了风险评估的政策和流程，工厂有定期进行针对工厂工作条件的健康、安全和卫生状况进行评估，有针对各生产工序和生产岗位等进行风险评估。但是工厂没有将整栋厂房列入风险评估的对象，这没有完全遵循Amfori BSCI 行为准则的要求。根据BSCI 7.3改善。

Question: 7.16 Is there satisfactory evidence that the auditee ensures evacuations plans meet legal requirements and that these plans are posted in relevant places so workers can see and understand them?

ENGLISH

LOCAL LANGUAGE

Finding	
<p>Per onsite observation, management and employee interviews, it was noted that the location of the sewing area but the factory did not update the actual location of sewing area on the evacuation plans accordingly.</p> <p>This finding was rated as “partially” because all areas in the facility had been posted with evacuation plan, and per interviews with employees, they were clear about the actual escape routes.</p> <p>Please refer to Article 16 of the Fire Control Law of the People’s Republic of China.</p>	<p>根据现场观察，管理层和员工访谈，工厂改变了车缝车间的位置，但未更新逃生图。</p> <p>该问题点判定为部分不符合，因为工厂所有区域都张贴了逃生图，访谈中，员工也了解实际的疏散路线。</p> <p>请参看《中华人民共和国消防法》第16条。</p>

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Per onsite observation, management, and employee interviews, it was noted that the location of the sewing area had been changed but the factory did not update the actual location of sewing area on the evacuation plans accordingly.</p> <p>This finding was rated as “partially” because all areas in the facility had been posted with evacuation plan, and per interviews with employees, they were clear about the actual escape routes.</p> <p>Please refer to Article 16 of the Fire Control Law of the People’s Republic of China.</p>	<p>基于现场观察发现，车间抽样的缝纫机没有安装皮带轮保护罩和针档。</p> <p>根据文件审阅，管理层和员工访谈，工厂制定了机器安全的政策和流程，但工厂没有意识到皮带轮保护罩/针档缺失的潜在风险，因此，该问题点判定为不符合。</p> <p>请参看《生产设备安全卫生设计总则 (GB5083-1999)》第6.1.6条。</p>

Question: 7.25 Is there satisfactory evidence the auditee verifies that temperature, humidity, space, sanitation, illumination are adequate for the health and safety of workers?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on site observation, document review, management and worker interviews, it was noted that the auditee had not yet assessed the temperature and humidity and illumination in the workshop in such a way that was adequate for workers’ specific activities. This finding was rated as No.</p> <p>Please refer to BSCI PA 7.25.</p>	<p>基于现场观察、文件查阅、管理层访谈、员工访谈，工厂没有评估员工工作场所的温湿度光照等是否合适。该问题点判定为不符合。</p> <p>请参看BSCI PA7.25。</p>



PA 13: Ethical Business Behaviour

Site: SHANTOU BOYUEXIN CRAFTS CO., LTD | Site amfori ID: [REDACTED]

Question: 13.4 Is there satisfactory evidence that the auditee collects uses and otherwise processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements?

ENGLISH	LOCAL LANGUAGE
Finding	
Per document review and management interview, it was noted that the factory didn't establish the information safety management procedure. This finding was rated as "No". Please refer to BSCI PA 13.4	经过文件查阅和管理层访谈，审核发现工厂没有建立关于对于收集个人隐私信息保密政策或程序。该问题点判定为不符合。 请参看BSCI 13.4