

# Monitoring result for SHANTOU BOYUEXIN CRAFTS CO., LTD on site SHANTOU BOYUEXIN CRAFTS CO., LTD

## Monitoring

Monitored Party	: SHANTOU BOYUEXIN CRAFTS CO., LTD
amfori ID	: [REDACTED]
Site	: SHANTOU BOYUEXIN CRAFTS CO., LTD
Site 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	: 24/02/2023
Closing Meeting Finished Date	: 03/03/2023
Submission Date	: 03/03/2023
Expiration Date	: 03/03/2024

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## 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	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	A
PA 13: Ethical Business Behaviour	A

## General description

The audited factory was established on November 23, 2021 and the business license number was 91440515MA58DFQY9B. Factory name in English was SHANTOU BOYUEXIN CRAFTS CO., LTD. Factory local name was 汕头市博悦鑫工艺礼品有限公司. Factory address in English was 3-4FLOORS END OF KUNMEI ROAD FENDXIANG STREET CHENGHAI DISTRICT, SHANTOU, China. Factory local address 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 factory occupied the 3rd floor and 4th floor of one 9-storey production building. The total construction area of the facility was about 1700 square meters. No dormitory or canteen was available.

The factory specialized in the production of holiday gifts and crafts, such as Christmas decorations. Production processes were including sewing, hand-working and packing. Current capacity of the factory was around 2400000 pcs per year. The peak season was not obvious. There were 23 employees in the factory, including 17 production employees and 6 non-production employee. 7 employees were male and 16 employees were female. The youngest employee in the factory was 25 years old. The factory adopted finger scan system to record working hours of employees.

Per management and document review, all production employees worked in 1 shift: 8:00 to 12:00, 13:30 to 17:30. Wages of employee were paid by 10th of next month by cash with employees' signatures on the payrolls.

Per payroll review and interview with management and employees, all production employees were paid by hourly rate. During the audit, time records and wage records were sampled as follows for working hour and wage testing: 5 samples' attendance records and payrolls from current paid month January 2023, 5 samples' attendance records and payrolls from December 2022 and 5 samples' attendance records and payrolls from September 2022, it was noted that all employees were paid at least CNY 9.89 per hour during the tested period, which was met the local minimum wage CNY 1720 per month or CNY 9.89 per hour since December 2021. Employees' overtime hours worked on weekdays and weekends were paid with 150% and 200% of employee's normal wage respectively, which was compliance with legal requirement. No one worked on statutory holidays. According to the sampled time records, it was noted that the maximum overtime hours was 2 hours per day and 84 hours per month. Employees worked consecutive 6 days at most. The maximum weekly working hour was 58 hours.

According to the social insurance payment receipt provided by factory management, it was noted that all 27 employees were provided with pension, accident, unemployment, medical and maternity insurance in February 2022.

Further, 5 employees were selected for private interviews from different workshops. No negative comment was issued during employee interviews. Interviewed employees were satisfied with the working environment, compensation, working hour and management team in the factory. Factory representatives, Mr. Xu Guoyi/General Manager and Ms. Zhang Huayun/Worker Representative attended the opening meeting. A closing meeting was held with factory representatives and employee representative. All findings were communicated to management along with corresponding corrective action plans and both signed the onsite CAP and agreed to take corrective actions.

Remark: 1. There was no agencies and contractor used by the auditee, which made the agency labor contract and contractor license not applicable. 2. The auditee did not obtain government waivers and collective bargaining agreements. 3. Per factory tour and management representatives, the auditee only occupied the 3rd and 4th floor of one 9-storey production building. The first floor was parking area. The second floor was occupied by Chenghai Yiluxin Crafts Co., Ltd. The fifth floor was occupied by Shantou Huarui Technology Co., Ltd. The sixth floor was occupied by Shantou Chenghai Jisheng Toys Co., Ltd. The seventh floor was occupied by a trade company. The eighth floor was occupied by Shantou Shaonianxin Toys Co., Ltd. The ninth floor was occupied by Shantou Mingli Plastic Co., Ltd. Each entity had own business license, management system and workforce. No worker exchange was noted during this audit. 4. As per document review and onsite observation, the production process were sewing, hand-working and packing. No pollutant, such as waste air, wastewater and high noise, was generated. The facility did not need to have EIA documents or obtain pollutant discharge permit or license like that. 5. Audit type: Announced full audit; Monitoring date: February 24, 2023. Audit Company: Bureau Veritas Consumer Products Service Audit Company APSCA Number: 11600002 Lead Auditor Name: Nick Lin APSCA Auditor Registered Number: CSCA21701225.

6. The living wage was provided by the auditing company. Please refer to the attachment of BNW. 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 life style 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 the data in Anker is not reasonable with the area where the factory is located. The data source, for example: <http://www.gso.gov.vn> and <http://vietbao.vn/vn/gia-ca-thi-truong> or Data collected by BV (BV-BNW).

Site Details

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

GICS Classification

Sector : Consumer Discretionary Industry : Textiles, Apparel & Luxury Goods  
Industry Group : Consumer Durables & Apparel Sub Industry : Textiles

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

## Metrics

### Key Metrics

Total workforce	23 Workers
Legal minimum wage in local currency	1720 Monthly
Lowest wage paid for regular work at the site	1720 Monthly
Calculated living wage in local currency	2180 Monthly
Total sample	5 Workers

### Other Metrics

Male workers	7 Workers
Female workers	16 Workers
Permanent workers - Male	7 Workers
Permanent workers - Female	16 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	2 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	0 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	5 Workers
Domestic migrant workers - Female	12 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	7 Workers
Workers hired directly - Female	16 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

The auditee had set up management system to implement the BSCI Code of Conduct. However, the social management system was not implemented effectively. It was noted that the gap was noted in the sections of Social Management System, Workers Involvement and Protection, Fair Remuneration, Decent Working Hours and Occupational Health and Safety. This violated BSCI 1.1.

审核员发现受审核方建立了执行BSCI行为守则的管理体系，但是管理体系不够完善。主要工厂在管理系统，员工参与和保护，公平报酬章节，体面工作时间和职业健康安全在一些缺欠。不符合BSCI1.1条款。

The auditee's workforce capacity was not properly organized to meet the expectations of the delivery order. According to the time records from the auditee, employees worked in excess of the statutory overtime hour limits. This violated BSCI 1.4.

厂方没有合理地组织劳动力的生产能力来满足预期订单的需求。且根据厂方提供的工时记录，审核员发现员工加班时间超出了法定标准。不符合BSCI1.4条款。

### PA 2: Workers Involvement and Protection

The factory had provided training on BSCI Code of Conduct to all employees and BSCI COC was also posted onsite for employees' reference. However, the workers and worker representatives were not well aware of BSCI Code of Conduct. Please refer to BSCI PA2.4

工厂有对所有员工进行了BSCI行为守则培训，并且现场张贴了BSCI行为守则供员工阅读，但是，工人及工人代表对BSCI行为守则认识不够充分。请参看BSCI PA2.4。

It was noted that the auditee did not establish an effective grievance mechanism for communities such as for suppliers, local government, neighbor, NGO etc. This violated BSCI 2.5.

审核员发现被审核方没有针对利益相关方（如：供应商、当地政府、邻居、NGO等）建立有效的建议和申诉机制。不符合BSCI 2.5。

### PA 5: Fair Remuneration

It was noted that the factory were not aware of living wage and failed to investigate or calculate it systematically. Please refer to BSCI PA5.4.

工厂不了解最低生活需求工资，也没有进行系统性调查分析。请参看BSCI PA5.4

### PA 6: Decent Working Hours

It was noted that 15 out of 15 sampled employees worked in excess of the statutory overtime hour limits. According to records of 15 sampled workers (5 samples' attendance records and payrolls from current paid month January 2023, 5 samples' attendance records and payrolls from December 2022 and 5 samples' attendance records and payrolls from September 2022) yield the following: 5 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 44 to 46 hours) in January 2023, which was not in compliance with the legal requirement; 5 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 84 hours) in December 2022, which was not in compliance with the legal requirement; 5 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 74 hours) in September 2022, which was not in compliance with the legal requirement; This violated Article 41 of the Labor Law of the PRC.

根据厂方提供的工时记录，审核员发现15/15名员工加班时间超出了法定标准。审核员从厂方提供的考勤记录中抽取15个样本(其中从最近完整工资月2023年1月抽取5个，从2022年12月抽取5个和从2022年9月抽取5个)，发现共有15名员工加班时间超出了法定标准，具体为：5/5名员工在2023年1月加班时间为44到46小时，超过每月加班时间不能超过36小时的法律规定；5/5名员工在2022年12月加班时间为84小时，超过每月加班时间不能超过36小时的法律规定；5/5名员工在2022年9月加班时间为74小时，超过每月加班时间不能超过36小时的法律规定；不符合《中华人民共和国劳动法》第41条。

### PA 7: Occupational Health and Safety

It was noted that the factory did not take into consideration the potential risks that might be caused by the other factory within the production building when carrying out risk assessments for safe, healthy and hygienic working conditions. This violated BSCI 7.3.

审核员发现工厂在进行安全、健康和卫生工作条件的风险评估时未考虑到同一厂房内其它工厂可能引起的风险。根据BSCI7.3改善。

It was noted that workers and worker representatives were not involved in the risk assessments for safe, healthy and hygienic working conditions. This violated BSCI 7.4.

审核员发现工人和工人代表未参与安全、健康和卫生工作条件的风险评估。根据BSCI 7.4改善。

## PA 7: Occupational Health and Safety

It was noted that 2/5 sewing machines in the sewing workshop were not equipped with safety devices. (e.g. needle guards and pulley guards). In accordance with Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene.

工厂针车车间2/5台针车没有安装机器保护装置（如针挡和皮带轮保护罩）。不符合《生产设备安全卫生设计总则（GB5083-1999）》第6.1.6条。