

Monitoring result for Yuyao Ke'An Reflective Products Co., Ltd on site Yuyao Ke'An Reflective Products Co., Ltd

Monitoring

Monitored Party	: Yuyao Ke'An Reflective Products Co., Ltd
amfori ID	: 156-015191-000
Site	: Yuyao Ke'An Reflective Products Co., Ltd
Site amfori ID	: 156-015191-002
Address	: Dushan, Sanqishi Village, Sanqishi Town, Yuyao City
	: 315412, Ningbo
	: Zhejiang Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 15/09/2022
Expiration Date	: 15/09/2023

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Overall rating

A	B	C	D	E	None
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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	A
PA 13: Ethical Business Behaviour	A

General description

Yuyao Ke'An Reflective Products Co., Ltd is located at Dushan, Sanqishi Village, Sanqishi Town, Yuyao City, Ningbo, Zhejiang Province, China. The factory was established on 29 December 2008. The factory's local name is “余姚市可安反光制品有限公司(91330281681093870K)”.

The auditee consists of one 1-storey mixing building, used as production, warehouse and office, three 1-storey warehouse buildings. The total land size is about 1,000 square meters. No canteen or dormitory was provided for employees. Employees rented accommodation by themselves if needed.

Total 10 workers including 6 males and 4 females were working in the factory currently. There were 6 production employees (including cutting, high frequency pressing and packing) and 4 non-production employees (including office staff and management person). No young worker or child labour was found in factory. Around 20% employees were migrants. All employees were hired by the factory directly. No temporary workers or agency workers were used by auditee. No service provider was used by the factory.

There was no Trade Union or worker committee available in the factory, but there was one worker's representative elected by workers.

The main products manufactured by the factory are reflective products.

The main production processes are listed as follows: cutting, high frequency pressing and packing. Printing process was subcontracted to other factories. There was no significant or obvious industry risk on OHS and environmental protection for the auditee during production.

The factory had collected laws regarding health and safety. Health and safety committee conducted meeting quarterly and the latest one was held on 13 June 2022. Risk assessment records were retained. Health and safety orientation training covered machine safety and PPE using etc. Fire drills were conducted twice per year, and the latest one was conducted on 26 May 2022. Freely drinking water was provided. There was one trained first aider in factory and first aider certificate was issued on 30 May 2022. Sufficient first aid materials were supplied in each workshop. Evacuation plans were post on site.

Normal working hour was 8 hours per day and 5 days per week. One shift was arranged for all workers, working hours 7:30-11:30, 12:30-16:30, and if needed, overtime started from 17:30 to 19:30. Time records from August 2021 to the audit day were reviewed. 5 sampled workers of three sampled months were selected for review. Workers scan fingerprint or face to record working hour. Maximum 2 hours overtime per day, 54 hours per month. 1 day off after 6 days consecutive working days was guaranteed. During the worker interview, workers confirmed that they worked overtime voluntarily.

Payrolls from August 2021 to July 2022 were reviewed. 5 sampled workers of three sampled months were selected for review. The local minimum standard set at RMB 2070 since 1 August 2021. The lowest wage paid by the factory to workers was RMB 2500 per month, which was above the legal minimum wage. Wage was calculated by hourly rate. The workers' overtime work was compensated legally. Wage was paid by cash on 15th of following month. The pay slip was provided to workers. National holidays, annual leave, sick leave etc. were provided.

Insufficient social insurance participated. In current month, there were total 10 permanent employees (including 2 retired employees, no newly hired, temporary or dispatched employee). 6 out of 8 employees (75%) were participated in accident insurance, basic retirement insurance, basic illness, unemployment insurance and child-bearing insurance. The commercial accident insurance was not provided for other employees who did not participate in social insurance. No any social insurance waiver was obtained by factory.

5 employees were selected for interview, including 3 males and 2 females. The interviewed workers were satisfied with the working condition and management system.

The auditee was cooperated throughout the audit, including all production area was accessed, agreed taken photo by auditor and arranged worker interview etc. During close meeting, auditor communicated the positive performance areas to auditee, and which area should be improved. The management representative agreed the findings and promised to make improvement for them. No other serious issue was noted in this audit.

Remark:

- 1) Registered APSCA Membership Number: CSCA21703917.
- 2) No agency, contractor or collective bargaining agreement were used by the auditee, which makes these documents not applicable.
- 3) No government waiver was obtained by auditee currently, which makes the waiver not applicable.
- 4) #COVID19: The factory stated that the workers were not affected by COVID-19. Employees have been vaccinated and regularly tested for nucleic acids. The factory provided medical masks for employees to wear, and the premises were regularly disinfected. No employee was fired for contacting the coronavirus.

Site Details

Site : Yuyao Ke'An Reflective Products Co., Ltd
Site amfori ID : 156-015191-002

GICS Classification

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

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	10 Workers
Legal minimum wage in local currency	2070 Monthly
Lowest wage paid for regular work at the site	2500 Monthly
Calculated living wage in local currency	3920 Monthly
Total sample	5 Workers

Other Metrics

Male workers	6 Workers
Female workers	4 Workers
Permanent workers - Male	6 Workers
Permanent workers - Female	4 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	0 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	1 Workers
Domestic migrant workers - Female	1 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	6 Workers
Workers hired directly - Female	4 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	3 Workers
Sample - Female	2 Workers

Findings

PA1: Social Management System

The factory had established amfori BSCI management system, but it was not operated effectively, and there were issues detected in PA2, PA5, PA6 and PA7.

工厂已建立了amfori BSCI管理系统，但是没有有效地运行，并且在第二，第五，第六和第七表现区域还有问题存在。

The factory had established work capacity planning procedure, but it was not effective due to the workers' monthly overtime exceeded the legal requirement.

工厂已建立一个产能规划流程，但是没有效果，原因是工人的月加班时间超法规要求。

PA 2: Workers Involvement and Protection

The factory had set up related suggestion box management procedures and related grievance mechanism; the responsible staff would open the suggestion box regularly. However, the factory did not post complaints procedure beside the suggestion box.

工厂已经建立了意见箱管理程序和申诉机制；相应的负责人定期开启意见箱。然而，工厂没有在意见箱附近张贴申诉程序。

PA 5: Fair Remuneration

Insufficient social insurance participated. In current month, there were total 10 permanent employees (including 2 retired employees, no newly hired, temporary or dispatched employee). 6 out of 8 employees (75%) were participated in accident insurance, basic retirement insurance, basic illness, unemployment insurance and child-bearing insurance. The commercial accident insurance was not provided for other employees who did not participate in social insurance. No any social insurance waiver was obtained by factory. (Labor Law of P.R.C, Article 72 & 73) Remark: Through worker and management interviews, they stated that participating in social insurance was voluntary and some employees were reluctant to participate in social insurance.

社保参保不足。当前月，工厂有10人(其中退休人员2人，无新聘、临时、派遣员工)。8个员工中有6人(75%)购买了工伤保险，养老保险，医疗保险，失业保险和生育保险。工厂没有给未参加社保的员工购买商业意外险。工厂没有获得相关社保批文。（《中华人民共和国劳动法》第72条和第73条）备注：通过对员工和管理层的访谈，他们表示，参加社会保险是自愿的，部分员工不愿意参加社会保险。

PA 6: Decent Working Hours

According to worker attendance records from August 2021 to audit day, the workers monthly overtime working hours exceeded 36 hours for all months except January and February 2022. For three sampled months of 5 sampled workers: 5 workers overtime were 50 hours in December 2021; 5 workers overtime were 54 hours in April 2022; 5 workers overtime were 52 hours in July 2022. (PRC Labor Law article 41)

根据工人的2021年8月至审核当日的考勤，除2022年1月和2月份外，工人所有月的月加班超出36小时。抽样3个月的5个抽样的工人：5个工人在2021年12月加班时间为50小时，5个工人在2022年4月加班时间为54小时，5个工人在2022年7月加班时间为52小时。（《中华人民共和国劳动法》第41条）

PA 7: Occupational Health and Safety

The OHS management system was not operated effectively by factory, that led to partial issues detected in this PA.

工厂没有有效地执行其职业健康安全管理系统，导致在这个表现区域还有部分问题存在。

4 out of 10 employees were not provided with accident insurance or commercial injury insurance.

企业一共有10人，其中有4个人没有购买工伤保险或商业意外险。

1. The fire prevention inspection report and construction inspection report form completion could not be provided by factory for review. (PRC Fire Prevention Law article 11 and Construction Law of the People's Republic of China, Article 61) 2. Partial goods were stored against wall in incoming and finished goods storage area. (Article 18 of Rules for Warehouse Fire Prevention Safety Management)

1.工厂不能提供建筑物的消防验收报告和竣工验收报告供审核。（《中华人民共和国消防法》第十一条和《中华人民共和国建筑法》61条）2.来料和成品存放区有部分货物靠墙堆放。（《仓库防火安全管理规则》第18条）

No qualified safeguard of pulley was installed for one cutting machine used in cutting workshop. (General rules of design on health and safety of production facility (GB5083-1999), Article 6.1.2)

裁剪车间的1台裁切机没有安装皮带轮防护罩。（生产设备安全卫生设计总则 (GB5083-1999) 6.1.2）