

Monitoring result for Zhongshan SEEMAX Electrical Appliance Co., LTD on site Site 1

Monitoring

Monitored Party	: Zhongshan SEEMAX Electrical Appliance Co., LTD
amfori ID	: 156-029612-000
Site	: Site 1
Site amfori ID	: 156-029612-001
Address	: 4/F and 5/F of building B , partial 4/F of building A, No.13, Dongrui Third Road, Dongsheng Town : Zhongshan : Guangdong Sheng : China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Follow-up Monitoring
Monitoring Partner	: Intertek
Monitoring Start Date	: 30/12/2022
Closing Meeting Finished Date	: 30/12/2022
Submission Date	: 05/01/2023
Expiration Date	: 13/01/2024

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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

Zhongshan SEEMAX Electrical Appliance Co., Ltd. 中山市立东家用电器有限公司 (Uniform Code of Social Credit: 91442000324799760D) is located at 4/F and 5/F of Building B, Partial 4/F of Building A, No. 13, Dongrui Third Road, Dongsheng Town, Zhongshan City, Guangdong Province, China. This is a limited company. The total land area occupied by the facility is 6000 square meters. The facility established in December 2014.

A total of 91 employees including 37 female employees and 54 male employees are working in the facility. All the employees, including management staff and production employees were directly recruited by the facility, no part time employees or temporary employees were used. In view of the facilities, the facility consists of the whole 4/F and 5/F of one 5-storey building B and partial of 4/F of another one 5-storey building A for production, warehouse and office. No dormitory, kitchen and canteen was available in the facility.

The main products manufactured by the facility are cover electric fans and heaters. The production capacity is 100,000 pieces per month. The main production processes are listed as following: assembly, inspection and packing. The main machines used in the facility: assembly line, etc.

This follow up audit is conducted by Intertek Testing Services Shenzhen Ltd. At 09:00am on 30 December 2022, auditor entered the facility then held an opening meeting. The facility management Mr. Feng Shui Jiao / Quality supervisor, Ms. Zhao Cai Ying HR. supervisor, Mr. Wu Qing Chao / Employee representative were present in the meeting. The facility management showed a positive attitude to this audit during the whole process. All documentation requested for the review was provided timely. Locked areas encountered during the audit were unlocked timely. During the closing meeting, the facility management agreed with all the findings and expressed that they would make the improvement within one year. Findings were raised in the PA1, PA2, PA5, PA6, PA7. Please refer to the relevant performance areas for details.

Remark:

1. The last audit was conducted on 6-7 January 2022, thus the attendance records from 8 January 2022 to 30 December 2022 were reviewed during this audit.
2. The last audit was conducted on 6-7 January 2022, thus the payroll records from January 2022 to November 2022 were reviewed during this audit.
3. #COVID-19: The facility abides all current local regulations with respect to COVID-19. The risk of COVID-19 was low in Zhongshan City of China. Currently, masks and social distancing was not mandatorily enforced. However, the visitors' temperature was still measured upon entrance to the facility.
4. During this audit, it was noted that there were other three facilities with independent business license in the same buildings. As per facility management, that facility was separated with the auditee in production, personnel and finance. The auditor checked that there was no employees or products mingled on site. This audit only covered the area of the auditee.
5. During this audit, it was noted that the address on business license was 4/F of Building B, No. 13, Dongrui Third Road, Dongsheng Town, Zhongshan City, Guangdong Province, China. And the address in BSCI platform was 4/F and 5/F of Building B, Partial 4/F of Building A, No. 13, Dongrui Third Road, Dongsheng Town, Zhongshan City, Guangdong Province, China, which was more details than the address on business license.
6. The PA3, PA4, PA8, PA9, PA10, PA11, PA12 and PA13 not audited in the following up audit and rated "Yes" following amfori's instruction since no "Not rated" option available.
7. Remark for uploading document:
 - 1) There are no agencies or contractors used by the facility, which makes the agency labour contract and contractor license not applicable.
 - 2) There is no collective bargaining agreement in the facility, which makes the collective bargaining agreement not applicable.
 - 3) There are no any government waivers obtained by the facility, which makes the government waiver not applicable.
 - 4) The environmental report was not attached, due to no finding for PA 12 in the last audit, and not audited during this following up audit.

Audit date: 30 December 2022

Auditing Company: Intertek

Lead auditor: Jessica Yang, APSCA registration number: CSCA21700360

Site Details

Site : Site 1
Site amfori ID : 156-029612-001

GICS Classification

Sector	: Consumer Staples	Industry	: Household Products
Industry Group	: Household & Personal Products	Sub Industry	: Household Products

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	91 Workers
Legal minimum wage in local currency	1900 Monthly
Lowest wage paid for regular work at the site	2000 Monthly
Calculated living wage in local currency	2053 Monthly
Total sample	8 Workers

Other Metrics

Male workers	54 Workers
Female workers	37 Workers
Permanent workers - Male	54 Workers
Permanent workers - Female	37 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	5 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	45 Workers
Domestic migrant workers - Female	25 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	54 Workers
Workers hired directly - Female	37 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	2 Workers
Sample - Female	6 Workers

Findings

PA1: Social Management System

1.1 The previous finding had not been corrected. The social management system was not implemented effectively, and some non-compliance findings were detected in Performance Areas of Social Management System and Cascade Effect, Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety. For details, please refer to Performance Area 1, 2, 5, 6, 7 respectively. (Remark: The question was scored Partial because the performance areas were well in most of the PAs, only some gaps were found in several PAs.) This finding was against amfori BSCI Code of Conduct, Principle on Social Management System and Cascade Effect.

之前的问题没有改善。审核员发现企业没有有效执行社会责任管理系统。在供应链管理及级联效应、员工参与和保护、公平报酬、体面工作时间、职业健康安全等绩效领域发现部分问题点。详细分别见绩效领域第1、2、5、6、7部分。(备注: 因为大部分执行领域运行状况良好, 只有少数执行领域存在差距。该问题点视为部分符合。) 该问题点违反了BSCI行为守则, 供应链管理及级联效应。

1.4 The previous finding had not been corrected. The auditee's workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts due to the overtime hours exceeding the local law requirement. Please refer to checkpoint 6.2 for details. This finding was against amfori BSCI Code of Conduct, Principle on Social Management System and Cascade Effect.

之前的问题没有改善。受审核方的劳动力没有被正确安排以满足客人订单的期望, 因为月加班时间超出了法律的规定, 具体参考检查点6.2。该问题点违反了BSCI行为守则, 供应链管理及级联效应。

PA 2: Workers Involvement and Protection

2.2 New finding: The facility established the long term goals to protect employees according to amfori BSCI COC (such as related on working hours, benefits issues, health and safety issues etc.), but there was no feasible implementation for achieving those goals, such as there was gap with the legal requirements about overtime hours exceeded the local legal requirement. Therefore this checkpoint was scored Partially. This finding was against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.

新问题: 企业根据amfori BSCI行为守则的要求(比如关于工时、福利、健康安全等方面)制定对员工保护的长期目标, 但没有为达成这些目标建立可执行的措施, 例如月加班超出法定要求在过去一年目标执行情况与法规要求有差距。因此这个检查点选部分符合。这个问题不符合amfori BSCI的行为准则之工人参与度和保护的原则。

2.4 The previous finding had not been corrected. The facility had posted BSCI code in public and provided the training about BSCI code for all employees. However, 50% workers were not clear of the basic definition or requirements of BSCI Code of Conduct. (Remark: The facility had posted BSCI code in public and provided the training about BSCI code for all employees, but only employees were not aware of BSCI code. So, this checkpoint was scored PARTIALLY.) This finding was against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.

之前的问题没有改善。尽管企业有张贴BSCI行为准则并提供BSCI行为准则的培训给全体员工, 但50%员工不太清楚BSCI行为守则基本的概念及要求。(备注: 企业有张贴BSCI行为准则并提供BSCI行为准则的培训给全体员工, 只是员工不清楚。因此, 这个检查点选PARTIALLY。) 该问题点违反了BSCI行为守则, 员工参与和保护。

PA 5: Fair Remuneration

5.4 The previous finding had not been corrected. During management interview, auditor found that the facility management did not understand the living wage of local area and did not know how to evaluate and calculate the living wage. (Remark: The question was scored Partial because the wages paid by the facility were above the living wages calculated by auditor.) This finding was against amfori BSCI Code of Conduct, Principle on Fair Remuneration.

之前的问题没有改善。通过管理层面谈, 审核员发现企业不了解当地的生活工资, 不清楚如何评估计算生活工资。(备注: 因为企业支付的工资高于审核员计算出的生活工资。该问题点视为部分符合。) 该问题点违反了BSCI行为守则, 公平报酬。

5.5 The previous finding had not been corrected. Through reviewing the social insurance receipt of November 2022, auditor found that 52 out of 91 employees (57.1%) had participated in basic endowment insurance, basic medical insurance, maternity insurance, unemployment insurance, employment injury insurance. (Remark: The question was scored Partial because most employees had participated in social insurance.) Remark: 1) The facility had purchased commercial injury insurance for 70 employees, the valid date was from 14 September 2022 to 13 September 2023. 2) Interviewed workers stated that they participated in social insurance in voluntary basis. 3) No temporary or dispatch workers were used, there was no new employee but 4 retirees in the facility. Law: In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state.

PA 5: Fair Remuneration

之前的问题没有改善。通过审阅2022年11月的社保收据, 审核员发现企业91员工中的52名员工(57.1%)参加养老保险、医疗保险、生育保险、失业保险、工伤保险。(备注: 因为大部分员工参加社保, 因此该问题点视为部分符合。) 备注: 1) 企业有为70名员工购买商业工伤保险, 有效期至2022年9月14号到2023年9月13号。2) 面谈员工表示参加社保是自愿的; 3) 企业没有雇用临时工和劳务派遣工, 没有新进员工, 但有4名退休返聘员工。法规: 依据《中华人民共和国社会保险法》第十条, 职工应当参加基本养老保险, 由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险, 由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险, 由用人单位缴纳工伤保险费, 职工不缴纳工伤保险费。第四十四条 职工应当参加失业保险, 由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险, 由用人单位按照国家规定缴纳生育保险费, 职工不缴纳生育保险费。

PA 6: Decent Working Hours

6.2 The previous finding had not been corrected. The monthly overtime hours of 7 out of 8 randomly selected employees were 58 hours in November 2022 (current month); 8 out of 8 randomly selected employees ranged from 40 to 60 hours in July 2022 (Randomly selected month), 7 out of 8 randomly selected employees were 56 hours in April 2022 (Randomly selected month). Law: In accordance with the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.

之前的问题没有改善。在2022年11月份(当前月), 8名抽样员工中有7名员工的月加班时间为58时; 在2022年7月份(随机月), 8名抽样员工中有8名员工的月加班时间为40-60小时, 在2022年4月份(随机月), 8名抽样员工中有7名员工的月加班时间为56小时。法规: 依据《中华人民共和国劳动法》第41条, 用人单位由于生产经营需要, 经与工会和劳动者协商后可以延长工作时间, 一般每日不得超过一小时; 因特殊原因需要延长工作时间的, 在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时, 但是每月不得超过三十六小时。

PA 7: Occupational Health and Safety

7.1 The previous findings had not been corrected. 1. During this audit, the facility did not fully comply with the health and safety legal requirement. Please refer to relevant checkpoints for details. (Remark: The question was scored Partial because the performance was well in most check points of PA7, only some gaps were found in several check points of PA7.) This finding was against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety. 2. During this audit, auditor found that the facility did not provide pre-job occupational health examination and post job occupational health examination to the employees using chemicals in assembly department. Law: In accordance with the PRC Law of Prevention and Control of Occupational Diseases Article 35, the employer shall conduct regular occupational health examination for those labourers who are engaged in works with occupational hazard(s) as required by production safety supervision and administration department and public health administrative department under the State Council. The occupational health examination shall be conducted before labourers start to take the post, in the course of the work and after leave the post and the employer shall provide the results of the occupational health examinations to labourers in written. New finding: 3. During document review, auditor found that the principal in charge of work safety did not obtain the relevant safety qualification certificate. Law: In accordance with the Law of the PRC on Work Safety Article 27, The principal in charge and persons for the management of work safety in production and business entities have to have the knowledge about work safety and the competence for the management, which are commensurate with the production and business activities of these entities.

之前的问题没有改善。1. 本次审核, 审核员发现企业没有完全符合安全健康的法规要求。详情请参考相关检查点。(备注: 因为执行领域7的大部分检查点运行状况良好, 只有少数检查点存在差距。该问题点视为部分符合。) 该问题点违反了BSCI行为守则, 职业安全健康。2. 本次审核, 审核员发现企业没有提供上岗前职业病体检和离岗的职业病体检给装配车间使用化学品的员工。法规: 依据《中华人民共和国职业病防治法》第三十五条, 对从事接触职业病危害的作业的劳动者, 用人单位应当按照国务院安全生产监督管理部门、卫生行政部门的规定组织上岗前、在岗期间和离岗时的职业健康检查, 并将检查结果书面告知劳动者。新问题: 3. 通过文件审核, 审核员发现企业主要负责人没有取得安全培训资格证书。法规: 依据《中华人民共和国安全生产法》第二十七条, 生产经营单位的主要负责人和安全生产管理人员必须具备与本单位所从事的生产经营活动相应的安全生产知识和管理能力。

7.13 The previous findings had not been corrected. During facility tour, auditor found that there was electric shock risk for 20% electric boxes, which was no set prevention measure such as inner cover or locker to prevent electric shock risk. Law: National Safety Technical Code for Electric Equipments – GB19517-2009 Article 2.2.1 To ensure smooth operation and prevent hazard from direct effect of electric current, electric equipments must be with adequate electric insulation performance including insulation resistance, electric strength, quality of thermal endurance, moisture-proof, filthiness-proof, flame resistance, and tracking resistance, and so on.

之前的问题没有改善。通过现场巡查, 审核员发现企业20%配电箱有电击的风险, 没有设置必要的防护措施(如加装内盖, 或配电箱上锁等)以防止人员触电。法规: 《国家电气设备安全技术规范》-GB19517-2009第2.2条, 电击危险防护, 2.2.1 为保证正常运行和防止由于电流的直接作用造成的危险, 电气设备必须有足够的绝缘电阻、介质强度、耐热能力、防潮、防污秽、阻燃性、抗漏电起痕性等电气绝缘性能。

7.21 Remark: No canteen, kitchen was provided by the facility.

备注: 企业没有提供厨房和餐厅。

PA 7: Occupational Health and Safety

7.23 Remark: No transportation was provided by the facility.
备注：企业没有提供交通。