

Monitored Party	amfori ID	Address
Wenzhou Aquatrend Household Manufacturing Co., LTD	156-039382-000	No. 366, Binhai 21 Road, Wenzhou Bay New Area, Wenzhou city, Zhejiang Province, 325025 WenZhou, Zhejiang Sheng, China
Monitoring Activity	Monitoring Type	Monitoring Partner
amfori Social Audit - Manufacturing	Full Monitoring	Intertek
Monitoring Start Date	Closing Meeting Finished Date	Submission Date
01/08/2024	01/08/2024	06/08/2024
Expiration Date	Announcement Type	
06/08/2025	Semi Announced	
Site	Site amfori ID	
Wenzhou Aquatrend HouseholdManufacturing Co., LTD	156-039382-002	

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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, Violence or Harassment	A	
PA 5: Fair Remuneration	C	

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	B	
PA 13: Ethical Business Behaviour	A	

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GENERAL DESCRIPTION

Name of lead auditor: Jack Zheng; APSCA membership number: CSCA21700354

Monitoring partner name: Intertek

Audit schedule details: 1 auditor x 1 day

Announcement Type: Semi-Announced

Business partner information:

Wenzhou Aquatrend Household Manufacturing Co., LTD / 温州齐派家居制造有限公司 (Uniform Code of Social Credit: 91330301MA2864WL7T) is located at No. 366, Binhai 21 Road, Wenzhou Bay New Area, Wenzhou City, Zhejiang Province, China / 浙江省温州市温州湾新区滨海二十一路366号. This is a limited company. The total land area occupied by the facility is about 3000 square meters. The facility was established in October 2016 and moved to current location in February 2024. The main products manufactured by the facility are bathroom accessories. The main production processes are listed as following: cutting, bending, punching, CNC, polishing, welding, assembly, packing.

Audited location information:

The audited facility rented part of 1/F, whole 2/F & 3/F of one 4-storey production building for its operation. The rest areas were occupied by other independent facility (hereinafter as Facility B) for warehouse. No dormitory, kitchen and canteen were provided by the audited facility. Building details as below:

One 4-storey production building: 1/F, part was used by auditee as cutting, bending, punching, polishing, material storage area, the rest part was used by Facility B as warehouse; 2/F, used by auditee as office, welding, CNC, cutting; 3/F, used by auditee as assembly, packing, finished goods storage; 4/F, used by Facility B as warehouse.

Operating shifts and hours:

The attendance records from July 1, 2023 to August 1, 2024 were reviewed at this audit. Employees worked in one shift. The normal working hour was from 08:00 to 17:30 with 1.5 hour's lunch break from 12:00 to 13:30. There was no obvious peak season in the facility. Based on the sampled attendance records provided by the facility, the maximum overtime hour per day were 2 hours, the maximum monthly overtime hours were 52 hours, the maximum weekly working hours were 54 hours, and the maximum consecutive working days were 6 days.

Time recording system: Electronic attendance system was used for time keeping.

Salary payment details:

The payroll records from July 2023 to June 2024 were reviewed at this audit. Employees' wages were calculated on hourly rated basis. The lowest basic wages were RMB17.25 (3000/21.75/8) per hour, which was higher than the legal requirement. The local minimum wage was RMB2490 per month equivalent to RMB14.31 (2490/21.75/8) per hour since January 1, 2024. For overtime wages, 150%, 200% of basic wages were paid to employees for their overtime hours on normal working days and rest days respectively. There was no overtime hour on public holidays. Employees were paid by cash on or before 25th of each month after the previous wage calculation cycle.

Worker number information:

A total of 48 employees including 43 production employees (26 males and 17 females) and 5 non-production employees (3 males and 2 females) were working in the facility. 3 employees (2 males and 1 female) were local employees from Zhejiang province, 45 employees (27 males and 18 females) were migrant employees from other provinces of China. There were no young, interns, apprentices, temporary, contracted workers in the facility.

Good practices: None observed.

Worker organization details: No labor union was established in the facility, but three worker representatives were elected freely by all employees.

Circumstances: There was no special circumstance during the audit.

Summary of findings:

PA1: Social Management System

1.1, The social management system was not implemented effectively.

1.4, The facility's workforce capacity was not properly organized to meet the expectations of the delivery order and contracts.

PA 2: Workers Involvement and Protection

2.4, Some interviewed employees were not aware of BSCI code.

PA 5: Fair Remuneration

5.4, The facility did not have a system to calculate local living wage.

5.5, Insufficient social insurance participation.

PA 6: Decent Working Hours

6.2, Monthly overtime hours exceeded legal limit.

PA 7: Occupational Health and Safety

7.1,

1) The facility did not fully comply with the health and safety legal requirement.

2) The facility did not provide pre-job, on-job and post-job occupational health examination to the employees contacting occupational hazardous factors such as dust/noise.

7.13, All electrical switch boxes in the production workshop and warehouse were found without inner protection cover.

PA 12: Protection of Environment

12.3,

1) The facility could not provide the EIA approval for construction project for review.

2) The facility could not provide the environmental protection acceptance check approval for their construction project for review.

Living wage calculation:

#LivingWage: Anker methodology is used for Living Wage calculation by auditing company.

Remark:

1) There is 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 is no government waiver obtained by the facility, which makes the government waiver not applicable.

4) As per facility management interview and facility tour, Facility B was separated with the auditee completely. There was no employees or products mingled on site. Therefore, this audit only covered the area of the auditee.

4) Revision on signed closing meeting summary: There was manual revision for the finding #2.4 of PA 2 on the signed closing meeting summary.

SITE DETAILS

Site

Wenzhou Aquatrend
HouseholdManufacturing Co.,
LTD

Site amfori ID

156-039382-002

GICS Classification

Sector

Industrials

Industry Group

Capital Goods

Industry

Building Products

Sub Industry

Building Products

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	48	Workers
Legal minimum wage in local currency	2,490	Monthly
Lowest wage paid for regular work at the site	3,000	Monthly
Calculated living wage in local currency	2,691.69	Monthly
Total sample	8	Workers

Other Metrics

Male workers	29	Workers
Female workers	19	Workers
Non-binary workers	0	Workers
Permanent workers - Male	29	Workers
Permanent workers - Female	19	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	3	Workers
Management - Female	2	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	27	Workers
Domestic migrant workers - Female	18	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	29	Workers
Workers hired directly - Female	19	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	5	Workers
Sample - Female	3	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: Wenzhou Aquatrend Household Manufacturing Co., LTD | Site amfori ID: 156-039382-002

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	
1.1 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, Protection of the Environment. For details, please refer to Performance Area 1, 2, 5, 6, 7, 12 respectively. This finding was against BSCI Code of Conduct, Principle on Social Management System and Cascade Effect. This question is rated as "Partially" because the facility had established social management system, the social management system was not implemented in some PAs effectively.	1.1 审核员发现企业在“供应链管理与级联效应、工人参与和保护、公平报酬、体面工作时间、职业健康安全、环境保护”绩效领域缺少有效的管理。详细分别见绩效领域第1、2、5、6、7、12部分。 该问题点违反了BSCI行为准则-供应链管理与级联效应。 此检查点判定为“部分符合”，是因为企业已建立了社会责任管理体系，只是在一些执行领域没有执行到位。

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	
1.4 During document review, auditor found that the facility did not have satisfactory evidence to prove that the workforce capacity was properly organized to meet the expectations of the delivery order and/or contracts due to excessive overtime. For details, please refer to PA 6. This finding was against BSCI Code of Conduct, Principle on Social Management System and Cascade Effect. This question is rated as "No" because of systemic failure.	1.4 在文件审阅时，审核员发现企业没有满意的证据来证明劳动力被正确安排以满足客人订单的期望，因为员工超时加班。具体请参考绩效领域第6部分。 该问题点违反了BSCI行为准则-供应链管理与级联效应。 此检查点判定为“不符合”，是因为系统性违反。

PA 2: Workers Involvement and Protection

Site: Wenzhou Aquatrend Household Manufacturing Co., LTD | Site amfori ID: 156-039382-002

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	
2.4 Through document review and management interview, auditor found that the facility posted BSCI code in public and provided the training on BSCI code for all employees. However, 5 out of 8 interviewed employees were not aware of BSCI code. This finding was against BSCI Code of Conduct, Workers Involvement and Protection. This question is rated as "Partially" because only some interviewees were not aware of the BSCI Code.	2.4 通过文件审核和管理层面谈，审核员发现企业有张贴BSCI行为准则并提供了BSCI行为准则的培训给全体员工，但是面谈8个员工中有5个不了解BSCI的行为准则。 该问题点违反了BSCI行为准则-工人参与和保护。此检查点判定为“部分符合”，是因为仅部分员工不了解BSCI的行为准则。

PA 5: Fair Remuneration

Site: Wenzhou Aquatrend Household Manufacturing Co., LTD | Site amfori ID: 156-039382-002

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	
5.4 During management interview and document review, auditor found that the facility did not have system to calculate local living wage. This finding was against BSCI Code of Conduct, Principle on Fair Remuneration. This question is rated as "Partially" because the wages paid to employees were above living wage calculated by audit company, but the facility was not aware of it.	5.4 在管理者面谈和文件审阅时，审核员发现企业没有系统去计算当地基本生活工资。 该问题点违反了BSCI行为准则-公平报酬。此检查点判定为“部分符合”，是因为支付给员工的工资高于审核公司计算的生活工资，但企业并不了解生活工资。

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	
5.5	5.5

Finding

There was a total of 48 employees (including 0 newly hired employees and 1 retiree) in the facility. Therefore, 47 employees should participate in social insurance according to legal requirement. During document review, auditor found that only 6 out of 47 (12.8%) employees had participated in basic endowment insurance, employment injury insurance, and unemployment insurance, basic medical insurance and maternity insurance based on the social insurance document of June 2024. Remark: 1) The facility purchased commercial injury insurance for all employees, valid from April 16, 2024 to April 15, 2025. 2) Interviewed workers who had not participated in the social insurance scheme stated that they did not want to participate in social insurance; 3) No temporary and dispatch workers were used.

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.

This question is rated as "No" because of systemic failure.

企业总共有48名员工，其中有0名新入职员工1名退休返聘员工。因此企业需要按照法定要求给47名符合参保条件的员工购买社保。基于2024年6月份的社保资料，审核员发现企业的47名符合条件的员工中只有6人（12.8%）参加养老保险、工伤保险、失业保险、医疗保险和生育保险。

备注：1) 企业另外为所有员工购买了商业意外险，有效期从2024年4月16日至2025年4月15日；2) 面谈员工中没有参加社保的人员表示她/他们不愿意参加社保；3) 企业没有雇用临时工和劳务派遣工。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。

此检查点判定为“不符合”，是因为系统性违反。

PA 6: Decent Working Hours

Site: Wenzhou Aquatrend Household Manufacturing Co., LTD | Site amfori ID: 156-039382-002

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	
6.2 During document review, auditor found that overtime hours exceeded the legal requirement. The monthly overtime hours of 8 out of 8 randomly selected employees reached 52 hours in June 2024 (current month), the monthly overtime hours of 8 out of 8 randomly selected employees reached 38 hours in April 2024 (random month), the monthly overtime hours of 8 out of 8 randomly selected employees were 50 hours in December 2023 (current month), 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. This question is rated as "No" because of systemic failure.	6.2 在文件审核时，审核员发现加班时间超出了法律的规定。在2024年6月份（随机月），8名抽样的员工中有8人的月加班时间为52小时；在2024年4月份（随机月），8名抽样的员工中有8人的月加班时间为38小时；在2023年12月份（当前月），8名抽样的员工中有8人的月加班时间为50小时。 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。 此检查点判定为“不符合”，是因为系统性违反。

PA 7: Occupational Health and Safety

Site: Wenzhou Aquatrend Household Manufacturing Co., LTD | Site amfori ID: 156-039382-002

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?	
ENGLISH	LOCAL LANGUAGE
Finding	
7.1 1. During this audit, the facility did not fully comply with the health and safety legal requirement. Please refer to relevant checkpoints for details. This finding was against BSCI Code of Conduct, Principle on Occupational Health and Safety. 2. During this audit, auditor found that the facility did not provide pre-job, on-job and post-job occupational health examination to all the employees contacting occupational hazardous factors such as dust/noise in the facility. In accordance with the PRC Law of Prevention and	7.1 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。该问题点违反了BSCI行为准则-职业健康安全。 2. 在文件审核时，审核员发现企业没有提供上岗前、在岗期间和离岗的职业病体检给所有接触职业危害因例如粉尘和噪声的员工。 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。

Finding

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.

This question is rated as "No" because of systemic failure.

此检查点判定为“不符合”，是因为系统性违反。

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH

LOCAL LANGUAGE

Finding

7.13

During facility tour, auditor found that all electrical switch boxes in the production workshop and warehouse were found without inner protection cover. Remark: The electrical switch boxes were not locked, and employees could open them anytime.

In accordance with Electrical Installations of Buildings – Part 4-41 Protection for safety - Protection against Electric Shock GB16895.21-2004 Article 412.1 Insulation of live parts All live parts shall be covered by insulation layer which could be removed only by damage.

This question is rated as "No" because of systemic failure.

7.13

在现场巡查时，审核员发现生产车间及仓库内的所有电开关箱均没有内盖。备注：电开关箱没有上锁，且员工任何时候都能打开。

依据《建筑物电气装置 第4-41部分：安全防护 电击防护》GB16895.21-2004 第412.1带电部分的绝缘，带电部分应全部用只有将其破坏才能除去的绝缘层覆盖。

此检查点判定为“不符合”，是因为系统性违反。

PA 12: Protection of the Environment

Site: Wenzhou Aquatrend Household Manufacturing Co., LTD | Site amfori ID: 156-039382-002

Question: 12.3 Is there satisfactory evidence of the auditee's required environmental permits and licences?

ENGLISH

LOCAL LANGUAGE

Finding

12.3

1. During document review, auditor found that the facility could not provide the EIA approval for construction project for review.

In accordance with The PRC Environmental Impact Assessment Law article 22, The construction unit shall submit the Environmental Impact Report or Environmental Impact Report Form of the construction project to the authorized environmental protection administrative department in charge in accordance with the regulations of the State Council for examination and approval. The state implements register management for Environmental Impact Registration Form.

2. During document review, auditor found that the facility could not provide the environmental protection acceptance check approval for their construction project for review.

In accordance with the Measures for the Administrative Regulation on Environmental Protection of Construction Projects Article 17, After the completion of the construction project which requires compiling Environmental Impact Report or Environmental Impact Report Form, the construction entity shall carry out inspection and acceptance for the ancillary environmental protection facilities and compile the acceptance report in according with the standards and procedures provided by the administrative department of environmental protection of the State Council. During the process of inspection and acceptance of the environmental protection facilities, the construction entity shall, strictly according to facts, inspect, monitor and record the status of the construction and adjustment of environmental protection facilities. Falsification is prohibited. The construction entity shall make the acceptance check report available to the public according to law, except it is required to keep confidential according to the provisions of the State.

This question is rated as "No" because of systemic failure.

12.3

1. 在文件审阅时，审核员发现企业未能提供该建设项目的环境影响审查批复供审阅。

根据《中华人民共和国环境影响评价法》第22条，建设项目的环境影响报告书、报告表，由建设单位按照国务院的规定报有审批权的环境保护行政主管部门审批；国家对环境影响登记表实行备案管理。

2. 在文件审阅时，审核员发现企业未能提供建设项目环境保护竣工验收。

根据《建设项目环境保护管理条例》第十七条，编制环境影响报告书、环境影响报告表的建设项目竣工后，建设单位应当按照国务院环境保护行政主管部门规定的标准和程序，对配套建设的环境保护设施进行验收，编制验收报告。建设单位在环境保护设施验收过程中，应当如实查验、监测、记载建设项目环境保护设施的建设和调试情况，不得弄虚作假。除按照国家规定需要保密的情形外，建设单位应当依法向社会公开验收报告。

此检查点判定为“不符合”，是因为系统性违反。