

Monitoring result for Anji Yifeng Furniture Co.,Ltd on site Anji Yifeng Furniture Co.,Ltd.

Monitoring

Monitored Party : Anji Yifeng Furniture Co.,Ltd
amfori ID : 156-032842-000
Site : Anji Yifeng Furniture Co.,Ltd.
Site amfori ID : 156-032842-002
Address : No.1218 Lesan Road, Dipu District, Anji County
: Huzhou
: Zhejiang Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Monitoring Partner : SGS
Monitoring Start Date : 17/02/2023
Closing Meeting : 26/02/2023
Finished Date :
Submission Date : 26/02/2023
Expiration Date : 26/02/2024

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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	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	C
PA 13: Ethical Business Behaviour	A

General description

[Legal entity and business license]

Anji Yifeng Furniture Co., Ltd (Business license registration number: 91330523MA28C5FM2E) was located at No.1218 Lesan Road, Dipu District, Anji County, Huzhou, Zhejiang, China. The factory was founded on Mar.09, 2016. The factory rented 4F of one 5-storey building (No.2 Building) with 4425 square meters from Anji Wanhong Packing Co., Ltd. The lease agreement was provided for review. The factory former location was 4-2 No.4 Building No.366 Hengwei Road, Changshuo Street, Anji County; and the factory moved to current plant since Nov.01, 2022.

[Production overview/Physical audit scope]

The factory used 4F of one 5-storey building (No.2 Building) with 4425 square meters for production workshops, warehouses, canteen, kitchen and office rooms.

[Main products and production process]

The factory specialized in chair and sofa.

The main process included cutting, sewing, nailing, glue spraying and packing. Production capacity was about 100000 pieces per year.

[Audit process]

This was 1 Man-Day site audit and one auditor conducted opening meeting -Plan Tour, Worker and Management Interview, Document Review and Closing Meeting. The audit was conducted in good professional working environment and auditee was very supportive and cooperative throughout the audit activities. The closing meeting was carried out by the Lead Auditor explaining all the elements of CAP and further processing. The CAP was agreed and copy of it along with finding report was also given to the factory.

[Working hours information]

The factory had a policy of working hours system on Jun.08, 2021 and controlled working hours. Workers' attendance was recorded by finger-printing attendance recorder. According to the policy and implementation records, workers worked 8 hours per day and 5 days per week. The production workers had one shift (Winter shift: 08:00~11:30, 12:30~17:00; Summer shift: 07:30~11:30, 13:00~17:00); and the attendance records showed that workers had 2 overtime hours (18:00~20:00) at night 1~4 times per week usually. The attendance records showed that the factory arranged workers working on Saturday usually and workers had right to choose working overtime or not and factory ensured workers had every Sunday off per week. Furthermore, workers had at least 8 hours rest every day. Workers can take a rest during the work time when they felt tired. The maximum overtime was 2 hours per day and 60 hours per month. And the maximum weekly working hour was 56 hours.

[Wage information]

The factory established wages and benefit paying system on Jun.08, 2021, which included paid statutory holidays, sick leave, marriage leave and maternity leave etc. The wages were paid by hourly rate and by cash on 15th of next month and no delay was happened on wage paid. Based on the wages from Feb. 2022 to Jan. 2023 provided by the factory, the minimum wage paid by the factory was RMB 14.5/ hour, which met legal requirement. The wages paid to workers were more than the living standard. Overtime wages were paid at 150%/200% on weekdays/rest days respectively. No deduction except social insurance fee was identified according to wages records of workers. The factory had provided the social insurances for some workers. The legal Min. Wage: RMB 2070/ month (RMB11.9/ hour) since Aug.01, 2021

[Attachments]

There are no human resource agencies and subcontractors used by the auditee, and the auditee didn't obtain the Consolidated Working Hours System Approval, EIA and EIA approval.

[Living wage]

The living costs estimated by auditing company involves developing a model diet for workers using the method developed in Anker Methodology. This involved: (i) calculating required number of calories per person for the reference size family; (ii) Identifying least expensive acceptable food items in accordance with workers' dietary habits and relative food prices using surveys of markets where workers shop; and (iii) using data on nutritional content of foods to develop a preliminary model diet, and then adjusting the preliminary model diet to meet the recommended dietary structure for Chinese people in Development Outline of Food and Nutrition in China as well as WHO recommendations. Second, the housing cost is estimated by evaluating the cost of various rental units, utility costs, other housing costs, and routine repairs/maintenance costs which are basic for a family. And auditing company also considered the living conditions of housing near the factory according to Anker Methodology. Third, auditing company estimates non-food-non-housing (NFNH) cost for a living wage (i.e. all other costs besides food and housing) based on the ratio of NFNH to food costs expenditures according to secondary statistical data and the cost of our model diet. Fourth, auditing company estimates the number of full-time equivalent workers per family providing support in order to estimate a net living wage for workers based on information from government websites and published papers. Finally, payroll taxes and deductions are taken into consideration to estimate the gross living wage for workers.

[Audit team's information]

Announcement Type: Announced

Monitoring Date: Feb.17, 2023

Monitoring Firm: SGS (Monitoring firm APSCA #: 11600006)

Auditor Name: Fancy Shen (APSCA member No.: CSCA 21702072)

Site Details

Site : Anji Yifeng Furniture Co.,Ltd.
Site amfori ID : 156-032842-002

GICS Classification

Sector : Consumer Discretionary
Industry Group : Consumer Durables & Apparel

amfori Process Classifications

N.A.

NACE Classification

Manufacture of furniture

Industry : Household Durables
Sub Industry : Home Furnishings

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	40 Workers
Legal minimum wage in local currency	2070 Monthly
Lowest wage paid for regular work at the site	2532 Monthly
Calculated living wage in local currency	3685 Monthly
Total sample	5 Workers

Other Metrics

Male workers	21 Workers
Female workers	19 Workers
Permanent workers - Male	21 Workers
Permanent workers - Female	19 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	1 Workers
Management - Female	1 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	13 Workers
Domestic migrant workers - Female	9 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	21 Workers
Workers hired directly - Female	19 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

1.1 The main auditee partially respected this principle because the auditee established management manual about Amfori BSCI and relevant documents of control procedures about social responsibility on Jun.08, 2021, but the factory did not ensure an effective management system to implement the Amfori BSCI Code of Conduct and ensure that the Amfori BSCI values and principles are followed in a satisfactory manner for some performance area such as working hours etc. It violated Amfori BSCI Manual 1.1

被审核方部分遵守该准则。原因是被审核方于2021年06月08日建立了实施Amfori BSCI体系的管理手册和相关社会责任程序文件，但是工厂没有确保Amfori BSCI行为准则以及Amfori BSCI的价值和准则被满意的体现，如在工时部分等。违反了Amfori BSCI手册1.1

1.4 The main auditee partially respected this principle because the factory had realistically calculated the costs of production and delivery times. But the factory did not provide the related document and records on capacity planning for review. In addition, based on electric attendance records review, workers' monthly OT hours exceeded the legal requirement (E.g. the maximum monthly overtime was 60h (e.g. in Jul. 2022) for workers) . It violated Amfori BSCI Manual 1.4

主要被审核方部分遵守该准则。原因是工厂了解如何计算生产产能和订单周期，但无任何计算方法和记录保留。另外根据工厂提供的考勤记录显示，员工的月加班时间超法规要求（例如：员工最大月加班为2022年07月份的月加班60小时）。违反了Amfori BSCI手册1.4

PA 2: Workers Involvement and Protection

2.2 The main auditee partially respected this principle because the main auditee had established management system according to amfori BSCI Code of Conduct and defined long-term goals for protecting workers according to the amfori BSCI Code of Conduct. But the factory did not regularly evaluate and follow up on long-term goals. It violated Amfori BSCI Manual 2.2

主要被审核方部分遵守该准则。原因是工厂已经基于amfori BSCI的准则建立了管理体系，也根据amfori BSCI的准则制定了保护工人的长期目标，但工厂没有对长期目标进行定期评估和跟进。违反了Amfori BSCI手册2.2

2.4 The main auditee partially respected this principle. During tour, amfori BSCI COC was posted on the wall in the workshop. However, it was noted that all interviewed workers did not understand the COC well, such as areas of right of freedom of association and ethical business behavior, etc. It violated Amfori BSCI Manual 2.4

被审核方（生产商）部分遵循该准则。现场查看，发现amfori BSCI行为守则张贴在车间的墙面上。然而，发现所有受访员工不了解行为守则，例如结社自由和道德的商业行为领域等。违反了Amfori BSCI手册2.4

PA 5: Fair Remuneration

5.5 The main auditee did not respect this principle because based on social insurance invoices from Nov. 2022 to Jan. 2023 and confirmed with management, there were 40 workers in the factory, but only 25 workers were covered with retirement insurance, medical insurance, unemployment insurance, maternity insurance and injury insurance. 7 out of 40 workers were retired workers. There were 5 new workers within one month. And no evidence was identified that the workers had taken part in the agricultural insurance. The workers expressed that they didn't want to be insured. It violated Labor Law of the People's Republic of China (2018 Amendment) Article 72, Article 73

被审核方未遵守该准则。原因是根据工厂提供的2022年11月至2023年01月的社保缴费凭证及管理层确认，工厂为40名员工中25名员工提供了养老保险，医疗保险，失业保险，生育保险和工伤保险。40名工人中7名为退休返聘员工。其中工厂近一个月新入职员工有5名。另没有证据显示工厂员工有参加农保，且访谈员工表示自己不愿意参保。违反了中华人民共和国劳动法（2018修正）第七十二条，第七十三条

PA 6: Decent Working Hours

6.2 The main auditee did not respect this principle because the main auditee did not ensure the overtimes of workers in accordance with the legal requirement. Based on provided attendance records, all monthly overtime out of recent 12 months (except Feb. 2022 and Jan. 2023) exceeded 36 hours, the maximum monthly overtime was 60h (20 overtime hours at weekday and 40 overtime hours at weekend) (e.g. in Jul.2022) for workers. It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41

被审核方未遵守该原则。工厂未确保员工的加班时间符合法规要求。根据工厂提供的近12个月的考勤显示，每月（除了2022年02月以及2023年01月）的月加班均大于36小时，员工最大月加班为2022年07月份的月加班60小时（平时加班20小时以及周末加班40小时）。违反了中华人民共和国劳动法（2018修正）第四十一条

PA 7: Occupational Health and Safety

7.1 The main auditee partially respected this principle because the factory had established complete management system on health and safety, included identification and awareness of related legal regulation, health and safety check, training and etc.

PA 7: Occupational Health and Safety

But some issue was happened due to management negligence. Some materials were placed against with the wall in the plant. It violated Regulations on Fire Prevention of Warehouse (1990) Article 18 and Amfori BSCI Manual 7.1

被审核方（生产商）部分遵循该准则。原因是工厂已建立完整的健康安全管理体系，包括相关法规的识别与了解，健康安全检査，培训等，但是由于管理疏忽，导致某些问题发生。以及部分物料靠墙堆放。违反了仓库防火安全管理规则（1990）第十八条和Amfori BSCI 手册7.1

7.2 The main auditee did not respect this principle because the factory only provided injury insurance for 25 out of 40 workers. It violated Amfori BSCI Manual 7.2

主要被审核方（生产商）未遵循该原则，因为工厂仅给40名中25名工人提供工伤保险。违反了Amfori BSCI 手册7.2

7.3 The main auditee partially respected this principle because the auditee carried out regular risk assessment for safe, healthy and hygienic working conditions, but the occupational health examination was not provided for two glue spraying workers. It violated Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35

被审核方部分遵循该准则。原因是被审核方虽然针对安全，健康和卫生工作条件进行定期风险评估但是被审核方没有向2名喷胶工人提供职业健康体检。违反了中华人民共和国职业病防治法（2018修正）第三十五条

7.25 The main auditee did not respect this principle because the audit factory did not conduct the occupational hazardous factors monitoring for the hazardous workshops such as glue spraying workshop. It violated Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 26

被审核方未遵守该准则。原因是工厂没有安排有害车间(例如喷胶车间)进行职业危害因素监测。违反了中华人民共和国职业病防治法（2018修正）第二十六条

PA 12: Protection of the Environment

12.2 The main auditee partially respected this principle because factory did not provide the test report for boundary noise and waste gas. It violated Law of the People's Republic of China on Noise Pollution Prevention and Control (2021 Amendment), Article 38 and Atmospheric Pollution Prevention and Control Law of the People's Republic of China (2018 Amendment), Article 24

被审核方部分遵守该准则。原因是工厂未提供厂界噪音和废气的监测报告。违反了中华人民共和国噪声污染防治法（2021修正）第三十八条以及中华人民共和国大气污染防治法（2018修正）第二十四条

12.3 The main auditee did not respect this principle because the factory did not obtain the EIA report or EIA approval. It violated Law of the People's Republic of China on Environmental Impact Assessment (2018 Amendment), Article 16

主要被审核方未遵守该原则。原因是被审核方尚未取得环评报告以及环评批复。违反了中华人民共和国环境影响评价法（2018修正）第十六条