

Monitoring result for Wenzhou City Meichen Paper & Plastic Products Co., Ltd on site Wenzhou City Meichen Paper & Plastic Products Co., Ltd

Monitoring

Monitored Party	: Wenzhou City Meichen Paper & Plastic Products Co., Ltd
amfori ID	: 156-019104-000
Site	: Wenzhou City Meichen Paper & Plastic Products Co., Ltd
Site amfori ID	: 156-019104-002
Address	: Waipu Industrial Parks, Aojiang Town, Pingyang County
	: 325401, Wenzhou
	: Zhejiang Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Follow-up Monitoring
Monitoring Partner	: TUV Rheinland
Monitoring Start Date	: 07/12/2022
Closing Meeting Finished Date	: 07/12/2022
Submission Date	: 14/12/2022
Expiration Date	: 13/12/2023

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Overall rating



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	A
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

Wenzhou City Meichen Paper & Plastic Products Co., Ltd (温州市美辰纸塑制品有限公司) was located at Waipu Industrial Parks, Aojiang Town, Pingyang County, Wenzhou City, Zhejiang Province, China. (中国浙江省温州市平阳县鳌江镇外浦工业区). The auditee located within independent physical boundary, the total area occupied by the auditee was about 1600 square meters. There were total 3 main buildings within the boundary and all buildings were owned by the auditee, including two 3-storey production buildings (combined together) and one 1-storey production building used as office, production and warehouse. The main products were paper-plastic handicraft. The main production processes were cutting, gluing, assembly and packing. Based on document review, management interview, factory tour and workers' interview, all the mentioned processes were finished within the factory. The peak month was not obvious. No transportation, dormitory or canteen was provided. The management was cooperate throughout the whole audit, all the area could be access and take photos, the documents were provided in time and the interview was conducted in privacy. During the close meeting the auditor communicated the good and insufficient areas in implementing the amfori BSCI requirement, the management stated they will correct as soon as possible.

Remark:

1. There was no agency used by the auditee, which made the agency labour contract not applicable. No contractor was used, which made contractor license not applicable. There was no collective bargaining agreement used by the auditee, which made the collective bargaining agreement not applicable. Factory did not provide government waiver during audit, which made the government waiver not applicable.
2. The factory provided the property ownership certificate showed that the building was completed in 1996, so no Construction completion registration form or Fire safety approval was available for these buildings.
3. Auditor: John Huang, CSCA, registration number 21702977. Auditing company: TUV Rheinland, APSCA Number:11600007. This was a fully-announced follow up audit on 07 December 2022 for PA1, 2, 5, 6, 7 and 12. The other PAs were not rated, and the evidence DE was selected and the rating was kept same as previous report.
4. There was no security guard used in the factory. The manager was responsible for the security.
5. No ANKER wage available for the producer location, the living wage was provided by auditing company.

Site Details

Site : Wenzhou City Meichen Paper & Plastic Products Co., Ltd

Site amfori ID : 156-019104-002

GICS Classification

Sector : Consumer Discretionary

Industry : Household Durables

Industry Group : Consumer Durables & Apparel

Sub Industry : Housewares & Specialties

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	26 Workers
Legal minimum wage in local currency	1840 Monthly
Lowest wage paid for regular work at the site	2100 Monthly
Calculated living wage in local currency	2346 Monthly
Total sample	6 Workers

Other Metrics

Male workers	7 Workers
Female workers	19 Workers
Permanent workers - Male	7 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	3 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	7 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	2 Workers
Sample - Female	4 Workers

Findings

PA1: Social Management System

The factory established social responsibility management system and procedures according to amfori BSCI Code of Conduct, however, the factory did not effectively implement social responsibility management system to comply with the amfori BSCI Code of Conduct and local legal law requirements, which was lead to the monthly OT was exceed 36 hours, and the social insurance were not provided for part of employees etc. And through management interview, no any correct actions established to reduce OT and improve the social insurance.

工厂根据amfori BSCI行为准则建立了社会责任管理系统以及程序,然而工厂未能有效地执行社会责任管理体系去遵循amfori BSCI行为准则和当地法律法规的要求,导致月加班超36小时,部分员工没有提供社保等。并且通过管理层访谈得知,并未建立相关整改措施来减少加班时间和提高参保人员。

The factory had the production capacity planning procedure and product cost calculate procedure, but the facility did not implement effectively. The time records showed that most of employees had excessive monthly overtime in the past 12 months. The factory management stated that it was hard for the factory to follow the production capacity planning procedure, due to the factory needed to arrange excessive monthly overtime to finish the order.

工厂有产能规划程序和产品成本计算程序,但是工厂没有有效地实施。考勤显示大部分员工在过去12个月有超时月加班。工厂管理人员说工厂遵守产能规划的要求是困难的,由于工厂需要安排超时月加班来完成订单。

PA 2: Workers Involvement and Protection

The factory defined the long-term goals to protect workers, such as decreasing the overtime hours and increasing the coverage of social insurance, etc. However, the long-term goals did not have the specific plan on how to reduce monthly overtime hours or improve the social insurance coverage rate and the factory did not trace the goals attainment situation too. The management stated they ignored this requirement.

工厂定义了保护员工的长期目标,例如降低加班时间和提高社保参保率等。然而,长期目标并没有具体计划如何去减少每月加班时间或提高社会保险覆盖率,工厂也没有定期追踪目标达成情况。管理层表示忽略了此要求。

The amfori BSCI code of conduct in local language was posted in the factory for worker study, the factory also provided training of amfori BSCI code of conduct to worker representatives and workers on 15 Sep. 2022, however, 50% of employees interviewed did not understand some of the concepts and requirements of amfori BSCI Code of Conduct. such as the concept of employee participation and employee protection etc. The interviewees stated that they were focus on working, and did not read these materials, and it's easy to forget after the training.

工厂里张贴了当地语言的amfori BSCI行为守则给员工学习,工厂在2022年9月15日也提供amfori BSCI行为守则的培训给员工代表和员工,可是,发现50%的受访员工对amfori BSCI行为守则的部分概念和要求不理解。例如员工参与和员工保护等。员工表示他们只顾着工作了,没注意看这些资料,培训后也容易忘记。

PA 5: Fair Remuneration

The factory did not provide social insurance to all workers. There were total 26 employees hired at the factory during audit date, 9 employees were retirees hired to work again, no employee was new hired after Oct. 2022 and no employee was resigned since Oct. 2022, so the factory should provide social insurance to 17 employees in Oct. 2022. The factory provided social insurance receipts from Nov. 2021 to Oct. 2022 for review, through reviewing the social insurance receipts and management interview, 2 employees were not provided with retirement insurance, unemployment insurance, medical insurance and child-bearing insurance, all non-retired employees were provided with injury insurance in Oct. 2022. The management explained that most of workers did not want to participate in social insurance, if somebody wanted to participate in social insurance, the factory would provide it to him/her. The workers who did not participate in social insurance stated that they did not want to participate in social insurance because they had participated in local rural medical insurance, although the factory had communicated the social insurance policy to them. (Remark:1. The factory did not collect the relevant documents about workers participated in local rural medical insurance; 2. The factory provided commercial insurance to all retired employees, valid from 15 April 2022 to 14 April 2023.) Reference law: Labor Law of P.R.C, Article 72 & 73.

工厂没有提供社会保险给所有员工。工厂审核当天一共雇佣了26名员工,9名为退休返聘员工,2022年10月后没有新进员工,2022年10月开始没有员工辞职。因此工厂应该在2022年10月应为17名员工提供社会保险。工厂提供了2021年11月至2022年10月的社保凭证供审核,根据社保凭证和管理访谈,在2022年10月,工厂未给2名员工提供养老,失业,医疗和生育保险,给全部未退休的员工提供了工伤保险。工厂管理层解释到大部分员工不想参加社会保险,如果有人想参加社会保险,工厂会为他/她提供的。未参加社保的员工表示他们不想参加社会保险,因为他们已经参加了当地的农村合作医疗保险,尽管工厂已给他们沟通了社保政策。(备注:1.工厂未收集员工参加当地农村合作医疗保险的相关文件;2.工厂给所有退休员工提供商业意外险,有效期从2022年4月15日到2023年4月14日。)。参考法规:《中华人民共和国劳动法》第72和73条。

PA 6: Decent Working Hours

The factory did not control the monthly overtime hours within legal requirement. According to the attendance records from 1 Nov. 2021 to the audit day review and worker interview, the monthly overtime hours of workers exceeded 36 hours and the maximum

PA 6: Decent Working Hours

was up to 54 hours (in July 2022): (1) The attendance records in Apr. 2022 showed the monthly overtime hours of all 6 randomly selected workers exceeded 36 hours and the maximum was up to 50 hours; (2) The attendance records in Jul. 2022 showed the monthly overtime hours of all 6 randomly selected workers exceeded 36 hours and the maximum was up to 54 hours; (3) The attendance records in Oct. 2022 showed the monthly overtime hours of all 6 randomly selected workers exceeded 36 hours and the maximum was up to 48 hours. Reference law: PRC Labor Law article 41. The maximum monthly overtime hours of 6 randomly selected employees were 10 hours in Dec. 2022 (from 1st to 7th). Workers stated that they worked overtime voluntarily and they were willing to work overtime to increase income.

工厂未控制月加班时间在法规要求范围内。根据查阅2021年11月1日至审核当天的考勤记录以及员工访谈，工人的月加班时间均超过36小时，最高月加班时间达到54小时（2022年7月）：(1)2022年4月显示所有6名员工随机抽样员工月加班超过36小时，最大的达到50小时；(2)2022年7月显示所有6名随机抽样员工月加班超过36小时，最大的达到54小时；(3)2022年10月显示所有6名随机抽样员工中的月加班超过36小时，最大的达到48小时。参考法律法规：《中华人民共和国劳动法》第41条。6名随机抽样在2022年12月（从1号到7号）最大月加班时间为10小时。工人说他们自愿加班且愿意加班来增加收入。

PA 7: Occupational Health and Safety

1. The factory did not conduct occupational hazards factors test for workshops in the past year; there was occupational hazards factors during the production processes, such as high noise in the cutting workshop; chemical waste gas in the gluing workshop; 2. There was high noise generated in cutting processes and chemical waste gas generated in the gluing processes. The factory could not provide pre-service, on-service and post-service occupational health examination for workers of cutting and gluing processes. Reference to PRC Law of Prevention and Control of Occupational Diseases article 35; Provisions on the Administration of Occupational Health at worksites, Article 20.

1. 过去一年里，工厂没有对车间进行职业危害因素检测，工厂的生产过程有危害因素产生，如模切车间有高噪音；刷胶车间有化学废气。2. 在模切过程中产生高噪声，在刷胶过程中产生化学废气。工厂未能提供模切和刷胶工序的员工提供岗前，岗中和离岗时的职业病体检检查。参考《中华人民共和国职业病防治法》第35条；《工作场所职业卫生管理规定》第20条。

The factory had carried out risk assessment for safe and healthy, but the records of risk assessment were not complete, such as not include the special equipment and impact of high temperature to employees in summer etc.

工厂进行了健康安全的风险评估，但风险评估记录不完整，例如，未包括特种设备和夏季高温对员工的影响等。

The factory provided freely PPE to all workers, but it was noted that one workers exposed to high noise in the cutting workshop did not wear earplugs, moreover, 2 gluing workers worn ordinary masks instead of activated carbon masks. Reference laws: Work Safety Law of P.R.C, Article 45

工厂免费为所有工人提供个人劳保用品，但审核发现在模切车间接触高噪音的1名工人没有戴耳塞，2名刷胶工人佩戴的是普通口罩而不是活性炭口罩。参考法规：中华人民共和国安全生产法，第45条。

There were chemicals of glues and machine oil etc. used in the factory. The factory also had established chemical management procedure. But it was noted that around 50% of chemicals were not provided with safety label or chemicals label in the chemical usage and storage areas. Reference law: Regulation on chemical safe handling in workplace, Article 12

工厂有使用胶水和机油等化学品。工厂也建立了化学品管理程序。但是审核发现在化学品使用和存放区，有大约50%的化学品没有被提供安全标示或化学品标示。参考法规：《工作场所安全使用化学品规定》，第12条

It was noted that 2 electric boxes were not locked and the electric wires was exposed in the cutting workshop. Reference law: Code for Design Of low Voltage Electrical Installations GB50054-2011, 5.1.1

审核发现模切车间有2个电箱没有上锁，电线裸露。参考法规：低压配电设计规范，GB50054-2011, 5.1.1

PA 12: Protection of the Environment

1.The factory didn't provide the boundary noise monitoring report for review, noise was generated from cutting process. Reference law: Self-monitoring technology guidelines for pollution units (HJ 819-2017), Article 5.4. 2.The factory didn't provide the waste gas monitoring report for review, waste gas was generated from gluing process. Reference law: Self-monitoring technology guidelines for pollution units (HJ 819-2017), Article 5.2. 3. The factory did not transfer the hazardous wastes (such as waste chemical containers) to the licensed vendor for disposing. The factory stated that the hazardous waste was not transferred at present due to little quantity. Reference law: Article 79 of Law of the People's Republic of China on Prevention and Control of Solid Waste Pollution.

1.工厂未提供厂界噪声监测报告供审核，模切工序均产生噪音。参考法律法规：《排污单位自行监测技术指南（HJ819-2017）》第5.4条。2.工厂未提供废气监测报告供审核，刷胶工序产生废气。参考法律法规：《排污单位自行监测技术指南（HJ819-2017）》第5.2条。3.工厂未将其产生的危险废弃物(如废化学品桶)转移给有资质公司处理。工厂管理层表示危废由于量少而还未转移。参考法律法规：《中华人民共和国固体废物污染环境防治法》第79条。