

Monitoring result for DongGuan Hongsheng Printing Co.,Ltd on site Site 1

Monitoring

Monitored Party	: DongGuan Hongsheng Printing Co.,Ltd	amfori ID	: 156-016655-000
Site	: Site 1	Site amfori ID	: 156-016655-001
Address	: No.10,DongHuan 2rd Road,HuangJiang Town	Monitoring Activity	: amfori Social Audit - Manufacturing
	: DongGuan	Monitoring Type	: Full Monitoring
	: Guangdong Sheng	Submission Date	: 05/07/2021
	: China	Expiration Date	: 05/07/2022

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Overall rating



Section rating

PA1: Social Management System	C
PA 2: Workers Involvement and Protection	C
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	C
PA 6: Decent Working Hours	D
PA 7: Occupational Health and Safety	B
PA 8: No Child Labour	A
PA 9: Special Protection for Young Workers	A
PA 10: No Precarious Employment	B
PA 11: No Bonded Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	B

General description

DongGuan Hongsheng Printing Co.,Ltd the name in Chinese was ‘东莞市宏昇印刷有限公司’, Unified Social Credit Code: was 914419005517343184) was established in 2010 as shown in the business license, it was located at No.10,DongHuan 2nd Road,HuangJiang Town, DongGuan, China (the address in Chinese was ‘中国广东省东莞市黄江镇东环二路10号’). The facility specialized in the manufacture of production of Box Color Box, Board Game, 3D Book. The main produce processes included printing, surface treatment, paper lamination, die-cutting, molding and packing. According to factory management, peak season was not obvious.

The facility occupied one 4-storey office & dormitory building (canteen was located on the 1st floor), one flat warehouse building, one 4-storey production building. The total construction floor area of is around 4,000 square meters.

There were a total of 49 employees (38 productive employees and 11 non-productive employees) with 40 male and 9 female. The youngest employee noted during this audit was 23 years old. All the employees, including management staff and production workers were directly hired by the facility, no part time workers or temporary workers were used.

The factory adopted finger print scanning system to record working hours of employees. Per management and document review, all employees conducted 1 shift: 08:00-12:00, 13:30-17:30. Wages of employee were paid before the 31th day of the next month in cash with wage stubs issued to employees. Per payroll review and interview with management and employees, all production employees were paid by hourly rate.

During the audit, employees' time records and wage records were sampled as follows for working hour and wage testing: 5 samples selected from April 2021 as the most recent paid month, 5 samples selected from February 2021 as auditors' choice month, 5 samples selected from August 2020 as auditors' choice month and an extra of 5 samples selected from the recent yet-to-pay month May 2021 (this month is the most recent month with full attendance record but the wages was not due to release). According to the sampled time records, it was noted that the maximum overtime hours were 2 hours per day, and 66 hours per month. The maximum weekly working hours were 54 hours per week. Employees could have at least one day leave in consecutive 6 working days. According to the sampled payroll records, it was noted that all employees were paid at least RMB11.49 per hour, which met the local minimum wage RMB9.89 per hour since July 1, 2018. All employees overtime worked on weekday and weekend was paid with 150% and 200% of employees' normal wage, which was compliance with legal requirement. No sampled worker overtime on statutory holidays.

According to the social insurance payment receipt provided by factory management, it was noted that only 22 out of 49 employees (45%) were provided with pension, unemployment, medical, maternity and accident insurance in June 2021. And the facility provided a commercial insurance to 37 employees with a valid period from April 24, 2021 to April 23, 2022.

Further, 5 employees were selected for private interviews from different workshops. No negative comment was issued during employee interviews. Interviewed employees were satisfied with the working environment, compensation, working hour and management team in the factory.

A closing meeting was held with the factory representatives and all of the findings were discussed. Ms. Liu Hua Yan / G.M. Assistant and Mr. Zhu Zhong Liang / Worker Representative attended the open meeting and the closing meeting. And Ms. Liu Hua Yan / G.M. Assistant signed the onsite CAP and agreed to take corrective actions.

Remark:

1. There was no agency or contracted worker used, no collective bargaining agreement was signed and no government waiver was obtained, either. Thus, no photo attached for the relevant documents.

2. Audit Company: Bureau Veritas Consumer Products Service
Audit Company APSCA Number: 11600002
Lead Auditor Name: Christy Jian
APSCA Auditor Registered Number: RA 21701180

3. Per factory tour, document review and interview, another company's office area was located on the 4th floor of office and dormitory building, no production line and no products on it. Thus, it was not included in the audit scope.

Site Details

Site : **Site 1**

Site amfori ID : **156-016655-001**

GICS Classification

Sector : **Industrials**

Industry : **Industrial Conglomerates**

Industry Group : **Capital Goods**

Sub Industry : **Industrial Conglomerates**

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	49 Workers
Legal minimum wage in local currency	1720 Monthly
Lowest wage paid for regular work at the site	2000 Monthly
Calculated living wage in local currency	2001 Monthly
Total sample	5 Workers

Other Metrics

Male workers	40 Workers
Female workers	9 Workers
Permanent workers - Male	40 Workers
Permanent workers - Female	9 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	4 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	2 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	33 Workers
Domestic migrant workers - Female	9 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	40 Workers
Workers hired directly - Female	9 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	4 Workers
Sample - Female	1 Workers

Findings

PA1: Social Management System

It was noted that the facility didn't hire enough employees or properly organized to meet the produce requirement. This finding is in violation of BSCI 1.4.

审核发现工厂没有请足够的工人或更好地组织生产来满足生产的需求。请参看BSCI PA1.4条

PA 2: Workers Involvement and Protection

The factory provided the records of communication about requirements of social responsibility between the management and workers, however, the workers did not know the requirements of social responsibility and BSCI Code of Conduct. No local law applies. This finding is in violation of BSCI 2.4.

工厂有提供进行管理层与员工之间关于社会责任的沟通的记录，但是根据员工访谈员工并不知道社会责任的要求和BSCI的要求。请参看BSCI PA 2.4

It was noted that the factory had established or participated in an effective grievance mechanism for individuals, the grievance mechanism allowed worker to lodge suggestions or complaints related to the workers' rights, and individuals had alternative ways for lodging a complaint, such as through suggestion box, worker representative or directly to the management. However, the factory had not set up a channel for local communities' coming up with its suggestions or complaints to management for improvement. This finding is in violation of BSCI 2.5.

工厂建立和参与了有效的个人申诉机制，申诉机制赋予了工人提出建议，投诉的权利，并且开放了可替代的投诉方式，例如通过意见箱，工人代表或直接向管理层投诉。但是，工厂尚未创建给当地社区提供申诉的渠道。请参看BSCI PA2.5

PA 5: Fair Remuneration

It was noted that the factory did not collect the information and calculate the basic needs wages to identify possible gaps existing between the actual remuneration and the basic needs wages. No local law applies. This finding is in violation of BSCI 5.4.

审核员发现工厂未进行基本需求工资信息收集和计算以识别其实际支付的工资和基本需求工资之间的差距。请参看BSCI PA5.4

According to the social insurance payment receipt provided by factory management, it was noted that only 22 out of 49 employees (45%) were provided with pension, unemployment, medical, maternity and accident insurance in June 2021. And the facility provided a commercial insurance to 37 employees with a valid period from April 24, 2021 to April 23, 2022. Please refer to BSCI PA 5.5 and Article 73 of the Labor Law of the People's Republic of China.

审核员发现工厂的社会保险覆盖不足。根据厂方提供的2021年6月社会保险缴费单据显示工厂仅为22/49名(45%)员工提供养老、失业、医疗、生育及工伤保险。工厂为37名员工提供了一份有效期从2021年4月24日至2022年4月23日的商业险。请参看BSCI PA 5.5 及《中华人民共和国劳动法》第73条。

PA 6: Decent Working Hours

It was noted that 15 out of 20 sample population employees worked in excess of the statutory overtime hour limits. A review of 20 sample population employees' time records (5 samples selected from April 2021 as current paid month, 5 samples selected from February 2021, 5 samples selected from August 2020 and an extra of 5 samples selected from the recent yet-to-pay month May 2021 (this month is the most recent month with full attendance record but the wages was not due to release)) yielded the following: 1) 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 66 hours) in August 2020, which was not in compliance with the legal requirement; 2) 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e.50 hours) in April 2021, which was not in compliance with the legal requirement; 3) 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e.56 hours) in May 2021, which was not in compliance with the legal requirement. Please refer to BSCI PA6.2 & Article 41 of the Labor Law of the PRC

根据厂方提供的工时记录，审核员发现员工加班时间超出了法定标准。审核员从厂方提供的工资记录中抽取20个样本(其中最近完整月2021年5月抽取5个，从最近工资支付月2021年4月抽5个，从2021年2月抽5个以及从2020年8月抽5个)，发现共有15名员工加班时间超出了法定标准，具体为：5/5名抽样员工在2020年8月的加班时间为66小时，超过每月加班时间不能超过36小时的法律规定；5/5名抽样员工在2021年4月的加班时间为50小时，超过每月加班时间不能超过36小时的法律规定；5/5名抽样员工在2021年5月的加班时间为56小时，超过每月加班时间不能超过36小时的法律规定。请参看BSCI PA 6.2及《中华人民共和国劳动法》第41条

PA 7: Occupational Health and Safety

1. It was noted that the factory did not provide regular occupational health checks to printing and die-cutting employees in contact with hazardous materials (chemical and noise). Furthermore, the occupational health checks were not provided to employees before they take the posts or leave the posts. Please refer to BSCI PA 7.1 and Article 35 Law of the People's

PA 7: Occupational Health and Safety

Republic of China on the Prevention and Treatment of Occupational Diseases 2. It was noted that no specific full-time or part-time safety production management personnel was assigned in the factory, which with 49 employees for production. Please refer to BSCI Code of Conduct 7.1 and Article 21 of Law of the People's Republic of China on Production Safety, Article 10 and 12 of Provisions on safety training for production and business units 3. It was noted that the factory failed to provide the special equipment operator certificate for cargo lift operator in the factory. Please refer to Article 38 of Safety Monitoring Regulation of Special Equipment and BSCI PA 7.1.

1. 审核员发现工厂没有为接触有毒有害物质(化学品和噪音)的印刷和啤切员工提供定期的职业病体检。工厂也没有组织这些员工在上岗前和离岗时进行职业病体检。请参看BSCI PA 7.1和《中华人民共和国职业病防治法》第35条 2.审核员发现工厂的员工人数为49人,并未配备专职或者兼职的安全生产管理人员。请参看BSCI PA 7.1和《中华人民共和国安全生产法》第二十一条,《生产经营单位安全培训规定》第十条,第十二条 3.审核员发现工厂不能提供1货梯操作工的特种设备作业人员证。请参看《特种设备安全监察条例》第38条以及BSCI PA 7.1.

It was noted that risk assessments carried out by the factory for safe, healthy and hygienic working conditions did not cover each process (such as, printing, surface treatment, paper lamination, die-cutting and molding, ect.). This finding is in violation of BSCI 7.3.

审核员发现工厂执行的安全、健康和卫生工作条件的风险评估未涵盖每个生产工序(如印刷,表面处理,裱纸,啤切和成型等)。工厂应根据BSCI 7.3改善。

It was noted that workers were not involved in the risk assessment and establishment of OHS policy. This finding is in violation of BSCI 7.4.

审核员发现被审核方的风险评估和职业健康安全政策的制定没有员工的参与。请参看BSCI PA 7.4

It was noted that 2 out of 2 employees working in contact with noise in the workshop on the 3rd floor of production building were not wearing earplugs. Please refer to with Article 42 of Law of the People's Republic of China on Production Safety and BSCI PA 7.6

审核员发现生产楼3楼车间2/2名接触噪音的员工没有佩戴耳塞。请参看《中华人民共和国安全生产法》第42条以及BSCI PA 7.6

1.It was noted that some chemical materials (i.e. ink and thinner) used area in the 3rd floor workshop were not placed in secondary containers. Please refer to BSCI PA 7.7 2. It was noted that no eye washing facility was available inside the printing workshop on the 1st floor of production building. Please refer to Article 8.3 of Hygiene standards for the design of Industrial enterprises (GBZ1-2010) and BSCI PA 7.7

1.审核发现在3楼车间使用的部分化学品(如:油墨和天那水)没有放置在二次容器中。请参看BSCI PA 7.7 2.审核员发现生产楼1楼印刷车间内没有配备洗眼设施。请参看《工业企业卫生设计标准(GBZ1-2010)》8.3条和BSCI PA 7.7

It was noted that noise would be produced and chemical materials were used during the manufacturing, which might cause occupational diseases to employee in those workshops. However, the factory did not conduct testing of factors of occupational hazards in those workshops. Please refer to BSCI Code of Conduct 7.10 and Article 20 of Provisions on the Supervision and Administration of Occupational Health at Work Sites.

审核发现工厂在生产的过程中有噪音的产生也会使用到大量的化学品,但没有记录表明工厂有检测职业病危害因素。请参看BSCI PA 7.10 及《工作场所职业卫生监督管理规定》第20条。

It was noted that the factory could not provide the construction safety document (e.g. report or registration files of inspection for completed building construction projects) for 3 buildings. As per stated by factory management, these buildings were completed in 2009. Please refer to BSCI Code of Conduct 7.11 and Article 61 of Construction Law of the People's Republic of China and Article 49 of Regulation on the Quality Management of Construction Projects

工厂未能提供3栋建筑的结构安全证明文件(如建筑工程竣工验收报告或相关备案资料)。根据管理人员表述,这些建筑于2009年竣工。请参看BSCI PA 7.11 及《中华人民共和国建筑法》第61条和《建设工程质量管理条例》第49条。

PA 10: No Precarious Employment

It was noted that occupational disease might result in the work process of some employees in the factory (i.e. printing, gluing and die-cutting workers). However, the facts, harmful effects, consequences, protective measures and necessary treatment of occupational diseases were not indicated in their employment contracts. Please refer to Article 33 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases and BSCI PA 10.3

审核发现工厂某些工序的部分员工可能会导致职业病(如:印刷,过胶,啤切等员工)。然而职业病的有害后果,影响,防护措施和必要的治疗在劳动合同中没有记录。请参看《中华人民共和国职业病防治法》第33条和BSCI PA 10.3

PA 13: Ethical Business Behaviour

Per document review and management interview, it was noted that the facility didn't establish the policy or procedure for its collecting, using or otherwise processing personal information with reasonable care. This finding is in violation of BSCI 13.4.

经过文件查阅和管理层访谈,审核发现工厂没有建立关于对于收集个人隐私信息保密政策或程序 请参看BSCI 13.4