

Monitoring result for Shandong Iron Man Metal Products Co.,Ltd on site Site 1

Monitoring

Monitored Party	: Shandong Iron Man Metal Products Co.,Ltd
amfori ID	: 156-043282-000
Site	: Site 1
Site amfori ID	: 156-043282-001
Address	: Plant No.1,Row4, South of Weiyi Road and East of Jingsi Road,Fenghuang Industrial Park, Dongchangfu District, Liaocheng City,Shandong Province, China (inside Tianxia Materials Science and Technology Institute)
	: LIAOCHENG
	: Shandong Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Monitoring Partner	: QIMA Limited
Monitoring Start Date	: 17/12/2022
Closing Meeting Finished Date	: 22/12/2022
Submission Date	: 22/12/2022
Expiration Date	: 22/12/2023

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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	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

This was announced full audit authorized by BSCI Member.

[Location and size]:

The audited factory named Shandong Iron Man Metal Products Co., Ltd (Local name was 山东爱瑞曼金属制品有限公司, business license number: 91371502MA3WK16J7A), located in Plant No.1, Row4, South of Weiyi Road and East of Jingsi Road, Fenghuang Industrial Park, Dongchangfu District, Liaocheng City, Shandong Province, China (inside Tianxia Materials Science and Technology Institute) (中国山东省聊城市东昌府区凤凰工业园纬一路南经四路东 (天中新材料科技院内) 4排1号厂房), which was established in Apr 2021.

[Structure of facility]:

The auditee was specialized in manufacture and sale of metal screen, the main production processes were laser cutting, bending, riveting, inspection and packing.

The audited factory rented the part of one flat building as office, workshop and warehouse. No dormitory, kitchen or canteen was provided for the employees.

The total occupied areas were around 2400 square meters and the covered areas were around 2400 square meters.

[Employee analysis]:

There were 18 employees (7 males and 11 females). All employees were permanent and all of them were from local. Among them, 13 were production employees, 5 non-production employees.

[Summary of working hour]:

Factory used electric attendance system to record workers' working time. The working shift included one shift (normal working time was: 07:30~17:00, with 1.5 hours' lunch break from 11:30 to 13:00) for all employees.

The auditee provided the working time records from Nov/2021 to audit day for review. No obvious peak season or non-peak season in the facility. Among them, 6 samples selected in Mar/2022 (random month), 6 samples selected in Jun/2022 (random month), 6 samples selected in Oct/2022 (current month) were reviewed. Based on the records, the regular working time was 8 hours per day, 5 day per week, maximum 1 hour's overtime arranged on weekday and 9 hours overtime on Saturdays normally, no overtime arranged on Sundays or holidays. Found monthly overtimes of all sampled months were exceeded legal limit.

[Summary of compensation]:

Payroll from Nov/2021 to Oct/2022 were provided for review, among them, 6 samples selected in Mar/2022 (random month), 6 samples selected in Jun/2022 (random month), 6 samples selected in Oct/2022 (current month) were reviewed. The legal minimum basic wage was RMB1700 per month or equal to RMB9.77 per hour since 01/Oct/2021.

Workers were paid by hourly rate basis. Based on the payrolls, the minimum basic wage was set RMB2610 per month or equal to RMB15 per hour. Wage was released by cash before the end of the following month. The factory paid 150% and 200% of normal rate for the overtime on regular working days and rest days respectively.

Through document review, there were total 18 employees in the factory without retired employees, no new worker hired in recent one month, hence total 18 employees should be covered by 5 types of insurance: basic endowment insurance, medical insurance, unemployment insurance, injury insurance and maternity insurance, however the factory provided 5 types of social insurance for only 4 employees. The factory provided group accident insurance for the rest employees.

[Occupational Health and Safety]

The factory allocated EHS manager to collect relevant law and regulations and conducted risk analysis for operations, with efficient SA manuals and policies available, and factory arranged relevant training to all staffs.

The buildings safety and fire safety in the factory were in good condition. Sufficient firefighting equipment (e.g. fire hydrants, fire extinguishers, emergency lights, fire alarm, evacuation plans etc.) were installed in the factory. The working condition was acceptable. Washing rooms and drinking waters were available for workers. All aisles in workshops and warehouse were unblocked for evacuation in case of emergency.

[Summary of interview]:

Worker interview were conducted by individually and group.

Randomly selected 6 employees including one worker representative, no negative feedback or complain was raised.

[Special scene during on site observed]:

Nil.

Remark:

- 1, The factory didn't use agency labour.
- 2, No inconsistency between time and production records was found during the audit.
- 3, Monitor partner: QIMA LIMITED. APSCA Membership Number: 11600049.
- 4, Auditor: Andy Yeung: APSCA registered number: CSCA21704391.

Site Details

Site : Site 1
Site amfori ID : 156-043282-001

GICS Classification

Sector	: Industrials	Industry	: Industrial Conglomerates
Industry Group	: Capital Goods	Sub Industry	: Industrial Conglomerates

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	18 Workers
Legal minimum wage in local currency	1700 Monthly
Lowest wage paid for regular work at the site	2610 Monthly
Calculated living wage in local currency	1815 Monthly
Total sample	6 Workers

Other Metrics

Male workers	7 Workers
Female workers	11 Workers
Permanent workers - Male	7 Workers
Permanent workers - Female	11 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	2 Workers
Management - Female	0 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	0 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	11 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 facility had established a system of social responsibility, conducted internal assessment and management review, and conformed to BSCI requirements and relevant local law requirements in most performance areas, however, some performance areas should be improved, such as: Workspace Occupational Health and Safety, Working hours and etc.

尽管工厂建立了社会责任体系,进行了内审及管理评审,在大部分执行领域符合了BSCI要求和相关的法规要求,但一些领域仍需要提高,如:作业现场的职业健康安全、加班超时等。

The auditee had established the workforce capacity analysis procedure, but there's no satisfactory evidence that the workforce capacity in the company is sufficient and properly planned to match delivery order contracts' expectations and excessive overtime is detected.

被审核方已经建立了劳动力能力分析程序,但没有证据证明公司的劳动力能力是足够的,并妥善安排生产计划以满足交付订单合同的期望,并且在审核期间发现了加班超时的情况。

PA 2: Workers Involvement and Protection

The auditee had established long term goals to protect workers according to the amfori BSCI Code of Conduct. But the auditee did not monitor and review the achievement status of partial long-term goals (e.g. monthly overtime hours and social insurance achieving rate) for workers protection to ensure the objective and targets had been adjusted periodically.

被审核方部分遵守该原则:根据amfori BSCI行为准则定义了长期目标来保护员工,但被审核方对部分目标(如月加班时间和社保率)达成的状况未进行定期有效的监控以便及时调整。

The facility has posted the BSCI Code of Conduct publicly, and provided BSCI training with all employees, but according to interviews, it was noted that the workers representative and some interviewed workers were not quite aware of BSCI values and principles.

工厂张贴了BSCI行为准则,并且提供了对员工的培训记录供审阅。但员工代表和一些受访员工并不太清楚BSCI的标准和原则。

PA 5: Fair Remuneration

The actual paid wages ensured decent living standards. However, the factory did not conduct basic living wage calculation. According to interview, the factory management knew some about how to calculate the living wage, but didn't provide the living wage information during audit.

虽然实际的工资水平确保的体面生活标准,但是工厂没有进行基本生活工资的计算。访谈得知工厂管理层部分了解生活工资,但是审核期间没有提供生活工资的计算。

Insufficient social insurance participated. Through document review, there were total 18 employees in the factory without retired employees, no new worker hired in recent one month, hence total 18 employees should be covered by 5 types of insurance: basic endowment insurance, medical insurance, unemployment insurance, injury insurance and maternity insurance, however the factory provided 5 types of social insurance for only 4 employees. The factory provided group accident insurance for the rest employees. (Reference Law: Social Insurance Act of the People's Republic of China, article 2&4).

企业没有为全体员工缴纳社会保险,通过文件审核,审核员发现企业有18名员工,没有达到退休年龄的员工,没有新入职不足一个月的员工,因此总共18名需要参加5项社会保险,但是企业只为4员工缴纳社会保险,有为其余员工提供意外伤害险。

PA 6: Decent Working Hours

The overtime in the factory exceeded legal limit. Auditor found that the monthly overtime hours of 6 out of 6 randomly selected employees were 44hours in Oct-2022 (current month); 6 out of 6 randomly selected employees were 48 hours in Jun-2022 (random month), 6 out of 6 randomly selected employees were 59 hours in Mar-2022 (random month). (PRC Labor Law, Article 41).

工厂加班超时。工厂提供的考勤记录显示月加班超过法律要求,所有6名抽样员工的月加班时间为2022年10月最长44小时,2022年6月最长48小时,2022年3月最长59小时。

PA 7: Occupational Health and Safety

1) General observation, the facility had in observance of related occupational health and safety regulation, found gaps of following check point in this PA. 2) The occupational health checks were not provided to employees in the production workshop who were in contact with noise and dust. (Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases Article 35)

1. 总体上企业遵守了相关的健康和法规,但是存在本部分其他检查点的差距。2. 生产车间接触噪声和粉尘的员工未进行职业健康体检。

PA 7: Occupational Health and Safety

The facility conducts the risk evaluation for its health and safety regularly, but through interviewed with workers and worker representatives, they were not involved in that process.

企业定期组织健康安全风险评估，但访谈得知，员工或员工代表未参与健康与安全的风险评估。

1) During facility tour, auditor found that chemicals such as refrigerating fluid were stored in workshop, but there was no secondary containment. (Regulations on the Safety Management of Dangerous Chemicals article 20) 2) During facility tour, auditor found that the facility stored refrigerating fluid in the workshop. However, no MSDS (Material Safety Data Sheet) was provided in this area. (Regulations on the Safe Use of Chemicals in Workplace, Article 12)

1) 在现场巡查时，审核员发现在车间存放冷冻液等化学品，没有按要求设置防泄漏安全措施。 2) 工厂在车间存放冷冻液等化学品，但是没有张贴MSDS。

Through factory tour, auditor noted that the emergency procedure had been established but not posted in the production area.

通过现场走访，审核员发现：受审核方已建立应急程序，但没有张贴在生产区域。

The auditee partially respects this principle. Based on site view, it was noted the toilets were not clean enough, no privacy doors, and didn't have soap and tissues provided. (Reference law: Hygienic standards for the design of industrial enterprises (GBZ 1-2010), 7.3.4)

现场审核发现工厂的洗手间不是很干净，没有隐私门，也没有肥皂及纸巾。