

Monitoring result for Wuyi Phoenix Household Utensils Co., Ltd. on site Wuyi Phoenix Household Utensils Co., Ltd.

Monitoring

Monitored Party	: Wuyi Phoenix Household Utensils Co., Ltd.
amfori ID	: 156-009270-000
Site	: Wuyi Phoenix Household Utensils Co., Ltd.
Site amfori ID	: 156-009270-002
Address	: No. 16 Shiji Road, Wangshantou Industrial Area, Quanxi Town, Wuyi County
	: Jinhua
	: Zhejiang Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Follow-up Monitoring
Submission Date	: 19/08/2022
Expiration Date	: 19/08/2023

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Overall rating

A	B	C	D	E	None
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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	A
PA 5: Fair Remuneration	B
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	A
PA 11: No Bonded Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

General description

[Location and size]:

The fully unannounced follow up audit for Wuyi Phoenix Household Utensils Co., Ltd. /武义县凤凰日用品有限公司 (Business license registration number: 913307237463100214), located at No. 16 Shiji Road, Wangshantou Industrial Area, Quanxi Town, Wuyi County, Jinhua City, Zhejiang Province, China (中国浙江省金华市武义县泉溪镇王山头工业区世纪路16号) was conducted on August 11, 2022. The factory was established in May 16, 2002. The factory occupied an area of approximately 14800 square meters.

[Structure of facility]:

The auditee consists one partial 2-storey building, one 3-storey buildings and one 4-storey buildings as workshops and warehouses, one 4-storey building as office area and dormitory area. No kitchen and canteen are available in the facility. The main products of the auditee were blunt tea device, glasses cup and vacuum cup, and the main processes are glasses making, metalworking, injection, welding, polishing, cleaning, painting, silk screen, assembly, inspection and packing.

[Employee analysis]:

There were 98 employees working in the factory. Among them 80 were production employees and 18 were non-production employees. All employees were permanent employees and 82 workers were domestic migrant employees. And there was total 51 female employees.

[Summary of working hour]:

Factory used electric attendance system to record workers' working time. All employees work for 5 days a week from Monday to Friday in one shift. The normal working hours is 8 hours from 7:30 to 17:00 with 1.5 hours for lunch time from 11:30 to 13:00. The attendance records from July 2021 to the audit day were reviewed in the audit. 10 sampled workers' attendance records from June 2022 (current month), December 2021 (random month) and August 2021 (random month) were selected for checking. No obvious peak season in the factory. According to the provided attendance records and workers interviews, the maximum daily overtime hours are 2 hours, the maximum weekly overtime hours are 12 hours per week and the maximum monthly overtime hours are 52 hours.

[Summary of compensation]:

The local minimum wage was RMB 1840 per month equivalent to RMB 10.57 (1840/21.75/8) per hour since August 1, 2021, and RMB 1660 per month equivalent to RMB 9.54 (1660/21.75/8) per hour before August 1, 2021. Payroll records from July 2021 to June 2022 were provided for review. 10 sampled workers' attendance records from June 2022 (current month), December 2021 (random month) and August 2021 (random month) were selected for checking. Workers were paid by hourly rate basis; the minimum basic wage was RMB 12.93 per hour, which was higher than legal requirement. Wage was released by cash at around 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. No overtime work was arranged on holidays. There were currently 98 employees (including 5 retirees, no newly joined employee, dispatched employees and temporary employees) in August 2022, only 52 employees (55.9%) had participated in basic endowment insurance, unemployment insurance, maternity insurance, basic medical insurance and employment injury insurance. The auditee did not purchase the commercial insurance for any employees.

[Occupational Health and Safety]:

The auditee had established policies and procedures on occupational health and safety based on amfori BSCI standards and local law requirements. Firefighting equipments such as fire hydrants, fire extinguishers and fire alarms were available and well maintained in the place. The space, illumination was adequate for the health and safety of workers.

[Summary of interview]:

10 workers were interviewed on site, including 5 females and 5 males. And all of them were permanent workers and domestic migrant workers.

[Special scene during on site observed]:

1. There was other one facility located in the same compound with the auditee, which was named as Zhejiang XingDaiyuan Intelligent Technology Co. Ltd. Three flat buildings were rent to this facility. The relevant business license and lease contract were provided for review. Through employee interview onsite, no employees transferred between each other.
2. The business license indicated the factory located at Wangshantou Industry Zone, Quanxi Town, Wuyi County, while the confirmed address was No. 16 Shiji Road, Wangshantou Industrial Area, Quanxi Town, Wuyi County, Jinhua City, Zhejiang Province, China (中国浙江省金华市武义县泉溪镇王山头工业区世纪路16号). The management they both indicated for one same location, the latter one was more detailed one, they used the latter one to communicate with client.
3. The glasses making workshop was under decoration during the current audit date, so no production activities were occurred.

[Remark]:

1. There are no contractors used by the auditee, which makes the contractor license/permit not applicable. There are no agencies used by the auditee, which makes the agency labour contract not applicable. There are no Comprehensive Working Hours System Waiver and Social Insurance Waiver used by the auditee, which makes the government waivers not applicable. There are no union and no collective bargaining agreements used by the auditee, which makes the collective bargaining agreements not applicable.

2. This audit was conducted by one auditor named as Simon Jia, the APSCA registration number was CSCA 21703309. QIMA LIMITED Membership Number: 11600049.

Site Details

Site : Wuyi Phoenix Household Utensils Co., Ltd.
Site amfori ID : 156-009270-002

GICS Classification

Sector	: Consumer Discretionary	Industry	: Textiles, Apparel & Luxury Goods
Industry Group	: Consumer Durables & Apparel	Sub Industry	: Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	98 Workers
Legal minimum wage in local currency	1840 Monthly
Lowest wage paid for regular work at the site	2250 Monthly
Calculated living wage in local currency	2134 Monthly
Total sample	10 Workers

Other Metrics

Male workers	47 Workers
Female workers	51 Workers
Permanent workers - Male	47 Workers
Permanent workers - Female	51 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	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	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	38 Workers
Domestic migrant workers - Female	44 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	47 Workers
Workers hired directly - Female	51 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	5 Workers
Sample - Female	5 Workers

Findings

PA1: Social Management System

Follow-up audit (11/08/2022): The previous finding had not been corrected. The auditee has established a system of social responsibility, conducted internal assessment and management review, and conformed to amfori BSCI requirements and relevant local law requirements in most performance areas, however, some performance areas should be improved, for example, systematically overtime and insufficient social insurance coverage were found.

跟进审核 (2022年8月11日): 上次的问题没有改进。被审核方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amfori BSCI要求和相关的法规要求,但一些领域仍需要提高,如存在系统性地加班和社保参保不足。

Follow-up audit (11/08/2022): The previous finding had not been corrected. The auditee does not conduct production cost calculation. 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 was detected.

跟进审核 (2022年8月11日): 上次的问题没有改进。被审核方没有进行生产成本计算,没有关于劳动生产能力分析及生产计划的完善记录,并存在加班超时的情况。

PA 5: Fair Remuneration

Follow-up audit (11/08/2022): New finding: The wages paid to all randomly selected workers met the living wage, but the auditee did not evaluate the living wage for all workers.

跟进审核 (2022年8月11日): 新问题: 所有随机抽取的员工发放的工资满足生活工资,但被审核方没有评估工人的生活工资。

Follow-up audit (11/08/2022): The previous finding had not been corrected. Insufficient social insurance participated. Through reviewing current social insurance receipts of current 12 months, auditor found that there were currently 98 employees (including 5 retirees, no newly joined employee, dispatched employees and temporary employees) in August 2022, only 52 employees (55.9%) had participated in basic endowment insurance, unemployment insurance, maternity insurance, basic medical insurance and employment injury insurance. The auditee did not purchase the commercial insurance for any employees. The auditee did not have the written procedure in terms of social insurance management and did not require all employees should participate in social insurance. Reference Law: Social Insurance Law of the People's Republic of China, Article 10, Article 23, Article 33, Article 44 and Article 53.

跟进审核 (2022年8月11日): 上次的问题没有改进。社会保险参保不足。通过文件审核,审核员查阅了最近12个月的社保收据,发现被审核方2022年8月共98名员工(含5名退休员工,无新进员工,劳务派遣工和临时员工),只有52名员工(55.9%)参加了养老保险、失业保险、生育保险、医疗保险和工伤保险。被审核方没有为任何员工购买商业保险。被审核方也没有建立书面的社保管理制度,未规定所有员工均需参加社保。

PA 6: Decent Working Hours

Follow-up audit (11/08/2022): The previous finding had not been corrected. Monthly overtime hours exceeded the legal requirement (36 hours per month). The auditee had provided the attendance records from July 2021 to audit day. According to the sampled records, the maximum monthly overtime hours of all sampled workers were 50 hours in June 2022 (current month), 52 hours in December 2021 (random month) and 50 hours in August 2021 (random month) respectively. Reference law: the PRC Labour Law article 41.

跟进审核 (2022年8月11日): 上次的问题没有改进。工作时间超出法规要求(每月36小时)。工厂提供了2021年7月到审核当天的考勤记录。抽样发现,所有抽取的员工每月最大加班时间在2022年6月(当前月)为50小时,2021年12月(随机月)为52小时,2021年8月(随机月)为50小时。

PA 7: Occupational Health and Safety

Follow-up audit (11/08/2022): The previous finding had not been corrected. 1. During facility tour, auditor noted that hazardous factors such as noise existed in metalworking workshop and benzene and xylene existed in silk screen workshop and painting workshop. However, the facility could not provide evaluation report of occupational hazardous factors for review. Reference law: Provisions on the Supervision and Administration of Workplace Occupational Health Article 20. 2. The auditee did not provide occupational health examination for all workers who contacting the noise and dust. Reference law: PRC Law of Prevention and Control of Occupational Diseases Article 35.

跟进审核 (2022年8月11日): 上次的问题没有改进。1. 在现场巡查时,审核员发现企业生产过程中存在职业病危害因素,例如金工车间存在职业病危害因素如噪音,丝印车间和喷漆车间存在苯和二甲苯。但是企业未能提供其作业场所的职业危害因素监测报告供审阅。2. 被审核方没有提供职业病体检给全部接触化学品,噪音和粉尘的员工。

Follow-up audit (11/08/2022): The previous finding had not been corrected. Insufficient employment injury insurance or commercial insurance for all employees. Through document review in August 2022, auditor found that there were only 52 out of 98 employees had participated in employment injury insurance. The rest employees did not participate in commercial incident insurance.

PA 7: Occupational Health and Safety

跟进审核（2022年8月11日）：上次的问题没有改进。工伤保险或商业保险参保不足。通过文件审核，在2022年8月，审核员发现被审核方的98名员工中只有52人参加了工伤保险。剩余员工也没有参加商业意外事故保险。

Follow-up audit (11/08/2022): The previous finding had not been corrected. The risk assessment conducted by the factory was not adequate, for example, the risk assessment did not include the risk of unprotected drilling machines, the risk of wrong type PPE for polishing worker etc.

跟进审核（2022年8月11日）：上次的问题没有改进。工厂开展的风险评估不充分，比如，风险评估没有包括未保护的钻孔机的风险，为抛光员工提供错误的劳保用品的风险。

Follow-up audit (11/08/2022): The previous finding had not been corrected. The factory did not invite worker or worker representative to join risk assessment.

跟进审核（2022年8月11日）：上次的问题没有改进。工厂没有邀请员工或者员工代表来参加风险评估。

Follow-up audit (11/08/2022): The previous finding had not been corrected. Although the factory has established the PPE procedure, provided the PPE and relevant training to employees. However, it was noted that one painting worker who contacting the chemicals did not wear the provided rubber gloves during the working time, one silk screen worker who contacting the chemicals did not wear the rubber gloves and only wore the general cotton mask during the working time, and all polishing worker did not wear the provided dust mask and goggles during the working time. Reference law: Law of the PRC on Work Safety article 42.

跟进审核（2022年8月11日）：上次的问题没有改进。尽管工厂建立了个人防护用品程序，提供了相关劳保用品及培训，但是现场观察到一名接触化学品的喷漆车间员工没有佩戴提供的橡胶手套，一名接触化学品的丝印员工上班期间没有佩戴提供的橡胶手套和仅佩戴普通棉口罩，所有接触粉尘和噪音的抛光车间员工没有佩戴提供的防尘口罩和护目镜。

Follow-up audit (11/08/2022): The previous finding had not been corrected. 1. MSDS were not available for hazardous chemicals. During facility tour, auditor found that the facility used ink and thinner at the digital printing workshop. However, no MSDS (Material Safety Data Sheet) was provided in these areas. Reference law: Regulations on the Safe Use of Chemicals in Workplace, Article 12. 2. It was noted that no secondary containers were installed for partial chemicals such as thinner used on site. Reference law: Regulations on the Safety Management of Dangerous Chemicals article 20. New finding: 1. No safety label for hazardous chemical. During facility tour, auditor found that there was no safety label was attached for partial hazardous chemicals such as cleanser. Reference Law: Regulations on the Safe Use of Chemicals in Workplace, Article 12. 2. No record for distribution, use and disposal of chemicals. During facility tour and document review, auditor noted that the auditee used some chemicals on site, such as cleanser. But the auditee had no record for distribution, use and disposal of chemicals.

跟进审核（2022年8月11日）：上次的问题没有改进。1. 审核发现工厂现场使用的部分危险化学品如稀释剂没有配备二次容器。2. 危险化学品场所没有MSDS。在现场巡查时，审核员发现企业在丝印车间使用油墨和稀释剂，但该场所没有相应危险化学品的MSDS（物质安全技术资料表）。新问题：1. 无化学品分配、使用和弃置记录。经现场走访和文件审核，审核员发现企业有使用一些化学品，比如清洗剂，但是企业未能提供这些化学品的分配、使用和弃置记录。2. 危险化学品没有安全标识。在现场巡查时，审核员发现全厂使用的部分危险化学品如稀释剂无安全标识。

Follow-up audit (11/08/2022): The previous finding had not been corrected. 1. It was noted that the auditee could not provide the fire certificate for all buildings. Reference law: PRC Fire Prevention Law article 11 and Article 13. 2. It was noted that the auditee could not provide the construction safety certificate of all the buildings. Reference law: PRC Construction Law Article 61. New finding: The goods were stored against the wall or pillar in the warehouse. During facility tour, partial goods were stored against the wall or the pillar in finished products warehouse and material warehouse. Reference law: General Rules for Fire Safety Management of Storage Occupancies GA1131-2014 Article 6.8.

跟进审核（2022年8月11日）：上次的问题没有改进。1. 审核发现被审核方不能提供所有建筑的消防验收证书。2. 审核发现被审核方不能提供所有建筑的建筑竣工验收报告。新问题：企业的仓库中货物靠墙靠柱堆放。经现场走访发现，企业的成品仓库和原料仓中部分货物靠墙靠柱堆放。

Follow-up audit (11/08/2022): The previous finding had not been corrected. The factory did not install protective covers for 5 out of 20 pedal control type punching machines in metalworking workshop. Reference law: Article 5.4.4.3 of Safety codes for cold pressing. Remark: Through facility tour, the safety guards was installed for the belt pulley of all drilling machines in metalworking workshop.

跟进审核（2022年8月11日）：上次的问题没有改进。1. 工厂没有为金工车间20台脚踏控制式冲压机床中的5台安装脚踏防护罩。备注：通过现场走访，金工车间全部3台钻孔机安装了皮带轮保护罩。

PA 12: Protection of the Environment

Follow-up audit (11/08/2022): The previous finding had been corrected. Through document review, the factory provided the air pollution emission, noise level monitoring report for review. And the result of the monitoring report for the air pollution emission and noise level met the local law requirement. And the production hazardous wastes were submitted to the qualified unit to treat, the relevant transfer records were provided for review.

跟进审核（2022年8月11日）：上次发现的问题已经改进。通过文件审核，工厂提供了废气和厂界噪音的监测报告，报告结果符合法规要求。工厂的危险废弃物提供给了有资质的单位处理，并且提供了危险废弃物转移记录。