# Monitoring summary report for Taizhou Sonduo Commodity Co.,Ltd





Monitored Party amfori ID Address

**Taizhou Sonduo Commodity** 

Co.,Ltd

156-045370-000 No. 25, Huimin Road, Beicheng

Development zone, Huangyan, 318020 Taizhou, Zhejiang Sheng,

China

Monitoring Activity Monitoring Type amfori Social Audit - Full Monitoring

Manufacturing

Monitoring Partner **TUV Rheinland** 

Monitoring Start Date Closing Meeting Finished Date

01/04/2024

01/04/2024

Submission Date 05/04/2024

Expiration Date Announcement Type 05/04/2025 Fully Announced

PA 4: No Discrimination, Violence or Harassment

Site **Taizhou Sonduo Commodity** 

Co.,Ltd

Site amfori ID **156-045370-001** 

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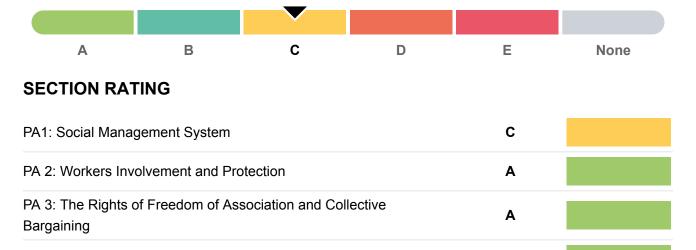
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## **OVERALL RATING**

PA 5: Fair Remuneration

PA 6: Decent Working Hours



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PA 7: Occupational Health and Safety	Α	
PA 8: No Child Labour	Α	
PA 9: Special Protection for Young Workers	Α	
PA 10: No Precarious Employment	Α	
PA 11: No Bonded, Forced Labour or Human Trafficking	Α	
PA 12: Protection of the Environment	В	
PA 13: Ethical Business Behaviour	Α	

### **GENERAL DESCRIPTION**

Name of lead auditor: Nita Xiong; APSCA membership number: CSCA 21701701.

Monitoring partner name: TUV Rheinland

Audit schedule details: The audit is planned for 1 auditor x 1.0 day.

Announcement Type: Fully Announced.

Business partner information:

The auditee was located at No. 25, Huimin Road, Beicheng Development zone, Huangyan, Taizhou, Zhejiang, China (中国浙江省台州市黄岩区北城开发区惠民路25号). The audited address was the same as the business license address. It was founded on September 5, 2017. The auditee mainly produced plastic products. The production processes in the auditee were injection (including mixing and crushing) and packing. No subcontractor was used by the auditee. No apparent peak season was in the auditee.

Audited location information:

Confirmed by factory tour, there were total three 3-storey buildings in the boundary, which belonged to Zhejiang XX Industry Co., Ltd. The auditee only rented the whole 2-4# building (one 3-storey building, totally 2684 square meters, 1st floor was used as raw material warehouse and injection workshop, interlayer was used as packing workshop, 2nd floor was used as office, and 3rd floor was used as sampled show room) and 3rd floor of 3-3# building (one 3-storey building, totally 2688 square meters) as finished goods warehouse, 1st floor and 2nd floor of the 3-3# building was used as production workshops by a mould factory. The total construction areas used by the auditee was covered about 3500 square meters.

The other buildings were used by at least different 10 companies which produced mould, metal products etc. The management stated that they have no relation with the landlord and other companies in the same boundary, they have independent business license and management system, no employees were shared.

No dormitory or canteen was provided by the auditee.

Operating shifts and hours:

All employees had one shift: 07:30~11:30, 13:00~17:00; and if needed, overtime from 18:00 to 20:00. They usually had 8 OT working hours on Saturdays. All employees had rested on each Sunday. Attendance records from March 1, 2023 to April 1, 2024 were reviewed. 6 samples from April 2023, September 2023 and January 2024 were selected respectively. Maximum 2 hours overtime per day, 16 hours overtime per week, 72 hours overtime per month and longest consecutive working days were six days.

Time recording system:

The auditee used fingerprint scan attendance recorder to record workers each in/out time.

Salary payment details:

6 sample workers' wages from March 2023 to February 2024 were checked. All workers were paid by hourly rate, the minimum wage paid by the auditee was RMB 15 per hour which was higher than legal requirement and paid at the end of the next month by cash. 150%, 200% and 300% of normal rate would be compensated for overtime on normal working days, Saturday and holidays. No overtime working was arranged on holidays based on attendance records provided. Worker number information:

Total 28 employees were available in the auditee, including 16 production workers and 12 non-production/management workers.

The production workers including 6 male and 10 female.

Total 3 domestic migrant employees including 1 male and 2 female were employed.

No young, seasonal, temporary, disabled, home-based worker used by the auditee, during the audit date, no pregnant worker was available in the auditee. No interns, apprentices, contractor workers in the auditee.

Good practices: None

Worker organization details:

The auditee respected and protected the workers' right of freedom association and collective bargaining. No bad influence would be imposed on workers if they choose to organize a worker committee. There was no trade union in the auditee. 2 worker representatives were elected by all employees freely on December 1, 2023.

Circumstances:

There was no special circumstance during the audit, the audit was conducted in good professional working environment and the auditee was very supportive and cooperative throughout the audit activities. No abnormal level of production or abnormal workforce composition was identified.

Summary of findings:

Non-compliances were identified in PA1, PA2, PA5, PA6, PA7 and PA12.

PA1: Insufficient management system and production capacity planning.

PA2: No completion schedule and the auditee did not regularly track the implementation of goals.

PA5: Insufficient coverage of social insurance.

PA6: Monthly OT exceeded legal requirement.

PA7: No monitoring of occupational disease hazards or occupational health examination. Insufficient management on chemical and machine safety.

PA12: No EIA, EIA approval or acceptance report of environmental protection facilities, No waste gas or boundary noise monitoring.

#Living wage calculation:

- 1) No anker wage available for the producer location, so we used the data provided by auditing company.
- 2)The calculation methodology refers to anker living wage structure.
- 3)The data comes from the local bureau of statistics for the current year.

#### Attachments:

The Personal Information Protection Law of the People's Republic of China was effective as of 1 November 2021, the producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor(s) had been obtained the individual's consent during the audit.

No document of agency labor contract, government waiver, collective bargaining agreement or contractor license were upload, as no agency labor contract was used, no government waiver was obtained and no collective bargaining agreement or contractor license was available.

## SITE DETAILS

Site **Taizhou Sonduo Commodity** 

Site amfori ID

Co.,Ltd

156-045370-001

**GICS Classification** 

Sector Industry Group Industry

Materials Containers & Packaging

Sub Industry

**Metal & Glass Containers** 

amfori Process Classifications GS1 Classifications

N.A. N.A.

NACE Classification Water Stress Situation

N.A. This site is not located in a water stressed region

# **METRICS**

## **Key Metrics**

Total workforce	28 Workers
Legal minimum wage in local currency	2,260 Monthly
Lowest wage paid for regular work at the site	2,610 Monthly
Calculated living wage in local currency	2,597.87 Monthly
Total sample	6 Workers

## **Other Metrics**

Male workers	8 Workers
Female workers	20 Workers
Non-binary workers	0 Workers
Permanent workers - Male	8 Workers
Permanent workers - Female	20 Workers
Permanent workers - Non-binary	0 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Temporary workers - Non-binary	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Seasonal workers - Non-binary	0 Workers
Management - Male	1 Workers
Management - Female	1 Workers
Management - Non-binary	0 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Apprentices - Non-binary	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers on probation - Non-binary	0 Workers
Workers with night shift - Male	0 Workers
Workers with night shift - Female	0 Workers
Workers with night shift - Non-binary	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Workers with disabilities - Non-binary	0 Workers
Domestic migrant workers - Male	1 Workers
Domestic migrant workers - Female	2 Workers
Domestic migrant workers - Non-binary	0 Workers
Foreign migrant workers - Male	0 Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	8	Workers
Workers hired directly - Female	20	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	2	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

### **FINDINGS**



### **PA1: Social Management System**

Site: Taizhou Sonduo Commodity Co.,Ltd | Site amfori ID: 156-045370-001

**Question:** 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

### **ENGLISH**

## **LOCAL LANGUAGE**

### **Finding**

The auditee partially respects this principle because based on management interview, workers interview, document reviewing and onsite observation, the auditee established a management system to implement the amfori BSCI Code of Conduct, the procedures were provided for review, but there still had gap to respect this principle, such as social insurance did not cover all employees, and workers' monthly overtime exceeded legal requirements, no EIA or EIA approval was obtained etc. Based on management interview, the auditee provided social insurance according to workers' willingness, it did not persuade all the workers to participate in social insurances. The auditee considered cost, employee willingness, and delivery time to arrange overtime, it is difficult to fully comply with legal overtime working hours limit. Interviewed workers said they were satisfied with the current situation and hoped to earn overtime wages through overtime. It violated the requirements of amfori BSCI system manual.

被审核方部分遵守该原则,因为基于管理层访谈、 员工访谈、文件审查和现场观察,被审核方建立了 管理程序来实施amfori BSCI行为准则,其程序文件 已提供查阅,但是对于遵守本条原则仍然有差距, 例如,社保未覆盖所有员工,员工的月加班时间超 过法规要求,没有获得环评及批复等。基于管理层 访谈,被审核方依据工人的意愿缴纳社保,没有说 服所有员工参加社会保险。考虑成本、员工的意愿 以及交货期等来安排加班,加班时间很难完全符合 法规要求。访谈员工觉得对现状表示满意,他们希 望通过加班来获取加班费用。违反了amfori BSCI系 统手册中的要求。

**Question:** 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

## **ENGLISH**

## **LOCAL LANGUAGE**

## **Finding**

The auditee partially respects this principle because based on management interview, worker interview and documents reviewing, it was noted that the normal production capacity of the factory could not meet the orders requirement, resulting in monthly overtime working hours of the sampling workers exceeded the law requirement. The management declared that, it had established the capacity planning procedure, but the production capacity was not evaluated effectively, the auditee

被审核方部分遵守该原则,因为基于管理层访谈、员工访谈和文件审查,被审核方的正常生产能力不能满足生产需求,导致抽样工人的月加班时间超出法规要求,管理层表示工厂已经建立了产能规划程序,但是没有有效的评估自己的生产能力。被审核方通过安排加班来满足客人的交货期。负责生产排期的员工表示主要考虑订单交付期而不是员工的加班时间。违反了amfori BSCI系统手册中的要求。

arranged overtime working to meet the delivery date of the customer. The employee responsible for production scheduling stated that he mainly considers order delivery time rather than employee overtime. It violated the requirements of amfori BSCI system manual.



### PA 2: Workers Involvement and Protection

Site: Taizhou Sonduo Commodity Co.,Ltd | Site amfori ID: 156-045370-001

**Question:** 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

### **ENGLISH**

### LOCAL LANGUAGE

#### **Finding**

The auditee partially respects this principle because based on management interview and documents reviewing, the auditee had defined long term goals to protect workers according with local regulations and amfori BSCI Code of Conduct, but the goals did not include completion schedule and the auditee did not regularly track the implementation of goals. The management declared that, they did not have enough manpower to track the implementation of the goals. It violated the requirements of amfori BSCI system manual.

被审核方部分遵守该原则,因为基于管理层访谈和 文件审查,被审核方依据当地法规和amfori BSCI行 为准则建立了保护工人的长期目标,但是没有包括 完成时间表,被审核方也没有定期跟踪目标的完成 情况,管理人员表示他们没有足够的人力来跟踪目 标的实施情况。违反了amfori BSCI系统手册中的要求。



### PA 5: Fair Remuneration

Site: Taizhou Sonduo Commodity Co.,Ltd | Site amfori ID: 156-045370-001

**Question:** 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

## **ENGLISH**

## LOCAL LANGUAGE

## **Finding**

The auditee partially respects this principle because based on management interview, workers interview and documents reviewing, not all workers were provided with social insurance. There were total 28 employees in auditee, 4 employees reached retired age (the workers who reached retired age could not participate in social insurance). No new employee entered in the recent

被审核方部分遵守该原则,因为基于管理层访谈、 员工访谈和文件审查,不是所有员工都提供了社 保。审核当天厂内共有28名员工。其中4名员工达到 退休年龄(达到退休年龄的员工按法规要求无法购 买社保)。最近1个月没有新进员工。所以这28名员 工中的24名员工需要参加社保。被审核方提供了最 近一年的社保记录供查看,根据最新月份(2024年3 月)职工参保信息和花名册核对,被审核方未给这

one month. So 24 out of the 28 employees should participate in social insurance. The auditee provided the recent year's social insurance records for review, and by crossing checking the latest month (March 2024) employee insurance information and the roster, the auditee did not provide social insurance (including retirement, illness, unemployment, child-bearing and workrelated injury insurance) for 21 out of the 24 employees. The management declared that, social insurance was provided according to employees' personal willingness, some employees reluctant to participate in social insurance because they did not want to pay the personal afford part. Interviewed employees indicated they were unwilling to pay for the personal afford part and had already participated in New Rural Endowment insurance. Therefore, they abandoned social insurance voluntarily. The auditee did not collect evidence of employees purchasing new rural endowment insurance. It violated Labor Law of P.R.C, Article 72 and Article 73.

Remark: The auditee provided commercial accident insurance to the all employees (including 4 retired employees) who did not participate in social insurance, valid date from May 8, 2023 to May 7, 2024.

24名员工中的21名员工提供社保(包括养老,医疗,生育,失业及工伤保险)。管理层表示被审核方依据工人的意愿缴纳社保,部分员工因为不愿意支付个人承担部分,所以选择不参加社保,访谈员工表示他们不愿意支付个人承担部分且已经参加了新农保。所以自愿放弃社保。被审核方未收集员工购买新农保的证据。违反了中华人民共和国劳动法第72条、第73条。

备注:被审核方提供了商业意外险给所有未参加社保的员工(包含4名退休工人),有效期为2023年5月8日-2024年5月7日。



## **PA 6: Decent Working Hours**

Site: Taizhou Sonduo Commodity Co.,Ltd | Site amfori ID: 156-045370-001

**Question:** 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

## **ENGLISH**

## **LOCAL LANGUAGE**

## Finding

The auditee does not respect this principle because based on management interview, workers interview and documents reviewing, the workers monthly OT working hours exceeded 36 hours. The auditee provided attendance records from March 1, 2023 to April 1, 2024 for reviewing. 6 samples from April 2023, September 2023 and January 2024 were selected respectively, their monthly overtime working hours exceeded 36 hours. The details were as follows:

1) In April 2023, 6 sampled workers' monthly OT

被审核方未遵守该原则,因为基于管理层访谈,工人访谈和文件审查,工人月加班时间超过36小时。被审核方提供了2023年3月1日至2024年4月1日的考勤记录供查看。分别选取了2023年4月、2023年9月和2024年1月的6个样本,他们的月加班时间超过36小时。详细如下:

- 1)2023年4月,6名抽样工人月加班时间为56小时。
- 2)2023年9月,6名抽样工人月加班时间为72小时。
- 3)2024年1月,6名抽样工人月加班时间为50小

working hours was 56 hours.

- 2) In September 2023, 6 sampled workers' monthly OT working hours was 72 hours.
- 3) In January 2024, 6 sampled workers' monthly OT working hours was 50 hours.

The management declared that, the auditee had established the working time management procedure, the procedure showed that the daily OT working hours should be less than 3 hours and the monthly OT working hours should be less than 36 hours. However, the production department did not have a plan to control the workers monthly OT working hours. Considering controlling operation costing and enhancing the workers income, the auditee did not recruit more employees. So the production employees were arranged as overtime in order to meet the order delivery time. Confirmed by workers interview, overtime was voluntary. And they expected more overtime, which could increase total wages. The auditee provided at least one day off per week. It violated Labor Law of the P.R.C, Article 41.

Remark: In current month (February 2024), due to the Chinese New Year, all employees were not fully present, 6 sampled workers' monthly OT working hours was 16 hours. 6 workers monthly OT working hours was 56 hours in March 2024. 时。

管理层访谈表示被审核方建立了工作时间管理程序。程序规定日加班不超过3小时,月加班不超过36小时。但是生产部没有制定计划控制工人的月加班时间。考虑到控制运营成本及提高员工收入,被审核方没有招聘更多的员工。因此为了满足订单交期,生产员工被安排加班。员工访谈确认,加班是自愿的。他们期望有更多的加班,这样可以增加收入。被审核方保证了工人每周休息一天。违反了中华人民共和国劳动法第四十一条。

备注:当前月(2024年2月),由于春节,所有员工都没有全勤,6名抽样工人的月加班时间为16小时。 2024年3月,6名抽样工人中的月加班时间为56小时。

# PA 7: Occupational Health and Safety

Site: Taizhou Sonduo Commodity Co.,Ltd | Site amfori ID: 156-045370-001

**Question:** 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

## **ENGLISH**

## **LOCAL LANGUAGE**

### **Finding**

The auditee partially respects this principle because based on management interview, worker interview and documents reviewing, the auditee did not conduct occupational hazards factors testing and assessment for the mixing and crushing area (noise and dust hazards), and did not arrange occupational health examination for workers worked in these areas. The management stated that in order to reduce management costs, the auditee did not arrange occupational hazards factors testing, or provide occupational health

被审核方部分遵守该原则,因为基于管理层访谈,员工访谈和文件审查,被审核方没有对拌料和碎料区域(噪音及粉尘危害)进行职业危害因素进行检测及评价,并且没有安排在以上区域工作的员工进行职业健康体检。管理层表示工厂为了降低管理成本,没有安排职业病危害因素检测,也没有为工人提供职业健康检查。访谈员工表示他们被告知了相关岗位的职业危害并且提供了劳保用品,但是没有被提供职业健康体检,没有感到身体不适。违反了《工作场所职业卫生管理规定》(2021),第20条和《中华人民共和国职业病防治法》第35条。

examination for workers. Interviewed workers stated that they were informed of the occupational hazards of the relevant positions and provided with PPEs. But no occupational health examination was provided, no physical discomfort was felt. It violated Provisions on the Administration of Occupational Health at Work Sites (2021), Article 20 and Law of the People's Republic of China on the Prevention and Control of Occupational Diseases article 35.

**Question:** 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

### **ENGLISH**

### **LOCAL LANGUAGE**

### **Finding**

The auditee partially respects this principle because based on management interview and onsite observation, it was noted that no secondary containment or label was installed for the white oil in mixing workshop. The management stated that due to management negligence. It violated Regulation on the Safety Management of Hazardous Chemicals Article 20 and Regulation for Chemical Usage Safety in Work Place, Article 12.

被审核方部分遵守该原则,因为基于管理层访谈和现场观察,被审核方拌料区域使用的白油没有二次容器和标签。管理层表示由于管理疏忽导致。违反了危险化学品安全管理条例第20条和工作场所安全使用化学品规定第12条。

**Question:** 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

### **ENGLISH**

### **LOCAL LANGUAGE**

### **Finding**

The auditee partially respects this principle because based on management interview, workers interview and onsite observation, the auditee did not install handrails for the four ladders about 1.5~2.5 meters high located in the injection workshop. The management stated that considering the convenience of operation, safety risks were ignored, the interviewed workers stated that there had been no related work-related injuries. It violated Safety of machinery-Permanent means of access to machinery-Part3: Stairs, stepladders and guard-rails (GB17888.3-2020), Article 7.1.

被审核方部分遵守该原则,因为基于管理层访谈,员工访谈和现场观察,被审核方没有为位于注塑车间的4个约1.5~2.5米高的梯子安装扶手,管理层表示为了操作上更方便,忽视了安全风险,访谈工人表示没有发生过相关的工伤。违反了《机械安全进入机械的固定设施第3部分:楼梯、阶梯和护栏》GB17888.3-2020,第7.1条。



### PA 12: Protection of the Environment

Site: Taizhou Sonduo Commodity Co.,Ltd | Site amfori ID: 156-045370-001

**Question:** 12.1 Is there satisfactory evidence that the auditee continuously identifies the significant impacts and environmental implications associated to its activity?

### **ENGLISH**

### **LOCAL LANGUAGE**

#### **Finding**

The auditee partially respects this principle because based on management interview and documents reviewing, the auditee did not conduct Environmental Impact Assessment, did not obtain the EIA approval or completion acceptance of environmental protection facilities. The main processes onsite including injection (including mixing and crushing) and packing. The management stated that it was difficult to conduct environmental impact assessment, obtain EIA approval and completion acceptance of environmental protection facilities. It violated Law of the People's Republic of China on the Environmental Impact Assessment, Article 16 and Article 22. Measures for Administration of Environmental Protection Acceptance Check upon Completion of Construction Project, Article 17.

被审核方部分遵守该原则,因为基于管理层访谈和 文件审查,被审核方尚未进行环境影响评估,未获 得环评批复及环保设施竣工验收。工厂的主要工序 为:注塑(包含拌料和碎料)和包装。管理层表示 进行环评以及获得环评批复和环保设施竣工验收比 较困难。违反了中华人民共和国环境评价法第16条 和22条。《建设项目竣工环境保护验收管理办法》 第17条。

**Question:** 12.4 Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?

### **ENGLISH**

### LOCAL LANGUAGE

### **Finding**

The main auditee partially respects this principle because based on management interview and document reviewing, the auditee did not monitor the waste gas (mainly generated from the injection process) and boundary noise. The management stated that the factory was small in scale and did not conduct noise and exhaust gas monitoring in order to save costs. It violated Measures for the Administration of Environmental Surveillance, Article 21 and Law of the People's Republic of China on Prevention and Control of Pollution from Noise, Article 38.

被审核方部分遵守该原则,因为基于管理层访谈和 文件审查,被审核方没有监测注塑工序产生的废气 及厂界噪声。管理层表示工厂规模小,为了节约成 本,没有进行噪声和废气监测。违反了环境监测管 理办法第21条和中华人民共和国噪声污染防治法第 38条。