

# Monitoring result for Wina Industrial Co., Ltd on site

## Wina industrial Co., Ltd.

### Monitoring

Monitored Party	: Wina Industrial Co., Ltd
amfori ID	: 156-025614-000
Site	: Wina industrial Co., Ltd.
Site amfori ID	: 156-025614-002
Address	: No. 283, Dongfeng 4th Road, Dongcheng Town, Yangd ong District
	: Yangjiang
	: Guangdong Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 17/01/2022
Expiration Date	: 17/01/2023

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### Overall rating



### Section rating

PA1: Social Management System	D
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	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

Wina industrial Co., Ltd. (the name in Chinese was ‘广东颖诺实业有限公司’, Unified Social Credit Code: was 91441723592157967C) was established in 2012 as shown in the business license, it was located at No. 283, Dongfeng 4th Road, Dongcheng Town, Yangdong District, Yangjiang, China (the address in Chinese was ‘阳江市阳东区东城镇东风四路283号’ ). The factory specialized in the manufacture of Plastic and hardware. The main produce processes included Injection, punching, laser-welding, assembly and packing. According to factory management, peak season was not obvious.

The factory rent three 3-storey production building, the 2nd floor of one 5-storey office building from the landlord, no canteen or dormitory provided for production workers. The construction area was about 4000 square meters.

There were a total of 34 employees with 9 male and 25 female. The youngest employee noted during this audit was 24 years old. All the employees, including management staff and production workers were directly hired by the factory 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 25th 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 November 2021 as the most recent paid month, 5 samples selected from July 2021 as auditors' choice month, 5 samples selected from February 2021 as auditors' choice month and an extra of 5 samples selected from the recent yet-to-pay month December 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 58 hours per month. The maximum weekly working hours were 56 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 RMB11.78 per hour, which met the local minimum wage RMB8.10 per hour since July 1, 2018. All employees overtime worked on weekday, weekend and statutory holidays was paid with 150%, 200% and 300% of employees' normal wage, which was compliance with legal requirement.

According to the social insurance payment receipt provided by factory management, it was noted that only 20 out of 34 employees (59%) were provided with pension, unemployment, medical, maternity and accident insurance in December 2021. And the facility provided a commercial insurance to 40 employees with a valid period from January 1, 2022 to December 31, 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. Ru Zhi Ling/ Manager and Ms. Ao Jie Zhen / Worker Representative attended the open meeting and the closing meeting. And Ms. Ru Zhi Ling/ Manager 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: CSCA 21701180

3. There were another shop was located on 1/F and another company “Yangjiang Qisite Trade LTD” was located on the 3/ F, 4/F and 5/F of one 5-storey building with the same building with the auditee. Per management interview, all of them were independent companies, and rent the area from the landlord respectively. Auditor was not allowed to tour into other companies, and no business license of them could be provided since auditee had no business relationship with them. Per interview with employees, no sharing of employees was noted, and viewed from the outside. thus, another shop and company were not included in the audit scope.

## Site Details

Site : Wina industrial Co., Ltd.

Site amfori ID : 156-025614-002

### GICS Classification

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Sector : Consumer Discretionary

Industry : Household Durables

Industry Group : Consumer Durables & Apparel

Sub Industry : Housewares & Specialties

### GS1 Classifications

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N.A.

### Product Process Classifications

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N.A.

## Metrics

### Key Metrics

Total workforce	30 Workers
Legal minimum wage in local currency	1410 Monthly
Lowest wage paid for regular work at the site	2050 Monthly
Calculated living wage in local currency	1650 Monthly
Total sample	5 Workers

### Other Metrics

Male workers	8 Workers
Female workers	22 Workers
Permanent workers - Male	9 Workers
Permanent workers - Female	25 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	0 Workers
Management - Female	4 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	2 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	9 Workers
Workers hired directly - Female	25 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	3 Workers
Sample - Female	2 Workers

## Findings

### PA1: Social Management System

It was noted that the factory had set up management system to compliance with the BSCI Code of Conduct. However, some policies were improperly implemented and the factory did not monitor the management system accurately. This finding is in violation of BSCI PA1.1

审核发现工厂已经建立了社会责任管理体系以符合BSCI行为准则，但部分制度没有执行到位，并且对其社会责任体系执行情况监管不到位。请参看BSCI PA1.1

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

It was noted that though the factory provided the commitment that they will implement the social responsibility according to the local law and BSCI Code of Conduct and the factory had a long-term goals, the factory did not have a plan to reflect a step-by-step approach toward sustainable improvements. This finding is in violation of BSCI 2.2.

工厂虽然有承诺执行社会责任且有建立长期目标，但是工厂没有建立如何逐步达到该目标的计划。请参看BSCI PA2.2

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. 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

### PA 5: Fair Remuneration

According to the social insurance payment receipt provided by factory management, it was noted that only 20 out of 34 employees (59%) were provided with pension, unemployment, medical, maternity and accident insurance in December 2021. And the facility provided a commercial insurance to 40 employees with a valid period from January 1, 2022 to December 31, 2022. Please refer to BSCI PA 5.5 and Article 73 of the Labor Law of the People's Republic of China.

根据厂方提供的2021年12月社会保险缴费单据显示工厂仅为20/34名(59%)员工提供养老、失业、医疗、生育及工伤保险。工厂为40名员工提供了一份有效期从2022年1月1日至2022年12月31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 November 2021 as current paid month, 5 samples selected from July 2021, 5 samples selected from February 2021 and an extra of 5 samples selected from the recent yet-to-pay month December 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.58 hours) in July 2021, 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 November 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.48 hours) in December 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时记录中抽取20个样本(其中最近完整月2021年12月抽取5个，从最近工资支付月2021年11月抽5个，从2021年7月抽5个以及从2021年2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2021年7月的加班时间为58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11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12月的加班时间为48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

It was noted that the auditee has not taken into account the special needs of other particularly vulnerable employees in the risk assessment, such as older workers, disabled workers, workers with chronic disease, etc. The risk assessments carried out by the factory for safe, healthy and hygienic working conditions did not cover each process (such as, injection, punching, etc.). Please refer to BSCI PA 7.3

## PA 7: Occupational Health and Safety

工厂风险评估没有考虑到其他弱势群体例如，残疾人，遗传病，年老员工；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(如注塑和冲压等)。 请参看BSCI PA7.3

It was noted that some chemical materials (i.e. rust preventive oil and lube oil) used in the workshop were not placed in secondary containers. Please refer to BSCI PA 7.7

审核发现在车间使用的化学品（如：防锈油，润滑油）没有放置在二次容器中。 请参看BSCI PA7.7

The accident procedures were not visually displayed to exposed workers and first-aid personnel. This finding is in violation of BSCI 7.8.

工厂的事故应急处理程序没有张贴以供员工和急救人员使用。 请参看BSCI7.8

It was noted that factory management failed to provide the safety inspection report for 1 lift being used in the factory for review. Remark: the factory was not clear about the rated lifting weight, and the lift height was about 8 meters. Please refer to BSCI Code of Conduct7.11 and Article 28 of Safety Monitoring Regulation of Special Equipment

审核员发现工厂未能提供正在使用的1台升降机的安全检验报告。 备注：工厂不清楚该升降机的额定起重量，该升降机的提升高度约为8米。 请参看BSCI PA 7.11 及《特种设备安全监察条例》第28条

It was noted that 2 out of 5 sampled switch boxes in the injection workshop were blocked by the materials or production equipment. Please refer to Article 5.1.1 of the General Guide for Safety of Electric User (GB/T13869-2017)

审核员抽样发现注塑车间2/5个开关盒被物料或机器设备堵塞。 请参看《用电安全导则GB/T13869-2017》第5.1.1条

It was noted that the foot control pedals of all punching machines in the punching workshop were not equipped with protective devices. Please refer to Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene and BSCI PA7 .17

审核发现冲压车间的所有冲压机的脚控踏板没有安装防护装置。 请参看《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条以及BSCI PA7.17

Remark: No kitchen or canteen was provided to employees.

工厂没有提供餐厅和厨房给员工

Per factory tour, it was noted that no soap / liquid soap and tissue were supplied in the toilet during this audit. Please refer to BSCI PA 7.22.

工厂没有在厕所提供肥皂/洗手液和纸巾。 请参看BSCI PA7.22

Remark: No transportation was provided to employees.

工厂没有提供交通给员工

Remark: No Social facility or housing was provided to employees.

工厂没有提供社会公共设施或住房给员工