

Monitored Party <b>FOSHAN IKEDA AIR FRESHENER CO., LTD</b>	amfori ID <b>156-001728-000</b>	Address <b>No.3 Rd 2 east area,Lianhe industry estate,luocun,Nanhai zone, 528000 Foshan, Guangdong Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Follow-up Monitoring</b>	Monitoring Partner <b>SGS</b>
Monitoring Start Date <b>26/02/2024</b>	Closing Meeting Finished Date <b>26/02/2024</b>	Submission Date <b>04/03/2024</b>
Expiration Date <b>24/03/2025</b>	Announcement Type <b>Fully Announced</b>	
Site <b>FOSHAN IKEDA AIR FRESHENER CO., LTD</b>	Site amfori ID <b>156-001728-001</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>A</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination	<b>A</b>	
PA 5: Fair Remuneration	<b>C</b>	
PA 6: Decent Working Hours	<b>D</b>	

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PA 7: Occupational Health and Safety	<b>A</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded Labour	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

[Audit team's information]

Auditor name: Share He (LA/ APSCA No. CSCA 21702092)

Name of observer, translator, trainee, advisor/ consultant: Nil

Monitoring firm: SGS (Monitoring firm APSCA #: 11600006)

Audit schedule detail: Follow up audit on Feb.26, 2024 with 1 auditor x 1 day

Announcement Type: Fully-Announced

[Business partner information]

FOSHAN IKEDA AIR FRESHENER CO., LTD was located at No.3 Rd 2 east area, Lianhe industry estate, luocun, Nanhai zone, Foshan, Guangdong, China. It was set up on Feb.14, 2007 and its business license was No. 91440605799300134W and valid to long term.

And above name& address was same as business license.

The main products manufactured in the factory were CAR AIR FRESHENER. The main production activities included mixing, filling, assembling, inspecting and packing.

And it did not use any subcontractor confirmed with management and onsite observation.

Production capacity mints was 900000 pcs per year.

[Audited location information]

The auditee only rented and used the whole 3F (office, workshop, warehouse) of one 3-storey building (total 7795.3m2, 1F: idle, 2F: Foshan Ying Hao Electronics Factory).

The management said both the auditee and 'Ying Hao' had independent business license, and they operated and managed separately without sharing workers or machines.

So this audit only focused the auditee area.

Its lease contract was valid from Jan.1, 2022 to Jan. 1, 2027.

[Operating shifts and hours]

The main auditee established policy about working time and provided the relevant training to workers. The factory defined from Monday to Sunday as a week. The main auditee provided attendance records from Mar. 1, 2023 to Feb.26, 2024 and payrolls from Mar. 2023 to Dec. 2023 for review during the audit. The attendance records were recorded by fingerprint/ face scan attendance recorder. The most normal working hours were 5 days per week and 8 hours per day. There was 1 shift for all employees: 8:00-12:00, 13:30-17:30. Workers worked overtime hours for max. 2 hours/ day on regular day (Monday to Friday), 74 hours/ month, and the max. weekly working hours were 56 hours.

All workers could have one day off per seven days, they usually rest on each Sunday. The wage policy showed that 150%, 200% and 300% of regular wage were paid to OT working on regular day, rest day and holiday respectively. Workers had sufficient time for rest and working meal.

[Salary payment details]

The factory set up wage and benefit policy, which included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave, etc. Based on the payrolls from Mar. 2023 to Dec. 2023 provided by the factory, all production workers were paid by hourly rate, and they were usually paid at the end of next month by cash. The basic wage was RMB2500/ month, which was in line with local requirement (RMB1900/ month since Dec.1, 2021). The factory provided legal paid statutory holiday to all workers. No illegal deduction was identified according to wages records of workers.

[Living wage]

The living wage data is provided by the auditing company and please refer to the PA5 summary to find the details of calculation method of living wage.

[Worker number information]

On the day of audit, a total of 46 employees with 19 male and 27 female employees (including 35 production workers: 14 male& 21 female workers) were currently working in the facility, among them, no child, young, disable, pregnant, nursing mother, interns, apprentices, contractor worker was found, and 36 employees with 15 male& 21 female employees (including 34 production workers: 14 male& 20 female workers) were from other province. And auditor freely selected 5 workers for interview, and checked their personal file, working hours and payroll records as well.

[Good practices]

The factory had obtained certificate of ISO9001.

[Worker organization detail]

No union was set up, and 2 workers representatives were elected in the factory.

[Circumstance] Nil

[Special circumstance from website]

No special circumstance was found through checking IPE website and National Enterprise Credit Information Publicity System.

[Summary of finding]

The scope of this follow up audit was: PA1, PA2, PA5, PA6, PA7, PA13. And below findings were still identified:

PA1 Social Management System (PA1.1: amfori BSCI management system was not perfect; PA1.4: OT control system was not per legal requirement),

PA2 Workers Involvement & Protection (PA2.2: workers & workers representatives were not invited to set the CSR long-term goal),

PA5 Fair Remuneration (PA5.4: workers' wage was lower than local decent standard of living wage, PA5.5: Social insurances were only provided for part of employees),

PA6 Decent Working Hours (PA6.2: OT exceed legal requirement),

Other PA: NA

[Precautions taken about #COVID-19 in the facility]

No related requirement/ control in China since Dec. 2022.

[Personal data protection law]

The Personal Information Protection Law of the People's Republic of China was promulgated on August 20, 2021, the producer ensured that relevant personal data and information provided to SGS auditor(s) has been obtained the individual's consent during the audit.

[Attachments]

Below documents were not applicable: agency labour contract, government waiver on working hours, collective bargaining agreement.

## SITE DETAILS

Site  
**FOSHAN IKEDA AIR FRESHENER  
CO., LTD**

Site amfori ID  
**156-001728-001**

### GICS Classification

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Sector	Industry Group	Industry
<b>Consumer Discretionary</b>	<b>Consumer Durables &amp; Apparel</b>	<b>Leisure Products</b>

Sub Industry  
**Leisure Products**

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

# METRICS

## Key Metrics

Total workforce	<b>46</b>	<b>Workers</b>
Legal minimum wage in local currency	<b>1,900</b>	<b>Monthly</b>
Lowest wage paid for regular work at the site	<b>2,500</b>	<b>Monthly</b>
Calculated living wage in local currency	<b>3,617</b>	<b>Monthly</b>
Total sample	<b>5</b>	<b>Workers</b>

## Other Metrics

Male workers	<b>19</b>	<b>Workers</b>
Female workers	<b>27</b>	<b>Workers</b>
Permanent workers - Male	<b>19</b>	<b>Workers</b>
Permanent workers - Female	<b>27</b>	<b>Workers</b>
Temporary workers - Male	<b>0</b>	<b>Workers</b>
Temporary workers - Female	<b>0</b>	<b>Workers</b>
Seasonal workers - Male	<b>0</b>	<b>Workers</b>
Seasonal workers - Female	<b>0</b>	<b>Workers</b>
Management - Male	<b>3</b>	<b>Workers</b>
Management - Female	<b>2</b>	<b>Workers</b>
Apprentices - Male	<b>0</b>	<b>Workers</b>
Apprentices - Female	<b>0</b>	<b>Workers</b>
Workers on probation - Male	<b>2</b>	<b>Workers</b>
Workers on probation - Female	<b>1</b>	<b>Workers</b>
Workers with night shift - Male	<b>0</b>	<b>Workers</b>
Workers with night shift - Female	<b>0</b>	<b>Workers</b>
Workers with disabilities - Male	<b>0</b>	<b>Workers</b>
Workers with disabilities - Female	<b>0</b>	<b>Workers</b>
Domestic migrant workers - Male	<b>15</b>	<b>Workers</b>
Domestic migrant workers - Female	<b>21</b>	<b>Workers</b>
Foreign migrant workers - Male	<b>0</b>	<b>Workers</b>
Foreign migrant workers - Female	<b>0</b>	<b>Workers</b>
Workers hired directly - Male	<b>19</b>	<b>Workers</b>
Workers hired directly - Female	<b>27</b>	<b>Workers</b>
Workers hired indirectly - Male	<b>0</b>	<b>Workers</b>
Workers hired indirectly - Female	<b>0</b>	<b>Workers</b>
Unionised workers - Male	<b>0</b>	<b>Workers</b>
Unionised workers - Female	<b>0</b>	<b>Workers</b>
Workers under CBA - Male	<b>0</b>	<b>Workers</b>
Workers under CBA - Female	<b>0</b>	<b>Workers</b>
Pregnant workers	<b>0</b>	<b>Workers</b>

Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Sample - Male	2	Workers
Sample - Female	3	Workers

# FINDINGS



## PA1: Social Management System

Site: FOSHAN IKEDA AIR FRESHENER CO., LTD | Site amfori ID: 156-001728-001

**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
<b>Finding</b>	
<p>1st follow up audit on Feb.26, 2024: Open</p> <p>1.1 Finding: The main auditee partially respected this principle because the factory did not completely identify the non-compliance in amfori BSCI system implementation.</p> <p>The amfori BSCI procedure and policy (eg, CSR procedure document, CSR Management Manual, Employee Manual) was established and documented, and it was implemented during the factory operation and updated the system code periodically; but based on document review, management interview and onsite observation, gaps were identified between the requirements of amfori BSCI during the system implementation, there were still some non-compliances found as below: social insurance was not provided to all employees, overtime hours exceeded legal requirement, etc.</p> <p>It violated the requirement of question 1.1 in amfori BSCI system manual.</p>	<p>第一次跟进审核在2024年2月26日：未关闭 发现点：被审核方没有完全识别系统运行存在的不符合问题而部分遵守该原则。</p> <p>工厂有建立amfori BSCI体系的相关程序（如：社会责任程序文件、社会责任管理手册，员工手册）并在日常生产中执行该程序，且该程序定期更新。但是根据文件查看、管理层访谈、现场观察，工厂在执行amfori BSCI体系时与要求存在差距，工厂仍存在以下不符合项：社保未提供给所有员工，加班超时等等。</p> <p>违反了amfori BSCI管理手册中问题1.1的要求。</p>

**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
<b>Finding</b>	
<p>1st follow up audit on Feb.26, 2024: Open</p> <p>1.4 Finding: The main auditee partially respected this principle. Because the factory had realistically learnt and calculated the costs of production and delivery times. But based on document review, management &amp; workers interview, the factory did not execute it completely due to workers' working hours were not in line with legal (monthly overtime hours exceeded 36 hours, the max. was 74 hours/month) and amfori BSCI requirement. The management said it was due to temporary increase</p>	<p>第一次跟进审核在2024年2月26日：未关闭 发现点：被审核方部分遵循该准则。原因是工厂有了解如何计算生产产能和订单周期。但根据文件查看、管理层和员工访谈，由于工厂在工作时间上未符合法规（月加班超过36小时，最大为74小时/月）以及amfori BSCI要求，因此工厂工时管理系统执行层面并不完善。管理层表示因为有临时增加的订单，所以无法按照法规要求有效控制加班时间。</p> <p>违反了amfori BSCI管理手册中问题1.4的要求。</p>



### Finding

in orders, so it could not effectively control the OT per legal requirement.

It violated the requirement of question 1.4 in amfori BSCI system manual.

## PA 2: Workers Involvement and Protection

Site: FOSHAN IKEDA AIR FRESHENER CO., LTD | Site amfori ID: 156-001728-001

**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

1st follow up audit on Feb.26, 2024: Open  
2.2 Finding: The main auditee partially respected this principle. Because the factory had established the CSR long-term goals, but it did not invite workers/ workers representatives participate into the CSR long-term goals setting and no effective feedback of long-term goals achievement till the audit day (Feb.26, 2024) based on document review, management& workers interview. The management said he did not know such requirement and how to improve this non-compliance.

It violated the requirement of question 2.2 in amfori BSCI system manual.

第一次跟进审核在2024年2月26日：未关闭  
发现点：被审核方部分遵守该原则。工厂有建立社会责任长期目标，但根据文件查看、管理层和员工访谈，工厂没有邀请员工、员工代表参与社会责任长期目标的制定，且截至审核当天(2024年2月26日)，没有进行达成情况的有效回顾。管理层表示其不清楚相关要求和如何改善该问题点。

违反了amfori BSCI管理手册中问题2.2的要求。

## PA 5: Fair Remuneration

Site: FOSHAN IKEDA AIR FRESHENER CO., LTD | Site amfori ID: 156-001728-001

**Question:** 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

### ENGLISH

### LOCAL LANGUAGE

### Finding

1st follow up audit on Feb.26, 2024: New  
5.4 Finding: The main auditee did not respect this principle, because based on document review, workers& management interview, the factory did not calculate how much remuneration that allowed

第一次跟进审核在2024年2月26日：新  
发现点：被审核方未遵守该准则，因为根据文件查看、管理层和员工访谈，截至审核当天(2024年2月26日)，工厂没有计算使工人可以体面地生活的公平报酬。

Finding	
<p>workers to meet a decent standard of living till the audit day (Feb.26, 2024).</p> <p>The management said they did not know how to calculate.</p> <p>And the payroll records of Mar.2023 to Dec. 2023 showed that 5 (mixing, filling, packing) out of 5 sample workers' wage in each months of Mar.-Dec. 2023 were lower than local decent standard of living wage.</p> <p>It violated the requirement of question 5.4 in amfori BSCI system manual.</p>	<p>管理层表示其不清楚如何计算。</p> <p>根据2023年3月-2023年12月的工资显示，抽样5名员工中5名(调料、灌装、包装)在2023年3-12月的每月工资均低于当地体面生活的公平工资。</p> <p>违反了amfori BSCI管理手册中问题5.4的要求。</p>

**Question:** 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>1st follow up audit on Feb.26, 2024: Open</p> <p>5.5 Finding: The main auditee did not respect this principle, because the factory did not provide social insurance to all workers as per legal requirement. The factory provided social insurance payment records of Dec. 2023- Feb. 2024. There were 46 employees in the factory currently, among them, and there were 37 employees who were under retirement age and employed more than one month till the audit, which should be provided with social insurance, but based on document review, onsite observation, management&amp; workers interview, the factory only provided injury, unemployment, medical, child-bearing, endowment insurance to 14 out of 37 employees (37.84%) in Feb. 2024. And the factory provided commercial accident insurance for all employees since Oct.8, 2023 and valid for 1 year, so 100% employees in the factory were covered by injury/ accident insurance.</p> <p>Remark: Based on workers and management interview, the factory didn't ask the employees who were not insured to provide their other insured documents (like new rural social pension insurance).</p> <p>The management said about 62% workers did not want to be insured.</p> <p>It violated Labor Law of the People's Republic of China (2018 Amendment) Article 72&amp; 73.</p>	<p>第一次跟进审核在2024年2月26日：未关闭</p> <p>发现点：被审核方未遵守该准则，因为工厂未按照法规要求给所有人员提供社保。</p> <p>根据工厂提供的2023年12-2024年2月的社会保险缴费记录，工厂现有员工46名，其中，共有37名员工低于法定退休年龄且工作满一个月需提供社保，但根据文件查看、现场观察、管理层和员工访谈，工厂在2024年2月只给其中的14名员工提供了工伤、失业、医疗、生育、养老保险(参保率37.84%)。</p> <p>工厂于2023年10月8日起给全部员工提供了为期一年的商业保险，故厂内100%员工均有覆盖了工伤/意外保险。</p> <p>备注：根据员工访谈和管理层访谈，工厂没有要求未参保员工提供其自己参保的记录(如：新农保)。管理层表示约62%员工不愿意购买社保。</p> <p>违反了中华人民共和国劳动法(2018修正)第七十二条和第七十三条。</p>

## PA 6: Decent Working Hours

Site: FOSHAN IKEDA AIR FRESHENER CO., LTD | Site amfori ID: 156-001728-001

**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

1st follow up audit on Feb.26, 2024: Open  
6.2 Finding: The main auditee did not respect this principle. Workers' overtime hours exceeded legal requirement based on document review, management & workers interview.  
The factory provided attendance records from Mar.1, 2023 to Feb.26, 2024, 100% sample production workers' overtime in each month exceeded legal requirement (36 hours/ month), the max. was 74 hours (eg, overtime for 34 hours in working days, 40 hours in weekends) in Jul. 2023. And sampled workers' max. daily overtime hours were 2 hours, max. weekly working hours were 56 hours in each month.  
The management said it was due to temporary increase in orders, so it could not effectively control the OT per legal requirement.  
  
It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41.

第一次跟进审核在2024年2月26日：未关闭  
发现点：被审核方未遵守该准则。根据文件查看、管理层和员工访谈，员工加班均超过法规要求。工厂提供了2023年3月1日—2024年2月26日的考勤，抽样的100%生产员工在每月的月加班时间均超过法规要求(36小时/月)，最大在2023年7月为74小时/月(如：工作日加班34小时，周末加班40小时)。且抽样的员工的每月最大日加班为2小时，最大周工时为56小时。  
管理层表示因为有临时增加的订单，所以无法按照法规要求有效控制加班时间。  
  
违反了中华人民共和国劳动法(2018修正)第四十一条。

## PA 7: Occupational Health and Safety

Site: FOSHAN IKEDA AIR FRESHENER CO., LTD | Site amfori ID: 156-001728-001

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

### ENGLISH

### LOCAL LANGUAGE

#### Finding

1st follow up audit on Feb.26, 2024: Closed  
7.1 The main auditee respected this principle. The factory had the management system on health and safety, included health and safety checking, training, etc. and it had identified and aware of the related updated legal regulation, all health and safety findings were closed.

第一次跟进审核在2024年2月26日：关闭  
被审核方遵循了该准则。工厂有建立了健康安全管理体系，含健康安全检查和培训等，有对相关的更新法规进行识别与了解，健康安全方面的问题已全部关闭。

**Question:** 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

**ENGLISH**

**LOCAL LANGUAGE**

**Finding**

1st follow up audit on Feb.26, 2024: Closed  
7.9 The main auditee respected this principle. Based onsite observation, management & workers interview, the factory posted warning sign at the door of elevator.

第一次跟进审核在2024年2月26日：关闭  
被审核方遵循了该准则。根据现场观察、管理层和员工访谈，工厂在电梯的门口处均张贴了警告标识。

**Question:** 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

**ENGLISH**

**LOCAL LANGUAGE**

**Finding**

1st follow up audit on Feb.26, 2024: Closed  
7.22 The main auditee respected this principle. For example, the factory provided free hand washing liquid and tissue near the toilet.

第一次跟进审核在2024年2月26日：关闭  
被审核方遵循了该准则。如：工厂有在厕所附近提供了免费的洗手液、纸巾。

**PA 13: Ethical Business Behaviour**

Site: FOSHAN IKEDA AIR FRESHENER CO., LTD | Site amfori ID: 156-001728-001

**Question:** 13.1 Is there satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise?

**ENGLISH**

**LOCAL LANGUAGE**

**Finding**

1st follow up audit on Feb.26, 2024: Closed  
13.1 The main respected this principle. For example, the factory had conducted risk assessment on corruption per its actual situation, and it had detail protective measures on high risk listed at assessment.

第一次跟进审核在2024年2月26日：关闭  
被审核方遵循了该准则。如：工厂已按照其实际情况进行廉政风险评估，也有对评估出来的高风险环节的防护措施进行详细规定。