

Monitored Party	amfori ID	Address
Tianjiao Enterprise Co.,LTD.	156-048814-000	(Next to National Highway 325) Dahecha, Baisha, Jiangcheng, 529500 Yangjiang, Guangdong Sheng, China
Monitoring Activity	Monitoring Type	Monitoring Partner
amfori Social Audit - Manufacturing	Full Monitoring	QIMA Limited
Monitoring Start Date	Closing Meeting Finished Date	Submission Date
05/09/2024	09/09/2024	09/09/2024
Expiration Date	Announcement Type	
09/09/2025	Semi Announced	
Site	Site amfori ID	
Tianjiao Enterprise Co.,LTD.	156-048814-001	

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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, Violence or Harassment	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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	B	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: James Zhu;

APSCA membership number: CSCA21700198

Name of team auditor: Dennis Yang

APSCA membership number: CSCA21703687

Monitoring partner name: QIMA LIMITED (APSCA number 11600049)

Audit schedule details: Total MD is 2 MDs, the audit is planned for one auditor x 1 day and one auditor x 0.5 days, and 0.5 days for reporting.

Announcement Type: Semi-Announced

Business partner information: The audited factory Tianjiao Enterprise Co., Ltd/天骄实业有限公司 is located at (Next to National Highway 325) Dahecha, Baisha, Jiangcheng, Yangjiang, Guangdong, China/中国广东省阳江市江城区白沙大河岔（325国道旁）。

The business license number is 91441702MAC3B95595. The total structure area is 17518 square meters. The factory started its operation since November 10, 2022. The main products were kitchenware, such as chopping board. The main production processes were listed as follows: Injection, molding, punching, wood processing, paint spraying, assembling, inspection and packaging.

Audited location information: In view of the facility, the facility consisted of one 2-storey building and 6 flat buildings, details as below: #1. 2-storey office building; #2. Material warehouse building; #3. Injection molding and punching building; #4. Material preparation building; #5. Wood processing building; #6. Spraying painting building; #7 Assembly and finished goods warehouse building.

Operating shifts and hours: Attendance records from August 1, 2023 to September 5, 2024 (audit day) were reviewed in this audit. Employees worked 5 days per week and 8 hours per day in one shift, all department workers worked in 1 shift: 8:00-12:00 and 13:30-17:30. All workers were paid by hourly rate. The maximum monthly overtime were 70 hours.

Time recording system: Finger scan system was used to record employees' working hours.

Salary payment details: Payroll from August 2023 to July 2024 were provided for review, July 2024 (current month), March 2024 (randomly selected month) and December 2023 (randomly selected month) were taken as samples. Workers were paid by hourly rate basis; the minimum basic wage paid to worker was RMB 2088 per month equivalent to RMB 12 per hour which higher than the local minimum wage RMB 1620 per month equivalent to RMB9.31 per hour since 1-December-2021. Wage was released by bank transfer before the 30th of the following month. The auditee paid 150% and 200% of normal rate for the overtime on regular working days and rest days respectively. all employees were paid by hourly rate. Benefits such as paid sick leave etc. were legally granted for employees, and not all employee were covered sufficient social insurance.

Worker number information: There were 98 employees including 44 female employees and 54 male employees are currently working in the facility. The ages range from 22 to 65 years old. There are 68 production employees and 30 non-production employees. All 98 employees are permanent and 50 domestic migrant employees which include 31 male employees and 19 female employees, no young, interns, apprentices, contractor workers etc in the factory.

Worker organization details: There was no trade union established in the factory. One worker committee organization was established in the factory, and two worker representatives were elected freely by workers in the factory. Workers could access and complaint to the worker representatives freely.

Circumstances: 1, During this audit, the facility management gave full access to all necessary areas for facility tour and a private room was arranged for employees' interview. All documents required for review were provided for review. In the closing meeting, the management were receptive to the current findings and did not raise any negative feedback.

Summary of findings:

PA1. The overall observation showed that the auditee partially fulfilled the requirement of this performance area, some non-compliance noted in this audit and continuous improvement was needed in their social compliance management system, all sampled employees worked excessive monthly overtime hours.

PA 2. The overall observation showed that the auditee partially fulfilled the requirement of this performance area, the factory set up the long term social compliance goals, in which no timeline defined; no specific implementation plan was set up to achieve such goal, and goal and implementation plan to reduce overtime hour and purchase social insurance for their employees, and the facility didn't establish an effective operational-level grievance mechanism for external communities (i.e. neighbors, factories, suppliers, local government, NGO, etc.).

PA 5. The overall observation showed that the auditee partially fulfilled the requirement of this performance area, 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, and Insufficient social insurance participated.

PA 6. The overall observation showed that the auditee partially fulfilled the requirement of this performance area. Overtime hours exceeded the legal requirement.

PA 7. The overall observation showed that the auditee partially fulfilled the requirement of this performance area. some non-compliances were observed during this audit, testing result of occupational hazards factors (noise and dust) exceeded standard, there was no involvement of worker representative when developing and implementing system toward OHS management (risk assessment), about 15% workers contacting high dust in cutting and polishing were wearing disposable masks instead of dust proof masks when operation, no adequate safety labels for tow buckets of chemical at chemical storage warehouse, the factory had developed accident and emergency procedure but did not post it onsite, the materials and the finished goods in warehouse were placed against the wall directly without any gap.

PA 12, The overall observation showed that the auditee partially fulfilled the requirement of this performance area. No environmental protection acceptance checks report for completed construction project.

PA 13, The overall observation showed that the auditee partially fulfilled the requirement of this performance area, the factory management had no good awareness of the importance of handling personal information respectfully, and factory didn't establish a system to handle personal information to ensure respect worker's right to privacy.

Living wage calculation: 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,

Remark: 1. There was a personal data protection law in China, so the auditor had desensitized the uploaded attachment. 2. Below documents were not uploaded because: 1). There are no contractors used by the auditee, which makes the contractor license/permit not applicable. 2). There are no agencies used by the auditee, which makes the agency labour contract not applicable. 3). There are no collective bargaining agreements set by the auditee, which makes the collective bargaining agreements not applicable. 4). There is no documented valid authorization to make exemptions on working hours by the auditee, which makes the documented valid authorization to make exemptions on working hours not applicable.

SITE DETAILS

Site

Tianjiao Enterprise Co.,LTD.

Site amfori ID

156-048814-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Household Durables

Sub Industry

Housewares & Specialties

amfori Process Classifications

Buffing / Sand paper polishing / Mechanical polishing

Grinding or Chipping of logs

NACE Classification

Manufacture of products of wood, cork, straw and plaiting materials

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	98	Workers
Legal minimum wage in local currency	1,620	Monthly
Lowest wage paid for regular work at the site	2,088	Monthly
Calculated living wage in local currency	2,029.5	Monthly
Total sample	10	Workers

Other Metrics

Male workers	54	Workers
Female workers	44	Workers
Non-binary workers	0	Workers
Permanent workers - Male	54	Workers
Permanent workers - Female	44	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	2	Workers
Management - Female	2	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	31	Workers
Domestic migrant workers - Female	19	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	54	Workers
Workers hired directly - Female	44	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	6	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: Tianjiao Enterprise Co.,LTD. | Site amfori ID: 156-048814-001

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

Per document review, employee interview and factory tour, it was noted that the factory established and implemented BSCI management system, but continuous improvement was needed because some non-compliances were noted in several performance areas.

通过文件查阅，员工访谈以及现场观察，发现工厂建立和实施了BSCI管理体系，但仍然需要持续改善，因为在几个执行领域发现一些不符合项。

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

Through document review, the auditee did not establish workforce capacity management procedure, and did not reasonable evaluated whether its workforce capacity could meet the expectations of delivery orders or contracts. In addition, based on attendance records provided by the auditee, monthly overtime hours of randomly selected employees exceeded legal requirements.

通过文件查阅，被审核方未建立生产能力管理程序，没有合理的评估其生产能力是否可以满足其生产订单要求。另外，根据被审核方提供的考勤记录，随机抽取的员工的月加班时间超出了法规要求。

PA 2: Workers Involvement and Protection

Site: Tianjiao Enterprise Co.,LTD. | Site amfori ID: 156-048814-001

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

Per document review, employee interview and factory tour, it was noted that the factory set up the long term social compliance goals, in which no timeline defined; no specific implementation plan was set up to achieve such goal, and goal and

通过文件查阅，员工访谈以及现场观察，发现工厂建立了社会责任的长远目标。此目标没有定义达成目标的时限；具体的执行计划以达到设定的目标，另外没有减少加班时间和购买社保的目标和执行计划。

Finding	
implementation plan to reduce overtime hour and purchase social insurance for their employees.	
Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?	
ENGLISH	LOCAL LANGUAGE
Finding	
Per document review and management interview, it was noted that the facility didn't establish an effective operational-level grievance mechanism for external communities (i.e. neighbors, factories, suppliers, local government, NGO, etc.).	通过文件审核和管理层访谈，审核员发现工厂没有建立针对利益相关方（如周边居民，工厂，供应商，当地政府，NGO等）的有效的议和申诉机制。

PA 5: Fair Remuneration

Site: Tianjiao Enterprise Co.,LTD. | Site amfori ID: 156-048814-001

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	
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。
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	
Insufficient social insurance participated. Through document review, auditor found that there were 45 out of 98 employees had participated in basic endowment insurance, injury insurance, maternity insurance, basic medical insurance and unemployment insurance. (The Social Insurance Law of the People's Republic of China, Article 10, Article 23, Article 33, Article 44, and Article 53)	社会保险参保不足，通过文件审核，审核员发现企业的98员工中只45人参加养老保险，失业保险，工伤保险，生育保险和医疗保险，备注：1，工厂为90员工提供了一份商业保险，工伤保险和商业保险覆盖所有员工，2，工厂当前月有10名退休返聘员工和1名新进员工。

Finding

Remark: 1, The factory had provided one group commercial insurance provided for 90 workers in the facility which the injury insurance and commercial insurance were covered all employees.
2, There are 10 retired employees and 1 newly employee in the recent month.

PA 6: Decent Working Hours

Site: Tianjiao Enterprise Co.,LTD. | Site amfori ID: 156-048814-001

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

Overtime hours exceeded the legal requirement. Through document review, auditor found that the monthly overtime hours of out 10 of 10 randomly selected employees were 66 hours in July 2024 (Current months); 10 out of 10 were 70 hours in March 2024(randomly selected month). 10 out of 10 were 70 hours in December 2023(current month) (China Labor Law, Article 41).

加班时间超过法规要求, 通过文件审核, 审核员发现在抽取的2024年7月份(当前月)的考勤中, 10名随机抽取的员工中有10人的月加班时间为66小时, 2024年3月份(随机月)的考勤中, 10名随机抽取的员工中10人的月加班时间为70小时. 2023年12月份(随机月)的考勤中, 10名随机抽取的员工10人的月加班时间为70小时.

PA 7: Occupational Health and Safety

Site: Tianjiao Enterprise Co.,LTD. | Site amfori ID: 156-048814-001

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

ENGLISH

LOCAL LANGUAGE

Finding

Per onsite observation, document review and employee interview, it was noted that the factory established OHS (occupational health and safety) policy and procedure and OHS meeting was held every 6 months to review the compliance of OHS. However, some non-compliances were observed during this audit.

通过现场观察, 员工访谈和文件查阅, 发现工厂有建立职业健康安全方面的政策和程序, 每6个月进行一次职业健康安全的会议来检讨工厂在职业健康安全方面的符合性。但是, 此次审核中发现一些不符合项。

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH	LOCAL LANGUAGE
Finding	
Testing result of occupational hazards factors(noise and dust)exceeded standard. During facility tour, auditor found that the cutting and polishing work position were general the noise and dust, during document review, testing report indicated that the factors (noise and dust) of occupational disease hazards in the department exceeded the limit of national standard for 18.5% working positions. (The PRC Law of Prevention and Control of Occupational Diseases Article 26)	职业危害因素检测结果(噪音和粉尘)不符合法规的要求。在现场巡查，审核员发现在开料，打磨等车间产生噪音和粉尘，企业提供的职业危害因素检测报告显示18.5%岗位噪音和粉尘超过了法规规定的限值。

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH	LOCAL LANGUAGE
Finding	
Per document review and employee interview, it was noted that there was no involvement of worker representative when developing and implementing system toward OHS management (risk assessment).	通过文件查阅和员工访谈，发现工厂在开发和执行职业健康安全体系(风险评估)中没有涉及到员工代表的参与。

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
Per onsite observation, It was noted that around 15% workers contacting high dust in cutting and polishing were wearing disposable masks instead of dust proof masks when opeartion.(In accordance with Law of the PRC on Work Safety Article 45)	通过现场审核发现约15%开料、抛光喷漆接触职业危害因素（粉尘）员工作业时仅佩戴一次性口罩而不是工厂提供的防尘口罩。

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	
Per onsite observation, It was noted that there was no adequate safety labels for tow buckets of	通过现场审核发现工厂化学品仓两桶未张贴合适的安全标签。

Finding	
chemical at chemical storage warehouse.(Regulations on Labor Protection in Workplaces Where Toxic Substances Are Used (2002), Article 23)	

Question: 7.8 Is there satisfactory evidence that the auditee has developed and implemented accident and emergency procedures?

ENGLISH	LOCAL LANGUAGE
Finding	
Per document review and onsite observation, it was noted that the factory had developed accident and emergency procedure but did not post it onsite.	通过现场观察发现工厂已建立了意外和应急程序但没有将其张贴在现场。

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH	LOCAL LANGUAGE
Finding	
Per onsite observation, it was noted that the materials and the finished goods in warehouse were placed against the wall directly without any gap. (Rules Concerning Warehouse Safety and Fire Control article 18).	通过现场观察发现工厂原材料和成品仓库部分货物直接靠墙存放，没有任何间隙。

PA 12: Protection of the Environment

Site: Tianjiao Enterprise Co.,LTD. | Site amfori ID: 156-048814-001

Question: 12.3 Is there satisfactory evidence of the auditee's required environmental permits and licences?

ENGLISH	LOCAL LANGUAGE
Finding	
No environmental protection acceptance checks report for completed construction project. During facility tour, auditor found that products in the facility are kitchenware, and the main processes are injection, cutting, polishing, painting etc, the noise, waste gas and hazardous waste which generated during manufacturing would cause influence on the environment. However, during document review, the facility could not provide the	企业没有建设项目环境保护竣工验收。在现场巡查时，审核员发现企业生产产品为厨房用品，主要工序为注塑、喷漆、打磨、裁切等，生产过程中产生的废气、噪音及危险废弃物会对环境造成影响。但在文件审核中，企业没有提供该建设项目的环境保护竣工验收报告供审阅。（根据《建设项目环境保护管理条例》第十七条，）

Finding

environmental protection acceptance check approval for their construction project for review.(In accordance with the Measures for the Administrative Regulation on Environmental Protection of Construction Projects Article 17,)

PA 13: Ethical Business Behaviour

Site: Tianjiao Enterprise Co.,LTD. | Site amfori ID: 156-048814-001

Question: 13.4 Is there satisfactory evidence that the auditee collects uses and otherwise processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements?

ENGLISH

LOCAL LANGUAGE

Finding

Per document review and management interview, it was noted that the factory management had no good awareness of the importance of handling personal information respectfully, and factory didn't establish a system to handle personal information to ensure respect worker's right to privacy.

通过管理层访谈和文件查阅发现工厂管理层不了解处理个人信息的重要性，工厂没有建立一个系统来处理个人信息，以确保尊重员工的隐私权。