

Monitoring result for Linyi Economic and technological Development Zone Feiyu Tool Factory on site Linyi Economic and Technological Development Zone Feiyu Tool Factory

Monitoring

Monitored Party	: Linyi Economic and technological Development Zone Feiyu Tool Factory
amfori ID	: 156-029657-000
Site	: Linyi Economic and Technological Development Zone Feiyu Tool Factory
Site amfori ID	: 156-029657-001
Address	: Cuzhuang Village, Meibu Office, Linyi Economic and Technological Development Zone : 276700, Linyi : Shandong Sheng : China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Monitoring Partner	: TUV Rheinland
Monitoring Start Date	: 01/03/2023
Closing Meeting Finished Date	: 01/03/2023
Submission Date	: 08/03/2023
Expiration Date	: 08/03/2024

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Overall rating



Section rating

PA1: Social Management System	C
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	A
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	B
PA 13: Ethical Business Behaviour	A

General description

Linyi Economic and Technological Development Zone Feiyu Tool Factory (临沂经济技术开发区飞宇工具厂) was located at Cuzhuang Village, Meibu Office, Linyi Economic and Technological Development Zone, Shandong Province, China (中国山东省临沂经济技术开发区梅埠办事处醋庄前村). The land area occupied by the auditee was about 7900 square meters. In view of the auditee, it consists of one single-storey office building, one single-storey building and one single-storey (partial 2-storey) building used for workshop and one single-storey building used for warehouse. One single-storey building was idle. No dormitory or canteen was provided. No agency labor was used by the auditee. There was no peak season or non-peak season in this auditee.

The main products manufactured by the facility are hand tools. The main production processes are listed as following: polishing, coating, painting, assembling, printing and packaging. No subcontractor was used by this auditee.

The auditee management was co-operative during this audit. They allowed auditor to interview employees and to take photos. They agreed with all findings.

Remark:

1. All workers were directly hired by the auditee. There was no subcontracting service, subcontracting labor, subcontractor, agency labor, government waiver or collective bargaining agreement of the auditee. So documents such as contractor license/ permit, agency labor contract, government waivers or collective bargaining agreement were not applicable for this auditee.
2. Living Wage: No anker wage available for the producer's location, so we used the data provided by auditing company. The calculation methodology refers to anker living wage structure. The data comes from the local bureau of statistics for the current year.

3. Auditor: Frank Zhang, CSCA, registration number 21700422

Observer: Jordan Pang, CSCA registration number 21701794

Auditing company: TUV Rheinland, APSCA Number: 11600007

Announcement type: Fully-announced

Monitoring date: 1 March, 2023

Site Details

Site : Linyi Economic and Technological Development Zone Feiyu Tool Factory

Site amfori ID : 156-029657-001

GICS Classification

Sector : Consumer Discretionary

Industry : Household Durables

Industry Group : Consumer Durables & Apparel

Sub Industry : Household Appliances

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	11 Workers
Legal minimum wage in local currency	1700 Monthly
Lowest wage paid for regular work at the site	2100 Monthly
Calculated living wage in local currency	2194 Monthly
Total sample	5 Workers

Other Metrics

Male workers	5 Workers
Female workers	6 Workers
Permanent workers - Male	5 Workers
Permanent workers - Female	6 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	1 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	0 Workers
Domestic migrant workers - Female	1 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	5 Workers
Workers hired directly - Female	6 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	2 Workers
Sample - Female	3 Workers

Findings

PA1: Social Management System

Through reviewing documents, the auditor found that the factory had established social compliance management procedures. However, factory tour, employee interview and document review proved that some procedures, for example, management procedure on working hours, were not well followed. Attendance records showed that workers monthly overtime exceeded legal limit. Management said that they would control overtime as possible as they could.

审核员从查阅的文件中发现工厂建立了社会责任管理程序。然而，现场观察，员工访谈和查阅文件证明，有些程序没有执行好，例如工时管理程序。考勤记录显示工人的月加班时间超过法定许可范围。管理人员说工厂会尽量控制加班。

Through reviewing document, the auditor found that procedures on production capacity evaluation was maintained in the factory. However, the procedure was not implemented. Workers monthly overtime exceeded legal limit.

审核员从查阅的文件中发现工厂建立了产能评估程序，然而工厂没有执行该程序。工人的月加班时间超过了法定许可范围。

PA 5: Fair Remuneration

No employee participated in all 5 types of social insurance. The factory have a total of 11 workers, including 8 retirees. 3 workers should participated in social insurance per local law. It was noted that no worker participated in retirement insurance, employment injury insurance, unemployment insurance, medical insurance or maternity insurance. No dispatched employee, new employee, casual employee. The interviewees reported that the factory persuaded employees to buy social insurance but the employees did not want to buy social insurance. Because employees already have new rural insurance. The management does not collect relevant data. Reference law: Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44, 53

没有员工参加五项社会保险。工厂共有11人（包含8名退休返聘人员）。3人应依法参保。但是发现没有人参加养老保险，工伤保险，失业保险，医疗保险和生育保险。企业没有劳务派遣工，没有新员工，没有临时工。受访员工称企业曾劝员工购买社会保险，但员工自己不想买社会保险，因为员工已经有新农保。管理层没有收集相关数据。参考法律法规：《中华人民共和国社会保险法》第10，23，33，44，53条

PA 6: Decent Working Hours

Overtime control policy was set up in the factory and employees overtime hours were recorded. But employees overtime was not well controlled. Face-screening attendance system has no early warning system. During this audit, 5 employees' three months' time records were taken as sample. All 5 selected workers monthly overtime were 34 hours in January 2023, 58 hours in December 2022 and 76 hours in July 2022, respectively. The facility management explained that they were busy with production orders. Workers interviewed said that overtime is voluntary. Reference Law: PRC Labor Law article 41. Remark: In February 2023, all 5 selected employees monthly overtime and daily overtime were 60 hours and 2 hours.

加班控制程序在企业建立起来了，工厂记录了员工的加班时间。但工厂没有控制好员工的加班时间。工厂使用的面谱考勤系统没有早期预警系统。此次审核，抽取了5名员工3个月的记录作为样本。抽取的5名员工的月加班时间在2023年1月为34小时；2022年12月为58小时；2022年7月为76小时。工厂管理人员称他们忙着做订单；访谈的员工说自愿加班。参考法律法规：《中华人民共和国劳动法》第41条。备注：2023年2月，抽取的全部5名员工的月加班时间和日加班时间分别为60小时和2小时。

PA 7: Occupational Health and Safety

1.The auditee did not provide pre-job, on-job and post-job occupational examination for workers contacting chemicals in painting workshop or printing workshop or workers contacting dust in polishing workshop. Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35 2.The auditee did not conduct occupational hazardous factors testing on chemical factor in painting workshop or printing workshop or dust in polishing workshop. Reference law: Provisions on the Administration of Occupational Health at Work Sites (2021) Article 20

1.企业没有为喷涂车间和丝印车间里接触化学品的工人和打磨车间里接触粉尘的工人提供岗前、岗中和离岗的职业病体检。参考法律法规：中华人民共和国职业病防治法第三十五条 2.企业没有为喷涂车间和丝印车间里的化学品因素或打磨车间里的粉尘进行职业危害因素检测。参考法律法规：《工作场所职业卫生管理规定》（2021）第二十条

8 retirees and 3 employees were not provided with work-related injury insurance. Reference law: Social Insurance Law of the People's Republic of China, Article 33.

工厂没有给8名退休返聘人员和3名员工提供工伤保险。参考法律法规：《中华人民共和国社会保险法》第33条。

The auditee did not provide fire safety certificate or construction safety certificate for the single-storey building used for warehouse, built in the year of 2009 with building area of 360 square meters; one single-storey building (partial 2-storey) used for workshop, built in the year of 2018 with building area of 1200 square meters. The structure of the building looked safe and no crack was noticed on walls. Sufficient fire-fighting equipment was available and inspected regularly. Reference law: PRC Fire Prevention Law article 13, and PRC Construction Law Article 61

工厂没有提供一栋用做仓库的平房（建成于2009年，建筑面积360平方米）和一栋用做车间的平房（建成于2018年，建筑面积1200平方米；部分二层）的消防安全证明和建筑结构安全证明。这个建筑的结构看上去是安全的，墙上没有发现裂缝。配

PA 7: Occupational Health and Safety

备了充足的消防器材并定期检查。参考法律法规：《中华人民共和国消防法》第十三条，和《中华人民共和国建筑法》第六十一条

PA 12: Protection of the Environment

The auditee did not obtain environmental protection acceptance check report for its manufacturing project. Reference law: Measures for Administration of Environmental Protection Acceptance Check upon Completion of Construction Project article 17
企业没有获得其生产项目的竣工环境保护验收报告。参考法律法规：《建设项目竣工环境保护验收管理办法》第十七条。

Hazardous wastes such as waste chemical containers and etc were not transferred to qualified unit. Reference law: PRC Law of Prevention and Treatment of Environmental Pollution by Solid Wastes, Article 80

企业的危险废物如化学品的废容器等没有交给有资质单位处置。参考法律法规：《中华人民共和国固体废物污染环境防治法》第80条