

Monitoring result for ZheJiang Kaisi Outdoor Products, Co., Ltd. on site Site 1

Monitoring

Monitored Party	: ZheJiang Kaisi Outdoor Products, Co., Ltd.	amfori ID	: 156-007568-000
Site	: Site 1	Site amfori ID	: 156-007568-001
Address	: Building 1, No. 8, Xinya Road, Sanxi Industrial Zone, Ou Hai District	Monitoring Activity	: amfori Social Audit - Manufacturing
	: WENZHOU	Monitoring Type	: Full Monitoring
	: Zhejiang Sheng	Submission Date	: 07/05/2021
	: China	Expiration Date	: 07/05/2022

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Overall rating



Section rating

PA1: Social Management System	D
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	A
PA 13: Ethical Business Behaviour	A

General description

[Location and size]:

The factory ZheJiang Kaisi Outdoor Products, Co., Ltd. (business license 91330304MA28630E3D), it was located at Building 1, No. 8, Xinya Road, Sanxi Industrial Park, Ouhai District, Wenzhou, Zhejiang, China.
The company was established in 13 September, 2016.
The total land areas were around 15677 square meters.

[Structure of facility]:

Within the premises, the auditee used one 5-storey building as office, production workshops and warehouse.
No canteen, dormitory or transportation was provided to workers.
The main business products are garments, shoes, sports goods, etc.
The main operation included cutting, sewing and packing.
No contractor, agency labor was used by the auditee.
The factory had no government waivers, collective bargaining agreements.
Currently, no collective bargaining existed in the factory.

[Employee analysis]:

Currently there are 48 employees working in the factory. Among them 43 are production employees, 5 are non-production employees. 44 migrant workers from other provinces were hired. And there are total 33 female employees.

[Summary of working hour]:

Factory uses finger printing attendance machine to record workers' working time.
Attendance records from April 2020 to the audit date were provided for review. As per management and workers interview, there was no peak season in production for the year of 2020/2021. 5 workers' attendance records of January 2021, February 2021 and March 2021. One shift for all employees: 8:00-11:30, 13:00-17:30. 2 hours overtime on some working days, 8 hours overtime arranged on Saturday regularly. No overtime on Sundays or holidays.
The maximum working time was 10 hours (8 hours regular time + 2 hours overtime) per day, 60 hours (40 hours regular time + 20 hours overtime) per week.
The maximum weekly overtime hours were 20 hours, the maximum monthly overtime hours were 86 hours. No inconsistencies were found during this audit.

[Summary of compensation]:

Payrolls from April 2020 to March 2021 were provided for review. Wages were issued on/before the 15th day of each month by cash. 5 workers' payroll records of January 2021, February 2021 and March 2021 were sampled for review. The minimum wage paid to employees was RMB 12 per hour, which is reaching the local minimum wage rate of RMB 2010 per month (equal to $2010 / 21.75 / 8 = 11.55 / \text{hour}$) since 1 December, 2017. The overtime was paid as 150% and 200% of normal rate for the overtime on week days and Saturday respectively. No inconsistencies were found during this audit.

[Summary of interview]:

Worker interviews were conducted by individually and in group. Randomly selected 5 employees, no complaint was raised.

[Special scene during on site observed]:

The audited factory rents building from Wenzhou Huanqiu Car Gasket Co Ltd. Other areas in this compound were occupied by other factories with independent business licenses and employees. Through interview and onsite observation, no exchanged worker existed.

The factory business license was provided, but factory address on the business license did not include all factory areas. The factory had registered its business license at the 5th floor, building 1, No. 8, Xinya Road, Sanxi Industrial Park, Ouhai District, Wenzhou, Zhejiang, China", However, the factory actual operated at the whole building 1, No. 8, Xinya Road, Sanxi Industrial Park, Ouhai District, Wenzhou, Zhejiang, China.

The factory's processes are simple, no chemicals are used in the workshop, so no such photo upload in the platform.

The auditee changed the name from Wenzhou Kaisi Outdoor Products, Co., Ltd. to ZheJiang Kaisi Outdoor Products, Co., Ltd. Since September 2020, but the location was not changed. So some of documents were issued in the name of Wenzhou Kaisi Outdoor Products, Co., Ltd., such as Environmental Impact Registration Form.

Bringing work outside the factory: No.

Homeworking: No.

The maximum weekly working hours: 60 hours.

Site Details

Site : **Site 1**

Site amfori ID : **156-007568-001**

GICS Classification

Sector : **Consumer Staples**

Industry : **Personal Products**

Industry Group : **Household & Personal Products**

Sub Industry : **Personal Products**

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	48 Workers
Legal minimum wage in local currency	2010 Monthly
Lowest wage paid for regular work at the site	2088 Monthly
Calculated living wage in local currency	2450 Monthly
Total sample	5 Workers

Other Metrics

Male workers	15 Workers
Female workers	33 Workers
Permanent workers - Male	15 Workers
Permanent workers - Female	33 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	2 Workers
Management - Female	3 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	14 Workers
Domestic migrant workers - Female	30 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	15 Workers
Workers hired directly - Female	33 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

The auditee had established a set of management system of social compliance, HR manager was fully responsible for social compliance affairs of facility, however, some performance areas still need improvement, such as PA 5, PA6, PA7, etc.

被审核方已经建立了一套社会责任管理系统，人事经理全面负责企业的社会责任事务，然而，一些执行领域仍需提高，如PA 5, PA6, PA7等。

The auditee had defined the workforce planning procedure and production capacity evaluation procedure; however, the facility did not provide the records of production accounting and planning, in addition, excessive overtime working hours existed in the facility operation. Please refer to PA6.2.

被审核方已经建立了人力规划程序和产能评估的程序，但工厂未能提供产能核算和规划记录，此外，运营中存在过多的加班工作时间。请参考PA6.2。

PA 5: Fair Remuneration

Confirmed by interview and document review, the actual wage issued to employee could ensure a decent living of employee, however, factory management did not have a good understanding about the living costs of the workforce in the region.

据访谈及文件查阅确认，实际支付给员工的薪水可以确保员工体面的生活，然而，工厂管理层对当地生活成本没有很好的了解。

Insufficient social insurance participated. There were total 48 employees of the factory, including 1 retired employee, no newly hired employees, temporary employees and dispatched employees in the factory. The factory provided social insurance voucher of January 2021, February 2021 and March 2021 for review, but the factory purchased the injury insurance for 42 employees (about 89%), maternity insurance, unemployment insurance, medical insurance and retirement insurance for 21 employees (about 45%) per the social insurance voucher of March 2021. Besides, the auditee purchased a group commercial insurance for all employees, the percentage is 100% (Tian'an insurance, valid from 19 June 2020 to 18 June 2021). As per interviews, reason for workers not joining the social insurance was they were not willing to pay the individual parts. (China Labor Law, Article 72 and 73)

社会保险参保不足。工厂有48人，包括1个退休工人，没有新进工人，临时工人和派遣工人。工厂提供了2021年1月，2021年2月和2021年3月的社保记录供审核，但是2021年3月的社保记录显示工厂给42个工人购买了工伤保险，社保比率约是89%。给21个工人购买了生育保险，失业保险，医疗保险和养老保险，社保比率约是45%。此外，被审核方为全体员工购买了一份团体商业保险，参保率是100%。（天安保险公司，有效期自2020年6月19日起至2021年6月18日）。根据访谈得知，员工没有参加社保的原因是他们不愿意支付个人缴纳部分。

PA 6: Decent Working Hours

Workers' monthly overtime hours exceeded legal requirement. The factory provided workers' attendance records from April 2020 to audit date and payroll records from April 2020 to March 2021 for review, from which 5 workers' attendance records and payroll records of January 2021, February 2021 and March 2021 were sampled for review, based on which it was noted that all sampled workers' monthly overtime hours exceeded 36 hours in January 2021 and March 2021, and were up to 76 hours and 86 hours respectively. This violated Article 41 of Labor Law of the People's Republic of China.

工人的月加班超过法律要求。工厂提供了工人2020年4月至审核当天的考勤记录以及2020年4月至2021年3月的工资记录，根据从中抽取的5名工人2021年1月，2021年2月和2021年3月的考勤及工资记录，发现所有抽样工人的月加班在2021年1月和2021年3月都超过了36小时，分别达到76小时和86小时。

PA 7: Occupational Health and Safety

The auditee had established and implemented its management procedure of health and safety, but below areas still need to improve: such as PA 7.3, PA7.6.

被审核方已经建立并实施了其健康安全的管理程序，但如下几个地方仍需改善，如PA 7.3, PA7.6。

1. It was noted that the factory did not conduct the testing of occupational hazard factors such as noise in sewing workstation. This violated Provisions on the Supervision and Administration of Workplace Occupational Health Article 20; 2. It was noted that the factory did not provide occupational health examination to workers who were engaged in work with noise in sewing workstation. This violated PRC Law on Prevention and Control of Occupational Diseases (2002) Amendment (2018), Article 35.

1. 工厂没有进行职业危害因素检测，如缝制岗位的噪声；2. 工厂没有为缝制岗位受噪声影响的员工提供了职业健康体检。

The auditee had provided PPE for related workers, such as disposable mask and earplug, and provided regular PPE training for workers, but some sewing workers did not wear earplug. (PRC Work Safety Law (2002), Amendment (2014), Article 42)

被审核方提供了劳保用品给相关员工，例如一次性口罩及耳塞，且有定期对员工进行劳保用品的培训，但是部分缝制员工没有佩戴耳塞。

PA 10: No Precarious Employment

There were total 48 employees in the auditee, and signed labor contracts with all employees, but per the social insurance receipts of March 2021, but only provided retirement insurance, medical insurance, unemployment insurance, maternity insurance for 21 employees, and injury insurance for 42 employees. Please refer to PA5.5.

被审核方一共有48人并且与所有员工都签订了劳动合同，但是根据2021年3月社保收据显示工厂只为21人提供了养老保险、医疗保险、失业保险，生育保险，为42人提供了工伤保险。请参考PA5.5。