

Monitored Party Jiangsu Mega Safety Products Co.,Ltd	amfori ID 156-050063-000	Address No.108 Wei'er Road, Chengdong Town, Hai'an City, 226600 Nantong, Jiangsu Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 27/09/2023	Closing Meeting Finished Date 28/09/2023	Submission Date 12/10/2023
Expiration Date 12/10/2024	Announcement Type Fully Announced	
Site Jiangsu Mega Safety Products Co.,Ltd	Site amfori ID 156-050063-001	

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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	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Kyle Yuan, APSCA membership number: CSCA 21702032

Monitoring partner name: TUV Rheinland

Audit schedule details: The audit was planned for 1 auditor x 1 day.

Announcement Type: Full announced

Business partner information: Jiangsu Mega Safety Products Co.,Ltd(江苏擎拓安全用品科技有限公司) was located at No.108 Wei'er Road, Chengdong Town, Hai'an City, Nantong City, Jiangsu Province, China(中国江苏省南通市海安市城东镇纬二路108号). The auditee was established on 8 December 2021. The main product was safety gloves. The production processes were dipping and packing. No process was subcontracted.

Audited location information: There were 4 buildings in this boundary belonging to the landlord. The auditee rented one 1-storey(Partial 3 floors) building as office and warehouse(1F: dipping, packing, warehouse, 2F and 3F: office), one 2-storey building was idle, the total construction area was about 5,260 S.Q. meters. Other 2 buildings were used by a wood product factory, based on document review, management & workers interview, no business relationship, management & workers sharing between the factory and auditee. This audit only covered auditee's renting areas. No canteen or dormitory was provided.

Operating shifts and hours: All employees worked for 5 days in a week. All employees worked in one shift, workers' working time was 8:30-12:00, 13:00-17:30, workers usually worked overtime for 2 hours on weekdays and 8 hours on Saturdays. No obvious peak season was available in the factory. Attendance records from 1 October 2022 to audit day were provided, 8 workers from December 2022, March 2023 and August 2023 were sampled, the maximum daily, weekly and monthly overtime were 2 hours, 18 hours and 84 hours respectively.

Time recording system: Fingerprint electronic attendance record machine.

Salary payment details: Wages were paid on 25th of following month by cash.

Worker number information: Total 41 employees including 27 were production employees and 14 were non-production employees. Out of 27 production employees, 15 were males and 12 were females. There was no vulnerable worker or other special group worker working in the factory, such as foreign migrant, young, women, pregnant, seasonal, temporary workers, etc.

Good practices: Nil

Worker organization details: No labor union was established in the factory, one workers' representative was freely elected by all workers in January 2023.

Circumstances: The management was fully cooperated during the audit. There was no special circumstance during the audit.

Summary of findings: Non-compliances were identified in PA1: insufficient management system and working time control system, PA5: no social insurance payment, PA6: excessive monthly overtime, PA7: no occupational disease health examination, no building safety documents and fire safety approval, no secondary containment and safety label for chemicals, PA12: No EPCA file, no finding was identified in other PAs.

Living wage calculation: #LivingWage a. No anker wage available for the producer location, so we used the data provided by auditing company; b. The calculation methodology refers to anker living wage structure; c. The data comes from the local bureau of statistics for the current year.

Attachment: Agency labour contract was not reviewed as no agency was used. No contractor license/permit was reviewed as no contractor was used during audit period. The auditee had not got any government waiver.

The Personal Information Protection Law of the People's Republic of China was effective as of 1 November 2021, the producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor(s) had been obtained the individual's consent during the audit.

Remark: 1. The factory address on business license was "No.108 Group 5, Fengchan village, Chengdong Town, Hai'an

City(海安市城东镇丰产村五组108号)". As confirmed by factory representative, it was the same address with "No.108 Wei'er Road, Chengdong Town, Hai'an City" in this report, just different description, factory representative explained that current address was more accurate, and they had been using this address to do business with customers for a long time, so they wanted to keep consistent.

2. The factory was established on 8 December 2021, but confirmed by management & workers interview and document review, the factory started production since October 2022, so working time records and payrolls records were reviewed from October 2022.

SITE DETAILS

Site	Site amfori ID
Jiangsu Mega Safety Products Co.,Ltd	156-050063-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Textiles, Apparel & Luxury Goods
Sub Industry		
Textiles		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	41	Workers
Legal minimum wage in local currency	2,070	Monthly
Lowest wage paid for regular work at the site	2,700.48	Monthly
Calculated living wage in local currency	2,528.28	Monthly
Total sample	8	Workers

Other Metrics

Male workers	23	Workers
Female workers	18	Workers
Permanent workers - Male	23	Workers
Permanent workers - Female	18	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	1	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	10	Workers
Domestic migrant workers - Female	1	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	23	Workers
Workers hired directly - Female	18	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	5 Workers
Sample - Female	3 Workers

FINDINGS



PA1: Social Management System

Site: Jiangsu Mega Safety Products Co.,Ltd | Site amfori ID: 156-050063-001

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	
<p>The auditee partially respected this principle, because based on onsite observation, document review, management and workers interview, the factory had established written procedure regarding amfori BSCI such as social responsibility management manual and procedures, but they did not implement it effectively. For example, the factory did not control monthly overtime hours below 36 hours, and did not provide social insurance to workers, etc. Based on management interview, the management was generally clear about amfori BSCI code, but did not monitor the execution of social insurance and overtime working, the interviewed employees did not have sense of overtime control. It violated amfori BSCI manual requirement.</p>	<p>被审核方部分遵守该原则，因为根据现场审核，文件审核，管理层和员工访谈，工厂已经建立了关于amfori BSCI的书面程序，如社会责任管理手册和程序文件，但未有效地实施。例如没有控制月加班时间少于36小时，没有提供社保给工人等。基于管理层访谈，管理层对amfori BSCI准则有基本的了解，但是未去检查社保和加班的执行情况，访谈员工也没有控制加班的意识。违反了amfori BSCI手册要求。</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
Finding	
<p>The auditee partially respected this principle, because based on onsite observation, document review, management and workers interview, the factory had calculated the production capacity, delivery time and production cost, and also took workers' working hours into account when scheduling. However, the workers' working hour system was not controlled well, which led workers' overtime hours not comply with local law. It violated amfori BSCI manual requirement.</p>	<p>被审核方部分遵守该原则，因为根据现场审核，文件审核，管理层和员工访谈，工厂计算了生产产能，订单周期及成本核算，排单的时候也考虑到工人的工作时间。但是，工人的工时体系未得到很好的管控导致工人月加班时间不符合要求。违反了amfori BSCI手册要求。</p>



PA 5: Fair Remuneration

Site: Jiangsu Mega Safety Products Co.,Ltd | Site amfori ID: 156-050063-001

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

ENGLISH

LOCAL LANGUAGE

Finding

The auditee did not respect the principle, because based on social insurance records of past one year, management and workers interview, there were 41 workers in the factory, including 19 retiree workers, no new worker(The factory should provide social insurance to 22 workers), but the factory did not provide retirement, unemployment, child-bearing, injury and medical insurances to any worker. The management said the workers were not willing to join social insurance system. Based on workers interview, some of them had joined the rural pension insurance system in their town, and they were not willing to pay for the social insurance. The factory did not collect the information about rural pension insurance of workers. Remark: The factory provided commercial group accident insurance to all 41 workers, which was valid from 8 November 2022 to 7 November 2023. Reference law: Social Insurance Law of the People's Republic of China Article 10, 23, 33, 44, 53

被审核方未遵守该原则，因为根据最近一年的社保记录，管理层和员工访谈，厂内共有41名员工，包含19名退休员工，没有新进员工（工厂应向22人提供社保），但工厂未向任何员工提供养老，失业，生育，工伤和医疗险。管理层称工人不愿意参加社保体系。根据员工访谈，他们中的一些人已经在镇里参加了农保体系，并且他们不愿意承担社保的费用。工厂未收集员工参加农保的信息。备注：工厂向全部41名员工提供了商业团体意外险，有效期从2022年11月8日到2023年11月7日。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

Site: Jiangsu Mega Safety Products Co.,Ltd | Site amfori ID: 156-050063-001

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

The auditee did not respect this principle, because based on working time records review, management and workers interview, the facility established working time policy, but the auditee did not consider the compliance of workers overtime hours during the production capacity planning. The production management said they were busy recently, and workers were willing to work overtime to get more paid, also no overtime control was done by factory and no tracking on overtime working, which caused the OT exceeding 36 hours per month. The working time records from 1 October 2022 to audit day provided by the factory

被审核方未遵守该原则，因为根据考勤记录，管理层和员工访谈，工厂已经建立了工时政策，但是被审核方在产能规划期间未考虑员工加班时间的合规性。生产管理人员称最近工厂比较忙，且工人愿意加班以获得更多报酬，同时工厂没有对加班进行管控，也没有对加班进行跟踪，导致月加班超36小时。根据工厂提供的2022年10月1日至审核当天的考勤记录，员工过去有11个月的月加班时间超过36小时，最大达到84小时。
（1）根据2022年12月的考勤记录，8名抽样员工中有8人月加班时间超过36小时，最大达到84小时；
（2）根据2023年3月的考勤记录，8名抽样员工中有8人月加班时间超过36小时，最大达到78小时；

Finding	
<p>showed that the monthly overtime hours exceeded 36 hours in past 11 months, the maximum was up to 84 hours.</p> <p>(1)Based on attendance records in Dec, 2022, 8 out of 8 sampled workers' monthly overtime hours exceeded 36 hours, the maximum was up to 84 hours;</p> <p>(2)Based on attendance records in Mar, 2023, 8 out of 8 sampled workers' monthly overtime hours exceeded 36 hours, the maximum was up to 78 hours;</p> <p>(3)Based on attendance records in Aug, 2023, 8 out of 8 sampled workers' monthly overtime hours exceeded 36 hours, the maximum was up to 78 hours;</p> <p>Based on attendance records from 1 September 2023 till audit day, the maximum monthly overtime hours of sampled workers were 70 hours, the maximum daily overtime hours were 2 hours.</p> <p>Reference law: PRC Labour Law article 41</p>	<p>（3）根据2023年8月的考勤记录，8名抽样员工中有8人月加班时间超过36小时，最大达到78小时；根据2023年9月1日截至审核当天的考勤记录，抽样工人最大月加班时间为70小时，最大日加班时间为2小时。参考法律法规：《中华人民共和国劳动法》第四十一条</p>

PA 7: Occupational Health and Safety

Site: Jiangsu Mega Safety Products Co.,Ltd | Site amfori ID: 156-050063-001

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

ENGLISH	LOCAL LANGUAGE
<p>Finding</p>	
<p>The auditee partially respected this principle, because based on onsite observation, document review, management and workers interview, the factory did not provide pre-job, on-job and off-job occupational health examinations to dipping workers working with chemicals. Reference law: Law of the People's Republic of China on the Prevention and Control of Occupational Diseases Article 35</p>	<p>被审核方部分遵守该原则，因为根据现场审核，文件审核，管理层和员工访谈，工厂未提供岗前，岗中和离岗职业病体检给接触化学品的浸胶工人。参考法律法规：《中华人民共和国职业病防治法》第三十五条</p>

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
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Finding	
<p>The auditee partially respected this principle, because based on management interview, workers interview and onsite observation, no secondary container was provided for chemicals(such as butadiene copolymer latex, methyl alcohol) used in production area, and only chemical name was posted, safety label was not posted. Reference law: Regulations on the Safety Management of Dangerous Chemicals article 20, General rules for preparation of precautionary label for chemicals GB 15258-2009 4.1</p>	<p>被审核方部分遵守该原则，因为基于管理层访谈、员工访谈和现场观察，被审核方没有为生产区域使用的化学品（如丁腈胶乳，甲醇）设置二次容器，且仅张贴了化学品名称，未张贴安全标签。参考法律法规：危险化学品安全管理条例 第二十条，《化学品安全标签编写规定》GB 15258-2009 4.1</p>

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	
<p>The auditee partially respected this principle, because based on onsite observation, document review, management interview, the factory did not provide the Fire Safety approval or certificate and Building Safety Certificate of its rented one 1-storey building(partial 3 floors) and one 2-storey building which were built around 2020, the construction area of the buildings was over 300m2. The buildings were equipped with adequate fire-fighting equipment, no crack and they looked solid. The factory did not provide other building safety approval. Reference law: PRC Fire Prevention Law article 13, PRC Construction Law Article 61</p>	<p>被审核方部分遵守该原则，因为根据现场审核，文件审核，管理层访谈，工厂未能提供其租用的建于2020年左右的一栋1层（部分3层）建筑和一栋2层建筑的消防安全证明或报告和竣工验收报告，这些建筑的建筑面积超过300平米。厂房配备了足够的消防设施，没有裂缝且看起来坚固。工厂未提供其他的厂房安全证明。参考法律法规：《中华人民共和国消防法》第十三条；《中华人民共和国建筑法》第六十一条</p>

PA 12: Protection of the Environment

Site: Jiangsu Mega Safety Products Co.,Ltd | Site amfori ID: 156-050063-001

Question: 12.1 Is there satisfactory evidence that the auditee continuously identifies the significant impacts and environmental implications associated to its activity?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee partially respected this principle, because based on onsite observation, document review, management and workers interview, the factory obtained EIA report form and approval, but did not provide environmental protection facility</p>	<p>被审核方部分遵守该原则，因为根据现场审核，文件审核，管理层和员工访谈，工厂获得了环评报告表和批复，但没有提供其建设项目环保竣工验收报告。参考法律法规：《建设项目环境保护管理条例》第十七条</p>

Finding

acceptance report for its completed project.
Reference law: Management Regulations for
Environmental Protection of Construction Projects
Article 17