

Monitoring result for Newlife Magnet Electricity (Ning Bo) Co., Ltd on site Site 1

Monitoring

| | | | |
|-----------------|---|---------------------|---------------------------------------|
| Monitored Party | : Newlife Magnet Electricity (Ning Bo) Co., Ltd | amfori ID | : 156-024689-000 |
| Site | : Site 1 | Site amfori ID | : 156-024689-001 |
| Address | : GUOYI CHANG,HENGXI TOWN,YINZHOU DISTRICT | Monitoring Activity | : amfori Social Audit - Manufacturing |
| | : NINGBO | Monitoring Type | : Full Monitoring |
| | : Zhejiang Sheng | Submission Date | : 28/09/2021 |
| | : China | Expiration Date | : 28/09/2022 |

This is an extract of the online monitoring result, generated on 04/11/2021, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - The English version is the legally binding one.



amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent. © amfori, 2021

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 | A |
| 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 | B |
| 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

Newlife Magnet Electricity (Ning Bo) Co., Ltd was established on 23 Mar, 2016 and its main products are magnetic stationery, rubber magnet, glassy magnet, magnetic toy. The factory obtained a valid business license No. 91330212MA281NC29P. The factory located at Guoyi Chang, Hengxi Town, Yinzhou District, Ningbo, China.

The factory used one 4-storey joint 1-storey building. The main production processes were rubber mixing & forming, rubber magnet manufacturing, carton manufacturing and packing.

The audit included document review, a factory tour and workers interview. Meeting with Mr. Wang Yongjun/Vice GM and Ms. Wang Juange/Worker representative was held. Onsite CAP was confirmed and signed by Mr. Wang Yongjun/GM and Ms. Wang Juange/Worker representative.

The audit was conducted by 2 auditors with total onsite duration is 1.5 mandays. The working time of workers was recorded by fingerprint scanner. During the audit, the factory provided attendance records from 1 Sep, 2020 to 22 Sep, 2021 and payroll records from September 2020 to August 2021 for review. Based on the attendance records and payroll records provided review, it was noted that all workers had 1 shift as 8:00~12:00, 13:00~17:00. Workers sometimes had 2 hours OT on weekdays and 8 hours OT on Saturdays. It was noted the maximum overtime was 2 hours per day and 64 hours per month, and the maximum weekly working time was 54 hours per week.

All workers were paid by hourly rate with minimum guarantee wage CNY 3,000 per month. Based on attendance records and payroll records, the OT premium was paid by 150% and 200% of regular rate for overtime working on weekdays and Saturdays separately.

Workers' wages were paid before 15th of the following month by cash. The calculate period for wages was calendar month.

There were total 89 employees but the factory provided accident, retirement, medical, maternity and unemployment insurance for 78 employees, 6 employees reached retirement ages and 2 workers joined in this factory within 1 month. 6 employees reached retirement ages were provided with commercial insurance.

Factory did not provide dormitory and canteen to workers.

Remark:

The factory rented one 4-storey joint 1-storey building (Building #A) and another 4-storey building (Building #B) from Ningbo City Qingfeng Electronics Technology Co., Ltd. The business licenses and rental contracts were provided for review.

The audited factory only used Building #A during this audit. Building #B in the same boundary were rented to Ningbo Jiarui Plastic Industry Co., Ltd by the audited factory. The lease agreement and Jiarui's independent business license was provided for review too. But during this audit, Building #B was locked and could not be accessed. The auditee stated that Jiarui had locked down for a long time and they did not share managers, employees and facilities with Jiarui Plastic. So the audit only covered the areas which were used by the audited factory.

Announcement Type: Announced

Monitoring Date: 22 September 2021

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

Auditor name: Spancer Li (APSCA member No. CSCA 21701736) and Marcus Xu (APSCA member No. CSCA 21701702)

Site Details

| | | | |
|---------------------|-------------------------------|---------------------------------|----------------------------|
| Site | : Site 1 | Site amfori ID | : 156-024689-001 |
| GICS Classification | | | |
| Sector | : Consumer Discretionary | Industry | : Household Durables |
| Industry Group | : Consumer Durables & Apparel | Sub Industry | : Housewares & Specialties |
| GS1 Classifications | | Product Process Classifications | |
| N.A. | | N.A. | |

Metrics

Key Metrics

| | |
|---|--------------|
| Total workforce | 89 Workers |
| Legal minimum wage in local currency | 2280 Monthly |
| Lowest wage paid for regular work at the site | 3000 Monthly |
| Calculated living wage in local currency | 2347 Monthly |
| Total sample | 11 Workers |

Other Metrics

| | |
|------------------------------------|------------|
| Male workers | 43 Workers |
| Female workers | 46 Workers |
| Permanent workers - Male | 43 Workers |
| Permanent workers - Female | 46 Workers |
| Temporary workers - Male | 0 Workers |
| Temporary workers - Female | 0 Workers |
| Seasonal workers - Male | 0 Workers |
| Seasonal workers - Female | 0 Workers |
| Management - Male | 17 Workers |
| Management - Female | 11 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 | 40 Workers |
| Domestic migrant workers - Female | 45 Workers |
| Foreign migrant workers - Male | 0 Workers |
| Foreign migrant workers - Female | 0 Workers |
| Workers hired directly - Male | 43 Workers |
| Workers hired directly - Female | 46 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 | 6 Workers |
| Sample - Female | 5 Workers |

Findings

PA1: Social Management System

1.1 The main auditee partially respects this principle because factory had established a management system to implement the amfori BSCI Code of Conduct, the procedures were provided for review, but there still has gap to respect this principle, such as: 1) Factory did not control the overtime hours caused monthly overtime systematic exceeded 36 hours. 2) The main auditee did not provide registration and health examination for three young worker.

被审核方部分遵循该准则。原因是工厂有建立管理系统去执行amfori BSCI的行为准则，其程序文件已提供查阅，但是对于遵守本条原则仍然有差距，1) 如工厂没有对加班时间进行控制导致月加班系统性超出36小时。2) 3名未成年工没有体检和登记。

1.4 The main auditee partially respects this principle because as per management interview and documents review, the management was aware of the production capacity and workforce planning, and the production capacity and workforce planning procedure were established. But the auditee did not evaluate its workforce capacity to meet the expectations of deliver order or contracts. According to attendance and payroll records review, the workers' overtime exceeded the law requirement.

被审核方部分遵循该准则。原因是根据管理层访谈及文件审核，管理层有了解产能规划，且工厂建立产能规划程序。但被审核方没有评估其生产能力是否可以满足其生产订单要求。根据考勤和工资记录查阅，员工的加班时间超出法规的要求。

PA 2: Workers Involvement and Protection

2.2 The main auditee partially respects this principle because the factory had set up long term goals to protect workers, but the achievement status of goals was not monitored regularly.

被审核方部分遵循该准则。原因是工厂已经建立了保护员工的长期目标，但是工厂未定期监控目标的达成情况。

PA 5: Fair Remuneration

5.5 The main auditee partially respects this principle because there were total 89 employees in factory, 6 employees were older than retirement age and 2 employees were joined factory within 30 days. Factory had provided social insurance for 78 employees and the percentage was 96.3%. The factory intends to provide social insurance for all employees. In additional, factory had provided commercial accident insurance for 6 retired employees and valid until Oct 1, 2021.

被审核方部分遵循该准则，原因是工厂共有89名员工，其中6人以达到退休年龄，另外有2人为近一个月以内入职。工厂为其中的78名员工提供了社保，参保比例达到96.3%。工厂计划给所有工人缴纳社保。此外，工厂向6名退休员工提供商业意外险，保险有效期至2021年10月1日。

PA 6: Decent Working Hours

6.2 The main auditee does not respect this principle because the facility established working hours regulation according local law. Management know the local law requirement clearly, but due to the high cost of manpower and order delivery was urgent, it was hard to establish effective overtime control system. Based on attendance records from Sep 1, 2020 to Sep 22, 2021, the monthly overtime hours exceeded 36 hours systematically. The maximum monthly overtime working hours were 64 hours in July 2021 including 24 OT hours in weekdays and 40 OT hours in weekends.

被审核方未遵循该准则，原因是工厂依据当地法规建立工时规定，管理人员清楚法规要求，但由于招工成本高，且订单紧急，因此很难建立一个有效的加班管控系统，工厂月份加班系统性的超过36小时。根据提供的2020年9月1日-2021年9月22日的考勤，最大的月加班时间为2021年7月的64小时，包24小时的平时加班及40小时的周末加班。

PA 7: Occupational Health and Safety

7.2 The main auditee partially respects this principle because factory had 89 employees with 2 employees joined this factory within 30 days during audit. Factory provides injury insurance for 78 employees and provides commercial accident insurance to 6 retired employees (the work-related insurance coverage is 96.5%). But factory failed to provide commercial accident insurance for 3 employees to improve workers' protection in case of accident.

被审核方部分遵守该原则。原因是工厂共有89人，2名员工为近一个月以内入职，工厂为78人提供了工伤保险，向6名退休员工提供了商业意外险，工伤保险比例达到96.5%。但仍有3名工人没有被提供商业意外险以改善对员工发生意外的保护。

7.3 The main auditee partially respects this principle because the factory had carried out regular risk assessment for safety, healthy and hygienic working conditions but factory did not provide occupational health examination for 2 out of 4 sampled workers who contacted with noise, chemicals and dust.

主要被审核方部分遵守该原则，原因是虽然工厂有针对安全，健康和卫生工作条件进行定期风险评估，但是工厂未向抽样4名接触噪声，粉尘，化学品危害的工人中的2人提供职业健康体检。

7.6 The main auditee partially respects this principle because the factory had provided personal protective equipment to workers free of charge, but partial PPE did not meet the requirements, such as molding workers exposed to dust hazards, but only cotton gauze masks were provided to these workers, not dust masks.

PA 7: Occupational Health and Safety

主要被审核方部分遵守该原则，原因是虽然工厂向员工免费提供了个人防护用品，但部分防护用品不满足要求，比如成型工人会接触粉尘，但工厂只向这些工人提供了棉纱口罩，而不是防尘口罩。

7.7 The main auditee partially respects this principle because factory stored liquid chemical in the secondary containers but did not identify chemical containers with safety label on painting oil containers at the chemical storage facility.

被审核方部分遵守该原则，原因是工厂将液体化学品放置在二次容器中，但现场化学品存储设施中存放光油的容器未标识安全标签。

7.17 The main auditee partially respects this principle because the mousing device of crane hook was not in use in the mixing workshop.

被审核方部分遵守该原则，原因是工厂未在搅拌车间行吊的吊钩上使用防脱扣。

7.25 The main auditee partially respects because factory only carried occupational hazard factor monitoring in the magnetic plastic production workshop but not did it in the paper carton workshop.

被审核方部分遵守该原则，原因是工厂仅为磁性塑胶生产车间进行了职业危害因素监测，但未在纸盒车间中进行职业危害因素监测。

PA 9: Special Protection for Young Workers

9.6 The main auditee does not respect this principle because factory did not carry registration and health examination for 3 out of 3 young workers in this factory before on-job.

被审核方未遵守该原则，原因是工厂未对3名未成年工中3人在上岗前进行登记和体检。