

# Monitoring result for I-BABY TOYS TRADING COMPANY on site Site 1

## Monitoring

Monitored Party	: I-BABY TOYS TRADING COMPANY	amfori ID	: 156-009028-000
Site	: Site 1	Site amfori ID	: 156-009028-001
Address	: NO.3 FENG HUANG ROAD WEST, HUANG MA LING, DONG KENG TOWN, DONGGUAN CITY, GUANGDONG PROVINCE, CHINA.	Monitoring Activity	: amfori Social Audit - Manufacturing
	: Dongguan	Monitoring Type	: Full Monitoring
	: Guangdong Sheng	Submission Date	: 18/05/2021
	: China	Expiration Date	: 18/05/2022

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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

I-BABY TOYS TRADING COMPANY was established on 20 Apr 2018 and located at NO.3 FENG HUANG ROAD WEST, HUANG MA LING, DONG KENG TOWN, DONGGUAN CITY, GUANGDONG PROVINCE, CHINA. The unified social credit code No. is: 92441900MA51KE5A83. The main products manufactured in the factory were Baby Soft Toys, Stuffed Toys, Plush Toys. The main production activities included cutting, sewing, cotton filling, hand work and packing. There were total 69 employees including 34 male and 35 female employees in the factory, and no child workers or young workers were used by the factory. The audited factory used the second and third floors of one four-storey production building. 10 workers' attendance records and wages records from 1 Apr 2020 to the audit day were sampled for review.

The factory took a positive attitude towards the audit, allowed the auditor to conduct employee interviews, took photos, etc. Wu Xingguang/ QC supervisor signed the report and promised that they would take actions to correct the noncompliance.

Remark: 1. The factory was established on 20 Apr 2018 as per business license review, and the factory manager mentioned that the factory was first established in 1992 and many workers have been in the factory since its establishment.

2. The factory rented the second and third floors of one four-storey production building, and other floors were used by the landlord, no shared workers, products or processed were found during the audit, this audit only covered the areas used by audited factory.

## Site Details

Site : **Site 1**

Site amfori ID : **156-009028-001**

### GICS Classification

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Sector : **Consumer Staples**

Industry : **Personal Products**

Industry Group : **Household & Personal Products**

Sub Industry : **Personal Products**

### GS1 Classifications

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N.A.

### Product Process Classifications

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N.A.

## Metrics

### Key Metrics

Total workforce	69 Workers
Legal minimum wage in local currency	1720 Monthly
Lowest wage paid for regular work at the site	1720 Monthly
Calculated living wage in local currency	2331 Monthly
Total sample	10 Workers

### Other Metrics

Male workers	34 Workers
Female workers	35 Workers
Permanent workers - Male	34 Workers
Permanent workers - Female	35 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	9 Workers
Management - Female	7 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	31 Workers
Domestic migrant workers - Female	32 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	34 Workers
Workers hired directly - Female	35 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	5 Workers

## Findings

### PA1: Social Management System

1.1 The factory partially respected this principle because some defects of the amfori BSCI management system effectiveness were found during the audit, such as: occupational health issue etc.

1.1 生产商未完全遵守该原则，因为审核中发现了一些amfori BSCI管理有效性的问题，例如:职业健康的问题等。

1.4 The factory partially respected this principle because the factory had set up a system to calculate the production capacity and production costing, but overtime hours of all sampled workers exceeded legal requirement.

1.4 生产商因有建立产能规划和成本核算系统但员工的加班时间超过了法规要求而部分遵循该准则。

### PA 2: Workers Involvement and Protection

2.5 The factory partially respected this principle because the factory had established grievance mechanism for internal workers including anonymous feedback and complaint through suggestion box, and also established management procedure on external community, but there was no communication channel for external communities.

2.5 被审核方部分符合该原则原因是被审核方建立了针对内部员工的申诉机制包括通过意见箱的匿名反馈及投诉等，也建立了外部沟通管理程序，但没有建立沟通渠道。

### PA 5: Fair Remuneration

5.5 The factory did not respect this principle because the factory did not provide all social insurance to all employees. There were 69 workers in the factory on the audit day, the factory should provide social insurance to 67 of them, in fact, they provided medical insurances 34 workers, provided work-related injury insurance to 33 workers, provided maternity insurance to 32 workers, provided unemployment and retired insurances to 25 workers in Apr 2021.

5.5 被审核方因为没有为所有员工购买所有社保而未遵守该原则。审核当天全厂人数为69人，工厂在2021年4月需要为67名员工购买保险，实际为其中的34名员工购买了医疗保险，为33名员工购买了工伤保险，为32名员工购买了生育保险，为25名员工购买了养老及失业保险。

### PA 6: Decent Working Hours

6.2 The factory did not respect this principle because overtime hours of workers did not comply with legal requirements. Based on attendance records provided by the factory from 1 Apr 2020 to the audit day review, monthly overtime hours of all 10 sampled workers exceeded legal requirement from Apr 2020 to Apr 2021, up to 90.5 hours in Oct 2020, including 54 hours OT in weekends and 36.5 hours OT in workdays. The maximum daily overtimes were 3 hours and the maximum weekly working hours of sampled workers were 59.

6.2 生产商因未确保员工的加班时间符合法规要求而未遵守该原则。通过查看工厂提供的2020年4月1日到审核当天的考勤，抽样的10名员工中所有员工的月加班时间从2020年4月到2021年4月超过法规要求，最大为90.5小时，在2020年10月，包括54小时周末加班及36.5小时的平时加班。抽样员工的最大日加班为3小时，最大周工时为59小时。

### PA 7: Occupational Health and Safety

7.1 The factory partially respected this principle because the factory had established complete management system on health and safety, including identify and understand related legal regulation, health and safety check, training etc. However, some findings on Health and Safety that violated the local regulations were found during the audit.

7.1 被审核方因已建立完整的健康安全管理体系，包括相关法规的识别与了解，健康安全检查和培训等，但在审核当天工厂在健康安全方面仍有违反当地法规的问题出现而部分遵守该原则。

7.2 The factory did not respect this principle because the factory did not provide work-related injury insurance to 34 workers.

7.2 被审核方不遵守该原则由于工厂没有为34名员工提供工伤保险。

7.3 The factory partially respected this principle because the factory conducted health and safety risk assessment in all processes. But the occupational health checks were not provided to two sampled workers in cotton filling workshop who engaged in work with dust and noise.

7.3 被审核方部分遵守该原则。工厂有进行健康安全风险评估但没有为抽样的2名充棉部门接触粉尘和噪音的员工提供职业健康体检。

7.6 The factory partially respected this principle because medical mask was provided to workers engaged in work with dust in cotton filling workshop instead of dust-proof mask, and the cotton filling worker did not use earplugs in working time.

7.6 被审核方部分符合该原则，原因是工厂为充棉部门接触粉尘的员工提供医用口罩而不是防尘口罩，充棉工人工作时没有佩戴耳塞。

7.11 The factory partially respected this principle because the building construction safety certificate for extended floor was not provided for review.

## PA 7: Occupational Health and Safety

7.11 被审核方部分符合该原则，原因是工厂没有提供加建楼层的竣工验收报告。

7.17 The factory partially respected this principle because pulley guards were not installed for sewing machines at sample making room.

7.17 被审核方部分符合该原则，原因是工厂没有为板房的针车安装皮带轮防护罩。

## PA 13: Ethical Business Behaviour

13.1 The factory partially respected this principle because the factory conducted Ethical Business Behavior risk assessment, but the prevention measures of all risks were the same.

13.1 工厂未完全遵守该原则，因为工厂执行了商业道德的风险评估，但所有风险的预防措施都是相同的。