

Monitoring result for JINCHENG HARDWARE INDUSTRY CO.,LTD on site JINCHENG HARDWARE INDUSTRY CO.,LTD

Monitoring

Monitored Party	: JINCHENG HARDWARE INDUSTRY CO.,LTD
amfori ID	: 156-037009-000
Site	: JINCHENG HARDWARE INDUSTRY CO.,LTD
Site amfori ID	: 156-037009-001
Address	: No.191,Wudong Industrial Zone,Lile Town,Jiangmen City,Guangdong,China, : 529000, jiangmenshi : Guangdong Sheng : China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 16/06/2022
Expiration Date	: 16/06/2023

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Overall rating

A	B	C	D	E	None
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Section rating

PA1: Social Management System	D
PA 2: Workers Involvement and Protection	B
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	B
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

Jincheng Hardware Industry Co., Ltd. 江门市金承五金制品有限公司 (Uniform Code of Social Credit: 91440704MA4ULEDL9Q) is located at No.191, Wudong Ind., Lile Town, Jiangmen, Guangdong, China. The total land area occupied by the facility was about 1864 square meters. They established in January 2016 at the current address.

A total of 45 employees including 22 female employees and 23 male employees were working in the facility. The facility occupied in two flat buildings and two 2-storey buildings used for office, production and warehouse. There was no dormitory, kitchen, canteen available for employee.

The main product was stainless steel handle for facility and the production processes were listed as follows: Punching, Cutting, Welding, Polishing, CNC, Machinery Processing, Assembly, Inspection and Packing. The monthly production capacity was 120,000 pieces per month. The main machines used in the facility including punching machines, welding machines, cutting machines, etc.

This initial audit is conducted by Intertek Testing Services Shenzhen Ltd. At 09:00am of 10 June 2022, auditor entered the facility then held an opening meeting. The facility management Mr. Wu Xiao Ming / Vice General Manager, Ms. Zhang Pei Yao / Sales, Ms. Liang Ai Hua / Work Representative were present in the meeting. The facility management showed a positive attitude to this audit during the whole process. All documentation requested for the review was provided timely. Locked areas encountered during the audit were unlocked timely. During the closing meeting, the facility management agreed with all the findings and expressed that they would make the improvement within one year. Findings were raised in the PA1, PA2, PA5, PA6, PA7 and PA13. Please refer to the relevant performance areas for details.

Remark:

1. The attendance records from 1 May 2021 to 10 June 2022 were reviewed during this audit.
2. The payroll records from May 2021 to April 2022 were reviewed during this audit.
3. #COVID-19: The facility abides all current local regulations with respect to COVID-19. The risk of COVID-19 was low in Jiangmen City of China. Currently, masks and social distancing was not mandatorily enforced. However, the visitors' temperature was still measured upon entrance to the facility.
4. During this audit, it was noted that 2F of one 2-storey building was idle now.
5. Remark for uploading document:
 - 1) There are no agencies or contractors used by the facility, which makes the agency labour contract and contractor license not applicable.
 - 2) There is no collective bargaining agreement in the facility, which makes the collective bargaining agreement not applicable.
 - 3) There are no any government waivers obtained by the facility, which makes the government waiver not applicable.

Audit date: 10 June 2022

Auditing Company: Intertek

Lead auditor: Jessica Yang, APSCA registration number: CSCA21700360

Site Details

Site : JINCHENG HARDWARE INDUSTRY CO.,LTD
Site amfori ID : 156-037009-001

GICS Classification

Sector	: Industrials	Industry	: Building Products
Industry Group	: Capital Goods	Sub Industry	: Building Products

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	45 Workers
Legal minimum wage in local currency	1720 Monthly
Lowest wage paid for regular work at the site	2088 Monthly
Calculated living wage in local currency	1859 Monthly
Total sample	8 Workers

Other Metrics

Male workers	23 Workers
Female workers	22 Workers
Permanent workers - Male	23 Workers
Permanent workers - Female	22 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	4 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	6 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	22 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	3 Workers
Sample - Female	5 Workers

Findings

PA1: Social Management System

1.1 The social management system was not implemented effectively, and some non-compliance findings were detected in Performance Areas of Social Management System and Cascade Effect, Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety and Ethical Business Behaviour. For details, please refer to Performance Area 1, 2, 5, 6, 7, 13 respectively. (Remark: The question was scored Partial because the performance areas were well in most of the PAs, only some gaps were found in several PAs.) This finding was against amfori BSCI Code of Conduct, Principle on Social Management System and Cascade Effect.

审核员发现企业没有有效执行社会责任管理系统。在供应链管理及级联效应、员工参与和保护、公平报酬、体面工作时间、职业健康安全、和道德的商业行为等绩效领域发现部分问题点。详细分别见绩效领域第1、2、5、6、7、13部分。(备注: 因为大部分执行领域运行状况良好, 只有少数执行领域存在差距。该问题点视为部分符合。) 该问题点违反了BSCI行为守则, 供应链管理及级联效应。

1.4 The auditee's workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts due to the overtime hours exceeding the local law requirement. Please refer to checkpoint 6.2 for details. This finding was against amfori BSCI Code of Conduct, Principle on Social Management System and Cascade Effect.

受审核方的劳动力没有被正确安排以满足客人订单的期望, 因为月加班时间超出了法律的规定, 具体参考检查点6.2。该问题点违反了BSCI行为守则, 供应链管理及级联效应。

PA 2: Workers Involvement and Protection

2.4 The facility had posted BSCI code in public and provided the training about BSCI code for all employees. However, all interviewees were not clear of the basic definition or requirements of BSCI Code of Conduct. (Remark: The facility had posted BSCI code in public and provided the training about BSCI code for all employees, but only employees were not aware of BSCI code. So, this checkpoint was scored PARTIALLY.) This finding was against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.

尽管企业有张贴BSCI行为准则并提供BSCI行为准则的培训给全体员工, 但所有受访员工不太清楚BSCI行为守则基本的概念及要求。(备注: 企业有张贴BSCI行为准则并提供BSCI行为准则的培训给全体员工, 只是员工不清楚。因此, 这个检查点选PARTIALLY。) 该问题点违反了BSCI行为守则, 员工参与和保护。

2.5 During this audit, auditor found the facility had established grievance mechanism, but the established grievance mechanism was not including all interested parties, only for internal part. (Remark: The facility had established grievance mechanism, but only not including the interested parties. So, this checkpoint was scored PARTIALLY.) This finding was against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.

本次审核, 企业建立的申诉机制没有包含所有利益相关方, 只是对工厂内部适用。(备注: 企业有建立申诉机制, 但只是没有包含利益相关方。因此, 这个检查点选PARTIALLY。) 该问题点违反了BSCI行为守则, 员工参与和保护。

PA 5: Fair Remuneration

5.4 During management interview, auditor found that the facility management did not understand the living wage of local area and did not know how to evaluate and calculate the living wage. (Remark: The question was scored Partial because the basic wages paid by the facility were above the living wages calculated by auditor.) This finding was against amfori BSCI Code of Conduct, Principle on Fair Remuneration.

通过管理层面谈, 审核员发现企业不了解当地的生活工资, 不清楚如何评估计算生活工资。(备注: 因为企业支付的基本工资高于审核员计算出的生活工资。该问题点视为部分符合。) 该问题点违反了BSCI行为守则, 公平报酬。

5.5 Remark: Through reviewing the social insurance receipt of May 2022, auditor found that all eligible employees had participated in basic endowment insurance, basic medical insurance, unemployment insurance, employment injury insurance and maternity insurance.

备注: 通过审阅2022年5月的社保收据, 审核员发现企业所有符合要求的员工参加了失业保险、工伤保险、生育保险、养老保险和医疗保险。

PA 6: Decent Working Hours

6.2 The monthly overtime hours of 8 out of 8 randomly selected employees ranged from 78 to 80 hours in April 2022 (current month); 8 out of 8 randomly selected employees were 78 hours in December 2021 (random month); 8 out of 8 randomly selected employees were 68 hours in October 2021 (random month) Law: In accordance with the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.

在2022年4月份(当前月), 8名抽样员工中有8名员工的月加班时间为78-80小时; 在2021年12月份(随机月), 8名抽样员工中有8名员工的月加班时间为78小时; 在2021年10月份(随机月), 8名抽样员工中有8名员工的月加班时间为68小时。法

PA 6: Decent Working Hours

规：依据《中华人民共和国劳动法》第41条，用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时；因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。

PA 7: Occupational Health and Safety

7.1 1. During this audit, the facility did not fully comply with the health and safety legal requirement. Please refer to relevant checkpoints for details. (Remark: The question was scored Partial because the performance was well in most check points of PA7, only some gaps were found in several check points of PA7.) This finding was against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety. 2. During this audit, auditor found that the facility did not provide occupational health examination to the workers who contacted occupational hazards such as noise and dust in punching, welding, polishing department. Law: In accordance with the PRC Law of Prevention and Control of Occupational Diseases Article 35, the employer shall conduct regular occupational health examination for those labourers who are engaged in works with occupational hazard(s) as required by the public health administrative department under the State Council. The occupational health examination shall be conducted before labourers start to take the post, in the course of the work and after leave the post and the employer shall provide the results of the occupational health examinations to labourers in written. 3. During document review, auditor found that the facility could not provide the training records / certificate of safety production knowledge and management skill of the principal in charge and persons for the management of work safety for review. Law: In accordance with the Law of the PRC on Work Safety Article 27, The principal in charge and persons for the management of work safety in production and business entities have to have the knowledge about work safety and the competence for the management, which are commensurate with the production and business activities of these entities.

1.本次审核，审核员发现企业没有完全符合安全健康的法规要求。详情请参考相关检查点。（备注：因为执行领域7的大部分检查点运行状况良好，只有少数检查点存在差距。该问题点视为部分符合。）该问题点违反了BSCI行为守则，职业安全健康。2.本次审核，审核员发现企业没有为接触职业病危害的员工比如冲压，抛光，焊接等部门接触噪音和粉尘的员工安排职业病体检。法规：依据《中华人民共和国职业病防治法》第三十五条，对从事接触职业病危害的作业的劳动者，用人单位应当按照国务院卫生行政部门的规定组织上岗前、在岗期间和离岗时的职业健康检查，并将检查结果书面告知劳动者。3.在文件审核时，企业无法提供该企业负责人和安全生产管理人员的安全生产知识和管理能力培训记录/证书供审阅。法规：依据《中华人民共和国安全生产法》第二十七条，生产经营单位的主要负责人和安全生产管理人员必须具备与本单位所从事的生产经营活动相应的安全生产知识和管理能力。

7.4 During this audit, auditor found that the workers and their representative were not involved in health and safety risk assessment. This finding was against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety.

本次审核，审核员发现工人和工人代表没有受邀参与进行职业健康安全风险的评估。该问题点违反了BSCI行为守则，职业安全健康。

7.5 During management interview, there were three welding operators in the facility. However, the facility could not provide the welder certificate for review. Law: In accordance with the PRC Labor Law article 55, laborers engaged in special tasks must receive specialized training and acquire a license for such tasks.

经过管理层访谈，企业使用了3名焊工，但无法提供焊工操作证供审阅。法规：依据《中华人民共和国劳动法》第55条，从事特种作业的劳动者必须经过专门培训并取得特种作业资格。

7.9 Through facility tour and management interview, auditor found that the punching department, welding department, polishing department and etc. with high noise, dust occupational hazard factors. However, no warning sign of occupational disease hazards was posted in the above-mentioned areas. (Remark: The facility had system to identify health and safety risks, but warning sign was missed. So, this checkpoint was scored PARTIALLY.) Law: In accordance with Law of the PRC on Work Safety Article 35, manufacturing units shall post clear warning signs wherever high-risk machines and equipments are installed.

通过现场观察和管理访谈，审核员发现企业冲压车间，抛光车间和焊锡车间存在高噪音和粉尘的职业危害因素，但是没有在该区域张贴职业危害的警示标志。（备注：企业有建立系统去识别健康和安全方面的风险，但只是缺失警示标志。因此，这个检查点选PARTIALLY。）法规：依据《中华人民共和国安全生产法》第三十五条，生产经营单位应当在有较大危险因素的生产经营场所和有关设施、设备上，设置明显的安全警示标志。

7.11 During facility tour, documents review and management interview, there were two flat buildings, two 2-storey buildings used as office, production, and warehouse in the facility, however, the facility only provided the photocopies of the report of construction completion acceptance of all buildings for review. (Remark: The facility had provided the photocopies of the report of construction completion acceptance of all buildings. So, this checkpoint was scored PARTIALLY.) Law: In accordance with the PRC Construction Law Article 61, a construction project handed over for acceptance checks for completion must conform to the prescribed construction project quality standards, be provided with complete project technical and economic data and signed project warranty and be provided with other qualified conditions for completion as prescribed by the state. A construction project may only be handed over for use upon passing the acceptance checks for completion; no construction project shall be handed over for use without going through the acceptance checks for completion or passing the acceptance checks for completion.

通过现场巡查，文件审核和管理访谈，工厂有2栋1层的建筑物，2栋2层建筑物用作仓库，车间和办公室，但工厂只能提供所有建筑的竣工验收报告的复印件以供审核。（备注：企业有提供建筑竣工验收报告的复印件。因此，这个检查点选PARTIALLY。）法规：依据《中华人民共和国建筑法》第六十一条，交付竣工验收的建筑工程，必须符合规定的建筑工程质量标准，有完整的工程技术经济资料和经签署的工程保修书，并具备国家规定的其他竣工条件。建筑工程竣工验收合格后，方可交付使用；未经验收或者验收不合格的，不得交付使用。

PA 7: Occupational Health and Safety

7.13 Through facility tour, auditor found that there was no outer cover for 20% electric switches in the facility. (Remark: The facility had established electrical management procedure, but the procedure was not implemented well. So, this checkpoint was scored PARTIALLY.) Law: In accordance with Electrical Installations of Buildings – Part 4-41 Protection for safety - Protection against Electric Shock GB16895.21-2004 Article 412.1 Insulation of live parts All live parts shall be covered by insulation layer which could be removed only by damage.

在现场巡查时, 审核员发现企业20%电箱没有外盖。(备注:企业已建立了用电管理程序, 只是没有执行到位。因此, 这个检查点选PARTIALLY。)法规: 依据《建筑物电气装置 第4-41部分: 安全防护 电击防护》GB16895.21-2004 第412.1带电部分的绝缘, 带电部分应全部用只有将其破坏才能除去的绝缘层覆盖。

7.17 During facility tour, auditor found that 30% gas cylinders in welding department were not fixed to prevent from falling. (Remark: Most of machines were equipped with adequate safety guards, but only 30% gas cylinders were not fixed. So, this checkpoint was scored PARTIALLY.) Law: In accordance with Regulations on the Inspection of Safety of Gas Cylinders (2000) Article 77, the storage of cylinders should meet the following requirements: a. Cylinders should be stored in exclusive warehouse which meets the related provisions in the Code of Design on Building Fire Protection and Prevention; b. No trench and underground pass should be built in the warehouse; fire and other heat sources are forbidden. The warehouse should be well ventilated and dry, preventing direct sunshine; c. In the warehouse for cylinders containing gases with polymerization or decomposition reactions, the minimum temperature and storage period must be strictly controlled according to the nature of the gases, avoiding radioactive ray generating sources; d. Empty cylinders and filled cylinders should be separately placed with obvious marks; cylinders for toxic gases and cylinders containing gases which may cause combustion, explosion and generate poisons when contacting each other should be stored in different room; antigas mask or fire-fighting equipments should be prepared the warehouse; e. Cylinders should be neatly placed with the caps well positioned. When placed upright, the cylinders should be properly fixed; when placed horizontally, heads of the cylinders should be in the same direction.

在现场巡查时, 审核员发现企业在焊接车间30%的气瓶没有固定。(备注: 大部分的设备都有足够的安全防护装置, 仅是30%气瓶没有固定。因此, 这个检查点选PARTIALLY。)法规: 根据气瓶安全监察规程 (2000) 第七十七条 储存气瓶时, 应遵守下列要求: a. 应置于专用仓库储存, 气瓶仓库应符合《建筑设计防火规范》的有关规定; b. 仓库内不得有地沟、暗道, 严禁明火和其他热源, 仓库内应通风、干燥、避免阳光直射; c. 盛装易起聚合反应或分解反应气体的气瓶, 必须根据气体的性质控制仓库内的最高温度、规定储存期限, 并应避开放射线源; d. 空瓶与实瓶应分开放置, 并有明显标志, 毒性气体气瓶和瓶内气体相互接触能引起燃烧、爆炸、产生毒物的气瓶, 应分室存放, 并在附近设置防毒用具或灭火器材5. 气瓶放置应整齐, 配戴好瓶帽。立放时, 要妥善固定; 横放时, 头部朝同一方向。

7.21 Remark: No canteen, kitchen was provided by the facility.

备注: 企业没有提供厨房和餐厅。

7.22 During the facility tour, auditor found that all toilets in the production area did not have tissue or soap. This finding was against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety.

通过现场走访, 审核员发现企业在生产区内所有厕所内没有提供厕纸和肥皂。该问题点违反了BSCI行为守则, 职业安全健康。

7.23 Remark: No transportation was provided by the facility.

备注: 企业没有提供交通。

PA 13: Ethical Business Behaviour

13.1 Workers were not well aware of ethic and integrity policy, although the auditee had provided the training about ethic and integrity policy for all employees. (Remark: The facility had provided the training about ethic and integrity policy for all employees, but only employees were not aware of BSCI code. So, this checkpoint was scored PARTIALLY.) This finding was against amfori BSCI Code of Conduct, Principle on Ethical Business Behaviour.

尽管被审核方有提供商业道德和诚信政策方面的培训给全体员工, 但是工人并不完全了解商业道德和诚信政策。(备注: 企业有提供商业道德和诚信政策方面的培训给全体员工, 只是员工不清楚。因此, 这个检查点选PARTIALLY。)该问题点违反了BSCI行为守则, 道德的商业行为。