

Monitored Party JINCHENG HARDWARE INDUSTRY CO.,LTD	amfori ID 156-037009-000	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	Monitoring Partner Intertek
Monitoring Start Date 01/07/2024	Closing Meeting Finished Date 01/07/2024	Submission Date 08/07/2024
Expiration Date 08/07/2025	Announcement Type Fully Announced	
Site JINCHENG HARDWARE INDUSTRY CO.,LTD	Site amfori ID 156-037009-001	

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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, Violence or Harassment	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	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Simper Song; APSCA membership number: CSCA 21700634

Name of team auditor (if applicable): N/A

Name of observers, translators, trainees, advisors/consultants (if applicable): None

Monitoring partner name: Intertek

Audit schedule details: 1 auditor x 1 day.

Announcement Type: Announced

Business partner information: Jincheng Hardware Industry Co., Ltd. 江门市金承五金制品有限公司 (Uniform Code of Social Credit: 91440704MA4ULEDL9Q) was 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. The main product was stainless steel handles and the production processes were listed as follows: Cutting, Punching, CNC, Welding, Polishing, Assembly, Inspection and Packing.

Audited location information: In view of the facility, the facility consisted of one 2-storey building used as office; one 2-storey building used as development department; 1 flat building used as cutting, punching, CNC, welding workshops; one flat building used as polishing, assembly, packing workshops and warehouse. No dormitory, kitchen or canteen was available for employees. This building was rented by the facility from the local landlord.

Operating shifts and hours: The attendance records from June 1, 2023 to July 1, 2024 were reviewed in this audit. Employees worked for 8 hours per day and 5 days per week in one shift. The normal working hour was from 08:00 to 17:30 with 1.5 hours' lunch break from 12:00 to 13:30. The employees worked overtime at night from 18:30 to 20:30 and on Saturday if busy. There was no obvious peak season in the facility. Based on the sampled attendance records provided by the facility, the maximum overtime hours per day were 2 hours, the maximum weekly total working hours were 54 hours, the maximum consecutive working days were 6 days.

Time recording system: Facial scan and finger print attendance system was used for time keeping

Salary payment details: The payroll records from June 2023 to May 2024 were reviewed at this audit. Employees' wages were calculated on an hourly rated basis. The lowest basic wages were RMB1914 per month, which was higher than the legal requirement. The local minimum wage was RMB1720 per month since 1 December 2021. For overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on normal working days and rest days respectively, there was no overtime hours on public holidays. Employees were paid cash at 15th of each month after the previous wage calculation cycle.

Worker number information: A total of 45 employees (20 Females and 25 Males) including 29 production workers (10 Females and 19 Males) and 16 non-production staffs (10 Females and 6 Males) were working in the facility. 37 employees were local workers from Guangdong province, the other 8 employees (2 Females and 6 Males) were domestic migrant workers from other provinces. No special group workers (interns, apprentices, contractor workers etc.) was in place.

Good practices: None

Worker organization details: There is one employee representative committee with two worker representatives elected out by all employees freely.

Circumstances: There was no special circumstance during the audit.

Summary of findings:

PA1: Social Management System

1.1 The facility had not set up an effective management system to implement the BSCI Code of Conduct.

1.4 The facility's workforce capacity was not properly organized to meet the expectations of the delivery order and contracts.

PA 2: Workers' involvement and protection

2.5 The facility had not set up a channel for local communities' coming up with its suggestions or complaints to management for improvement.

PA 5: Fair Remuneration

5.4 The facility did not understand the living wage of local area.

PA 6: Decent Working Hours

6.2 Monthly overtime hours exceeded legal limited.

PA 7: Occupational Health and Safety

7.1 The facility did not fully comply with the health and safety legal requirement.

7.6 During facility tour, it was noted that about 50% employees in polishing work station did not wear earplug during work, although the facility had provided proper personal protective equipment to them.

7.11 The facility only provided the photocopies of the report of construction completion acceptance of all buildings for review.

Living wage calculation:

#LivingWage: Anker methodology is used for Living Wage calculation by auditing company.

Remark:

For uploading document:

- 1) There is 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 is no any government waiver obtained by the facility, which makes the government waiver not applicable.

SITE DETAILS

Site
**JINCHENG HARDWARE
INDUSTRY CO.,LTD**

Site amfori ID
156-037009-001

GICS Classification

Sector
Industrials

Industry Group
Capital Goods

Industry
Building Products

Sub Industry
Building Products

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	45	Workers
Legal minimum wage in local currency	1,720	Monthly
Lowest wage paid for regular work at the site	1,914	Monthly
Calculated living wage in local currency	1,869.12	Monthly
Total sample	8	Workers

Other Metrics

Male workers	25	Workers
Female workers	20	Workers
Non-binary workers	0	Workers
Permanent workers - Male	25	Workers
Permanent workers - Female	20	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	3	Workers
Management - Female	3	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	6	Workers
Domestic migrant workers - Female	2	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	25	Workers
Workers hired directly - Female	20	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	4	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

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

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>PA 1.1 The facility had set up the management procedures to implement the BSCI Code of Conduct. But not all policies were properly implemented, such as workers involvement and protection issue, the benefits provided with the workers were not sufficient, overtime hours exceeded the legal limited, issues on health and safety. Please refer to Performance Area 1, 2, 5, 6, 7 for details. The finding was against amfori BSCI Code of Conduct, Principle on Social Management System and Cascade Effect. This checkpoint was scored PARTIALLY because of the facility established the social management system, but the social management system was not implemented in some PAs effectively.</p>	<p>企业建立了确保BSCI有效实施的管理制度，但是不是所有制度都得以有效实施，比如员工参与问题，部分福利没有提供足够，员工的工作时间超出法律规定，健康安全问题的。具体请参阅PA 1, 2, 5, 6, 7。 该不符合项违背了BSCI行为守则，社会管理体系和级联效应准则。 这个检查点选PARTIALLY，是因为企业有建立社会责任管理体系，但是企业在一些执行领域没有执行到位。</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>PA 1.4 The auditee's workforce capacity was not properly organised 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. The finding was against amfori BSCI Code of Conduct, Principle on Social Management System and Cascade Effect. This checkpoint was rated as No, because it's a systematic issue on overtime hours.</p>	<p>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。 该不符合项违背了BSCI行为守则，社会管理体系和级联效应准则。 这个检查点选No，因为企业系统性超时加班。</p>



PA 2: Workers Involvement and Protection

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

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>PA 2.5</p> <p>It was noted that the facility had established or participated in an effective grievance mechanism for individuals, the grievance mechanism allowed worker to lodge suggestions or complaints related to the workers' rights, and individuals had alternative ways for lodging a complaint, such as through suggestion box, worker representative or directly to the management. However, the facility had not set up a channel for local communities' coming up with its suggestions or complaints to management for improvement.</p> <p>This finding was against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.</p> <p>This checkpoint was scored PARTIALLY because of the facility had already established the inner grievance mechanism.</p>	<p>审核员发现企业建立和参与了有效的个人申诉机制，申诉机制赋予了工人提出建议，投诉的权利，并且开放了可替代的投诉方式，例如通过意见箱，工人代表或直接向管理层投诉。但是，企业尚未创建给当地社区提供申诉的渠道。</p> <p>这个问题不符合amfori BSCI的行为准则之工人参与度和保护的原则。</p> <p>这个检查点选PARTIALLY，是因为企业已建立内部申诉机制。</p>

PA 5: Fair Remuneration

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

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>PA 5.4</p> <p>The facility management was not aware of any information about Living Wage, and the facility management did not know that they should provide sufficient remuneration that allows workers to meet a decent standard of living based on the BSCI requirement.</p> <p>The finding was against amfori BSCI Code of Conduct, Principle on Fair Remuneration.</p> <p>This checkpoint was rated as PARTIALLY because the basic wages paid by the facility were above the living wages calculated by audit company.</p>	<p>企业对当地生活工资没有任何了解，企业也不知道他们应该按照BSCI的要求提供足够的待遇让员工过上体面的生活。</p> <p>该不符合项违背了BSCI行为守则，公平报酬准则。</p> <p>这个检查点选PARTIALLY因为企业支付的基本工资高于审核公司计算出的生活工资。</p>

PA 6: Decent Working Hours

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

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	
<p>PA 6.2 Overtime hours exceeded the legal requirement. The monthly overtime hours of all 8 randomly selected employees were 44 hours in May 2024 (current month); all 8 randomly selected employees were 50 hours in January 2024 (random month); all 8 randomly selected employees were 52 hours in September 2023 (random month). 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. This checkpoint was rated as No, because the facility systematically exceeded the overtime hours limit.</p>	<p>加班时间超过法规要求。在2024年5月份(当前月),所有8名抽样员工的月加班时间为44小时;在2024年1月份(随机月),所有8名抽样员工的月加班时间为50小时;在2023年9月份(随机月),所有8名抽样员工的月加班时间为52小时。 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。 这个检查点选No,因为企业系统性加班超时。</p>

PA 7: Occupational Health and Safety

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

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

ENGLISH	LOCAL LANGUAGE
Finding	
<p>PA 7.1 During this audit, the facility did not fully comply with the health and safety legal requirement. Please refer to relevant checkpoints for details. The finding was against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety. This checkpoint was rated as PARTIALLY because the facility collected the applicable occupational health and safety regulations applicable for its activities and established the occupational health</p>	<p>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。 该不符合项违背了BSCI行为守则,职业健康与安全准则。 这个检查点选PARTIALLY,是因为企业有收集适用其生产经营活动的健康安全的法律法规和建立了健康安全的程序,但是审核中发现企业没有完全符合安全健康的法规要求。</p>

Finding	
and safety procedures, but auditor found that the facility did not fully comply with the health and safety legal requirement during the audit. Please refer to relevant checkpoints for details.	

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>PA 7.6</p> <p>During facility tour, it was noted that about 50% employees in polishing work station did not wear earplug during work, although the facility had provided proper personal protective equipment to them.</p> <p>In accordance with Law of the PRC on Work Safety Article 45, Production and business entities shall provide their employees with work protection gears that are up to national standards or industrial specifications, and they shall give instruction to their employees and see to it that they wear or use these gears in accordance with the rules for their use.</p> <p>This checkpoint was rated as PARTIALLY, because the facility had provided the suitable earplugs to all relevant employees.</p>	<p>通过现场巡查，发现约50%的打磨工作的员工未佩戴耳塞作业，尽管企业有提供给他们合适的劳保用品。</p> <p>依据《中华人民共和国安全生产法》第四十五条，生产经营单位必须为从业人员提供符合国家标准或者行业标准的劳动防护用品，并监督、教育从业人员按照使用规则佩戴、使用。</p> <p>这个检查点选PARTIALLY, 因为企业已提供合适的耳塞给所有相关员工。</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>PA 7.11</p> <p>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.</p> <p>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</p>	<p>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建筑竣工验收报告的复印件以供审核。</p> <p>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。</p> <p>这个检查点选PARTIALLY, 因为企业有提供建筑竣工验收报告的复印件。工厂解释因原件在房东处，工</p>

Finding

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.

This checkpoint was rated as PARTIALLY, because the facility had provided the photocopies of the report of construction completion acceptance of all buildings. The facility explained that they could not obtain the original copy of the report as it kept by the landlord.

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