

# Monitoring result for SHAONENG GROUP GUANGDONG LUZHOU ECO TECHNOLOGY CO., LTD. on site SHAONENG GROUP GUANGDONG LUZHOU ECO TECHNOLOGY CO., LTD.

## Monitoring

Monitored Party	: SHAONENG GROUP GUANGDONG LUZHOU ECO TECHNOLOGY CO., LTD.
amfori ID	: 156-006806-000
Site	: SHAONENG GROUP GUANGDONG LUZHOU ECO TECHNOLOGY CO., LTD.
Site amfori ID	: 156-006806-002
Address	: Yingbaoqian, Quan'an Town
	: Nanxiong
	: Guangdong Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Monitoring Partner	: TÜV SÜD
Monitoring Start Date	: 29/12/2022
Closing Meeting Finished Date	: 11/01/2023
Submission Date	: 11/01/2023
Expiration Date	: 11/01/2024

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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	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 Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

## General description

### [Location and size]:

The audited factory of Shaoneng Group Guangdong Luzhou Eco Technology Co., Ltd (business license no.: 91440282730452391L) started their operation since 2001, it was located at Yingbaoqian, Quan'an Town, Nanxiong, Guangdong, China. The company was established on July 12, 2001. The size of dormitory, canteen, kitchen, workshops, warehouse and office are around 110000 square meters in total.

### [Structure of facility]:

Within the premises, factory consisted of buildings as below: 1, Office areas (one 4-storey office building). 2, Living quarters: two 4-storey dormitory buildings; one 6-storey dormitory building; one 9-storey apartment building; one 2- storey canteen and kitchen building; one 2-storey entertainment building. 3, Production areas: Plant 1# (two 1-storey production buildings); one 1-storey warehouse/production building; one 1-storey boiler room; Plant 2# (one 2-storey production/warehouse building); Plant 3# (one 2-storey production/warehouse building); Plant 4# (two 1-storey production/warehouse building, one 1-storey warehouse building). Plant 5# (one 2-storey production/warehouse building). The main products were disposable tableware. The productive operation includes pulping, molding, filming, disinfecting, edge cutting, inspection and packing etc.

### [Employee analysis]:

Currently 425 employees were working in the company. Among them 360 are production employees and 65 are non-production employees. All employees were permanent employees, 8 employees were migrant employees. And there were total 212 female employees.

### [Summary of working hour]:

The factory uses electronic attendance system to record workers' working hours. According to managers/supervisors and workers interview, no obvious peak or non-peak seasons is existed in the factory. Attendance records from December 2021 to the audit dates are provided for review. 20 workers' attendance records of April 2022 (random selected), July 2022 (random selected) and November 2022 (current paid month) are sampled for review. All office employees worked in 1 shift from 8:00 to 12:00 and 13:30 to 17:30 and all production employees and security guards worked in 3 shifts from 8:00 to 16:00 and 16:00 to 24:00 and 24:00 to 8:00, no overtime work arranged at night, 8 hours overtime was arranged on Saturday regularly. The maximum working time is 8 hours per day, 48 hours per week. The maximum weekly overtime hours were 8 hours, the maximum monthly overtime hours are 40 hours. No overtime work is arranged on Sunday or Public holiday. All workers could enjoy at least one day off per week (on Sunday).

### [Summary of compensation]:

The facility provides the payrolls from December 2021 to November 2022 for review. 20 workers' wage records of April 2022 (random selected), July 2022 (random selected) and November 2022 (current paid month) are sampled for review. Local legal minimum wage was RMB1620 per month since December 1, 2021. Wages are paid in cash on 15th of each month or before which meets legal requirement. Pay stub is distributed to each employee when wage is issued. All employees are paid as per their work positions, work skill & working hours etc., and equal salary is paid for equal job. According to the provided payrolls, lowest normal wage (excluded OT premium) for workers is RMB3200 / month, which is above RMB1620 per month since December 1, 2021. The overtime was paid as 150% and 200% of normal rate for the overtime on weekdays and Saturday respectively. No inconsistencies were found during this audit. (Remark: #For living wage, we do not use the data on GLWC website, but the calculation method still follows Anker's methodology. The data were mainly manually collected through local market investigation and worker interview by auditor.)

### [Summary of interview]:

Worker interviews were conducted by individual and in group. Randomly selected 20 employees, no complaint was raised.

### [Special scene during on site observed]:

1. There is no labor agency/contractor used by the factory, also no waiver was obtained. Therefore, no document of contractor license/permit, agency labor contract or government waivers were attached. There were also no inconsistencies between time records and production records, therefore no such record was attached. There was no collective bargaining agreement in place, therefore no photo of such document was taken.
2. Announcement type: announced; Monitoring dates: December 29(PM)-30, 2022.

### [Audit Company]: TUV SUD

### [Auditor and APSCA Number]:

Lead Auditor: Jack Zheng; APSCA number: CSCA 21703745.

Team member: Iverson Lee; APSCA number: CSCA 21700813.

## Site Details

Site : SHAONENG GROUP GUANGDONG LUZHOU ECO TECHNOLOGY CO., LTD.

Site amfori ID : 156-006806-002

### GICS Classification

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Sector : Consumer Discretionary

Industry : Household Durables

Industry Group : Consumer Durables & Apparel

Sub Industry : Housewares & Specialties

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

## Metrics

### Key Metrics

Total workforce	425 Workers
Legal minimum wage in local currency	1620 Monthly
Lowest wage paid for regular work at the site	3200 Monthly
Calculated living wage in local currency	2500 Monthly
Total sample	20 Workers

### Other Metrics

Male workers	213 Workers
Female workers	212 Workers
Permanent workers - Male	213 Workers
Permanent workers - Female	212 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	10 Workers
Management - Female	9 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	184 Workers
Workers with night shift - Female	182 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	7 Workers
Domestic migrant workers - Female	1 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	213 Workers
Workers hired directly - Female	212 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	15 Workers

## Findings

### PA1: Social Management System

The factory implemented laws & BSCI requirement via establishing social management system. However, management system is needed to be improved due to non-compliances were found in below Performance Areas such as Fair Remuneration, Working Hour and OHS etc.

工厂通过建立社会责任管理体系来执行法规和BSCI的要求。然而，因为在以下的体面公平报酬，工作时间，职业健康安全等执行领域发现了不符项，所以该管理体系有需要提高的地方。

The factory had not conducted effective production cost calculation & employees' most monthly overtime exceeded legal limit.

工厂未进行有效的生产成本核算，另外工人的大部分月加班时间也超过了法规限值。

### PA 2: Workers Involvement and Protection

Trainings on BSCI COC & TOI are provided to workers' representatives and managers, but no training effectiveness evaluation is conducted, interviewed worker representatives are not very clear about basic requirements & concepts on BSCI COC and TOI.

工厂对员工代表和管理层进行了BSCI行为守则和商业伙伴实施条款的主题的培训，但是，工厂没有做培训效果评估，受访的员工代表都不十分清楚基本的BSCI行为守则和商业伙伴实施条款要求和概念。

### PA 5: Fair Remuneration

The actual paid wages reach to the level of decent living wage. However, the factory does not have the awareness that they shall collect data for living wage.

工厂支付工人的工资均达到体面工资水平，然而工厂没有意识到他们应该收集有关体面工资的数据。

### PA 6: Decent Working Hours

20 workers' time attendance records and payroll records of April 2022 (random selected), July 2022 (random selected) and November 2022 (current paid month) were sampled, it is noted that all 20 workers' monthly overtime hours are 40 hours in April 2022, 40 hours in July 2022, which exceed legal law limit of 36 hours per month. All 20 workers' monthly overtime hours are 32 hours in November 2022, which did not exceed legal law limit of 36 hours per month. (Labor Law of the People's Republic of China (1995), Article 41.)

抽取了20名员工2022年4月（随机抽选），2022年7月（随机抽选）和2022年11月（当前发薪月）的考勤及工资记录，发现全部20个员工在2022年4月加班时间为40小时，2022年7月加班时间为40小时，超过了法律限定的月36小时。全部20个员工在2022年11月加班时间为32小时，没有超过法律限定的月36小时。

### PA 7: Occupational Health and Safety

The OHS system such as procedures per local law requirements and customers' requirements are established. But the factory does not fully comply with applicable laws and regulations due to health and safety issues are identified.

工厂基于当地法规和客户要求对于职业健康和安全的的要求建立了机制包括程序。但是由于在健康安全方存在发现点，因此工厂没有完全遵守所用的法律法规。

The factory conducted health and safety risk assessment in the factory as per work positions. However, 10 workers involved in operation exposed to occupational disease hazards, for example, positions exposing to noise and dust etc., the factory did not arrange pre-job or post-job occupational health check for them. (PRC Law on Prevention and Control of Occupational Diseases (2002) Amendment (2018), Article 35)

工厂针对工作岗位执行了风险评估，但是，有10名从事职业病危害作业的工人，噪声和粉尘等岗位的工人，但工厂没有安排岗前或离岗职业健康检查给他们。

It is noted the risk assessment have been implemented, however, workers and their representative have not been practically involved in the process of risk assessment on occupational health and safety.

工厂执行了风险评估，但是员工，员工代表未实际地参与到健康安全风险评估过程当中。

Most workers were wearing proper PPE such as masks for health & safety in workshops. However, it was noted that about 10% of the workers in the molding and cutting workshop were not wearing the provided earplugs while working. (PRC Work Safety Law (2002), Amendment (2014), Article 42)

车间大部分员工基于健康安全的原因佩戴了口罩等的劳保用品。但是，审核发现成型和切边车间大约有10%的员工没有佩戴工厂提供的耳塞。

Hazardous chemicals were stored in special warehouse posting with material safety data sheet for workers' reference. However, it was noted that three barrels of chemical (water-proofing agent) in the chemical warehouse were only marked with general labels instead of safety labels. (The Regulation For Chemical Usage Safety in Work Place, Article 14)

## PA 7: Occupational Health and Safety

危险化学品存放在专门的仓库，并且放置了物质安全资料表供员工查阅。但是，审核发现化学品仓库有三桶化学品（防水剂）仅贴普通标签而不是安全标签。