

Monitoring result for Youhua Technology(Shenzhen)Co.,Ltd on site Youhua Technology(Shenzhen)Co.,Ltd

Monitoring

Monitored Party	: Youhua Technology(Shenzhen)Co.,Ltd
amfori ID	: 156-034637-000
Site	: Youhua Technology(Shenzhen)Co.,Ltd
Site amfori ID	: 156-034637-001
Address	: Floor 2,3,5 Block 5, Tongfuyu Industrial Zone, Sh angcun Village, Gongming Town, Guangming New Dist rict
	: SHENZHEN
	: Guangdong Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 12/04/2022
Expiration Date	: 12/04/2023

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Overall rating



Section rating

PA1: Social Management System	C
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	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

Youhua Technology(Shenzhen)Co.,Ltd is situated Floor 2,3 Block 5, Tongfuyu Industrial Zone, Shangcun Village, Gongming Town, Guangming New District, Shenzhen. Factory has been operating at this location since 2009. The company registered in Market Supervision Administration of Shenzhen Municipality, having unified social credit code 91440300697114752T dated 5 Dec 2009. The registered address on business license is Floor 2,3,5 Block 5, Tongfuyu Industrial Zone, Shangcun Village, Gongming Town, Guangming New District, Shenzhen. The factory subleased 5th floor of this area to Shenzhen Qing Chen Light Technology Limited and provided the business license of this factory for audit review. During the audit, the auditor walked through the 5th floor and found there was no mixed workers and production process between the audited factory and Qing Chen Light.

Audit Process---- This was 1.5 Man Days site audit and one auditor conducted opening meeting -Plan Tour, Worker and Management Interview, Document Review and Closing Meeting. The Audit was conducted in good professional working environment and auditee was very supportive and cooperative throughout the audit activities.

Opening Meeting--- The opening meeting of this amfori BSCI Audit was started at facility with the words of Thanks from SGS, after that brief introduction of audit team was given to the participants. The audit methodology, confidentiality policy of SGS, classification of BSCI Ratings and methodology of reporting the audit results were thoroughly briefed by the Lead Auditor. Before proceeding to the audit, the audit scope and criteria were reaffirmed and audit itinerary/ plan, which had been forwarded to the organisation, was agreed. The auditor described the whole audit process, criteria, scope, and explained the amfori BSCI code of conduct, amfori BSCI holistic approach and local laws in detail to the extent these are related to the audit. Management of the facility assured the auditors of facilitation throughout the audit process. The auditor explained and presented SGS's Integrity Declaration Forms to the facility management and Mr. CHENG POH CHIA (Vice General Manager) agreed and signed the same.

The Opening Meeting was attended by the management of the company Mr. CHENG POH CHIA (Vice General Manager), Ms. He Lang (Admin Supervisor) and Mr. Huang Lixin(Worker Representative)

Facility Overview.

The factory is comprised of 2 floors out of one 5 floors building including Production and associated services departments. Factory consisted following floors.

Floor 2: Office and finished goods warehouse (1000 S.Q. Meters)

Floor 3: Production line and raw material warehouse

Main Products: Wireless Charger, Power Bank, Gaming Accessories, Apple MFI Accessories

Production Capacity is 3,000,000 pieces Per Year.

Main Production Flow is Assembly and Packing.

Health and Safety Tour:

All areas of the facility processes such as Assembly and Packing were visited during the audit. The auditor conducted the physical tour at the entire premises of the facility detailed as per following information. At the time of facility visit attitude of the facility management was good. The company has maintained a temperature-check mechanism at the entrance of the facility.

Interview and Payroll Review:

On the day of audit, there were 65 employees present which include around management staff. Employees were working on salary and monthly Wages. Factory has installed the Electronic system (Finger print scanning) to record the attendance of workers.

The factory is working in 1 General shift of Management from 08:00 to 17:30 with 1.5 Hours Break.

Factory was working 5 days a week; workers were having their rest day on Sunday.

Employees were paid monthly wage on the 7th of following month by cash monthly.

During Document Review it was evident that some of required documents are not applicable in organization like Agency Labour Contract, Government Waiver on working hours and Collective Bargaining Agreement. A detailed site visit was conducted for the complete facility in order to verify Health & Safety and Environment part of the audit protocol. Workers were interviewed on one to one and focus group basis conducted by the auditors to ensure that BSCI requirements related to Forced Labour, Child Labour, Health and Safety, Freedom of Association, Disciplinary practices, Remuneration, Discrimination, Management Systems, Working Hours and Environment are being fulfilled. Attendance Record, Salary Sheets, Payment Slips, Contract Letters, Age Verification Procedure, Overtime Procedure, HSE Training Records, Inspections, Employee Committee Meeting Minutes, Management Review Meeting Minutes and internal monitoring records of workers were verified.

The closing meeting was carried out by the Lead Auditor explaining all the elements of CAP and further processing. The CAP was agreed and copy of it along with Audit Summary Report was also given to the client.

Announcement Type: Fully-Announced

Monitoring Date: 01-02 April 2022

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

Auditor name: Nicky Xiao (CSCA21702010)

Site Details

Site : Youhua Technology(Shenzhen)Co.,Ltd

Site amfori ID : 156-034637-001

GICS Classification

Sector : Consumer Discretionary

Industry : Household Durables

Industry Group : Consumer Durables & Apparel

Sub Industry : Consumer Electronics

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

Manufacture of consumer electronics

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	65 Workers
Legal minimum wage in local currency	2360 Monthly
Lowest wage paid for regular work at the site	2360 Monthly
Calculated living wage in local currency	3179 Monthly
Total sample	10 Workers

Other Metrics

Male workers	32 Workers
Female workers	33 Workers
Permanent workers - Male	32 Workers
Permanent workers - Female	33 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	5 Workers
Management - Female	3 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	22 Workers
Domestic migrant workers - Female	23 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	32 Workers
Workers hired directly - Female	33 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	4 Workers
Sample - Female	6 Workers

Findings

PA1: Social Management System

1.1 - The main auditee partially respects this principle because management system to implement the amfori BSCI Code of Conduct was not set up effectively, such as the factory didn't identify the findings of working hours in internal audit, so findings on working hours, social insurance and health and safety were identified during the audit.

被审核方部分遵守该原则是因工厂未建立一个有效的系统实施amfori BSCI行为准则。例如工厂在内审中未识别到工时的问题等。因此工厂在工作时间，社保和健康安全仍有问题。

1.4 - The main auditee partially respects this principle because the factory had realistically calculated the costs of production and delivery times. But the calculation of production capacity was not reasonable to cause workers' monthly overtime working hours exceeded legal requirement.

被审核方部分遵守该原则是工厂了解如何计算生产产能和订单周期，但产能分析不合理，导致员工的月加班超过法规要求。

PA 2: Workers Involvement and Protection

2.4 - The main auditee partially respects this principle because according to worker interviews, workers are not clear about amfori BSCI. During the audit, the factory provided training records but did not provide training materials.

被审核方部分遵循该准则。根据工人访谈，工人不清楚amfori BSCI，审核期间工厂提供了培训记录但未提供培训教材。

2.5 - The main auditee partially respects this principle because the factory established a grievance system and organized the election of worker representatives. However, during the interview with the worker representatives, the worker representative indicated that he did not participate in the management of the suggestion box, and there were cameras and the supervisor's seat next to the suggestion box during the site observation, and the suggestion box was placed in an improper position.

被审核方部分遵循该准则。工厂建立了申诉系统并且组织选举了工人代表。但是在和工人代表访谈的过程中，工人代表表示未参与到意见箱的管理中，并且审核时意见箱旁边有摄像头和主管的座位，意见箱放置位置不当。

PA 5: Fair Remuneration

5.5 - The main auditee doesn't respect this principle because the factory didn't provide social insurance to all workers as per legal requirement. During the audit, the factory provided social insurance payment receipts from Jan 2022 to Mar 2022 for review. Based on social insurance payment receipts in Mar 2022 review and management interview, total 65 employees in the factory, the factory provided injures, unemployment, medical and maternity insurance to 63 employees and retirement insurance to 62 employees. The factory did not provide commercial injure insurance to all employees. The management stated that the reason why these employees did not purchase social insurance was that they had not withdrawn from the social insurance from the previous company, so the factory could not help them purchase social insurance.

被审核方未遵守该原则是因未给全体员工缴纳社保。审核期间，工厂提供了从2022年1月至2022年3月的社保缴费凭证供查看。根据2022年3月的社保缴费凭证和管理层访谈，工厂共计有65名员工。但是工厂为63名员工提供了工伤，失业，医疗和生育保险，为62名员工提供养老保险。工厂没有为所有员工提供商业意外险。管理层表示，这几名员工未购买社保的原因是未从上家公司退出社保，导致工厂无法帮其购买社保。

PA 6: Decent Working Hours

6.2 - The main auditee does not respect this principle because the monthly OT hours exceeded legal requirement. During the audit, the factory provided the attendance records from 1 Mar 2021 to the audit date for review. The workers' overtime hours were 2 hours per day, 40 to 62 hours per month. The monthly overtime working hours of 10 out of 10 sampled workers exceeded legal requirement from Mar 2021 to Mar 2022. The maximum was up to 62 hours including 22 hours in weekdays and 40 hours in weekends in July 2021.

被审核方因员工月加班超过法规按要求而未遵守该原则。审核期间，工厂提供了员工从2021年3月1日至审核当天的考勤记录。根据记录显示，员工日加班为2小时，月加班为40~62小时，抽样的10名员工中的月加班时间从2021年3月至2022年3月均超过法规要求，最大月加班为62小时包括平时加班的22小时和周末加班的40小时，如2021年7月。

PA 7: Occupational Health and Safety

7.1 - The main auditee partially respects this principle because the factory has established an identification, management and enforcement system for health and safety laws and regulations. However, in the actual implementation process, the factory still violated health and safety laws and regulations due to insufficient identification.

被审核方部分遵守该原则是工厂已建立了健康安全法律法规的识别，管理和执行体系。但是在实际的执行过程中，工厂还是有因为识别不到位导致违反健康安全法律法规的情形发生。

7.2 - The main auditee partially respects this principle because total 65 employees in the factory, but the factory provided injures insurance to 63 employees. And the factory did not provide commercial injure insurance to all employees.

PA 7: Occupational Health and Safety

被审核方部分遵守该原则是因工厂共计有65名员工，但是工厂为63名员工提供工伤保险。工厂没有为所有员工提供商业意外险。

7.25 - The main auditee does not respect this principle because the goods in the factory's raw material warehouse and finished product warehouse were stored against the wall. According to regulations, warehouse goods must be 0.5 meters away from the wall.

被审核方未遵守该原则是因工厂原料仓和成品仓的货物靠墙堆放。依照法规要求，仓库货物需离墙0.5米。