

Monitoring result for LINKCOM MANUFACTURING CO.,LTD on site LINKCOM MANUFACTURING CO.,LTD

Monitoring

Monitored Party : LINKCOM MANUFACTURING CO.,LTD
amfori ID : 156-045035-000
Site : LINKCOM MANUFACTURING CO.,LTD
Site amfori ID : 156-045035-001
Address : Building 1, No.21 Huanqi Avenue, Qishi Town
: Dongguan
: Guangdong Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Monitoring Partner : SGS
Monitoring Start Date : 16/03/2023
Closing Meeting : 27/03/2023
Finished Date :
Submission Date : 27/03/2023
Expiration Date : 27/03/2024

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Overall rating



Section rating

PA1: Social Management System	C
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	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

[Legal entity and business license]

The unified social credit code of the audited factory (LINKCOM MANUFACTURING CO.,LTD) was 914419007709678161), and the factory established on Jan 31, 2005. The legal status of the audited factory was Limited Liability Company. The audited factory located at Building 1, No.21 Huanqi Avenue, Qishi Town, Dongguan City, Guangdong Province, China.

[Production overview/Physical audit scope]

In the audited factory boundary, there were one 3-storey production building, one 3-storey office building, one 2-storey management dormitory and one 6-storey dormitory building.

In the audited factory boundary, there were other 2 factories A and B except the audited factory.

The audited factory used 1F of the 3-storey production building as production and warehouse covering about 5343 S.Q. meters, used the whole office building as office covered 3000 S.Q. meters, used the 2-storey management dormitory covered about 898 S.Q. meters, used 1F of the dormitory building as canteen and recreational area covered about 1100 S.Q. meters, used 3F and 4F as employee' bedrooms covered about 2054 S.Q. meters. Thus, the factory occupied total 12395 S.Q. meters.

2F of the production building was used by other factory A, 3F of the production building was used by other factory B. 5F and 6F of the dormitory building were used by factory A as employee' bedroom. 2F of the dormitory building was leave unused. The audited factory provided lease contract and business license of other factory A and B for review. This audit covered all areas where the audited factory used.

[Main products]

The main products manufactured in the factory were optoelectronic device manufacturing, transformer, rectifier and inductor manufacturing, electronic component manufacturing, IoT device manufacturing, smart car device manufacturing, wireless charger manufacturing with production capacity 24,000,000 PCS per year. The main production activities included coiling, soldering, assembly and packing.

[Audit process]

This was 2.5 Man Day site audit and two auditors 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.

All areas of the facility processes 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.

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 auditor to ensure that Amfori BSCI requirements. Attendance Record, Salary Sheets, Payment Slips, Contract Letters, Age Verification Procedure, Overtime Procedure, HSE Training records, Inspections, Employee Committee Meeting Minutes, Management Review Meetings 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 Finding report was also given to the factory.

Total 209 employees including 88 male employees and 121 female employees were in the audited factory. All employees were recruited by the audited factory directly.

Total 15 employees were randomly selected for interview including female and male, 13 interviewed employees were migrant and 2 interviewed employees were local province.

[Working hours information]

The factory used fingerprinting attendance system to keeping attendance record, employees regularly working hours were 5 days per week and 8 hours per day. The factory usually arranged 2 hours OT in working days, usually arranged 8 hours OT on Saturday. No any OT was arranged on Sunday and public holidays. Weekly working hours were usually 58 hours.

And the maximum OT per month were 82 hours in Jul 2022 including 40 hours OT in working days 42 hours OT in weekend. The average OT hours per month were 72 hours.

[Wage information]

All workers were paid by hourly rate. The minimum basic wage paid by the factory was RMB 1900 per month which meet the legal requirement (RMB 1900 per month was equivalent to RMB 10.92 per hour since Dec 1, 2021).

Overtime wages were paid according to legal requirement. Public holidays leave wage and annual wage were provided for employees. The factory paid wage for employees in the end of next month by cash.

[Living wage]

The living wage data is provided by the Auditing company because there is no data on GLWC website in the city where the factory is located.

The living costs estimated by auditing company involves developing a model diet for workers using the method developed in Anker Methodology. This involved: (i) calculating required number of calories per person for the reference size family; (ii) Identifying least expensive acceptable food items in accordance with workers' dietary habits and relative food prices using surveys of markets where workers shop; and (iii) using data on nutritional content of foods to develop a preliminary model diet, and then adjusting the preliminary model diet to meet the recommended dietary structure for Chinese people in Development Outline of Food and Nutrition in China as well as WHO recommendations. Second, the housing cost is estimated by evaluating the cost of various rental units, utility costs, other housing costs, and routine repairs/maintenance costs which are basic for a

family. And auditing company also considered the living conditions of housing near the factory according to Anker Methodology. Third, auditing company estimates non-food-non-housing(NFNH) cost for a living wage (i.e. all other costs besides food and housing) based on the ratio of NFNH to food costs expenditures according to secondary statistical data and the cost of our model diet. Fourth, auditing company estimates the number of full-time equivalent workers per family providing support in order to estimate a net living wage for workers based on information from government websites and published papers. Finally, payroll taxes and deductions are taken into consideration to estimate the gross living wage for workers.

[Document attachment statement]:

- 1, The factory didn't apply for working hours waiver so that documented valid authorization to make exemptions of working hours was not applicable.
- 2, There was no agency labor for the factory, so agency labor contract was not applicable.
- 3, No collective bargaining was carried out before, so collective bargaining agreement was not applicable.

Announcement Type: Fully-Announced full audit

Monitoring Date: total 2.5 onsite man-days from Mar 16, 2023 to Mar 17, 2023 by two auditors

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

Auditor name: LA: Dylan Chen (APSCA member No. CSCA 21702069) and MA: Bealfire Sun (APSCA member No. CSCA 21703437)

Site Details

Site : LINKCOM MANUFACTURING CO.,LTD

Site amfori ID : 156-045035-001

GICS Classification

Sector : Industrials

Industry : Electrical Equipment

Industry Group : Capital Goods

Sub Industry : Electrical Components & Equipment

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	209 Workers
Legal minimum wage in local currency	1900 Monthly
Lowest wage paid for regular work at the site	1900 Monthly
Calculated living wage in local currency	3220 Monthly
Total sample	15 Workers

Other Metrics

Male workers	88 Workers
Female workers	121 Workers
Permanent workers - Male	88 Workers
Permanent workers - Female	121 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	12 Workers
Management - Female	26 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	11 Workers
Workers on probation - Female	15 Workers
Workers with night shift - Male	9 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	79 Workers
Domestic migrant workers - Female	94 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	88 Workers
Workers hired directly - Female	121 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	6 Workers
Sample - Female	9 Workers

Findings

PA1: Social Management System

1.1 Finding: The main auditee partially respected this principle because the facility had set up management system to comply with Amfori BSCI Code of Conduct, Mr. Youxiang Hu/ Management Representative was assigned as Amfori BSCI management representative, and he took charge of affairs in Amfori BSCI management system. But the defect of the management system effectiveness resulted in issues on some PAs, such as Health & Safety, Decent Working Hours, etc. It violated the requirement of question 1.1 in amfori BSCI system manual.

被审核方部分遵循该准则。工厂有建立了社会责任管理体系以符合Amfori BSCI行为准则，胡有祥先生/管理代表被委派为Amfori BSCI管理者代表，全面负责工厂Amfori BSCI系统事务。但因为管理体系有效性存在缺失以致于工厂在部分绩效领域，如健康安全、体面工作时间等方面出现问题。违反了amfori BSCI管理手册中问题1.1的要求

1.4 Finding: The main auditee partially respected this principle because the facility had established the workforce planning to meet the expectations of the delivery order and/or contracts, but the factory didn't control OT per month effectively and lead to employees working overtime hours exceeded 36 hours. It violated the requirement of question 1.4 in amfori BSCI system manual.

被审核方部分该准则，因为工厂建立了工时控制计划去满足预期交付订单/或完成合同，但工厂没有有效控制员工的加班时间，导致员工的月加班时间超过36小时。违反了amfori BSCI管理手册中问题1.4的要求

PA 2: Workers Involvement and Protection

2.4 Finding: The main auditee partially respected this principle because the factory provided training on Amfori BSCI Code of Conduct to all employees and Amfori BSCI COC was posted onsite for employees' reference. However, some workers were not well aware of Amfori BSCI Code of Conduct. It violated the requirement of question 2.4 in amfori BSCI system manual.

被审核方部分遵循该准则。工厂对所有员工进行了Amfori BSCI行为守则培训，并且在现场张贴了Amfori BSCI行为守则供员工阅读，但是部分工人对Amfori BSCI行为守则认识不是很充分。违反了amfori BSCI管理手册中问题2.4的要求

PA 5: Fair Remuneration

5.5 Finding: The main auditee didn't respect this principle because the factory only provided social insurance to part employees. Total 209 employees in the factory. In these employees, 29 employees were retired employees and 26 employees were new recruited workers. Thus, the factory should provide medicine insurance, maternity insurance, unemployment insurance and endowment insurance to 154 employees, injure insurance to 183 in Mar 2023. Based on the social insurance payment records from Jan 2023 to Mar 2023 review, the factory only provided medicine insurance to 147 employees (95.5%), maternity insurance, unemployment insurance and endowment insurance to 120 employees (77.9%), only provided injury insurance to 146 employees (79.8%) in Mar 2023. Remark: The factory claimed part employees didn't want to be insured, or the ones who were not provided social insurances had paid for New Rural Cooperative Insurance by themselves at hometown. But the factory did not collect relevant information. It violated Labor Law of the People's Republic of China (2018 Amendment), Article 72 & 73.

被审核方没有遵守该原则，因为仅为部分员工购买社会保险。工厂有209名员工，其中29名员工为退休的员工，26名员工为新招聘的员工。所以工厂在2023年3月应为154名员工提供医疗，生育，失业和养老保险，应为183名员工提供工伤保险。根据工厂提供2023年1月至2023年3月的社保缴费记录，工厂在2023年3月份仅为其中的147名员工(95.5%)购买了医疗保险，为其中的120名员工(77.9%)提供了生育，失业和养老保险，为其中的142名员工(79.8%)购买了工伤保险。备注：工厂表示部分员工由于个人原因不愿参保，或其有在老家购买了新农保，但是工厂没有保留这方面的依据。违反中华人民共和国劳动法（2018修正）第七十二条和第七十三条

PA 6: Decent Working Hours

6.2 Finding: The main auditee did not respect this principle because workers' overtime working hours exceeded legal laws. Based on sampling employees' attendance records from Feb 1, 2022 to the audit day and wage records from Feb 2022 to Jan 2023, all sampled workers' monthly overtime exceeded 36 hours and the maximum OT per month were 82 hours in Jul 2022 including 42 hours OT in working days 40 hours OT in weekend. The average OT hours per month were 72 hours. And the factory usually arranged 2 hours OT in working days, usually arranged 8 hours OT on Saturday. No any OT was arranged on Sunday and public holidays. Weekly working hours were usually 58 hours. It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41

被审核方因员工的加班时间超出法规要求而未符合该原则。根据被审核方提供的2022年2月1日至审核当日的考勤以及2022年2月至2023年1月的工资记录，抽样员工中，所有抽样员工的月加班超出36小时，最大达82小时出现在2022年7月，其中平时加班时间为42，周末加班时间为40小时。平均的月加班为72小时。工厂通常在平时工作日安排2小时加班，通常在周六安排8小时加班。没有在周日和法定节假日安排任何的加班，周工时通常为58小时。违反中华人民共和国劳动法（2018修正）第四十一条

7.1 Finding: The main auditee partially respected this principle because the main auditee had established complete management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training and so on. But the following findings on health and safety were identified due to management negligence and insufficient training. It violated the requirement of question 7.1 in amfori BSCI system manual.

被审核方（生产商）部分遵循该准则。原因是被审核方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，健康安全全检查，培训等，但是由于管理和培训问题，导致有下列违反健康安全的问题点。违反了amfori BSCI管理手册中问题7.1的要求

7.2 Finding: The main auditee didn't respect this principle because the factory only provided injury insurance for 146 out of 183 employees (79.8%) in Mar 2023. It violated the requirement of question 7.2 in amfori BSCI system manual.

被审核方（生产商）没有遵循该准则。原因是工厂在2023年3月份仅为183名员工中的146名员工(79.8%)提供了工伤保险。违反了amfori BSCI管理手册中问题7.2的要求

7.3 Finding: The main auditee partially respected this principle because the factory had carried out regular risk assessment for safe, healthy and hygienic working conditions. The were some harmful factors positions in the factory. For instance, dispensing workers exposed chemicals, dip soldering worker exposed soldering tin dust and so on. But the factory didn't provide occupational health examination for 1 out of 8 sampled workers who exposed harmful factors. It violated Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35

被审核方部分遵循该准则。原因是工厂有针对安全，健康和卫生工作条件进行定期风险评估，工厂有一些有害因素的岗位，如点胶员工暴露于化学品，浸锡员工暴露于焊锡烟尘等等。但工厂没有为抽样8名暴露于有害岗位员工中的1名提供职业健康体检。违反了中华人民共和国职业病防治法（2018修正）第三十五条

7.6 Finding: The main auditee didn't respect this principle because soldering tin workers wore active carbon mask rather than dust proof mask and using glue workers didn't wore provided rubber gloves. It violated Equipping Standards of Personal Protective Equipment (Trial Implementation) (2000), Article and Production Safety Law of the People's Republic of China (2014 Amendment), Article 42

被审核方没有遵循该准则。原因是焊锡的员工佩戴的为活性炭口罩非防尘口罩，使用胶水的员工没有佩戴工厂提供的橡胶手套。违反了劳动防护用品配备标准（试行）（2000）和中华人民共和国安全生产法（2014修正）第四十二条

7.7 Finding: The main auditee partially respected this principle because the factory didn't provide safety label for six barrels of thinner in chemicals warehouse. It violated Regulations on Labor Protection in Workplaces Where Toxic Substances Are Used (2002), Article 23

被审核方部分遵守该原则。因为化学品仓内的六桶稀释剂无化学品安全标签。违反了使用有毒物品作业场所劳动保护条例（2002）第二十三条

7.21 Finding: The main auditee partially respected this principle because the factory obtained food business license for canteen and health certificate for kitchens. But the factory didn't install mosquito killer lamp in kitchen and the factory didn't implement retention samples. It violated Food Safety Law of the People's Republic of China (2018 Amendment), Article 33 and Operating Specifications on Food Safety in Catering Services (2018), Article 7.9 Requirements on retention samples

被审核方部分遵守该原则。因为工厂获得食堂的食品经营许可证和厨工的健康证。但厨房没有安装灭蚊灯，饭堂无食品留样。违反了中华人民共和国食品安全法（2018修正）第三十三条和餐饮服务食品安全操作规范（2018）第7.9条 食品留样