

# Monitoring result for HONSENN TECHNOLOGY CO., LTD on site HONSENN TECHNOLOGY CO., LTD

## Monitoring

Monitored Party : HONSENN TECHNOLOGY CO., LTD  
amfori ID : 156-027103-000  
Site : HONSENN TECHNOLOGY CO., LTD  
Site amfori ID : 156-027103-002  
Address : No.70, ErHeng Road,Wentang Zhuanyao Industrial Zone,Dongcheng District  
: 523000, Dongguan  
: Guangdong Sheng  
: China  
Monitoring Activity : amfori Social Audit - Manufacturing  
Monitoring Type : Full Monitoring  
Monitoring Partner : TUV Rheinland  
Monitoring Start Date : 12/01/2023  
Closing Meeting : 13/01/2023  
Finished Date :  
Submission Date : 19/01/2023  
Expiration Date : 19/01/2024

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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	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

Auditor: Alina Zhu, CSCA 21701851

Auditing company: TUV Rheinland, APSCA Number:11600007

Announcement type: Fully-Announced

Monitoring date: 12-13 January 2023

The auditee was specialized in the manufacturing of Headphone. It was located at No.70, ErHeng Road, Wentang Zhuanyao Industrial Zone, Dongcheng District, Dongguan City, Guangdong Province, China (中国广东省东莞市东城街道砖窑二横路70号). Within the boundary, total four buildings were located and belong to the local community, the details as followed:

1F and 2F of one 3-storey production building (B) and 1F of one 3-storey production building (A) were used by a plastic factory. 2F and 3F of one 3-storey production building (A, with construction area of 2434 square meters) and 3F of one 3-storey production building (B, with construction area of 1430 square meters) were used by auditee.

One 3-storey office building (constructional area was 450 square meters), the 1st floor and 3rd floor was used by auditee, the 2nd floor was used by the plastic factory.

One 6-storey dormitory building (constructional area was 3446 square meters), from 1st floor to 3rd floor was used by auditee, 1st floor was used as canteen and kitchen. From 4th floor to 6th floor was used by the plastic factory.

The plastic factory had independent business license, which was provided to review on audit day. Confirmed with worker interview, on site tour, and management interview, no share workers and business relationship with the plastic factory.

The main process was assembly, testing and packing. Injection process was cancelled since July 2022. A closing meeting was held with factory representative and all findings were communicated to management along with corresponding corrective action plans, and Mei Huang/QC Supervisor signed the CAP and agreed to take corrective actions. No obvious peak season in the factory.

Remark: No contractors, agency labor, waiver and collective bargaining agreements used in the factory, so the documents such as contractor license/permit, agency labor contract, government waiver and collective bargaining agreements were not uploaded.

## Site Details

Site : HONSENN TECHNOLOGY CO., LTD

Site amfori ID : 156-027103-002

### GICS Classification

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Sector : Consumer Discretionary

Industry : Household Durables

Industry Group : Consumer Durables & Apparel

Sub Industry : Consumer Electronics

### 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	99 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	2293 Monthly
Total sample	15 Workers

### Other Metrics

Male workers	41 Workers
Female workers	58 Workers
Permanent workers - Male	41 Workers
Permanent workers - Female	58 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	2 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	1 Workers
Workers with night shift - Female	1 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	36 Workers
Domestic migrant workers - Female	50 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	41 Workers
Workers hired directly - Female	58 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	7 Workers
Sample - Female	8 Workers

## Findings

### PA1: Social Management System

The factory established social responsibility management manual and procedures, the management system was implemented during the factory daily operation. But the internal social responsibility performance assessment was not conducted according to the amfori BSCI requirement which resulted gaps on effectiveness of social insurance coverage, working time control, health and safety were not identified.

工厂建立了社会责任管理手册和程序文件，在日常生产中执行该管理体系。但是工厂进行的社会责任内审没有依据amfori BSCI要求进行导致未能识别在社保覆盖率，工时管控，健康安全等方面的差距。

The factory had calculated the production capacity and costs and then arranged the production planning, but the factory did not organize its workforce capacity effectively to meet the expectations of the delivery order, which resulted workers' OT hours exceeded legal requirement.

工厂进行了生产能力及成本核算并以此安排生产计划，但是因工厂未能有效的组织起生产能力以满足订单需求而导致员工的加班时间超出法规要求。

### PA 5: Fair Remuneration

The factory provided the social insurance payment records from February 2022 to January 2023. In January 2023, total 99 employees in the factory, included 4 retired worker and no newly hired worker; therefore, the factory should provide social insurance to 95 employees, but only provided social insurance to 63 employees. The factory did not provide 32 employees with unemployment/injury/retirement/medical/maternity insurance. Per workers interview, some workers stated that they were not willing to pay the personnel part. Commercial insurance was provided to the rest employees. Reference law: Social Insurance Law of the People's Republic of China; Article 10, Article 23, Article 33, Article 44, Article 53.

工厂提供了2022年2月到2023年1月的社保记录。在2023年1月，全厂职工99人，含4名退休员工，无新入职员工；因此工厂应给95名员工提供社保，但只给63名员工提供了社保。工厂未给32名员工提供失业/工伤/养老/医疗/生育保险。据工人访谈，部分工人表示不愿支付社保个人部分。工厂给其余员工提供商业保险。参考法规：《中华人民共和国社会保险法》，第10条，23条，33条，44条和53条。

### PA 6: Decent Working Hours

The factory provided the working time records from 1 December 2021 to the audit date, the sampled 15 employees' attendance records showed that, the monthly overtime hours exceeded 36 hours except February 2022. In November 2022, the maximum monthly overtime were 84 hours; in October 2022, the maximum monthly overtime were 96 hours; in April 2022, the maximum monthly overtime were 80 hours. The factory recording system did not have the capacity to flag excessive working hours. The workers interview confirms that they were not clear about the overtime control requirements, they wish more overtime work to earn more money. Reference Law: PRC Labor Law, Article 41. Remark: In January 2023 (1-13 January 2023), the maximum monthly overtime was 36 hours.

工厂提供了2021年12月1日至审核当天的考勤记录，随机抽取15名员工的考勤，除了2022年2月，月加班都超过36小时。在2022年11月，最大的月加班时间为84小时；2022年10月，最大月加班时间为96小时；2022年4月，最大的月加班时间达到80小时。工厂考勤系统没有预警加班超时的功能。工人访谈确认不清楚工时管控要求，希望多加班增加收入。参考法规：《中华人民共和国劳动法》，第41条。备注：2023年1月份（2023年1月1日至13日）最大月加班为36小时。

### PA 7: Occupational Health and Safety

Two solder workers did not wear the dust mask at the assembly, When workers interview, they said that the factory had provided the dust mask, it was uncomfortable. Reference laws: PRC Safety Manufacturing Law article 45

组装车间有2名焊锡员工，没有佩戴防尘口罩，访谈员工时，他们说，工厂已经提供了防尘口罩，戴着不舒服。参考法规：《中华人民共和国安全生产法》第45条。

It was noted that there was no safety label attached for identification on the chemical used at the assembly workshop such as glue containers. Reference laws: Regulation For Chemical Usage Safety in Workplace, Article 19.

审核时发现在组装车间使用的化学品如胶水容器，没有标识。参考法规：《工作场所安全使用化学品规定》第19条

The occupational disease hazard factors testing report was obtained on 22 October 2022, but factory did not post testing results of occupational disease hazard factors at work sites. Reference law: Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, Article 26.

工厂在2022年10月22日获得了职业病危害因素检测报告，但是工作场所未张贴职业病危害因素检测结果，参考《中华人民共和国职业病防治法》第26条。

It was noted that no cover was installed for the trash can at the kitchen. Reference law: General Hygiene Code for Food Service GB 31654-2021 Article 4.10

现场审核发现，厨房垃圾桶没有加盖。《餐饮服务通用卫生规范》GB 31654-2021第4.10条