

Monitoring result for ZIBO SANKYO RIKAGAKU CO.,LTD on site Site 1

Monitoring

Monitored Party : ZIBO SANKYO RIKAGAKU CO.,LTD
amfori ID : 156-039953-000
Site : Site 1
Site amfori ID : 156-039953-001
Address : No.8,North Road,New & High Industrial Zone
: ZIBO
: Shandong Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Monitoring Partner : TÜV NORD CERT GmbH
Monitoring Start Date : 09/10/2022
Closing Meeting : 11/10/2022
Finished Date :
Submission Date : 24/10/2022
Expiration Date : 24/10/2023

This is an extract of the online monitoring result, generated on 25/10/2022, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - The English version is the legally binding one.



amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent.
© amfori, 2021

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	B

General description

Announced Type: Full Announced
Monitoring Type: Full Monitoring
Monitoring Partner: TÜV NORD CERT GmbH (APSCA Firm Member: 11600051)
Auditor: Claud (GuangCai) Zhou, APSCA Auditor Number: CSCA 21704187

[Location and size]:

ZIBO SANKYO RIKAGAKU CO.,LTD (淄博三共泰山涂附磨具有限公司) was located at No.8,North Road, New & High Industrial Zone, ZiBo City, ShanDong Province (山东省淄博市高新区开发区北路8号)
The Uniform Code of Social Credit is 913703007424075556, valid from Aug 29, 2002 to long time.

[Structure of facility]:

The auditee owned one 4-storey office building, one 1-storey partly 2-storey warehouse, production and canteen building, three 1-storey warehouse and production buildings.
The total structure area were 23758.43 M2.
The auditee didn't provide dormitory to employees.

[Process of facility]:

The main products manufactured by the factory were waterproof sandpaper, emery cloth sandpaper relative coated abrasive products, the main process including sand selecting, label printing process, gluing process, surface material process, cutting process, inspection and packing.
All the processes were finished in the auditee, no subcontractors were used by the auditee, and nor homeworkers were used by the auditee.

[Employee analysis]:

Total 240 employees including 179 male employees and 61 female employees were currently working in the auditee, there were no migrants worked in the auditee.
No child labor and young workers worked in the auditee.

[Summary of working hours]:

Attendance records from Sep.1, 2021 to the audit day were reviewed in this audit.
All employees except safety guards worked for 5 days a week from Monday to Friday in one shift.
Employees sometimes overtime 2 hours at nights and overtime 8 hours on Saturdays sometimes.
Electric attendance machine was used for recording the working time and every employee should record attendances when they went in and out the facility.
As per management and workers interviews, the maximum overtime hours were 2 hours per day, 12 hours per week and 56 hours per month.

[Summary of compensation]:

Payroll records from Sep 2021 to Aug 2022 were reviewed during the audit.
All employees' wages were paid by hourly rate, and the lowest wage was RMB2958 per month which was higher than legal minimum wage RMB2100.
For overtime wages, 150% and 200% of regular wages were paid to employees for their overtime hours on workdays and rest days respectively, no overtime was arranged on statutory holidays.
The wages were paid by cash by 30th of the following month.
The auditee provide retirement, unemployment, work-related injury, medical and maternity insurances to all the employees.

[Summary of Interview]:

Worker interview were conducted individually and in group.
Randomly selected 18 employees, no complaint were raised.

[Special scene during on site observed]:

1. There was no contractor and agency used by the auditee, so the agency labour contract or contractor license/permit not applicable for the auditee.
2. The auditee did not obtain any government waivers.
3. There was no contractor license and collective bargaining agreement in the auditee.

Site Details

Site : Site 1
Site amfori ID : 156-039953-001

GICS Classification

Sector	: Consumer Discretionary	Industry	: Household Durables
Industry Group	: Consumer Durables & Apparel	Sub Industry	: Housewares & Specialties

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	240 Workers
Legal minimum wage in local currency	2100 Monthly
Lowest wage paid for regular work at the site	2958 Monthly
Calculated living wage in local currency	2340 Monthly
Total sample	18 Workers

Other Metrics

Male workers	179 Workers
Female workers	61 Workers
Permanent workers - Male	179 Workers
Permanent workers - Female	61 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	52 Workers
Management - Female	31 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	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	179 Workers
Workers hired directly - Female	61 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	14 Workers
Sample - Female	4 Workers

Findings

PA1: Social Management System

It was the first time to conduct the Amfori BSCI audit. According management interview, the current management operation followed with their original management experience and Amfori BSCI Code of Conduct. But it did not implement effectively, also had non-conformance found in some PA.(Working hours, workers Involvement and Protection, HS issue etc.)

这是工厂第一次做Amfori BSCI审核。根据管理层访谈，目前的管理运作主要按以往的管理经验和Amfori BSCI行为准则的要求。但是没有有效的实施，比如有些PA仍然有不合规发现（工时，工人的参与和保护，健康安全等）。

The auditee established management system on workforce planning and contact review, but it was not running effectively as the workers' monthly overtime exceeded legal requirement.

被审核方虽然有建立生产能力规划和进行合同评审，但是由于工人月加班超出法规要求而未有效执行。

PA 2: Workers Involvement and Protection

The person in charge of the BSCI implementation did not know how to access the BSCI website to get the BSCI relevant materials to improve the auditee's BSCI system and implementation items.

被审核方的BSCI 负责人员不了解如何进入BSCI 平台以取得BSCI的相关资料作为改善本公司BSCI系统以及执行方面。

PA 6: Decent Working Hours

Based on the working hour records provided by the factory, it was identified that all the workers had overtime worked exceed 36 hours in parts of the month, such as workers overtime 56 hours in Oct 2021, overtime 46 hours in Apr 2022 and overtime 52 hours in Aug 2022. The factory should make sure the monthly overtime didn't exceed 36 hours. Reference law/regulation: Article 41 of the PRC Labor Law.

基于工厂提供的工作时间记录，所有的员工在部分月份加班超过36小时，例如工人在2021年10月加班56小时，在2022年4月加班46小时，在2022年8月加班52小时，工厂应确保每月加班不得超过三十六小时。参照法规：《中华人民共和国劳动法》第41条的规定。

PA 7: Occupational Health and Safety

It was noted that the sand selecting workers didn't wear goggles and earplugs when they working through onsite review. Reference law: PRC Work Protective Equipment Outfit Standard Article 8.

现场审核中发现筛分工人在生产中未佩戴护目镜和耳塞。参考法律：《劳动防护用品配备标准》第八条。

There were no second containers installed in the chemical warehouse to prevent the chemical materials leaking to the ground. Reference law: Code of Design on Building Fire Protection and Prevention, Article 3.6.11.

被审核方没有为化学品仓库的化学品安装二次容器以防止其泄露到地面。参考法律：建筑设计防火规范GB50016-2006 第3.6.11条。

The foods were kept samples in the specific area, but no identification labels posted so couldn't verify the detail samples keeping time and the traceability couldn't be verified. Refer law: Article 36 Requirements for food sample retention in the Operation Code for Food Safety in Catering Services.

被审核方餐厅的食物在指定区域有留样，但是未张贴识别标签，无法确定具体留样的时间以及追溯。参考法规：《餐饮服务食品安全操作规范》第三十六条 食品留样要求。

1. No private doors were installed for the stalls in the workshop toilet to protect the employees' privacy. 2. No basic supplies, such as toilet paper and toilet paper, liquid soap and paper towels were available in the toilets.

1. 工厂车间洗手间蹲位没有安装隐私门。 2. 审核发现车间的卫生间没有提供基本备品如厕纸、洗手液和擦手纸。

PA 13: Ethical Business Behaviour

The auditee did not establish effective mechanism or system to collect and use personal information with reasonable care, according to privacy and information security laws and regulatory requirements.

被审核方没有有效的机制或系统来按照隐私和信息安全法规和监控要求收集、使用个人信息，并进行合理谨慎的处理。