

Monitoring result for Danyang Yashi Brush Factory on site Site 1

Monitoring

Monitored Party	: Danyang Yashi Brush Factory	amfori ID	: 156-020047-000
Site	: Site 1	Site amfori ID	: 156-020047-001
Address	: NO. 101, Xinghe Road, Heyang Town, Development Zone	Monitoring Activity	: amfori Social Audit - Manufacturing
	: DANYANG	Monitoring Type	: Full Monitoring
	: Jiangsu Sheng	Submission Date	: 10/08/2021
	: China	Expiration Date	: 10/08/2022

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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	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	C
PA 13: Ethical Business Behaviour	A

General description

Danyang Yashi Brush Factory was located at No. 101, Xinghe Road, Heyang Town, Development Zone, Danyang City, Jiangsu Province, China. The number of factory business license was 91321181MA1Y4UTT5J, it was founded on 27 Mar 2019. Its main products were Paint brush, artist brush, paint roller, wood handle and plastic products, metal products, the main processes were injection molding, punching, paint soaking, assembling, inspecting and packing in the factory. There was no obvious peak season in the factory. The audited factory one 4-storey building and one 2-storey building for workshop, warehouse and office.

The normal working hours of all workers were 8 hours per day, 5 days per week, all production workers had one shift which from 07:30 to 17:00 with 1.5 hours lunch time, there were 1~2 hours overtime on most workdays and 8 hours overtime on most Saturdays. The maximum weekly working hours were 58 hours. All workers had one day off per seven days. The attendance was recorded by electronic attendance machine.

All workers were paid by hourly rate, the minimum wage was above local minimum wage RMB 2020 per month. Workers' wage was paid at the 25th of each following month by cash. There were total 35 employees, contained 24 employees who reached retired age. The factory provided social insurance payment vouchers of the past three months, the payment voucher of Jun 2021 showed the factory only provided social insurance for 9 employees, the factory provided group accident insurance for all other employees, the validity period of group accident insurance was one year which from 09 Apr 2021 to 08 Apr 2022.

The management showed a cooperative attitude during the audit. They agreed auditor conducted whole audit including workplace observation and confidential workers interviews without any influence. And they were willing to take corrective action for the findings identified during the audit. All of the interviewees showed cooperative attitude, effective evidence was collected during the workers interview.

Remark: There was another business licence for this factory, it was Danyang Zhongxin Brush Factory, they belonged to the same boss. Most certificates were handled in the name of Danyang Zhongxin Brush Factory. The factory rented part area on the first floor of the 2-storey building to one electric appliance store. The factory did not obtain Consolidated Working Hours System Approval, so upload photos did not contain it.

Announcement Type: Announced

Monitoring Date: 03 Aug 2021

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

Auditor name: Mick Yang (APSCA member No. CSCA 21702024)

Site Details

Site	: Site 1	Site amfori ID	: 156-020047-001
GICS Classification			
Sector	: Consumer Staples	Industry	: Household Products
Industry Group	: Household & Personal Products	Sub Industry	: Household Products
GS1 Classifications		Product Process Classifications	
N.A.		N.A.	

Metrics

Key Metrics

Total workforce	35 Workers
Legal minimum wage in local currency	2020 Monthly
Lowest wage paid for regular work at the site	2200 Monthly
Calculated living wage in local currency	2496 Monthly
Total sample	6 Workers

Other Metrics

Male workers	13 Workers
Female workers	22 Workers
Permanent workers - Male	13 Workers
Permanent workers - Female	22 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	3 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	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	13 Workers
Workers hired directly - Female	22 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	3 Workers
Sample - Female	3 Workers

Findings

PA1: Social Management System

1.1 The main auditee partially respects this principle because the factory did not effectively implement the management system although they established the amfori BSCI management system, which resulted in the issues on H&S, Working hour, Remuneration, Environment Protection, Workers Involvement and others, such as no social insurance for all employees, material and goods were stacked against the wall and others. The factory did not conduct effective self-assessment to identify and improve these issues.

被审核方部分遵循该准则。工厂建立了amfori BSCI管理系统，但未有效执行这个管理系统，导致工厂在健康安全，工时，报酬，环境保护，员工参与等上存在问题，例如没有给所有员工缴纳社保，材料和产品靠墙堆放等，工厂未进行有效自我评估来发现并改善这些问题。

1.4 The main auditee partially respects this principle because the audited factory establish a capacity planning program, the factory only arranged the production plan according to the delivery time, the factory did not arrange production plan in accordance with amfori BSCI requirement of overtime, the factory did not control overtime per the regulation's requirement, all sample employee's monthly overtime had exceeded the limit of local law in most months, the maximum monthly overtime were 78 hours in Mar 2021.

被审核方部分遵循该准则。被审核方制定了产能规划的程序，工厂目前只是按照出货时间来排生产计划，工厂未按amfori BSCI加班时间的要求安排生产计划，工厂没有按法规要求来管控加班时间，所有抽样员工的月加班时间在大部分月份超过法规要求，最大月加班为78小时，发生在2021年03月。

PA 2: Workers Involvement and Protection

2.4 The main auditee partially respects this principle because all interviewed workers did not know the amfori BSCI Code. Though the factory had conducted relevant training of amfori BSCI code to employees and posted amfori BSCI code onsite, but the factory did not check the effect of training. Most interviewed employees did not know where the amfori BSCI code posted.

被审核方部分遵循该准则。所有访谈的员工不了解amfori BSCI。虽然工厂对员工进行了amfori BSCI相关内容的培训，现场张贴了amfori BSCI行为准则，但没有验证培训的效果。大部分访谈员工也不清楚amfori BSCI行为准则张贴在何处。

PA 5: Fair Remuneration

5.5 The main auditee does not respect this principle because the factory did not provide social insurance for all employees. There were total 35 employees, contained 24 employees who reached retired age. The factory provided social insurance payment vouchers of the past three months, the payment voucher of Jun 2021 showed the factory only provided social insurance for 9 employees, the factory provided group accident insurance for all other employees, the validity period of group accident insurance was one year which from 09 Apr 2021 to 08 Apr 2022. Workers' interview confirmed that some employees have purchased new rural social old-age insurance by themselves, but the factory could not provide corresponding vouchers. Factory representatives and interviewed employees explained that some workers are reluctant to buy social insurance.

被审核方未遵循该准则。工厂没有给所有员工缴纳社会保险，工厂一共有35名员工，包含24名到达退休年龄员工，工厂提供了最近三个月的缴费凭证，记录显示2021年06月工厂只给9名员工缴纳了社会保险，给其他员工都缴纳了团体意外保险，团体意外保险的有效期限为一年（2021/04/09~2022/04/08）。访谈确认部分员工自己有购买新农保，但是工厂无法提供相应的凭证。工厂代表和访谈员工表示部分员工不太愿意购买社保。

PA 6: Decent Working Hours

6.2 The main auditee does not respect this principle because all sample workers' overtime hour had exceeded 36 hours in all months except Feb 2021. Based on the attendance records from 01 Jul 2020 to 03 Aug 2021, the maximum monthly overtime were 78 hours (contained 46 hours overtime on workdays and 32 hours overtime on weekends) in Mar 2021.

被审核方未遵循该准则。根据工厂提供的2020/07/01~2021/08/03的考勤记录显示，所有抽样工人在所有月份（除了2021年2月）的月加班时间超过36小时，最大为78小时（包含46小时平时加班和32小时周末加班），发生在2021年03月。

PA 7: Occupational Health and Safety

7.1 The main auditee partially respects this principle because the factory did not follow the regulations and amfori BSCI's requirements for health and safety fully, some issues were raised in health and safety section, such as goods were stacked against the wall, , no occupational health examination, no monitoring of occupational hazardous factors and others.

被审核方部分遵循该准则。工厂未完全遵循法规和amfori BSCI对健康安全的要求，健康安全方面出现问题，如货物靠墙堆放，无职业健康体检，无职业危害因素监测等。

7.3 The main auditee partially respects this principle because the factory did not provide regular (pre-job, on-the-job and off-the-job) occupational health examinations for all workers who worked with dust, noise and chemical.

被审核方部分遵循该准则。工厂未给所有接触粉尘、噪音和化学品的员工提供定期（岗前、岗中和离岗）的职业健康体检。

PA 7: Occupational Health and Safety

7.6 The main auditee partially respects this principle because most workers who involved in chemical and dust just wear ordinary mask, it should be activated carbon mask and Anti-dust masks.

被审核方部分遵循该准则。大部分接触化学品和粉尘的员工只佩戴了普通口罩，按要求应该是活性炭口罩和防尘口罩。

7.7 The main auditee partially respects this principle because the factory did not provide secondary containment for some chemical stored and used onsite.

被审核方部分遵循该准则。现场存放和使用的部分化学品没有二次容器。

7.11 The main auditee partially respects this principle because the factory did not provide the Building Structure Safety Certificate and the Fire Safety Certificate for the 2-storey office building. The factory could not provide information of the office building age, it was about 400 square meters.

被审核方部分遵循该准则。工厂未能提供一栋两层办公楼的竣工验收证明及消防验收证明。工厂也没有提供办公楼具体建筑年代的资料，办公楼大约400平方米。

7.13 The main auditee partially respects this principle because there was no protective cover for two distribution boxes onsite.

被审核方部分遵循该准则。现场有两处电气开关未安装保护盖。

7.17 The main auditee partially respects this principle because two punching machines' pedal switches were not equipped with effective anti-malfunction device. The belt pulley of some machines was not equipped with effective protective cover, one grinder missed complete protective cover.

被审核方部分遵循该准则。两台冲床的脚踏开关无防误踩装置。部分设备的皮带轮没有安装有效的防护罩，一台砂轮机没有完整的防护罩。

7.25 The main auditee does not respect this principle because the factory did not conduct regular monitoring of occupational hazardous factors (noise, dust and air quality) in workshops. Some materials and goods were stacked against the wall in the warehouse.

被审核方未遵循该准则。工厂未对生产车间进行职业危害因素（噪音，粉尘和空气质量）的定期监测。仓库里部分材料和产品靠墙堆放。

PA 12: Protection of the Environment

12.2 The main auditee partially respects this principle because the factory did not monitor boundary noise and waste gas regularly.

被审核方部分遵循该准则。工厂未定期监测厂界噪音和废气。

12.3 The main auditee partially respects this principle because the factory provided the environmental impacts report and approval for review, but the factory did not obtain the environmental protection acceptance after project completion per the EIA approval.

被审核方部分遵循该准则。工厂提供了环境影响报告表和批复，但是没有按环评批复的要求进行项目竣工环境保护验收。

12.4 The main auditee partially respects this principle because there was no evidence that the empty chemical barrels are delivered to qualified units for processing or recycling, some empty chemical barrels were placed in the open air.

被审核方部分遵循该准则。没有证据证明工厂的化学品空桶交给有资质的单位处理或回收。部分化学品空桶露天放置。