

# Monitoring result for ZHONGSHAN UNITED STAR ELECTRICAL APPLIANCE MANUFACTURING CO. LTD on site Zhongshan United Star Electrical Appliance Manufacturing CO. Ltd

## Monitoring

Monitored Party : ZHONGSHAN UNITED STAR ELECTRICAL APPLIANCE MANUFACTURING CO. LTD  
amfori ID : 156-019423-000  
Site : Zhongshan United Star Electrical Appliance Manufacturing CO. Ltd  
Site amfori ID : 156-019423-002  
Address : (self compiled 308 layer)NO.268 Dong Fu 3 Road, Dong Feng Town  
: 528400, Zhongshan  
: Guangdong Sheng  
: China  
Monitoring Activity : amfori Social Audit - Manufacturing  
Monitoring Type : Follow-up Monitoring  
Monitoring Partner : SGS  
Monitoring Start Date : 04/08/2022  
Closing Meeting : 11/08/2022  
Finished Date :  
Submission Date : 11/08/2022  
Expiration Date : 17/09/2023

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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       | C |
| 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

Audit information:

- Announcement Type: Semi-announced
- Monitoring Date: Aug. 4, 2022
- Monitoring firm: SGS (Monitoring firm APSCA #: 11600006 )
- Auditor name: Jevons Qiu (APSCA member No. CSCA21702037)

Auditee general information:

ZHONGSHAN UNITED STAR ELECTRICAL APPLIANCE MANUFACTURING CO. LTD was established on 9 Oct. 2011 and located at (self compiled 308 layer)NO.268 Dong Fu 3 Road, Dong Feng Town, Zhongshan, Guangdong, China.

The factory was focus on manufacturing electric fan and portable air conditioner. The main production process flow was injection molding, cutting, punching, spot welding, assembling, packing, etc.

Based on Business license, the factory located at 1st of 308 in NO.268 Dong Fu 3 Road. The factory rent two 2-storey production buildings (No.308 and No.309), and the 1st floor of one 4-storey building (No.310) as office, warehouses and workshops in Baode Industrial Park. No kitchen, canteen and dormitory were provided.

Based on management interview and observation, one gas station located at 1F of No. 310 building which is used by other factory. The auditee give the station area to the other factory for free charge.

The auditee management was cooperative during the whole assessment, agreed to conduct worker interview and take photos, and was receptive to the result. The auditee representative signed the findings report and agreed the deadline for the findings. Workers interviews were conducted in either individual or group in confidential manner. Total 5 individuals and 1 group with 5 workers interviews were conducted. All interviewed workers were chosen by auditor without the influence from the management. The interviewed workers were cooperative with the interview and showed satisfying in working in the facility.

Remark:

- The factory does not apply for working hours waiver so that documented valid authorization to make exemptions of working hours is not applicable.
- The factory does not use subcontractor so that written declaration of commitment of subcontractors is not applicable.

## Site Details

Site : Zhongshan United Star Electrical Appliance Manufacturing CO. Ltd  
Site amfori ID : 156-019423-002

### GICS Classification

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|                |                                 |              |                      |
|----------------|---------------------------------|--------------|----------------------|
| Sector         | : Consumer Staples              | Industry     | : Household Products |
| Industry Group | : Household & Personal Products | Sub Industry | : Household Products |

### amfori Process Classifications

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N.A.

### NACE Classification

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N.A.

### GS1 Classifications

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N.A.

### Water Stress Situation

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N.A.

## Metrics

### Key Metrics

|   |              |
|---|--------------|
| Total workforce                               | 98 Workers   |
| Legal minimum wage in local currency          | 1900 Monthly |
| Lowest wage paid for regular work at the site | 2300 Monthly |
| Calculated living wage in local currency      | 2222 Monthly |
| Total sample                                  | 5 Workers    |

### Other Metrics

|                                    |            |
|------------------------------------|------------|
| Male workers                       | 52 Workers |
| Female workers                     | 46 Workers |
| Permanent workers - Male           | 52 Workers |
| Permanent workers - Female         | 46 Workers |
| Temporary workers - Male           | 0 Workers  |
| Temporary workers - Female         | 0 Workers  |
| Seasonal workers - Male            | 0 Workers  |
| Seasonal workers - Female          | 0 Workers  |
| Management - Male                  | 4 Workers  |
| Management - Female                | 6 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    | 2 Workers  |
| Workers with night shift - Female  | 3 Workers  |
| Workers with disabilities - Male   | 0 Workers  |
| Workers with disabilities - Female | 0 Workers  |
| Domestic migrant workers - Male    | 38 Workers |
| Domestic migrant workers - Female  | 28 Workers |
| Foreign migrant workers - Male     | 0 Workers  |
| Foreign migrant workers - Female   | 0 Workers  |
| Workers hired directly - Male      | 52 Workers |
| Workers hired directly - Female    | 46 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                    | 1 Workers  |

## Findings

### PA1: Social Management System

1.1 - The result of follow up audit on Aug. 4, 2022: Open The main auditee partially respected this principle because some defects of the amfori BSCI management system effectiveness were found, such as: 1) The occupational health and safety finding on occupational disease health check, etc. 2) The workforce capacity evaluation did not focus on legal requirement for working time so the workers' overtime exceeded legal requirement systematically.

2022年8月4日跟进审核的结果：未关闭 工厂未完全遵守该原则，因为审核中发现了一些amfori BSCI管理有效性的问题，例如 1) 职业健康体检等职业健康安全方面的问题点。2) 工厂的产能评估没有关注工作时间的法律符合性导致加班时间系统性超出法律要求。

1.4 - The result of follow up audit on Aug. 4, 2022: Open The main auditee partially respected this principle because the factory evaluated cost and workforce capacity, but the manufacture plans did not focus on working hour's legal requirement.

2022年8月4日跟进审核的结果：未关闭 工厂未完全遵守该原则，因为工厂评估了生产成本和产能，但工厂的生产计划单没有关注工作时间的法律符合性。

### PA 2: Workers Involvement and Protection

2.4 - The result of follow up audit on Aug. 4, 2022: Closed The factory provided on-board training on workers' right and periodical amfori BSCI training to workers. The latest annual training was conducted on 26/03/2022

2022年8月4日跟进审核的结果：关闭 工厂给员工提供关于员工权利的入职和定期的amfori BSCI培训。最近一次年度培训在2022年3月26日。

### PA 5: Fair Remuneration

5.5 - The result of follow up audit on Aug. 4, 2022: Open The main auditee did not respect this principle because the factory did not provide legal social insurance for some workers: only 21 out of 98 employees (21%) were provided social insurances. The factory did not provide commercial accident insurance for any employees. Remark: All employees were permanent staff. No re-employed employees after retirement/newly joined/temporary/dispatch employees were available in the factory. Based on management interview and workers interview, the workers did not buy social insurance because they were not willing to buy. Moreover, most of them bought new rural endowment insurance in their own hometown. They did not provide evidence for new rural endowment insurance buying.

2022年8月4日跟进审核的结果：未关闭 工厂未遵守该原则，因为工厂没有为部分员工提供社会保险：工厂只为98名员工中的21人(21%)提供了社会保险。工厂没有为任何员工提供了商业意外伤害险。备注：工厂所有员工都是正式工，没有退休返聘员工，新入职员工，临时工和派遣工。基于管理层访谈和员工访谈，员工没有购买社保的原因是他们自己不愿意购买，另外他们大多数在自己的家乡有购买新农保。但他们没有提供购买新农保的凭证。

### PA 6: Decent Working Hours

6.2 - The result of follow up audit on Aug. 4, 2022: Open The main auditee did not respect this principle because the monthly OT hours exceeded legal requirement. All sampled employees' monthly OT hours exceeded 36 hours; the maximum was 62 hours in Apr. 2022 including 22 weekday overtime hours and 40 weekend overtime hours.

2022年8月4日跟进审核的结果：未关闭 工厂未遵守该原则，因为员工月加班超过法规要求。所有抽样的员工的月加班超过法规要求的36小时，最大2022年4月为62小时(含平时加班22小时和周末加班40小时)。

### PA 7: Occupational Health and Safety

7.1 - The result of follow up audit on Aug. 4, 2022: Open The main auditee partially respected this principle because the management representative responsible for health and safety was not familiar with the legal and amfori BSCI requirement on health and safety, and lead to some issues were raised in health and safety section, such as: occupational disease health check, etc.

2022年8月4日跟进审核的结果：未关闭 工厂未完全遵守该原则，因为健康安全管理者代表不了解法规和amfori BSCI对健康安全的要求，导致健康安全方面出现问题，例如：职业健康检查等。

7.2 - The result of follow up audit on Aug. 4, 2022: Open The main auditee did not respect this principle because only 21 out of 98 employees were provided injury insurance. The factory did not provide parallel injury insurance for the rest employees.

2022年8月4日跟进审核的结果：未关闭 工厂未遵守该原则，因为工厂只为98名员工中的21人提供了工伤保险。工厂没有提供类似的工伤保险给剩余的工人。

7.3 - The result of follow up audit on Aug. 4, 2022: Open The main auditee did not respect this principle because the factory did not provide pre-job/on-job/off-job occupational disease health check to its workers who exposure to dust and noise.

2022年8月4日跟进审核的结果：未关闭 工厂未遵守该原则，因为工厂未给接触粉尘和噪音的员工提供岗前，岗中和离岗职业健康检查。

## PA 7: Occupational Health and Safety

7.6 - The result of follow up audit on Aug. 4, 2022: Open The main auditee partially respected this principle because 4 spot welding worker wore medical masks instead of dust masks during operation.

2022年8月4日跟进审核的结果：未关闭 工厂未完全遵守该原则，因为4名点焊工人操作时戴的是医用口罩而不是防尘口罩。

7.7 - The result of follow up audit on Aug. 4, 2022: Open The main auditee did not respect this principle because the lubricating oil used in workshop was not labeled with safety label. No MSDS was available in workshop. No leaking proof facility was set for lube oil storage area.

2022年8月4日跟进审核的结果：未关闭 工厂未遵守该原则，因为车间使用的润滑油没有贴化学品安全标签。车间没有物质数据安全表。润滑油存储区没有防泄漏设施。

7.8 - The result of follow up audit on Aug. 4, 2022: Open The main auditee partially respected this principle because the factory established eye washing guideline, but the factory did not post eye washing guideline nearby eye washing facility.

2022年8月4日跟进审核的结果：未关闭 工厂未完全遵守该原则，因为虽然工厂已建立了洗眼器操作指引，但没有在洗眼器附近张贴操作指引。

7.9 - The result of follow up audit on Aug. 4, 2022: New finding The main auditee partially respected this principle because no proper PPE reminding sign was posted in workshop.

2022年8月4日跟进审核的结果：新发现 工厂未完全遵守该原则，因为没有适当的劳保用品提示标志张贴在车间。

7.11 - The result of follow up audit on Aug. 4, 2022: Open The main auditee partially respected this principle because 1 forklift did not test or check by professionally qualified authorities and no safe use certificates were obtained before the use. The factory didn't provide Building Construction Safety Report of one 4-storey and two 2-storey production buildings for review.

Remark: The factory didn't provide valid document to prove when were the buildings constructed.

2022年8月4日跟进审核的结果：未关闭 工厂未完全遵守该原则，因为工厂内1台叉车没有年检，也没有在使用前进行注册登记。工厂未提供1栋四层和2栋两层生产楼的竣工验收报告以查看。备注：工厂未提供有效文件证明这些建筑何时建成。

7.13 - The result of follow up audit on Aug. 4, 2022: New finding The main auditee partially respected this principle because 1) One switch box miss its panel cover. 2) Lots of exhaust fans were used nearby the assembly lines. The electric wires of them were laid on ground without armored.

2022年8月4日跟进审核的结果：新发现 工厂未完全遵守该原则，因为1) 一个开关盒缺少面板盖。2) 在装配线附近使用了大量的排气扇。他们的电线铺设在地面上没有铠装。

7.17 - The result of follow up audit on Aug. 4, 2022: Open The main auditee did not respect this principle because 1) 1 punching machine was not installed with pedal guard, pulley guard and punching pin guard. 2) 1 forklift driver didn't obtain qualified certificate. 3) Several gas cylinders were not installed with anti-toppling device.

2022年8月4日跟进审核的结果：未关闭 工厂未遵守该原则，因为1) 1台冲床没有脚踏开关护罩、皮带轮护罩和冲头保护罩。2) 1名叉车司机未取得叉车司机证。3) 一些气瓶没有设置固定装置防止倾倒。

7.22 - The result of follow up audit on Aug. 4, 2022: Open The main auditee partially respected this principle because the factory did not provide soap / liquid soap and tissue in toilet.

2022年8月4日跟进审核的结果：未关闭 工厂未完全遵守该原则，因为工厂没有在厕所提供肥皂/洗手液和纸巾。

7.25 - The result of follow up audit on Aug. 4, 2022: Open The main auditee partially respected this principle because the factory did not provide hazardous factor monitoring report.

2022年8月4日跟进审核的结果：未关闭 工厂未完全遵守该原则，因为工厂没有提供危害因素监测报告。

## PA 12: Protection of the Environment

12.2 - The result of follow up audit on Aug. 4, 2022: Open The main auditee partially respected this principle because the factory did not conduct wastewater, waste air and boundary noise monitoring.

2022年8月4日跟进审核的结果：未关闭 工厂未完全遵守该原则，因为工厂未进行废水，废气和厂界噪音的监测。

12.3 - The result of follow up audit on Aug. 4, 2022: Open The main auditee partially respected this principle because the factory only obtained environment impact registration and stationary pollution discharge registration. But it didn't obtain EIA report form and approval due to there was injection molding process.

2022年8月4日跟进审核的结果：未关闭 工厂未完全遵守该原则，因为工厂仅取得了环境影响登记表和固定污染源排放登记表，但因有注塑工序而未取得环评报告表和批复。

12.4 - The result of follow up audit on Aug. 4, 2022: Open The main auditee partially respected this principle because the factory did not transfer waste oil and waste empty containers to supplier, instead of to licensed vendor for proper disposal and not keep waste transfer manifest.

2022年8月4日跟进审核的结果：未关闭 工厂未完全遵守该原则，因为将废油和废空桶退给供应商，而没有转移危废给有资质的供应商。也没有保留转移记录。