

**MONITORING ID: 24-0289799**

Monitored Party <b>GUANGZE COUNTY HARVEST SEASON CRAFTS CO.,LTD.</b>	amfori ID <b>156-058211-000</b>	Address <b>CEXIA 58, SHUANGMEN VILLAGE, LUANFENG TOWNSHIP, GUANGZE COUNTY, 354100 NANPING, Fujian Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>TUV Rheinland</b>
Monitoring Start Date <b>19/11/2024</b>	Closing Meeting Finished Date <b>19/11/2024</b>	Submission Date <b>26/11/2024</b>
Expiration Date <b>26/11/2025</b>	Announcement Type <b>Semi Announced</b>	
Site <b>GUANGZE COUNTY HARVEST SEASON CRAFTS CO.,LTD.</b>	Site amfori ID <b>156-058211-001</b>	

This is an extract of the online Monitoring Result, generated on 27/11/2024, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - 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	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>A</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>B</b>	

PA 6: Decent Working Hours	<b>D</b>	
PA 7: Occupational Health and Safety	<b>A</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Name of lead auditor: Bonnie Dong; APSCA membership number: CSCA 21702970.

Monitoring partner name: TUV Rheinland.

Audit schedule details: The audit is planned for 1 auditor x 1 day.

Announcement Type: Semi-Announced.

Business partner information:

The auditee was located at CEXIA 58, SHUANGMEN VILLAGE, LUANFENG TOWNSHIP, GUANGZE COUNTY, NANPING CITY, FUJIAN PROVINCE. (福建省南平市光泽县鸾凤乡双门村册下58号). The auditee was established on 12 March 2008.

The auditee focus on manufacturing of Wooden handicraft products (such as wooden box, wooden trunk, wooden treasure chest, wooden wine box etc.) The main production process including cutting, assembly, polishing, dyeing, inspection and packing. No process was subcontracted by other factory.

Audited location information:

The auditee rented one flat production building as production area, warehouse and office. The auditee did not provide dormitory, canteen and transportation for workers.

Operating shifts and hours:

The auditee defined from Monday to Sunday as a week. Normal working hour was 8 hours per day and 5 days per week. And working hour: 7:30-11:30, 13:30-17:30 and if needed, worked overtime at 18:00-20:00.

Time recording system:

The employees used fingerprinting and face recognition to record their working hours.

Salary payment details:

The salary payment cycle was a natural month. Wages were paid to the workers by cash around the 30th of the next month, and the wage slips were also issued to the workers every month. The auditee provided wage records from October 2023 to September 2024 for review. Workers were paid with hourly rate, with a minimum wage of RMB 22 per hour, which was above the minimum wage standard.

Worker number information:

- 16 workers in total, including 14 production workers and 2 non-production workers.
- 14 production workers, including 7 male workers and 7 female workers.
- One domestic migrant worker, including one male worker and no female worker. No child labor or young worker was identified during the audit.

Good practices: Nil

Worker organization details:

No union had existed in the facility. One worker representative was elected in February 2024.

Circumstances: There was no special circumstance during the audit.

The auditee management was cooperative throughout the audit. The auditor was allowed to conduct factory tour, take photos, review documents and interview workers freely. Finally, the auditee agreed the findings and signed the CAP.

Summary of findings: Findings were noted in PA1/2/5/6/7/12.

1. PA1: 1) insufficient social compliance system. 2) the auditee failed to effectively schedule production, which resulted in the monthly overtime exceeded 36 hours.
2. PA2: 1) some workers did not know the content of amfori BSCI COC.
3. PA5: 1) no social insurance was provided for workers.
4. PA6: 1) overtime exceeded 36 hours per month.
5. PA7: 1) no occupational hazards factor monitoring report and no occupational health check was provided for workers. 2)

no injury insurance was provided for workers. 3) some workers did not wear PPE. 4) no secondary container and label for chemical. 5) no privacy door was installed and no soap was provided.

6. PA12: 1) no EIA document and EIA approval.

#### #Living wage calculation:

1. No ANKER wage was available for the producer's location, therefore the auditors used the data provided by auditing company.
2. The calculation methodology refers to ANKER living wage structure.
3. The data comes from the local bureau of statistics for the current year.

#### Attachments:

1. The Personal Information Protection Law of the People's Republic of China was effective as of 1 November 2021, the producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor(s) had been obtained the individual's consent during the audit.
2. There was no contractor or agency used by the auditee currently, and it was not applicable. There was no government waiver approved by local government, and it was not applicable. There was no collective bargaining in the auditee, and it was not applicable.
3. The auditee moved production area from "Wulongduan, Pingshan village, Luanfeng Township, Guangze County. 光泽县鸾凤乡坪山村乌龙墩" to "CEXIA 58, SHUANGMEN VILLAGE, LUANFENG TOWNSHIP, GUANGZE COUNTY, NANPING CITY, FUJIAN PROVINCE.福建省南平市光泽县鸾凤乡双门村册下58号" in July 2024. The auditee updated the address of business license on 22 July 2024. The distance between the old address and the new address was around 10KMs and about 20 minutes' drive. Confirmed with management and worker interview, no any production activities in old address.

## SITE DETAILS

Site  
**GUANGZE COUNTY HARVEST  
SEASON CRAFTS CO.,LTD.**

Site amfori ID  
**156-058211-001**

### GICS Classification

---

Sector	Industry Group	Industry
<b>Consumer Discretionary</b>	<b>Consumer Durables &amp; Apparel</b>	<b>Household Durables</b>
Sub Industry		
<b>Housewares &amp; Specialties</b>		

### amfori Process Classifications

---

N.A.

### GS1 Classifications

---

N.A.

### NACE Classification

---

N.A.

### Water Stress Situation

---

N.A.

# METRICS

## Key Metrics

Total workforce	16	Workers
Legal minimum wage in local currency	1,660	Monthly
Lowest wage paid for regular work at the site	3,828	Monthly
Calculated living wage in local currency	1,989.53	Monthly
Total sample	6	Workers

## Other Metrics

Male workers	8	Workers
Female workers	8	Workers
Non-binary workers	0	Workers
Permanent workers - Male	8	Workers
Permanent workers - Female	8	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	1	Workers
Management - Female	1	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	1	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	8	Workers
Workers hired directly - Female	8	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	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
Sample - Non-binary	0	Workers

## FINDINGS



### PA1: Social Management System

Site: GUANGZE COUNTY HARVEST SEASON CRAFTS CO.,LTD. | Site amfori ID: 156-058211-001

**Question:** 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>The auditee partially complied with this principle. Based on onsite tour, document review, management and worker interview, the auditee had established complete management system to implement the requirement of amfori BSCI Code of Conduct and local laws, however, the procedures were not fully implemented, especially that in some PAS, there were systematic issues existed. For example; no social insurance was provided for workers, excessive monthly OT, and missing the occupational disease health examinations for the applicable workers were noted and etc. Management said it was difficult to improve overtime and social insurance issues because of recruitment difficulties and high operating costs. They said that corrective measures would be taken gradually. Violation of the requirements of amfori BSCI system manual.</p>	<p>被审核方部分遵守该原则。根据现场观察，文件查看，管理层和员工访谈，被审核方建立了完整的管理系统来执行amfori BSCI行为守则和当地法律法规的要求，但是该程序没有得到完全实施尤其部分PA的检查点存在系统性问题。例如：没有提供社会保险给员工、月加班超时和适用的员工没有职业病体检等问题。管理层表示由于招工困难和运营成本大，加班工作时间和社保问题点难以改善。他们表示将逐步采取纠正措施。违反了amfori BSCI系统手册中的要求。</p>

**Question:** 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>The auditee partially complied with this principle. Based on document review, management and worker interview, the auditee established the procedure for capacity planning and cost accounting. But the auditee did not arrange the effective workforce capacity plan to meet the expectations of the delivery order. As a result, the monthly overtime hours for employees exceeded 36 hours in the past one year. Management said overtime was arranged to finish production order. Violation of the requirements of amfori BSCI system manual.</p>	<p>被审核方部分遵守该原则。根据文件查看，管理层和员工访谈，被审核方有建立产能规划和成本核算的程序。但被审核方未安排有效的的产能计划以满足订单交付的要求。因此导致了在过去一年中员工月加班超过36小时。管理层表示需要安排加班来完成生产订单。违反了amfori BSCI系统手册中的要求。</p>



### PA 2: Workers Involvement and Protection



**Question:** 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>The auditee partially complied with this principle. Based on document review, management and worker interview, the auditee trained all workers on the amfori BSCI COC, but 3 out of 6 sampled workers were not aware of the amfori BSCI COC, such as young worker protection, forced labor and etc. Workers said that they pay more attention to production. Violation of the requirements of amfori BSCI system manual.</p>	<p>被审核方部分遵守该原则。根据文件查看，管理层和员工访谈，被审核方给所有工人培训了amfori BSCI行为守则，但是6名抽样员工中的3名员工不了解amfori BSCI行为守则，比如未成年保护、强迫劳动等。员工表示他们更关注生产。违反了amfori BSCI系统手册中的要求。</p>

## PA 5: Fair Remuneration

**Question:** 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>The auditee did not comply with this principle. Based on document review, management and worker interview, no social insurance was provided for workers. On audit day, 16 workers were working in the auditee. In the recent month, there were 11 retired workers and one new worker. Therefore, the factory should purchase social insurance for 4 employees. However, the auditee failed to provide retirement, unemployment, injury, medical and maternity insurance for 4 workers. Management said the purchase of social insurance was based on the employee's personal wishes. The workers interviewed said they knew the importance of social insurance, but they had rural insurance and thought there was no need to buy it. Violation of Social Insurance Law of the People's Republic of China; Article 10, Article 23, Article 33, Article 44, Article 53.</p>	<p>被审核方未遵守该原则。根据文件查看，管理层和员工访谈，发现没有提供社会保险给员工。审核当日，被审核方有16名工人在工作。最近一个月，有11名退休工人和1名新工人。因此，被审核方应为4名员工购买社会保险。但是，被审核方没有提供养老，失业，工伤，医疗和生育保险给这4名员工。管理层表示社保的购买是遵循员工个人意愿。接受访谈的员工说，他们知道社保的重要性，但是他们有农村保险，认为没必要购买。违反了《中华人民共和国社会保险法》，第10条，23条，33条，44条和53条。</p>

## PA 6: Decent Working Hours

**Question:** 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

**ENGLISH**

**LOCAL LANGUAGE**

**Finding**

The auditee did not comply with this principle. Based on document review, management and worker interview, it was found that all workers' overtime hours exceeded 36 hours per month except February 2024. 3 months' attendance records were sampled for review. In January 2024, 6 out of 6 random selected workers' monthly overtime exceeded 36 hours. The maximum monthly overtime was 48 hours; In August 2024, 6 out of 6 random selected workers' monthly overtime exceeded 36 hours. The maximum monthly overtime was 56 hours; In September 2024, 6 out of 6 random selected workers' monthly overtime exceeded 36 hours. The maximum monthly overtime was 44 hours. The auditee didn't ensure the compliance on workers' overtime. The management stated that they didn't establish effective plan to manage and control workers' overtime. Overtime was arranged according to production demand. Violation of Labour Law of the People's Republic of China, Article 41. Remark: the maximum monthly overtime hours in October 2024 were 44 hours and the maximum overtime hours from 01 November 2024 to 18 November 2024 were 34 hours.

被审核方未遵守该原则。根据文件查看，管理层和员工访谈，发现所有工人的月加班时间除了2024年2月，均超过了法律规定的36小时。3个月的考勤记录有抽样查看。2024年1月，6名抽样员工的月加班超出36小时，最大月加班为48小时；2024年8月，6名抽样员工的月加班超出36小时，最大月加班为56小时；2024年9月，6名抽样员工的月加班均超出36小时，最大月加班为44小时。被审核方没有确保工人加班时间的符合性。管理层表示他们没有建立有效的计划来管理及控制工人的加班时间，加班根据生产需要来安排。违反了《中华人民共和国劳动法》，第41条。备注：2024年10月的最大月加班时间是44小时，2024年11月1日至2024年11月18日最大月加班时间是34小时。

**PA 7: Occupational Health and Safety**

Site: GUANGZE COUNTY HARVEST SEASON CRAFTS CO.,LTD. | Site amfori ID: 156-058211-001

**Question:** 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

**ENGLISH**

**LOCAL LANGUAGE**

**Finding**

The auditee partially complied with this principle. Based on onsite observation, document review, management and worker interview, 1) the auditee did not conduct monitoring of occupational hazard factors in the work floors and occupational disease hazard current status assessment report. The employees in wooden machining were working exposed to the environment of noise and dust, the

被审核方部分遵守该原则。根据现场观察，文件查看，管理层和员工访谈，1)被审核方没有给车间做职业病危害因素监测和职业病危害因素现状评价。木加工工序的员工在噪音和粉尘环境下工作，染色工序的员工工作时接触到化学品。违反了《工作场所职业卫生管理规定》（2021），第20条。2)被审核方未能给接触职业病危害因素（噪音，粉尘和化学品）的员工提供岗前，在岗和离岗的职业病体

Finding	
<p>employees in dyeing were working engaged in chemical. Violation of Provisions on the Administration of Occupational Health at Work Sites(2021), Article 20. 2) the auditee failed to provide pre-job, on-service and post-service occupational diseases examination to workers exposed to occupational hazards factors (noise, dust and chemical), such as wooden machining and dyeing workers. Violation of Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35. Factory management explained that they neglect it.</p>	<p>检，比如木加工和染色员工。违反了《中华人民共和国职业病防治法》第35条。工厂管理者解释说他们疏忽了。</p>

**Question: 7.2** Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee partially complied with this principle. Based on document review, management and worker interview, there were 16 employees in the auditee, including 11 employees and one new worker. No injury insurance and commercial insurance was provided. Thus, 15 employees did not participate any forms of injury insurance. The auditee had developed work-related injury management mechanism. Interviewed management staffs understood the process of work-related injury management. The auditee regularly provided HS trainings to workers, identified relevant HS risks and worked out corresponding precautionary measures. No injury cases happened in the past one year. Violation of Social Insurance Law of the People's Republic of China, Article 33.</p>	<p>被审核方部分遵守该原则。根据文件查看，管理层和员工访谈，被审核方有16名员工，包括11名退休返聘员工和1名新员工。被审核方没有提供工伤保险和商业保险给员工。因此，15名员工没有参加任何形式的工伤保险。被审核方制定了工伤管理的机制，受访的管理层了解工伤管理的流程，工厂定期提供了健康安全的培训给员工，识别了相应的健康安全风险，且制定了相应的预防措施。过去一年没有发生工伤事故。违反了《中华人民共和国社会保险法》，第33条。</p>

**Question: 7.6** Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee partially complied with this principle. Based on onsite tour, management and worker interview, it was noted that around 50% wooden machining workers did not wear earplugs. The</p>	<p>被审核方部分遵守该原则。根据现场观察，管理层和员工访谈，发现约50%的木加工员工没有佩戴耳塞。员工表示工厂有提供耳塞，但是忘记佩戴。所有木加工员工佩戴了提供的防尘口罩。违反了《中</p>

Finding	
worker said that the factory provided earplugs, but he forgot to wear them. All wooden machining workers wear provided anti-dust masks. Violation of Safety Law of the People's Republic of China, Article 45.	华人民共和国安全生产法》第45条。

**Question:** 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially complied with this principle. Based on onsite tour, management and worker interview, it was noted that around 30% chemicals (such as glue) were not placed in secondary container and not attached with labels. Violation of Regulation for Safety of Hazardous Chemical, Article 20 and Regulations on Safety Use of Chemicals in Workplaces, Article 12.	被审核方部分遵守该原则。根据现场观察，管理层和员工访谈，发现约30%的化学品（比如胶水）没有放置在二次容器和没有张贴标签。违反了《危险化学品安全管理条例》，第20条和《工作场所安全使用化学品规定》第12条。

**Question:** 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially complied with this principle. Based on onsite tour, management and worker interview, it was noted that the toilet was not installed with privacy doors and no soap was provided. And the toilets were poor sanitary. The management stated that the toilet facility was too old. Violation of the requirements of amfori BSCI system manual.	被审核方部分遵守该原则。根据现场观察，管理层和员工访谈，发现厕所没有安装隐私门且没有提供肥皂。同时厕所卫生条件差。管理层表示厕所设施太老旧了。违反了amfori BSCI系统手册中的要求。

## PA 12: Protection of the Environment

Site: GUANGZE COUNTY HARVEST SEASON CRAFTS CO.,LTD. | Site amfori ID: 156-058211-001

**Question:** 12.1 Is there satisfactory evidence that the auditee continuously identifies the significant impacts and environmental implications associated to its activity?

ENGLISH	LOCAL LANGUAGE
---------	----------------

## Finding

The auditee partially complied with this principle. Based on document review, management and worker interview, the auditee could not provide Environmental impact Assessment (EIA) document and EIA approval. The management explained that they ignored the problem. Violation of Law of the People's Republic of China on the Environmental Impact Assessment, Article 16 and Article 22.

被审核方部分遵守该原则。根据文件查看，管理层和员工访谈，被审核方无法提供环境影响评估报告表及环评批复等文件供审核。管理层解释称他们忽略此问题。违反了《中华人民共和国环境评价法》第16和22条。