

Monitoring result for CHONGQING ZHIBEN ENVIRONMENTAL PROTECTION TECHNOLOGY CO., LTD. on site CHONGQING ZHIBEN ENVIRONMENTAL PROTECTION TECHNOLOGY CO., LTD.

Monitoring

Monitored Party	: CHONGQING ZHIBEN ENVIRONMENTAL PROTECTION TECHNOLOGY CO., LTD.	amfori ID	: 156-027574-000
		Site amfori ID	: 156-027574-001
Site	: CHONGQING ZHIBEN ENVIRONMENTAL PROTECTION TECHNOLOGY CO., LTD.	Monitoring Activity	: amfori Social Audit - Manufacturing
		Monitoring Type	: Full Monitoring
Address	: QINGQIAO COMMUNITY ,ZHAOJIA STREET , KAIZHOU DISTRICT	Submission Date	: 22/11/2021
	: CHONGQING	Expiration Date	: 22/11/2022
	: Chongqing Shi		
	: China		

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Overall rating



Section rating

PA1: Social Management System	C
PA 2: Workers Involvement and Protection	B
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	C
PA 5: Fair Remuneration	A
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	A
PA 13: Ethical Business Behaviour	B

General description

CHONGQING ZHIBEN ENVIRONMENTAL PROTECTION TECHNOLOGY CO., LTD. (the name in Chinese was ‘重庆植本环保科技有限公司’, Unified Social Credit Code: was 91500234MA60AQLXW) was established on March 28, 2019 and it was located at QINGQIAO COMMUNITY ,ZHAOJIA STREET , KAIZHOU DISTRICT, CHONGQING, CHINA (the address in Chinese was ‘重庆市开州区赵家街道清桥社区’). The facility specialized in the manufacture of production of Molded pulp product. The main produce processes included pulping, forming, punching and packing. Peak season was not obvious.

The facility occupied one flat production building (partial 2-storey uses as office), one flat warehouse building and one flat equipment building. The total architecture area was about 15,000 square meters.

There were a total of 98 employees (68 productive employees and 30 non-productive employees) with 41 males and 57 females. The youngest employee noted during this audit was 19 years old.

The factory adopted finger print scanning system to record working hours of employees. Per management and document review, most employees conducted 1 shift: 08:00-12:00, 13:30-17:30. Pulp and forming employees conducted 2 shifts: 8:00-20:00 and 20:00-8:00. Security guards conducted 3 shifts: 8:00-16:00, 16:00-24:00 and 0:00-8:00. Wages of employee were paid at around 25th of the next month in cash with wage stubs issued to employees and the employees’ signatures on the payrolls. Per payroll review and interviews with management and employees, all production employees were paid by hourly rate. During the audit, employees’ time records and wage records were sampled as follows for working hour and wage testing: 10 samples from September 2021/July 2021 and February 2021 respectively. Besides, 5 employees’ attendance records were reviewed from October 2021 for working hour testing. According to the sampled time records, it was noted that the maximum overtime hours were 2 hours per day and 94 hours per month. Employees could have at least one day leave after consecutive 6 working days and their maximum total working hours were 60 per week. According to the sampled payroll records, it was noted that all employees were paid CNY 10.35 per hour, which met the local minimum wage CNY 1800 per month or 10.35 per hour since January 1, 2019. All employees overtime worked on weekdays, weekends and statutory holidays were paid with 150%, 200% and 300% of employees’ normal wage respectively, which was compliance with legal requirement.

According to social insurance payment receipt provided by factory management, it was noted that all 85 employees were provided with accident, pension, medical, maternity and unemployment insurance in October 2021.

Further, 10 employees were selected for private interviews from different workshops. No negative comment was issued during employee interviews. Interviewed employees were satisfied with the working environment, compensation, working hour and management team in the factory.

A closing meeting was held with the factory representatives and all of the findings were discussed. Mr. Mo Donghui/Manager and Ms. Chen Jianfen/ Worker’s representative attended the open meeting and the closing meeting. And Mr. Mo Donghui/ Manager signed the onsite CAP and agreed to take corrective actions.

Remarks:

1. There are no contractors or agencies used by the auditee, which makes the contractor license/permit and agency labour contract not applicable. No Government waivers or Collective bargaining agreements were available.

2. Audit Company: Bureau Veritas Consumer Products Service

Audit Company APSCA Number: 11600002

Lead Auditor Name: Jimmy Sun

APSCA Auditor Registered Number: CSCA 21701689

Site Details

Site : CHONGQING ZHIBEN
ENVIRONMENTAL PROTECTION
TECHNOLOGY CO., LTD.

Site amfori ID : 156-027574-001

GICS Classification

Sector : Consumer Discretionary
Industry Group : Consumer Durables & Apparel

Industry : Household Durables
Sub Industry : Housewares & Specialties

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	98 Workers
Legal minimum wage in local currency	1800 Monthly
Lowest wage paid for regular work at the site	1800 Monthly
Calculated living wage in local currency	2100 Monthly
Total sample	10 Workers

Other Metrics

Male workers	41 Workers
Female workers	57 Workers
Permanent workers - Male	41 Workers
Permanent workers - Female	57 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	4 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	13 Workers
Workers with night shift - Female	11 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	4 Workers
Domestic migrant workers - Female	4 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	41 Workers
Workers hired directly - Female	57 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	5 Workers
Sample - Female	5 Workers

Findings

PA1: Social Management System

It was noted that the auditee had set up management system to compliance with the BSCI Code of Conduct. But some policies were improperly implemented and did not monitor the management system accurately. Please refer to BSCI PA1.1

审核发现被审核方建立了社会责任管理体系以符合BSCI行为准则，但是部分制度没有执行到位，并且对其社会责任体系执行情况监管不到位。请参看BSCI PA1.1

The factory did not organize its workforce capacity to meet the expectations of the delivery order and contracts, so that employees' overtime hours exceeded legal limit. Please refer to BSCI PA 1.4

审核发现工厂没有进行良好的生产组织来达成交付订单和合同预期，以至于员工月加班超出法律规定。请参看BSCI PA1.4

PA 2: Workers Involvement and Protection

The factory provided the records of communication about requirements of social responsibility between the management and workers, however, the workers did not have adequate understanding on the requirements of social responsibility or the BSCI Code. This violated Performance Area 2: Workers Involvement and Protection 2.4.

工厂有提供进行管理层与员工之间关于社会责任的沟通的记录，但是员工并不足够了解社会责任的要求和BSCI准则。根据执行领域2：工人参与和保护2.4

It was noted that the facility didn't establish an effective operational-level grievance mechanism for external communities (i.e. neighbors, factories, suppliers, local government, NGO, etc.). Please refer to BSCI 2.5

审核员发现工厂没有建立针对利益相关方（如周边居民，工厂，供应商，当地政府，NGO等）的有效的申诉机制。请参看BSCI的要求2.5

PA 4: No Discrimination

The factory did not provide record of consulting workers and their representative when drafting discipline measure. Please refer to BSCI PA 4.3

审核发现工厂没有提供记录证明制定纪律惩戒措施时咨询员工及员工代表的意见。请参看BSCI PA 4.3

PA 6: Decent Working Hours

It was noted that sample population employees worked in excess of the statutory overtime hour limits. A review of 35 sample population employees' time records (10 samples selected from September 2021/ July 2021 and February 2021 respectively, 5 samples selected from October 2021) yielded the following: 1) 4 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 70.5 to 80 hours) in October 2021, which was not in compliance with the legal requirement; 2 out of 5 sample population employees worked in excess of 3 overtime hours per day (i.e. 3.5 hours) for 12 days per month in October 2021, which was not in compliance with the legal requirement. 2) 10 out of 10 sample population employees worked in excess of 36 overtime hours per month (i.e. 56 to 80 hours) in September 2021, which was not in compliance with the legal requirement; 2 out of 10 sample population employees worked in excess of 3 overtime hours per day (i.e. 3.5 hours) for 17 days per month in September 2021, which was not in compliance with the legal requirement. 3) 10 out of 10 sample population employees worked in excess of 36 overtime hours per month (i.e. 56 to 94 hours) in July 2021, which was not in compliance with the legal requirement; 2 out of 10 sample population employees worked in excess of 3 overtime hours per day (i.e. 3.5 hours) for 13 days per month in July 2021, which was not in compliance with the legal requirement. 4) 2 out of 10 sample population employees worked in excess of 3 overtime hours per day (i.e. 3.5 hours) for 5 days per month in February 2021, which was not in compliance with the legal requirement. Please refer to BSCI PA6.2 & Article 41 of the Labor Law of the PRC

审核员抽取35个样本(从2021年9月/2021年7月和2021年2月分别抽取10个，从2021年10月抽取5个)，发现有员工加班时间超出了法定标准，具体为：4/5名员工在2021年10月的加班时间为70.5-80小时，超过每月加班时间不能超过36小时的法律规定；2/5名员工在2021年10月有12天每天的加班时间为3.5小时，超过每天加班时间不能超过3小时的法律规定；10/10名员工在2021年9月的加班时间为56-80小时，超过每月加班时间不能超过36小时的法律规定；2/10名员工在2021年9月有17天每天的加班时间为3.5小时，超过每天加班时间不能超过3小时的法律规定；10/10名员工在2021年7月的加班时间为56-94小时，超过每月加班时间不能超过36小时的法律规定；2/10名员工在2021年7月有13天每天的加班时间为3.5小时，超过每天加班时间不能超过3小时的法律规定；2/10名员工在2021年2月有5天每天的加班时间为3.5小时，超过每天加班时间不能超过3小时的法律规定。请参看BSCI PA 6.2及《中华人民共和国劳动法》第41条

PA 7: Occupational Health and Safety

1. It was noted that the factory did not provide regular occupational health checks to employees who were in contact with hazardous materials. Please refer to Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases and BSCI 7.1 2. It was noted that factory failed to provide the Operation Certificate for 1 crane driver for review. Please refer to Article 38 of Safety Monitoring Regulation of Special Equipment and BSCI PA7.1

PA 7: Occupational Health and Safety

1. 审核员发现工厂没有为车间接触有毒有害物质的员工提供定期的职业病体检。请参看《中华人民共和国职业病防治法》第35条和BSCIPA7.1
2. 审核员发现工厂未能提供1位起重机司机的特种设备作业人员证。请参看《特种设备安全监察条例》第38条以及BSCI PA 7.1

It was noted that only 85/98(86.7%) employees were provided with accident insurance. However, factory didn't provide commercial insurance to any employees. Therefore, accident insurance didn't cover all employees. Please refer to BSCI PA 7.2
Remarks: All 85 employees had been provided with social insurance according to legal requirement in October 2021. However, the rest 13 employees newly hired in November 2021 that didn't meet the timeline for participating in social insurance were not provided with additional accident insurance accordingly.

审核员发现工厂仅为85/98(86.7%)名员工提供工伤保险。此外，工厂没有为员工购买商业保险。因此工厂的工伤没有覆盖全体员工。请参看BSCI PA 7.2 备注：根据法规要求，工厂在2021年10月为全部85名员工提供了社会保险。工厂没有为2021年11月新入职的未到社保购买时间的13名员工购买工伤保险。

It was noted that the auditee has not taken into account the special needs of other particularly vulnerable employees in the risk assessment, such as older workers, disabled workers, workers with chronic disease, etc. Please refer to BSCI PA7.3

工厂风险评估没有考虑到其他弱势群体例如，年老员工，残疾人，有遗传病的员工。请参看BSCI PA7.3

It was noted that workers were not involved in the establishment of OHS policy. Please refer to BSCI PA7.4

审核员发现被审核方的职业健康安全政策的制定没有员工的参与。请参看BSCI PA7.4

1. It was noted that chemicals used in the pulping workshop were not posted with safety labels. Please refer to Article 14 of the Regulation For Chemical Usage Safety in Work Place and BSCI PA 7.7 2. It was noted that chemicals used in the pulping workshop were not placed in secondary containers. Please refer to Article 20 of Regulation for Safety of Hazardous Chemical, an entity producing or storing hazardous chemicals shall and BSCI PA 7.7

1. 审核发现工厂制浆车间使用的化学品没有张贴安全标签。请参看《工作场所安全使用化学品规定》第14条以及BSCI PA7.7
2. 审核发现工厂制浆车间使用的化学品没有放置在二次容器中。请参看《危险化学品安全管理条例》第20条和BSCI PA7.7

The accident procedures were not visually displayed to exposed workers and first-aid personnel. Please refer to BSCI 7.8

工厂的事故应急处理程序没有张贴以供员工和急救人员使用。请参看BSCI7.8

It was noted that production processes might cause occupational disease to employees. However, factory did not conduct testing of factors of occupational hazards accordingly. Please refer to BSCI PA 7.10 and Article 20 of Provisions on the Supervision and Administration of Occupational Health at Work Sites

审核员发现工厂生产工艺过程对员工存在潜在的职业病危害。但工厂并未对车间进行职业危害因素检测。请参看BSCIPA7.10和《工作场所职业卫生监督管理规定》第20条

It was noted that the stairs leading to forming machines were about 1.2 meters height in the forming workshop. However no handrail was installed to prevent the employees from falling down. Please refer to Article 7.2.1 of Safety of machinery – Permanent means of access to machines and industrial plants – Part 3 and BSCI PA 7.17

审核发现成型车间工作楼梯高度约为1.2米，但没有安装扶手，不能预防员工坠落。请参看《机械安全 进入机器和工业设备的固定设施 第三部分：楼梯、阶梯和护栏GB17888.3, 2008》和BSCI PA7.17

It was noted that no toilet paper and soap were supplied in the toilet. Please refer to BSCI PA 7.22

工厂没有在厕所洗手区提供纸巾和洗手用的肥皂。请参看BSCI PA7.22

It was noted that the auditee has not yet assessed the space and illumination in such a way that is adequate for workers' specific activities. In accordance with Performance Area 7: Occupational Health and Safety-7.25

工厂没有评估员工的工作空间是否有足够的空间和光照。根据执行领域 7: 职业健康与安全-7.25

PA 13: Ethical Business Behaviour

The factory conducted risk assessment on corruption, but the factory did not establish prevention measures of all risks for different positions. Please refer to BSCI PA 13.1

工厂做了廉政风险评估，但没有针对各个岗位风险制定对应的预防措施。请参看BSCI PA 13.1