

Monitoring result for Dongguan Lianda New Materials Co., Ltd. on site Dongguan Lianda New Materials Co., Ltd.

Monitoring

Monitored Party : Dongguan Lianda New Materials Co., Ltd.
amfori ID : 156-023990-000
Site : Dongguan Lianda New Materials Co., Ltd.
Site amfori ID : 156-023990-001
Address : Building 1, No.11, Jinfu West Road, Tangchun, Liaobu Town
: Dongguan
: Guangdong Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Follow-up Monitoring
Submission Date : 22/09/2022
Expiration Date : 24/09/2023

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Overall rating



Section rating

PA1: Social Management System	D
PA 2: Workers Involvement and Protection	B
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	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	A

General description

Dongguan Lianda New Materials Co., Ltd is located at Building 1, No.11, Jinfu West Road, Tangchun, Liaobu Town, Dongguan City, Guangdong Province, China. (中国广东省东莞市寮步镇塘唇金富西路11号1栋). Factory started their operation in Nov 2019 and moved to current place on Jan 4 2021 per the management interview. The factory's local name is “东莞市联达新材料科技有限公司(91441900MA541W1GX8)”.

Total 97 employees including 38 male employees and 59 female employees were working in the factory on the audit day. The youngest employee in the factory was 18 years old, who was born on Oct 26 2003 and recruited into factory on Mar 2 2022. There were 85 production employees (including cutting, sewing, molding, inspecting and packing), 4 warehouse workers, 8 non-production employees (including office staff, management persons). 86 workers were migrant workers and all employees were recruited by the auditee directly. There was no temporary, dispatched worker or homemaker identified during the audit.

No trade union or worker committee available in the factory. There were 2 worker-representatives elected by the employees on Mar 30 2022 in the factory.

In view of the facilities, the auditee occupied one 4-storey building for office, production and warehouse with total 7500 square meters. There was no other company located in the same production building. No dormitory, kitchen or canteen was provided for employees.

The auditee had provided the Fire Prevention Certificates for the used building from local Fire inspection Brigade as the serial number as 东公寮消验字【2017】第0001号. for review on site. During the factory tour, the emergency exits were not locked and the evacuation passages of workshops were not blocked during the audit. There were sufficient fire facilities, such as fire extinguishers, fire hydrants etc., installed in the production site. Based on randomly testing onsite, all of them were in good condition and ready to use at any time. The fire drill was conducted by the auditee in the factory, and the most recent one was conducted on May 11 2022.

The main products manufactured by the factory are Foam Blocks, Home Textiles, PU Foam Products, Mother and Baby Care Series Products. The main production processes are listed as follows: cutting, sewing, molding, inspecting and packing. There was no production process subcontracted to other factories. There were the peaking season from Jan to Dec except Feb as medium season noted during previous months per the management interview and time attendance records review.

The attendance records from Aug.2021 to audit dates and payroll records from Aug 2021 to July. 2022 were available for review during the audit. Per reviewing the provided attendance, payrolls and production records as well as interviewing with the management and workers, no inconsistency of working hours was identified. Workers used the fingerprint to record their attendance; the regular working time was 8 hours per day and 40 hours per week. There was one shift from 08:00-17:30 with lunch break from 12:00-13:30 for all workers. The workers normally have 2 overtime hours at night from 18:30-20:30 in weekdays & max. 6 nights per week. The maximum working hours was 60 hours per week. The workers had one day off per week.

Employees were paid via cash and paid on 30th of the following month. For overtime wages, 150%, 200% of basic wage were paid to the employees for their overtime hours on weekdays, rest days respectively. All workers' wages were calculated by hourly rate and the lowest basic wage was RMB 2000 per month, which was not less than the legal minimum payment requirement RMB 1900 per month since Dec 2021 and RMB 1720 per month before Dec 2021. The normal basic wage of works were RMB 2000 per month (excluding the overtime wage). The factory had provided the information on fair remuneration scan as RMB 1947 per month during the audit.

Based on the provided social insurance receipts from Oct 2021 to Sep 2022, there were total 97 permanent employees that time (No retired and no newly, temporary or dispatched employee) in the factory. 57 out of the total 97 workers (59%) were provided with childbearing insurance, unemployment insurance, medical insurance, work-related injury insurance and retirement insurance. The auditee had bought 120 pieces commercial insurance for all workers, whose validity was from Nov 9 2021 to Nov 8 2022.

5 workers were interviewed, including 1 male and 4 female. Most of interviewees were satisfied with the working condition and salary in the facility. The facility management representative (Li Shao Quan) and worker representative (Xu Bei Bei) were present in the opening meeting and the closing meeting. At the end of the audit, the management accepted the findings with the suggested timeframe. The audit was conducted mostly according to the audit plan. There were some findings identified in the PAs as PA1-2, PA5-7. No other serious issue was observed in this audit.

Remark: 1. The auditor's APSCA registration number: CSCA 21703913.

2. There was no dispatched agent observed in the facility.

3. There was no government waiver obtained by the auditee.

4. During the management interview and the documentation review: it was noted that there were some coronavirus-prevention notices posted in the workshops to caution the employees to keep away from the coronavirus. The disinfectant and temperature measuring gun were located in the factory gate and was controlled by one responsible worker to prevent the coronavirus. There was no COVID-19 case noted in the factory.

5. Per the management and documentation review: it was noted that the factory building was built in Feb 1998, so that there was no building construction completion report or record available for review on site. The original building owner was Dongguan

Liaobu Chaofeng Bearing Co., Ltd who rented the building to one company as Dongguan Guangshang Sports Co., Ltd Liaobu Branch. The Dongguan Guangshang Sports Co., Ltd Liaobu Branch applied the fire inspection report from local fire inspecting bureau according to law. All buildings in this industrial yard were managed by one company as Dongguan Hulin Estate Management Co., Ltd.

Site Details

Site : Dongguan Lianda New Materials Co., Ltd.

Site amfori ID : 156-023990-001

GICS Classification

Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	97 Workers
Legal minimum wage in local currency	1900 Monthly
Lowest wage paid for regular work at the site	2000 Monthly
Calculated living wage in local currency	3101 Monthly
Total sample	5 Workers

Other Metrics

Male workers	38 Workers
Female workers	59 Workers
Permanent workers - Male	38 Workers
Permanent workers - Female	59 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	5 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	33 Workers
Domestic migrant workers - Female	53 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	38 Workers
Workers hired directly - Female	59 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	1 Workers
Sample - Female	4 Workers

Findings

PA1: Social Management System

Previous finding was not corrected. The factory developed the social compliance procedures and policies to monitor the social audit issue in the factory. The factory also implemented the BSCI requirements according to the BSCI audit standard. However, the BSCI management system was not worked effectively since there were some findings observed during the site tour and documentation review, for example: PA 6.

以前的问题没有改善。工厂制定了社会责任程序和政策来监控工厂的社会审核问题。工厂也按照BSCI审核标准执行BSCI要求。然而BSCI管理体系并没有有效地实施，是因为在实地考察和文件审查过程中发现了一些问题，例如:PA 6。

Previous finding was not corrected. The auditee's workforce capacity and production capacity were not properly conducted to meet the buyer expectations of the order delivery, sampled workers' overtime hours in Oct and Dec 2021 and July 2022 reached 76, 86,92 hours respectively.

以前的问题没有改善。被审核方的劳动力能力和生产能力没有被适当执行以满足买方订单交付的期望，抽样工人的加班时间在2021年10月,12月和2022年7月分别达到76,86,92小时。

PA 2: Workers Involvement and Protection

Previous finding was not corrected. It was noted that the factory defined long term goals to protect workers' rights, including no child labor, no forced labor, working hour control, etc. But the goals were not reviewed regularly.

以前的问题没有改善。审核发现工厂有定义了长期目标去保护员工的权益，如无童工，无强迫劳动，工时控制等。但这个目标没有定期检查。

Previous finding was not corrected. It was noted that the factory did not conduct satisfactory survey regarding current grievance mechanisms periodically to assess its effectiveness.

以前的问题没有改善。审核发现工厂没有对现有投诉机制进行定期的满意度调查以确保其有效性。

PA 5: Fair Remuneration

Previous finding was not corrected. Based on the provided social insurance receipts from Oct 2021 to Sep 2022, there were total 97 permanent employees that time (No retired and no newly, temporary or dispatched employee) in the factory. 57 out of the total 97 workers (59%) were provided with childbearing insurance and unemployment insurance, medical insurance, work-related injury insurance and retirement insurance. The auditee had bought 120 pieces commercial insurance for all workers, whose validity was from Nov 9 2021 to Nov 8 2022. (The PRC Labor Law article 72 & 73) Remark: 1.The management explained that part of employees participated in rural insurance at their home, so that they did not want to buy the social insurance in the auditee, which was also confirmed by the employees' interview. 2.The management explained that there were 120 workers in the factory in Nov 2021, the workers' number was decreased in the past year due to the shortage of orders.

以前的问题没有改善。根据工厂提供的2021年10月到2022年9月的社保收据，工厂有97名员工（无退休返聘，无新进、临时和派遣工人），工厂给97名员工中的57名（59%）购买了失业，生育保险，工伤，医疗和养老保险，工厂有为所有员工购买了120份自2021年11月9日到2022年11月8日有效的商业保险。（劳动法第72条，73条）备注：1.管理层解释部分工人不愿购买社会保险，由于他们在家乡购买了农村合作医疗，以上得到员工访谈的确认。2.工厂解释在2021年11月有120名员工，但由于缺少订单，过去一年人数有所减少。

PA 6: Decent Working Hours

Previous finding was not corrected. Per the provided attendance record of Aug 2021 to current audit date, it was noted that the 5 out of 5 sampled workers' overtime hours per month reached 76,86,92 hours in Oct, Dec 2021 and July 2022 respectively. (The PRC Labor Law article 41).

以前的问题没有改善。根据2021年8月至审核当天的出勤记录，在2021年10月,12月和2022年7月中5个抽样工人中5个的每月加班时间分别达到76,86,92小时。（劳动法第41条）

PA 7: Occupational Health and Safety

Previous finding was not corrected. The factory had developed the procedures and policies regarding health and safety management system. There was a health and safety committee in the factory, which was responsible for relevant issues. The factory provided relevant training to employees periodically. However, the health and safety management was not worked effectively due to some non-compliance issues were identified in PA7. For example: PA7.3.

以前的问题没有改善。工厂已经建立了关于健康安全管理体系的程序文件。工厂有健康安全委员会负责其相关事务。工厂定期给工人进行相关培训。但是，由于在第七部分发现一些不符合项，所以工厂健康和安体系没有合理运行，例如PA7.3。

Previous finding was not corrected. It was noted that the factory did not provide occupational health examination to three cutting workers. (Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35)

以前的问题没有改善。审核发现工厂没有给三名裁床的员工提供职业健康体检。（中华人民共和国职业病防治法 第三十五条）

PA 7: Occupational Health and Safety

New finding was noted. The auditee did not install the protective device for 1 out of 3 locked machine in the sewing workshop. (General Rules for Designing the Production Facilities in accordance with Safety and Health Requirements 6.1.2)

新问题有发现.工厂车缝车间 3台锁边车中的一台没有安装保护设施. (《生产设备安全卫生设计总则》，第6.1.2条)