Monitoring summary report for Xiamen Eshun Industrial Co., Ltd.
MONITORING ID: 23-0218800

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Trade with purpose

Monitored Party **Xiamen Eshun Industrial Co., Ltd.**	amfori ID **156-039765-000**	Address **2F, 1#, Huli Industrial Park, Meixi Rd., Tong An District, 361100 Xiamen, Fujian Sheng, China**
Monitoring Activity **amfori Social Audit - Manufacturing**	Monitoring Type **Full Monitoring**	Monitoring Partner **Bureau Veritas Hong Kong Limited**
Monitoring Start Date **19/10/2023**	Closing Meeting Finished Date **26/10/2023**	Submission Date **26/10/2023**
Expiration Date **26/10/2024**	Announcement Type **Fully Announced**	
Site **Xiamen Eshun Industrial Co., Ltd.**	Site amfori ID **156-039765-001**	

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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, Violence or Harassment	**A**	
PA 5: Fair Remuneration	**C**	
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, Forced Labour or Human Trafficking	**A**	
PA 12: Protection of the Environment	**A**	
PA 13: Ethical Business Behaviour	**A**	

GENERAL DESCRIPTION

Name of lead auditor: Doris Lin, CSCA 21703963
Monitoring partner name: Bureau Veritas CPS
Audit Company APSCA Number: 11600002
Audit schedule details: The audit is planned for 1 auditor x 1 day
Announcement Type: Announced Full Audit
Business partner information: Xiamen Eshun Industrial Co., Ltd. (厦门溢顺工贸有限公司) was established on August 11, 2009 (Uniform Code of Social Credit: 9135020669300077 42) was located at 2F, 1#, Huli Industrial Park, Meixi Rd., Tong An District, Xiamen City, China. The factory being audited specialized in of silicone products and plastic Products. The main production activities in the factory included blow injection, injection, printing, inspection and packing. Per factory management, the peak season was not obvious in the past year.
Audited location information: The audited factory rented and occupied the 2nd floor of one 5-storey production building from landlord Xiamen Hefeng Construction Co., Ltd. with a total used construction area of 2800 square meters. No traffic tools, canteen or dormitory was provided for employees in the factory.
Please refer to the below for detail:

one 5-storey production building **:**
- 1F: Xiamen Songyu Industry and trade Co., Ltd.
- 2F: blow injection, injection, printing and packing workshops and finished product warehouse
- 3F: Xiamen Jialinpu Lavatories Co., Ltd.
- 4F: Xiamen Songyu Industry and trade Co., Ltd.
- 5F: Xiamen Songyu Industry and trade Co., Ltd.

Operating shifts and hours: The normal working day was from Monday to Friday. The auditee arranged the overtime on Saturday and rest day on Sunday. There were two shifts for injection and blow injection workshops. Shift 1# 08:00-12:00, 13:00-17:00 and shift 2# 20:00-24:00, 00:00-05:00. The other workshops worked one shift (shift 1#). No pregnant, young disabled worker was noticed in the factory. The youngest employee working in the factory was 18 years old.

Time recording system: The factory used fingerprint scan recording system to record working hours.
Salary payment details: Production workers were paid at hourly rate in cash at 25th of the following month.
Worker number information: There was a total of 44 employees in the factory, including 7 management employees and 37 production employees (18 male and 19 female). There were 21 male employees and 23 female employees. and there were 32 migrant workers (18 male and 14 female) in the factory.
Good practices: The wage was paid on time and the attitude of management was favorable.
Worker organization details: One worker representative was selected by employees in December 2022.
Circumstances: There was no special circumstance during the audit.
Summary of findings: It was noted that the gap was noted in the sections of Social management system (PA 1.1 and PA1.4), Workers Involvement and Protection (PA 2.2 and PA 2.5), Fair Remuneration (PA 5.4, PA 5.5), Decent Working Hours (PA 6.2), Occupational Health and Safety (PA 7.1, PA 7.3, PA 7.6, PA7.9, PA 7.13).

Living wage calculation: The source of living wage was from auditing company because BV used the methodology which is similar with Anker Benchmark methodology to estimate the living wage by estimating the cost of a basic but decent life style for a worker and his/her family.
This involves adding up the cost of three expenditure groups: food (for a low-cost nutritious diet), housing (for basic healthy housing), and other essential expenses for a family, and then adding a small margin for sustainability and emergencies. The reason BV does not use Anker benchmark is no data in GLWC foe the area where the factory is located. The data source: onsite audit information collection (BV BNW).

Remark:
1. There are no contractors used by the auditee, which makes the contractor license/permit not applicable.
2. There are no agencies used by the auditee, which makes the agency labour contract not applicable.
3. There are no government waivers issued to the auditee, which makes the government waivers not applicable.
4. There are no collective bargaining agreements in the auditee, which makes the collective bargaining agreements not

applicable.

SITE DETAILS

Site
Xiamen Eshun Industrial Co., Ltd.

Site amfori ID
156-039765-001

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Household Durables

Sub Industry
Housewares & Specialties

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	44	Workers
Legal minimum wage in local currency	2,030	Monthly
Lowest wage paid for regular work at the site	2,600	Monthly
Calculated living wage in local currency	2,664.87	Monthly
Total sample	5	Workers

Other Metrics

Male workers	21	Workers
Female workers	23	Workers
Non-binary workers	0	Workers
Permanent workers - Male	21	Workers
Permanent workers - Female	23	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	3	Workers
Management - Female	4	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	10	Workers
Workers with night shift - Female	5	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	18	Workers
Domestic migrant workers - Female	14	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	**21**	**Workers**
Workers hired directly - Female	**23**	**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**
Workers on parental leave - Non-binary	**0**	**Workers**
Sample - Male	**3**	**Workers**
Sample - Female	**2**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: Xiamen Eshun Industrial Co., Ltd. | Site amfori ID: 156-039765-001

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
Finding	
Based on the factory tour, documents review, management and worker interviews, it was noted that the factory did not effectively implement the social accountability management system. This question was rated as “Partially” because the factory had developed relevant social policies based on Amfori BSCI CoC and applicable laws and regulations and had implemented relevant policies to minimize the gap between the expectations of Amfori BSCI CoC and actual situation. For some performance areas, however, the factory still needed to make improvement in Performance Area Social Management System, Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety.(Please refer to the PA1, PA2, PA5, PA6, PA7 for details.) This violated BSCI 1.1.	基于现场巡视、文件查阅、管理层访谈和员工访谈，审核发现工厂未能有效执行其社会责任管理体系。此问题点判定为部分不符合原因在于工厂基于Amfori BSCI行为守则和适用的法律法规制定了社会责任政策，有执行相应的政策来缩小实际情况与Amfori BSCI行为守则期望间的差距。但是在部分执行领域，如社会责任管理体系、工人参与和保护、公平报酬、体面的工作时间、职业健康安全领域仍需要改进。（具体信息参见PA1, PA2, PA5, PA6, PA7）。 根据BSCI1.1改善。

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
Finding	
Based on document review, management and worker interviews, it was noted that the factory did not conduct the order evaluation and production capacity planning to reduce the unnecessary overtime work. This finding was rated as “No” because the factory did not establish capacity planning procedure. In addition, the monthly overtime work for the sample workers exceed the local law of 36 hours (Refer to NC6.2 for details). This violated BSCI 1.4.	基于文件审核、管理层和员工访谈，工厂没有进行订单评估和产能规划，从而控制并预期在生产过程中的不必要的加班。此问题点判定为部分完全不符合的原因在于工厂没有建立应对减缓或干扰生产时的应急计划；此外，抽样月份的工人有超过法定规定36小时的月加班工作的情况发生（参见NC6.2）。 根据BSCI1.4要求改善。

PA 2: Workers Involvement and Protection

Site: Xiamen Eshun Industrial Co., Ltd. | Site amfori ID: 156-039765-001

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on the document review and employees' interview, it was noted that the facility had defined long term goals to protect workers., but there was no evidence can be provided that the employees or employees' representative were involved in defining these goals. The question was scored partially because the facility had developed one social responsibility target. This violated BSCI 2.2	根据文件审核和员工面谈，审核发现企业已制定长期目标以保护员工，但没有证据显示员工或者员工代表有参与到长期目标的制定中来。这个问题的评级是部分符合，原因是工厂有制定长期目标。根据BSCI 2.2改善。

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH	LOCAL LANGUAGE
Finding	
Per document review, management interview, employee interview, it was noted that the facility had a functional and transparent internal grievance system in place to guarantee that workers can address complaints in a confidential manner and receive a proper follow up within a reasonable period of time. This question was rated as partially because the factory management did not collect the communities' information such as for suppliers, local government, neighbor, NGO. And did not establish an effective grievance mechanism for them. This violated BSCI 2.5.	通过文件查阅，员工访谈，管理层访谈,审核发现被审核方建立了有效的针对内部员工的申诉机制，确保员工可以匿名提出意见，并及时收到解决方案的回复。这个问题被评为部分不符合，是因为审核方没有收集利益相关方（如：供应商、当地政府、邻居、NGO等）的信息，并针对利益相关方建立有效的建议和申诉机制。 根据BSCI 2.5要求改善。

PA 5: Fair Remuneration

Site: Xiamen Eshun Industrial Co., Ltd. | Site amfori ID: 156-039765-001

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH	LOCAL LANGUAGE
Finding	
Per document review, management interview, employee interview, it was noted that the facility did not have a good understanding about living costs of the workforce in the region, possible gaps that exist between the actual remuneration and the fair	通过文件查阅，员工访谈，管理层访谈,审核发现被审核方未很好地理解劳工在所在地区的生活成本、实际报酬和公平报酬之间可能存在的差异和填补差距的潜在措施。这个问题被评为不符合，是因为工厂管理层不知道如何计算最低生活工资。根据BSCI

Finding	
remuneration and potential actions to fill the gaps. This question was rated as “No” because the factory management did not know how to calculate the BNW. This violated BSCI 5.4.	5.4 改善。

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
Finding	
Based on management and employees interview and social insurance payment receipt documents review, it was noted that the factory's social insurance coverage was insufficient. According to the social insurance payment receipt in September 2023 provided by factory management, it was noted that only 28 out of 44 (63.6%) employees were provided with pension insurance, accident insurance, unemployment insurance, medical and maternity insurance. Commercial insurance was provided for 25 employees dated from April 25, 2023 to April 24, 2024. The management presented that some employees were provided with rural insurance. This question was rated as no because the insurance coverage did not reach 80%. This violated Article 73 of the Labor Law of the People’s Republic of China.	根据管理层和员工面谈和社保缴费收据文件审阅，审核员发现工厂的社会保险覆盖不足。根据厂方提供的2023年9月社会保险缴费单据显示工厂仅为28/44 (63.6%)员工提供了养老保险，工伤保险和失业保险，生育保险和医疗保险。工厂为25名员工提供商业保险，有效期从2023年4月25日至2024年4月24日。管理层表示有些员工在老家有农村保险。此问题点判为不符合，因为保险覆盖不足80%。 根据《中华人民共和国劳动法》第73条改善。

PA 6: Decent Working Hours

Site: Xiamen Eshun Industrial Co., Ltd. | Site amfori ID: 156-039765-001

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	
Based on management and worker interviews and time records review, it was noted that 12 out of 15 sampled employees worked in excess of the statutory overtime hour limits. A review of 15 sampled workers (5 samples from April 2023, 5 samples from January 2023, 5 samples from the	根据管理层和员工面谈和厂方提供的工时记录，审核员发现员工加班时间超出了法定标准。审核员从厂方提供的工时记录中抽取15个样本(其中从2023年4月抽取5个，从2023年1月抽取5个，从最近月2023年8月抽取5)发现共有12名员工加班时间超出了法定标准，具体为：2/5员工在2023年1月的加班时间为

Finding	
most recent paid month August 2023), yielded the following: 2 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 44 hours) in January 2023, 5 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 56-88 hours) in April 2023, 5 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e.60-86 hours) in August 2023, which was not in compliance with the legal requirement. This question was rated as “No” because the factory has established the working hours management policies and procedures according to the Amfori BSCI CoC and local Law. The factory management was clear that the monthly overtime hours of employees should not exceed 36 hours, but the factory did not establish contingency plans in case of production slowdown or disruption based on capacity planning and order arrangement, resulting in overtime hours of employees, which did not fully comply with the requirements of the Amfori BSCI Code of conduct. This violated Article 41 of the Labor Law of the PRC.	44小时，5/5员工在2023年4月的加班时间为56-88小时，5/5员工在2023年8月的加班时间为60-86小时，超过每月加班时间不能超过36小时的法律规定。此问题判为完全不符合的原因在于工厂虽结合Amfori BSCI 行为守则和相关法律法规制定了工时管理制度，明确员工的月加班时间不得超过36小时规定，但是工厂没有结合产能规划和订单安排建立应对减缓或干扰生产时的应急计划，导致员工加班时间超时。这没有遵循Amfori BSCI行为准则的要求根据《中华人民共和国劳动法》第41条改善。

PA 7: Occupational Health and Safety

Site: Xiamen Eshun Industrial Co., Ltd. | Site amfori ID: 156-039765-001

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

ENGLISH	LOCAL LANGUAGE
Finding	
Based on management and worker interviews, factory tour and document review, it was identified that it was noted that the factory did not provide occupational health checks to employees who worked in contact with benzene series and noise in production workshops. This question is rated as partially because the factory had a health and safety policy in accordance with the amfori CoC and relevant laws and regulations, which also required the regular occupational health examinations for employees exposed to occupational hazards. However, because the management of the factory did not have in-depth regulations on occupational diseases, employees did not have occupational disease physical	根据现场巡视，文件审核，管理层和员工访谈，审核发现工厂没有为生产车间接触苯系物，噪音的员工提供职业病体检。此问题判为部分不符合的原因是因为工厂有根据Amfori BSCI行为守则和相关的法律法规来制定健康安全政策，其中也规定了要为接触职业危害因素的员工提供定期的职业病体检。但是，因为工厂管理层对职业病的法规要求尚不深入，导致员工没有按要求进行职业病体检，这没有完全遵循Amfori BSCI行为准则的要求。根据《中华人民共和国职业病防治法》第35条。

Finding	
examination as required, which did not fully comply with the requirements of Amfori BSCI Code of conduct. In accordance with Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases.	

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH	LOCAL LANGUAGE
Finding	
By documents review, it was noted that the auditee had conducted risk assessment yearly for production safety, transmittable or non-transmittable diseases, young workers, pregnant workers and etc., This question was rated as partially because there was no risk assessment conducted for the public areas of shared building. This violated BSCI 7.3	通过文件审核了解到，被审核方进行了年度的风险评估，包括生产安全，传染性疾病和非传染性疾病，未成年工，怀孕女工等。该问题点判定为部分不符合，因为工厂没有针对共用厂房的公共区域的风险评估。根据BSCI 7.3 改善.

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	
Per onsite tour, workers and management interview, it was noted that 1 out of 6 employees in the printing workshop did not wear earplug. This question is rated as partially because the auditee had established PPE procedure and proper PPE was provided but employees did not wear it. Relevant training was provided. This violated Article 42 of Law of the People's Republic of China on Production Safety.	根据现场查看，员工和管理层面谈，审核员发现工厂印刷车间1/6员工没有佩戴耳塞。此问题点判定为部分不符合，因为工厂有制定劳保用品的程序文件，并提供合适的劳保用品, 但是员工不愿意佩戴。且有给员工提供相关培训。 根据《中华人民共和国安全生产法》第42条改善。

Question: 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

ENGLISH	LOCAL LANGUAGE
Finding	
Per onsite tour, workers and management interview, it was noted that no warning sign was marked on 1 out of 3 electricity connection in the	根据现场巡视，管理层和员工面谈，审核员发现注塑车间的1/3个接线箱没有安装警示标志。该问题点判定为部分不符合，因为工厂有制定电气安全相关

Finding	
injection workshop. This question is rated as partially because Electric safety procedure was established and most of connection boxes were posted with warning sign. The auditee declared that they knew the requirement and this one was missed by mistakenly to mark with warning sign. This violated Article 2-7 of Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008.	政策。且管理层知道该要求，这个电箱是遗漏张贴警示标志。 根据《安全标志及使用导则(GB 2894-2008)》警示标志2-7改善

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH	LOCAL LANGUAGE
Finding	
It was noted that a large number of flammable raw material (e.g., raw material) was laid beside 1 out of 4 electric box in the printing workshop. This question is rated as Partially because the factory had an Electrical Safety policy in accordance with the amfori CoC and relevant laws and regulations and the management was aware of the requirement. However, due to the lack of attention from the management and the lack of awareness of the employees, the material was laid besides it, which did not fully comply with the requirements of the Amfori BSCI Code of conduct. This violated with Article 5.1.1 of the General Guide for Safety of Electric User (GB/T13869-2017).	审核员发现印刷车间的1/4电箱旁堆放了大量的易燃原材料。此问题点判定为部分不符合，因为工厂有根据Amfori BSCI行为守则和相关的法律法规来制定电气安全政策，其中管理层也知道相关规定。但由于管理人员不够重视和员工的使用意识不足导致生产材料堆放旁边，这没有完全遵循Amfori BSCI行为准则的要求。 根据《用电安全导则GB/T13869-2017》第5.1.1条