

Monitoring result for Quanzhou Baolijia Bags Co.,Ltd on site Site 1

Monitoring

Monitored Party	: Quanzhou Baolijia Bags Co.,Ltd	amfori ID	: 156-005731-000
Site	: Site 1	Site amfori ID	: 156-005731-001
Address	: 3thF,No.2 Building, Phase 2, National University Science Park, Nanan Photoelectric Information Industry Base, Quanzhou,Fujian,China	Monitoring Activity	: amfori Social Audit - Manufacturing
	: Quanzhou	Monitoring Type	: Full Monitoring
	: Fujian Sheng	Submission Date	: 30/03/2021
	: China	Expiration Date	: 30/03/2022

This is an extract of the online monitoring result, generated on 30/03/2021, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - 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
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	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	A

General description

The factory's Chinese name was 泉州宝利佳箱包制品有限公司, with the Uniform Social Credit No. 91350502M0000NUW69. The factory address: 3thF, No.2 Building, Phase 2, National University Science Park, Nanan Photoelectric Information Industry Base, Quanzhou, Fujian, China. (Chinese address: 福建省泉州市南安市霞美镇恒通路20号国家大学科技园福建分园2号楼3层). This factory was established on July 22, 2015. The factory specialized in manufacturing bags. The main process was cutting, sewing, packing, and inspection. During site observation, the auditee just rented the 3rd floor of one 5-storey production building as production area and office area. No dormitory or canteen was provided. The total production areas of the factory were about 2500 square meters. The other areas of building were rented by different facilities with different products, such as fruits factory, electronic products, etc. Based on management interview and employee interview, no shared workers or management between the auditee and the other facilities.

There was a total of 47 employees in this factory, including 8 non-production employees and 39 production employees. There were 18 male employees and 29 female employees. The youngest employee working in the factory was 30 years old. All employees were at present on the audit day. The workers in this facility used face scan system to record their working hours. The normal workweek was from Monday to Friday, all employee worked in one shift per day (working times: 8:00-12:00, 14:00-18:00). Workers sometimes worked for 8 hours of overtime on Saturdays. There was no peak season month in this factory. The workers' wages were calculated by hourly rate. The factory paid wages to its employees by cash at 30th of the following month.

A review of 20 sample population employees' records (5 samples from May 2020, 5 samples from August 2020 and 5 samples from the most recent paid month January 2021 and 5 samples from a complete but unpaid month February 2021), it was noted that the lowest wages paid to employees was RMB 13.22 per hour, which was above the local minimum wage of RMB 9.89 per hour since January 1, 2020. The factory paid overtime premiums to all the employees based on 150% and 200% of normal wage for overtime done on normal working days and rest days respectively. No overtime hours on statutory holidays. It was noted that the maximum overtime hours were 2 hours per day and 82 hours per month. The maximum weekly working hours were 58 hours per week and the maximum consecutive working days were 6 days.

It was noted through the social insurance payment receipt provided by factory management and management interview in March 2021 that, there were 47 employees in the factory in March 2021, 12 out of 47 employees (i.e. 25.53% of the total workforce) were provided with pension insurance, medical insurance, maternity insurance and accident insurance. 10 out of 47 employees (i.e. 21.28% of the total workforce) were provided with unemployment insurance. Through management interview and workers interview, the factory did not use home workers and dispatch workers. Part workers did not want to buy social insurance and some of them had bought new rural cooperative medical insurance.

The attendance records were cross-checked against production records and confidential interviews were conducted with 5 employees from different departments. No inconsistencies regarding working hours were found.

An opening meeting was held with the factory representatives Ms. Cai Yanxia/Office director, Mr. He Lin/workers' representative. At the end of the audit, a closing meeting was held with factory representatives and all of the findings were disclosed. Ms. Cai Yanxia/Office director, Mr. He Lin/workers' representative accepted the findings and signed the corrective action plan.

Remark:

1. There was no contractors/agencies/collective bargaining/government waiver used by the auditee, which made contractor licenses/agency labour contracts/ collective bargaining agreements/ government waiver not applicable.
2. Audit Company: Bureau Veritas Consumer Products Service
Audit Company APSCA Number: 11600002
Lead Auditor Name: Vera Huang
APSCA Auditor Registered Number: RA 21701839
3. The address on factory business license was updated from 'The 4th Floor of 1# Production Building, No.77, Taikang Road, Xiantang community, Changtai Sub-district, Licheng District, Quanzhou City (福建省泉州市鲤城区常泰街道仙塘社区泰康路77号四楼) to current address "3thF, No.2 Building, Phase 2, National University Science Park, Nanan Photoelectric Information Industry Base, Quanzhou, Fujian, China (福建省泉州市南安市霞美镇恒通路20号国家大学科技园福建分园2号楼3层)" in February 2021. The business license was also updated. Base on Management interview and factory tour, no production activity in the previous address. All the workers and facilities were moved to current location.

Site Details

Site : Site 1

Site amfori ID : 156-005731-001

GICS Classification

Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Apparel, Accessories & Luxury Goods

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	47 Workers
Legal minimum wage in local currency	1720 Monthly
Lowest wage paid for regular work at the site	2300 Monthly
Calculated living wage in local currency	1897 Monthly
Total sample	5 Workers

Other Metrics

Male workers	18 Workers
Female workers	29 Workers
Permanent workers - Male	18 Workers
Permanent workers - Female	29 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	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	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	11 Workers
Domestic migrant workers - Female	8 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	18 Workers
Workers hired directly - Female	29 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	2 Workers
Sample - Female	3 Workers

Findings

PA1: Social Management System

It was noted that the auditee had established capacity analysis procedure and conducted capacity analysis and established the production plan. However, according to the time records from the auditee, employees worked in excess of the statutory overtime hour limits. This violated BSCI 1.4.

被审核方制定了产能规划程序，对产能进行了规划，制定了生产计划。但根据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。不符合BSCI1.4条款。

PA 2: Workers Involvement and Protection

Although the auditee had defined long term goals to protect workers, workers and worker representatives were not involved in defining these goals. This violated BSCI 2.2.

虽然被审核方建立了保护员工的长期目标，但是员工和员工代表没有参与到长期目标的制定中。不符合BSCI2.2条款。

The auditee had established the written procedure on training program including social accountability. And the auditee provided the training records to indicate that all employees were provided with relevant training. However, the worker and worker representatives were not aware of BSCI Code of Conduct. This violated BSCI 2.4.

厂方已建立书面的培训程序对所有员工进行社会责任内容的培训。工厂提供了培训记录显示对所有人员进行了相关培训。但是工人及工人代表不了解BSCI行为守则。不符合BSCI 2.4条款。

PA 5: Fair Remuneration

It was noted through the social insurance payment receipt provided by factory management and management interview in March 2021 that, there were 47 employees in the factory in March 2021, 12 out of 47 employees (i.e. 25.53% of the total workforce) were provided with pension insurance, medical insurance, maternity insurance and accident insurance. 10 out of 47 employees (i.e. 21.28% of the total workforce) were provided with unemployment insurance. Through management interview and workers interview, the factory did not use home workers and dispatch workers. Part workers did not want to buy social insurance and some of them had bought new rural cooperative medical insurance. This violated PRC Labor Law, Article 73.

通过工厂提供2021年3月的社保缴纳凭证及管理访谈，工厂2021年3月份有47名员工，其中有12/47名员工（即总人数的25.53%）参与养老保险，医疗保险，生育保险和工伤保险，10/47名员工（即总人数的21.28%）参与失业保险。通过管理访谈和员工访谈，未使用家庭工和派遣工。部分员工不想购买社保，部分员工是已购买了新农合保险。根据《中华人民共和国劳动法》第73条改善。

PA 6: Decent Working Hours

It was noted that 15 out of 20 sampled employees worked in excess of the statutory overtime hour limits. A review of 20 sampled employees' time records (5 samples from May 2020, 5 samples from August 2020 and 5 samples from the most recent paid month January 2021 and 5 samples from a complete but unpaid month February 2021), yielded the following: 5 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 80 hours) in May 2020, which was not in compliance with the legal requirement; 5 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 82 hours) in August 2020, which was not in compliance with the legal requirement; 5 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 80 hours) in January 2021, which was not in compliance with the legal requirement. This violated Article 41 of the Labor Law of the PRC.

根据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考勤记录中抽取20个样本(其中从2020年5月抽取5个，从2020年8月抽取5个，从最近月份2021年1月抽取5个，从最近完整月但还未支付工资的月份2021年2月抽取5个，发现共有15名员工加班时间超出了法定标准，具体为：5/5名员工在2020年5月的加班时间为80小时，超过每月加班时间不能超过36小时的法律规定；5/5名员工2020年8月的加班时间为82小时，超过每月加班时间不能超过36小时的法律规定；5/5名员工2021年1月的加班时间为80小时，超过每月加班时间不能超过36小时的法律规定；根据《中华人民共和国劳动法》第41条改善。

PA 7: Occupational Health and Safety

It was noted that the factory did not provide the occupational health checks to employees in the cutting workshop who were in contact with noise yearly. This violated Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases. The factory management stated they would learn this requirement step by step.

审核员发现厂方没有为在裁断车间接触噪音的员工提供职业病体检。根据《中华人民共和国职业病防治法》第35条改善。工厂表示将逐步改善。

According to the social insurance receipt provided by the factory management, it was noted that 12 out of 47 (25.53% of the total workforce) employees were provided with accident insurance in March 2021. The factory did not purchase commercial insurance for any employee. This violated Article 73 of the Labor Law of the People's Republic of China.

PA 7: Occupational Health and Safety

由工厂提供的2021年3月份的社保缴费收据显示：工厂为12/47（25.53%）名员工提供了工伤保险。厂方没有为员工购买了商业保险。根据《中华人民共和国劳动法》第73条改善。

It was noted that workers were not involved in the risk assessment and establishment of OHS policy. This violated BSCI 7.4
审核员发现受审核方的危险评估和职业健康安全政策的制定没有员工的参与。根据BSCI 7.4改善。

It was noted that the auditee did not visually display the accident and emergency procedures in a way that is clear for workers and first-aid personnel. The factory had established the accident and emergency procedures. This violated BSCI 7.8.

审核员发现被审核方未以工人和急救人员清晰可见的方式展示意外和应急程序。工厂有建立意外和应急程序。根据BSCI 7.8改善。

It was noted that no warning sign was marked on one electricity connection box in the staircase in the factory. This violated Article 2-7 of Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008.

审核员发现工厂楼梯间1个电箱没有安装警示标志。根据《安全标志及使用导则(GB 2894-2008)》警示标志2-7改善。

It was noted that factory management was unable to provide the special equipment registration for 1 out of 1 cargo lift being used in the factory to auditors for review. The management stated that the document was kept by the landlord and could not provide it on audit day. This violated Article 25 of Safety Monitoring Regulation of Special Equipment.

审核员发现厂方未能提供正在使用的1/1台载货电梯的注册登记证。工厂解释该文件由房东保存，审核当天无法提供。根据《特种设备安全监察条例》第25条改善。

It was noted that the 20/40 sewing machine were not equipped with needle guards; 10/10 high head sewing machines were not equipped with eye guards and pulley guards. This violated Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene.

审核发现工厂针车车间20/40台针车没有安装针档; 10/10台高头针车没有安装护眼挡板也没有安装保护罩。根据《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条改善。

It was noted that toilet papers were not provided in the toilets. The private door was installed for the toilet. This violated BSCI 7.22.

审核员发现工厂没有在厕所提供厕纸，厕所有安装隐私门。根据BSCI 7.22改善。