

Monitoring result for Zhuozhou Jiahua Aluminium Co., Ltd on site Zhuozhou Jiahua Aluminium Co., Ltd

Monitoring

Monitored Party	: Zhuozhou Jiahua Aluminium Co., Ltd
amfori ID	: 156-038239-000
Site	: Zhuozhou Jiahua Aluminium Co., Ltd
Site amfori ID	: 156-038239-001
Address	: South Side of Songgao Road, Songlindian Town, Zhuozhou City
	: Baoding
	: Hebei Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 12/07/2022
Expiration Date	: 12/07/2023

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Overall rating



Section rating

PA1: Social Management System	C
PA 2: Workers Involvement and Protection	C
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

Zhuozhou Jiahua Aluminium Co., Ltd (Unified Social Credit Code no. is 91130681785749889J) was located at South Side of Songgao Road, Songlindian Town, Zhuozhou City, Baoding, Hebei, China. The factory was founded on Mar.23, 2006 based on the business license. Main product was ALUMINIUM FOIL PRODUCTS.

There were 48 employees during the audit, auditor sampled 5 workers to conducted workers interview. The factory used one 2-storey production building, one 3-storey and local 4-storey office/ canteen building. The factory did not provide the dormitory to workers. The factory provided canteen to workers, no kitchen was provided in the factory.

The main production processes were raw materials, cutting, punching, packing, finished goods.

During the audit, factory management was cooperated, and all interviewees reported that they were satisfied with management and working condition.

Mr. Chaoxing Liang/ Admin manager and Ms. Chaorui Zhao/ Worker Representative attended the opening and closing meeting. Mr. Chaoxing Liang/ Admin manager and Ms. Chaorui Zhao/ Worker Representative signed the CAP and promised to take corrective actions for non-compliances.

Announcement Type: Announced

Monitoring Date: Jul.6, 2022

Monitoring firm: SGS (Monitoring firm APSCA #: 11600006)

Auditor name: Cara Wang (APSCA member No.: CSCA 21702094).

Site Details

Site : Zhuozhou Jiahua Aluminium Co., Ltd
Site amfori ID : 156-038239-001

GICS Classification

Sector	: Consumer Discretionary	Industry	: Household Durables
Industry Group	: Consumer Durables & Apparel	Sub Industry	: Housewares & Specialties

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a water stressed region

Metrics

Key Metrics

Total workforce	48 Workers
Legal minimum wage in local currency	1900 Monthly
Lowest wage paid for regular work at the site	2430 Monthly
Calculated living wage in local currency	2144 Monthly
Total sample	5 Workers

Other Metrics

Male workers	17 Workers
Female workers	31 Workers
Permanent workers - Male	17 Workers
Permanent workers - Female	31 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	2 Workers
Management - Female	1 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	2 Workers
Domestic migrant workers - Female	1 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	17 Workers
Workers hired directly - Female	31 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

1.1 The main auditee partially respects this principle because the amfori BSCI management system was established and maintained by the factory, and the factory conducted internal audit and management review on 13 Oct. 2021. But there was still some issue of working hours, social insurance, health & safety, etc. were identified during the audit.

1.1 被审核方部分遵守原则，原因是工厂建立了amfori BSCI管理系统并且进行维护，并在2021年10月13日执行了内审和管理评审。但仍然存在工作时间、社保和健康安全等方面问题。

1.4 The main auditee partially respected this principle because the factory had established procedure document of production capacity plan, but the workers' overtime hours exceeded legal requirement as the factory capacity plan was not implemented completely, the maximum monthly overtime hours were 59 hours in Mar. 2022.

1.4 被审核方部分遵守该准则。原因是工厂已建立了产能规划的程序文件，但工厂未很好执行工厂的产能计划，工厂工人的加班超过法规要求，员工的最大月加班时间为59小时在2022年3月。

PA 2: Workers Involvement and Protection

2.2 The main auditee did not respect this principle because the factory did not establish long term goals/vision to protect workers according to the Amfori BSCI Code of Conduct.

2.2 被审核方未遵守原则，原因是工厂没有根据Amfori BSCI行为准则定义长期目标来保护员工。

2.5 The main auditee partially respected this principle because the established grievance mechanism of the factory was not including all interested parties, this grievance mechanism was only for internal part in the factory.

2.5 被审核方部分遵循该准则，原因是工厂建立的申诉机制没有包含利益相关方，此申诉机制只是对工厂内部适用。

PA 5: Fair Remuneration

5.5 The main auditee did not respect this principle because inadequate social insurance was provided to employees. There were 48 workers in the factory on the audit day, and 3 out of 48 workers were retired workers. Based on the social insurance records for review, the factory provided injury, retirement, medical, unemployment and child-bearing insurance insurance to 43 employees. And the factory provided commercial injury insurance to all workers who did not have injury insurance, the valid period was from Aug.26, 2021 to Aug.25, 2022. No evidence was identified that the workers had taken part in the agricultural insurance. The workers expressed that they didn't want to be insured.

5.5 被审核方没有遵守该原则，原因是社保提供不足。审核日工厂有员工48名，其中3名员工为退休员工，根据社保缴费记录查看，工厂只为43名员工提供了工伤、养老、医疗、失业和生育保险。工厂为其它没有参加工伤保险的所有员工购买了意外伤害险，有效期为2021年8月26日-2022年8月25日。没有证据显示工厂员工有参加农保，且访谈员工表示自己不愿意参保。

PA 6: Decent Working Hours

6.2 The main auditee did not respect this principle because workers' monthly overtime hours exceeded legal requirement. Based on attendance records from Jun.1, 2021 to the audit day, all sampled workers' monthly overtime hours exceeded 36 hours in every month of this period except for Feb.2022. The maximum monthly overtime hours were 59 hours (23 overtime hours on weekdays and 36 overtime hours on rest days) in Mar. 2022.

6.2 被审核方未遵守该原则，原因是工厂员工的月加班时间超过了法规的要求。根据2021年6月1日至审核当天的考勤记录，所有抽样工人的月加班均超过了法规的要求在此期间的每个月但2022年2月除外，最大月加班为59小时(平时加班为23小时，休息日加班为36小时)发生在2022年3月。

PA 7: Occupational Health and Safety

7.1 The main auditee partially respects this principle because the factory had established a health and safety management system, including the identification of the related legal regulations and standards, health and safety risk assessment, trainings to the employees etc. But because of management negligence, there were still some findings issued.

7.1 被审核方部分遵循该准则，原因是工厂已建立了一个健康安全管理体系，包括对相关法规及标准的识别，进行健康安全评估，对员工进行培训等，但由于管理疏忽，该部分仍然有部分问题发生。

7.3 The main auditee partially respected this principle because the factory had the risks assessment system and conducted the risks assessments on occupational health and safety for the posts, pregnant women and other particularly vulnerable employees, the factory provided in-job occupational health checks to 24 employees who worked in occupational hazard position, but the factory did not provide per-job and off-job occupational health checks to employees who worked in occupational hazard position, such as punching position.

7.3 被审核方部分遵守该准则。原因是工厂有建立风险评估系统且对生产岗位，孕妇和其他弱势群体进行了岗位安全风险评估，工厂为有害岗位工作的24名员工提供了在岗的职业健康体检，但工厂没有提供岗前和离岗的职业健康体检给员工，如冲压岗位。

PA 7: Occupational Health and Safety

7.6 The main auditee did not respect this principle because the raw material and mould was heavy, but the factory did not provide the protective shoes to workers who contact with raw material and mould.

7.6 被审核方没有遵守该原则，原因是工厂原料和模具较重，工厂没有为接触较重物品的工人提供防砸鞋。

7.7 The main auditee did not respect this principle because lube oil stored area was not posted MSDS and secondary containment.

7.7 被审核方没有遵守该准则。原因是工厂润滑油存放区域没有设置二次容器，也没有张贴MSDS。

7.11 The main auditee did not respect this principle because the factory did not provide fire safety report (or certificate) for all factory buildings.

7.11 被审核方未遵循该准则。原因是工厂没有提供工厂所有建筑的消防验收报告或备案。

7.13 The main auditee partially respected this principle because the factory has established electricity safety management procedure, but the protective covers of two electricity boxes were not locked in the production area, and one electricity box missed protective cover in canteen.

7.13 被审核方部分遵守该原则，原因是工厂建立用电安全管理制度，但生产区域二个电箱的防护罩没有上锁管理，另员工就餐区1处电盒没有防护罩。

PA 12: Protection of the Environment

12.2 The main auditee partially respected this principle because the factory had set up the environmental protection policy and collected the related environmental laws standards, the factory had punching process etc, which could discharge the noise, but the factory did not provide the noise test report for review.

12.2 被审核方部分遵循该原则，原因是工厂建立了环境保护政策且收集了环境法律法规，工厂有冲压等工序，对外排放噪音，但工厂没有提供厂界噪音检测报告。