

Monitoring result for Shenzhen Golf & Feihuang Technology Co., Ltd. on site Shenzhen Golf & Feihuang Technology Co., Ltd.

Monitoring

Monitored Party	: Shenzhen Golf & Feihuang Technology Co., Ltd.
amfori ID	: 156-015113-000
Site	: Shenzhen Golf & Feihuang Technology Co., Ltd.
Site amfori ID	: 156-015113-002
Address	: Building 1 (Shatou Section), Haosi West Industry Park, Shajing, Bao'an, : Shenzhen : Guangdong Sheng : China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 01/08/2022
Expiration Date	: 01/08/2023

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Overall rating

A	B	C	D	E	None
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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	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 Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

General description

At the beginning of the audit, Mr. Benjamin Xiao / Sales Manager, Mr. Zheng Yanlan / Manager, Ms. Chen Chen / HR Specialist, Mr. Ao Zhiqiang / Sales, Ms. Chen Lihua / Worker Representative attended the opening meeting.

The factory was established on October 29, 2012 and specialized in the manufacture of power bank and charger. Business license number was 914403000561654538. Factory name in English was Shenzhen Golf & Feihuang Technology Co., Ltd. Factory local name was 深圳市高尔夫飞煌科技有限公司. Factory address in English was Building 1 (Shatou Section), Haosi West Industry Park, Shajing, Bao'an, Shenzhen, China. Factory local address was 深圳市宝安区沙井街道蚝四西部工业区第1栋(沙头段). The factory consisted of one 3-storey production building and one 5-storey dormitory building. Remark: The 1st floor of dormitory building was kept idle as per onsite observation. Total construction area was about 10000 square meters. No canteen was provided to employees. The main production processes included injection molding, assembling, laser carving, testing and packing. There were a total of 240 employees with 172 production workers and 68 non-production staffs in the factory. The youngest employee noted during this audit was 18 years old. According to factory management representation, there was no obvious peak season in the factory during the year.

The factory adopted biometric fingerprint to record employees' working hours. There were three working shifts for injection workers and working hours were 8:00 to 20:00 (shift No.1) and 20:00 to 08:00 (shift No.2). The rest employees ran only one working shift. Working hours for office staffs and other production workers were 8:00 to 12:00 and 13:30 to 17:30. Employees' wages were paid on or before 7th each month after the payment period by cash with wage stubs issued. Per payroll review and interviews with management and employees, all employees were paid by hourly rate.

During the audit, time records and payrolls of 45 employees were sampled as follows for working hour and wage testing: 15 samples from current paid month of June 2022, 15 samples from random months of February 2022 and December 2021 respectively. It was noted that all sampled employees were paid at least RMB14.37 per hour for normal working hours, which was higher than local minimum wage of RMB2200 per month or RMB12.64 per hour since August 1, 2018 and RMB2360 per month or RMB13.56 per hour since Jan 1, 2022. Based on the samples, all employees were compensated with no less than 150% and 200% of normal wages for overtime hours on regular days and rest days respectively, which was compliance with legal requirement. No overtime was found on statutory holidays. According to the sampled time records, the maximum monthly overtime hours were 90 hours while maximum daily overtime hours were 2 hours. All sampled employees obtained at least one day off every seven consecutive days.

According to the social insurance payment account of local social insurance internet of June 2022 provided by factory management, it was noted that 102 out of 240 (42.5%) employees were provided with accident, medical, unemployment, maternity insurance and pension insurance. The factory has provided commercial accident insurance to 219 employees with valid period from July 27, 2021 to July 27, 2022.

Further, 15 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.

During the closing meeting, auditor provided the factory representatives with a general overview and explained all of the findings to them. Mr. Benjamin Xiao / Sales Manager, Ms. Chen Lihua / Worker Representative signed the onsite CAP and agreed to take corrective action.

Remark:

1. No agency or contractor was used by the auditee. No government waiver was obtained by the auditee. No Collective bargaining agreement in the auditee.

2. Audit Company: Bureau Veritas Consumer Products Service

Audit Company APSCA Number: 11600002

Lead Auditor Name: Jude Lu

APSCA Auditor Registered Number: CSCA21701092

Member Auditor Name: Dan Huang

APSCA Auditor Registered Number: CSCA 21701177

Member Auditor Name: Terry Lai

APSCA Auditor Registered Number: CSCA 21701187

Announcement type: Fully announced

Monitoring date: July 25, 2022

Site Details

Site : Shenzhen Golf & Feihuang Technology Co., Ltd.
Site amfori ID : 156-015113-002

GICS Classification

Sector	: Consumer Discretionary	Industry	: Household Durables
Industry Group	: Consumer Durables & Apparel	Sub Industry	: Consumer Electronics

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	240 Workers
Legal minimum wage in local currency	2360 Monthly
Lowest wage paid for regular work at the site	2500 Monthly
Calculated living wage in local currency	2803 Monthly
Total sample	15 Workers

Other Metrics

Male workers	124 Workers
Female workers	116 Workers
Permanent workers - Male	124 Workers
Permanent workers - Female	116 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	38 Workers
Management - Female	30 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	6 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	99 Workers
Domestic migrant workers - Female	82 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	124 Workers
Workers hired directly - Female	116 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	6 Workers
Sample - Female	9 Workers

Findings

PA1: Social Management System

The main auditee partially respects this principle because the factory had established management system according to amfori BSCI requirement, and the management knew basic requirement of amfori BSCI, but due to factory didn't effectively implement it, lead to some issues appeared in PA1, PA2, PA5, PA6, PA7 and PA13. This violated Performance Area 1: Social Management System and Cascade Effect 1.1

主要被审核方（生产商）部分遵守原则，原因是工厂有按照amfori BSCI要求建立相关体系，且管理者代表了解amfori BSCI基本要求，但由于未有效执行，导致在PA1, PA2, PA5, PA6, PA7和PA13出现问题。根据执行领域1：社会管理体系和级联效应 1.1

The factory had established the production capacity and costs procedure and arranged the production plan corresponding, but the factory did not organize its workforce capacity effectively to meet the expectations of the delivery order, which resulted workers' monthly OT hours exceeded local legal requirement. This violated Performance Area 1: Social Management System and Cascade Effect 1.4

工厂建立产能及成本核算程序并依此安排生产计划，但是因工厂未能有效的组织起员工的生产能力以满足订单需求而导致员工的月加班时间超出法规要求。根据执行领域1：社会管理体系和级联效应1.4

PA 2: Workers Involvement and Protection

It was noted that although the main auditee had established a long term goal to protect workers according to the amfori BSCI Code of Conduct, worker representatives were not involved in the long term goal establishment. This violated Performance Area 2: Workers Involvement and Protection 2.2

审核发现虽然被审核方已经根据amfori BSCI行为准则建立了长期目标来保护员工，但是该长期目标的建立没有员工代表的参与。根据执行领域2：工人参与和保护 2.2

It was noted that the factory had established or participated in an effective grievance mechanism for individuals, the grievance mechanism allowed worker to lodge suggestions or complaints related to the workers' rights, and individuals had alternative ways for lodging a complaint, such as through suggestion box, worker representative or directly to the management. However, the factory had not set up a channel for local communities' coming up with its suggestions or complaints to management for improvement. This violated Performance Area 2: Workers Involvement and Protection 2.5

审核员发现工厂建立和参与了有效的个人申诉机制，申诉机制赋予了工人提出建议，投诉的权利，并且开放了可替代的投诉方式，例如通过意见箱，工人代表或直接向管理层投诉。但是，工厂尚未创建给当地社区提供申诉的渠道。根据执行领域2：工人参与和保护 2.5

PA 5: Fair Remuneration

It was noted that the auditee were not aware of living wage and failed to investigate or calculate it systematically. This violated Performance Area 5: Fair Remuneration 5.4

工厂不了解最低生活需求工资，也没有进行系统性调查分析。根据执行领域5：公平报酬 5.4

According to the social insurance payment account of local social insurance internet of June 2022 provided by factory management, it was noted that 102 out of 240 (42.5%) employees were provided with accident, medical, unemployment, maternity insurance and pension insurance. The factory has provided commercial accident insurance to 219 employees with valid period from July 27, 2021 to July 27, 2022. In accordance with Article 73 of the Labor Law of the People's Republic of China

审核员发现工厂的社会保险覆盖不足。根据厂方提供的2022年6月社会保险缴费单据显示工厂仅为102/240名员工(42.5%)购买了工伤保险，医疗保险，生育保险，失业保险和养老保险。工厂有为219名员工购买了商业意外保险（有效期：2021年7月27日-2022年7月27日）。根据《中华人民共和国劳动法》第73条

PA 6: Decent Working Hours

It was noted that 45 out of 45 sample population employees worked in excess of the statutory overtime hour limits (no more than 36 overtime hours per month). A review of the sample population employees' time records (15 samples from current paid month of June 2022, 15 samples from random months of February 2022 and December 2021 respectively) yielded the following: 1) In June 2022, 15 out of 15 sample population employees worked 64 to 72 overtime hours per month. 2) In February 2022, 15 out of 15 sample population employees worked 46 to 56 overtime hours per month. 3) In December 2021, 15 out of 15 sample population employees worked 74 to 90 overtime hours per month. 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。审核员抽取45个样本（从最近工资支付月2021年12月，2022年2月和2022年6月各抽取15个样本），发现共有45名员工加班时间超出了法定标准（每月加班时间不能超过36小时），具体为：（1）2022年6月，15/15名员工的月加班时间为64-72小时。（2）2022年2月，15/15名员工的月加班时间为46-56小时。（3）2021年12月，15/15名员工月加班时间为74-90小时。根据《中华人民共和国劳动法》第41条。

PA 7: Occupational Health and Safety

It was noted that the factory provided the occupational health checks to employees who were in contact with hazardous materials (such as noise, benzene and tin dust) before they take the posts. However, the occupational health checks were not provided to employees yearly and before they leave the posts. In accordance with Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases

审核发现厂方为接触有毒有害物质（如噪音，苯和铅烟）的员工提供岗前的职业病体检，但工厂并没有组织这些员工每年和离岗时进行职业病体检。根据《中华人民共和国职业病防治法》第35条

It was noted that although the main auditee had conducted a risk assessment of OHS, the risk assessment did not cover dormitory section. This violated Performance Area 7: Occupational Health and Safety 7.3

审核员发现尽管受审核方进行了风险评估，但该评估没有覆盖宿舍区域。根据执行领域7：职业健康和安全 7.3

It was noted that no warning sign was posted on 1 out of 10 electric switches and boxes randomly selected during factory tour In accordance with Article 2-7 of Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008

审核员走访现场随机抽查发现1/10个电开关和电箱没有张贴警示标志。根据《安全标志及使用导则(GB 2894-2008)》警示标志2-7

Remark: No food was provided by auditee.

备注：被审核方没有提供餐食。

Per factory tour, it was noted that no soap for hand washing was supplied in the toilet during this audit. This violated Performance Area 7: Occupational Health and Safety 7.22

工厂没有在厕所洗手区提供洗手用的肥皂。根据执行领域7：职业健康和安全 7.22

Remark: No transportation was provided by auditee.

备注：被审核方没有提供交通。

PA 13: Ethical Business Behaviour

It was noted that although the main auditee had conducted a risk assessment for unethical business behavior, however, the factory did not establish different prevention measures according to different risks. This violated Performance Area 13: Ethical Business Behavior 13.1

审核发现尽管被审核方已经进行商业风险评估，但是未根据不同的风险建立不同的预防措施。根据执行领域13：道德商业行为 13.1