

# Monitoring result for Fujian SBS Zipper Science & Technology Co., Ltd. on site Fujian SBS Zipper Science & Technology Co., Ltd.

## Monitoring

Monitored Party	: Fujian SBS Zipper Science & Technology Co., Ltd.
amfori ID	: 156-021906-000
Site	: Fujian SBS Zipper Science & Technology Co., Ltd.
Site amfori ID	: 156-021906-001
Address	: Address 1: Wulou Goudong Industrial Zone, Shenhu Town, Jinjiang, China Address 2: Donghai'an Industrial Zone, Shenhu Town
	: Jinjiang
	: Fujian Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Follow-up Monitoring
Submission Date	: 10/09/2022
Expiration Date	: 27/08/2023

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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

1. Fujian SBS Zipper Science & Technology Co., Ltd. was located at Wulou Goudong Industrial Zone, Shenhu Town, Jinjiang, Fujian, China and Donghai'an Industrial Zone, Shenhu Town, Jinjiang, Fujian, China.
  2. Auditors arrived at the factory at 09:05 on 1 Sep, 2022/08:30 on 2 Sep, 2022 and departed at 17:30 on 1 Sep, 2022/11:55 on 2 Sep, 2022.
  3. Four factory representatives attended the opening meeting and closing meeting, including, Mr. Li Zhiqiang/Section chief, Mr. Li Zhongzhi/Worker representative, Ms. Jiang Nanyuan/HR manager, Mr. Wang Dazhou/Supervisor.
  4. Auditors were allowed by the management to access the factory area and take photos.
  5. During the audit, the factory representatives and sampled workers were cooperative. The factory management demonstrated a willingness to gradually improve all issues found during the audit.
  6. The final CAP was agreed and signed by Mr. Li Zhongzhi/Worker representative and Mr. Li Zhiqiang/Section chief.
  7. There were total 2888 employees in the factory and 20 workers were interviewed.
  8. The business license number was 91350000611534757C, effective from 17 Feb, 1992 to long term.
  9. Product: Zipper. Production process: Raw materials-Die casting-Assembling-Painting-Plating-Tape knitting-Teeth forming-Tape sewing-Dyeing-Monofilament-Injection molding-Forming-Packing-Finished goods.
  10. There were 32 buildings used by the auditee. The production areas were 125229 S.Q meters, the dormitory areas were 58486 S.Q meters and the canteen areas were 1200 S.Q meters. The factory rent out one 5-storey dormitory building and part of one 3-storey workshop building to another factory to use as workshop, dormitory and office. The factory provided rental contract and business license for review during the audit.
  11. The factory did not obtain Consolidated Working Hours System Approval.
  12. The follow up audit only included PA1,2,3,5,6,7,13.
  13. Announcement Type: Announced
- Monitoring Date: 1-2 Sep, 2022  
Monitoring firm: SGS (Monitoring firm APSCA #: 11600006 )  
Auditor name: KD XIE (APSCA member No. CSCA21701741) / Bing Lin (APSCA member No. CSCA21701723)

## Site Details

Site : Fujian SBS Zipper Science & Technology Co., Ltd.

Site amfori ID : 156-021906-001

### GICS Classification

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Sector : Consumer Staples

Industry : Personal Products

Industry Group : Household & Personal Products

Sub Industry : Personal Products

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

## Metrics

### Key Metrics

Total workforce	<b>2783</b> Workers
Legal minimum wage in local currency	<b>1960</b> Monthly
Lowest wage paid for regular work at the site	<b>1960</b> Monthly
Calculated living wage in local currency	<b>2332</b> Monthly
Total sample	<b>20</b> Workers

### Other Metrics

Male workers	<b>1456</b> Workers
Female workers	<b>1327</b> Workers
Permanent workers - Male	<b>1626</b> Workers
Permanent workers - Female	<b>1262</b> Workers
Temporary workers - Male	<b>0</b> Workers
Temporary workers - Female	<b>0</b> Workers
Seasonal workers - Male	<b>0</b> Workers
Seasonal workers - Female	<b>0</b> Workers
Management - Male	<b>156</b> Workers
Management - Female	<b>74</b> Workers
Apprentices - Male	<b>0</b> Workers
Apprentices - Female	<b>0</b> Workers
Workers on probation - Male	<b>0</b> Workers
Workers on probation - Female	<b>0</b> Workers
Workers with night shift - Male	<b>590</b> Workers
Workers with night shift - Female	<b>319</b> Workers
Workers with disabilities - Male	<b>0</b> Workers
Workers with disabilities - Female	<b>0</b> Workers
Domestic migrant workers - Male	<b>1169</b> Workers
Domestic migrant workers - Female	<b>913</b> Workers
Foreign migrant workers - Male	<b>0</b> Workers
Foreign migrant workers - Female	<b>0</b> Workers
Workers hired directly - Male	<b>1596</b> Workers
Workers hired directly - Female	<b>1292</b> Workers
Workers hired indirectly - Male	<b>0</b> Workers
Workers hired indirectly - Female	<b>0</b> Workers
Unionised workers - Male	<b>1596</b> Workers
Unionised workers - Female	<b>1292</b> Workers
Workers under CBA - Male	<b>0</b> Workers
Workers under CBA - Female	<b>0</b> Workers
Pregnant workers	<b>0</b> Workers
Workers on parental leave - Male	<b>0</b> Workers
Workers on parental leave - Female	<b>6</b> Workers
Sample - Male	<b>12</b> Workers
Sample - Female	<b>8</b> Workers

## Findings

### PA1: Social Management System

1.1 Follow up audit date: Sep 1-2,2022 Result: Open Finding: The main auditee partially respects this principle because the factory had established social compliance management policies, procedures, manuals and organization structure to implement amfori BSCI code of conduct in May 2021. But there were gaps between its operation and requirements of amfori BSCI COC and local laws including how to reduce overtime hours etc.

2022年9月1-2日的跟进审核 结果：未关闭 被审核方部分遵守原则因工厂在2021年5月建立了社会责任管理方针，程序，手册及组织架构来执行amfori BSCI行为守则。但是工厂实际操作与amfori BSCI行为准则和法律要求之间仍然存在差距。包括怎么如何减少加班时间等。

1.4 Follow up audit date: Sep 1-2,2022 Result: Open Finding: The main auditee partially respects this principle because the factory established capacity planning procedure and it defined the factory should calculated the costs of production and delivery times (including labor costs) following local law regulation, actual human resource and machine resource in the process of manufacturing plan. But the factory has no contingency plan and business continuity plan to deal something slow down or interrupts production. Therefore, the factory didn't have a good capacity planning to meet the expectations of the delivery order and led to workers' overtime work exceeded 36 hours in the past. The max monthly OT was 110 hours.

2022年9月1-2日的跟进审核 结果：未关闭 被审核方部分遵守原则因工厂已经建立了产能规划程序，并且规定在进行生产安排时会根据劳动法的要求、工厂实际人力资源和设备资源的情况，计算出实际生产成本和交付时间（包括劳动成本）。但是，没有应急计划和生产恢复计划以应对出现减缓或干扰生产时的情况。因此工厂没有一个完善的产能计划去完成预期的订单交货以致于工人的月加班在过去有超过36小时。最大月加班110小时。

### PA 2: Workers Involvement and Protection

2.2 Follow up audit date: Sep 1-2,2022 Result: Open Finding: The main auditee partially respects this principle because the factory established long term goals to protect workers according to the amfori BSCI Code of Conduct. But workers or worker representatives were not involved in goal drafting. The factory explained they did not know this requirement in the past.

2022年9月1-2日的跟进审核 结果：未关闭 被审核方部分遵守该原则是因工厂根据amfori BSCI行为准则定义了长期目标来保护员工。但长期目标的设立无员工或员工代表的参与。

2.5 Follow up audit date: Sep 1-2,2022 Result: Open Finding: The main auditee partially respects this principle because the factory established suggestion box and grievance procedure. Workers can freely express their feelings through the worker representative or suggestion boxes etc. Through workers and management interview, no grievance was found in the past on one year. Through documents review, the factory did not provide the regular survey records on the written procedure for the grievance mechanism.

2022年9月1-2日的跟进审核 结果：未关闭 被审核方部分遵守原则因工厂工厂建立了意见箱和投诉程序。工人可以通过工人代表或意见箱等自由表达自己的感受。通过员工访谈和管理者访谈，最近一年中没有发现有员工投诉。通过文件审核，工厂未提供关于申诉机制程序的定期评审调查记录。

### PA 3: The Rights of Freedom of Association and Collective Bargaining

3.1 Follow up audit date: Sep 1-2,2022 Result: Open Finding: The main auditee partially respects this principle because there were workers representatives and trade union established by the factory. But according to interview statement of workers representatives and workers, 10% interviewees did not know the responsibility of workers representatives.

2022年9月1-2日的跟进审核 结果：未关闭 被审核方部分遵循该原则是因工厂有工会和员工代表，但是基于员工代表和员工访谈发现，10%的被访谈员工不清楚员工代表职责。

### PA 5: Fair Remuneration

5.5 Follow up audit date: Sep 1-2,2022 Result: Open Finding: The main auditee does not respect this principle because the factory didn't provide social insurance to all workers as per legal requirement. During the audit, there were 2888 employees in the factory in total. Based on social insurance payment receipts on Aug 2022 review and management interview, the factory only provided medical and maternity insurance to 2188 workers; provided retirement insurance and unemployment insurance to 2449 workers; provided injury insurance to all workers. By interview with workers and management, parts of workers had attended New Rural Cooperative Medical System in their hometown. But the factory did not verify it.

2022年9月1-2日的跟进审核 结果：未关闭 被审核方未遵守该原则是因未给全体员工缴纳社保。审核期间，厂内共有2888名员工。但根据2022年8月的社保缴费凭证和管理层访谈得知，工厂给2188员工提供了医疗和生育保险，给2449名员工提供了养老保险和失业保险，给所有员工提供了工伤保险。经访谈，员工和管理层表示部分员工因其在老家购买了新农合保险。但工厂未对员工购买新农合保险进行核实。

## PA 6: Decent Working Hours

6.2 Follow up audit date: Sep 1-2,2022 Result: Open Finding: The main auditee does not respect this principle because the monthly OT hours exceeded legal requirement. During the audit, the factory provided the attendance records from 1 Aug, 2021 to 31 Aug, 2022 for review. Based on working hour records review, 20 sampled workers' monthly overtime hour exceeded local legal requirement each month. The workers' daily overtime hours were 0-3 hours per day, weekly working hours were 55-66 hours, monthly overtime hours were 41-110 hours. The max monthly overtime hours were 110 hours (Included 66 overtime hours on weekday and 44 overtime hours on weekend) happened in April 2022.

2022年9月1-2日的跟进审核 结果: 未关闭 被审核方因员工月加班超过法规按要而求未遵守该原则。审核期间, 工厂提供了员工从2021年8月1日至2022年8月31日的考勤记录。根据记录显示, 20名抽样员工的每月月加班超过法规要求。员工日加班为0-3小时, 周工时55-66小时, 月加班为41-110小时。最大月加班为110小时(包含66小时平时加班和44小时周末加班)发生在2022年4月。

## PA 7: Occupational Health and Safety

7.1 Follow up audit date: Sep 1-2,2022 Result: Closed The factory had established management system on health and safety, included health and safety check, training and etc, no findings were found on EHS.

2022年9月1-2日的跟进审核 结果: 关闭 工厂已建立健康安全管理体系, 包括健康安全检查, 培训等, 并确保健康安全部分没有出现问题。

7.4 Follow up audit date: Sep 1-2,2022 Result: Closed There was active cooperation between management and workers when developing and implementing systems towards ensuring OHS, such as workers were involved in the risk assessment.

2022年9月1-2日的跟进审核 结果: 关闭 管理层和工人之间就开发和执行确保职业健康和安全的体系展开积极合作, 例如工厂的风险评估员工有参与。

7.6 Follow up audit date: Sep 1-2,2022 Result: Closed The factory provided properly PPE for workers, such as earplugs were provided to workers engaged in noise and the workers wore earplugs when working.

2022年9月1-2日的跟进审核 结果: 关闭 工厂提供了合适的PPE给员工使用, 例如工厂给接触噪声的员工提供了耳塞, 同时员工在工作时有佩戴耳塞。

7.7 Follow up audit date: Sep 1-2,2022 Result: Closed The factory equipped safety label for chemicals, posted MSDS onsite and in workshop, meanwhile the secondary containments were available for all hazardous chemicals.

2022年9月1-2日的跟进审核 结果: 关闭 工厂为现场存放的化学品配置了安全标签, 现场粘贴了MSDS, 同时为所有的危险化学品提供了二次容器。

## PA 13: Ethical Business Behaviour

13.2 Follow up audit date: Sep 1-2,2022 Result: Open Finding: The main auditee partially respects this principle because the factory did not update the business license. The address of business license was Wulou Goudong Industrial Zone, Shenhu Town, Jinjiang, but the actual production address was Wulou Goudong Industrial Zone, Shenhu Town, Jinjiang and Donghai'an Industrial Zone, Shenhu Town, Jinjiang. Two addresses were 2 kilometres apart.

2022年9月1-2日的跟进审核 结果: 关闭 被审核方部分遵守该原则是因工厂未更新营业执照, 工厂营业执照地址是晋江市深沪乌漏沟东工业区, 工厂实际生产地址是晋江市深沪乌漏沟东工业区和晋江市深沪东海垵工业区, 两地相距2公里。