

Monitoring result for TAIZHOU TAILI LIGHTING CO.,LTD on site TAIZHOU TAILI LIGHTING CO.,LTD

Monitoring

Monitored Party	: TAIZHOU TAILI LIGHTING CO.,LTD
amfori ID	: 114-038856-000
Site	: TAIZHOU TAILI LIGHTING CO.,LTD
Site amfori ID	: 114-038856-001
Address	: Unit 2, 2nd floor , No. 11 Building, Caidang Park, Dongcheng : Linhai : Zhejiang Sheng : China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 30/08/2022
Expiration Date	: 30/08/2023

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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	A
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	B
PA 13: Ethical Business Behaviour	A

General description

The factory was TAIZHOU TALI LIGHTING CO., LTD. It located at Unit 2, 2nd floor, NO.11 Building, Gardeng Park, Congcheng, Linhai, Zhejiang Province, China. The factory used half of 2F and half of 3F of one 4-storey building as production workshop, warehouse and office. The factory was founded on Apr 8, 2018 according to business license (91331082MA2AM8H555). The main products produced in the factory were Christmas lights, Decorative lights, and process was injection molding-Welding-inspecting-Assembling and Packing. No canteen and dormitory were provided in the factory. Confirmed by management interview, all workers were hired directly, no subcontractor was used in the factory.

Total 33 workers were in the factory. The factory provided attendance records from Jul 1, 2021 to audit day, the normal working hours was 8 hours (07:30-11:00, 12:30-17:00) and 5-days per week. Maximum overtime work 2 working hours per day, 68 hours per month, Max weekly working hours was 54 hours and guarantee at least one day rest per week. The payroll records from Jul 2021 to Jun 2022 for review, the wages were paid by cash on 25th of the next month by hourly rated and the minimum wage was RMB2000 per month.

Announcement Type: Announced

Monitoring Date: Aug 23, 2022

Monitoring firm: SGS (Monitoring firm APSCA #: 11660006)

Auditor name: Una Zhang (APSCA member No. C5CA 21762023)

Site Details

Site : TAIZHOU TAILI LIGHTING CO.,LTD
Site amfori ID : 114-038836-001

GICS Classification

Sector : Consumer Discretionary Industry : Household Durables
Industry Group : Consumer Durables & Apparel Sub Industry : Home Furnishings

amfori Process Classifications

N/A

NACE Classification

Manufacture of furniture

G53 Classifications

N/A

Water Stress Situation

N/A

Metrics

Key Metrics

Total workforce	33 Workers
Legal minimum wage in local currency	2876 Monthly
Lowest wage paid for regular work at the site	3000 Monthly
Calculated living wage in local currency	2276 Monthly
Total sample	6 Workers

Other Metrics

Male workers	12 Workers
Female workers	21 Workers
Permanent workers - Male	12 Workers
Permanent workers - Female	21 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	3 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	14 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	12 Workers
Workers hired directly - Female	21 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	3 Workers
Sample - Female	2 Workers

Findings

PA1: Social Management System

1.1 The main auditee partially respected this principle. The factory had established social compliance policy and procedures based on Amfori BSCI standards, but the factory did not set up a fully effective management system to implement the Amfori BSCI Code of Conduct and some non-compliances were identified during the audit in some performance areas.

被审核方部分遵守该准则。工厂基于Amfori BSCI标准建立起了一套社会责任政策和程序，但是工厂未能建立一个完全有效的Amfori BSCI管理体系以执行Amfori BSCI行为准则的要求。审核期间在几个执行领域发现一些有待完善的地方。

1.4 The main auditee partially respected this principle. The factory had the management system on working hours and the production capacity planning, but based on the attendance records from Jul 1, 2021 to the audit date, the factory did not ensure workers' overtime in accordance with the Amfori BSCI requirement and local law, so the factory did not implement management system on working hour perfectly.

被审核方部分遵守该准则。工厂已建立工时管理和产能规划系统，但是根据2021年7月1日至审核当天的考勤记录，工厂未确保工人的加班时间符合Amfori BSCI要求以及法规要求，因此工厂工时管理系统执行层面并不完善。

PA 2: Workers Involvement and Protection

2.2 The main auditee partially respected this principle. The factory had established the targets of social responsibility according to amfori BSCI Code of Conduct, but the factory did not define the target time and the step-by-step approach toward sustainable improvements such as approach for working hours issues.

被审核方部分遵守该准则。工厂依据 amfori BSCI行为准则制定了社会责任目标，但是没有确定目标达成时间及如何逐步达到该目标的机制，如无关于工时问题的达成目标的方法。

PA 5: Fair Remuneration

5.5 The main auditee did not respect this principle. The factory did not provide social insurance for all workers, only 4 out of 33 workers were provided social insurances. No any insurance was provided to other workers.

被审核方未遵守该准则。工厂未能为所有人提供社会保险。工厂仅为33人中的4人提供了社会保险，其他人没有任何保险。

PA 6: Decent Working Hours

6.2 The main auditee did not respect this principle. The workers' overtime exceeded legal laws. Based on sampling review 5 employees' attendance records from Jul 1, 2021 to audit day and wage records from Jul 2021 to Jun 2022, all sampled workers' monthly overtime exceeded 36 hours and up to 68 hours (38 hours OT in weekdays and 40 hours OT in weekends) which happened in Jul 2021.

被审核方未遵守该准则。工人的加班时间超出法规。根据被审核方提供的2021年7月1日至审核当天的考勤以及2021年7月至2022年6月的工资记录，抽样的5名员工中，所有抽样员工月加班超过36小时，最大达68小时（平时加班28小时，周末加班40小时）出现在2021年7月。

PA 7: Occupational Health and Safety

7.1 The main auditee partially respected this principle. The factory had established the complete management system on health and safety, included identify and awareness of related legal regulation, health and safety check, training and etc. However, issues on H&S that violated the local regulations were found during the audit.

被审核方部分遵守该准则。工厂建立完整的健康安全管理体系，包括相关法规的识别与了解，健康安全检査，培训等，但是审核当天工厂在健康安全方面仍有违反当地法规的问题出现。

7.2 The main auditee did not respect this principle. The factory did not provide injury insurance for all workers, only 4 out of 33 workers were provided injury insurances. No any insurance was provided to other workers.

被审核方未遵守该准则。工厂未能为所有人提供工伤保险。工厂仅为33人中的4人提供了工伤保险，其他人没有任何保险。

7.9 The main auditee partially respected this principle. The factory established the management program on electrical installations and equipments, appointed the person to inspect regularly, but the factory didn't post warning sign for electrical box.

被审核方部分遵守该准则。工厂建立了电气设施管理程序且安排人员负责定期检査，但工厂没有为电箱提供警示标识。

7.13 The main auditee partially respected this principle. The factory established the management program on electrical installations and equipments, appointed the person to inspect regularly, most of the electricity facilities were in good condition and the inspection records were saved, but the outer protective covers of 2 electric boxes were not locked at workshop and no inner protective covers by onsite observation.

被审核方部分遵守该准则。工厂建立了电气设施管理程序且安排人员负责定期检査，大部分电气设施完好且保留了电气设施检査记录，但根据现场观察，车间内2个电箱外保护盖没有上锁且没有内盖。

12.2 The main auditee partially respected this principle. The factory established the environmental protection policy, but the fugitive air emission and boundary noise level was not monitored.

被审核方部分遵守该准则。工厂建立了环境保护政策，工厂未监测厂界噪音和无组织排放的废气。

12.3 The main auditee partially respected this principle. The factory established the environmental protection policy, but the factory did not provide EIA and approval for review.

被审核方部分遵守该准则。工厂建立了环境保护政策，但是工厂没有提供环评和批复。