

# Monitoring result for Baixiang Yuanfang Enamel Cookware Co.,Ltd. on site Baixiang YuanFang Enamel Cookware Co., Ltd.

## Monitoring

Monitored Party	: Baixiang Yuanfang Enamel Cookware Co.,Ltd.
amfori ID	: 156-001510-000
Site	: Baixiang YuanFang Enamel Cookware Co., Ltd.
Site amfori ID	: 156-001510-002
Address	: West of Nanhao Village, Baixiang County
	: 055450, Xingtai
	: Hebei Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Follow-up Monitoring
Monitoring Partner	: TUV Rheinland
Monitoring Start Date	: 17/03/2023
Closing Meeting Finished Date	: 17/03/2023
Submission Date	: 24/03/2023
Expiration Date	: 24/03/2024

This is an extract of the online monitoring result, generated on 24/03/2023, 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.



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## Overall rating



## 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	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

Announcement type: Fully-announced

Monitoring date: 17 March, 2023

The facility was located at "West of Nanhao Village, Baixiang County, Xingtai City, Hebei Province, China" (中国河北省邢台市柏乡县南郝村村西). In view of factory, the factory occupied one 2-storey building for warehouse and office, two flat buildings for workshop, three flat buildings for workshop and warehouse and two flat buildings for warehouse, no other facility within the boundary. The facility did not provide canteen, kitchen or dormitory for worker. The occupied land areas was 14200 square meters. The auditee was established in 2009. The main products manufactured by the facility were enamel cookware, and the main production processes were as follows: polishing, shot blasting, coating (enameling or spraying oil), drying, inspection and packing. No obvious peak month in the facility. All employees were directly hired by the factory. The facility management demonstrated a willingness to improve all findings found during the audit. The facility management was cooperative with this audit. And the worker interview and photo taking was not interrupted. During the close meeting, all findings were agreed by facility.

Remark:

1. There was no agency/contractor used by the auditee, which made the agency labour contract/contractor permit not applicable. There was no collective bargaining agreement used by the auditee, which made the collective bargaining agreement not applicable. Factory did not provide government waiver, which made the government waiver not applicable.

2. Lead Auditor: Burgess Liu, CSCA, registration number 21701894;

Auditing company: TUV Rheinland, APSCA Number: 11600007

3. This was follow-up audit based on the full audit on Mar.18, 2022, so this audit scope only covered PA1, PA5, PA6, PA7, PA12. The rate for the questions in PA2, PA3, PA4, PA8, PA9, PA10, PA11, PA13 was kept the same as the previous audit, and the related evidence was selected DE.

4. One flat building used for warehouse and office has been demolished.

#For Living Wage:

1. No anker wage available for the producers' location, so we used the data provided by auditing company.

2. The calculation methodology refers to anker living wage structure.

3. The data comes from the local bureau of statistics for the current year.

## Site Details

Site : Baixiang YuanFang Enamel Cookware Co., Ltd.

Site amfori ID : 156-001510-002

### GICS Classification

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Sector : Consumer Discretionary

Industry : Household Durables

Industry Group : Consumer Durables & Apparel

Sub Industry : Housewares & Specialties

### 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	82 Workers
Legal minimum wage in local currency	1800 Monthly
Lowest wage paid for regular work at the site	3000 Monthly
Calculated living wage in local currency	2207 Monthly
Total sample	10 Workers

### Other Metrics

Male workers	55 Workers
Female workers	27 Workers
Permanent workers - Male	55 Workers
Permanent workers - Female	27 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	2 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	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	55 Workers
Workers hired directly - Female	27 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	7 Workers
Sample - Female	3 Workers

## Findings

### PA1: Social Management System

The facility did not establish effective management system to implement the requirements of amfori BSCI COC and local laws. Through management interviewing, the management explained that facility had set up the amfori BSCI management system, and most of operation follow the requirements of the amfori BSCI management system, however the gaps between the amfori BSCI requirements and facility social performance were actual existed. Per management representative interview, the management representative confirmed that they did not have effective actions to control the overtime. They also stated that due to the poor economic situation, they had put most of their energy into production, resulting in the some findings occur. The facility had established written amfori BSCI management system such as working hour management procedure and remuneration management procedure, etc. However, the amfori BSCI management procedures were not implemented effectively, for example, the issue that the no social insurance, etc. were in place.

企业没有建立有效的管理体系来执行amfori BSCI的行为守则及法律法规的要求。基于管理层访谈，管理层解释企业建立了amfori BSCI管理体系，平时的运作大部分是按照amfori BSCI管理体系的要求执行，但是企业的社会责任表现与amfori BSCI的要求之间确实还存在差距。基于与管理者代表的访谈，管理代表确认企业没有有效的措施去控制加班时间。工厂管理人员同时表示，由于经济形势不好，他们把大部分的精力放到了生产上，导致一些发现点的发生。企业建立了书面的amfori BSCI管理体系，例如工作时间管理程序和工资管理程序等，但企业的amfori BSCI管理体系没有有效执行，例如，没有社保等存在。

The facility did not plan effectively to meet the expectations of the delivery order led to workers have excessive overtime work in past 12 months. Interview with production supervisor, the production supervisor said that the facility had established the production planning management procedure, however the actual overtime was arranged as per the customer's order, and they did not conduct capacity planning.

企业未能进行有效规划去完成预期的订单交货以致于工人在过去12个月中有超时加班工作。与生产主管访谈，生产主管说企业建立了生产计划管理程序，但实际的加班安排要根据客户订单要求，而未做产能规划。

### PA 5: Fair Remuneration

There were 82 employees, including 17 retired employees and no new hired employees. The facility should buy social insurance for the 65 employees. However, no social insurance receipt was provided for review. Per management, they have provided social insurance to some people, because the employee who is responsible for this business is leave during the audit, so they cannot provide the social insurance receipt for review. Workers stated that they did not want to participate social insurance, due to the monthly personal deduction. The auditee stated that due to no compulsive requirement by local government, they did not provide social insurance to all workers. Reference law: Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44, 53.

企业有82名员工，包含17名退休员工，没有新员工。工厂应该为65名员工购买社保。但是工厂没有提供社保发票。管理层表示工厂给一部分员工购买了社保，但是由于负责这个业务的同事在审核期间休假，所以他们不能提供社保发票。员工表示由于社保每月要承担个人费用，他们不愿意交社保。企业表示当地政府没有强制要求，故没有给全部员工缴纳社保。参考法律法规：《中华人民共和国社会保险法》第10，23，33，44，53条。

### PA 6: Decent Working Hours

The facility did not establish the effective system to control and track the overtime hours, it caused that the monthly overtime exceeded 36 hours. The management stated that they knew the monthly overtime hour requirement, and established the overtime hour management procedure, but the facility did not implement the procedure strictly. Moreover, the facility did not establish the working hours control and alarm system yet. Thus it caused the workers had excessive overtime work. However, the facility ensure at least one day rest in a week. All workers worked overtime voluntarily. The facility paid overtime wage according to the law requirement. Auditor selected 10 workers' attendance records from 3 months, it was noted that in January 2023, the monthly overtime hours of 10 out of 10 randomly selected employees were 24 hours, In November 2022, the monthly overtime hours of 10 out of 10 randomly selected employees were 42 hours; In August 2022, the monthly overtime hours of 10 out of 10 randomly selected employees were 40 hours. Remark: In March 2023 (from 1 March 2023 to 17 March 2022), the monthly overtime hours of 10 out of 10 randomly selected employees were 22 hours. Reference law: PRC Labor Law article 41

工厂没有建立有效的管控系统去控制和追踪加班时间，造成月加班超过36小时。工厂管理人员表示，他们知道月加班的要求，也制定了加班时间的管理程序，但是企业没有很好的执行该程序。企业还没有建立加班管控机制和预警机制。因此，造成工人有加班超时情况。但是企业确保了每周至少安排一天休息。员工也是自愿加班。企业按照法律要求支付了加班工资。审核员抽取了10名员工3个月考勤。发现：2023年1月10名员工的月加班为24小时；2022年11月10名员工的月加班为42小时；2022年8月10名员工的月加班为40小时。备注：2023年3月（从2023年3月1日到2023年3月17日），所有10名员工月加班22小时。参考法律法规，中华人民共和国劳动法 第41条。

### PA 7: Occupational Health and Safety

1. Factory did not provide the pre-service, in-service and job leaving occupational health examinations for workers, who was in contact with hazardous substance (e.g. noise and dust existed in polishing process, chemical in spraying oil process).

## PA 7: Occupational Health and Safety

Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35 2. The facility did not provide occupational hazard factors monitor report for review. There was hazardous substance in the facility, (e.g. noise and dust existed in polishing process, chemical in spraying oil process) Reference law: Provisions on the Administration of Occupational Health at Work Sites (2021), Article 20

1.工厂未对接触职业危害因素的岗位的工人进行上岗前、在岗和离职时的职业健康检查,该工人在工作中接触到有害物质,如:如打磨工序内存在噪声和粉尘,喷油工序存在化学品危害。参考法律法规:《中华人民共和国职业病防治法》第三十五条。2.工厂没有提供职业病危害因素监测报告.工厂存在有害物质,如:打磨工序内存在噪声和粉尘,喷油工序存在化学品危害等。参考法律法规:《工作场所职业卫生管理规定》(2021)第二十条

The facility did not buy commercial accident insurance or work-related injury insurance for 82 employees including 17 retired employees. Reference law: Social Insurance Law of the People's Republic of China, Article:33.

工厂没有给82名员工包含17名退休员工购买商业意外险或者工伤保险。参考法律法规:《中华人民共和国社会保险法》,第三十三条。

Through onsite observation, the only one spraying worker in the spraying oil process only wore the disposable medical mask instead of activated-carbon mask. Interview with this worker, the facility has provided proper PPE to him, but he forget to wear. Reference law: PRC on Work Safety article 45 PA 7.6 Partially correction Spraying worker in the spraying oil process wear goggle during working.

通过现场观察,一名喷油工序工人仅佩戴了一次性医用口罩而不是活性炭口罩。通过工人访谈,工厂提供了合适的劳动防护用品,但是该工人忘记佩戴了。参考法律法规:《中华人民共和国安全生产法》第45条 7.6部分改善 喷油工序员工工作期间佩戴了护目镜

Per onsite observation, the factory still did not post relevant labels and installed with secondary container with coating material containers in the spraying oil process. Moreover, the facility did not provide the Material Safety Data Sheet (MSDS) for the coating material. Reference Law: Regulations on Safety Use of Chemicals in Workplaces (1996), Article 12, Regulations on the Safety Management of Dangerous Chemicals article 20

现场审核发现,工厂仍然没有给存储在喷油工序的装涂层材料的容器张贴标识,也没有设置二次容器。另外,工厂也没有提供涂层材料的物质安全数据表(MSDS)。参考法律法规:工作场所安全使用化学品规定 第十二条,《危险化学品安全管理条例》第二十条

The facility cannot provide construction completion inspection and fire certificate or registered record of one 2-storey building for warehouse and office, two flat buildings for workshop, three flat buildings for workshop and warehouse (these buildings were built from 2009 to 2022, the building area ranged from 500 square meters to 2000 square meters). No crack or subsidence was observed. The fire facility worked well. Reference law: Construction Law of the People's Republic of China, Article 61 and Fire Prevention Law of the People's Republic of China Article 13.

工厂不能提供1栋2层建筑用作仓库和办公室、2栋1层建筑用作车间和3栋1层建筑用作车间和仓库(建筑建造于2009年到2022年,这些建筑的建筑面积约从500平米到2000平米)的建筑结构验收合格证和消防安全证明和报告。建筑无裂缝以及下沉,消防设施运行良好。参考法规:《中华人民共和国建筑法》第61条和《中华人民共和国消防法》第13条。

Per onsite observation, it was found around 50% electrical control panel was not installed with inner cover and was unlocked. Reference law: National Safety Technical Code for Electric Equipment, Article 2.2 and 2.3

通过现场走访发现,车间内大约50%的配电箱没有安装内盖且没上锁。参考法律法规:《国家电气设备安全技术规范》第2.2和2.3条

1. The factory did not provide the fork lifts operating certificate and registration certificate and regular inspection report for both two fork lifts for review. Reference law: Special Equipment Safety Law of the People's Republic of China article 33 and article 40, Regulations on Safety Supervision of Special Appliance article 38 2. The factory did not install safety protection measure when the glaze grinding machine working, the rolling parts would hurt worker if worker was near the rolling parts. Through worker interview and document review, there was no machine hurting worker case in the factory. Reference law: General rules for designing the production facilities in accordance with safety and health requirements (GB5083-1999)6.1.2 Partially correction 7.17 The facility installed fully belt guard for all glaze grinding machines in the glaze grinding workshop.

1. 企业没有提供叉车操作证书和所有2台叉车的使用登记证和检验报告。参考法律法规:《中华人民共和国特种设备安全法》第33条和第40条,《特种设备安全监察条例》第38条 2.当釉料磨制机在工作时,工厂没有设置安全防护措施,如果工人靠近机器的转动部件,转动的部件会伤到工人。通过工人访谈和文件查阅,没有发生过设备伤害工人的事件。参考法律法规:《生产设备安全卫生设计总则》(GB5083-1999)6.1.2 7.17部分改善 工厂给所有釉料磨制车间的釉料磨制机的安装了完整的皮带轮防护罩

No proper privacy door was installed and no soap and running water for washing hands was provided in toilets of the auditee and the toilet is not clean.

被审核方卫生间没有安装隐私门,没有提供洗手用的肥皂和水并且厕所不干净。