

# Monitoring result for Xiamen Better Silicone Rubber Co. Ltd. on site Xiamen Better Silicone Rubber Co. Ltd.

## Monitoring

Monitored Party : Xiamen Better Silicone Rubber Co. Ltd.  
 amfori ID : 156-039926-000  
 Site : Xiamen Better Silicone Rubber Co. Ltd.  
 Site amfori ID : 156-039926-001  
 Address : Address 1: Room 202-4, No.165, Tong'an Park, Industry Central Zone, Tong'an District, Xiamen City, Fujian Province, P.R. China Address 2: 1F, No.326-327, Siming Park, Industry Central Zone, Tong'an District  
 : Xiamen  
 : Fujian Sheng  
 : China  
 Monitoring Activity : amfori Social Audit - Manufacturing  
 Monitoring Type : Full Monitoring  
 Submission Date : 08/09/2022  
 Expiration Date : 08/09/2023

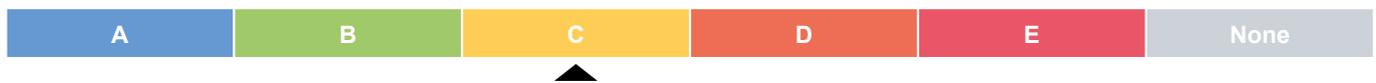
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## Overall rating



## 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	A
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. Xiamen Better Silicone Rubber Co. Ltd. is located at Address 1: Room 202-4, No.165, Tong'an Park, Industry Central Zone, Tong'an District, Xiamen City, Fujian Province, P.R. China, Address 2: 1F, No.326-327, Siming Park, Industry Central Zone, Tong'an District, Xiamen, Fujian, China.
2. Auditor conducted audit on 2 Sep 2022. The auditor arrived at the factory at 9:00 AM and departed at 5:45 PM on 2 Sep 2022.
3. The factory rented about half of the 2nd floor and part of the 3rd floor of one 5-storey production building at address 1 and part of the 1st floor of one 5-storey production building at address 2. The lease contracts and business license were provided for review. This audit only covered the area rented by the factory.
4. Mr. Luo Xingsheng / Management representative, Ms. Zhu Jundan / HR staff and Mr. Gao Xiangwei / Worker representative attended the opening meeting and closing meeting.
5. The main products in the factory were Silicone Products, Rubber Products, Liquid Silicone Products, Plastic Products. The manufacturing processes were Raw materials->Preparation->Forming->Screen printing->Spray painting->Assembly->Packing->Finished goods.
6. Auditor was allowed by the management to access the factory area and take photos. According to management representative interview and workers confirmation, the auditee did not provide dormitory and transportation facility to workers.
7. The auditee agreed that auditor conduct individual and group interviews with workers confidentially during this audit. Workers had been chosen within the whole factory freely without any influence by the management.
8. During the audit, the factory management demonstrated a willingness to gradually improve all issues found during this audit. All findings had been discussed and communicated to management representative and worker representative during the closing meeting.
9. The final CAP was agreed and signed by Mr. Luo Xingsheng / Management representative and Mr. Gao Xiangwei / Worker representative.
10. The Unified social credit code number was 91350212MA31MK9T2B, effective from 20 Apr 2018 to 19 Apr 2068.
11. The factory did not obtain consolidated working hours system approval from local HR resource security bureau.
12. This audit was announced initial audit, so this audit included all PA sections.

Announcement Type: Announced

Monitoring Date: 2 Sep 2022

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

Auditor name: Willie Liu (APSCA member No. CSCA 21701768)

## Site Details

Site : Xiamen Better Silicone Rubber Co. Ltd.

Site amfori ID : 156-039926-001

### 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	44 Workers
Legal minimum wage in local currency	2030 Monthly
Lowest wage paid for regular work at the site	2400 Monthly
Calculated living wage in local currency	2529 Monthly
Total sample	6 Workers

### Other Metrics

Male workers	20 Workers
Female workers	24 Workers
Permanent workers - Male	20 Workers
Permanent workers - Female	24 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	0 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	13 Workers
Domestic migrant workers - Female	16 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	20 Workers
Workers hired directly - Female	24 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	3 Workers

## Findings

### PA1: Social Management System

1.1 Finding: The main auditee partially respects this principle because the factory established amfori BSCI management system and relevant procedures according to amfori BSCI Code and local laws, but there were still gaps between the current situation and the amfori BSCI Code, such as: 1) Worker's monthly overtime hours exceeded the legal requirement; 2) Some health and safety issues were identified.

被审核方部分遵循该准则是因工厂已经根据amfori BSCI行为准则建立了社会责任管理体系和相应的程序文件。但是工厂的当前情况与amfori BSCI的行为准则仍然存在一些差距，例如：1) 员工月加班超出法规要求；2) 健康安全管理存在部分问题。

1.4 Finding: The main auditee partially respects this principle because the factory had realistically calculated the costs of production and delivery times. But the calculation of production capacity was not reasonable to cause workers' monthly overtime hours exceeded the legal requirement.

被审核方部分遵循该准则是因工厂了解如何计算生产产能和订单周期，但产能分析不合理，导致员工的月加班时间超过法规要求。

### PA 2: Workers Involvement and Protection

2.5 Finding: The main auditee partially respects this principle because the factory had established written grievance mechanism for employees in the factory, but no grievance mechanism for communities, such as outside stakeholders, was established in the factory.

被审核方部分遵守该原则是因工厂仅建立了与厂内员工的申诉机制，但未建立与社会的申诉机制，如外部的利益相关方。

### PA 6: Decent Working Hours

6.2 Finding: The main auditee does not respect this principle because the monthly overtime hours exceeded legal requirement. During the audit, the factory provided the attendance records from 1 Aug 2021 to the audit date for review. 6 sampled workers' monthly overtime hours exceeded legal requirement in all months. The max daily overtime was 2.5hours, the max monthly overtime was 75hours (including 35hours on weekdays and 40hours on weekends), happened in Jul 2022, the max weekly working hour was 58hours.

被审核方因员工月加班超过法规要求而未遵守该原则。审核期间，工厂提供了员工从2021年8月1日至审核当天的考勤记录。根据记录显示，6名抽样员工在所有月份的月加班均超过法规要求。员工最大日加班为2.5小时，最大月加班为75小时（包含平时加班35小时和周末加班40小时），发生在2022年7月，最大周工时为58小时。

### PA 7: Occupational Health and Safety

7.1 Finding: The main auditee partially respects this principle because the main auditee had established management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training and etc. But some health and safety issues were identified due to management negligence, e.g. about 10% of products were stored close to the walls and columns.

被审核方部分遵守该原则是因被审核方已建立健康安全管理体系，包括相关法规的识别与了解，健康安全检查，培训等，但是由于管理疏忽，导致仍然有健康安全问题存在，比如约10%的产品靠墙靠柱存放。

7.3 Finding: The main auditee partially respects this principle because the factory had carried out regular risk assessment for safe, healthy and hygienic working conditions, but the factory did not provide occupational health examination for workers in hazardous positions, such as silkscreen printing, spray painting and forming position.

被审核方部分遵守该原则是因工厂有针对性安全、健康和卫生工作条件进行定期风险评估，但是未给危害岗位如丝印、喷涂和成型的员工进行职业健康体检。

7.6 Finding: The main auditee partially respects this principle because the factory established PPE management procedure, provided related training and PPE free of charge to workers, but the factory didn't manage the PPE adequately. E.g. The factory provided dust proof masks instead of gas masks to silkscreen printing and spray painting workers, did not provide rubber gloves to silkscreen printing and spray painting workers, two liquid forming workers did not wear earplugs while operating.

被审核方部分遵守该原则是因工厂虽建立了劳保用品管理规定，给员工提供相关的培训和免费的劳保用品，但对劳保用品管理不到位，比如工厂给丝印和喷涂的员工提供的是防尘口罩而不是防毒面具，未给丝印和喷涂的员工提供橡胶手套，2名液态成型员工操作时未佩戴耳塞。

7.7 Finding: The main auditee partially respects this principle because the factory had established chemical management procedure and provided relevant training to workers, however, no safety label, MSDS and secondary containment were available for about 20% chemicals used onsite, such as cleaning naphtha and anti-rust oil.

被审核方部分遵守该原则是因工厂虽建立了化学品管理规定，且给员工提供了相关的培训，但是现场约20%化学品如去渍油和防锈油没有安全标签，MSDS和二次容器。

7.9 Finding: The main auditee partially respects this principle because no safety warning sign was available for one distribution box and one electric power switch.

## PA 7: Occupational Health and Safety

被审核方部分遵守该原则是因液态成型车间的1个配电箱和1处电气开关未张贴警示标识。

7.11 Finding: The main auditee partially respects this principle because the factory did not provide the building structure safety certificate and fire safety certificate of the two production buildings for review.

被审核方部分遵守该原则是因工厂没有提供2栋生产厂房的建筑竣工验收报告和消防验收报告供查看。

7.21 Finding: The main auditee partially respects this principle because the factory arranged an external restaurant to deliver lunch uniformly, but the health certificate of the kitchen worker in the restaurant was expired on May 30, 2022.

被审核方部分遵守该原则因工厂安排外部一家餐饮店统一送午餐，但是该餐饮店的厨工健康证于2022年5月30日到期。

## PA 12: Protection of the Environment

12.3 Finding: The main auditee partially respects this principle because the factory did not provide the EIA report, EIA approval and environmental inspection acceptance of the manufacturing site located at No.165, Tong'an Park.

被审核方部分遵守该原则因工厂未提供同安园165号厂区的环评报告、环评批复和环保验收报告供查看。