

# Monitoring result for Shanghai Xisi Nonwovens Products Co., Ltd. on site Shanghai Xisi Nonwovens Products Co., Ltd

## Monitoring

Monitored Party	: Shanghai Xisi Nonwovens Products Co., Ltd.	amfori ID	: 156-012082-000
Site	: Shanghai Xisi Nonwovens Products Co., Ltd	Site amfori ID	: 156-012082-002
Address	: No.2, Lane 285, Tiangong Road, Jinshan Industrial Zone, Jinshan District, Shanghai	Monitoring Activity	: amfori Social Audit - Manufacturing
	: Shanghai	Monitoring Type	: Full Monitoring
	: Shanghai Shi	Submission Date	: 15/09/2021
	: China	Expiration Date	: 15/09/2022

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## Overall rating



## Section rating

PA1: Social Management System	D
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

## General description

[Location and size]: Shanghai Xisi Nonwovens Products Co., Ltd. (上海希丝无纺布制品有限公司) was located at No.2, Lane 285, Tiangong Road, Jinshan Industrial Zone, Jinshan District, Shanghai, Shanghai, China. The business license register number was 91310120059362591F, and it was founded on Dec.20, 2012 based on business license, the main processes were Raw Material > Cutting > Folding > Inspecting > Packing. There was no peak season in the facility.

The main product manufactured by the auditee facility were laundry suction sheet, and the production capacity was about 600000 pcs per year.

[Employee analysis]: A total of 48 employees including 24 male employees and 24 female employees were currently working in the auditee facility.

No child labor and young workers worked in the auditee facility.

[Summary of working hours]: Attendance records from Aug.1, 2020 to Sep.8, 2021 were reviewed in this audit. All employees had only one shift: 08:00-12:00, 13:00-17:00, they usually had 2 hours' overtime on weekdays from 18:00 to 20:00, they usually had overtime on Saturdays but had one day off on Sundays. Electronic attendance machine was used for recording the working time, based on management and workers interview, the maximum overtime hours were 2 hours per day, 18 hours per week and 60 hours per month.

[Summary of compensation]: Payroll records from Aug.2020 to Jul.2021 were reviewed during the audit. All employees' wages were paid by hourly rate, and the lowest wage was RMB2800 per month which above the local legal minimum wage standard of RMB2590 per month. For overtime wages, 150% and 200% of regular wages were paid to employees for their overtime hours on workdays and Saturdays, no overtime was arranged on Sundays and in statutory holidays. The wages were paid at 10th of the following month by cash.

[Summary of Interview]: Worker interview were conducted individually and in group. Randomly selected 6 employees, no complaint was raised. The performance areas needed improvements were PA1, PA2, PA5, PA6, PA7 and PA13.

The factory management agreed that the auditor could access to all facilities, compound documents and records requested by the auditor, to take photo of the factory. Factory management agreed auditor to conduct confidential workers interview. During the audit, management showed they were willing to gradually improve all issues found onsite.

Remark: The factory rented one 3-storey production building from Shanghai Hengxinyuan Investment Co., Ltd and rented out partly 1st floor of this 3-storey production building to Shanghai Fannaisi Daily Necessities Co., Ltd, the factory provided the leasing contracts and relevant business licenses for review during the audit day.

Announcement Type: Announced

Monitoring Date: Sep.9, 2021

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

Auditor name: Shelly Chen (APSCA member No. CSCA21702006)

Site Details

Site : Shanghai Xisi Nonwovens Products Co., Ltd

Site amfori ID : 156-012082-002

GICS Classification

Sector : Materials

Industry : Chemicals

Industry Group : Materials

Sub Industry : Commodity Chemicals

GS1 Classifications

N.A.

Product Process Classifications

N.A.

## Metrics

### Key Metrics

Total workforce	48 Workers
Legal minimum wage in local currency	2590 Monthly
Lowest wage paid for regular work at the site	2800 Monthly
Calculated living wage in local currency	4502 Monthly
Total sample	6 Workers

### Other Metrics

Male workers	24 Workers
Female workers	24 Workers
Permanent workers - Male	24 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	3 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	20 Workers
Domestic migrant workers - Female	24 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	24 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	2 Workers
Sample - Female	4 Workers

## Findings

### PA1: Social Management System

1.1 Finding: The main auditee partially respects this principle because the factory established social accountability policy and procedure according to BSCI code, however some procedures were not implemented effectively, issues on wage & benefits, working hours, safety & health and other were identified in the audit, such as no social insurance for all employees and others. The factory did not conduct effective self-assessment to identify and improve these issues.

被审核方部分遵循该原则。工厂建立了基于BSCI的社会责任政策和程序，但是一些程序未有效执行，导致工资福利、工时、健康安全等问题的发生。例如社保缴纳不全等，工厂未进行有效自我评估来发现并改善这些问题。

1.4 Finding: The main auditee partially respects this principle because the audited factory established a capacity planning program, it shows that the factory arranged the production plan according to the delivery time instead of according to amfori BSCI requirement of overtime and legal requirement of overtime, workers' monthly overtime had exceeded the limit of local law in partly months, the maximum monthly overtime were 60 hours in Aug,2020 and Jul,2021.

被审核方部分遵守该准则。被审核方制定了产能规划的程序，工厂按照出货时间来排生产计划，工厂未按amfori BSCI加班时间的要求和法规加班时间的要求安排生产计划，员工的月加班时间在部分月份超过法规要求，最大月加班为60小时，发生在2020年8月和2021年7月。

### PA 2: Workers Involvement and Protection

2.4 Finding: The main auditee partially respects this principle, because 3 out of 6 interviewed workers did not understand the content of Amfori BSCI Code. Though the factory had provided training of Amfori BSCI code to all employees regularly and the factory provided the training records for review, and the factory posted Amfori BSCI code at the canteen, the factory did not check the effect of training. One interviewed employee did not know where the amfori BSCI code posted.

被审核方部分遵守该准则。因6个访谈员工中有3个员工不了解Amfori BSCI的内容。虽然工厂对所有员工定期进行了Amfori BSCI内容的培训并提供了培训记录供查看，且在食堂张贴了Amfori BSCI行为准则，但没有验证培训的效果。1名访谈员工也不清楚amfori BSCI行为准则张贴在何处。

### PA 5: Fair Remuneration

5.4 Finding: The main auditee partially respects this principle because the factory had assessed the local living wage, but the factory did not ensure about 10% workers obtain the wage above the local living wage.

被审核方部分遵循该准则。因为工厂评估了当地的生活工资，但工厂没有保证约10%的员工获得高于当地生活工资的工资。

5.5 Finding: The main auditee does not respect this principle because the factory did not provide social insurances to all the employees. The factory had total 48 employees, including 4 retired employees, no employee entered the factory in the recent month, based on social insurance payment vouchers of the past three months provided by the factory, the payment voucher of Aug 2021 showed the factory provided five kinds of social insurances to 24 employees and provided commercial insurance for other employees, the validity period of commercial insurance was one year which from Jun.28, 2021 to Jun.28, 2022.

被审核方未遵守该原则，因为工厂没有给所有员工缴纳社保。工厂共有48名员工，其中退休员工4名，没有入职不满一个月的员工，根据工厂提供的最近三个月的缴费凭证，记录显示2021年8月工厂给24名员工缴纳了五项社会保险。工厂给其余员工缴纳了商业意外险，商业意外险的有效期为一年（2021/06/28~2022/06/28）。

### PA 6: Decent Working Hours

6.2 Finding: The main auditee does not respect this principle because based on the attendance records from Aug.1, 2020 to Sep.8, 2021 provided by the factory, all sample workers' monthly overtime working hours had exceeded 36 hours (except Feb 2021), the maximum monthly overtime was 60 hours (including 20h overtime in weekdays and 40h overtime in weekends) in Aug.2020 and Jul.2021.

被审核方未遵守该准则。根据工厂提供的2020/8/1~2021/9/8的考勤记录显示，所有抽样工人的月加班时间超过36小时（除2021年2月），最大为60小时（包括20h平时加班和40h周末加班），发生在2020年8月和2021年7月。

### PA 7: Occupational Health and Safety

7.3 Finding: The main auditee partially respects this principle because the factory did not arrange pre-job and off-the-job occupational medical examination for all the workers who were exposed to occupational disease hazards factors (chemical and noise).

主要被审核方部分遵循该准则，因为工厂没有给所有接触职业病危害因素(化学品和噪声)的员工提供了岗前和离岗职业健康体检。

7.25 Finding: The main auditee partially respects this principle because partly raw material and finished goods were stacked against the wall.

被审核方部分遵循该准则，因为工厂部分原料和成品靠墙堆放。

13.2 Finding: The main auditee does not respect this principle because the factory address in the business license was A-B Room, 3/F, No.28 Building, No.2121, Sanlu Highway, Minhang District, Shanghai and the actual address was No.2, Lane 285, Tiangong Road, Jinshan Industrial Zone, Jinshan District, Shanghai, the factory did not update the business license in time. Remark: The factory expressed that they started to production at the new address in Jul.2021, the old address was no longer leased, the business license renewal is being handled, and the new business license has not been obtained yet.

被审核方未遵循该准则，因为工厂营业执照上的地址为上海市闵行区三鲁公路2121号28幢三层A、B室，实际地址为上海市金山区金山工业区天工路285弄2号，工厂没有及时更新营业执照。备注：工厂表示从2021年7月开始在新地址进行生产，老地址不再租赁使用，营业执照更新正在办理，还未来得及拿到新的营业执照。