

# Monitoring result for Wenzhou Treasure Crafts Co.,Ltd on site Wenzhou Treasure Crafts Co.,Ltd

## Monitoring

Monitored Party	: Wenzhou Treasure Crafts Co.,Ltd
amfori ID	: 156-017252-000
Site	: Wenzhou Treasure Crafts Co.,Ltd
Site amfori ID	: 156-017252-001
Address	: No.9, Bldg 14, Yibang Group Industrial Park, Longjin Avenue, Longgang : 325802, Wenzhou : Zhejiang Sheng : China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 23/08/2022
Expiration Date	: 23/08/2023

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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	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

Wenzhou Treasure Crafts Co., Ltd (The Chinese name: 温州奇越工艺品有限公司, the Unified social credit code: 913303276639305169) was located at No.9, Bldg 14, Yibang Group Industrial Park, Longjin Avenue, Longgang, Wenzhou, Zhejiang Province, China. The auditee was founded on 29 Jun 2007 based on the business license.

The auditee used part of 1st to 6th floors of one 6-storey building as workshop, warehouse and office. No kitchen, canteen or dormitory in factory. The total areas used by the auditee were about 2,400 square meters. The auditee was focused on manufacturing Badge, medal, keychain, bottle opener, ornament, plastic crafts, Fridge magnet, the main production processes were punching, die casting, injection molding, assembly and packing, etc. Total 24 employees worked in the auditee during audit, all employees were hired by the auditee directly.

The auditee recorded workers' working time through fingerprint scan attendance recorder, the regular working time was 8 hours per day and 5 days per week. Only one shift was arranged for all production workers: 07:30 to 11:30, 13:00 to 17:00. At least one-day rest was provided after 6 consecutive working days. The normal work week was 5 days from Monday to Friday. Wages were calculated on hourly rated basis. According to management interview, no peak production period in the auditee in recent year.

The auditee Factory Manager and one worker representative attended the opening and closing meeting, and the auditee Factory Manager (Mr. Yan Hongbo) and worker representative (Ms. Li Huifen) signed the CAP and auditee management promised to take corrective actions for non-compliances.

### Management attitude:

During the audit, the management of auditee provided support to the audit team so that the audit had been carried out smoothly.

### Worker attitude:

Workers interviews were conducted in either individual or group in confidential manner. Total 6 individual workers, 1 group of 4 interviews were conducted. All interviewed workers were chosen by auditor without any influence from the management. The interviewed workers were cooperative with the interview and showed satisfying in working in the facility, no negative evidence found during workers' interview.

Remark: 1. The factory rented part of one 6- storey building (No.8 and No.9 Unit) from Yibang Group Co., Ltd as production and office. During the audit, the factory provided the lease contract for review. The audit scope just covered the lease area by factory. 2. This was a BSCI and SMETA combine audit, the interview sample size referred to SMETA requirement (6 individual interviewees and 1 group of 4 interviewees).

Announcement Type: Announced

Monitoring Date: 15-16 Aug 2022

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

Auditor name: Rob Gao (APSCA member No. CSCA 21701719)

Site Details

Site : Wenzhou Treasure Crafts Co.,Ltd  
Site amfori ID : 156-017252-001

GICS Classification

Sector	: Consumer Discretionary	Industry	: Leisure Products
Industry Group	: Consumer Durables & Apparel	Sub Industry	: Leisure Products

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

## Metrics

### Key Metrics

Total workforce	24 Workers
Legal minimum wage in local currency	1840 Monthly
Lowest wage paid for regular work at the site	2300 Monthly
Calculated living wage in local currency	2405 Monthly
Total sample	10 Workers

### Other Metrics

Male workers	12 Workers
Female workers	12 Workers
Permanent workers - Male	12 Workers
Permanent workers - Female	12 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	6 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	7 Workers
Domestic migrant workers - Female	4 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	12 Workers
Workers hired directly - Female	12 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	5 Workers
Sample - Female	5 Workers

## Findings

### PA1: Social Management System

1.1 The auditee partially respected this principle. Because although the main auditee established amfori BSCI management system, and the management knew related requirement of amfori BSCI and conducted internal audit on 31 Dec 2021 and management review on 31 Dec 2021, but the social management system was not implemented effectively. The gap was noted in the sections of Fair Remuneration, Decent Working Hours, etc.

被审核方（生产商）部分遵循该准则。原因是被审核方已建立了amfori BSCI管理系统，了解amfori BSCI相关的要求，并执行了内审（2021年12月31日）和管理评审（2021年12月31日），但由于管理体系不够完善导致主要被审核方在公平报酬，体面工作时间等方面存在的一些缺欠。

1.4 The auditee partially respected this principle because the main auditee had established workforce capacity procedure, but did not organize the workforce capacity properly to reduce the overtime hours. According to the time records provided by the auditee, the employees overtime hours in some months exceeded legal overtime hour limits.

被审核方（生产商）部分遵守该原则，原因是虽然被审核方建立了产能评估程序，但是，没有合理组织劳动力以减少加班时间。根据工厂提供的工时记录发现，员工部分月的月加班时间超出了法律要求。

### PA 2: Workers Involvement and Protection

2.2 Finding: The main auditee partially respected this principle because the main auditee had set up long-term goals for protecting workers, but the main auditee did not analyze the current situation or did not determine the target completion time.

主要被审核方(生产商)部分遵守该准则。原因是主要被审核方已建立了保护工人的长期目标，但是主要被审核方未分析当前状况，未确定目标完成时间。

### PA 5: Fair Remuneration

5.5 The main auditee did not respect this principle because there were 24 employees in the factory (one was retired). Based on the invoice of Jul 2022, 13 employees were provided with retired, unemployment, medical, maternity insurance and all employees were provided with injury insurance. Also, no evidence was identified that the workers had taken part in the agricultural insurance. The workers expressed that they didn't want to be insured.

被审核方(供应商)未遵守该准则。原因是工厂有24名员工（其中一人已退休）。根据工厂提供的2022年7月的社保缴费凭证，工厂为13名员工提供了养老、失业、医疗、生育保险和为所有人提供了工伤保险。没有证据显示工厂员工有参加农保，且访谈员工表示不愿意参保。

### PA 6: Decent Working Hours

6.2 The main auditee did not respect this principle because the monthly OT hours exceeded legal requirement. Based on provided attendance records from 1 Jul 2021 to the audit day, all sample workers' monthly OT hours were exceeded 36h, the maximum was 50 hours in Apr 2022 which including 10 overtime hours on weekdays and 40 overtime hours on weekend.

被审核方（生产商）因员工月加班超过法规按要求而未遵循该准则。根据被审核方提供的自2021年7月1日至审核当日的考勤记录，所有抽样员工月加班均超过法规要求的36h，最大为50小时(包含10小时工作日的加班和40小时的周末加班)，发生在2022年4月。

### PA 7: Occupational Health and Safety

7.1 The auditee partially respected this principle because the main auditee had established complete management system on health and safety, included identify the legal regulation, health and safety check, training etc. But some issue was happened due to management negligence, such as about 10% materials or goods were stored against the wall.

被审核方（生产商）部分遵守该准则。原因是主要被审核方已建立完整的健康安全管理体系，包括法规的识别，健康安全检査，培训等，但是由于管理疏忽，导致某些问题发生，如约10%的物料或产品靠墙存放。