

Monitored Party Huai'an Sunshine Plastic Products Co., Ltd.	amfori ID 156-021566-000	Address Industrial Concentration Area of Boli town, Huai'an District, 223200 Huai'an, Jiangsu Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 25/09/2023	Closing Meeting Finished Date 09/10/2023	Submission Date 09/10/2023
Expiration Date 09/10/2025	Announcement Type Semi Announced	
Site Huai'an Sunshine Plastic Products Co., Ltd.	Site amfori ID 156-021566-001	

This is an extract of the online Monitoring Result, generated on 10/10/2023, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.







amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).








All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent. © amfori, 2021

OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
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	A	

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	C	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

[Audit Information]

Name of lead auditor: Lily Gong; APSCA member (No. CSCA 21702051)

Name of team auditor (if applicable): None

Name of observers, translators, trainees, advisors/consultants (if applicable): None

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

Audit schedule details: The audit is planned for 1 auditor x 1.5 days.

Monitoring Type: Full Monitoring

Announcement Type: Semi-announced

Monitoring Date: 25 Sep. 2023 Afternoon to 26 Sep. 2023 Afternoon

[Business partner information]

Huai'an Sunshine Plastic Products Co., Ltd. was located at Industrial Concentration Area of Boli town, Huai'an District, Huai'an, Jiangsu, China. The number of factory business license was 913208033309617367, it was founded on Mar. 3, 2015, business term: Mar. 3, 2015 to Mar. 2, 2035. Enterprise nature: Limited liability company (Sole proprietorship of natural persons). There was no obvious peak season in the factory. The main product manufactured by the auditee was Inflatable Spa, PVC toys, Inflatable SUP. The main processes were cutting, high frequency, assembly, inspection, testing and packing.

[Audited location information]

2F of one 2-storey production building (about 5363 square meters) used as assembly, testing and packing workshop.

1F of one 2-storey production building (about 5363 square meters) used as cutting, high frequency, inspection workshop.

one 1-storey warehouse building (about 750 square meters) used as finished goods warehouse.

one 1-storey warehouse building (about 950 square meters) used as raw materials warehouse.

one 3-storey building (about 1440 square meters) used as office and dormitory, 1F was used as office, canteen and kitchen, 2F was used as office, 3F was used as dormitory.

one 1-storey building (about 70 square meters) used as packing materials warehouse.

one 1-storey building (about 110 square meters) used as boiler room.

The buildings were owned by the audited factory.

[Operating shifts and hours]

The factory had established procedure of Working Hour according to amfori BSCI Code. Based on management and workers interview, document review, the normal working hour was 5 days per week, 8 hours per day, the normal working time of canteen workers: 9:00-13:00, 14:00-18:00, two shifts for guards: 7:00-15:00 and 15:00-23:00, normal working time of other workers: 8:00-12:00, 13:00-17:00, workers sometimes OT for 2 hours on weekdays and OT for 8 hours on some Saturdays. All workers had one day off per seven days. The maximum overtime was 2 hours per day, 12 hours per week, 36 hours per month.

Time recording system: Workers' attendance was recorded by electrical attendance recorder (fingerprint system).

[Salary payment details]

The minimum wage, overtime wage, statutory holidays, annual leave were complied with regulatory requirements and amfori BSCI requirements. The minimum wage in the factory was RMB2298 per month now, the local minimum wage was RMB1840 per month. Workers' wage was paid on the 30th of each month for the wage of last month by cash, the settlement cycle was a natural month, and there was no wage default. The factory provided the payroll from Aug.2022 to Jul.2023. Overtime wages were paid at 150%/200%/300% on weekdays/weekends respectively/ legal holidays. All workers were paid by hourly rate.

[Worker number information]

1. Total worker number: 97 (production workers: 85 and non-production workers: 12)

2. Production worker number: 21 male workers and 64 female workers.

3. Vulnerable worker number: 7 domestic migrant workers. (5 male workers and 2 female workers). No underage workers, child workers, disabled workers, breastfeeding employees, pregnant women.

4. Any other special group workers: No internship employees, apprentices, subcontractor workers.

5. 6 male workers and 7 female workers were selected for interview, they were interviewed as two groups (3 workers in each group) and 7 workers were interviewed individually. All 13 sample workers were permanent workers, 2 sample workers were domestic migrant people.

[Good practices] The factory provided free working meals and dormitory for workers.

[Worker number information]

No union in the factory, two worker representatives were freely elected by workers in the auditee.

[Circumstances] There was no special circumstance during the audit.

[The special circumstances can be classified as followed]

No negative evidence was identified during the past year based on checking the IPE, and Credit China, Tianyancha.

[Summary of findings]

This full monitoring covered all PAs.

PA1.1: Factory established written policy and procedure regarding amfori BSCI management. But the factory did not implement the procedure effectively.

PA2.4: Factory had provided training of amfori BSCI Code to all workers, based on site observation, factory posted amfori BSCI Code in the workshop, but most interviewed workers did not know about the amfori BSCI Code clearly, the factory did not check the effect of training.

PA5.4: All sampled workers' wages were less than calculated local decent living wage (RMB3550.83/month) in Feb.2023, 2 sampled workers' wages were less than calculated local decent living wage (RMB3550.83/month) in Aug.2022, Nov.2022, Dec.2022.

PA5.5: Not all workers were provided for social insurance.

PA7.1: Materials and products were stored against the wall in warehouse.

PA7.2: Factory did not provide any kind of injury insurance for 61 employees.

PA7.3: Factory did not arrange the occupational health examinations for workers.

PA7.11: Factory did not provide the fire registration certificate/ Fire Safety Certificate and the Building Structure Safety Certificate for all buildings.

PA7.17: There was a boiler in the factory area that was not used during the audit period, but the factory failed to provide detailed information on the boiler, making it impossible to determine whether it belongs to special equipment, whether the operator needed to obtain an operation certificate, and whether regular inspections and registration were needed. The factory explained that the boiler has been discontinued.

PA7.25: Factory did not arrange noise and air quality testing for high frequency workshop and inspecting workshop.

PA12.2: Factory did not monitor the boundary noise level and waste gases.

PA12.5: Factory had developed a program to save water, but no specific plans and implementation records.

No Finding in PA3, PA4, PA6, PA8, PA9, PA10, PA11, PA13.

[Living wage calculation]

#LivingWage: The living wage data is provided by the auditing company and please refer to the PA5 summary to find the details of calculation method of living wage.

[Personal Information protection law] The Personal Information Protection Law of the People's Republic of China was promulgated on August 20, 2021, the producer ensured that relevant personal data and information provided to SGS auditor(s) has been obtained the individual's consent during the audit.

Attachments :

The factory has no comprehensive time keeping approval and collective bargaining agreement.

SITE DETAILS

Site
Huai'an Sunshine Plastic
Products Co., Ltd.

Site amfori ID
156-021566-001

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Leisure Products

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	97	Workers
Legal minimum wage in local currency	1,840	Monthly
Lowest wage paid for regular work at the site	2,298	Monthly
Calculated living wage in local currency	3,550.83	Monthly
Total sample	13	Workers

Other Metrics

Male workers	26	Workers
Female workers	71	Workers
Permanent workers - Male	26	Workers
Permanent workers - Female	71	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	5	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	5	Workers
Domestic migrant workers - Female	2	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	26	Workers
Workers hired directly - Female	71	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	6	Workers
Sample - Female	7	Workers

FINDINGS

PA1: Social Management System

Site: Huai'an Sunshine Plastic Products Co., Ltd. | Site amfori ID: 156-021566-001

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

1.1 The main auditee partially respects this principle because the factory established written policy and procedure regarding amfori BSCI management, but some social responsibility policies and procedures were not implemented effectively, the findings in PA2, PA5, PA7, PA12. were identified during this audit. It violated the requirement of question 1.1 in amfori BSCI system manual.

1.1被审核方部分遵循该准则。工厂已经建立了社会责任管理体系相关的程序文件和管理手册，但部分政策没有理解执行到位，本次审核发现工厂在PA2, PA5, PA7, PA12等部分存在不符合项。违反了amfori BSCI管理手册中问题1.1的要求。

PA 2: Workers Involvement and Protection

Site: Huai'an Sunshine Plastic Products Co., Ltd. | Site amfori ID: 156-021566-001

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH

LOCAL LANGUAGE

Finding

2.4 The main auditee partially respects this principle. Based on workers and management interview, document review, the factory had provided training of amfori BSCI Code to all workers, based on site observation, factory posted amfori BSCI Code in the workshop, but most interviewed workers did not know about the amfori BSCI Code clearly, the factory did not check the effect of training. It violated the requirement of question 2.4 in amfori BSCI system manual.

2.4 被审核方部分遵循该准则。通过员工和管理层访谈，文件查阅，工厂对所有员工进行amfori BSCI Code内容的培训，现场查看，工厂在车间张贴了amfori BSCI行为准则，但大部分访谈员工不了解amfori BSCI Code的内容，工厂没有验证培训的效果。违反了amfori BSCI管理手册中问题2.4的要求。

PA 5: Fair Remuneration

Site: Huai'an Sunshine Plastic Products Co., Ltd. | Site amfori ID: 156-021566-001

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH	LOCAL LANGUAGE
Finding	
5.4 The main auditee partially respects this principle. Based on payroll records review, the minimum wage paid for workers by factory above the local minimum wage standard (RMB1840/month), but all sampled workers' wages were less than calculated local decent living wage (RMB3550.83/month) in Feb.2023, 2 sampled workers' wages were less than calculated local decent living wage (RMB3550.83/month) in Aug.2022, Nov.2022, Dec.2022. It violated the requirement of question 5.4 in amfori BSCI system manual.	5.4被审核方部分遵循该准则。根据工资表查看，工厂支付工人的最低工资高于当地最低工资水平（RMB1840/月），但所有抽样员工在2023年2月低于当地体面生活工资（RMB3550.83/月），在2022年8月，11月，12月有2名抽样员工的工资低于当地体面生活工资（RMB3550.83/月）。违反了amfori BSCI管理手册中问题5.4的要求。

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted?

ENGLISH	LOCAL LANGUAGE
Finding	
5.5 The main auditee does not respect this principle. There were total of 97 employees, 26 employees who reached to retirement age, one employee who had been employed for less than one month. The factory provided medical, endowment, unemployment, child-bearing and injure insurance for 36 employees. There was no other complementary insurance provided. It violated Labor Law of the People's Republic of China (2018 Amendment) Article 72, Article 73.	5.5 被审核方未遵循该准则。通过文件查阅，管理层和员工访谈，工厂一共有97名员工，26名员工达退休年龄，1名新入职不满一个月的员工，工厂为36名员工缴纳医疗，养老，失业，生育和工伤保险，没有其他补充的保险。违反了中华人民共和国劳动法（2018修正）第七十二条，第七十三条。

PA 7: Occupational Health and Safety

Site: Huai'an Sunshine Plastic Products Co., Ltd. | Site amfori ID: 156-021566-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH	LOCAL LANGUAGE
Finding	
7.1 The main auditee partially respects this principle. The factory had established complete management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training and etc. But the factory did not follow the regulations	7.1被审核方部分遵循该准则。工厂已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，健康安全检查和培训等。但未完全遵循法规和amfori BSCI对健康安全的要求，健康安全方面例如 PA7.2, PA7.3, PA7.11, PA7.17, PA7.25等方面出现问题，违反了amfori BSCI管理手册中问题7.1的要求。

Finding	
and amfori BSCI's requirements for health and safety fully, some issues were raised in PA7.2, PA7.3, PA7.11, PA7.17, PA7.25. It violated the requirement of question 7.1 in amfori BSCI system manual. Based on site observation, some materials and products were stored against the wall in warehouse. It violated Regulations on Fire Prevention of Warehouse, Article 18.	通过现场查看，工厂仓库中的部分材料和产品靠墙堆放，违反了仓库防火安全管理规则 第十八条。

Question: 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

ENGLISH	LOCAL LANGUAGE
Finding	
7.2 The main auditee does not respect this principle. Based on document review, workers and management interview, there were total 97 employees, the factory did not provide any kind of injury insurance for 61 employees. It violated the requirement of question 7.2 in amfori BSCI system manual.	7.2被审核方未遵循该准则。通过文件查阅，管理层和员工访谈，工厂共有97名员工，未给其中61名员工购买任何工伤保险。违反了amfori BSCI管理手册中问题7.2的要求。

Question: 7.3 Is there satisfactory evidence that the auditee regularly carries out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH	LOCAL LANGUAGE
Finding	
7.3 The main auditee does not respect this principle. Based on document review, management and workers interview, the factory did not arrange the occupational health examinations for workers who worked with noise. It violated Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35.	7.3被审核方未遵循该准则。通过文件查阅，管理层和员工访谈，工厂未安排所有会接触噪音的员工进行职业病体检。违反了中华人民共和国职业病防治法（2018修正），第三十五条

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH	LOCAL LANGUAGE
Finding	
7.11 The main auditee does not respect this	7.11被审核方未遵循该准则。工厂未能提供所有建

Finding	
principle because the factory did not provide the fire registration certificate/ Fire Safety Certificate and the Building Structure Safety Certificate for all buildings. It violated Fire Prevention Law of the People's Republic of China (2021 Amendment), Article 13 and Construction Law of the People's Republic of China (2019 Amendment), Article 61	筑的消防验收/备案证明及竣工验收证明。违反了中华人民共和国消防法（2021修正），第十三条和中华人民共和国建筑法（2019修正），第六十一条

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH	LOCAL LANGUAGE
Finding	
7.17 The main auditee partially respects this principle. Based on site observation, management and workers interview, there was a boiler in the factory area that was not used during the audit period, but the factory failed to provide detailed information on the boiler, making it impossible to determine whether it belongs to special equipment, whether the operator needed to obtain an operation certificate, and whether regular inspections and registration were needed. The factory explained that the boiler has been discontinued. It violated Special Equipment Safety Law of the People's Republic of China (2013) Article 13, Special Equipment Safety Law of the People's Republic of China (2013), Article 33 and Regulations on Safety Supervision of Special Equipment (2009 Revision), Article 28	7.17被审核方部分遵循该准则。通过现场查看，管理层和员工访谈，工厂厂区内有一个锅炉，审核期间没有使用，但是工厂未能提供该锅炉的详细资料，无法判断该锅炉是否属于特种设备，无法判断操作人员是否需要取得操作证，无法判断是否需要定期检验。工厂解释该锅炉停用了。违反了中华人民共和国特种设备安全法（2013）第十三条，中华人民共和国特种设备安全法（2013）第三十三条和特种设备安全监察条例（2009修订）第二十八条

Question: 7.25 Is there satisfactory evidence the auditee verifies that temperature, humidity, space, sanitation, illumination are adequate for the health and safety of workers?

ENGLISH	LOCAL LANGUAGE
Finding	
7.25 The main auditee partially respects this principle. Based on document review and management interview, the factory did not arrange noise and air quality testing for high frequency workshop and inspecting workshop. It violated Regulations of Occupational Health Management at Work Sites (2020), Article 20	7.25 被审核方部分遵循该准则。通过文件查阅和管理层访谈，工厂没有安排高频车间和检验车间进行噪音和空气质量监测。违反了工作场所职业卫生管理规定（2020）第二十条

PA 12: Protection of the Environment

Question: 12.2 Is there satisfactory evidence that the auditee has procedures in place to ensure integration of local environmental law into the business model?

ENGLISH	LOCAL LANGUAGE
Finding	
12.2 The main auditee does not respect this principle. Based on management interview and document review, the factory did not monitor the boundary noise level. It violated Law of the People's Republic of China on Prevention and Control of Pollution from Environmental Noise (2018), Article 23	12.2 被审核方未遵循该准则。通过管理层访谈和文件查阅，工厂没有监测厂界噪音。违反了中华人民共和国环境噪声污染防治法（2018）第23条。

Question: 12.5 Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?

ENGLISH	LOCAL LANGUAGE
Finding	
12.5 The main auditee partially respects this principle because the auditee had developed a program to save water, but no specific plans and implementation records. It violated the requirement of question 12.5 in amfori BSCI system manual.	12.5被审核方部分遵循该准则。被审核方制定了节约用水的程序，但是未提供具体的计划和实施记录。违反了amfori BSCI管理手册中问题12.5的要求。