

Monitored Party <b>Lishui Justhome Household Co., Ltd.</b>	amfori ID <b>156-054499-000</b>	Address <b>Factory Building No. 3 within 50 meters east of Linling Section, Dongling Village, Jianchi Street, Longquan City, Lishui, Zhejiang Province., 323799 Longquan, Zhejiang Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>TÜV NORD CERT GmbH</b>
Monitoring Start Date <b>24/05/2024</b>	Closing Meeting Finished Date <b>24/05/2024</b>	Submission Date <b>04/06/2024</b>
Expiration Date <b>04/06/2025</b>	Announcement Type <b>Fully Announced</b>	
Site <b>Lishui Justhome Household Co., Ltd.</b>	Site amfori ID <b>156-054499-001</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>A</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>B</b>	

PA 6: Decent Working Hours	<b>D</b>	
PA 7: Occupational Health and Safety	<b>A</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Lead Auditor: Allen Zhou; APSCA membership number: CSCA 21701874.

Monitoring partner: TÜV NORD CERT GmbH, APSCA number: 11600051.

Audit schedule details: The audit was planned for 1 auditor x 1 day; Monitoring Date: 24 May 2024.

Announcement type: Fully Announced

Monitoring type: Full audit

Business partner information: Lishui Justhome Household Co., Ltd. (丽水家合家居用品有限公司) was located at Factory Building No. 3 within 50 meters east of Linling Section, Dongling Village, Jianchi Street, Longquan, Lishui City, Zhejiang Province, China (浙江省丽水市龙泉市剑池街道东岭村林岭段东50米内第3幢厂房). The auditee obtained the business license registration on 13 Mar. 2024. The main products manufactured by the facility was Diatomite Stone Products. The main processes was cutting, printing, inspection and packaging. No subcontractor was used. Since the auditee was established less than 1 year, the estimated annual output of auditee was 1,100,000 pcs.

Audited location information: In the auditee's address, the auditee rented one 2-storey building as workshop, warehouse & office. No canteen, dormitory or transportation was provided to employees. The total rented building area was 952 square meters approximately. The landlord was an auto parts factory, which still used one 1-storey building as workshop & warehouse, and one 3-storey building as boss's living areas. And another one 1-storey building was rented out to an ecological science and technology company as warehouse. Through employee interview and onsite tour, no employees were transferred between each other.

Operating shifts and hours: Normal working hour was 8 hours per day and 5 days per week (from Monday to Friday).

Working on Saturday was treated as overtime and Sunday was guaranteed as rest. Attendance records from 01 Nov.

2023 to 24 May 2024 were reviewed. 1 shift was arranged for workers: 08:00-11:00; 12:00-17:00. No apparent peak season or low season existed. Remark: The auditee has engaged in business activities before completing the application for a business license. The factory started production on Nov. 1, 2023

Time recording system: Electronic finger prints attendance machine was used to record the time in/out.

Salary payment details: Local legal minimum wage was RMB 1840 per month (equivalent to RMB 10.57 per hour) before 01 Jan. 2024, and it was RMB 2010 per month (equivalent to RMB 11.55 per hour) since 01 Jan. 2024. The whole month was counted as a wage calculation cycle, and the wage was paid by cash at around 15th of next month now. Payroll records from Nov. 2023 to Apr. 2024 were reviewed. Workers' wages were calculated by hourly rate, the minimum wage paid to workers was RMB 17.82 per hour. Overtime on normal working days, rest days and statutory holidays was paid at 150%, 200% and 300% of normal wage.

Worker number information: All employees were hired by the factory directly. Total 15 employees including 10 male employees and 5 female employees were working in the factory. There was 1 non-production employee and 14 production employees (9 male and 5 females). There were 9 domestic migrant workers working in the factory.

Good practices: None

Worker organization details: There was no labor union in the factory. Workers were elected worker representatives in Apr. 2024. The management held meetings with worker representative regularly.

Circumstances: The factory management and sampled workers were cooperative during the audit. There was no special circumstance during the audit.

Summary of findings:

PA1: insufficient management system, insufficient capacity planning;

PA2: the worker was not aware of amfori BSCI code of conduct;

PA5: insufficient social insurance provided;

PA6: overtime hours exceeded the legal requirement;

PA7: worker representative not involved in health and safety risk assessment; first aid procedure was not posted onsite; no hand sanitizer or soap was available in toilet;

PA13: the auditee has engaged in business activities before completing the application for a business license.

Management attitude: The facility management showed a positive attitude to this audit during the whole process. All documentation requested for the review was provided timely. Locked areas encountered during the audit were unlocked timely. At the end of the audit, all the findings were accepted by the facility management.

Living wage calculation:

#Living Wage:

1).No anker wage available for the producer 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.

Precautions taken about #COVID-19 in the facility: There are no special measures taken in place at the factory to deal with COVID-19 now.

Remark:

1.a)No contractor was used by the auditee, which makes the contractor license/permit not applicable; b)No agency was used by the auditee, which makes the agency labour contract not applicable; c)No government waiver such as Comprehensive Working Hours System waiver or social insurance waiver was obtained by the auditee, which makes the government waiver not applicable; d)No collective bargain agreements existed in the factory, which makes the collective bargain agreements not applicable.

2. The auditee has engaged in business activities before completing the application for a business license.

## SITE DETAILS

Site  
**Lishui Justhome Household Co., Ltd.**

Site amfori ID  
**156-054499-001**

### GICS Classification

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Sector <b>Consumer Discretionary</b>	Industry Group <b>Consumer Durables &amp; Apparel</b>	Industry <b>Household Durables</b>
Sub Industry <b>Housewares &amp; Specialties</b>		

### 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	15	Workers
Legal minimum wage in local currency	2,010	Monthly
Lowest wage paid for regular work at the site	3,100	Monthly
Calculated living wage in local currency	2,199.47	Monthly
Total sample	5	Workers

### Other Metrics

Male workers	10	Workers
Female workers	5	Workers
Non-binary workers	0	Workers
Permanent workers - Male	10	Workers
Permanent workers - Female	5	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	1	Workers
Management - Female	0	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	6	Workers
Domestic migrant workers - Female	3	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	10	Workers
Workers hired directly - Female	5	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	3	Workers
Sample - Female	2	Workers
Sample - Non-binary	0	Workers

# FINDINGS



## PA1: Social Management System

Site: Lishui Justhome Household Co., Ltd. | Site amfori ID: 156-054499-001

**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
<b>Finding</b>	
<p>It was noted that the factory had established written policy and procedure regarding amfori BSCI management, but it did not implement effectively, also had non-conformance found in some PA. (Working hours, Social insurance, OHS issues etc.). The facility management explained that self-assessment was conducted, and most of the non-compliances were identified, related corrective plans were established, but it was difficult to comply with all procedures perfectly due to various reasons, such as manpower shortage, cost control and so on.</p>	<p>评估中发现工厂已经建立了关于amfori BSCI管理的书面的政策和程序，但是没有有效的实施，比如有些PA仍然有不符合发现（工时，社会保险，健康安全领域等）。工厂管理解释称工厂进行了自我评估，并且大部分的不符合项也有识别，并且制定了相应的改善计划，但是由于很多原因，如人手短缺，成本控制，要完全符合所有程序非常困难。</p>

**Question:** 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>The auditee partially respect to this principle, based on interviews with management and worker representatives, document review, and on-site observations. The auditee had established production capacity planning and cost calculation procedures. But they considered delivery date at first and didn't mainly consider the compliance on overtime during production capacity planning. So workers' overtime was not controlled which didn't comply with local law requirement. (In violation of the requirements of the amfori BSCI system Manual).</p>	<p>被审核方部分遵守该原则，根据文件审阅，现场查看，管理人员和员工访谈，被审核方有建立产能规划及成本核算程序，但是他们在产能规划时优先考虑交付时间且没有重点考虑加班时间的符合性，因此工人的加班时间没有控制好，不符合当地法规要求。（违反了amfori BSCI行为手册的要求。）</p>



## PA 2: Workers Involvement and Protection

Site: Lishui Justhome Household Co., Ltd. | Site amfori ID: 156-054499-001



**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
<b>Finding</b>	
<p>The auditee partially respects this principle, according to document review, management and employee interview, the interviewed workers were unclear about the content and principles of amfori BSCI code of conduct. According to the document review, the auditee provided training on the code of conduct of amfori BSCI to workers. The interviewed workers participated in the training. The trainer who provided the training was familiar with the contents and principles of the code of conduct of amfori BSCI. It was found that the code of conduct of amfori BSCI was posted on the notice board. The explanation of interviewers was that their understanding of freshmen affairs needed a process.</p>	<p>被审核方部分遵守该原则，根据文件审阅，现场查看，管理人员和员工访谈，访谈的工人不清楚amfori BSCI行为守则的内容和原则。文件查阅发现被审核方给工人提供了amfori BSCI行为守则的培训，访谈的工人参与了这次培训，提供培训的培训师熟悉amfori BSCI行为守则的内容和原则，现场发现公告栏里张贴了amfori BSCI行为守则。访谈工人对此的解释是她们/他们对于新生事务的了解需要一个过程。</p>

## PA 5: Fair Remuneration

Site: Lishui Justhome Household Co., Ltd. | Site amfori ID: 156-054499-001

**Question:** 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>The auditee partially respects this principle, according to document review, management and employee interview, not all workers were provided with social insurance. There were total 15 employees hired at the factory during audit date, 1 employee was retiree hired to work again and no employee was newly hired in one month, so the factory should provide social insurance to 14 employees in Apr. 2024. In Apr. 2024, 4 employees (28.6%) was not provided with all five types of social insurance, including work-injury insurance, retirement insurance, medical insurance, unemployment insurance and child-bearing insurance. 10 employees were provided with social insurance. The management explained that part of workers did not want to participate in social insurance, the workers who did not participate in</p>	<p>被审核方部分遵守该原则，根据文件审阅，现场查看，管理人员和员工访谈，不是所有员工都提供社保。工厂审核当天一共雇佣了15名员工，其中1名退休返聘员工，无1个月内新进员工。因此工厂应该在2024年4月应为14名员工提供社会保险。在2024年4月，工厂未给4名员工(28.6%)提供所有社保五险，包括工伤、养老、医疗、失业和生育保险，有10人参加了社保。工厂管理层解释到部分员工不想参加社会保险，未参加社保的员工表示他们不想参加社会保险，因为他们已经参加了当地的农村合作医疗保险，尽管工厂已给他们沟通了社保政策。工厂未收集员工参加当地农村合作医疗保险的相关文件。参考法规：《中华人民共和国劳动法》第72和73条（备注：工厂为全厂15名员工包括所有未参加社保的员工都提供了商业团体意外险，有效期从2024年4月15日到2025年4月14日）。</p>

## Finding

social insurance stated that they did not want to participate in social insurance because they had participated in local rural medical insurance, although the factory had communicated the social insurance policy to them. The factory did not collect the relevant documents about workers participated in local rural medical insurance. Reference law: Labor Law of P.R.C, Article 72 & 73.  
(Remark: Commercial group injury insurance was provided to all 15 workers including all workers who did not join the social insurance. It was valid from Apr. 15, 2024 to Apr. 14, 2025).

## PA 6: Decent Working Hours

Site: Lishui Justhome Household Co., Ltd. | Site amfori ID: 156-054499-001

**Question:** 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

### ENGLISH

### LOCAL LANGUAGE

## Finding

The auditee did not respect this principle, according to document (working hours management procedure, attendance records, production schedules and daily production reports) review, management and employee interview, the factory did not control the monthly overtime hours within legal requirement. According to the attendance records from 1 Nov. 2023 to the audit day review and worker interview, the monthly overtime hours of workers exceeded 36 hours:

- (1) The attendance records in Dec. 2023 showed the monthly overtime hours for 3 out of 5 randomly selected workers exceeded 36 hours and the maximum was up to 56 hours;
- (2) The attendance records in Mar. 2024 showed the monthly overtime hours for 4 out of 5 randomly selected workers exceeded 36 hours and the maximum was up to 56 hours;
- (3) The attendance records in Apr. 2024 showed the monthly overtime hours for 5 randomly selected workers exceeded 36 hours and the maximum was up to 48 hours. Reference law: PRC Labor Law article 41.

The monthly overtime hours of 5 randomly selected employees were 38 hours in May 2024 (from 1st to 24th morning). The factory management stated that

被审核方未遵守该原则，根据文件（工时管理程序、考勤记录、生产排班表、生产日报表）审阅，管理层和员工访谈，工厂未控制月加班时间在法规要求范围内。根据查阅2023年11月1日至审核当天的考勤记录以及员工访谈，工人的月加班时间超过36小时：

- (1) 2023年12月显示5名随机抽样员工有3人月加班超过36小时，最大的达到56小时；
- (2) 2024年3月显示5名随机抽样员工有4人月加班超过36小时，最大的达到56小时；
- (3) 2024年4月显示5名随机抽样员工月加班超过36小时，最大的达到48小时。参考法律法规：《中华人民共和国劳动法》第41条。

5名随机抽样在2024年5月（从1号到24号上午）月加班时间为38小时。工厂管理层表示加班根据订单安排，订单需要及时出货，因此需要加班工作。工人说他们自愿加班且愿意加班来增加收入。  
备注：工厂已经于2023年11月1日开始生产。

### Finding

the overtime schedule was arranged by orders, orders needed shipment in time, so workers needed to work overtime. Workers stated that they worked overtime voluntarily and they were willing to work overtime to increase income.

Remark: The factory already started production on Nov. 1, 2023.

## PA 7: Occupational Health and Safety

Site: Lishui Justhome Household Co., Ltd. | Site amfori ID: 156-054499-001

**Question:** 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

### ENGLISH

### LOCAL LANGUAGE

#### Finding

The auditee partially respects this principle, according to document review, onsite observation, management and employee interview, the workers and their representative were not involved in health and safety risk assessment.

被审核方部分遵守该原则，根据文件审阅，现场查看，管理人员和员工访谈，发现工人和工人代表没有受邀参与进行职业健康安全风险的评估。

**Question:** 7.8 Is there satisfactory evidence that the auditee has developed and implemented accident and emergency procedures?

### ENGLISH

### LOCAL LANGUAGE

#### Finding

The auditee partially respects this principle, according to document review, onsite observation, management and employee interview, the first aid procedure was not posted in production area to tell workers how to handle when trauma or serious illness happened.

被审核方部分遵守该原则，根据文件审阅，现场查看，管理人员和员工访谈，企业没有在生产车间现场张贴急救处理流程以告诉员工如果发生外伤或严重疾病时该如何处理。

**Question:** 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

### ENGLISH

### LOCAL LANGUAGE

#### Finding

The auditee partially respects this principle, according to document review, onsite observation, management and employee interview. No hand

被审核方部分遵守该原则，根据文件审阅，现场查看，管理人员和员工访谈，厂房的洗手间提供没有洗手液或肥皂给员工使用。

### Finding

sanitizer or soap was available in toilet of factory building for workers to use.

## PA 13: Ethical Business Behaviour

Site: Lishui Justhome Household Co., Ltd. | Site amfori ID: 156-054499-001

**Question:** 13.2 Is there satisfactory evidence that the auditee keeps accurate information regarding its own activities, structure and performance?

### ENGLISH

### LOCAL LANGUAGE

### Finding

The auditee partially respects this principle, according to document review, onsite observation, management and employee interview. The auditee has engaged in business activities before completing the application for a business license. The factory started production on Nov. 1, 2023, but the factory only obtained its business license on Mar. 13, 2024. Reference law: Regulations of the People's Republic of China on the Administration of Registration of market entities, article 3

被审核方部分遵守该原则，根据文件审阅，现场查看，管理人员和员工访谈，企业在未完成办理营业执照时便已从事经营活动。工厂于2023年11月1日开始生产，但工厂于2024年3月13日才取得营业执照。参考法律法规：《中华人民共和国市场主体登记管理条例》第三条