

Monitored Party YIWU JITENG TOYS CO.,LTD.	amfori ID 156-021140-000	Address FLOOR 1-4, 5TH BUILDING, NO.111 OF HUACHUAN NORTH ROAD, CHI'AN TOWN, , 322000 Yiwu, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Eurofins CPA
Monitoring Start Date 29/08/2024	Closing Meeting Finished Date 05/09/2024	Submission Date 05/09/2024
Expiration Date 05/09/2025	Announcement Type Fully Announced	
Site YIWU JITENG TOYS CO.,LTD.	Site amfori ID 156-021140-001	

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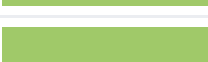

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OVERALL RATING



SECTION RATING

PA1: Social Management System	D	
PA 2: Workers Involvement and Protection	B	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	B	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Monitoring Partner: Eurofins CPA

Lead Auditor: Jason Tang

APSCA Membership Number: CSCA 21704209

Team Members: None

Names of Observers, Translators, Trainees, Advisors/Consultants (if applicable): None

Audit Schedule Details: The full monitoring (Fully Announced) was planned for 1 auditor x 1 day, and the audit was completed on August 29, 2024.

Business Partner Information:

Yiwu Jiteng Toys Co., LTD./义乌市吉腾玩具有限公司(Business license registration number: 913307825793040533) was located on Floor 1-4, 5th Building, No.11 of Huachuan North Road, Chi'an Town, Yiwu City, Jinhua City, Zhejiang Province, China. / 中国浙江省义乌市赤岸镇华川北路111号5号楼1-4楼. The factory was established on July 06, 2011. The total area of structure was about 2860 S.Q. meters.

The main business products were toys (plastic toys, slime, clay, play dough, soft TPR toys, thinking putty).. The main processes included mixing,filling, assembly, inspection and packing. There is no obvious peak season in the factory.

Audited Location Information:

The facility rented one 4-storey building as office, workshops and warehouses (1F was used as finished goods warehouse, 2F was used as office area and accessories warehouse, 3F was used as filling, assembly, inspection and packing workshop, 4F was used as raw material warehouse, mixing and semi-finished goods warehouse). Neither dormitory nor kitchen and canteen are provided by the facility.

Remark: Through facility tour, document review and employee interview, there were other companies in same boundary, through document review and facility tour and employee interview, these companies did not share staff, equipment, or management system. The auditee manages and monitor the health and safety issues in public area such as assembling area and evacuation passage.

Operating Shifts and Hours:

The normal working hours in the factory are 8 hours per day, five days per week (Monday to Friday).

All workers operated one shift and the working schedule was 8:00-11:30 12:30-17:00.

Time Recording System:

The factory uses an electric attendance system (IC Card) to record employees' working hours.

Salary Payment Details:

The factory issues wages to workers in bank transfer on or before the 30th day of the following month. Payrolls from July 2023 to June 2024 were provided and reviewed. Payslip was provided to employees. Based on 6 sampled employees' payrolls and attendance records, the wages were paid by hourly rate and the minimum wage was RMB 16 per hour, which was higher than local legal minimum wage (i.e.: RMB 2260 per month or RMB12.99 per hour since January 01, 2024).

Summary of Social Insurance:

Till the audit day, there were no new employees in recent 30 days, but there were 10 employees who had reached the statutory age of retirement. There were total 44 employees in the auditee and these workers were all directly hired by the auditee. So, the auditee shall provide pension, unemployment, accident, medical and maternity insurance to 34 employees. Social insurance receipts from August 2023 to July 2024 of the auditee were reviewed during this audit. According to the social insurance receipt of the most recent month (July 2024), the auditee only purchased pension insurance, unemployment insurance, medical insurance, maternity insurance and accident insurance for all 34 employees. The auditee purchased commercial accident insurance for 10 employees who had reached the statutory age of retirement with valid period from July 16, 2024 to July 15, 2025.

Worker Number Information:

Total worker number: 44 (36 production workers and 8 managements)

Production worker number: 36 (14 males and 22 females)

Vulnerable worker number: 0
Domestic migrant workers: 24(14 males and 10 females)
Any other special group workers (interns, apprentices, contractor workers etc.): Nil

Good Practices: None

Worker Organization Details: No labor union is available. One worker representative was elected by the workers.

Circumstances:

Ms.Teng/Manager and Ms. Li/Worker Representative participated in the opening & closing meeting. The auditors communicated the findings in detail to them and allowed them to ask questions and make any needed clarifications. Finally, they agreed on the findings and signed the on-site audit findings report.

Special Circumstances:

The special circumstances can be classified as followed: No special abnormal situation occurs.

#Incidents: Nil

#Shortcomings: Nil

#Auditor safety: Nil

#Building safety: Nil

#National events: Nil

#Behaviour : Nil

#Coaching : Nil

#Covid-19 : Nil

#Epidemic : Nil

Summary of Findings:

The performance areas that require improvements are as follows: PA 1, PA 2, PA 6, PA 7 and PA 12.

#LivingWage: The auditee was located in Jinhua City, which cannot be found on the GLWC website. So the auditor used the basic living wage CNY 2850.49, which was manually collected and calculated by the auditor through Anker's methodology.

The Living wage calculation technique used by the auditor is to be inquire the resident consumption parameters published on the local government's public website and yearbook. Afterwards, there are calculated the relevant data of local living wage according to the proportion of Anker methodology of the key parameters. Relevant data comes from the website or yearbook data published by the local government. BLW calculation manually collected by the auditor is uploaded as part of the report attachments.

Remarks:

- 1.The government waiver, agency labor contract, and collective bargaining agreement was not available for the factory on the audit day, making those documents not applicable.
2. Some uploaded attachments (such as wage records and time records) involve employees' personal information, which is protected. This is to comply with the requirements of the Personal Information Protection Law of the People's Republic of China and GDPR.
3. On the factory business license, there is a branch office located in Hongxi Street, Chengxi Street, Yiwu City, Zhejiang Province 902JJ-000635, 9th floor, Building 8, Lugang E-commerce Town, No. 315 Yunlu. According to management interviews, employee interviews, and document reviews, it was found that the branch is a virtual registered location. In response to the local demand for building a free trade zone, the factory provided a declaration document to explain this situation. The employee interviews also confirmed that the factory has no other branch offices in use, they have not worked in other locations, and they understand that the factory does not have any other branch production locations.

SITE DETAILS

Site
YIWU JITENG TOYS CO.,LTD.

Site amfori ID
156-021140-001

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	44	Workers
Legal minimum wage in local currency	2,260	Monthly
Lowest wage paid for regular work at the site	2,784	Monthly
Calculated living wage in local currency	2,850.49	Monthly
Total sample	6	Workers

Other Metrics

Male workers	18	Workers
Female workers	26	Workers
Non-binary workers	0	Workers
Permanent workers - Male	18	Workers
Permanent workers - Female	26	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	4	Workers
Management - Female	4	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	14	Workers
Domestic migrant workers - Female	10	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	18	Workers
Workers hired directly - Female	26	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	3	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: YIWU JITENG TOYS CO.,LTD. | Site amfori ID: 156-021140-001

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	
Based on onsite observation, document review, management and worker/worker representative interviews, it was noted that the auditee did not effectively implement the social accountability management system. The question is rated as Partially because the auditee had established social accountability procedure and policy documents and entrusted a senior manager to implement and maintain the system. Regular internal audit was conducted. However, the auditee did not plan systematically in some performance areas such as working hour management and social insurance management. The auditee management knew relevant regulations on the issues; however, they did not work out measures for continuous improvement. In general, the auditee needs to make improvement in Performance Area Social Management System, Workers Involvement and Protection, Decent Working Hours, Occupational Health and Safety, and Protection of the Environment. (Please refer to Performance Area 1, 2, 6, 7, and 12 for details.) The auditee management explained that they lack the corresponding experience. They would take the initiative to strengthen learning relevant knowledge and make continuous improvement. This is partially in compliance with requirements of amfori BSCI COC PA 1.1	基于现场查阅、文件查阅、管理层访谈和员工/员工代表访谈，评估发现工厂未能有效执行其社会责任管理体系。此问题点判定为部分不符合原因在于工厂建立了社会责任的程序和政策文件，并且委托了高级经理来负责该体系的运作和维护，定期的内审有进行，但是部分执行领域仍未进行系统性的规划，如工作时间的管理和社会保险的管理。工厂管理层虽然知晓当地法规的相关规定，但是工厂没有制定持续改进的措施。总的来说，工厂在社会责任管理体系、工人参与和保护、体面的工作时间、职业健康安全和环境保护执行领域仍需要改进。 (详细分别见绩效评估区域第1、2、6、7和12部分。)工厂管理层解释因为缺乏相应的经验，他们将会主动加强学习相关的知识，并进行持续改善。这部分遵循了amfori BSCI行为准则1.1的要求。

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
Finding	
Based on document review, management and worker/worker representative interviews, it was noted that there were no sufficient evidences to prove that the auditee had effectively assessed and	基于文件审核、管理层和员工/员工代表访谈，无充分证据表明工厂对现有员工产能是否可以按时完成客户订单数量进行了有效评估和合理计划，从而来控制并预期在生产过程中减少影响质量的不必要的

Finding

properly planned its workforce capacity in order to meet the expectations of the delivery order or contracts, and to reduce unnecessary overtime, which may impact quality. The question is rated as No because the auditee did not establish a contingency plan in case something slows down or interrupts production. In addition, the monthly overtime work which exceeded the local law of 36 hours occurred for the sample workers in the sample months. (Refer to 6.2 for details). The auditee management stated that they will gradually improve capacity planning, personnel recruitment plans and personnel skills upgrading training programs. This is not in compliance with requirements of the PRC Labor Law article 41 and amfori BSCI COC PA 1.4.

加班。此问题点判定为不符合的原因在于工厂没有建立应对减缓或干扰生产时的应急计划；此外，工人有超过法定规定36小时的月加班工作的情况发生（详见6.2）。工厂管理层表示他们会逐渐完善产能规划、人员招聘计划和人员技能提升的培训计划。这没有遵守《中华人民共和国劳动法》第41条和amfori BSCI行为守则1.4的要求。

PA 2: Workers Involvement and Protection

Site: YIWU JITENG TOYS CO.,LTD. | Site amfori ID: 156-021140-001

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

Through documents review, onsite observation, management and worker interviews, it was noted that although the auditee had posted amfori BSCI Code of Conduct on site and provided relevant training records, 3 out of 6 interviewed workers were not aware of the social responsibility requirements. The auditee management claimed that they will provide one more relevant training to workers. This question is rated as partially due to most interviewed workers were aware of the social responsibility requirements. This is partially in compliance with requirements of amfori BSCI CoC PA 2.4.

通过文件查阅，现场观察，管理层访谈和员工访谈，发现尽管工厂在现场张贴了amfori BSCI的行为守则，也提供了相关的培训记录供审核，但6名受访员工中有3名员工表示不了解社会责任的相关要求。工厂管理层表示他们会再为员工提供一次相应的培训。该项被判定为局部符合是因为大部分被访谈员工了解社会责任的相关要求。这局部符合amfori BSCI行为准则2.4的要求。

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH

LOCAL LANGUAGE

Finding

Through documents review, onsite observation, management and worker interviews, it was noted that the established grievance mechanism did not include all interested parties. The auditee only established internal grievance method such as suggestion box, communication with workers' representatives, etc for all employees and no external grievance method for all interested parties. The auditee management claimed that they will establish external grievance method for all interested parties. This question is rated as partially due to the auditee established grievance mechanism but incomplete. This is partially in compliance with requirements of amfori BSCI CoC PA 2.5.

通过文件查阅，现场观察，管理层访谈和员工访谈，发现工厂建立的申诉机制没有包含所有利益相关方。工厂仅建立了内部申诉方式如意见箱，向员工代表反应等而没有外部申诉方式面向所有利益相关方。工厂管理层表示他们会面向所有利益相关方建立外部申诉方式。该项被判定为局部符合是因为工厂建立了申诉机制但是不完善。这局部符合amfori BSCI 行为准则2.5的要求。

PA 6: Decent Working Hours

Site: YIWU JITENG TOYS CO.,LTD. | Site amfori ID: 156-021140-001

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

Based on management and worker interviews and time records review it was identified that, auditor checked the attendance records related to the payrolls from July 2023 to June 2024. Overtime hours is systematically out of the limits of the local regulation. According to the attendance records reviewed, it was noted that 6 out of 6 sample employees worked in excess of 36 overtime hours per month (i. e. 64 hours) in June 2024, 6 out of 6 sample employees worked in excess of 36 overtime hours per month (i. e. 66 hours) in March 2024, 6 out of 6 sample employees worked in excess of 36 overtime hours per month (i. e. 66 hours) in December 2023, which was not in compliance with the legal requirement. The factory has established working hour control procedure. The Plant Manager was appointed to control the overtime hours. Currently, they did not have a plan to reduce monthly overtime hours to meet legal requirement and did not establish contingency plans in case of production slowdown or disruption based on capacity planning and order arrangement, resulting in overtime hours of

审核员查看了与工资记录相对应的一年的考勤记录，从2023年7月到2024年6月。抽样最近月2024年6月6名员工，随机抽样月2024年3月6名员工的考勤记录，随机抽样月2023年12月6名员工，显示6/6名员工在2024年6月加班64小时，6/6名工在2024年3月加班66小时，6/6名员工在2023年12月加班66小时，超过每月加班时间不能超过36小时的法律规定。工厂制定了工时政策，任命厂长负责控制加班。目前，他们没有计划减少每月加班时间以符合法律要求，也没有根据产能计划和订单安排制定生产放缓或中断时的应急计划，导致员工加班，这不符合《Amfori BSCI 行为准则》的要求。因此，该问题被评为“不符合”。(根据《中华人民共和国劳动法》第41条)

Finding

employees, which did not comply with the requirements of the Amfori BSCI Code of conduct. Therefore, this question was rated as 'No'. (In accordance with Article 41 of the Labor Law of the PRC)

PA 7: Occupational Health and Safety

Site: YIWU JITENG TOYS CO.,LTD. | Site amfori ID: 156-021140-001

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

Based on onsite tour, management and worker/ worker representative interview, it was noted that hand washing article (such as hand sanitizer) and toilet paper was not provided in the washroom of production building. The question is rated as No because the hand sanitizer was not provided in all toilets of the auditee. The auditee management said that the hand sanitizer was not replenished in time due to the negligence of the management staff. They said that they would arrange the purchase of relevant items and strengthen on-site inspection to avoid the recurrence of such problems. This is not in compliance with requirements of amfori BSCI COC PA 7.22.

基于现场查阅、管理层和工人/工人代表访谈，评估发现洗手间内没有提供清洁手的物品（如洗手液）和纸巾。此问题点判定为不符合原因在于工厂所有区域的洗手间内均没有配备洗手液和纸巾。工厂管理层表示因为管理人员的疏忽没有及时对洗手液进行补充，他们表示接下来会安排相关物品的采购，同时加强现场的巡查力度，避免此类问题的再次发生。这没有遵循amfori BSCI行为守则7.22的要求。

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

Through documents review, onsite observation, management and worker interviews, it was noted that 70% raw materials and finished products were placed against the walls and pillars on the 1st floor and 2nd floor of one 4-storey building. The auditee management claimed that limited space caused this happened. This is not in compliance with the Rules Concerning Warehouse Safety and Fire Control article 18. This question is rated as no due to most of the materials in the plant were not

通过文件查阅，现场观察，管理层访谈和员工访谈，发现工厂1楼和2楼仓库内所有货物均靠墙靠柱堆放。工厂管理层表示工厂空间有限导致了该问题发生。这不符合《仓库防火安全管理规划》第18条。这项被判定为不符合是因为工厂大部分物料都没有被妥善存放。

Finding

properly stored.

PA 12: Protection of the Environment

Site: YIWU JITENG TOYS CO.,LTD. | Site amfori ID: 156-021140-001

Question: 12.1 Is there satisfactory evidence that the auditee continuously identifies the significant impacts and environmental implications associated to its activity?

ENGLISH

LOCAL LANGUAGE

Finding

Based on onsite observation, document review and management interview, it was noted that the auditee has not identified the significant impacts and environmental implications associated to its activity, and there was no grievance mechanism in place to address the environmental concerns of surrounding communities. The question is rated as no because the auditee has not realized that this problem exists. This is not in compliance with requirements of amfori BSCI COC PA 12.1.

基于现场巡视、文件查阅和管理层访谈，评估发现被审核方没有识别其商业活动的重大影响以及对环境造成的后果，也没有建立有关周围社区环境问题的申诉机制。此问题点判定为不符合原因在于被审核方还没有意识到这个问题的存在。这没有遵循了amfori BSCI行为守则12.1的要求。