

Monitoring result for Guangdong Skmei Watch Co.,Ltd on site Guangdong Skmei Watch Co.,Ltd

Monitoring

Monitored Party : Guangdong Skmei Watch Co.,Ltd
amfori ID : 156-036738-000
Site : Guangdong Skmei Watch Co.,Ltd
Site amfori ID : 156-036738-001
Address : Block C6 Wanyang Zhongchuang Industrial Park, 41 Dawang Road, Zhaoqing High-tech Zone
: Sihui
: Guangdong Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Submission Date : 13/06/2022
Expiration Date : 13/06/2023

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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	A
PA 5: Fair Remuneration	C
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

Guangdong Skmei Watch Co., Ltd. 广东时刻美表业有限公司 (Uniform Code of Social Credit: 91441200MA53X6QR1G) was located at Block C6 Wanyang Zhongchuang Industrial Park, 41 Dawang Road, Zhaoqing High-tech Zone, Sihui City, Guangdong Province China. This was a limited company. The floor space occupied by the facility was 5000 square meters. They established on October 18, 2019. A total of 98 employees including 43 female employees and 55 male employees were working in the facility during the audit. The facility was located on one 5-storey building used as production, office and warehouse. No kitchen or dormitory was provided for the employees.

The main production processes were listed as follows: IQC, assembly, inspection and packing. No process was subcontracted. The production capacity was 7200000 pcs per year of electronic watch.

This full audit was conducted by Intertek Testing Services Shenzhen Ltd. At 09:00 am of June 6, 2022, one auditor entered the facility then held an opening meeting according to the Client's Program, Mr. Huang Qiu Ping / Facility Manager and Mr. Jiang You Cai / Employee Representative were present in the meeting. They stated that they would be co-operative with this audit and expressed that they would make the improvement within 12 months.

Remark:

1. The attendance records from May 1, 2021 to June 7, 2022 were reviewed at this audit. All employees worked in one shift, the regular working hours was from 8:00 to 17:30 included 1.5 hours' lunch break from 12:00 to 13:30. The overtime working hours were from 18:30 to 20:30. Finger scanned attendance system was used for time keeping. No peak season in the facility.
2. The payroll records from May 2021 to April 2022 were reviewed at this audit. Employees' wages were calculated on hourly rated basis. The facility paid regular wages based on RMB 2300 per month as RMB 13.22 per hour since December 1, 2021 and RMB 2100 per month as RMB 12.07 per hour before December 1, 2021 that had been exceeded local legal minimum wage (Remark: The local legal minimum wage was RMB1720 per month since December 1, 2021 and RMB 1550 per month before December 1, 2021). Employees were paid on cash on or before 30th of each month after the previous wage calculation cycle.
3. There are no contractor or agencies used by the auditee, which makes the contractor license or agency labour contract not applicable. No government waiver or collective bargaining agreement was provided by the auditee. No inconsistency was found. EIA process was exception for watch assembly industry.
5. #COVID-19: The auditee abides by all current national regulations with respect to COVID-19. Social distancing is enforced, masks are required, employee/visitor temperature is taken upon entrance to the facility. Verification of employee/visitor current physical condition is verified via completion of a questionnaire.
6. Audit date: June 6-7, 2022; Auditing Company: Intertek; Lead auditor: Argus Chow, APSCA registration number: CSCA21700268.

Site Details

Site : Guangdong Skmei Watch Co.,Ltd

Site amfori ID : 156-036738-001

GICS Classification

Sector : Consumer Staples

Industry : Personal Products

Industry Group : Household & Personal Products

Sub Industry : Personal Products

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	98 Workers
Legal minimum wage in local currency	1720 Monthly
Lowest wage paid for regular work at the site	2300 Monthly
Calculated living wage in local currency	1862 Monthly
Total sample	10 Workers

Other Metrics

Male workers	55 Workers
Female workers	43 Workers
Permanent workers - Male	55 Workers
Permanent workers - Female	43 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	0 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	30 Workers
Domestic migrant workers - Female	18 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	55 Workers
Workers hired directly - Female	43 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 facility had set up the management procedures to implement the BSCI Code of Conduct. However, not all policies were properly implemented, such as non-compliances were detected in Performance Areas of Social Management System and Cascade Effect, Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety sections. For details, please refer to Performance Areas 1, 2, 5, 6 and 7 respectively. This finding was against amfori BSCI Code of Conduct, Principle on Social Management System and Cascade Effect. Remark: The auditee didn't fulfill all PAs of BSCI guideline but considering 8 out of 13 PAs were in compliance with BSCI guideline, the auditor decided to select the rating 'Partially' instead of 'No'.

1.1 企业建立了实施BSCI的管理制度。但是，不是所有管理制度均有效执行。例如在执行领域社会责任体系和级联效应，员工参与和保护、公平报酬，工作时间，职业安全和健康领域发现不符合项。详情请参考执行领域1、2、5、6和7。这个问题违反了BSCI领域社会责任管理体系和级联效应。备注：受审核方没有全部符合BSCI的指引，考虑到13项原则中符合8项，审核员选择部分符合的等级。

1.4 The auditee's workforce capacity was not properly organised to meet the expectations of the delivery order and/or contracts due to overtime hours exceeded the local legal requirement in the reviewed months. Please refer to checkpoint #6.2 for details. This finding was against amfori BSCI Code of Conduct, Principle on Social Management System and Cascade Effect.

1.4 企业的劳动力没有被正确安排以满足客人订单的期望，因为在查阅的月份中，员工的加班时间超过当地法律规定的情况。具体参考检查点6.2。这个问题违反了BSCI领域社会责任管理体系和级联效应。

PA 2: Workers Involvement and Protection

2.2 During document review, auditor found that the facility had not defined long term goals to protect workers according to the BSCI Code of Conduct. This finding was against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.

2.2 在文件审阅时，审核员发现企业没有依据BSCI行为准则定义保护员工的长期目标。这个问题违反了BSCI领域员工参与和保护。

PA 5: Fair Remuneration

5.4 During management interview, auditor found that the facility management did not understand the living wage of local area and did not know how to evaluate and calculate the living wage. This finding was against amfori BSCI Code of Conduct, Principle on Fair Remuneration.

5.4 通过管理层面谈，审核员发现企业不了解当地的生活工资，不清楚如何评估计算生活工资。这个问题违反了BSCI领域公平报酬。

5.5 The facility provided social insurance records from May 2021 to May 2022 for review. Based on the social insurance records of May 2022, auditor found that 3 out of 98 employees had been retired back to work, other 20 out of 95 employees (21.05%) had participated in basic endowment insurance, basic medical insurance, unemployment insurance, maternity insurance and injury insurance. Remark: 1) The facility provided group accident insurance for 80 employees, the valid period was from May 23, 2022 to May 22, 2023; 2) Interviewees stated they did not want to participate in social insurance; 3) No temporary and dispatch workers were used. Law/COC: In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state.

5.5 企业提供了2021年5月到2022年5月的社保资料，依据企业2022年5月社保记录发现企业的98名员工中有3名退休返聘员工，其他95名员工有20人（21.05%）参加了养老保险，医疗保险，失业保险，生育保险，工伤保险。备注：1) 企业为80名员工购买团体人身保险，有效期都是2022年5月23日至2023年5月22日；2) 面谈的员工表示她/他们不愿意参加社保；3) 企业没有雇用临时工和劳务派遣工。法规/行为准则：依据《中华人民共和国社会保险法》第十条，职工应当参加基本养老保险，由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险，由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险，由用人单位缴纳工伤保险费，职工不缴纳工伤保险费。第四十四条 职工应当参加失业保险，由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险，由用人单位按照国家规定缴纳生育保险费，职工不缴纳生育保险费。

PA 6: Decent Working Hours

6.2 The monthly overtime hours of 10 out of 10 randomly selected employees were 84 hours in April 2022 (current month), 10 out of 10 random selected employees were 82 hours in December 2021 (random month), 10 out of 10 randomly selected employees were 78 hours in August 2021 (random month). Law/COC: In accordance with the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.

6.2 在2022年4月（当前月），10名抽样员工有10名的月加班时间是84小时；在2021年12月（随机月），10名抽样员工有10名月加班时间为82小时；在2021年8月（随机月），10名抽样员工有10名月加班时间为78小时。法规/行为准则：依据《中华人民共和国劳动法》第41条，用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时；因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。

PA 7: Occupational Health and Safety

7.1 During this audit, the facility did not fully comply with the health and safety legal requirement. Please refer to relevant checkpoints for details. This finding was against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety.

Remark: The auditee didn't fulfill all issues in PA 7, the auditor decided to select the rating 'Partially' instead of 'No'.

7.1 本次审核，审核员发现企业没有完全符合安全健康的法规要求。详情请参考相关检查点。这个问题违反了BSCI领域职业健康和安全的备注：受审核方没有全部符合PA 7的指引，审核员选择部分符合的等级。

7.5 During facility tour, auditor found that there were two cargo lifts in the facility for goods transferring and loading, however the facility could not provide the operator certificate for review. Law/COC: In accordance with Regulations on Safety Supervision of Special Appliance Article 38, The operator and related managers (hereinafter referred to as Special Appliance Operator) of boilers, compressing equipment, elevator, lifting appliance, passenger ropeways, large amusement facilities and facility in-bound vehicles shall be examined according to the relevant regulations by relevant supervising department and obtain nationally unified certificate of special appliance operator prior to operating or managing the appliance operation.

7.5 在现场巡查时，审核员发现企业有两台货梯用于货物的搬运及装载，但企业无法提供该安全管理员证书供审阅。法规/行为守则：依据《特种设备安全监察条例》第38条，锅炉、压力容器、电梯、起重机械、客运索道、大型游乐设施、场（厂）内专用机动车辆的作业人员及其相关管理人员（以下统称特种设备作业人员），应当按照国家有关规定经特种设备安全监督管理部门考核合格，取得国家统一格式的特种作业人员证书，方可从事相应的作业或者管理工作。

7.7 Remark: The processes of the auitee were watch assembling, inspection and packing. No hazardous substance was released into the work environment.

7.7 备注：企业的工序是手表装配，检验和包装。没有有害物质释放到工作环境。

7.21 Remark: No kitchen was provided.

7.21 备注：企业不设立厨房。

7.23 Remark: No transportation was provided.

7.23 备注：企业不提供交通工具。