

Monitoring result for Zhejiang OUK Technology Co., Ltd. on site Zhejiang OUK Technology Co., Ltd.

Monitoring

Monitored Party : Zhejiang OUK Technology Co., Ltd.
amfori ID : 156-043264-000
Site : Zhejiang OUK Technology Co., Ltd.
Site amfori ID : 156-043264-001
Address : No.20 Industrial Functional Zone, Zhengzhai Town, Pujiang County,
: Jinhua
: Zhejiang Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Monitoring Partner : ALGI International, Inc.
Monitoring Start Date : 16/02/2023
Closing Meeting : 20/02/2023
Finished Date :
Submission Date : 23/02/2023
Expiration Date : 23/02/2024

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Overall rating



Section rating

PA1: Social Management System	C
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	B
PA 6: Decent Working Hours	D
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

Zhejiang OUK Technology Co., Ltd. (Local Name: 浙江欧悠可科技有限公司 Uniform Code of Social Credit: 91330726MA2HUJ79X7) located at No.20 Industrial Functional Zone, Zhengzhai Town, Pujiang County, Jinhua, Zhejiang, China (浙江省浦江县郑宅镇工业功能分区20号). The factory was registered in 2020 at present address. The factory was specialized in manufacturing of Plastic Commodity (Plastic flowerpot /storage box/Rice bucket). Main production activities included Injection (including smashing and mixing), Assembling, and Packing.

The factory was composed of one 4-storey building as office and kitchen & canteen (1F), two 5-storey buildings as workshops and warehouses, and one 5-storey building as dormitory (empty 1F). The factory provided kitchen, canteen, and dormitory, but did not provide transportation to workers. The campus was about 7,200 square meters while total construction area of the factory was about 17,700 square meters according to management statement and document review. There was only one factory in the campus

On the audit day, there were total 86 employees. Among them, 72 employees were production workers. As per management interview, the peak season was not obvious in past 12 months.

Based on documents review and management interview, it was noted that all employees, in the factory, were paid by hourly rate. Wages were paid by cash around 30th every month for the preceding month. The factory used the fingerprinting and face identification attendance system to record employees working hours. The regular working hours were from 7:30 to 17:00 with lunch break from 11:30 to 13:00. Two kitchen staff took the shift of 9:00-18:00. The injection workers took the turning shifts of 7:00-19:00 and 19:00-7:00. Normal working days were from Monday to Friday. Overtime was arranged for 2 hours on weekdays and for 8-10 hours on Saturdays.

During the current audit, payroll records from January 2022 to December 2022 and attendance records from January 2022 to the audit day were provided for review. The auditor randomly selected 12 samples from December 2022 (Current month), 12 samples from June 2022 (Random month) and 12 samples from March 2022 (Random month) for verification.

Yan Shilin / Vice General Manager, Yu Jianhua / Factory Director, and Lu Jin / Worker representative from assembling and packing section participated in the opening (started at 9:00 on 16 February 2023) and closing meeting (ended at 13:30 on 17 February 2023). The auditor communicated the findings in detail to them, answered questions, and made necessary clarifications. Finally, they agreed on the findings and signed the on-site audit findings report.

Remark:

1. The full audit (Fully-Announced) was conducted on 16-17 February 2023 by ALGI auditor, Frank Zhou (lead auditor), with APSCA registration No. CSCA 21703847.
2. The local legal minimum wage standard was CNY 1,840 per month (or equivalent to CNY 10.57 per hour) since 01 August 2021.
3. There was no agency or subcontracted worker used by the factory, and no government waivers and collective bargaining agreement were provided during the audit, which led to not applicable for documents of the agency labor contract, contractor permit, government waivers and collective bargaining agreement.
4. #Living Wage: [The audited factory located in Jinhua, which cannot be found on the GLWC website. Thus, the auditor used the basic living wage CNY 2,946.00, 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 inquired 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. Basic Living Wage calculation manually collected by the auditor is uploaded as part of the report attachments.]
5. The factory bought the buildings by bidding so that the relevant documents such as fire safety inspection report and construction acceptance report for the previous buildings were not available.

Site Details

Site : Zhejiang OUK Technology Co., Ltd.

Site amfori ID : 156-043264-001

GICS Classification

Sector : Consumer Discretionary

Industry Group : Consumer Durables & Apparel

Industry : Household Durables

Sub Industry : Housewares & Specialties

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a water stressed region

Metrics

Key Metrics

Total workforce	86 Workers
Legal minimum wage in local currency	1840 Monthly
Lowest wage paid for regular work at the site	3034 Monthly
Calculated living wage in local currency	2946 Monthly
Total sample	12 Workers

Other Metrics

Male workers	44 Workers
Female workers	42 Workers
Permanent workers - Male	44 Workers
Permanent workers - Female	42 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	7 Workers
Management - Female	2 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	15 Workers
Workers with night shift - Female	18 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	38 Workers
Domestic migrant workers - Female	34 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	44 Workers
Workers hired directly - Female	42 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	6 Workers

Findings

PA1: Social Management System

The social management system was proved to be not that effective since some non-compliance issues were detected regarding Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety, Protection of the Environment, and Ethic Business Behavior. Details please refer to Performance Areas 2, 5, 6, 7, 12, and 13.

工厂的社会责任管理体系尚待完善，因为在此次审核中，发现了关于工人参与和保护、公平报酬、体面劳动时间、职业健康与安全、环境保护以及商业道德行为方面的问题。具体请参见区域2, 5, 6, 7, 12和13。

The factory did not provide satisfactory evidence of workforce capacity assessment to prove the factory properly organized to meet the expectations of the delivery order and/or contracts, which led to excessive overtime hours occurring in past 13 months (exceed legal limit on monthly overtime limit of 36 hours). Please refer more details to point 6.2. This violated to the PRC Labor Law article 41.

工厂未提供有效证据证明对产能、劳动力资源是否满足订单及合同要求的评估。导致过去13个月产生超时加班（超过法律要求的每月36小时限制）。详细状况请参考违反项6.2。这违反了《中华人民共和国劳动法》第41条。

PA 2: Workers Involvement and Protection

The factory did not set up the long-term objectives and index on social compliance or BSCI principle, which should involve the workers and representatives.

工厂未遵照社会责任或者BSCI价值和原则制定长期目标，并且让员工和员工代表充分参与。

The effectiveness of the training did not meet expectations. The BSCI Code of Conduct was posted onsite and related training was provided to all employees. However, 2 out of 12 interviewees had no idea about the basic requirements of corporation social responsibilities.

关于BSCI行为准则的培训效果没有达到预期。工厂在现场张贴了BSCI行为准则，并且给所有员工提供了相关培训，但是12名受访员工中有2名对企业社会责任基本要求没有概念。

PA 5: Fair Remuneration

According to management interview and document review, the factory did not have basic awareness of basic living wage nor they calculated Basic Living Wage accordingly.

根据管理层访谈以及文件审核，工厂没有基本生活需求工资的意识，也未进行相应的计算。

Based on the social insurance receipt in January 2023 and commercial insurance receipt, 15 out of 86 (62 employees could buy social insurance) participated in 4-type social insurances (Medical, Retirement, Maternity, and Unemployment insurances). The coverage of 4-type social insurances was 24.2%. The factory provided work-related injury to 49 workers and commercial accident (group) insurance to other employees, with validation from 3 December 2022 to 2 December 2023. The comprehensive coverage of work-related injury insurance and commercial accident insurance was 100.0%. This violated Labor Law, Article 72 and 73. Remark: Through management Interview and worker interview, partial workers had social insurance in hometown already. There were 14 retirees and 10 newly joined (after January 2023) worker, but no temporary worker or dispatched worker in the factory. No social insurance waiver was provided.

根据2023年1月的社保单据以及商业保险单据，工厂在册的86名员工（其中62名可参保人员）中有15名员工参加了社保四险（医疗、养老，生育，失业保险），社保四险覆盖率为24.2%。工厂为49名工人提供了工伤保险，工厂提供了其他员工商业意外(团体)保险，有效期为2022年12月3日至2023年12月2日，工伤保险和商业保险综合覆盖率100.0%。这违反了《中华人民共和国劳动法》第72条和73条。备注：通过管理层访谈和员工访谈，部分员工已经在家乡有社保了。工厂有14退休返聘人员，10名新加入（2023年1月后入职）的员工，但是没有临时工以及劳务派遣工。工厂没有提供社保批文。

PA 6: Decent Working Hours

The monthly overtime exceeded legal requirement. The monthly overtime hours of all 12 samples had reached 40-94 hours in December 2022 (Current month), the monthly overtime hours of 11 out of 12 samples had reached 50-82 hours in June 2022 (Random month), and the monthly overtime hours of 11 out of 12 samples reached 50-86 hours in March 2022 (Random month). This violated the PRC Labor Law article 41.

工厂的月加班工时超过法定要求。2022年12月（当前月）所有12名被抽查员工的加班时间达为40-94小时，2022年6月（随机月）所有12名被抽查员工中11名的月加班时间达到50-82小时，2022年3月（随机月）所有12名被抽查员工中11名的月加班工时达到50-86小时。这违反了《中华人民共和国劳动法》第41条。

PA 7: Occupational Health and Safety

1. The factory had set up the occupational health and safety regulations and procedures. However, the actual practice throughout the factory was not fully in compliance with requirements of local law in the parts of Warehouse safety, Occupational health, Chemical management, Fire safety inspection, Electric safety, Food safety, and etc. 2. It was noted that around 10%

PA 7: Occupational Health and Safety

goods in the warehouse were directly leaned against wall, the distance between the goods and wall was less than the legal required 0.5 meter. This violated to the General Rules for Fire Safety Management of Storage Occupancies, Article 6.8.

1. 工厂虽然建立了职业健康安全方面的程序和相关制度，但是工厂在实际的执行过程中还存在问题，例如仓库安全，职业健康，化学品管理，消防验收，电气安全，食品安全等方面。2. 审核发现工厂的仓库大约10%货物挨墙存放，离墙距离小于法定的0.5米。这违反了《仓储场所消防安全管理通则》GA1131-2014第6.8条。

1. The factory did not provide Occupational Health check to the workers might contact occupation health hazardous agents. The Injection (including smashing and mixing) workers contacted hazardous agents such as noise and dust. This violated the PRC Law of Prevention and Control of Occupational Diseases article 35. 2. The factory had not taken into account the special needs of vulnerable employees in the risk assessment, such as older workers (2 sampled workers were over the age of retirement).

1. 工厂未能提供接触职业危害员工职业病体检，工厂以及注塑(包含粉料碎料)员工都有接触噪音和粉尘的风险。这违反了《中华人民共和国职业病防治法》第三十五条。2. 工厂风险评估没有考虑到年老员工(抽样中有2名员工超过退休年龄的员工)。

Workers or their representatives were not involved in the drafting and implement of the internal procedures on occupational health and safety. For example, the comments or advice from workers and worker representatives were not assessed during the OHS management procedures or regulations setting.

员工或员工代表未参与到制定健康安全程序中。例如，在职业健康安全管理确定时，没有考虑来自员工或代表的意见及建议。

It was noted that the chemical (lubricant) onsite was not placed properly, which was found to be without label, MSDS, or anti-leakage equipment, which did not comply with its procedures and legal requirements. This violated the Regulation of Chemical Safety Usage in Workplace, Article 12 and 19, and Regulation for Safety of Dangerous Chemical article 20.

现场发现没有正确放置使用的化学品(润滑油)，没有标签，张贴MSDS,以及防渗漏装置，不符合工厂规程以及法律规范。这违反了《工作场所安全使用化学品规定》第12条，19条以及危险化学品安全管理条例第二十条。

The factory did not provide the construction acceptance report, fire inspection certificate, or record for 3 buildings (5-storey Dormitory Building No.1, the construction area was about 2,700 square meters; 4-storey Office Building No.2, the construction area was about 2,217 square meters; 5-storey Workshop and Warehouse Building No.3, the construction area was about 9,068 square meters. The buildings were finished in 2014). This violated the PRC Construction Law Article 61 and the PRC Fire Prevention Law article 11. Remark: The factory got the buildings by bidding. However, the factory could not find those documents in local government.

工厂未提供3栋建筑(1号宿舍5层建筑，建筑面积约2,700平方米；2号办公室4层建筑，建筑面积约2,217平方米；3号车间仓库5层建筑，建筑面积约9,068平方米；建成时间为2014)的建筑竣工验收报告以及消防验收合格证书或备案。这违反了《中华人民共和国建筑法》第六十一条和《中华人民共和国消防法》第十一条。备注：工厂通过拍卖获得这些建筑，但是无法在当地政府获得相关的文件。

During the factory tour, all selected unlocked switch boxes in the workshops were found to be without safety cover (inner). This violated the Safety Code of Electric Power Industry-Part 1: Thermal and Machine Article 3.5.5.

走访发现，车间中所有个抽样的未锁电控箱没有配备安全盖(内盖)。这违反了《电业安全工作规程第1部分：热力和机械》第3.5.5条的规定。

It was noted the factory did not provide food services permit of canteen. This violated Food Safety Law of the People's Republic of China, Article 35.

审核中发现：被审核方未提供餐厅的食品经营许可证。违反了《中华人民共和国食品安全法》第三十五条。

It was noted that no basic supplies, such as toilet paper, was available in the toilets. Moreover, the toilets in injection workshop were not marked by gender.

审核发现工厂车间的卫生间没有提供基本备品如厕纸，并且注塑车间中的厕所没有性别标识。

PA 12: Protection of the Environment

The Construction units did not compile Environmental Impact Report, Environmental Impact Report Form or fill out Environmental Impact Registration Form as per the rules. (The factory contained the process of Injection.) This finding violated the PRC Environmental Impact Assessment Law Article 16.

工厂没有按照规定组织编制环境影响报告书、环境影响报告表或者填报环境影响登记表。(工厂涉及注塑工序)这个发现违反了《中华人民共和国环境影响评价法》第16条。

According to management interview and document review, the factory set up sources and energy management regulation (No document number), but the record on water conservation was not available for review.

根据管理层访谈和文件审核，工厂制定了节约能源资源管理制度(无编号)，没有提供相应的节约用水记录。

PA 13: Ethical Business Behaviour

The factory had not yet developed effective mechanism or system to collect and use personal information with reasonable care. The factory responsible person did not know the implementation of PRC personal information protection law.

工厂没有有效的程序或机制来保护个人隐私。工厂负责人表示不知道关于新的中华人民共和国个人信息保护法的实施。