

# Monitoring result for NINGBO SUNRISE OUTDOOR PRODUCTS LTD. on site NINGBO SUNRISE OUTDOOR PRODUCTS LTD.

## Monitoring

Monitored Party	: NINGBO SUNRISE OUTDOOR PRODUCTS LTD.	amfori ID	: 156-007204-000
Site	: NINGBO SUNRISE OUTDOOR PRODUCTS LTD.	Site amfori ID	: 156-007204-002
Address	: No. 188, Huishui Road, Luotuo, Zhenhai District, : 315202, Ningbo : Zhejiang Sheng : China	Monitoring Activity	: amfori Social Audit - Manufacturing
		Monitoring Type	: Follow-up Monitoring
		Submission Date	: 30/06/2021
		Expiration Date	: 07/07/2022

This is an extract of the online monitoring result, generated on 30/06/2021, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - The English version is the legally binding one.



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## Overall rating



## Section rating

PA1: Social Management System	D
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	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 Labour	A
PA 12: Protection of the Environment	A

## General description

The auditee was located at No. 188, Huishui Road, Luotuo, Zhenhai District, Ningbo City, Zhejiang Province(浙江省宁波市骆驼街道汇水路188号). Confirmed by factory tour, there were one 6-storey dormitory building (1F as canteen), three 3-storey production buildings and five flat steel buildings extensively constructed based on three original production buildings in the boundary, which covered more than 25000 square meters.

Confirmed by factory tour and management interview, the partial areas (about 1500 square meters) of 1F of one 3-storey building were leased to one coating factory, which also provided coating service for the auditee. The coating factory had independent business license. And 50% products were supplied to the auditee. The auditee did not share employees and management with the coating factory.

The auditee mainly produced Umbrella, Gazebo and Green house. The production processes in the factory included metal-processing(cutting, punching and welding), sewing, assembly and package. The coating process was subcontractor to other company. There was no peak season in the factory.

The auditee management was cooperative throughout the audit. The auditor was allowed to conduct factory tour, take photos, review documents and interview workers freely. Finally, the auditee agreed the findings and signed the CAP.

Remark:

1. The following documents were not applicable for the auditee: A. Contractor license/permit-No contractor was used in the factory; B. Agency labor contract- No agency was used in the factory; C. Government waivers-No waiver was obtained by the auditee; D. Collective bargaining agreement- No collective bargaining agreement was signed.

2.PA3,PA4,PA8,PA9,PA10,PA11 and PA13 was not covered in the follow-up audit.

## Site Details

Site : NINGBO SUNRISE OUTDOOR PRODUCTS LTD.

Site amfori ID : 156-007204-002

### GICS Classification

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Sector : Consumer Discretionary

Industry : Leisure Products

Industry Group : Consumer Durables & Apparel

Sub Industry : Leisure Products

### GS1 Classifications

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N.A.

### Product Process Classifications

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N.A.

## Metrics

### Key Metrics

Total workforce	78 Workers
Legal minimum wage in local currency	2010 Monthly
Lowest wage paid for regular work at the site	2100 Monthly
Calculated living wage in local currency	2215 Monthly
Total sample	9 Workers

### Other Metrics

Male workers	37 Workers
Female workers	41 Workers
Permanent workers - Male	39 Workers
Permanent workers - Female	41 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	2 Workers
Management - Female	1 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	2 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	32 Workers
Domestic migrant workers - Female	33 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	39 Workers
Workers hired directly - Female	41 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	4 Workers

## Findings

### PA1: Social Management System

The auditee had established the CSR management system to implement the amfori BSCI Code. However, there were still some gaps between the actual situation of the auditee and the amfori BSCI Code. Such as: 1) the workers monthly OT working hours exceeded 36 hours. The management reflected that the workers were arranged to overtime work because of labor shortage. The workers confirmed that overtime was voluntary. 2) The social insurance was not covered for all employees. Workers reflected that they did not want to purchase social insurance here. The factory provided the social insurance according to workers' willingness. 3) Occupational health examination was not provided for the workers in welding and punching position. The boss had not provided the fund to improve the issue yet.

被审核方建立了社会责任管理体系去执行amfori BSCI行为准则。但是，被审核方在实际执行过程中与amfori BSCI行为准则存在一定的差距。如1) 工人的月加班时间超出36小时。管理层反映由于劳动力短缺，员工被安排加班。员工确认加班自愿。2) 社保未覆盖到所有员工。工人反映他们不愿意在这里购买社保。工厂基于员工意愿提供社保。3) 未给焊接及冲床岗位的工人提供职业病体检。管理层反映老板还没有提供资金去改进此事宜。

The factory had established the cost accounting and capacity planning procedure. But the procedure had not been executed effectively. The management reflected that the production plan was defined according to production orders, but without considering the workers monthly OT working hours, which led the workers monthly OT working hours exceeded 36 hours.

工厂建立了成本核算和产能计划程序。但是此程序未有效执行。管理层反映生产计划根据生产订单制定，而没有考虑员工的加班时间，导致工人的月加班时间超出36小时。

### PA 2: Workers Involvement and Protection

Confirmed by documents review and management interview, the long-term goals to protect employees had been defined in the factory. However, partial long-term goals had not been executed, such as controlling the workers monthly OT working hours and providing the social insurance for all employees. Meanwhile, the auditee did not communicate with the workers and worker representatives about it.

基于文件审核和管理层访谈，工厂建立了保护工人的长期目标。然而，部分长期目标没有执行，如控制工人的月加班时间及给所有工人提供社保。同时，被审核方没有与员工及员工代表沟通这些目标。

### PA 5: Fair Remuneration

Social insurance was not covered for all employees. Total 80 employees were in the factory, including 13 retirees and one new employee. So 66 out of 80 employees should participate social insurance. But the factory did not provide social insurance (including retirement, medical, maternity, unemployment and work-related injury insurance) for 21 out of 66 employees. During the audit date, the factory provided the payment voucher of social insurance from Jun, 2020 to May, 2021 for review. It was noted that the factory did not provide social insurance (including retirement, medical, maternity, unemployment and work-related injury insurance) for 21 out of 66 employees in recently one month. Confirmed by management interview, partial employees had participated new rural social pension insurance in their hometown. And they did not want to purchase social insurance here. The auditee provided social insurance according to workers' willingness. Reference law: Labor Law of P.R.C, Article 72&73 Remark: 1) 13 retirees were in the factory; 2) One employee joined the company less than one month; 3) Commercial insurance was provided for the 13 retirees and workers who did not participate social insurance, valid from Dec 24, 2020 to Dec 23, 2021.

社保未覆盖到所有员工。工厂共有80名员工，包括13名退休返聘员工及1名新进员工。因此80名员工中的66名员工应当参加社保。基于文件审核，被审核方未给66名员工中的21名员工提供社保（包括养老，医疗，生育，失业及工伤保险）。审核期间，工厂提供了2020年6月至2021年5月的社保缴费凭证供审核。工厂于最近一个月未给66名工人中的21名工人提供社保（包括养老，医疗，生育，失业及工伤保险）。基于管理层访谈，部分员工在他们家乡参加了新农保。且他们不愿意在这里购买社保。被审核方根据工人意愿提供社保。参考法律法规：《中华人民共和国劳动法》第72条及第73条 备注：1) 工厂有13名退休返聘员工；2) 1名员工入职不超过一个月；3) 商业保险提供给13名退休返聘员工及未参加社保的员工，有效期从2020年12月24日至2021年12月23日。

### PA 6: Decent Working Hours

The workers monthly OT working hours exceeded 36 hours. The factory did not have effective system to control workers OT working hours. The reasons were as follows: 1. According to documents review, the auditee had established the working time management procedure. Although the procedure stipulated the workers daily OT working hours should not be exceeded 3 hours, and monthly OT working hours should not be exceeded 36 hours, the production department did not execute the procedure effectively. 2. The management reflected that the workers were arranged to overtime according to the orders requirement. The production department did not control the workers monthly OT working hours. 3. Confirmed by workers interview, overtime was voluntary. And they expected more overtime, which could increase total wages. The factory provided one day off per week. 4. Confirmed by worker attendance records from Jul 1, 2020 to audit date, the workers monthly OT working hours exceeded 36 hours. The details were as follows: 1) 9 sampled workers monthly OT working hours was 86 hours in Jul, 2020; 2) 9 sampled workers monthly OT working hours was 78 hours in Dec, 2020; 3) 9 sampled workers monthly OT

## PA 6: Decent Working Hours

working hours was 72 hours in Apr, 2021; 4) 9 sampled workers monthly OT working hours was 58 hours in Jun, 2021(from Jun 1, 2021 to audit date).Reference laws: Labor Law of the P.R.C, Article 41

工人的月加班时间超出36小时。工厂没有有效的系统去控制工人加班时间。原因如下：1. 基于文件审核，被审核方建立了工作时间管理程序。尽管程序中规定日加班不超过3小时，月加班不超过36小时。但是，生产部门没有有效执行此程序。2. 管理层反映工人根据订单需要安排加班。生产部门没有控制工人的月加班时间。3. 基于员工访谈，加班是自愿的。他们期望有更多的加班，这样可以增加收入。工厂保证了工人每周休息一天。4. 基于工厂提供的2020年7月1日至审核期间的考勤记录，工人的月加班超出36小时。详细如下：1) 9名抽样工人在2020年7月的月加班时间为86小时；2) 9名抽样工人在2020年12月的月加班时间为78小时；3) 9名抽样工人在2021年4月的月加班时间为72小时；4) 9名抽样工人在2021年6月（2021年6月1日至审核期间）的月加班时间为58小时；参考法律法规：《中华人民共和国劳动法》第41条

## PA 7: Occupational Health and Safety

1. Confirmed by factory tour, it was noted that obvious noise in the metal-processing workshop. However, the auditee did not conduct noise testing for the metal-processing workshop and air quality testing for the welding area. Reference law: Provisions on the Administration of Occupational Health at Work Sites (2021), Article 20 2. Confirmed by documents review, workers interview and management interview, the auditee did not provide pre-job, on-service and post-service occupational diseases examination for workers who worked at cutting, punching and welding area. Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35

1. 基于现场查看，金加工车间存在明显的噪音。然而，被审核方没有对金加工车间的噪音及焊接工位的空气质量进行检测。参考法律法规：《工作场所职业卫生管理规定》（2021），第20条 2. 基于管理层访谈，员工访谈及文件审核，被审核方未给下料，冲床及焊接岗位的员工提供岗前，在岗及离岗体检。参考法律法规：中华人民共和国职业病防治法第三十五条

Confirmed by documents review and management interview, the escape drill was not conducted in the dormitory building in the past one year.

基于文件审核和管理层访谈，近一年未在宿舍楼内举行逃生演习。

Confirmed by factory tour and management interview, it was found that the auditee had not posted the regulations and operational procedures for prevention and control of occupational diseases, emergency rescue measures in accidents caused by occupational disease hazards, and the monitoring results of the factors of occupational disease hazards at the metal-processing workplace. Reference law: Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, article 24.

基于现场查看和管理层访谈，被审核方还没有张贴职业病防治的规章制度、操作规程、职业病危害事故应急救援措施和工作场所职业病危害因素检测结果在金工车间。参考法律法规：中华人民共和国职业病防治法第二十四条。

The auditee had not obtained the fire safety certificate and building structure certificate for one 3-storey building(which added one floor on the 2-storey building, covered about 7500m2) and five 1-storey buildings(each building was covered more than 300m2). These buildings were completed after 2000. Confirmed by factory tour, the fire equipment(such as fire extinguishers and fire hydrants) were installed for each building. The buildings were maintained well, and no crack was found on the walls of each building. Reference law: Fire Prevention Law of The People's Republic of China Article 13 and Construction Law of The People's Republic of China Article 61

被审核方未获得一栋3层厂房（由之前的2层厂房加盖了一层，面积约7500m2）及5幢1层的生产楼（每幢面积超过300m2）的消防安全证明及竣工验收。这些厂房均竣工于2000年之后。基于现场查看，消防设施（如灭火器及消防栓）设置在每幢楼内。厂房维护良好，每幢楼的墙面没有裂缝。参考法律法规：中华人民共和国消防法第13条和中华人民共和国建筑法第61条。

Confirmed by factory tour, 80% electrical switches in dormitory building were still fixed on the wooden boards and exposed. Meanwhile, at least five electrical boxes in metal-processing workshop were not closed and no inner cover was installed for the electrical boxes, which led the electrical switches were exposed. Confirmed by documents review and management interview, one electrician was available for the factory, and checked the electric utilities once per month. Reference law: General guide for safety of electric user (GB/T 13869-2017), Article 5.1.2.

基于现场查看，宿舍楼的约80%的电气开关固定在木板上且裸露在外。同时，金工车间至少有5个电箱没有闭合，且电气开关没有安装内盖，导致开关裸露。基于文件审核和管理层访谈，工厂配备了一名电工，且每月对电气设施进行检查。参考法律法规：《用电安全导则》（GB/T13869-2017），第5.1.2条。