

Monitoring result for Shenzhen YLD Home Appliances Limited on site Shenzhen YLD Home Appliances Limited

Monitoring

Monitored Party	: Shenzhen YLD Home Appliances Limited	amfori ID	: 156-014665-000
Site	: Shenzhen YLD Home Appliances Limited	Site amfori ID	: 156-014665-001
Address	: Floor 4, No. 5 Zhiye Road, Xiaolan Town, : 528415, Zhongshan : Guangdong Sheng : China	Monitoring Activity	: amfori Social Audit - Manufacturing
		Monitoring Type	: Full Monitoring
		Submission Date	: 09/06/2021
		Expiration Date	: 09/06/2022

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Overall rating

A	B	C	D	E	None
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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	B
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

Shenzhen YLD Home Appliances Limited(深圳市雅莉达电器制造科技有限公司) was established in 2010 and located at Floor 4, No.5 Zhiye Road, Xiaolan Town, Zhongshan City, Guangdong Province, China (中国广东省中山市小榄镇置业路5号四楼). The factory rented the 3rd, 4th and 5th floors as production workshop and warehouse and partial 1st floor as office and workshop of one 6-storey production building, from the real estate owner, the occupied area were 1,437 S. Q. meters for each whole floor and 852 S. Q. meters for 1st floor.

Other floors had been occupied by other factories under their independent businesses, there was no shared workforce or product process between the auditee with other factories located in the same industrial park.

The main products were Home appliances including sous vide, pot stirrer, slow juicer, and power blender, hand blender, Halogen oven, ice cream maker. The main process was DIP, assembly and packing. As per management interview and document review, no obvious peak or low season was presented in the auditee. All workers were hired by the factory directly. No dormitory, canteen or transportation was provided by factory.

The management team was cooperated with the audit team; no any access denied for any buildings, no any obstruction or limits for photos taken, all interviewees had been sampled by audit team randomly without any influence or external disturbance by the management team, all necessary documents had been provided promptly, e.g. production records and QC daily records.

The audit findings and deadline date of corrective action had been understood and accepted by management representative.

Remark 1: No contractor used onsite, so contractor license/permit submission was not applicable; no dispatched workers used onsite, so agency labour contract submission was not applicable; no government waiver was obtained so government waivers submission was not applicable. Collective bargaining was not prohibited, no collective bargaining occurred for past 12 months, so CBA submission was not applicable.

Site Details

Site : Shenzhen YLD Home Appliances Limited

Site amfori ID : 156-014665-001

GICS Classification

Sector : Consumer Discretionary

Industry : Household Durables

Industry Group : Consumer Durables & Apparel

Sub Industry : Household Appliances

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	92 Workers
Legal minimum wage in local currency	1720 Monthly
Lowest wage paid for regular work at the site	1720 Monthly
Calculated living wage in local currency	1929 Monthly
Total sample	15 Workers

Other Metrics

Male workers	44 Workers
Female workers	48 Workers
Permanent workers - Male	44 Workers
Permanent workers - Female	48 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	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	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	40 Workers
Domestic migrant workers - Female	41 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	44 Workers
Workers hired directly - Female	48 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	7 Workers
Sample - Female	8 Workers

Findings

PA1: Social Management System

Through management interview, document review and factory tour, the CSR management system was not completed in implementation. Such as the factory had established working hours, benefits and compensations and chemical management procedure. But they were not 100% implemented or systematic followed, such as the factory did not effectively control overtime hours, did not ensure the participation rate of social insurance etc.

通过管理人员访谈、文件查阅和现场查看，工厂的社会责任管理系统在实施方面不够完善。比如建立了工时制度，薪资福利制度，化学品管理等程序，但这些程序没有被完全遵守或没有系统的规划，比如工厂没有有效控制加班时间，没有确保社保的参保率等。

Through document review, the factory established capacity planning procedure; through management interview, the factory need to calculate the costs of production and delivery times (including labour costs) during contract reviewing in order to arrange production plan. However, through reviewing working hours recording, it was noted that capacity planning was not too effective, monthly overtime of sampled workers exceeded law requirement.

通过文件查阅，工厂有建立产能规划程序；通过管理人员访谈，在合同评审阶段，被审核方需要计算出实际生产成本和交付时间（包括劳动成本），以便安排生产计划。但是，通过查看工时记录，发现被审核方产能计划不是太有效，抽样员工的月加班都超过了法律规定。

PA 2: Workers Involvement and Protection

The factory did not establish the long term goals to protect workers according to amfori BSCI COC, such as related on working hour, benefits issue, health and safety issues etc.

工厂未根据amfori BSCI行为守则的要求制定对员工保护的长期目标，比如关于工时、福利、健康安全等方面。

PA 5: Fair Remuneration

Through the social insurance payment receipt from May 2020 to Apr. 2021 provided by factory management and management interview, there were 92 workers in the audited factory in Apr. 2021, 45 out of 92 workers were not provided with medical insurance, pension Insurance, unemployment insurance, industrial injury insurance and maternity insurance. Did not use workers who reached retirement age. The factory did not use home workers and dispatch workers. There was no new employed workers in the past one month. Part workers had participated in rural cooperative medical insurance, so they would not buy social insurance in the factory, the management did not count how many workers bought Rural Cooperative Insurance. (Refer to PRC Labour Law, Article 72 and 73). Remark: No commercial insurance provided for workers.

通过工厂提供2020年5月至2021年4月的社保缴纳凭证及管理访谈，被审核方2021年4月份有92名员工，其中有45名员工未参与医疗保险，养老保险，失业保险，工伤保险和生育保险。没有使用达到退休年龄的员工。工厂未使用家庭和派遣工。工厂过去1个月没有新雇佣员工。部分员工已参加了农村合作医疗保险，所以就不愿意在工厂购买社保，管理层未统计有多少员工购买了新农合保险。（查看《中华人民共和国劳动法》第72条和73条）。备注，工厂未提供商业保险给工人。

PA 6: Decent Working Hours

Through reviewing attendance records from 1 May. 2020 to the audit date, 1~2 Jun. 2021, there was no apparent peak or low season for the auditee. Excessive monthly overtime hours was noted for most months and Sep. and Dec. 2020 and Apr. 2021 were the main sampled months in this audit. Details: monthly overtime hours exceeding 36 hours was noted for 15 out of 15 random sampled employees in these three months respectively, maximum reaching 76, 78 and 74 hours respectively. The facility had established working hour control policy, but it was not implemented effectively by workshop. As reported by workshop supervisors, the workshop needed to conduct excessive overtime to finish the order in time. Meanwhile, excessive monthly overtime was very normal in production workshop and it was hard to avoid completely. As reported by workers, they were willing to conduct overtime work to earn more money. Reference law: China Labour Law, article 41. Remark: in Jun. 2021, monthly OT hours were 2 hours till the audit day.

通过查阅2020年5月1日至审核当天，2021年6月1~2日，的考勤显示，工厂没有明显淡旺季，过去大部分月份的月加班时间超过36小时，此次以2020年9月，12月和2021年4月为主要抽样月。详情：这三个月15名随机抽样员工中分别有15名月加班超过36小时，最大分别达到76，78和74小时。工厂建立了控制工作时间的政策，但是车间未能有效实施。根据车间主管汇报，车间需要进行超时的加班工作来按时完成订单，同时，制造业普遍会加班超时，很难完全避免。根据员工汇报，他们愿意进行加班来获取更多报酬。参考法律法规：《中华人民共和国劳动法》第41条。备注：在2021年6月，月加班截至到审核当天是2小时。

PA 7: Occupational Health and Safety

There was occupational hazard factors in the factory. The employees in DIP section at 1st floor were working contacting Lead smoke dusts and stannic oxide of wave soldering process. However, the factory did not establish the occupational disease examination system. The factory did not provide any employees with pre-job, on-job or job-leaving occupational disease

PA 7: Occupational Health and Safety

physical examination. Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35.

工厂有存在职业病危害因素。例如一楼手工插件车间的员工在波峰焊工序产生的铅烟及二氧化锡环境下工作。但是，工厂没有建立职业病体检制度。工厂没有给任何员工提供岗前、岗中和离岗的职业病体检。参考法律：《中华人民共和国职业病防治法》第三十五。

Through the social insurance payment receipt from May 2020 to Apr. 2021 provided by factory management and management interview, there were 92 workers in the audited factory in Apr. 2021, the factory did not provide injury insurance or business accident insurance to 45 out of 92 workers in Apr. 2021. The factory has established procedures for treating injuries, and no injuries have occurred in the past 12 months. Reference law: Social Insurance Law of the People's Republic of China, article 33.

通过工厂提供2020年5月至2021年4月的社保缴纳凭证及管理访谈，被审核方2021年4月份有92名员工，工厂2021年4月没有给92员工中45名提供工伤保险或者商业意外险。工厂建立了工伤处理程序，过去的12个月中没有发生工伤。参考《中华人民共和国社会保险法》第33条。

One employees in the assembly section at 5th floor of production building did not wear the provided earplugs during operation near the high frequency machine. Reference law: PRC Work Safety Law, Article 42.

工厂五楼组装车间一名员工在高周波操作时没有佩戴提供的耳塞。参考法律：《中华人民共和国安全生产法》第四十二条。

PA 13: Ethical Business Behaviour

The business license address was not updated timely. The business license address of the auditee was " Floor 4, No.5 Zhiye Road, Xiaolan Town, Zhongshan City, Guangdong Province, China ". But the auditee actually occupied the 3rd, 4th and 5th floors as production workshop and warehouse and partial 1st floor as office and workshop of one 6-storey production building. The auditee had not yet updated its business license address. Management explained they would update it as soon as possible. Reference law and regulation: Regulation of the People's Republic of China on the Administration of the Registration of Enterprise Legal Persons, article 17.

营业执照地址没有及时更新。工厂的营业执照地址为“中国广东省中山市小榄镇置业路5号四楼”，但实际上工厂占用了一栋6层厂房的3，4，5楼作为车间及仓库和部分1楼作为办公室及车间。工厂还未更新营业执照地址。管理解释会尽快更新地址。参考法律法规：《中华人民共和国企业法人登记管理条例》第十七条。