

# Monitoring result for KAFUWELL (HANGZHOU) INDUSTRY CO., LTD. on site KAFUWELL (HANGZHOU) INDUSTRY CO., LTD.

## Monitoring

Monitored Party : KAFUWELL (HANGZHOU) INDUSTRY CO., LTD.  
 amfori ID : 156-000995-000  
 Site : KAFUWELL (HANGZHOU) INDUSTRY CO., LTD.  
 Site amfori ID : 156-000995-002  
 Address : Tianfeng Country, Yiqiao Town, Xiaoshan District,  
 : 311256, Hangzhou  
 : Zhejiang Sheng  
 : China  
 Monitoring Activity : amfori Social Audit - Manufacturing  
 Monitoring Type : Full Monitoring  
 Submission Date : 18/12/2021  
 Expiration Date : 18/12/2022

This is an extract of the online monitoring result, generated on 19/12/2021, 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	C
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
PA 13: Ethical Business Behaviour	A

## General description

KAFUWELL (HANGZHOU) INDUSTRY CO., LTD. Located at Tianfeng Country, Yiqiao Town, Xiaoshan District, Hangzhou City, Zhejiang, China(中国浙江省杭州市萧山区义桥镇田丰村). Within the wall boundary, only one 4-storey building existed. The building belongs to the auditee. The auditee used partial area of the 1st floor, whole area of the 2nd, 3rd and 4th floors as workshop, warehouse and office. The total floor area used by the auditee were around 16000 square meters. The products manufactured by the auditee was Metal tools, the main production processes were: Assembly and packing. All the mentioned processes were finished within the factory. The peak month was not obvious. No transportation, canteen and dormitory was provided currently.

Remark:

1. The other area of the 1st floor was used by one box factory, this factory was one of the auditee's boxes supplier. The auditee did not shared worker with the box factory. They have different management and finance.
  2. The factory did not use labor agency, which makes the agency labor contract not applicable.
  3. The factory did not obtain government waivers such as Comprehensive Working Hours System waiver, social insurance waiver and etc, which makes the government waivers not applicable.
  4. The factory did not have collective bargain agreements, which makes the collective bargain agreements not applicable.
  5. The factory did not use contractor, which makes the contractor license/permit not applicable.
  6. Auditor: Charles Wang, CSCA, registration number 21701825, Auditing company: TUV Rheinland, APSCA Number:11600007
- The management was cooperate throughout the whole audit, all the area could be access and take photos, the documents were provided in time and the interview was conducted in privacy. During the close meeting the auditor communicated the good and insufficient area in implementing the amfori BSCI requirement, the management stated they will correct as soon as possible.

## Site Details

Site : KAFUWELL (HANGZHOU) INDUSTRY CO., LTD.

Site amfori ID : 156-000995-002

### GICS Classification

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Sector : Consumer Discretionary

Industry : Household Durables

Industry Group : Consumer Durables & Apparel

Sub Industry : Household Appliances

### GS1 Classifications

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N.A.

### Product Process Classifications

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N.A.

## Metrics

### Key Metrics

Total workforce	24 Workers
Legal minimum wage in local currency	2280 Monthly
Lowest wage paid for regular work at the site	2401 Monthly
Calculated living wage in local currency	2651 Monthly
Total sample	6 Workers

### Other Metrics

Male workers	12 Workers
Female workers	12 Workers
Permanent workers - Male	12 Workers
Permanent workers - Female	12 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	1 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	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	7 Workers
Domestic migrant workers - Female	10 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	12 Workers
Workers hired directly - Female	12 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	3 Workers
Sample - Female	3 Workers

## Findings

### PA1: Social Management System

The factory established the social responsibility management manual and procedures based on amfori BSCI principle and local legal requirement, however, the factory did not maintain the management system properly. For example, all sampled workers' monthly overtime hours exceeded 36 hours. The interviewed management was aware of the requirement of amfori BSCI. The interviewed worker stated they want more overtime to increase income. The management stated they will continue communicate with workers and correct soon.

工厂建立了基于amfori BSCI原则和当地法律法规的社会责任管理手册和程序文件,然而,工厂并没有很好地维护管理体系。例如,大部分抽样的员工月加班都超过36小时。受访的管理层了解amfori BSCI的要求。访谈的员工说希望多的加班来增加收入并且员工说不想参加社保。管理层说持续和员工沟通并且会尽快改进。

The factory did not have a good capacity planning to meet the expectations of the delivery order, led to workers worked excessive monthly overtime hours (refer to 6.2).

工厂没有一个完善的产能计划去完成预期的订单交货以致于工人加班过量(见6.2)。

### PA 2: Workers Involvement and Protection

The suggestion box was set at the entrance of security house, which was not good for protecting the privacy of user.

意见箱设置在门卫室入口,不利于保护使用者的隐私。

### PA 6: Decent Working Hours

The factory did not have effective overtime control system. The factory established working hour rules, fingerprint attendance system was used to record workers' attendance, workers' overtime hours depended on production task, but one day off per week was guaranteed. HR staff stated that the working hours record system couldn't alert when overtime near or over the limits. Through workers interview, worker worked overtime voluntary. The interviewed worker stated the overtime was voluntary. 1) the monthly overtime of 6 out of 6 random selected workers exceeded 36 hours in May 2021, maximum overtime hours were 66 hours; 2) the monthly overtime of 6 out of 6 random selected workers exceeded 36 hours in July 2021, maximum overtime hours were 76 hours; 3) the monthly overtime of 6 out of 6 random selected workers exceeded 36 hours in October 2021, maximum overtime hours were 62 hours. Reference law: PRC Labor Law article 41. Remark: The monthly overtime of random selected workers were 20 hours in December 2021 (until the audit day).

工厂没有有效的系统去控制加班。工厂有制定工时制度,员工采用指纹考勤系统记录出勤时间,员工的加班时取决于生产任务,但是员工每周休息一天是有保证的。负责考勤管理的人事员工讲,考勤系统没办法预警当其加班时间快超过或已经超过要求时。通过员工访谈,员工加班自愿。1)随机抽取的6名员工中的6名月加班在2021年5月超过36小时,最多为66小时;2)随机抽取的6名员工中的6名月加班在2021年7月超过36小时,最多为76小时;3)随机抽取的6名员工中的6名月加班在2021年10月超过36小时,最多为62小时。参考法律法规:《中华人民共和国劳动法》第41条。备注:随机抽取的员工月加班在2021年12月月加班为20小时(截至审核当天)。

### PA 7: Occupational Health and Safety

The factory did not post emergency response procedure in the workshop.

工厂没有在车间张贴应急响应程序。

The factory did not post scald prevention signs at the water dispenser. Code of Occupational Hazard Notification and Warning Sign Management for Employer (2014), Article 13.

工厂没有在饮水机处张贴防止烫伤标志。《用人单位职业病危害告知与警示标识管理规范》(2014),第13条。

### PA 13: Ethical Business Behaviour

The factory did not conduct ethical business behavior risk assessment.

工厂没有开展商业道德风险评估。