

Feihong Five Metals Wares Co., Ltd

Country:

Factory address:

Factory city:

Factory state/province:

Audit type:

Factory contact name:

Factory contact phone:

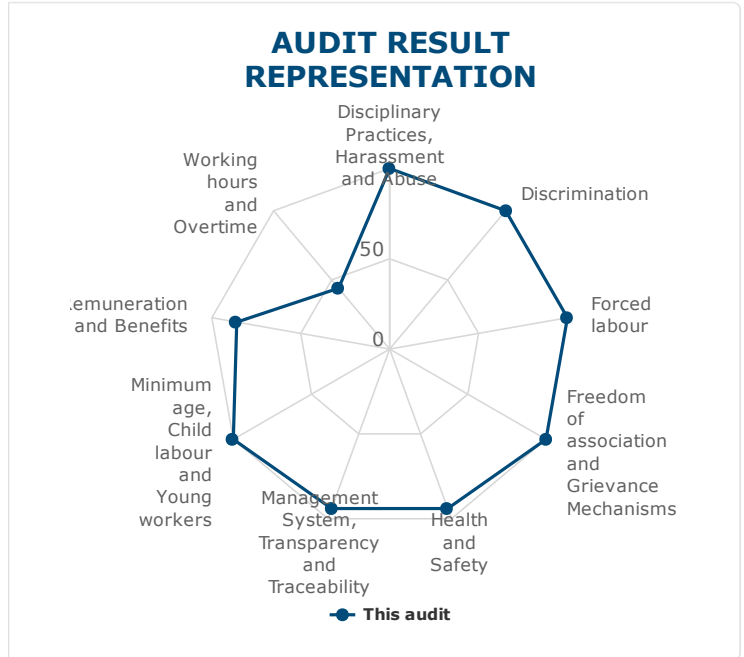
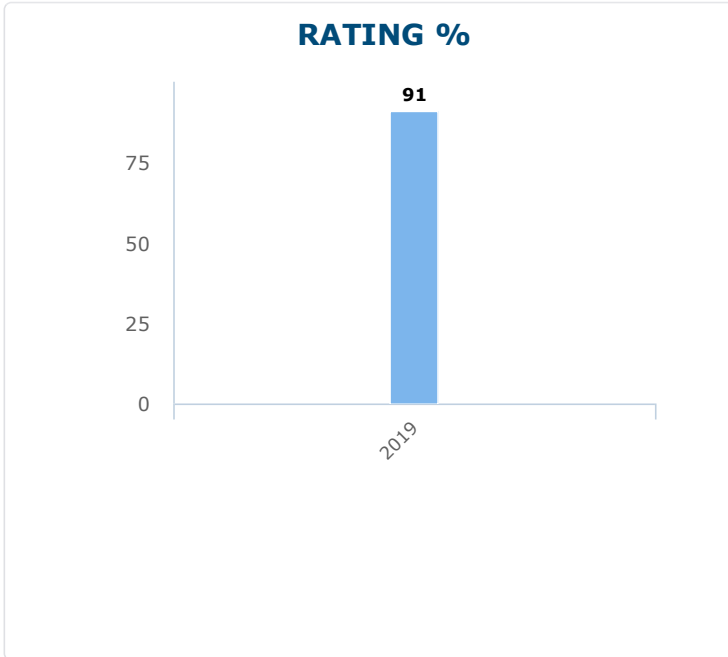
Factory contact email:

Supplier contact name:

Supplier contact phone:

Supplier contact email:

AN	Chapter	Letter rating
0	Management System, Transparency and Traceability	B 94%
1	Minimum age, Child labour and Young workers	A 100%
2	Forced labour	A 100%
3	Discrimination	A 100%
4	Disciplinary Practices, Harassment and Abuse	A 100%
5	Freedom of association and Grievance Mechanisms	A 100%
6	Working hours and Overtime	D 44%
7	Remuneration and Benefits	B 86%
8	Health and Safety	B 94%



Corrective action plan

0 Management System, Transparency and Traceability

Non compliances corrected : 0/1

C 0.19

Are the statements made by the factory in the "Products and the production processes" of the factory profile accurate and visible by the auditor during the factory tour?

It was noted that the factory subcontracted electroplating process to below company, however, factory did not declared such process in the factory profile completed prior to audit. This undeclared process was not used for the ICS member requesting the audit as per the factory management: Factory Name: Jinjiang Pubang Electroplating Co., Ltd Factory Add.: Centralized Control Zone for Electroplating, Longxia, Dongshi, Jinjiang City, Fujian Province, China Contact Person: Mr. Feng Shaocan Tel.: 86-595-85506733 Email: 2289946@qq.com ILO requirement: All production processes have to be declared even those not used for the current order of the ICS member requesting the audit.

It is recommended that management adopt practices and controls to ensure that all production processes have to be declared even those not used for the current order of the ICS member requesting the audit.

Target date: 12/09/2019

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6 Working hours and Overtime

Non compliances corrected : 0/2

D 6.6 Are employees working overtime hours (daily, weekly, monthly, other) in accordance with local law?

It was noted that 26 out of 39 sample population employees worked in excess of the statutory overtime hour limits. A review of 39 sample population employees' time records (13 samples from November 2018, 13 samples from February 2019, 13 samples from most recent paid month June 2019) yielded the following: - 13 out of 13 sample population employees worked in excess of 36 overtime hours per month (i.e. 54 to 56 hours) in November 2018, which was not in compliance with the legal requirement; - 13 out of 13 sample population employees worked in excess of 36 overtime hours per month (i.e. 60 hours) in June 2019, which was not in compliance with the legal requirement. In accordance with Article 41 of the Labor Law of the PRC, after consultation with the trade union and employees, the employer may extend working hours due to its production or business needs, but the extended working hours shall not generally exceed one hour a day; in special circumstances that require an extension of working hours, the extended working hours shall not exceed 3 hours a day and 36 hours a month on condition that the health of employees is guaranteed.

It is recommended that factory management adopt practices and controls to ensure that employee overtime hours do not exceed the statutory limits.

Target date: 12/11/2019

Sherry Jiang / Lead Auditor Forrest Shi / Auditor - 20/08/2019 10:02:59

D 6.7 Are employees working overtime in compliance with ILO standards?

It was noted that 39 out of 39 sample population employees worked in excess of 8 overtime hours per week. A review of 39 sample population employees' time records (13 samples from November 2018, 13 samples from February 2019, 13 samples from most recent paid month June 2019) yielded the following: - 13 out of 13 sample population employees worked in excess of 8 overtime hours per week (i.e. 10 to 14 hours) for 4 weeks in November 2018, which was not in compliance with the ILO requirement; - 13 out of 13 sample population employees worked in excess of 8 overtime hours per week (i.e. 12 to 14 hours) for 2 weeks in February 2019, which was not in compliance with the ILO requirement; - 13 out of 13 sample population employees worked in excess of 8 overtime hours per week (i.e. 12 to 14 hours) for 4 weeks in June 2019, which was not in compliance with the ILO requirement. ILO requirement: Employee overtime hours do not exceed 8 hours per week.

It is recommended that factory management adopt practices and controls to ensure that employee overtime hours do not exceed 8 hours per week.

Target date: 12/11/2019

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7 Remuneration and Benefits

Non compliances corrected : 0/1

D 7.16 Are workers covered by the legal social insurances?

It was noted that the factory's social insurance coverage was insufficient. According to the social insurance payment receipt provided by factory management, it was noted that only 44 out of 209 employees were provided with pension, unemployment, medical, accident and maternity insurance in July 2019. In accordance with Article 73 of the Labor Law of the People's Republic of China, employees shall, in accordance with the law, be entitled to social insurance benefits under the following circumstances: (1) retirements; (2) illness or injury; (3) disability caused by work-related injury or occupational disease; (4) unemployment; and (5) maternity. The survivors of the insured laborers shall be entitled to subsidies for survivors in accordance with the law. The conditions and standards for laborers to enjoy social insurance benefits shall be stipulated by laws, rules and regulations. The social insurance amount that laborers and entitled to, must be timely paid in full amount.

It is recommended that factory management adopt practices and controls to ensure that employees receive all of their statutory welfare entitlements.

Target date: 12/11/2019

Sherry Jiang / Lead Auditor Forrest Shi / Auditor - 20/08/2019 10:02:59

8 Health and Safety

Non compliances corrected : 0/3

D 8.6

Does the facility conduct a risk assessment at least once per year to identify health and safety risks that include fire safety?

It was noted that die casting workshop and vibrating workshop existed noise, polishing workshop existed noise and dust, printing ink (hazardous chemical) was using in the coloring workshop, which might cause occupational diseases to employees in these workshops. However, factory did not conduct testing of factors of occupational hazards in these workshops in 2018 and 2019. The last time the factory conducted testing of factors of occupational hazards in these workshops was on September 12, 2017. In accordance with Article 20 of Provisions on the Supervision and Administration of Occupational Health at Work Sites, an employer unit with occupational hazards shall entrust an occupational health technical service institution with the corresponding qualification to conduct testing of factors of occupational hazards at least once each year.

It is recommended that management adopt practices and controls to ensure to entrust an occupational health technical service institution with the corresponding qualification to conduct testing of factors of occupational hazards at least once a year.

Target date: **12/10/2019**

Sherry Jiang / Lead Auditor Forrest Shi / Auditor - 20/08/2019 10:02:59

D 8.66 Do materials maintained in containers have labels?

It was noted that 80 out of 150 printing ink (hazardous chemical) containers being used in the coloring workshop on the 2nd floor of production building were not posted with the safety labels. In accordance with Article 14 of the Regulation For Chemical Usage Safety in Work Place: (1) In case of transferring or loading the chemicals purchased into a new container, it is required to mark clearly the descriptions of these chemicals on the newly adopted container. As to those hazardous chemicals that have been transferred or loaded into a new container, it is necessary to stick a safety precautions mark on the new container. (2) The original safety precautions mark upon those containers that contain hazardous chemicals shall not be replaced before these containers have been cleansed.

It is recommended that management adopt practices and controls to ensure that all hazardous chemicals stored or being used in the factory is posted with the safety labels.

Target date: **12/09/2019**

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D 8.75 Is use of personal protective equipment (PPE) required and enforced by facility management?

It was noted that 12 out of 35 coloring employees in the coloring workshop on the 2nd floor of production building did not wear the provided masks and rubber gloves. In accordance with Article 42 of Law of the People's Republic of China on Production Safety, business entities must provide their employees with labor protection products meeting the national or industry standards, and supervise and educate their employees on wearing or using such products in accordance with the rules of use.

It is recommended that management adopt practices and controls to ensure that necessary personal protective equipment are provided to relevant employees and measures are taken to ensure that employees use such personal protective equipment appropriately.

Target date: **12/09/2019**

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