

# Monitoring result for Wenzhou Welland Electric Co., Ltd on site Wenzhou Welland Electric Co., Ltd

## Monitoring

Monitored Party : **Wenzhou Welland Electric Co., Ltd**  
amfori ID : **156-021266-000**  
Site : **Wenzhou Welland Electric Co., Ltd**  
Site amfori ID : **156-021266-002**  
Address : **1168, DaoHang Rd, RuiAn Economic DVPT Zone**  
: **Wenzhou**  
: **Zhejiang Sheng**  
: **China**  
Monitoring Activity : **amfori Social Audit - Manufacturing**  
Monitoring Type : **Full Monitoring**  
Monitoring Partner : **TÜV SÜD**  
Monitoring Start Date : **30/03/2023**  
Closing Meeting : **30/03/2023**  
Finished Date :  
Submission Date : **07/04/2023**  
Expiration Date : **07/04/2024**

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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	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
PA 13: Ethical Business Behaviour	A

## General description

### [Location and size]:

Wenzhou Welland Electric Co Ltd was established since November 13, 2018, the business license number: 91330381MA2CTPG77K, the valid period was November 13, 2018 – November 12, 2038, the factory address was 1168, DaoHang Rd, RuiAn Economic DVPT Zone, Wenzhou, Zhejiang, China. The construction area was about 1,503 square meters.

### [Structure of facility]:

Within the premises, the audited factory used 6F of one 6-storey building as office area, workshops and warehouses. No canteen or dormitory was provided to workers.

The main products were Sonic Face Brush, Men Grooming Kit, Hair Trimmer, LED makeup mirror, Callus Remover, Nano Mist Sprayer, etc.

The production processes included printing, assembling and packing.

### [Employee analysis]:

Currently 29 employees are working in the company. Among them 22 are production employees and 7 are non-production employees. Out of 29 employees, 4 are males and 25 are females. All employees are permanent employees. 12 employees are migrant employees from other provinces in China.

### [Summary of working hour]:

The factory used electronic attendance machine to record workers' working time.

The factory provided the attendance records from March 1, 2022 to the audit date, and 5 sampled employees' attendance records of October 2022, December 2022 and February 2023 were reviewed. All employees worked for 5 days (from Monday to Friday) in a week. All employees worked in 1 shift: 7:30-11:30; 13:00-17:00. 2 hours overtime was arranged on working days and 1-3 times per week, 8 hours overtime was arranged on Saturday regularly. No overtime on Sundays or statutory holidays. No obvious peak season was available in the factory. No inconsistency was observed between attendance records and production records.

The maximum working time was 10 hours (8 hours regular time + 2 hours overtime) per day, 54 hours (40 hours regular time + 14 hours overtime) per week.

The maximum weekly overtime hours were 14 hours, the maximum monthly overtime hours were 66 hours.

### [Summary of compensation]:

The factory provided payroll records from March 2022 to February 2023, and 5 sampled employees' payroll records of October 2022, December 2022 and February 2023 were reviewed, wages were issued no later than 30th of following month by cash.

The lowest basic wage paid to employees was RMB3,550 per month, which was higher than the local legal minimum wage standards: RMB2,070 per month since August 1, 2021. The overtime was paid as 150% and 200% of normal rate for the overtime on weekdays and Saturday respectively. No illegal deduction and withholding were made from wages.

#For living wage, we do not use the data on GLWC website, but the calculation method still follows Anker's methodology. The data were mainly manually collected through local market investigation and worker interview by auditor.

### [Summary of interview]:

Worker interview was conducted by individually and in group.

Randomly selected 5 employees, no complaint was raised.

### [Special scene during on site observed]:

1. There were 2 buildings in the audited location and both of the 2 buildings belonged to Ruian Huifeng Culture and Sports Co Ltd, Wenzhou Welland Electric Co Ltd only rented 6F of one 6-storey building with business license and lease contract provided, so this audit only covered the areas used by Wenzhou Welland Electric Co Ltd. The other building and areas were used by other factories with independent business licenses, no any worker or management exchanging as observed.
2. No contractor or agency was used by the factory, which made the contractor license and agency labor contract not applicable.
3. No government waiver was obtained by the factory, which made the government waiver not applicable.
4. No collective bargaining agreement was available in the factory, which made the collective bargaining agreement not applicable.
5. All of the male employees were management, so no male employee was sampled for interview.
6. Audit Company: TUV SUD; Announcement Type: Announced; Monitoring Date: March 30, 2023.
7. Auditor and APSCA Number: Lead auditor: Michael Gao, APSCA number: CSCA 21700825.

## Site Details

Site : Wenzhou Welland Electric Co., Ltd

Site amfori ID : 156-021266-002

### GICS Classification

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Sector : Consumer Discretionary

Industry : Household Durables

Industry Group : Consumer Durables & Apparel

Sub Industry : Household Appliances

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

## Metrics

### Key Metrics

Total workforce	29 Workers
Legal minimum wage in local currency	2070 Monthly
Lowest wage paid for regular work at the site	3550 Monthly
Calculated living wage in local currency	2163 Monthly
Total sample	5 Workers

### Other Metrics

Male workers	4 Workers
Female workers	25 Workers
Permanent workers - Male	4 Workers
Permanent workers - Female	25 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	4 Workers
Management - Female	3 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	0 Workers
Domestic migrant workers - Female	12 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	4 Workers
Workers hired directly - Female	25 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	0 Workers
Sample - Female	5 Workers

## Findings

### PA1: Social Management System

The factory had established social compliance procedure documents, appointed social compliance management representative, but some procedures were not fully implemented and some performance areas still needed improvements, such as PA2, PA5, PA6, PA7, etc.

工厂已经建立了社会责任程序文件，任命了社会责任管理者代表，但是一些程序没有被完全执行且一些执行领域仍需要改善，比如PA2、PA5、PA6、PA7等。

The factory had defined production capacity planning and cost accounting procedure, but the factory's workforce capacity and production capacity were not organized properly to meet the expectations of delivery order or contract, which resulted excessive monthly overtime hours were existing in all sampled months.

工厂已经制定了产能规划和成本核算程序，但是工厂未能合理组织其劳动力容量及产能以满足交付订单或合同的预期，导致在所有抽样月份都存在月加班超时的现象。

### PA 2: Workers Involvement and Protection

BSCI Code of Conduct in local language was displayed in workshops and trained to all employees on November 21, 2022, but the interviewed worker representative was not aware of the content of BSCI Code of Conduct.

当地语言的BSCI行为准则贴在车间且工厂在2022年11月21日给全体员工进行了培训，但是受访的员工代表不了解BSCI行为准则的内容。

### PA 5: Fair Remuneration

There were total 29 employees in the factory (No retiree/temporary/dispatched/newly joined employee), auditor checked the social insurance receipts of December 2022, January 2023 and February 2023, per the social insurance receipts of February 2023, the factory only provided retirement insurance, medical insurance, unemployment insurance and maternity insurance for 16 employees, the coverage was 55%; Injury insurance for 29 employees, the coverage was 100%. The factory did not provide commercial injury insurance to employees. Per interview, the employees were unwilling to purchase social insurance as they had to pay the personal part for social insurance if purchased. Labor Law of the People's Republic of China (1995), Article 72 & Article 73.

工厂一共有29人（无退休人员/临时工/派遣工/新进员工），审核员查看了2022年12月、2023年1月和2023年2月的社保收据，2023年2月社保收据显示工厂只为16人提供了养老保险、医疗保险、失业保险和生育保险，参保率55%；为29人提供了工伤保险，参保率100%。工厂没有为员工提供商业意外保险。从访谈得知，员工不愿意购买社保是因为如果购买他们需要支付社保的个人部分。

### PA 6: Decent Working Hours

The time records of October 2022, December 2022 and February 2023 were sampled for review. The factory normally arranged the 2 hours overtime work on regular working days and 8 hours on Saturday. Per document review, management interview and worker interview, all the overtime work was arranged on voluntary basis. However, 5 workers' attendance records of October 2022, December 2022 and February 2023 were sampled, it was noted that all of the 5 sampled workers' monthly overtime was 54 hours in October 2022, 66 hours in December 2022 and 52 hours in February 2023, which exceeded legal law limit of 36 hours per month. Labor Law of the People's Republic of China (1995), Article 41.

抽样了2022年10月，2022年12月和2023年2月的考勤记录供查看。工厂经常在正常工作日安排2小时加班以及在周六安排8小时加班。从文件查阅、管理层访谈及员工访谈得知，所有的加班都是自愿的。然而，抽取了5名员工2022年10月，2022年12月和2023年2月的考勤记录，审核发现全部5个抽样员工在2022年10月的加班时间为54小时，2022年12月的加班时间为66小时，2023年2月的加班时间为52小时，超过了法律限定的月36小时。

### PA 7: Occupational Health and Safety

The factory complied with occupational health and safety laws and regulations in most areas, but there were some areas (PA7.3, PA7.6, PA7.7, etc.) still needed to be improved during this audit.

工厂在大部分区域都遵守职业健康安全法律法规，但是本次审核有部分地方（PA7.3、PA7.6、PA7.7等）仍需改善。

1. The factory did not obtain occupational disease hazardous factor test report for printing workshop in the past 12 months. (There were chemicals in printing workshop.) Regulation on Supervision and Control of Occupational Health in Workplaces (2012), Article 20. 2. It was unable to determine that if printing workers need to conduct occupational health checkups or not due to no occupational disease hazardous factor test report was provided. PRC Law on Prevention and Control of Occupational Diseases (2002) Amendment (2018), Article 35.

1、工厂未取得最近12个月内的印刷车间的职业病危害因素检测报告（印刷车间有化学品）。2、由于没有提供职业病危害因素检测报告，所以不能确定印刷员工是否需要定期进行职业健康体检。

## PA 7: Occupational Health and Safety

The factory did not provide activated carbon masks and rubber gloves to printing workers. PRC Work Safety Law (2002), Amendment (2014), Article 42.

工厂没有给印刷员工提供了活性炭口罩和橡胶手套。

The factory provided secondary containers for the storage of chemicals, but no materials safety data sheets of chemicals were posted onsite. Regulations on Chemical Safe Usage in Workplace (1997), Article 12.

工厂提供了二次容器来存放化学品，但是现场没有张贴化学品的物质安全资料表。

The factory installed privacy doors in toilets, but no toilet tissues and soap were provided in toilets.

厕所里安装了隐私门，但是厕所里没有提供厕纸和肥皂。

## PA 10: No Precarious Employment

There were total 29 employees in the factory (No retiree/temporary/dispatched/newly joined employee), the factory signed labor contracts with all employees, auditor checked the social insurance receipts of December 2022, January 2023 and February 2023, per the social insurance receipts of February 2023, the factory only provided retirement insurance, medical insurance, unemployment insurance and maternity insurance for 16 employees, the coverage was 55%; Injury insurance for 29 employees, the coverage was 100%.

工厂一共有29人（无退休人员/临时工/派遣工/新进员工），工厂与所有员工都签订了劳动合同，审核员查看了2022年12月、2023年1月和2023年2月的社保收据，2023年2月社保收据显示工厂只为16人提供了养老保险、医疗保险、失业保险和生育保险，参保率55%；为29人提供了工伤保险，参保率100%。