

# Monitoring result for Qingdao Shanzhong Technology Co., Ltd. on site Qingdao Shanzhong Technology Co., Ltd. Sports Material Factory

## Monitoring

Monitored Party	: Qingdao Shanzhong Technology Co., Ltd.
amfori ID	: 156-035499-000
Site	: Qingdao Shanzhong Technology Co., Ltd. Sports Material Factory
Site amfori ID	: 156-035499-001
Address	: Shancheng Street Zero Nine Road
	: 277000, Zaozhuang
	: Shandong Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 18/05/2022
Expiration Date	: 18/05/2023

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## Overall rating

A	B	C	D	E	None
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## Section rating

PA1: Social Management System	C
PA 2: Workers Involvement and Protection	C
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	B
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	B
PA 13: Ethical Business Behaviour	A

## General description

Qingdao Shanzhong Technology Co., Ltd. Sports Material Factory (Business number was 91370281MA3BXP41R) was located at Shancheng Street Zero Nine Road, Zaozhuang, China. It was founded on Oct 22, 2015 and focused on manufacturing rubber mat. The main production process included mixing and solidification.

The factory used one 1-storey building (area was about 1000 square meters) as production and warehouse.

There were 20 employees in the factory during the audit. Auditor arrived the factory at 08:50 am. Opening meeting was held at 09:00 am. Mr. Lv Jigang (General manager), Mr. Ge Yanyang (Factory Manager) and one worker representative named Zhao Jiageng were presented at the meeting. The management showed a positive and cooperative attitude during the audit.

The factory management showed a positive and cooperative attitude during the audit. The factory agreed that the auditor took photos of the factory and factory compound and copy relevant documents/records.

The factory agreed SGS auditor conducted confidential interviews with workers who were chosen freely without any influence by the factory. Interviews with all the 5 workers were conducted in an independent room. The interviewees showed a cooperative attitude and most workers were satisfied with working condition and benefits in the factory.

All the attendees who attended the opening meeting were presented at the closing meeting which was held at about 16:00 pm on the audit day. Mr. Lv Jigang and Mr. Zhao Jiageng signed the on-site CAP.

Remark: 1. The audited factory moved the plant from Qingdao to the audit address on Dec 27, 2021. Workers worked in Qingdao factory terminated their labor contracts with factory. The workers in this audit factory were newly recruited, so this audit time scope was from Dec 28, 2021 to the audit day.

2. The audited factory rent the factory building from Mr.Ge Quanguo, the lease contract was provided for review during the audit.

3. There was no agency used by the auditee, which made the agency labour contract not applicable.

4. There was no documented valid authorisation to make exemptions about working hours.

5. The factory's Annual production volume was 500000 S.Q. meters.

Announcement Type: Announced

Monitoring Date: May 12, 2022

Monitoring firm: SGS (Monitoring firm APSCA #: 11600006 )

Auditor name: Vicky Ma (APSCA member No. CSCA 21701735)

Site Details

Site : Qingdao Shanzhong Technology Co., Ltd. Sports Material Factory  
Site amfori ID : 156-035499-001

GICS Classification

Sector	: Industrials	Industry	: Building Products
Industry Group	: Capital Goods	Sub Industry	: Building Products

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

## Metrics

### Key Metrics

Total workforce	20 Workers
Legal minimum wage in local currency	1700 Monthly
Lowest wage paid for regular work at the site	2610 Monthly
Calculated living wage in local currency	2491 Monthly
Total sample	5 Workers

### Other Metrics

Male workers	6 Workers
Female workers	14 Workers
Permanent workers - Male	6 Workers
Permanent workers - Female	14 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	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	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	6 Workers
Workers hired directly - Female	14 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	2 Workers
Sample - Female	3 Workers

## Findings

### PA1: Social Management System

1.1 The main auditee partially respects this principle. Because the factory did not establish completed management system including plan-do-check action cycle to implement amfori BSCI principle, such as the factory did not understand relationship between long-term objective and short-term investment which caused no proper long-term goal was established.

1.1 被审核方（生产商）部分遵循该准则。原因是工厂没有建立一个完整的系统来实施amfori BSCI准则，如工厂没有很好的理解长期目标和短期投资的关系，导致工厂没有按照amfori BSCI要求建立合适的长期目标。

1.4 The main auditee partially respects this principle. Because the factory had realistically calculated the workforce capacity, but no detailed written records of any calculating the production capacity was provided, and workers' monthly overtime hours exceeded legal requirements.

1.4 被审核方（生产商）部分遵循该准则。原因是工厂管理人员了解如何规划劳动力，但无详细的计算方法和记录保留，且员工月加班时间经常超过法律要求。

### PA 2: Workers Involvement and Protection

2.2 The main auditee does not respect this principle. Because no proper long-term goal was established to protect workers according to the amfori BSCI Code of Conduct, such as no step-by-step approach toward sustainable improvements. The factory established some compliance items such as no child labor as long-term goals.

2.2 被审核方（生产商）未遵循该准则。原因是工厂未根据amfori BSCI要求制定合适的长期目标来保护员工，如没有包括按部就班的可持续改进方法等。工厂将禁止招用童工等现已符合要求的事宜作为长期目标。

2.5 The main auditee partially respects this principle. Because the factory established grievance procedure, the procedure included the timelines to address grievances, But no channel was set for outside interested party such as local communities.

2.5 被审核方（生产商）部分遵循该准则。原因是工厂建立了申诉程序，申诉程序中包含了申诉的时效性等内容。但是厂没有建立供当地社区等外部相关方申诉的渠道。

### PA 5: Fair Remuneration

5.5 The main auditee does not respect this principle. Total 20 workers included 5 retired workers in the factory, but the factory did not provide five social insurances for any workers. The factory did not keep any evidence of whether workers had participated in new type rural social endowment insurance. The factory did not provide commercial insurance for workers.

5.5 被审核方（生产商）未遵循该准则。原因是工厂共有20名员工，退休返聘工人5人，工厂没有为任何员工提供了五项社会保险。工厂未保留员工是否参加了新型农村养老保险的证据。工厂没有为员工提供商业意外险。

### PA 6: Decent Working Hours

6.2 The main auditee does not respect this principle because the monthly OT hours exceeded legal requirement. Based on the attendance records provided by the factory from Dec 28, 2021 to the audit day, all workers' OT hours in Mar 2022 were 50 hours including 18 hours workday overtime and 32 hours rest day overtime. Maximum working day overtime hours was 2, maximum weekly overtime hours were 12 and maximum monthly overtime hours were 50.

6.2 被审核方（生产商）未遵循该准则。原因是员工月加班超过法规要求。根据工厂提供的2021年12月28日到审核当天的考勤记录，所有员工在2022年3月份月加班为50小时，包括平日加班18小时和周末加班32小时。最大日加班为2小时，最大周加班为12小时，最大月加班为50小时。

### PA 7: Occupational Health and Safety

7.1 The main auditee partially respects this principle because some material were stacked against the wall in the workshop.

7.1 被审核方（生产商）部分遵循该准则。原因是工厂部分货物靠墙堆放。

7.2 The main auditee does not respect this principle because the factory didn't provide injury insurance for all workers.

7.2 被审核方（生产商）未遵循该准则，原因是工厂没有为员工提供工伤保险。

7.3 The main auditee partially respects this principle because the factory had carried out complete risk assessment for safe, healthy and hygienic working conditions, but it didn't provide occupational health examination for all workers contacted with dust in mixing and solidification process.

7.3 被审核方（生产商）部分遵循该准则。原因是工厂有针对安全，健康和卫生工作条件进行完善的风险评估，但是未给接触粉尘的混料和固化工序工人提供职业健康体检。

7.7 The main auditee does not respect this principle because polyether polyol was not posted labels and were not installed with secondary containment in the workshop.

7.7 被审核方（生产商）未遵循该准则，原因是工厂生产车间聚醚多元醇使用区域无标签且无二次容器。

## PA 7: Occupational Health and Safety

7.11 The main auditee does not respect this principle because the factory did not provide the building structure safety certificates and fire certificates for one 1-storey building built in year 2021.

7.11 被审核方（生产商）未遵循该准则。原因是工厂未提供一栋一层建于2021年的建筑的竣工验收报告和消防验收报告。

7.13 The main auditee does not respect this principle. Because electrical boxes in workshops were not protected.

7.13 被审核方（生产商）未遵循该准则。原因是车间电盒未防护。

7.22 The main auditee does not respect this principle because no basic supplies, such as soap and toilet paper were available in the toilets.

7.22 被审核方（生产商）未遵循该准则。原因是：卫生间没有提供基本备品如肥皂，纸巾等。

7.25 The main auditee does not respect this principle because the factory did not conduct occupational disease hazardous element inspection by the related qualified occupational health technology services organization, such as dust at production workshop.

7.25 被审核方（生产商）未遵循该准则，原因是工厂没有安排有资质的机构对存在职业危害因素如车间内的粉尘进行监测。

## PA 12: Protection of the Environment

12.5 The main auditee does not respect this principle because the factory did not have possible mechanisms about preserving including proper identification of water springs, rivers, lakes and other water ecosystems in the area, and no actual active plan focus on water waste reduction and saving water were established.12.5

12.5 被审核方（生产商）未遵循该准则。原因是工厂因未进行周边水资源地图的识别同时未针对降低污水的排放以及节约用水建立实际的行动。