Monitoring summary report for Guangdong Qman Toys Industry Co., Ltd
MONITORING ID: 23-0166895-2

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Trade with purpose

Monitored Party **Guangdong Qman Toys Industry Co., Ltd**	amfori ID **156-002756-000**	Address **The Intersection of Xingye West 2 Road West Side and Xingye South Road North Side, Laimei Industrial Zone, Chenghai District, Shantou, Guangdong Sheng, China**
Monitoring Activity **amfori Social Audit - Manufacturing**	Monitoring Type **Follow-up Monitoring**	Monitoring Partner **SGS**
Monitoring Start Date **26/07/2024**	Closing Meeting Finished Date **26/07/2024**	Submission Date **01/08/2024**
Expiration Date **30/03/2025**	Announcement Type **Fully Announced**	
Site **Guangdong Qman Toys Industry Co., Ltd**	Site amfori ID **156-002756-001**	

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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

[Audit Information]
Name of lead auditor: Keven Hu (APSCA member No. CSCA21701939)
Name of team auditor (if applicable): Nil
Name of observers, translators, trainees, advisors/consultants (if applicable): Nil
Monitoring partner name: SGS (Monitoring firm APSCA #: 11600006)
Audit schedule details: The audit is planned for 1 auditor x 1 day. (The follow up audit (fully announced) was conducted on 26 Jul, 2024.)
[Business partner information]
Guangdong Qman Toys Industry Co., Ltd (广东启梦玩具实业有限公司) was located at The Intersection of Xingye West 2 Road West Side and Xingye South Road North Side, Laimei Industrial Zone, Chenghai District, Shantou, Guangdong, China (中国广东汕头市澄海区莱美工业区兴业西二路西侧与兴业南路北侧交汇处). The Unified social credit code number was 91440515MA4WQF9G4T, effective from 23 Jun, 2017 to long term.
The main products in the factory were blocks. The manufacturing processes were Raw material-Injection molding-Assembling-Packing-Finished goods. No process was subcontracted. And the annual production volume were 5000000 pcs.
[Audited location information]
The factory owned one 3-storey office building, one 4-storey production building and one 4-storey dormitory building. The factory provided dormitory and canteen to workers.
One 3-storey office building (Each floor was about 110 square meters): 1F/2F/3F: Office.
One 4-storey dormitory building (1F/2F/3F: Each floor was about 600 square meters. 4F: 300 square meters): 1F: Kitchen, canteen. 2F/3F/4F: Dormitory.
One 4-storey production building (1F: 2380 square meters. 2F/3F/4F: 2500 square meters): 1F: Injection molding. 2F: Assembling, packing. 3F: Assembling, packing, warehouse. 4F: Warehouse.
[Operating shifts and hours]
The factory used face scan system to record working hours. There was one shift for packing workers (8:00-12:00; 13:30-17:30) and there were two shifts for other production workers (Day shift: 8:00-12:00; 12:30-16:30. Night shift: 20:00-24:00; 00:30-4:30). The maximum consecutive working days were 6 days. During the audit, the factory provided the attendance records from 1 Apr, 2024 to the audit date for review. The workers' daily overtime hours were 0-3 hours per day, weekly working hours were 63-66 hours, monthly overtime hours were 95-112 hours. Employees could refuse to work for overtime freely, without penalty. Employees were compensated with overtime wage in accordance with legal requirement. Three months records in Apr 2024 (random month), May 2024 (random month), and Jun 2024 (current month) of 5 samples was reviewed and it was noted that:
• 5 workers' standard hours were 168 hours, the standard weekly working hours were 40 hours, the max weekly working overtime hours were 26 hours and the max monthly overtime hours were 111 hours in Apr 2024;
• 5 workers' standard hours were 176 hours, the standard weekly working hours were 40 hours, the max weekly working overtime hours were 26 hours and the max monthly overtime hours were 107 hours in May 2024;
• 5 workers' standard hours were 152 hours, the standard weekly working hours were 40 hours, the max weekly working overtime hours were 26 hours and the max monthly overtime hours were 112 hours in Jun 2024;
[Salary payment details]
Production workers were paid at hourly rate by cash on 15th of the following month. According to payroll and attendance records, it was noted that the minimum wages paid to employees was RMB 1720 per month since Apr 2024, which was compliance with the local requirement. Working experience and departments would influence employees' wage. Satisfactory evidence proves that employees were compensated 150% and 200% of their regular wage for overtime work conducted on regular working days and rest days. And no overtime work was conducted on statutory holidays. No deduction was used for disciplinary measure.
[Worker number information]
Total worker number: 212 workers (66 non-production workers and 146 production workers)
Production worker number: 146 workers (including 94 males and 52 females)
Vulnerable worker number: Migrant workers: 101 males, 56 females
No young workers, Child labor, disabled workers, nursing mothers, pregnant woman, interns, apprentices, contractor workers were found in the factory.
[Good practices] The factory provided free dormitory and canteen to workers.

[Worker organization details]
There was no trade union in the factory, but 3 worker representatives were freely elected in the factory.
[Circumstances] Nil
[The special circumstances can be classified as followed]
According to the IPE website and the APP of Qichacha view, no special abnormal situation was found.
[Summary of findings]
PA1:
1.1 The social management system was not implemented effectively.
1.4 Working hours' management system was not perfect.
PA2:
2.5 The factory had not set up a channel for local communities and suppliers etc. coming up with its suggestions or complaints to management for improvement.
PA5:
5.4 All workers' actual remuneration were less than living wages.
5.5 Insufficient social insurance was provided to all workers.
PA6:
6.2 The monthly OT hours exceeded legal requirement.
PA7:
7.1 The health and safety management system were not implemented effectively. 10% raw materials were stored close to the columns. The factory only provided occupational health examination to 3 out of 40 workers engaged in noise and dust. The factory did not provide pre-the-job and off-the-job occupational health examination to workers engaged in noise and dust.
7.7 No secondary containment was available for one barrel of lube used in injection molding workshop.
This follow up audit only included: PA 1, PA 2, PA 5, PA 6, PA 7, PA 12.
[Living wage calculation]
The living wage data is provided by the auditing company and please refer to the PA5 summary to find the details of calculation method of living wage.
1) China Statistical Yearbook 2022: http://www.stats.gov.cn/sj/ndsj/2022/indexch.htm
2) Interpretation of the Social Insurance Law of the People's Republic of China (11): http://www.mohrss.gov.cn/fgs/syshehuibaoxianfa/201208/t20120806_28572.html
3) Housing provident fund management regulations: https://flk.npc.gov.cn/detail2.html?ZmY4MDgwODE2ZjNjYmIzYzAxNmY0MGZjN2I2ODBmZjI
4) National city rent reference: https://m.toutiao.com/is/iR5uwMmp/
[Personal Information protection law]
The Personal Information Protection Law of the People's Republic of China was promulgated on August 20, 2021, the producer ensured that relevant personal data and information provided to SGS auditor(s) has been obtained the individual's consent during the audit.
[Attachments]
The factory did not obtain Consolidated Working Hours System Approval.
No collective bargaining was conducted in the factory.
Per document review and management interview, the auditee had changed factory name from 广东启梦文化传播有限公司 to 广东启梦玩具实业有限公司. And some of the documents of the auditee used the former name.

SITE DETAILS

Site
Guangdong Qman Toys Industry Co., Ltd

Site amfori ID
156-002756-001

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Leisure Products

Sub Industry
Leisure Products

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	**212**	**Workers**
Legal minimum wage in local currency	**1,720**	**Monthly**
Lowest wage paid for regular work at the site	**1,720**	**Monthly**
Calculated living wage in local currency	**3,617**	**Monthly**
Total sample	**5**	**Workers**

Other Metrics

Male workers	**126**	**Workers**
Female workers	**86**	**Workers**
Permanent workers - Male	**126**	**Workers**
Permanent workers - Female	**86**	**Workers**
Temporary workers - Male	**0**	**Workers**
Temporary workers - Female	**0**	**Workers**
Seasonal workers - Male	**0**	**Workers**
Seasonal workers - Female	**0**	**Workers**
Management - Male	**5**	**Workers**
Management - Female	**5**	**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	**87**	**Workers**
Workers with night shift - Female	**39**	**Workers**
Workers with disabilities - Male	**0**	**Workers**
Workers with disabilities - Female	**0**	**Workers**
Domestic migrant workers - Male	**101**	**Workers**
Domestic migrant workers - Female	**56**	**Workers**
Foreign migrant workers - Male	**0**	**Workers**
Foreign migrant workers - Female	**0**	**Workers**
Workers hired directly - Male	**126**	**Workers**
Workers hired directly - Female	**86**	**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

Site: Guangdong Qman Toys Industry Co., Ltd | Site amfori ID: 156-002756-001

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
1.1 Follow up audit date: 26 Jul, 2024 Result: Open The main auditee partially respects this principle. Based on document review, management interview, worker interview, the facility had established CSR management system, and internal audit and management review were conducted annually. But the social accountability management system was not operated effectively, which resulted in the findings identified on PA1, PA2, PA5, PA6, PA7. It violated the requirement of question 1.1 in amfori BSCI system manual.	2024年7月26日的跟进审核 结果：未关闭 被审核方部分遵守原则。根据文件审核，管理层访谈，员工访谈，工厂有建立社会责任管理体系，每年有进行内审和管理评审。但工厂的管理体系没有有效运行，导致PA1, PA2, PA5, PA6, PA7区域发现问题。 违反了amfori BSCI管理手册中问题1.1的要求。

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
Finding	
1.4 Follow up audit date: 26 Jul, 2024 Result: Open The main auditee partially respects this principle. Based on document review, management interview, the factory did not organize its workforce capacity to meet the expectations of the delivery order and/or contracts, so that employees' overtime hours exceeded legal limit. The facility established capacity planning procedure, but it was not implemented effectively. It violated the requirement of question 1.4 in amfori BSCI system manual.	2024年7月26日的跟进审核 结果：未关闭 被审核方部分遵守该原则。根据文件审核，管理层访谈，工厂没有进行良好的生产组织来达成交付订单和/或合同预期，以至于员工加班超出法律规定。工厂制定了产能规划程序，但未有效实施。 违反了amfori BSCI管理手册中问题1.4的要求。

PA 2: Workers Involvement and Protection

Site: Guangdong Qman Toys Industry Co., Ltd | Site amfori ID: 156-002756-001

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH	LOCAL LANGUAGE

Finding	
2.5 Follow up audit date: 26 Jul, 2024 Result: Open The main auditee partially respected this principle. Based on document review, management interview and worker interview, the factory had established and participated in an effective grievance mechanism for individuals, the grievance mechanism allowed worker to lodge suggestions or complaints related to the workers' rights, and individuals had alternative ways for lodging a complaint, such as through suggestion box, worker representative or directly to the factory management. However, the factory had not set up a channel for local communities and suppliers etc. coming up with its suggestions or complaints to management for improvement. It violated the requirement of question 2.5 in amfori BSCI system manual.	2024年7月26日的跟进审核 结果：未关闭 被审核方部分遵守该原则。根据文件审核，管理访谈，员工访谈，工厂建立和参与了有效的个人申述机制，申诉机制赋予了工人提出建议，投诉的权利，并且开放了可替代的 投诉方式，例如通过意见箱，工人代表或直接向管理层投诉。但是工厂尚未创建给当地社区和供应商等提供申诉的渠道。 违反了amfori BSCI管理手册中问题2.5的要求。

PA 5: Fair Remuneration

Site: Guangdong Qman Toys Industry Co., Ltd | Site amfori ID: 156-002756-001

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH	LOCAL LANGUAGE
Finding	
5.4 Follow up audit date: 26 Jul, 2024 Result: New finding The main auditee does not respect this principle. Based on document review, management interview, the factory had established calculation method for decent living wages, but all workers' actual remuneration were less than living wages. The factory did not know the requirement. It violated the requirement of question 5.4 in amfori BSCI system manual.	2024年7月26日的跟进审核 结果：新问题 被审核方未遵守该原则。根据文件审核，管理层访谈，工厂有建立体面的生活工资的计算方式，但所有员工的实际薪酬在低于生活工资。工厂不清楚此要求。 违反了amfori BSCI管理手册中问题5.4的要求。

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted?

ENGLISH	LOCAL LANGUAGE
Finding	
5.5 Follow up audit date: 26 Jul, 2024 Result: Open The main auditee partially respects this principle	2024年7月26日的跟进审核 结果：未关闭 被审核方部分遵守该原则是因未给全体员工缴纳社

Finding	
because the factory didn't provide social insurance to all workers as per legal requirement. Based on social insurance payment receipts on Jun 2024 review and management interview, total 212 employees in the factory, the factory only provided social insurance to 190 workers. By interview with workers and management, parts of workers had attended New Rural Cooperative Medical System in their hometown. But the factory didn't verify it. The factory provided commercial injury insurance to all workers, which was valid from 11 May, 2024 to 10 May, 2025. It violated Labor Law of the People's Republic of China (2018 Amendment) Article 72 & 73.	保。根据2024年6月的社保缴费凭证和管理层访谈，工厂共计有212员工。但是工厂190名员工提供了社会保险。经访谈，员工和管理层表示部分员工因其在老家购买了新农合保险。但工厂未对员工购买新农合保险进行核实。工厂给所有员工购买了商业意外险，有效期从2024年5月11日到2025年5月10日。违反了中华人民共和国劳动法（2018修正）第七十二条和七十三条。

PA 6: Decent Working Hours

Site: Guangdong Qman Toys Industry Co., Ltd | Site amfori ID: 156-002756-001

Question: 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
6.2 Follow up audit date: 26 Jul, 2024 Result: Open The main auditee does not respect this principle because the monthly OT hours exceeded legal requirement. During the audit, the factory provided the attendance records from 1 Apr, 2024 to the audit date for review. The workers' daily overtime hours were 0-3 hours per day, weekly working hours were 63-66 hours, monthly overtime hours were 95-112 hours. Employees could refuse to work for overtime freely, without penalty. Employees were compensated with overtime wage in accordance with legal requirement. Three months records in Apr 2024 (random month), May 2024 (random month), and Jun 2024 (current month) of 5 samples was reviewed and it was noted that: • 5 workers' standard hours were 168 hours, the standard weekly working hours were 40 hours, the max weekly working overtime hours were 26 hours and the max monthly overtime hours were 111 hours in Apr 2024; • 5 workers' standard hours were 176 hours, the standard weekly working hours were 40 hours, the max weekly working overtime hours were 26 hours	2024年7月26日的跟进审核 结果：未关闭 被审核方因员工月加班超过法规按要求而未遵守该原则。审核期间，工厂提供了员工从2024年4月1日至审核当天的考勤记录。根据记录显示，员工日加班为0-3小时，周工时63-66小时，月加班为95-112小时。员工可以自由地拒绝加班工作，没有被处罚。工厂按照法规要求支付了加班费。其中从2024年4月（随机月），2024年5月（随机月）和2024年6月（当前月）各抽取5个样本发现： • 5名员工在 2024 年4月的标准工时168小时，标准周工作时间40小时，最大周加班26小时，最大月加班111小时； • 5名员工在 2024 年5月的标准工时176小时，标准周工作时间40小时，最大周加班26小时，最大月加班107小时； • 5名员工在 2024 年6月的标准工时152小时，标准周工作时间40小时，最大周加班26小时，最大月加班112小时； 违反了中华人民共和国劳动法（2018修正）第四十一条。

Finding	
and the max monthly overtime hours were 107 hours in May 2024; • 5 workers' standard hours were 152 hours, the standard weekly working hours were 40 hours, the max weekly working overtime hours were 26 hours and the max monthly overtime hours were 112 hours in Jun 2024; It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41.	

PA 7: Occupational Health and Safety

Site: Guangdong Qman Toys Industry Co., Ltd | Site amfori ID: 156-002756-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH	LOCAL LANGUAGE
Finding	
7.1 Follow up audit date: 26 Jul, 2024 Result: Open The main auditee partially respected this principle because the factory had established complete management system on health and safety, included the identification and awareness of related legal regulation, health and safety check, training etc. But there were some non-compliances identified during the audit due to management negligence. 10% raw materials were stored close to the columns. The factory only provided occupational health examination to 3 out of 40 workers engaged in noise and dust. The factory did not provide pre-the-job and off-the-job occupational health examination to workers engaged in noise and dust. It violated the requirement of question 7.1 in amfori BSCI system manual and Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35.	2024年7月26日的跟进审核 结果：未关闭 工厂部分遵守该原则，尽管工厂已建立完整的健康安全管理体系，包括相关法规的识别与了解，健康安全检查，培训等，但是由于管理疏忽，审核中仍有一些问题发现。10%原料紧靠柱子存放。工厂仅给40名接触噪声和粉尘员工中的3名员工提供了职业健康体检，工厂未给接触噪声和粉尘的员工提供岗前和岗后职业健康体检。 违反了amfori BSCI管理手册中问题7.1的要求和中华人民共和国职业病防治法（2018修正）第三十五条。

Question: 7.3 Is there satisfactory evidence that the auditee regularly carries out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH	LOCAL LANGUAGE
Finding	
7.3 Follow up audit date: 26 Jul, 2024 Result:	2024年7月26日的跟进审核 结果：关闭

Finding	
Closed Based on site observation, document review and management interview, the risk assessment report identified the risk of dormitory and canteen area.	根据现场观察，文件审核和管理层访谈，工厂的风险评估中有包含宿舍和餐厅区域的风险。

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
7.6 Follow up audit date: 26 Jul, 2024 Result: Closed Based on site observation, document review and worker interview, the factory provided PPE to workers, the factory provided relevant training to workers and all workers wore PPE when working.	2024年7月26日的跟进审核 结果：关闭 根据现场观察，文件审核和员工访谈，工厂有给员工提供PPE，工厂给员工提供了相关培训，员工在工作时均有佩戴PPE。

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
Finding	
7.7 Follow up audit date: 26 Jul, 2024 Result: Open The main auditee partially respects this principle. Based on site observation and management interview, no secondary containment was available for one barrel of lube used in injection molding workshop. It violated Regulations on the Safety Management of Hazardous Chemicals (2013 Revision), Article 20.	2024年7月26日的跟进审核 结果：未关闭 被审核方部分遵循该准则。根据现场观察，管理层访谈，注塑车间一桶润滑油无二次容器。 违反了危险化学品安全管理条例（2013修订）第二十条。

PA 12: Protection of the Environment

Site: Guangdong Qman Toys Industry Co., Ltd | Site amfori ID: 156-002756-001

Question: 12.1 Is there satisfactory evidence that the auditee continuously identifies the significant impacts and environmental implications associated to its activity?

ENGLISH	LOCAL LANGUAGE
Finding	
12.1 Follow up audit date: 26 Jul, 2024 Result:	2024年7月26日的跟进审核 结果：关闭

Finding	
Closed Based on document review, management interview, the factory provided environmental impact report form, approval, the approval document for on-site inspection and acceptance of completed environmental protection facilities and fixed pollution source discharge registration for review during the audit.	根据文件审核，管理层访谈，审核期间工厂提供了环评报告表，批复，建设项目竣工环境保护验收文件和固定污染源排放登记供查看。

Question: 12.3 Is there satisfactory evidence of the auditee's required environmental permits and licences?

ENGLISH	LOCAL LANGUAGE
Finding	
12.3 Follow up audit date: 26 Jul, 2024 Result: Closed Based on document review, management interview, the factory provided environmental impact report form, approval, the approval document for on-site inspection and acceptance of completed environmental protection facilities and fixed pollution source discharge registration for review during the audit.	2024年7月26日的跟进审核 结果：关闭 根据文件审核，管理层访谈，审核期间工厂提供了环评报告表，批复，建设项目竣工环境保护验收文件和固定污染源排放登记供查看。