

Monitored Party Shantou City BLD Toys Industrial Co., Ltd	amfori ID 156-025182-000	Address Xingda Industrial Zone, Toufen Fengxiang Subdistrict, Chenghai District, 515800 Shantou, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 06/06/2024	Closing Meeting Finished Date 06/06/2024	Submission Date 14/06/2024
Expiration Date 14/06/2025	Announcement Type Fully Announced	
Site Shantou City BLD Toys Industrial Co., Ltd	Site amfori ID 156-025182-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	B	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	C	
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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: KD XIE; APSCA membership number (CSCA 21701741)

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 was planned for 1 auditor x 1 on-site day. The full audit (fully announced) was conducted on June 6, 2024.

Business partner information: Shantou City BLD Toys Industrial Co., Ltd (Local name: 汕头市贝乐多玩具实业有限公司, Business license number 91440515325103972E, valid from 2 February 2015 to long term.) was located at Xingda Industrial Zone, Toufen Fengxiang Subdistrict, Chenghai District, Shantou City, Guangdong Province, China (中国广东省汕头市澄海区凤翔街道头份兴达工业区). The main products were plastic toys in the factory, and the main processes were assembling and packing. The yearly output was about one million pieces. The Business License address was the same as actual address.

Audited location information: The audited factory only rented 6F-7F of one 8-storey production building from landowner (Private boss) as production workshops, office room, and warehouse used. Factory A named Shantou Beibigu Toys Co.,Ltd rented from 1F to 5F of this building as workshop, office room, and warehouse used. Factory B named Shantou Chenghai Huiruo Toys Co., Ltd rented 8F of this building from landlord as workshop, office room, and warehouse used. Total there were 3 factories (including the audited factory) in this building, based on onsite observation, management interview and worker interview confirmed, no worker exchange, no machine exchange and area mixed between the audited factory and other 2 factories, and these three factories had independent business and independent management, and the audited factory provided contract of tenancy and business license for review. No dormitory, no meal and no transportation were provided by the main auditee. So that this audit only included rented area of the audited factory.

Operating shifts and hours: Workers' regular working hours was 8 hours a day and 5 days a week. Based on workers' attendance records from 1 May 2023 to 6 June 2024, all workers worked in one shift (08:00-12:00, 13:30-17:30). Workers usually worked 2 hours overtime (18:00-20:00) on weekdays and worked 8 hours overtime on Saturdays and workers rest on Sundays. Workers' maximum monthly overtime working hours were 82 hours (including overtime worked on normal day 42 hours, on rest day 40 hours), workers' maximum weekly working hours were 58 hours. Workers had right to choose working overtime or not. All workers enjoy one day off per seven days.

Time recording system: Workers working hours were recorded by face identification and/or fingerprint attendance machine.

Salary payment details: The auditee collected the local legal minimum wage files from local media or government news periodically. Legal minimum wage was CNY1720 per month since December 2021. Payrolls from May 2023 to April 2024 were provided and reviewed. Workers' wage was calculated by hourly rate. Wage was paid on the 25th of next month by cash. The minimum wage provided for workers was at least CNY2000 per month (The same as CNY11.50 per hourly). Wage slips were issued to workers for well understanding their detailed wages prior to the wage issued date. Paid holidays also had been provided to workers. No illegal deduction was identified according to wages records of workers. Workers were compensated 150% of their overtime work conducted on normal working days and 200% of their overtime work conducted on rest days.

Worker number information: On the day of audit, there were 45 employees present which included 6 non-production staffs and 39 production workers (18 male workers and 21 female workers); and 5 sampled workers were selected for interview and the working hours and payroll records of them were selected for review. And there were 38 domestic migrant workers including 19 male workers and 19 female workers. No young workers, child workers, disabilities, on lactating workers, pregnant, interns, apprentices, contractor workers were available in the auditee.

Good practices: Nil.

Worker organization details: No trade union in the factory, but one worker representative was elected by workers themselves in the year of 2024.

Circumstances: No different circumstances (such as low rate of operation; some processes were not come into operation; uncooperative was occurred; etc.) were found during audit day.

The special circumstances can be classified as followed: Through querying IPE and National Enterprise Credit Information Publicity System by auditor, no negative evidence was found during audit day.

Summary of findings: PA1: 1.1 management system to implement the amfori BSCI Code of Conduct was not set up effectively; 1.4: the calculation of production capacity was not reasonable; PA2: 2.2 the factory didn't communicate the long-term goal to workers; 2.4 all interviewed workers did not know what amfori BSCI was; PA3: 3.1 some interviewees did

not know the responsibility of workers representatives; PA4: Nil; PA5: 5.4 some workers' actual remuneration were less than living wages within this audit scope; 5.5 the factory didn't provide social insurance to all employees; PA6: 6.2 the workers' monthly overtime hours exceeded the legal requirement. PA7: 7.1 some production materials were stored close to the columns; 7.2 the factory provided injury insurance to 2 out of 48 workers and no business injury insurance was provided for any workers; 7.7 no secondary containment and no safety labels were available for hazardous chemicals. 7.25 no ventilation exhaust device was equipped for soldering tin posts in assembly workshop; PA8: Nil; PA9: Nil; PA10: Nil; PA11: Nil; PA12: Nil; PA13: Nil.

Living wage calculation: LivingWage: 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.

Precautions taken about #COVID-19 in the facility: No specific control requirements were conducted by China for COVID-19.

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 :

1. No Consolidated Working Hours System Approval was obtained by the auditee.
2. No collective bargaining was conducted in the auditee.

SITE DETAILS

Site

Shantou City BLD Toys Industrial Co., Ltd

Site amfori ID

156-025182-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Leisure Products
Sub Industry		
Leisure Products		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	45	Workers
Legal minimum wage in local currency	1,720	Monthly
Lowest wage paid for regular work at the site	2,000	Monthly
Calculated living wage in local currency	3,617	Monthly
Total sample	5	Workers

Other Metrics

Male workers	20	Workers
Female workers	25	Workers
Non-binary workers	0	Workers
Permanent workers - Male	20	Workers
Permanent workers - Female	25	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	1	Workers
Management - Female	1	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	19	Workers
Domestic migrant workers - Female	19	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	20	Workers
Workers hired directly - Female	25	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	4	Workers
Sample - Female	1	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Shantou City BLD Toys Industrial Co., Ltd | Site amfori ID: 156-025182-001

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 Finding: The main auditee partially respects this principle because the auditee established procedure and management manual on social accountability, but some of the requirements in the PA of Occupational Health and Safety, Decent Working Hours, Fair Remuneration, etc. were improperly implemented, such as social insurance was not covered for all employees, overtime hours exceeded the legal requirement, etc. It violated the requirement of question 1.1 in amfori BSCI system manual.	被审核方（生产商）部分遵循该原则。原因是工厂已经建立了社会责任程序文件和管理手册。但在职业健康安全、体面工作时间，公平报酬等绩效领域的部分要求没有理解执行到位，例如员工未全员购买社保，加班时间超过法规要求等。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 Finding: The main auditee partially respects this principle because the factory had realistically calculated the costs of production and delivery times. But the calculation of production capacity was not reasonable to cause workers' monthly overtime working hours exceeded legal requirement. It violated the requirement of question 1.4 in amfori BSCI system manual.	被审核方部分遵守该原则因是工厂了解如何计算生产产能和订单周期，但产能分析不合理，导致员工的月加班超过法规要求。违反了amfori BSCI管理手册中问题1.4的要求。



PA 2: Workers Involvement and Protection

Site: Shantou City BLD Toys Industrial Co., Ltd | Site amfori ID: 156-025182-001

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
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Finding	
2.2 Finding: The main auditee partially respects this principle because the factory established long-term goal to protect workers according to the amfori BSCI Code of Conduct. But the factory didn't communicate the long-term goal to workers. It violated the requirement of question 2.2 in amfori BSCI system manual.	被审核方部分遵守该原则是因工厂根据amfori BSCI行为准则定义了长期目标来保护员工，但工厂未将建立的长期目标与员工沟通。 违反了 amfori BSCI管理手册中问题2.2的要求。

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH	LOCAL LANGUAGE
Finding	
2.4 Finding: The main auditee partially respects this principle because the factory did not establish effective system for training to make sure workers know the content of training. The management representative provided training on amfori BSCI new Code to its managers and workers, and posted amfori BSCI code onsite, but based on workers interview, all interviewed workers did not know what amfori BSCI was. It violated the requirement of question 2.4 in amfori BSCI system manual.	被审核方部分遵守该原则是因工厂未建立有效的培训系统来保证员工接受培训的内容。例如工厂BSCI管理者代表虽给经理和员工提供BSCI行为准则培训，并将BSCI的行为准则粘贴在现场，但根据员工访谈，所有访谈的员工不清楚什么是BSCI。 违反了 amfori BSCI管理手册中问题2.4的要求。

PA 3: The Rights of Freedom of Association and Collective Bargaining

Site: Shantou City BLD Toys Industrial Co., Ltd | Site amfori ID: 156-025182-001

Question: 3.1 Is there satisfactory evidence that the auditee respects the right of workers to form unions - or to refrain from doing so- without distinction whatsoever and irrespective of gender in a free and democratic way?

ENGLISH	LOCAL LANGUAGE
Finding	
3.1 Finding: The main auditee partially respects this principle because there were workers representatives and workers' committee established by the factory. But according to interview statement of workers representatives and workers, 60% interviewees did not know the responsibility of workers representatives. It violated the requirement of question 3.1 in amfori BSCI system manual.	被审核方部分遵循该准则。原因是工厂有员工组织和员工代表，但是基于员工代表和员工访谈发现，60%被访谈员工不清楚员工代表职责。 违反了 amfori BSCI管理手册中问题3.1的要求。

PA 5: Fair Remuneration

Site: Shantou City BLD Toys Industrial Co., Ltd | Site amfori ID: 156-025182-001

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 The main auditee did not respect this principle because the factory had established calculation method for decent living wages, but about 90% of workers' actual remuneration were less than living wages within this audit scope.
It violated the requirement of question 5.4 in amfori BSCI system manual.

被审核方未遵守该原则是因工厂有建立体面的生活工资的计算方式，但在审核周期内约90%员工的实际薪酬低于生活工资。
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 without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH

LOCAL LANGUAGE

Finding

5.5 Finding: The main auditee did not respect this principle because the factory didn't provide social insurance to all workers as per legal requirement. During the audit, there were 45 employees (including 4 retired employees and two new workers who were less than one month) in the factory in total. Based on social insurance payment receipts in May 2024 review and management interview, the factory provided work-related injury insurance, retirement insurance, unemployment insurance, medical insurance, and maternity insurance to 2 workers. The factory did not provide commercial accident insurance to any employees. Meanwhile, 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. It violated Labor Law of the People's Republic of China (2018 Amendment) Article 72&73.

被审核方未遵守该原则是因工厂未按法规要求给全体员工缴纳社保。审核期间，厂内共有45名员工（包括4名退休员工及2名不满一个月的新员工）。根据2024年5月的社保缴费凭证和管理层访谈得知，工厂为其中2名员工提供了工伤保险，养老保险，失业保险，工医疗保险和生育保险。工厂没有给员工购买商业意外险。同时与员工和管理层访谈，部分员工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。
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: Shantou City BLD Toys Industrial Co., Ltd | Site amfori ID: 156-025182-001

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 Finding: The main auditee did not respect this principle. Based on document check, worker representative interview, worker interview, management interview, the factory provided attendance records from May 1,2023 to the audit day for review, 5 sampled workers were from warehouse, assembling, inspection, and packing positions, based on the 5 sampled workers' electronic attendance records in October 2023, December 2023, and April 2024, 5 out of 5 sampled workers' monthly overtime hours exceeded the legal requirement: 1st sampled month (October 2023)– standard hours (152 hours) + maximum monthly OT (70 hours), 2nd sampled month (December 2023)– standard hours (168 hours) + maximum monthly OT (82 hours), 3rd sampled month (April 2024)–standard hours (168 hours) + maximum monthly OT (74 hours). It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41.	被审核方未遵循该准则，根据员工访谈，员工代表访谈，管理层访谈和文件审核，工厂提供了2023年5月1日至审核当天的考勤记录，抽样5名员工来自仓库，组装，检验及包装岗位，根据5名抽样工人在2023年10月，2023年12月和2024年4月的考勤记录发现，5名抽样员工的月加班均超过法规要求： 第一个抽样月（2023年10月）-标准工时（152小时）-最大月加班（70小时）； 第二个抽样月（2023年12月）-标准工时（168小时）-最大月加班（82小时）； 第三个抽样月（2024年4月）-标准工时（168小时）-最大月加班（74小时）。 违反了中华人民共和国劳动法(2018修正), 第四十一条。

PA 7: Occupational Health and Safety

Site: Shantou City BLD Toys Industrial Co., Ltd | Site amfori ID: 156-025182-001

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 Finding: The main auditee partially respects this principle because based on site observation, 30% production materials were stored close to the walls. It violated General Rules for Fire Safety Management of Storage Occupancies (XF1131-2014), Article 6.8.	被审核方部分遵守该原则是因根据现场观察，30%的物料紧靠墙存放。 违反了仓储场所消防安全管理通则（XF 1131-2014）6.8条要求。

Question: 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?	
ENGLISH	LOCAL LANGUAGE

Finding	
7.2 Finding: The main auditee does not respect this principle because the factory conducted risk assessment and established emergency first aid procedure, but based on management interview and worker interview and document review it was noted that the factory provided injury insurance to 2 out of 48 workers and no business injury insurance was provided for any workers. It violated Regulation on Work-Related Injury Insurance (2010 Revision), Article 2.	被审核方未遵守原则因工厂有进行风险评估和建立急救程序，但是根据管理层访谈和员工访谈以及文件审核发现工厂给48名员工中的2名提供了工伤保险，没有提供商业意外险给员工。 违反了工伤保险条例（2010修订）第二条。

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 Finding: The main auditee partially respects this principle because the factory didn't manage the chemical adequately, although the factory established chemical management procedure, and provided relevant training to workers, including: no secondary containment and no safety labels were available for hazardous chemicals used in F6 assembling workshop. It violated Regulations on the Safety Management of Hazardous Chemicals (2013 Revision), Article 20 and Regulations on Safety Use of Chemicals in Workplaces (1996), Article 11, Article 12, Article 13, Article 20.	被审核方部分遵守原则因工厂虽建立了化学品管理规定，且给员工提供了相关的培训，但对化学品管理不到位。包含6楼组装车间使用的危险化学品无二次容器及未张贴安全标签。 违反了危险化学品安全管理条例（2013修订）第二十条及工作场所安全使用化学品规定（1996）第十一条，第十二条，第十三条，第二十条。

Question: 7.25 Is there satisfactory evidence the auditee verifies that temperature, humidity, space, sanitation, illumination are adequate for the health and safety of workers?

ENGLISH	LOCAL LANGUAGE
Finding	
7.25 Finding: The main auditee partially respects this principle because the factory provided the occupational disease hazard factors monitoring report for reviewing, but based on onsite observation, no ventilation exhaust device was equipped for soldering tin posts in assembly workshop. It violated Hygienic standards for the Design of Industrial Enterprises (GBZ 1-2010), Article 6.1.1.	被审核方部分遵守该原则因工厂提供职业病危害因素监测报告供查看，但是现场审核发现工厂没有给组装车间的焊锡岗位配备抽风排气装置。 违反了工业企业设计卫生标准（GBZ 1-2010）6.1.1。