

Monitored Party BAZHOU MAR-FURNITURE CO.,LTD	amfori ID 156-055018-000	Address South Of Shiiiapu Village,Dongduan Town,Bazhou City, Langfang City, Hebei Provnce, Langfang City, Hebei Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TÜV NORD CERT GmbH
Monitoring Start Date 07/06/2024	Closing Meeting Finished Date 07/06/2024	Submission Date 18/06/2024
Expiration Date 18/06/2025	Announcement Type Fully Announced	
Site BAZHOU MAR-FURNITURE CO.,LTD	Site amfori ID 156-055018-001	

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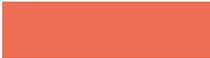
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OVERALL RATING



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, Violence or Harassment	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, 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: Ivy Qiao; APSCA membership number: CSCA 21701960

Name of team auditor (if applicable): N/A; APSCA membership number: N/A

Name of observers, translators, trainees, advisors/consultants (if applicable): N/A

Monitoring partner name: TÜV NORD CERT GmbH (APSCA Firm Member: 11600051)

Audit schedule details: The audit is planned for 1 auditor x 1 day.

Announced Type: Fully Announced

Monitoring Type: Full Monitoring

Business partner information: BAZHOU MAR-FURNITURE CO.,LTD (local name, business license number and address: 霸州市远铭家具有限公司91131081MA0E9M9R7L, 中国河北省廊坊市霸州市东段乡石家堡村村南), started business in Nov. 2019, in the place of South Of Shijiapu Village, Dongduan Town, Bazhou City, Langfang City, Hebei Province, China. The main business products were furniture, such as tables, chairs, sofas. The main process included metal cutting, punching, welding, polishing, glue spraying, fabric cutting, sewing, assembly, packing.

Audited location information: The factory rented half of one 2-story building as office, production and warehouse. There was no dormitory and canteen provided by the auditee.

Operating shifts and hours: The normal working shift is from 8:00 to 17:30 with 1.5 hours lunch break from 12:00 to 13:30 from Monday to Friday. The Saturday overtime is noted as same as the regular working day for 24 hours to 40 hours per month. The factory provided the working time records from May 2023 to audit date for review. The regular working time was 8 hours per day, 5 day per week, 8 hours overtime on Saturday normally. The max monthly overtime was 74 hours.

Time recording system: The factory used the electric attendance system to record the working hours.

Salary payment details: The local minimum wages were RMB 2,200 per month from Jan. 1, 2023. The factory provided payrolls from May 2023 to Apr. 2024 for review.

Workers paid by hourly rate; the basic wage was or more than RMB 2,436 per month. For overtime wages, the factory paid 150% of normal pay for overtime working on normal working day and paid 200% of normal pay for overtime working on Saturday. The wages were paid by cash on or before 15th of each month. The auditee did not provide social insurance for any employees. The auditee purchased commercial work-related injury insurance for all employee.

Worker number information:

There were 46 employees on the roster. All employees were permanent employees, 21 workers were migrant employees from other provinces in China. 17 employees were female.

All employees were present on the audit date.

No child labor and young workers worked in the auditee.

No interns, apprentices, contractor workers in the auditee.

Good practices: N/A

Worker organization details: One worker representative was freely elected by workers in 2023.

Circumstances: The factory management agreed that the auditor could access to all facilities, compound documents and records requested by the audit to take photo of the factory, to copy relevant document records and conduct confidential worker interview. During the audit, management showed they were willing to gradually improve all issues found on-site.

Summary of findings: The performance areas needed improvements were as follows: PA1, PA5, PA6, PA7 and PA 13

Remark:

1. There was no contractor and agency used by the auditee, so the agency labor contract or contractor license/permit not applicable for the auditee.
2. The auditee did not obtain any government waivers.
3. There was no contractor license and collective bargaining agreement in the auditee.

4. The factory did not provide building safety certificate and fire safety certificate of the buildings used by the factory.
5. The auditee rented the building from landlord, other part in the boundary were belonged to landlord. The auditee and the landlord did not share management or workers, and did not have business transaction.

SITE DETAILS

Site
**BAZHOU MAR-FURNITURE
CO.,LTD**

Site amfori ID
156-055018-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	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	46	Workers
Legal minimum wage in local currency	2,200	Monthly
Lowest wage paid for regular work at the site	2,436	Monthly
Calculated living wage in local currency	1,922.13	Monthly
Total sample	8	Workers

Other Metrics

Male workers	29	Workers
Female workers	17	Workers
Non-binary workers	0	Workers
Permanent workers - Male	29	Workers
Permanent workers - Female	17	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	7	Workers
Management - Female	5	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	10	Workers
Domestic migrant workers - Female	11	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	29	Workers
Workers hired directly - Female	17	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	5	Workers
Sample - Female	3	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: BAZHOU MAR-FURNITURE CO.,LTD | Site amfori ID: 156-055018-001

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

Based on onsite observation, documents review, management and workers interviews, the auditee established management system; however, it was not effective for some performance areas, such as Occupational Health and Safety and working hour etc.

基于现场查看、文件查阅、管理层和员工访谈，被审核方已建立社会责任管理体系，但是并未有效执行，如职业健康和安全和工作时间等。

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

Based on onsite observation, documents review, management and workers interviews, the auditee didn't organize workforce capacity properly and monthly overtime exceeded legal requirement.

基于现场查看、文件查阅、管理层和员工访谈，被审核方没有对其产能进行合理规划，从而导致工厂的月加班超出法规要求。

PA 5: Fair Remuneration

Site: BAZHOU MAR-FURNITURE CO.,LTD | Site amfori ID: 156-055018-001

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

The auditee did not provide social insurance for any employees. The auditee explained that social insurance fees were high and they would raise the participation ratio of social insurance step by step. Reference law/regulation: PRC Labor Law, Article 72 and 73.

受审核方未给任何员工提供社会保险。被审核方解释说社保费高昂，他们将逐步提高参保比例。参考法律法规：《中华人民共和国劳动法》第72条73条。

PA 6: Decent Working Hours

Site: BAZHOU MAR-FURNITURE CO.,LTD | Site amfori ID: 156-055018-001

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

Based on onsite observation, management and workers interviews and 8 sample workers' attendance records, who selected from Jul. 2023, Dec. 2023 and Apr. 2024, it was noted that the maximum overtime working hours of randomly selected workers' were 66 hours in Jul. 2023, 74 hours in Dec. 2023 and 52 hours in Apr. 2024. This violated the PRC Labor Law article 41.

基于现场查看、管理层和员工访谈，以及抽样的8名工人的考勤记录(2023年7月，2023年12月，2024年4月)，发现2023年7月最大加班时间是66小时，2023年12月是74小时，2024年4月是52小时。此项违反了《中华人民共和国劳动法》第41条。

PA 7: Occupational Health and Safety

Site: BAZHOU MAR-FURNITURE CO.,LTD | Site amfori ID: 156-055018-001

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH

LOCAL LANGUAGE

Finding

Based on document review, management and workers interview, during risk assessment, EHS management system developing and implementation, no worker representative was involved.

基于文件查阅、管理层员工访谈，在风险评估过程，健康安全管理系统开发和执行过程中，无员工代表的参与。

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH

LOCAL LANGUAGE

Finding

Based on onsite observation, documents review, and management interview, the factory did not provide building safety certificate and fire safety certificate of the buildings used by the factory. Reference law: Construction Law of the People's Republic of China, Article 61. Fire Prevention Law of the People's Republic of China, Article 13 Remark: The buildings used by factory were over 300 square meters and built after 1999. The buildings have no structural cracks, and and were checked regularly and maintained well.

基于现场查看、文件查阅和管理层访谈工厂没有提供其所用建筑的建筑竣工验收和消防验收报告。参考法规：中华人民共和国建筑法 第61条。中华人民共和国消防法第13条。备注：工厂使用中的建筑超过300平方米，并且于1999年之后建成。建筑无结构性裂缝，定期检查并维护良好。

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH

LOCAL LANGUAGE

Finding

Based on onsite observation, four sewing machines in the factory missed finger guard.
Reference law: Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene.

基于现场查看，工厂的4台缝纫机缺失护指环。参考法规：《生产设备安全卫生设计总则》第6.1.6条

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH

LOCAL LANGUAGE

Finding

Based on onsite observation, no basic supplies, such as toilet paper or soap, were available in the toilets.

基于现场查看，工厂车间的卫生间没有提供基本备品如厕纸肥皂。

PA 13: Ethical Business Behaviour

Site: BAZHOU MAR-FURNITURE CO.,LTD | Site amfori ID: 156-055018-001

Question: 13.4 Is there satisfactory evidence that the auditee collects uses and otherwise processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements?

ENGLISH

LOCAL LANGUAGE

Finding

Based on documents review, management and workers interviews, the auditee had not yet developed mechanism or system to collect and use personal information with reasonable care.

基于文件查阅、管理层和员工访谈，被审核方没有有效的程序或机制来保护个人隐私。