

Monitored Party Ningbo Innopower Hengda Metal Products Co.,Ltd	amfori ID 156-037577-000	Address DongYang Village, ShiQi Street, HaiShu District,, Ningbo City, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner TÜV SÜD
Monitoring Start Date 12/09/2023	Closing Meeting Finished Date 12/09/2023	Submission Date 20/09/2023
Expiration Date 29/09/2024	Announcement Type Semi Announced	
Site Ningbo Innopower Hengda Metal Products Co., Ltd	Site amfori ID 156-037577-002	

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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	A	
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

Name of lead auditor: Wendy Wang; APSCA membership number: CSCA21700046

Name of team auditor (if applicable): Nil

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

Monitoring partner name: TUV SUD

Audit schedule details: The audit is planned for 1 auditor x 1 day on September 12, 2023.

Announcement Type: Semi-Announced

This audit is Follow up audit, only five performance areas was covered: PA1, PA2, PA5, PA6, PA7.

Business partner information: The audited factory named Ningbo Innopower Hengda Metal Products Co., Ltd (Uniform Code of Social Credit: 9133020376453650X4) was located at Dongyang Village, Shiqi Street, Haishu District, Ningbo, Zhejiang, China. The factory was established on October 12, 2004. The factory was specialized in the manufacturing of gas heater, patio heater, gas bbq, etc. The main production processes included metalworking, welding, assembling and packing.

Audited location information: The factory currently used most area of 1F and whole area of 2F/3F of one 3-storey building (1F was used as warehouse, 2F was used as office, assembling and packing, 3F was used as warehouse), used one flat building as metalworking and welding. The factory did not provide dormitory and canteen to employees.

There were many buildings in the audited location and all the buildings belonged to Ningbo Yinzhou Hengda Machine Parts Co.,Ltd, the part area of 1F of the shared building was used by the Ningbo Jianying. The auditee rented the area from landlord with independent business license, the lease contract was provided, no any worker or management exchanging was observed, so this audit only covered the areas used by the auditee.

Operating shifts and hours: The regular working hours of all employees were 8 hours per day and 40 hours per week. The regular working days of workers were 5 days from Monday to Friday per week and generally had 8 hours overtime on Saturdays. All workers fixed rest on Sundays. No obvious peak/off season in the factory.

All employees worked in one shift (8:00-11:30, 12:30-17:00) and would have max 2 hours overtime on weekdays.

Time recording system: The factory used electronic attendance system to record working hours of all employees.

Salary payment details: All employees were paid by hourly rate and the wages were paid in cash by the 20th of each month for the preceding month.

Worker number information: On the audit day, there were total 74 workers working in the factory, that included 53 production workers (31 males and 22 females) and 21 non-production employees (14 males and 7 females) and 8 of them are management staffs. There were 36 domestic migrant workers (23 males and 13 females) from other provinces of China and no foreign migrant worker in the factory. The factory did not have young worker, pregnant worker, seasonal worker, temporary worker, disabled worker, or home-based worker. The factory also did not have other special group workers such as interns, apprentices, contractor workers etc.

Good practices: Nil.

Worker organization details: The factory did not have trade union; however, three worker representatives were elected by workers.

Circumstances:

1. There was no agency or contractor used by the factory, and no government waivers and collective bargaining agreement were provided during the audit.
2. No inconsistencies between time records and production records were observed.
3. Remark: There is Personal Information Protection Law in China. Hence, the personal information of employees is removed from the uploaded documents.

Summary of findings: In this audit, non-compliances were observed in four performance areas, please refer to PA1, PA2, PA6, PA7 for details.

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

SITE DETAILS

Site
Ningbo Innopower Hengda Metal Products Co., Ltd

Site amfori ID
156-037577-002

GICS Classification

Sector	Industry Group	Industry
Consumer Staples	Household & Personal Products	Household Products

Sub Industry
Household Products

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	74	Workers
Legal minimum wage in local currency	2,280	Monthly
Lowest wage paid for regular work at the site	2,610	Monthly
Calculated living wage in local currency	2,409.24	Monthly
Total sample	7	Workers

Other Metrics

Male workers	45	Workers
Female workers	29	Workers
Permanent workers - Male	45	Workers
Permanent workers - Female	29	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	6	Workers
Management - Female	2	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	23	Workers
Domestic migrant workers - Female	13	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	45	Workers
Workers hired directly - Female	29	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	4 Workers
Sample - Female	3 Workers

FINDINGS



PA1: Social Management System

Site: Ningbo Innopower Hengda Metal Products Co., Ltd | Site amfori ID: 156-037577-002

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	
The factory had established social responsibility management manual and procedure documents, appointed social compliance management representative, but issues were observed in some performance areas, such as PA2, PA6, PA7.	工厂建立了社会责任管理手册和程序文件，任命了社会责任管理者代表，但是在一些执行领域发现了问题，比如PA2、PA6、PA7。

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	
Per the document review, the factory had established procedures regarding production planning, but per the management interview, the factory did not conduct production cost calculation, per the document review and worker interview, the excessive overtime was detected in sampled months. Through management interview, they understood the production rate and date of delivery, but the factory did not consider the compliance of workers' working hours during the production capacity planning, so this question was rated as partially. It violated BSCI Code of Conduct.	根据文件查看，工厂建立了产能规划程序，根据管理层访谈，工厂没有实际进行生产成本计算，根据文件审核和员工访谈，在抽样月存在加班超时的情况。 根据管理人员访谈，他们清楚了解工厂生产效率和交货期，但工厂在产能规划期间未考虑员工的工作时间的合规性，所以此项判定为部分不符合。



PA 2: Workers Involvement and Protection

Site: Ningbo Innopower Hengda Metal Products Co., Ltd | Site amfori ID: 156-037577-002

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
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Finding

Per the interview, interviewed workers' representative was not clearly aware of BSCI values and principles, but per the factory tour, document review and the interview, the factory posted the BSCI Code of Conduct in workshop, and relevant training was provided for the employees on February 28, 2023, so this question was rated as partially. It violated BSCI Code of Conduct.

根据访谈，访谈的员工代表不太清楚BSCI的价值和原则，但是根据现场查看，文件审核以及访谈，工厂在车间张贴了BSCI行为准则，且在2023年2月28日给员工提供了相关的培训，所以此项判定为部分不符合。

PA 6: Decent Working Hours

Site: Ningbo Innopower Hengda Metal Products Co., Ltd | Site amfori ID: 156-037577-002

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

The time records of March, May and July 2023 were sampled to review. The factory normally arranged max the 2-hour overtime work on regular working days and 8 hours on Saturday. Per document review, management interview, worker and worker representative interview, the factory had established working hour control policy, and worker claimed that all the overtime work is arranged on voluntary basis, they were willing to conduct overtime work to earn more money. However, it was noted that all sampled workers' monthly overtime hours exceeded local law limit of 36 hours overtime per month in sampled months, max was up to 44 hours in March 2023, 40 hours in May 2023 and 50 hours in July 2023. The sampled workers were from metalworking, welding, assembly and packing section. Because the working hour control policy established by the factory was not implemented effectively, and all sampled workers' overtime exceeded legal limits in all sampled months, so this question is rated as no. This violated PRC Labor Act (1995), Article 41.

抽查了员工2023年3月，5月和7月的考勤记录，工厂通常安排工作日最多加班2小时，周六最多加班8小时，根据文件审核，管理者访谈，员工以及员工代表访谈，工厂制定了工时控制政策，员工表示所有加班都是自愿的，他们愿意进行加班工作来获取更多报酬。但是发现所有抽样员工在所有抽样月的月加班时间超过当地法律月加班36小时的限制，最大在2023年3月达到44小时，2023年5月达到40小时和2023年7月达到50小时。这些抽样员工来自于金工，焊接，组装和包装岗位。因为工厂制定的工时控制政策没有有效实施，且抽样员工的加班时间在所有抽样月都超过法规要求，所以此项判定为不符合。

PA 7: Occupational Health and Safety

Site: Ningbo Innopower Hengda Metal Products Co., Ltd | Site amfori ID: 156-037577-002

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

ENGLISH

LOCAL LANGUAGE

Finding

The factory had established the occupational health and safety management system and complied with most of the sections of occupational health and safety regulations, but some non-compliance issues were identified as below.

工厂建立了职业健康安全管理体系，并在大部分方面符合职业健康安全法规，但是仍然发现了以下的问题点。

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

Per the factory tour, there was noise in workshop, per the document review and the interview, the factory did not provide occupational hazard factor test for the workstation with noise. (Regulation on Supervision and Control of Occupational Health in Workplaces (2012), Article 20).
It was unable to determine if the workers need to conduct occupational health examination, as no occupational hazard factor test was conducted. (PRC Law on Prevention and Control of Occupational Diseases (2002) Amendment (2018), Article 35).
The factory did not provide the measure to protect the health of employees, so this question was rated as no.

根据现场查看，车间有噪音，根据文件审核以及访谈，工厂没有为有噪音的工位做职业危害因素检测。
由于没有提供职业危害因素检测，不能确定员工是否需要做职业健康体检。
由于工厂没有提供措施去保护员工的健康，所以此项判定为不符合。

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

Per site tour, it was noted that no secondary container and safety label were available for the chemicals used in workshop, but the MSDS was posted on site. (Regulations on Dangerous Chemical Safety Management (2002), Amendment (2011), Article 20 and (The Regulation For Chemical Usage Safety in Work Place, Article 14))
As per document review, factory tour and the

现场巡视发现，工厂车间使用的化学品没有二次容器和安全标签，但是现场张贴了MSDS。根据文件查看，现场查看以及访谈，工厂建立了化学品使用和管理规定，化学品使用培训记录也有提供，MSDS也有提供，所以此项判定为部分不符合。

Finding

interview, the factory had established the regulations on the use and management of chemicals, the chemical using training record was provided, MSDS was provided, so this question was rated as partially.

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

Through document review, the factory only provided fire safety certificate and building structure safety certificate of one 3-storey building for review. No fire safety certificates and building structure safety certificates of one flat building was provided, though factory tour, no obvious structure safety issues were found for the building, per the interview, hose buildings were constructed in about 2017, no third-party building structure inspection report and fire equipment inspection report were provided. This violated the PRC Construction Law (1998), Amendment (2011), Article 61; PRC Fire Protection Law (1998) Amendment (2009), Article 13.

The factory only provided fire safety certificate and building structure safety certificate of one building, did not provide the relevant files of the other building safety, so this question was rated as partially.

通过文件审核，工厂仅提供了一栋3层建筑的消防验收合格证和竣工验收合格证供审核。没有提供一栋一层建筑的消防验收合格证和竣工验收合格证。根据现场查看，此建筑没有发现明显的结构安全问题，根据访谈，该建筑建于2017年左右。工厂没有提供任何第三方建筑结构检测报告和消防设施检测报告。

由于工厂只提供了一栋建筑的消防验收合格证和竣工验收合格证，没有提供其余厂房的安全的相关文件，所以此项判定为部分不符合。