

Monitored Party	amfori ID	Address
SHENZHEN TAINENG JIKANG TECHNOLOGY CO.,LTD	156-058884-000	301, Building A, No.5, Xingpu Road, Sifang Pu Community, Pingdi Street, Longgang District, Shenzhen, Guangdong Sheng, China
Monitoring Activity	Monitoring Type	Monitoring Partner
amfori Social Audit - Manufacturing	Full Monitoring	SGS
Monitoring Start Date	Closing Meeting Finished Date	Submission Date
09/12/2024	10/12/2024	17/12/2024
Expiration Date	Announcement Type	
17/12/2025	Semi Announced	
Site	Site amfori ID	
SHENZHEN TAINENG JIKANG TECHNOLOGY CO.,LTD	156-058884-001	

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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	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, 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: Merlin Wang; APSCA membership number (CSCA 21701978)

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 with total 1.5 days. The Full Monitoring (Semi Announced) was conducted on from the Dec 9, 2024 morning to the Dec 10, 2024 morning.

Business partner information:

SHENZHEN TAINENG JIKANG TECHNOLOGY CO.,LTD (Chinese name: 深圳市泰能脊康科技有限公司) was a private company and was registered at 301, Building A, No.5, Xingpu Road, Sifang Pu Community, Pingdi Street, Longgang District, Shenzhen, China (Chinese address: 深圳市龙岗区坪地街道四方埔社区兴埔路5号厂房A栋301)

The business license register number was 91440300MA5FM0RNX8, the valid date was from May 17, 2019 to Long term.

The main products manufactured in the main auditee was Memory foam pillow, waist cushion, seat cushion, neck pillow.

The main production activities included injection molding, cutting, sewing, assembling, and packing. The production capacity was about 1,200,000 pcs per year.

Audited location information:

The main auditee used the 3rd floor of three 4-storey production buildings (building A, B, C) as workshop, warehouse, and office, and used part areas of the 4th floor of production building A as warehouse. Details as below:

Production building A with 2000 square meters per floor: 1-2F: used by Shenzhen Yongjiahua Paper Products Co., Ltd; 3F: used by auditee as office and injection molding workshop; 4F: about 200 square meters were used by auditee as warehouse, the rest 1800 square meters were used by Kinliufook as warehouse.

Production building B with 1000 square meters per floor: 1-2F: used by Shenzhen Zhihang Electromechanical Equipment Co., Ltd; 3F: used by auditee as warehouse; 4F: used by Shenzhen Yuxin Industrial Co., Ltd.

Production building C with 2000 square meters per floor: 1-2F: used by Shenzhen Wanjia Textile Printing Co., Ltd; 3F: used by auditee as cutting, sewing, assembling and packing; 4F: used by Shenzhen Yuxin Industrial Co., Ltd.

There were another 4 5-storey dormitory buildings used by other companies, the main auditee did not provide dormitory or meals to workers.

Based on onsite observation and management interview, the auditee operated individually from other companies, no shared workers were found, this audit scope only covered the areas used by the auditee.

Operating shifts and hours / Time recording system:

The main auditee had established wage and benefits policy, used face identification and finger printing timecard attendance system to record workers' working time. During the audit, the main auditee provided attendance records from Dec 1, 2023 to audit day and wage records from Dec, 2023 to Nov, 2024 for review. Based on review documents and interview with workers, workers' regular working time was 5 days per week (from Monday to Friday) and 8 hours per day.

One shift was arranged for all workers 08:00-12:00, 13:30-17:30. Workers worked overtime 0~2 hours on weekdays and 0~8 hours on Saturday. The maximum daily overtime was 2 hours, maximum monthly overtime was 60 hours and maximum weekly working time was 56 hours. The sampled three months' weekly working hours were below:

1st sampled month (Mar, 2024)– standard hours (40 hours) + maximum weekly OT (14 hours); 2nd sampled month (Jun, 2024)–standard hours (40 hours) + maximum weekly OT (16 hours); 3rd sampled month (Nov, 2024)–standard hours (40 hours) + maximum weekly OT (14 hours).

Salary payment details:

The main auditee had established wages and benefit paying system, which met legal requirement. Based on the wage records from Dec, 2023 to Nov, 2024 provided by the main auditee, all workers were paid by hourly rate, the minimum wage was RMB3800-4000/month, which was higher than the local legal requirement RMB2360 per month. Different workers had different position allowance based on their working ability and position. Overtime wage of regular working day, rest day and holiday were 150%, 200% and 300% of regular wage respectively. And during the audit, the main auditee assessed the local decent living stand, the living wages paid to workers were higher than the living standard. The main auditee provided social insurance for all employees in Nov, 2024. The main auditee provided paid annual leave and statutory holiday to all workers. The wage was issued at the 7th of next month through bank. No dormitory or meals were

provided to workers.

Worker number information:

Total 98 workers (67 production workers and 31 non-production workers).

Production workers: 67 (male: 40 and female: 27)

89 domestic migrant workers (male: 53 and female: 36) worked onsite.

One disabled male worker worked onsite.

No young worker, female workers on parental leave, or pregnant workers worked onsite.

No vulnerable workers, interns, apprentices, or contractor workers worked onsite.

Good practices:

The facility provided RMB150 per month as meal allowance, RMB200 per month as dormitory allowance, and RMB200 per month as attendance allowance to workers.

Worker organization details:

The main auditee established a worker committee with 2 worker representatives were elected by workers freely on Mar 28, 2024.

Circumstances: No circumstances that affected the normal course of the assessment.

The special circumstances can be classified as followed:

By checking the IPE website and the creditable China website, no special abnormal situation occurred in the past year.

Summary of findings:

PA1:

1.1 The main auditee social management system was not implemented effectively.

1.4 The main auditee did not evaluate the production capacity, human resource and equipment status against the delivery requirement to avoid the excessive overtime work.

PA2:

2.2 The main auditee did not monitor the achievement of long-term objective for protecting workers, and worker/worker representative were not involved into this process.

2.5 The main auditee did not set grievance mechanism for local community.

PA6:

6.2 The main auditee workers' overtime exceeded legal laws.

PA7

7.1 The main auditee health and safety management system was not implemented effectively.

7.3 The main auditee did not provide occupational health exam to part of workers.

7.6 The main auditee part of workers did not wear the provided PPE.

Living wage calculation:

Living Wage: The living wage data is obtained from GLWC website.

Precautions taken about #COVID-19 in the facility:

There was no special requirement for the main auditee to the pandemic.

Remark:

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 :

During document review it was evidence that some of required documents are not applicable in organization like Agency labour Contract, Government Waiver on working hours and Collective Bargaining Agreement. All of above documents were not involved in document files.

SITE DETAILS

Site

SHENZHEN TAINENG JIKANG
TECHNOLOGY CO.,LTD

Site amfori ID

156-058884-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Household Durables
Sub Industry		
Housewares & Specialties		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	98	Workers
Legal minimum wage in local currency	2,360	Monthly
Lowest wage paid for regular work at the site	3,800	Monthly
Calculated living wage in local currency	3,719	Monthly
Total sample	10	Workers

Other Metrics

Male workers	56	Workers
Female workers	42	Workers
Non-binary workers	0	Workers
Permanent workers - Male	56	Workers
Permanent workers - Female	42	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	4	Workers
Management - Female	4	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	1	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	53	Workers
Domestic migrant workers - Female	36	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	56	Workers
Workers hired directly - Female	42	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	6	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: SHENZHEN TAINENG JIKANG TECHNOLOGY CO.,LTD | Site amfori ID: 156-058884-001

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

The main auditee partially respects this principle. Based on management and worker interviews, onsite observation, and documents review, it is identified that although the main auditee has established management system according to amfori BSCI requirement, and the managements know related requirement of amfori BSCI, but due to the factory doesn't effectively implement it, leads to some issues appeared in Decent working hours., etc. It violated the requirement of question 1.1 in amfori BSCI system manual.

被审核方部分符合该准则。根据管理层及员工访谈，现场观察及文件审核确认，被审核方有按照 amfori BSCI要求建立相关体系，且管理者代表知道 amfori BSCI相关要求，但由于未有效执行，导致在体面劳动时间等出现问题。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

The main auditee partially respects this principle. Based on management and worker interviews, and documents review, it is identified that although the main auditee has established workforce capacity procedure and implemented capacity planning as procedure, but because the auditee does not effective evaluate the production capacity, human resource and equipment status against the delivery requirement to avoid the excessive overtime work. It violated the requirement of question 1.4 in amfori BSCI system manual.

被审核方部分符合该准则。根据管理层及员工访谈，及文件审核确认，虽然被审核方建立了生产能力评估程序并按程序执行了产能规划，同时有实施该规划，但是因为工厂未能根据交货期，有效的评估自己的生产能力，人员和设备情况，以避免出现加班超时的情况。违反了 amfori BSCI管理手册中问题1.4的要求。

PA 2: Workers Involvement and Protection

Site: SHENZHEN TAINENG JIKANG TECHNOLOGY CO.,LTD | Site amfori ID: 156-058884-001

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

Finding	
The main auditee partially respects this principle. Based on management and worker interviews, and documents review, it was identified that although the main auditee defined long-term objective for protecting workers. But the main auditee did not monitor the achievement, and worker/worker representative were not involved into this process. The main auditee explained that they did not well know related requirements. It violated the requirement of question 2.2 in amfori BSCI system manual.	被审核方部分符合该准则。根据管理层及员工访谈，及文件审核确认，工厂建立了保护工人的长期目标。但是目标达成情况未监控，而且工人/工人代表没有参与其中。工厂解释不清楚相关要求。违反了amfori BSCI管理手册中问题2.2的要求。

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	
The main auditee partially respects this principle. Based on management and worker interviews, and documents review, it is identified that effective grievance mechanism for workers is established, but because the main auditee does not understand the related requirements, no grievance mechanism is set for local community. It violated the requirement of question 2.5 in amfori BSCI system manual.	被审核方部分符合该准则。根据管理层及员工访谈，及文件审核确认，被审核方有建立有效的供员工的申诉机制，但由于对要求理解不足导致未建立社区的申诉机制。违反了amfori BSCI管理手册中问题2.5的要求。

PA 6: Decent Working Hours

Site: SHENZHEN TAINENG JIKANG TECHNOLOGY CO.,LTD | Site amfori ID: 156-058884-001

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	
The main auditee does not respect this principle. Based on document check, worker representative interview, worker interview, management interview, the factory provides attendance records from Dec 1, 2023 to the audit day for review, based on the 10 sampled workers' attendance records in Mar, 2024, Jun, 2024 and Nov, 2024, 10 out of 10 sampled workers' monthly overtime hours exceed the legal requirement in the three months:	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12月1日至审核当天的考勤记录，根据10名抽样工人在2024年3月，2024年6月和2024年11月的考勤记录发现，10名抽样员工的月加班在上述3个月超过法规要求： 第一个抽样月（2024年3月）-标准工时（168小时）-最大月加班（60小时）； 第二个抽样月（2024年6月）-标准工时（152小

Finding	
1st sampled month (Mar, 2024)– standard hours (168 hours) + maximum monthly OT (60 hours); 2nd sampled month (Jun, 2024)–standard hours (152 hours) + maximum monthly OT (60 hours); 3rd sampled month (Nov, 2024)–standard hours (168 hours) + maximum monthly OT (58 hours). The main auditee explains that because the production need and workers voluntary over time work, arrange workers overtime work more than 36 hours per month. It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41.	时)-最大月加班(60小时); 第三个抽样月(2024年11月)-标准工时(168小时)-最大月加班(58小时); 工厂解释由于要满足生产需要及工人自愿加班,导致工厂安排工人加班工作超36小时每月。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: SHENZHEN TAINENG JIKANG TECHNOLOGY CO.,LTD | Site amfori ID: 156-058884-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?	
ENGLISH	LOCAL LANGUAGE
Finding	
The main auditee partially respects this principle because based on management interview and onsite observation, the main auditee has collected the local law and amfori BSCI code of conduct, but the management representative responsible for health and safety doesn't know well about the amfori BSCI requirement on health and safety, and lead to some issues are raised in health and safety section. It violated the requirement of question 7.1 in amfori BSCI system manual.	被审核方部分符合该准则,原因是通过管理层访谈和现场审核,工厂有收集法律法规文件和amfori BSCI行为守则,但是健康安全管理者代表不是很了解amfori BSCI对健康安全的要求,导致健康安全方面出现问题。违反了 amfori BSCI管理手册中问题7.1的要求。

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?	
ENGLISH	LOCAL LANGUAGE
Finding	
The main auditee partially respects this principle because based on workers, management interview and document review, the main auditee had carried out risk assessment for safe, health and hygienic working conditions. The main auditee provides occupational health examination for about 21 workers who contact noise and dust, but did not	被审核方部分符合该准则,原因是通过管理层,员工及员工代表访谈和文件审核确认,工厂有针对安全,健康和卫生工作条件进行了风险评估,工厂给在注塑车间接触噪音和粉尘的21名工人提供了在岗职业健康体检,但没有提供岗前职业健康体检给2名新员工,没有提供离岗职业健康体检的2名离职工人。工厂解释医院比较忙,未能约上合适时间安排

Finding	
provide pre-job occupational health exam to 2 new workers, and did not provide post-job occupational health exam to 2 resigned workers. The main auditee management explained the reason is the hospital was very busy and did not arrange factory's occupational health exam in time. It violated Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35	体检。违反了中华人民共和国职业病防治法（2018修正）第三十五条

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	
The main auditee partially respected this principle because based on onsite observation, the main auditee 5 out of 7 workers contacted noise in the injection molding workshop did not wear the provided ear plugs and dust masks. The factory management explained that the workers did not want to wear it. It violated Production Safety Law of the People's Republic of China (2021 Amendment), Article 45.	被审核方部分符合该准则，因为通过现场审核发现工厂注塑车间接触噪音和粉尘的7名工人中的5名工人没有佩戴工厂提供的耳塞和防尘口罩。工厂解释工人不愿意佩戴。违反了中华人民共和国安全生产法（2021修正），第四十五条