

# Monitoring result for Suzhou Fuyougang Can Products Co., Ltd on site Suzhou Fuyougang Can Products Co., Ltd

## Monitoring

Monitored Party	: Suzhou Fuyougang Can Products Co., Ltd
amfori ID	: 156-007127-000
Site	: Suzhou Fuyougang Can Products Co., Ltd
Site amfori ID	: 156-007127-002
Address	: No. 28-9, Shuangma Road, Dianshanhu Town, Kunshan
	: Suzhou
	: Jiangsu Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Monitoring Partner	: ALGI International, Inc.
Monitoring Start Date	: 24/04/2023
Closing Meeting Finished Date	: 26/04/2023
Submission Date	: 02/05/2023
Expiration Date	: 02/05/2024

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## Overall rating



## Section rating

PA1: Social Management System	D
PA 2: Workers Involvement and Protection	B
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	C
PA 6: Decent Working Hours	D

PA 7: Occupational Health and Safety	B
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: Alison Gao, APSCA registration No. CSCA21700816

Name of team auditor (if applicable): Not applicable

Name of observers, translators, trainees, advisors/consultants (if applicable): Not applicable

Monitoring partner name: ALGI China

Audit schedule details: The audit was planned for 1 auditor x 1 day. The full audit (Fully Announced) was conducted on 24 April 2023.

Business partner information: Suzhou Fuyougang Can Products Co., Ltd (Local Name: 苏州富友刚制罐有限公司, Uniform Code of Social Credit: 91320583593906114L) is located at No. 28-9, Shuangma Road, Dianshanhu Town, Kunshan City, Suzhou City, Jiangsu Province, China. The factory was registered in April 2012 and was specialized in manufacturing of tin boxes. Main production processes included cutting, punching, inspection and packing. Printing process was subcontracted by the factory.

Audited location information: There were 4 buildings at the audited area, and the factory only rented one 5-storey building 4# (1F cutting, punching, inspection and packing workshop, 2F-5F warehouse) from landlord of Kunshan Tengda Metal Product Co., Ltd. The landlord shared a canteen/kitchen with the audited factory which was located at the first floor of 1# Building. The rest three buildings (1#, 2# and 3#) were used by landlord which was independent company with the separated business licenses, management system and employees. The leasing agreement and Business License were provided for review. The factory didn't provide dormitory or transportation for workers.

Operating shifts and hours: One shift was arranged for production workers and office workers, the regular working hours were 8:00 to 16:30 with 0.5 hour for lunch break time from 11:30 to 12:00. Normal working days were from Monday to Friday. The workers generally worked overtime voluntarily for 2 hours from 17:00 to 19:00 per day on weekdays and for 8 hours per day on Saturdays.

Time recording system: The factory recorded workers' working time by facial scan attendance system.

Salary payment details: The factory paid workers by hourly rate. Wages of each month were issued on or before 30th of the following month through cash.

Worker number information: On the audit day, there were total 48 employees, including 17 non-production employees and 31 production employees. Of the 31 production employees, 13 were males and 18 were females. No vulnerable workers or any other special group workers (such as interns, apprentices, contractor workers) were noted during this audit.

Good practices: No Good practice was noted in the audit.

Worker organization details: There was no Trade Union or worker committee available in the factory, but there were two worker's representative freely elected by workers.

Circumstances: Ms. Zhou Guangmei/Administration Manager and Ms. Liu Bi/Worker representative attended in the opening and closing meetings. The opening meeting started at 9:00 on 24 April 2023, and the closing meeting ended at 17:30 on 24 April 2023. The factory management and workers (representative) showed a positive attitude to this audit during the whole process. At the end of the audit, all the findings were accepted by the audited factory.

The special circumstances can be classified as followed: No special circumstances were noted during this audit.

Summary of findings:

PA1: 1.1 The factory did not set up a fully effective management system to implement the BSCI Code of Conduct; 1.4 The workforce capacity was not assessed and properly planned to match delivery order contracts or expectations, which led to excessive overtime hours.

PA2: 2.4 The factory didn't provide BSCI training to new comers; 2.5 The grievance mechanism didn't define potential conflicts of interest and how to overcome them (e.g. if a grievance was against the management of the mechanism); And the effectiveness of grievance mechanism was not evaluated regularly.

PA5: 5.4 The factory didn't know local living wage, and they did not establish the procedure to calculate local living wage, all sampled workers' wages for regular working time were paid less than local living wage; 5.5 Insufficient social insurance participated.

PA6: 6.2 Monthly overtime hours exceeded 36 hours.

PA7: 7.1 General finding in PA7 and goods placed against wall/pillar; 7.2 Insufficient injury insurance; 7.3 No testing occupational hazard factors and no occupational health check; 7.5 No safety manager certificate; 7.8 The contact information of first aiders were not posted in production workshops; 7.9 No warning sign of high temperature was posted for drinking water heater, no occupation hazard notification card in punching workstation.

PA12: 12.3 The factory did not regularly monitor its boundary noise produced by punching workshop.

Living wage calculation: The local minimum wage was CNY2280 (equal to CNY13.10 per hour) per month since 1 August 2021. #LivingWage: [The audited factory was located in Suzhou City. The auditor used the Living wage calculation published on the GLWC website for the region (<https://www.globallivingwage.org/living-wage-benchmarks/urban-Suzhou-china/>), which is estimated at the amount of CNY4,044. As recommended, GLWC method of calculation is considered by the auditor for this audit. GLWC benchmark data are uploaded as part of the report attachments.]

Precautions taken about #COVID-19 in the facility: (#COVID19): The factory provided the prevention and control measures document concerning COVID-19, performed the risk assessment and provided relevant trainings, and implemented the prevention measures. According to local government policy, there are no special requirements for COVID-19. For example, it is not mandatory for people to wear facemasks in public places except hospitals, nursing homes, social welfare institutions.

Remark: 1. The government waiver, agency labor contract and collective bargaining agreement were not available for the factory on the audit day, which made those documents not applicable; 2. Some uploaded attachments (such as wage records and time records) involve employees' personal information, which is hidden or blocked. This is to comply with the requirements of the Personal Information Protection Law of the People's Republic of China, the requirements of amfori BSCI and ALGI; 3. The address in business license was No. 7 building, No. 28-9, Shuangma Road, Dianshanhu Town, which was a little detailed than it in BSCI platform. As per the management and document review, the business license was applied for based on the real estate certificate. Since there were other three auxiliary buildings in the factory area, a security room, a power distribution room and a toilet room, the real estate certificates numbered the four production buildings 4#, 5#, 6# and 7# buildings.

Site Details

Site : Suzhou Fuyougang Can Products Co., Ltd  
Site amfori ID : 156-007127-002

GICS Classification

Sector	: Materials	Industry	: Containers & Packaging
Industry Group	: Materials	Sub Industry	: Metal & Glass Containers

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

## Metrics

### Key Metrics

Total workforce	48 Workers
Legal minimum wage in local currency	2280 Monthly
Lowest wage paid for regular work at the site	2500 Monthly
Calculated living wage in local currency	4044 Monthly
Total sample	8 Workers

### Other Metrics

Male workers	27 Workers
Female workers	21 Workers
Permanent workers - Male	27 Workers
Permanent workers - Female	21 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	2 Workers
Management - Female	1 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	13 Workers
Domestic migrant workers - Female	16 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	27 Workers
Workers hired directly - Female	21 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	3 Workers
Sample - Female	5 Workers

## Findings

### PA1: Social Management System

The factory had established social compliance policy and procedures as per BSCI standards, but the factory had not yet established an effective management system to implement the BSCI Code of Conduct due to the findings mentioned in relevant performance areas such as PA1, PA2, PA5, PA6, PA7 and PA12.

工厂基于BSCI标准建立起了一套社会责任政策和程序，但是当前审核在几个执行领域如PA1, PA2, PA5, PA6, PA7以及PA12发现一些有待完善的地方，因此工厂尚未建立起执行BSCI行为准则的有效管理体系。

The procedures regarding cost calculation and production planning were set up by the factory, but the workforce capacity was not assessed and properly planned to match delivery order contracts or expectations. Furthermore, excessive overtime hours worked by employees in all three sampled months (July 2022, December 2022 and February 2023). For details, please refer to the finding of 6.2. (Article 41 of Labor Law of the People's Republic of China)

工厂有建立成本核算及产能规划的程序，但是工厂没有对现有员工的产能是否可以按时完成客户订单数量进行有效的评估和合理计划。另外，在所有抽样三个月（2022年7月，2022年12月和2023年2月）存在员工加班超时的情况。详见6.2的发现。（中华人民共和国劳动法第41条）

### PA 2: Workers Involvement and Protection

The factory had provided on-job BSCI training to all workers, but the factory didn't provide BSCI training to new comers.

工厂给所有工人举行在职BSCI培训，但是没有给新入职员工提供BSCI的培训。

The grievance mechanism established by the factory didn't define potential conflicts of interest and how to overcome them (e.g. if a grievance was against the management of the mechanism); And the effectiveness of grievance mechanism was not evaluated regularly.

工厂建立的申诉机制没有包含潜在的利益冲突以及如何克服该类冲突（如对机制管理人员提出的申诉）；且工厂没有对申诉系统的有效性进行定期评估。

### PA 5: Fair Remuneration

The factory did not know local living wage and did not establish the procedure to calculate local living wage. So the auditor used the living wage calculation published on the GLWC website. The wages for regular working time for 8 sampled workers in July 2022, December 2022 and February 2023 (CNY2,599.56-CNY2,700.48 per month) were paid less than local living wage (CNY4,044 per month).

工厂不了解当地生活工资，且没有建立程序来计算当地生活工资。所以审核员使用了GLWC网站上公布的生活工资计算方法。所有8名抽样的员工在2022年7月，2022年12月，2023年2月的正常工作时间的工资(每月CNY2,599.56-CNY2,700.48元)低于当地生活工资每月4,044元。

Insufficient social insurance participated. There were total 48 employees of the factory, 10 retired employees, no new employees within one month, no temporary employees and dispatched employees in the factory. The factory provided social insurance voucher of January 2023, February 2023 and March 2023 for review, the factory purchased the maternity insurance, unemployment insurance, injury insurance, medical insurance and retirement insurance for 4 out of 38 employees (about 11%) per the social insurance voucher of March 2023. The factory didn't purchase commercial accident insurance for any employee. No social insurance waiver was obtained in the factory. Known from management interview and workers interview, the reason for workers not joining the social insurance was that they bought rural pension insurance at their hometown and could not repeat purchasing social insurance, but no such document was provided for review. (Article 72&73 of the Labor Law of the People's Republic of China)

社会保险参保不足。工厂有48人，有10个退休工人，没有新进工人，没有临时工人和派遣工人。工厂提供了2023年1月，2023年2月和2023年3月的社保记录供审核，但是2023年3月的社保记录显示工厂给4个固定工人购买了生育保险、失业保险、工伤保险、医疗保险和养老保险，比率大约是11%。工厂没有给任何员工购买商业意外险。工厂没有社保批文。通过管理层访谈和工人访谈，工人不参加社会保险的原因是他们在家乡购买了农村养老保险，不能再重复购买社会保险，但是工厂没有提供这样的文件供审查。（中华人民共和国劳动法 第72&73条）

### PA 6: Decent Working Hours

Workers' monthly overtime hours exceeded legal requirement. The factory provided workers' attendance records from March 2022 to audit date and payroll records from March 2022 to February 2023 for review, the auditor randomly selected the attendance records and payrolls of 8 samples from February 2023 (current month), 8 samples from December 2022 (random month), and 8 samples from July 2022 (random month), based on which it was noted that all sampled workers' monthly overtime hours exceeded 36 hours in all above mentioned months, and were up to 62 hours, 76 hours and 74 hours respectively. Remark: Workers confirmed that they worked overtime voluntarily. (Article 41 of Labor Law of the People's Republic of China)

工人的月加班超过法律要求。工厂提供了工人2022年3月至审核当天的考勤记录以及2022年3月至2023年2月的工资记录，审核员随机抽取了8名工人的2023年2月（当前月），8名工人的2022年12月（随机月），8名工人的2022年7月（随机月）考勤及

## PA 6: Decent Working Hours

工资记录，发现所有抽样工人的月加班在上述所有抽样月份中都超过了36小时，最大分别达到62小时，76小时和74小时。备注：工人们反映他们加班是自愿的。（《中华人民共和国劳动法》第41条）

## PA 7: Occupational Health and Safety

1. The factory established the occupational health and safety procedures and appointed manager to be responsible for collecting and updating the health and safety laws and regulations, collected the related laws and regulations on health and safety during this audit; however, the actual practice throughout the factory was not fully in compliance with requirements of local law in the parts of goods placed against wall, injury insurance, occupational hazard, safety manager certificate and warning sign; 2. It was noted that about 20% of goods in warehouse were placed against wall/pillar. (Rules Concerning Warehouse Safety and Fire Control article 18)

1. 工厂建立了健康安全程序文件并任命经理去负责收集更新法律法规，本次审核收集了健康安全法律法规，但是工厂在实际的执行过程中还存在不符合当地法律的问题。如货物靠墙，工伤保险，职业危害，安全管理人员证书和警示标识；2. 审核发现工厂仓库约20%的货物靠墙/靠柱放置。（《仓库防火安全管理规划》第18条）

Only 4 out of 48 workers were covered by work-related injury insurance per the social insurance voucher of March 2023 and the factory did not provide any extra insurance for the rest 44 workers. (Social Insurance Law of the People's Republic of China; Article 33)

2023年3月的社保记录显示48名员工中只有4名员工参加了工伤保险，工厂没有为剩余44名员工提供额外的保险。（《中华人民共和国社会保险法》第三十三条）

1. It was noted that occupational hazard was identified in the factory (such as, noise in punching workstation), which might cause occupational diseases to employee in these workshops. However, the factory didn't provide a valid report for testing occupational hazard factors in this workshop; (Workplace Occupational Health Management Regulations, Article 20) 2. It was noted that the employees in punching workstation were in contact with noise. However, the factory did not provide pre-job, on-the-job and off-the-job occupational health check for all related employees. (Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases)

1. 车间存在职业危害（比如冲床岗位有噪声），对车间的员工存在潜在的职业病危害影响。但工厂未提供有效的职业危害因素检测报告供审核；（《工作场所职业卫生管理规定》第二十条）2. 冲床岗位的工人有接触噪声，但是工厂没有为相关员工提供岗前，在岗和离岗的职业病体检。（《中华人民共和国职业病防治法》第35条）

The person in charge of safety management in the factory didn't obtain a valid safety manager certificate. The factory had provided regular health and safety training to workers. (The Law of the PRC on Work Safety Article 24)

工厂负责安全管理的人员尚未获得有效的安全管理人员证书。工厂定期为工人提供健康和安全培训。（《中华人民共和国安全生产法》第二十四条）

The factory had two first aiders, but the contact information of first aiders were not posted in production workshops.

工厂有2名急救员，但工厂没有在车间张贴急救员的联络信息。

1. It was noted that no warning sign of high temperature was posted for drinking water heater; (Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008, Article 4.2) 2. The factory didn't post occupation hazard notification card in punching workstation. (Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, Article 24)

1. 审核发现饮用水附近没有张贴高温警告标识；（《安全标志及使用导则(GB 2894-2008)》警示标志4.2）2. 工厂没有在冲床岗位张贴职业危害告知卡。（《中华人民共和国职业病防治法》第二十四条）

## PA 12: Protection of the Environment

It was noted that the factory did not regularly monitor its boundary noise produced by punching workshop. The factory obtained the Environment Impact Assessment Report Form. (Measures for the Administration of Environmental Surveillance, Article 21)

工厂没有对冲床车间产生的厂界噪声进行定期监测。工厂获得了环境影响报告表。（《环境监测管理办法》第21条）