

Monitored Party <b>NINGBO LONGTENG OUTDOOR PRODUCTS CO., LTD</b>	amfori ID <b>156-047240-000</b>	Address <b>No. 488, North Tongyuan Road, Luotuo Street, Zhenhai District, Ningbo City, Zhejiang Province, China, Ningbo, Zhejiang Sheng, China</b>
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Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>TÜV NORD CERT GmbH</b>
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Monitoring Start Date <b>08/06/2023</b>	Closing Meeting Finished Date <b>24/06/2023</b>	Submission Date <b>24/06/2023</b>
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Expiration Date <b>24/06/2024</b>	Announcement Type <b>Semi Announced</b>
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Site <b>宁波龙腾户外用品有限公司</b>	Site amfori ID <b>156-047240-001</b>
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This is an extract of the online Monitoring Result, generated on 26/06/2023, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.






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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>D</b>	
PA 2: Workers Involvement and Protection	<b>A</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination	<b>A</b>	
PA 5: Fair Remuneration	<b>A</b>	

PA 6: Decent Working Hours	<b>D</b>	
PA 7: Occupational Health and Safety	<b>B</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded Labour	<b>A</b>	
PA 12: Protection of the Environment	<b>B</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Announcement Type: Semi Announced

Monitoring: Full Monitoring

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

Auditor: Aries He, APSCA Auditor Number: CSCA 21703908

Monitoring Schedule Details: 1 auditor x 1 day onsite

[Location and size]:

The auditee name is NINGBO LONGTENG OUTDOOR PRODUCTS CO., LTD (宁波龙腾户外用品有限公司).

The actual operation address is No. 488, North Tongyuan Road, Luotuo Street, Zhenhai District, Ningbo City, Zhejiang Province, China (中国浙江省宁波市镇海区骆驼街道通园北路 488 号); in this address, there were 3 buildings were used by auditee. But the address in the business license is Building 1 and Building 2, No. 488, North Tongyuan Road, Luotuo Street, Zhenhai District, Ningbo City, Zhejiang Province, China.

The Uniform Code of Social Credit is 913302110582620979, valid from 10 December 2012 to long.

[Structure of facility]:

In the auditee's address, the factory consists one 4-storey building and two 2-storey buildings as production areas and office, the total area was about 5350m<sup>2</sup>

No dormitory and canteen were available.

[Process of facility]:

The auditee was specialized in manufacture of outdoor toy.

The main production processes were injection, extrusion blowing, assembling, and packing section

No process was subcontracted to other factories.

No homemaker was used by the auditee.

[Employee analysis]:

A total of 35 employees including 18 male employees and 17 female employees were currently working in the auditee, including 24 migrants from other provinces. There were 26 production employees including 14 males and 12 females. There were 9 non-production employees including 4 males and 5 females. No children or young workers worked in the factory.

There was no Trade Union or worker committee available in the factory, but there was 1 worker representatives elected by workers.

[Summary of working hours]:

Attendance records from May 2022 to the audit day and payroll records from May 2022 to April 2023 were reviewed in this audit. By cross check those records, production records and interview with the management, workers, and worker representative; no inconsistency on working hours was identified during the audit.

There was 1 shift production for employees from 8:00 to 16:30 with lunch break from 11:30 to 12:00. Workers generally had overtime work at night for 2 hours from 17:30 to 19:30 for 1 to 3 nights per week and on Saturday for 8 hours from 8:00 to 16:30, but they always had one day off per week. Time scanner was used for recording check in/out time and every employee should scan their working time when they entered and exited the facility.

According to the sampled attendance records and confirmed by the interview with management and workers, the maximum overtime hours for workers were 2 hours a day and 70 hours a month, and the maximum working hours were 54 hours a week.

[Summary of compensation]:

All employees' wages were calculated by hourly-rate and the lowest basic wage was RMB 2400 per month which exceeded local legal minimum payment requirement RMB2280 per month since 1 August, 2021. For overtime premium, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively, and no overtime was arranged on public holidays.

Wages were paid on end of next month and paid by cash on time each month.

The factory only provided 22 employees with maternity insurance, medical insurance, pension insurance, unemployment

insurance and accident insurance. The facility did not provide commercial injury insurance to any workers who were not covered by social insurance scheme. The facility did not obtain waiver about social insurance from the local government.

[Summary of Interview]:

Worker interviews were conducted individually and in group.

Randomly selected 8 employees, no complaint was raised.

[Overall Circumstances]:

The auditee management and workers (representative) showed a positive attitude to this audit during the whole process. There was no abnormal levels of production or workforce composition identified during the audit. The audit was basically fulfilled according to the audit plan sent prior to the audit. At the end of the audit, all the findings were accepted by the auditee. The performance areas needed improvements were as follows: PA1-2, PA5-7, PA12-13.

[Special scene during on site observed]:

1. There was no contractor and agency used by the auditee, so the agency labor contract or contractor license/permit was not applicable for the auditee.
2. The auditee did not obtain any government waiver.
3. There was no collective bargaining agreement in the auditee.
4. Due to personal data protection law/requirement, the personal information related to attached documents had been treated confidentially on the BSCI platform.
5. For COVID-19, there was no special or mandatory requirement from local government currently.
6. For fire-related license, the auditee could not provide the fire safety inspection certificate of factory building for review.
7. For building structural/stability license, the auditee could not provide the building structure safety inspection certificate of factory building for review.
8. For environmental license, the auditee could not provide the environmental impact assessment report, the EIA approval, the environmental protection acceptance check report of the completed construction project and the pollutant discharge registration for review.

## SITE DETAILS

Site  
宁波龙腾户外用品有限公司

Site amfori ID  
**156-047240-001**

### GICS Classification

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Sector  
**Consumer Discretionary**

Industry Group  
**Consumer Durables & Apparel**

Industry  
**Household Durables**

Sub Industry  
**Housewares & Specialties**

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

# METRICS

## Key Metrics

Total workforce	35	Workers
Legal minimum wage in local currency	2,280	Monthly
Lowest wage paid for regular work at the site	2,400	Monthly
Calculated living wage in local currency	2,614.45	Monthly
Total sample	8	Workers

## Other Metrics

Male workers	18	Workers
Female workers	17	Workers
Permanent workers - Male	18	Workers
Permanent workers - Female	17	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	4	Workers
Management - Female	5	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	14	Workers
Domestic migrant workers - Female	10	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	18	Workers
Workers hired directly - Female	17	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

Site: 宁波龙腾户外用品有限公司 | Site amfori ID: 156-047240-001

ENGLISH	LOCAL LANGUAGE
<b>Finding(s)</b>	
It was noted that the factory had set up management procedures to implement BSCI Code of Conduct, but not all policies were properly implemented, such as overtime hours exceeded legal limit (the max. monthly overtime was 70 hours) and the benefits provided to the workers were not sufficient.	在本次审核中发现工厂建立了确保BSCI有效实施的管理制度，但是不是所有制度都得以有效实施，比如加班时间超过法规要求（最大月加班达70小时），没有充分保证员工的福利等。
It was noted that the workforce capacity in the auditee was not assessed and properly planned to match contracts vis-a-vis delivery order requirements to avoid the excessive overtime working hour and the maximum monthly overtime was 70 hours.	审核工厂没有进行合理产能规划，以确保按时完成订单同时不要求员工超时加班，加班时间超时最高到70小时每月。

### PA 2: Workers Involvement and Protection

Site: 宁波龙腾户外用品有限公司 | Site amfori ID: 156-047240-001

ENGLISH	LOCAL LANGUAGE
<b>Finding(s)</b>	
Through document review and management interview, it was noted that the auditee had set up a grievance mechanism but not including all interested parties, only for internal part.	根据文件审核和管理层访谈本次审核发现被审核方建立的申诉机制有建立，但是没有包含所有的利益相关方，只对工厂内部适用。

### PA 5: Fair Remuneration

Site: 宁波龙腾户外用品有限公司 | Site amfori ID: 156-047240-001

ENGLISH	LOCAL LANGUAGE
<b>Finding(s)</b>	
Insufficient social insurance was provided in the facility. It was noted that there were 35 employees in the facility, 10 employee was retiree, 0 employee was temporary, 0 employee was dispatched, 0 employee was newly joined, so 25 employees should be covered in social insurance in this audit.	工厂的社会保险覆盖不足。工厂有35名员工，有10名员工处于退休状态，有0名临时工，0名派遣工，0名新员工，在本次审核中25名员工应参保社会保险。工厂提供了2022年5月到2023年4月的社保收据以供审核。根据最新2023年4月份的社保收据显示，工厂仅为25名员工中的22名（88.0%）提供了生育



### Finding(s)

Social insurance receipt from May 2022 to April 2023 were provided for review, as the social insurance receipt of the most recent month (April 2023), the factory only provided 22 out of 25 employees (88.0%) with maternity insurance, medical insurance, pension insurance, unemployment insurance and accident insurance. The facility did not provide commercial injury insurance to any workers who were not covered by social insurance scheme. The facility did not obtain waiver about social insurance from the local government.  
(Article 72 and 73 of the Labor Law of the People's Republic of China)  
Remark: The reason that most employees did not purchase social insurance was that they wanted to make more money and were not willing to take part of their wage to purchase social insurance.

保险，养老，失业保险，医疗保险，工伤保险。没有给无社保的员工提供商业意外险。工厂没有取得当地政府颁发的有关社保的批文。(《中华人民共和国劳动法》第七十二条和七十三条)  
备注：大部分员工不参加社会保险的原因是他们不想拿出一部分工资购买社会保险以取得更多的当期收入。

## PA 6: Decent Working Hours

Site: 宁波龙腾户外用品有限公司 | Site amfori ID: 156-047240-001

### ENGLISH

### LOCAL LANGUAGE

#### Finding(s)

Based on 8 sampled workers' time records from three sampled months (April 2023, December 2022, October 2022) provided by the factory, it was noted that 8 out of 8 randomly selected workers' monthly overtime was 62 hours in April 2023, 8 out of 8 randomly selected workers' monthly overtime was 66 hours in December 2022, 8 out of 8 randomly selected workers' monthly overtime was 70 hours in October 2022, which exceeded legal overtime limit: 36 hours per month, and the maximum monthly overtime was 70 hours. (The PRC Labor Law article 41)

基于抽样8名员工2023年4月，2022年12月，2022年10月的考勤发现 8名员工中的8人在2023年4月加班时间为62小时，8名员工中的8人在2022年12月加班时间为66小时，8名员工中的8人在2022年10月加班时间70小时，均超过法规最大限值36小时每月，且最大月加班时间70小时。(《中华人民共和国劳动法》第四十一条)

## PA 7: Occupational Health and Safety

Site: 宁波龙腾户外用品有限公司 | Site amfori ID: 156-047240-001

### ENGLISH

### LOCAL LANGUAGE

#### Finding(s)

Facility did not provide accident insurance or

工厂没有为13名员工提供工伤险或商业意外险。(中

Finding(s)	
commercial injury insurance for 13 workers. (Article 72 and 73 of the Labor Law of the People's Republic of China)	华人民共和国劳动法第七十二条和七十三条)
Although the factory had established the personal protective equipment procedure, provided the personal protective equipment and relevant training to employees. However, it was noted that extrusion blow molding workshop exposing in volatile organic gas and noise, 2/2 extrusion molding employees did not wear mask and earplug provided by facility. (Law of the PRC on Work Safety Article 42.)	尽管工厂建立了个人防护用品程序，提供了相关劳保用品及培训，但是现场观察到挤出成型车间存在挥发性有机气体和噪音，但是现场2/2员工没有佩戴口罩和耳塞。 (《中华人民共和国安全生产法》第42条)
It was noted that no secondary containers were installed for 60% chemical container stored and used in the workshop. (Regulations on the Safety Management of Dangerous Chemicals Article 20)	工厂车间储存和使用的60%的化学品容器没有设置二次容器。 (《危险化学品安全管理条例》第二十条)
Through document review, it was noted that the fire safety certificate and building structure safety certificate for the factory buildings were not provided during this audit. (PRC Fire Prevention Law Article 11 & Article 13, PRC Construction Law Article 61)	通过文件审核，工厂未能提供建筑的消防验收报告和建筑结构竣工验收报告在本次审核中。 (《中华人民共和国消防法》第十一条和第十三条、《中华人民共和国建筑法》第61条)
It was noted that the 85% switch boxes or connection boxes in the facility were not equipped with inner safety covers, and 35% switch boxes or connection box were unlocked. (Article 5.1.2 of the General Guide for Safety of Electric User (GB/T 13869-2017).)	审核员发现工厂85%的开关和电线盒没有设置合适的内保护装置，35%的开关和电线盒没有上锁。 (《用电安全导则(GB/T 13869-2017)》5.1.2)

## PA 12: Protection of the Environment

Site: 宁波龙腾户外用品有限公司 | Site amfori ID: 156-047240-001

ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>1.It was noted that the factory did not provide EIA and EIA approval and the approval document for on-site inspection and acceptance of completed environmental protection facilities for review in the audit. (Article 16 of PRC Environmental Impact Assessment Law and Law of the People's Republic of China on the Environmental Impact Assessment (2002), Article 22. Article 9 of the Regulations on Environmental Protection Check and Acceptance for Completed Construction Project)</p> <p>2.The factory did not provide the receipt registration</p>	<p>1.审核工厂未提供环评以及环评批复在本次审核中。(三同时验收报告本次也无法提供) (《中华人民共和国环境影响评价法》第16条，第22条，《建设项目竣工环境保护验收管理办法》第9条)</p> <p>2.工厂没有提供工厂固定污染源的回执登记。(《排污许可管理条例》第24条)</p>

### Finding(s)

of the factory's fixed pollution sources. (Regulations on the Administration of Pollutant Discharge Permits, Article 24).

## PA 13: Ethical Business Behaviour

Site: 宁波龙腾户外用品有限公司 | Site amfori ID: 156-047240-001

### ENGLISH

### LOCAL LANGUAGE

### Finding(s)

The auditee changed the operation address, but the address information of business license hadn't been updated in accordance with legal requirement. The actual operation address is No. 488, North Tongyuan Road, Luotuo Street, Zhenhai District, Ningbo City, Zhejiang Province, China; in this address, there were 3 buildings were used by auditee. But the address in the business license is Building 1 and Building 2, No. 488, North Tongyuan Road, Luotuo Street, Zhenhai District, Ningbo City, Zhejiang Province, China. (Administrative Regulation on Registration for Enterprise Legal Person of the People's Republic of China Article 17)

企业更改了经营地址，但未依法更新营业执照信息。企业的实际经营地址为浙江省宁波市镇海区骆驼街道通园北路 488 号，工厂在该地址一共有 3 幢建筑物被工厂使用。但是营业执照地址为浙江省宁波市镇海区骆驼街道通园北路 488 号 1 幢、2 幢。（《中华人民共和国企业法人登记管理条例 第十七条》）