

Monitoring result for Dongguan Silverlit Toys Co., Ltd. on site Dongguan Silverlit Toys Co., Ltd.

Monitoring

Monitored Party	: Dongguan Silverlit Toys Co., Ltd.
amfori ID	: 156-009254-000
Site	: Dongguan Silverlit Toys Co., Ltd.
Site amfori ID	: 156-009254-002
Address	: Huai De Village, Humen Town, : Dongguan : Guangdong Sheng : China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 06/06/2022
Expiration Date	: 06/06/2023

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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	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 Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

General description

Summary:

Announcement Type: Semi-announced

Monitoring Date: May 26-27, 2022

Monitoring firm: SGS (Monitoring firm APSCA #: 11600006)

Auditor name: Charles Xie (APSCA member No. CSCA21701887)

Tara Huang (APSCA member No. CSCA21702095)

Dongguan Silverlit Toys Co., Ltd. was located at Huai De Village, Humen Town, Dongguan City, Guangdong Province, China.

The business license was valid from Nov 24,1993 to Nov 23,2023 with unified social credit code: 91441900618330319E. The factory was specialized in Toy series: robot toy, remote control car, remote control aircraft.

Main production activities include injection, SMT, tempo printing, assembly and packing.

The factory had used one 4-storey production building as workshop and office, one 1-storey production building as workshop and 2 1-storey production buildings as warehouse, The factory had used one 6-storey dormitory building and one 5-storey dormitory building as worker and management dormitory.

No production process or order is subcontracted and no obvious peak season at the factory. Total 791 workers worked at the factory during the audit.

The factory used IC card attendance system to record working hours for employees, the regular working times was 8 hours per day and 5 days 40 hours per week. All workers were hired by factory directly. All workers were calculated at hour rate system, the minimum wage was RMB2100 per month which more than the local legal requirement.

During the audit, the management of facility provided support to the audit team so that the audit had been carried out smoothly.

Workers interviews were conducted in either individual or group in confidential manner. Total 13 individuals and 3 group with 12 workers interviews were conducted. All interviewed workers were chosen by auditors without the influence from the management. The interviewed workers were cooperative with the interview and showed satisfying in working in the facility.

Remark:

1. The audited factory rent the one 1-storey workshop building (around 320 S.Q.Meters) and two dormitory rooms to Hezunsheng (Dongguan) Intelligent Technology Co., Ltd. Based on the onsite observation and workers interview on the audit day, there was no any employee/management or process mixing between the two factories. The audited factory also provided the independent business license and the contract of tenancy for review during the audit. This audit was only covered the areas under the business license of the audited factory.
2. During the audit, the 4-storey dormitory building A was idle and the 5-storey dormitory building C was abandoned.

Site Details

Site : Dongguan Silverlit Toys Co., Ltd.
Site amfori ID : 156-009254-002

GICS Classification

Sector	: Consumer Discretionary	Industry	: Leisure Products
Industry Group	: Consumer Durables & Apparel	Sub Industry	: Leisure Products

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	791 Workers
Legal minimum wage in local currency	1900 Monthly
Lowest wage paid for regular work at the site	2100 Monthly
Calculated living wage in local currency	2543 Monthly
Total sample	25 Workers

Other Metrics

Male workers	426 Workers
Female workers	365 Workers
Permanent workers - Male	426 Workers
Permanent workers - Female	365 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	30 Workers
Management - Female	15 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	98 Workers
Workers on probation - Female	52 Workers
Workers with night shift - Male	67 Workers
Workers with night shift - Female	45 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	327 Workers
Domestic migrant workers - Female	268 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	426 Workers
Workers hired directly - Female	365 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	9 Workers
Sample - Female	16 Workers

Findings

PA1: Social Management System

1.1 Finding: The main auditee partially respects this principle because the main auditee established completed BSCI management system including plan-do-check action cycle, but the management of the main auditee were not completed and many issues of working hours, Health and safety. etc. were identified during the audit.

被审核方（生产商）部分遵循该准则。原因是被审核方已建立完整的BSCI管理系统，其中也包括计划-执行-检查-改善循环，但由于被审核方的管理系统不完善导致工作时间、健康安全等问题的发生。

1.4 Finding: The main auditee partially respects this principle, as per management interview and documents review, the management was aware of the workforce planning and cost accounting, and the workforce planning and cost accounting procedure were established. But the auditee did not evaluate its workforce capacity to meet the expectations of deliver order or contracts. According to attendance records and payrolls provided by the factory, workers' monthly overtime working hour exceeded the law requirement.

被审核方（生产商）部分遵循该准则。原因是根据管理层访谈及文件审核，管理层有了解产能规划和成本核算，且工厂建立产能规划和成本核算程序。但工厂没有评估其生产能力是否可以满足其生产订单要求。根据工厂提供的考勤和工资记录查阅，员工的月加班时间超出法律的要求。

PA 2: Workers Involvement and Protection

2.2 Finding: The The main auditee partially respects this principle. Because the factory defined long term goals for protecting workers, but this long term goals did not show step-by-step approach toward sustainable improvements. And workers or worker representatives didn't get involved in defining the long term goals, only factory management involved.

被审核方部分符合该准则。原因是被审核方已定义保护员工的长期目标，但是该目标并未包括逐步的可持续改进方法，且员工或员工代表未参与制定长期目标之中，只有工厂管理层有参与制定。

2.4 Finding: The main auditee partially respects this principle because most interviewed workers were not quite aware of the social responsibility requirements or the Amfori BSCI Code, though the factory had conducted training of Amfori BSCI Code to all employees and posted the Amfori BSCI code onsite, but factory did not check the effect of the training.

被审核方部分遵守该原则，原因是大部分的访谈工人不了解社会责任或者是Amfori BSCI的内容，虽然工厂有对Amfori BSCI进行培训并且张贴了Amfori BSCI行为准则，但是未验证培训的效果。

PA 5: Fair Remuneration

5.5 Finding: The main auditee does not respect this principle because the factory did not provide all kinds of social insurance to all employees as per legal requirement. Total 791 workers included 36 workers over the retirement age and 92 workers was new entered in the factory since May 1, 2022, so the factory should provide social insurance for 663 employees in May 2022. Based on the social insurance payment records review, the factory provided the retirement insurance for 605 workers, provided unemployment and child-birth insurance for 604 workers, provided medical insurance for 616 employees, provided injury insurance for 614 workers in May 2022. Remark: The factory purchased commercial accident injury insurance for all employees who had not participated in social insurance and it valid from Apr 15, 2022 to Apr 14, 2023.

被审核方因没有依照法规要求为所有员工购买社保而未遵守该原则。审核中工厂有791名员工，其中36名工人达到退休年龄，且92名员工于2022年5月1日后入职，工厂在2022年5月应该为663名员工提供社保。根据工厂提供的社保缴费台账显示，工厂在2022年5月为605名员工提供了养老保险，为604名员工提供了失业及生育保险，为616名员工提供了医疗保险，为614名员工提供了工伤保险。备注：工厂有为所有未参加社保的员工购买意外伤害保险，有效期从2022年4月15日至2023年4月14日。

PA 6: Decent Working Hours

6.2 Finding: The main auditee does not respect this principle because the monthly OT hours exceeded legal requirement. During the audit, the factory provided the attendance records from Apr 1, 2021 to the audit date for review. Based on working hour records review, sampled workers' monthly overtime hour and daily overtime hour exceeded local legal requirement. The workers' daily overtime hours were 0-4 hours per day, weekly working hours were 40-68 hours, monthly overtime hours were 84-128 hours. The max monthly overtime hours were 128 hours (Included 88 overtime hours on weekday and 40 overtime hours on weekend) happened in Jul 2021.

被审核方因员工月加班超过法规按要而遵守该原则。审核期间，工厂提供了员工从2021年4月1日至审核当天的考勤记录。根据记录显示，抽样员工的每月加班和日加班均超过法规要求。员工日加班为0-4小时，周工时为40-68小时，月加班为84-128小时。最大月加班为128小时（包含88平时加班和40周末加班），发生在2021年7月。

PA 7: Occupational Health and Safety

7.3 Finding: The main auditee partially respects this principle because the factory did not provide pre-job occupational health examination report of workers who engaged with hazardous factor, such as tempo printing workers, etc.

PA 7: Occupational Health and Safety

被审核方（生产商）部分遵守该准则，原因是工厂未提供接触职业危害员工的岗前职业健康体检报告供审核，如移印等工序员工。

7.6 Finding: The main auditee partially respects this principle because 1 mixing worker in injection workshop only wear active carbon mask instead of effective dust mask.

被审核方（生产商）部分遵循该准则。原因是注塑车间的1名混料员工佩戴的为活性炭口罩而不是防尘口罩，