

# Monitoring result for KUIP MAKE on site KUIP MAKE

## Monitoring

Monitored Party : **KUIP MAKE**  
amfori ID : **156-007746-000**  
Site : **KUIP MAKE**  
Site amfori ID : **156-007746-001**  
Address : **No.68, Xingye Road, Yingdong Development Zone**  
: **236000, Fuyang City**  
: **Anhui Sheng**  
: **China**  
Monitoring Activity : **amfori Social Audit - Manufacturing**  
Monitoring Type : **Full Monitoring**  
Monitoring Partner : **SGS**  
Monitoring Start Date : **06/04/2023**  
Closing Meeting : **14/04/2023**  
Finished Date :  
Submission Date : **14/04/2023**  
Expiration Date : **14/04/2024**

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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	B
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

### [Legal entity and business license]

The auditee "KUIP MAKE" was located at No.68, Xingye Road, Yingdong Development Zone, Fuyang City, Anhui Province, China. The factory was founded on Dec.26, 2016 based on business license review. The business license No. was 91341200MA2N9QQ4XG and it was valid from Dec.26, 2016 to long term. The legal status was ltd company.

### [Production overview/Physical audit scope]

One 4-storey building (about 2971 square meters): 1/F: kitchen & canteen, 2/F: office, 3/F: sample room, 4/F: empty;

One 3-storey building (about 7423 square meters): 1-3/F: warehouse;

One 1-storey building (about 1306 square meters): warehouse;

One 1-storey building (about 2583 square meters): assembling and packing workshops, and paint spraying workshop;

One 1-storey building (about 2583 square meters): woodworking workshop.

### [Main products]

The main products manufactured by the factory were INDOOR AND OUTDOOR FURNITURE, DISPOSABLE WOOD TABLEWARE, CLEANING AND GARDEN TOOLS, STAIRS AND RAILINGS, BAMBOO AND WOOD PRODUCTS, SPORTS EQUIPMENT, and the annual production volume were about 90 million pcs. The main production processes in the factory included woodworking, paint spraying, assembling and packing.

### [Audit process]

This was 1.5 man-days site audit and one auditor conducted Opening Meeting, Plant Tour, Worker and Management Interview, Document Review and Closing Meeting. The audit was conducted in good professional working environment and the auditee was very supportive and cooperative throughout the audit activities.

Opening Meeting: The opening meeting was started with the words of thanks from SGS, after that brief introduction of audit team was given to the participants. The audit methodology, Zero Tolerance Protocol and methodology of reporting the audit results were thoroughly briefed by auditor. The auditor described the whole audit process, criteria, scope, different audit methods, and explained the amfori BSCI COC, amfori BSCI holistic approach and local laws in detail to the extent these were related to the audit. Factory management assured the auditor of facilitation throughout the audit process. The auditor explained and presented SGS's Integrity Declaration Forms and Audit Cooperation & Confidentiality Declaration to the factory management and Mr. Yu Hailong / Factory Manager agreed and signed the name.

Health and Safety Tour: All areas of the factory processes were visited during the audit. The auditor conducted the physical tour at the entire premises of the factory detailed as per following information. At the time of factory visit, attitude of the factory management was good.

There were total 81 employees in the factory, and all of them were permanent employees, no temporary or labor-dispatched workers were used, and no labor agencies or contractors were used by the factory. 10 sampled workers were selected for interview without any influence by the factory, and the working hour and payroll records of them were selected for review. A detailed site visit was conducted for the complete facility in order to verify Health & Safety and Environment part of the audit protocol. Workers were interviewed on one to one and focus group basis conducted by the auditor to ensure that BSCI requirements related to Forced Labour, Child Labour, Health and Safety, Freedom of Association, Remuneration, Discrimination, Working Hours and Environment etc. were being fulfilled. Social Responsibility Management Procedures, Attendance Records, Payroll Records, Employment Contracts, EHS Training Records, Employee Committee Meeting Minutes, and Inspection & Testing Records etc. were verified.

The closing meeting was carried out by the auditor explaining all the elements of audit findings and further processing. Factory Representatives and Worker Representative attended the opening & closing meetings.

The audit findings were agreed by the factory and one copy of finding report was also given to the factory.

### [Working hours information]

1. The normal working hour system of 8 hours per day and 40 hours per week was carried out in the factory, and one shift was arranged for all workers.

2. The factory recorded all workers' working hours including overtime through electronic attendance recording system. Based on reviewing the time records from Mar.1, 2022 to Apr.7, 2023, the maximum daily overtime hours were 2 hours, the maximum monthly overtime hours were 74 hours, and the maximum weekly working hours were 58 hours. The workers' monthly overtime hours exceeded legal requirements.

### [Wage information]

1. The factory provided payroll records from Mar. 2022 to Feb. 2023 for review, all workers were paid by hourly-rate wages, they were paid on 15th of each following month by cash without delay and the minimum wages paid to workers were higher than the local legal minimum wages.

2. The factory paid all workers at a legal mandated rate for their overtime hours, i.e. 150%, 200% and 300% of regular pay for overtime work on weekdays, rest days and statutory holidays respectively. The factory had provided paid statutory holidays and annual leaves to workers as per the legal requirements.

3. The factory only provided social insurance to 16 employees. The factory had provided commercial injury insurance to other all employees. There were totally 81 employees currently in the factory, 25 employees had reached the retirement ages, and no new employees were employed for less than one month.

### [Attachments]

The factory didn't have Consolidated Working Hours System Approval and Collective Bargaining Agreement, which made the aforementioned documents were not applicable.

[Living Wage]

The living wage data is provided by the Auditing company because there is no data on GLWC website in the city where the factory is located.

The living costs estimated by auditing company involves developing a model diet for workers using the method developed in Anker Methodology. This involved: (i) calculating required number of calories per person for the reference size family; (ii) Identifying least expensive acceptable food items in accordance with workers' dietary habits and relative food prices using surveys of markets where workers shop; and (iii) using data on nutritional content of foods to develop a preliminary model diet, and then adjusting the preliminary model diet to meet the recommended dietary structure for Chinese people in Development Outline of Food and Nutrition in China as well as WHO recommendations. Second, the housing cost is estimated by evaluating the cost of various rental units, utility costs, other housing costs, and routine repairs/maintenance costs which are basic for a family. And auditing company also considered the living conditions of housing near the factory according to Anker Methodology. Third, auditing company estimates non-food-non-housing(NFNH) cost for a living wage (i.e. all other costs besides food and housing) based on the ratio of NFNH to food costs expenditures according to secondary statistical data and the cost of our model diet. Fourth, auditing company estimates the number of full-time equivalent workers per family providing support in order to estimate a net living wage for workers based on information from government websites and published papers. Finally, payroll taxes and deductions are taken into consideration to estimate the gross living wage for workers.

[Remark]

The auditee also had another business license named "Fuyang Jinmu Arts & Crafts Co., Ltd." with the same production buildings, same management and employees with the auditee. The business license of another factory name was provided. The factory management stated that this name "Fuyang Jinmu Arts & Crafts Co., Ltd." was mainly for the domestic market.

[Audit team's information]

Announcement Type: Fully Announced

Monitoring Date: Apr.6-7, 2023

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

Auditor Name: Shimaro Zhu (APSCA Member No.: CSCA 21701925)

## Site Details

Site : KUIP MAKE  
Site amfori ID : 156-007746-001

### GICS Classification

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Sector : Consumer Discretionary  
Industry Group : Consumer Durables & Apparel

Industry : Household Durables  
Sub Industry : Home Furnishings

### amfori Process Classifications

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N.A.

### NACE Classification

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Manufacture of furniture

### GS1 Classifications

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N.A.

### Water Stress Situation

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N.A.

## Metrics

### Key Metrics

Total workforce	81 Workers
Legal minimum wage in local currency	1430 Monthly
Lowest wage paid for regular work at the site	2000 Monthly
Calculated living wage in local currency	2671 Monthly
Total sample	10 Workers

### Other Metrics

Male workers	30 Workers
Female workers	51 Workers
Permanent workers - Male	30 Workers
Permanent workers - Female	51 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	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	3 Workers
Domestic migrant workers - Female	1 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	30 Workers
Workers hired directly - Female	51 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	6 Workers

## Findings

### PA1: Social Management System

1.1 The main auditee partially respects this principle, because the factory had established social responsibility management systems including written policies and procedures according to the amfori BSCI Code of Conduct and relevant laws & regulations, but some social responsibility policies and procedures were not implemented effectively, the findings on monthly overtime hours, social insurance and occupational health & safety etc. were identified during this audit. It violated the requirement of question 1.1 in amfori BSCI system manual

被审核方部分遵循该准则，因为工厂已经根据amfori BSCI行为守则和相关的法律法规建立了社会责任管理体系包括书面的政策和程序，但是部分社会责任政策和程序未得到有效地执行，本次审核中发现工厂在月加班时间、社会保险、以及职业健康与安全等方面存在不符合项。违反了amfori BSCI管理手册中问题1.1的要求

1.4 The main auditee partially respects this principle, because the workforce capacity of the factory was not organized properly to meet the expectations of the delivery orders and/or contracts, so that workers' monthly overtime hours had exceeded 36 hours, which was not in line with the legal requirements. Details refer to PA 6.2. It violated the requirement of question 1.4 in amfori BSCI system manual

被审核方部分遵循该准则，因为工厂没有合理地组织劳动力资源以满足订单和/或合同的需求，从而导致员工的月加班时间超过了36小时，不符合法规的要求。详细参照PA 6.2。违反了amfori BSCI管理手册中问题1.4的要求

### PA 2: Workers Involvement and Protection

2.2 The main auditee partially respects this principle, because the factory had defined long-term goals for protecting workers according to the amfori BSCI Code of Conduct and local legal requirements, but the factory did not monitor the achievement status of long-term goals regularly. It violated the requirement of question 2.2 in amfori BSCI system manual

被审核方部分遵循该准则，因为尽管工厂已经根据amfori BSCI行为守则和当地的法规要求建立了保护工人的长期目标，但是工厂未定期监控长期目标的达成情况。违反了amfori BSCI管理手册中问题2.2的要求

### PA 5: Fair Remuneration

5.5 The main auditee does not respect this principle, because the factory didn't provide social insurance to all employees as per the legal requirements. There were totally 81 employees currently in the factory, 25 employees had reached the retirement ages, and no new employees were employed for less than one month. However, the factory only provided retirement, unemployment, medical, maternity and accident insurances to 16 employees. The factory had provided commercial injury insurance to other all employees, and the commercial injury insurance was valid from May.22, 2022 to May.21, 2023. The factory management stated that many workers had bought the new rural cooperative medical insurance and/or new rural social endowment insurance by themselves, but the factory didn't collect and retain the relevant information. The factory management stated that they would provide social insurance to their employees, but they would also respect their will. It violated Labor Law of the People's Republic of China (2018 Amendment), Article 72 and Article 73

被审核方未遵循该准则，因为工厂未按照法规要求给所有员工缴纳社会保险。工厂目前合计共有81名员工，其中有25名已经达到退休年龄的员工，没有入职不满一个月的新员工。但是工厂只给16名员工缴纳了养老、失业、工伤、医疗和生育保险。工厂给其他所有工人购买了商业意外险，商业意外险的有效期限从2022年5月22日到2023年5月21日。工厂管理层表示很多工人自己有购买了新农合和/或者新农保，但工厂未收集和保留相关资料证明。工厂管理层表示工厂会给员工缴纳社保，但也会尊重员工的意愿。违反了中华人民共和国劳动法(2018修正),第七十二条和第七十三条

### PA 6: Decent Working Hours

6.2 The main auditee does not respect this principle, because the workers' monthly overtime hours had exceeded 36 hours, which was not in accordance with legal requirements. Based on the electronic attendance records review from Mar.1, 2022 to Apr.7, 2023 provided by the factory and interview with workers and management, it was noted that all sampled workers' monthly overtime hours in each month except Jan. 2023 had exceeded the legal requirements of 36 hours per month. In general, workers were arranged to work overtime 2 hours on regular weekdays per day and 2-5 times per week, work overtime 8 hours on Saturdays and rest on Sundays always. The sampled workers' maximum monthly overtime hours were 74 hours (including 34 overtime hours on regular weekdays and 40 overtime hours on rest days) occurred in Dec. 2022. The sampled workers' maximum weekly working hours were 58 hours. It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41

被审核方未遵循该准则，因为工人的月加班时间超过了36小时，不符合法规的要求。根据查看工厂提供的从2022年3月1日到2023年4月7日的电子考勤记录以及与工人和管理层访谈，发现所有抽样的工人除了2023年1月之外在每月的月加班时间均超过了法规要求的36小时。通常工人会被安排在正常工作日加班2小时，一周加班2-5次，被安排在星期六加班8小时，星期日都是安排休息。抽样工人的最大月加班时间为74小时(包括正常工作日加班的34个小时和周末加班的40个小时)，发生在2022年12月。抽样工人的最大周工作时间为58小时。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

7.1 The main auditee partially respects this principle, because it was noted that the audited factory had identified the laws and regulations on occupational health and safety applicable for its activities, but the audited factory was not in observance of the laws and regulations on occupational health and safety completely, for example, there were findings detected in PA7.3 and PA7.7. It violated the requirement of question 7.1 in amfori BSCI system manual

被审核方部分遵循该准则，因为被审核工厂已经识别了适用其运营的职业健康与安全的法律法规，但是被审核工厂未完全遵守相应的职业健康与安全的法律法规，比如在绩效区域7.3和7.7有发现不符合项。违反了amfori BSCI管理手册中问题7.1的要求

7.3 The main auditee partially respects this principle, because the factory did not provide pre-the-job and off-the-job occupational health examinations for any worker conducting operations with exposure to occupational disease hazards (benzene, noise and dust etc.) within the workplace; the factory had provided on-the-job occupational health examinations regarding noise, dust and benzene etc. to 28 workers in Nov. 2022, but it did not cover all workers conducting operations with exposure to occupational disease hazards, e.g. the factory only provided occupational health examination about noise for 7 workers, and only provided occupational health examination about benzene for one worker, while there were about 28 workers engaged in work with occupational disease hazard noise, and about 4 workers engaged in work with occupational disease hazard benzene. It violated Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35

被审核方部分遵循该准则，因为工厂未给工作场所内所有接触到职业病危害因素(苯、噪音和粉尘等)的工人提供岗前和离岗的职业健康体检；工厂在2022年11月给28名工人提供了噪音、粉尘和苯等相关的岗中的职业健康体检，但是未覆盖所有接触到职业病危害的工人，比如工厂只给7名工人提供了噪音的职业病体检，只给一名工人提供了苯的职业病体检，然而审核当日，约有28名员工接触到职业病危害因素噪音，约有4名工人接触到职业病危害因素苯。违反了中华人民共和国职业病防治法(2018修正),第三十五条

7.6 The main auditee partially respects this principle, because based on site observation, it was found that about 30% workers exposed in noise condition in the woodworking workshop did not wear earplugs, all workers at lathing and polishing posts did not wear goggles while there was sawdust splashing, and two workers engaged in work with chemicals at the paint mixing and splicing posts did not wear rubber gloves during operation, though the factory had provided relevant PPEs for them. It violated Production Safety Law of the People's Republic of China (2021 Amendment), Article 45

被审核方部分遵循该准则，因为现场观察，工厂木工车间约30%的接触到噪音的工人未佩戴耳塞，车床岗位和打磨岗位有木屑飞溅，但是工人均未佩戴护目镜，拼板岗位和调漆岗位的两名接触到化学品的工人未佩戴橡胶手套，尽管工厂有提供了相关的防护用品给他们。违反了中华人民共和国安全生产法(2021修正),第四十五条

7.7 The main auditee does not respect this principle, because all hazardous chemical containers used in the factory such as paint and glue were not posted with safety labels, no secondary containment was provided for the storage of about 10% chemicals, and no MSDS (Material Safety Data Sheet) was available for the chemicals used and stored areas at the factory. It violated Regulations on Safety Use of Chemicals in Workplaces (1996), Article 12 & 20; Code of Design on Building Fire Protection and Prevention (GB 50016-2014, 2018 Amendment), Article 3.6.12

被审核方未遵循该准则，因为工厂内使用的所有危险化学品容器如油漆和胶水均未张贴安全标签，约10%的化学品的容器未提供二次容器用于存储，且未在化学品的使用和存储区提供物质安全数据表(MSDS)。违反了工作场所安全使用化学品规定(1996),第十二条和第十二条；建筑设计防火规范(GB 50016-2014, 2018修正),第3.6.12条

7.13 The main auditee partially respects this principle, because the protective cover was missing for one electrical switch box, and the protective covers of at least five electrical switch boxes were not locked throughout the production area. It violated National Safety Technical Code for Electric Equipments (GB 19517-2009), Article 2.2

被审核方部分遵循该准则，因为工厂生产区域有一个电器开关箱的保护盖缺失，至少有五个电器开关的保护盖未上锁。违反了国家电气设备安全技术规范(GB 19517-2009),第2.2条

7.17 The main auditee partially respects this principle, because: 1). one riveting machine and one drilling machine in the production workshop were not equipped with belt pulley protective covers. It violated General Rules of Design on Health and Safety of Production Facility (GB 5083-1999), Article 6.1; 2); there was no guardrail equipped for three work platforms which were about 0.6 meters' high from the ground. It violated Safety of Machinery-Permanent Means of Access to Machinery-Part 3: Stairs, stepladders and guard-rails (GB/T 17888.3-2020), Article 7.1.1; 3). one out of two forklift operators did not obtain the operation certificate. It violated Regulations on Safety Supervision of Special Equipment (2009 Amendment), Article 38

被审核方部分遵循该准则，因为：1).工厂生产车间一台铆钉机和一台钻床未安装皮带轮保护罩。违反了生产设备安全卫生设计总则(GB 5083-1999),第6.1条；2).喷漆线有三处作业平台的高度约为60公分，但是未安装护栏。违反了机械安全接近机械的固定设施 第3部分：楼梯、阶梯和护栏(GB/T 17888.3-2020),第7.1.1条；3).两名叉车工中的一名未取得叉车操作证。违反了特种设备安全监察条例(2009修正),第三十八条

7.25 The main auditee partially respects this principle, because the factory did not conduct tests and evaluations of the occupational disease hazard factors at its work sites, e.g., there were occupational disease hazard factors noise and dust existed in the woodworking workshop, and there was occupational disease hazard factors benzene etc. existed in the painting workshop. It violated Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 26

被审核方部分遵循该准则，因为工厂未对工作场所进行职业病危害因素的检测和评价，比如工厂的木工车间存在职业病危害因素噪音和粉尘，喷漆车间存在职业病危害因素苯等。违反了中华人民共和国职业病防治法(2018修正),第二十六条



12.2 The main auditee partially respects this principle, because the boiler waste gas and domestic sewage were not monitored by the factory; the boundary noise was not monitored in the past one year, and the latest monitoring was conducted in Feb. 2022. It violated Law of the People's Republic of China on Noise Pollution Prevention and Control (2021 Amendment), Article 38, Atmospheric Pollution Prevention and Control Law of the People's Republic of China (2018 Amendment), Article 24, Water Pollution Prevention and Control Law of the People's Republic of China (2017 Amendment), Article 23

被审核方部分遵循该准则，因为工厂没有对生活污水和锅炉废气进行监测；且工厂未在过去一年实施厂界噪音的监测，最近一次厂界噪音的监测是在2022年2月实施。违反了中华人民共和国噪声污染防治法(2021修正),第三十八条，中华人民共和国大气污染防治法(2018修正),第二十四条，中华人民共和国水污染防治法(2017修正),第二十三条