

Monitoring result for Zhangzhou Vonssen Furniture Co., Ltd on site Zhangzhou Vonssen Furniture Co., Ltd



Monitoring

Monitored Party : Zhangzhou Vonssen Furniture Co., Ltd
 amfori ID : 156-031658-000
 Site : Zhangzhou Vonssen Furniture Co., Ltd
 Site amfori ID : 156-031658-001
 Address : Taolin 299-16, Nongyou Village, Xiangcheng Distri ct,
 : 363000, Zhangzhou
 : Fujian Sheng
 : China
 Monitoring Activity : amfori Social Audit - Manufacturing
 Monitoring Type : Full Monitoring
 Submission Date : 13/01/2022
 Expiration Date : 13/01/2023

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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	A
PA 8: No Child Labour	A
PA 9: Special Protection for Young Workers	A

PA 10: No Precarious Employment

PA 11: No Bonded Labour

PA 12: Protection of the Environment

PA 13: Ethical Business Behaviour

A

A

B

A

General description

Zhangzhou Vonsen Furniture Co., Ltd (漳州沃森家居用品有限公司) was established 28 May 2021 and located at Taolin 299-16, Nongyou Village, Xiangcheng District, Zhangzhou City, Fujian Province, China (中国福建省漳州市芗城区农友村桃林299-16号). The auditee had occupied one flat production building with total 3,100 S. Q. meters as workshop and warehouse and one 2-storey building with 1/F as office and 2/F as dormitory.

No kitchen, canteen was provided by the auditee for the workers.

The auditee produced Furniture and Home Furnishings with the main processes as cutting, punching, welding, assembly and packing processes. Employees including the workers and staff were directly hired and signed the labor contracts with the facility. No student workers and temporary workers were hired.

Per the management, there were no peak or low production months for the auditee. The facility management provided full support to the auditor so that the audit was carried out in good co-operation status. The auditor was allowed to conduct the EHS walkthrough in the whole area under the business license, conduct the document review and the independent worker interview. Photos were allowed to be taken. During the closing meeting, both the compliance parts and non-compliance parts were communicated among the management. The management agreed the non-compliances and stated that they would take immediate actions and due dates were given.

Remark 1: No contractor used onsite, so contractor license/permit submission was not applicable; no dispatched workers used onsite, so agency labour contract submission was not applicable; no government waiver was obtained so government waivers submission was not applicable. Collective bargaining was not prohibited, no collective bargaining occurred for past 12 months, so CBA submission was not applicable.

Remark 2: Auditor: Floyd Zhang, CSCA, registration number: 21701850;

Auditing company: TUV Rheinland, APSCA Number: 11600007.

Remark 3: As the auditee was established 28 May 2021, so the attendance records from 1 June 2021 to the auditee day and payroll records from June to November 2021 had been provided for assessment.

Site Details

Site : Zhangzhou Vonssen Furniture Co., Ltd

Site amfori ID : 156-031658-001

GICS Classification

Sector : Consumer Discretionary

Industry : Household Durables

Industry Group : Consumer Durables & Apparel

Sub Industry : Home Furnishings

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	36 Workers
Legal minimum wage in local currency	1720 Monthly
Lowest wage paid for regular work at the site	1900 Monthly
Calculated living wage in local currency	1885 Monthly
Total sample	8 Workers

Other Metrics

Male workers	21 Workers
Female workers	15 Workers
Permanent workers - Male	21 Workers
Permanent workers - Female	15 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	1 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	5 Workers
Domestic migrant workers - Female	5 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	21 Workers
Workers hired directly - Female	15 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	5 Workers
Sample - Female	3 Workers

Findings

PA1: Social Management System

Through management interview, document review and factory tour, there were insufficient for whole management system in running. For example, monthly overtime of workers exceeded local law requirement, no social insurance for workers. The auditee did not make improved plan for this.

通过管理人员访谈、文件查阅和现场查看，整个体系运行存在不足。例如，员工月加班工作时间超过了当地法规的要求，未提供社保给工人。对此被审核方没有制定改善计划。

The auditee has established production capacity planning procedures; Managers said they calculated actual production costs and delivery times (including labor costs) during the contract review phase in order to schedule production. However, by reviewing working hours, it was found that the capacity plans were not very effective: the monthly overtime of the sampled workers exceeded the legal requirement.

被审核方有建立产能规划程序；管理人员说他们在合同评审阶段，会计算出实际生产成本和交付时间（包括劳动成本），以便安排生产计划。但是，通过查看工时记录，发现被审核方产能计划不是太有效：抽样员工的月加班都超过了法律规定。

PA 2: Workers Involvement and Protection

It was noted that the factory had established or participated in an effective grievance mechanism for individuals, the grievance mechanism allowed worker to lodge suggestions or complaints related to the workers' rights, and individuals had alternative ways for lodging a complaint, such as through suggestion box, worker representative or directly to the management. However, the factory had not set up a channel for local communities' coming up with its suggestions or complaints.

审核员发现工厂建立和参与了有效的个人申述机制，申诉机制赋予了工人提出建议，投诉的权利，并且开放了可替代的投诉方式，例如通过意见箱，工人代表或直接向管理层投诉。但是，工厂尚未创建给当地社区提供意见及投诉的渠道。

PA 5: Fair Remuneration

The factory didn't provide social insurance for employees. Per management interview and document review, it was noted that 36 out of 36 employees were not provided with retirement insurance, medical insurance, child-bearing insurance, unemployment insurance and work-related injury insurance. The factory management stated that all workers did not want to buy social insurance in the factory since they have participated rural cooperative insurance in their hometown. However, the factory did not keep records of employees purchasing rural cooperative insurance. Reference Law: PRC Labor law, Article 72 & Article 73.

工厂没有给员工提供社保。依据管理层访谈和文件审核，工厂没有给36个员工中的36名员工提供养老保险，医疗保险，生育保险，工伤保险和失业保险。工厂称员工不愿意在工厂购买社保，因为他们有在老家买了新农合保险。但是工厂没有保留员工购买新农合保险的记录。参考法规：《中华人民共和国劳动法》第七十二条及七十三条。

PA 6: Decent Working Hours

Through reviewing attendance records from 1 Jun. 2021 to the audit date, 7 Jan. 2022, there was no apparent peak or low season for the auditee. Excessive monthly overtime hours was noted for most months and Jun., Jul. and Nov. 2021 were the main sampled months in this audit. Details: monthly overtime hours exceeding 36 hours was noted for 8 out of 8 random sampled employees in these three months respectively, maximum reaching 74, 84 and 76 hours respectively. The facility had established working hour control policy, but it was not implemented effectively by workshop. As reported by workshop supervisors, the workshop needed to conduct excessive overtime to finish the order in time. Meanwhile, excessive monthly overtime was very normal in production workshop and it was hard to avoid completely. As reported by workers, they were willing to conduct overtime work to earn more money. Reference law: China Labour Law, article 41. Remark: in Jan. 2022, monthly OT hours were 6 hours till the audit day.

通过查阅2021年6月1日至审核当天，2022年1月7日，的考勤显示，工厂没有明显淡旺季，过去大部分月份的月加班时间超过36小时，此次以2021年6月，7月及11月为主要抽样月。详情：这三个月8名随机抽样员工中分别有8名月加班超过36小时，最大分别达到74，84和76小时。工厂建立了控制工作时间的政策，但是车间未能有效实施。根据车间主管汇报，车间需要进行超时的加班工作来按时完成订单，同时，制造行业普遍会加班超时，很难完全避免。根据员工汇报，他们愿意进行加班来获取更多报酬。参考法律法规：《中华人民共和国劳动法》第41条。备注：在2022年1月，月加班截至到审核当天是6小时。

PA 7: Occupational Health and Safety

There was occupational hazard factors in the factory. The employees in the welding section of were working contacting smoke dust. However, the factory did not establish the occupational disease examination system. The factory did not provide any employees with pre-job, on-duty or job-leaving occupational disease physical examination. Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35.

工厂有存在职业病危害因素。焊接工位的员工在烟尘环境下工作。但是，工厂没有建立职业病体检制度。工厂没有给任何员工提供岗前，在岗和离岗的职业病体检。参考法律：中华人民共和国职业病防治法 第三十五。

PA 7: Occupational Health and Safety

The auditee did not provide the work related injury insurance for 36 employees. Reference law: Social Insurance Law of the People's Republic of China, Article 33.

工厂未给36名员工购买工伤保险。参考法律：中华人民共和国社会保险法，第三十三条。

It was identified that no protective goggles provided to the metal punching workers. Reference Law: Production Safety Law of the Peoples Republic of China, Article 42.

审核发现，工厂未提供护目镜给五金冲压的工人。参考法律法规：中华人民共和国安全生产法 第四十二条。

1-Due to onsite tour, the lubricant oil that stored in the workshop was placed on the floor directly without secondary containment to prevent leakage. Reference Law: Regulation for Safety of Hazardous Chemical, Article 20. 2-No chemical safety label was attached to the chemical container. Such as lubricant oil. Reference law and regulation: Article 14 of Regulation of Chemical Safety Usage in Workplace.

1-现场审核发现，车间存储的润滑油直接放置在地板上，未配置二次容器以防止渗漏。参考法规：危险化学品安全管理条例第20条。2-化学品容器未张贴化学品安全标签。例如，润滑油。参考法律法规：工作场所安全使用化学品规定 第14条。

Through factory tour, 2 sampled switches had no any covers or boxes in the punching workshop. The management stated, they will take correction as soon as possible. Reference laws: Article 5.1.1 of Code for Design of Low Voltage Electrical Installations.

通过现场走访，冲压车间的两个开关没有任何盖子或箱子。管理层表示，会尽快改善。参考法规：《低压配电设计规范》第5.1.1条。

It was noted that 8 out of 8 welding workers did not have qualification certificates. Reference law: Work Safety Law of the People's Republic of China, Article 27.

工厂8名电焊工中8名没有取得焊工资格证书。相关法律法规：中华人民共和国安全生产法第二十七条。

The factory did not provide individual lockers for the employees in the dormitory rooms. Two to four peoples shared one dormitory room. Reference law: Code of Design of dormitory building (JGJ36-2016), article 4.2.3.

工厂没有提供个人储物柜给集体宿舍的员工。每个房间住2至4人。参考法规：宿舍建筑设计规范（JGJ36-2016）第4.2.3条。

PA 10: No Precarious Employment

Welding workers were not informed of the occupational hazards in a written way in the labor contracts. Reference Law: Law of the People's Republic of China on the Prevention and Control of Occupational Diseases Article 33.

焊接工没有进行在合同中进行书面的职业危害的告知。相关法律：中华人民共和国职业病防治法第三十三条。

PA 12: Protection of the Environment

The factory manufactured Furniture and Home Furnishings including welding and auto polishing processes, but it did not carry out the environment impact assessment, nor did it obtain the corresponding EIA approval and Acceptance report of Environment Protecting. Reference law: Law of the People's Republic of China on Appraising of Environment Impacts, Article 16; Law of the People's Republic of China on Appraising of Environment Impacts, Article 22; Measures for Administration of Environmental Protection Acceptance Check upon Completion of Construction Project article 17.

工厂生产家具及家居用品产品，工序包含焊接及自动抛光工序，但其未申请环境影响评估，也没有获得相应的环评批复和环保竣工验收。参考法律：中华人民共和国环境影响评价法 第十六条；中华人民共和国环境影响评价法 第二十二条；建设项目环境保护管理条例 第十七条。

Confirmed with management, the factory did not register the emissions from stationary sources. Reference Law: Pollution Registration of Fixed Pollution Sources Guideline (Trial) Article 1.

与管理层确认，工厂没有对固定污染源进行排污登记。参考法规：固定污染源排污登记工作指南（试行）第一条。