

**MONITORING ID: 23-0229165**

Monitored Party <b>Dongguan City Longteng Sports Equipment Co.,Ltd</b>	amfori ID <b>156-042645-000</b>	Address <b>Room 101,NO.65 Miaobianwang Road, Shipai Town, 523343 Dongguan, Guangdong Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>Bureau Veritas Hong Kong Limited</b>
Monitoring Start Date <b>19/12/2023</b>	Closing Meeting Finished Date <b>19/12/2023</b>	Submission Date <b>26/12/2023</b>
Expiration Date <b>26/12/2024</b>	Announcement Type <b>Semi Announced</b>	
Site <b>Dongguan City Longteng Sports Equipment Co.,Ltd</b>	Site amfori ID <b>156-042645-001</b>	

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## OVERALL RATING



## SECTION RATING

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

PA 6: Decent Working Hours	<b>D</b>	
PA 7: Occupational Health and Safety	<b>A</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, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Name of lead auditor: Twinkle Tan; APSCA membership number: CSCA 21701151.

Monitoring partner name: Bureau Veritas Consumer Products Service; APSCA number 11600002

Audit schedule details: The audit was planned for 1 auditor x 1 day.

Announcement Type: Semi Announced full audit. Monitoring date: December 19, 2023.

Business partner information: The audited facility was established on May 9, 2013 with business license number of 91441900068470455K. The factory name in Chinese on Business License was 东莞市龙腾运动器材有限公司, the factory address in Chinese on Business License was 广东省东莞市石排镇庙边王路65号101室.

The factory specialized in the production of helmets. Production processes included polishing , painting, assembly and packing. The peak season was not obvious.

Audited location information: The factory rented one 4-storey production building. The total construction area is about 4500 square meters. No dormitory or canteen was provided.

Detail of building and floor number were listed as below:

One 4-storey production building

1st floor: Warehouse.

2nd floor: Assembly, inspection and packing.

3rd floor: Polishing and painting.

4th floor: Warehouse.

Operating shifts and hours: The regular working hours were 8 hours per day and 40 hours per week , Saturday and Sunday were arranged as rest days. There was only one shift arranged for all production employees and employees working in office, which was from 8:00 to 12:00 and 13:30 to 17:30.

Time recording system: The factory adopted electronic attendance system to record working hours of employees.

Salary payment details: Wages of employee were paid before the end of next month by cash. Per payroll review and interview with management and employees, all production employees are paid by hourly rate.

Worker number information: There was 40 employees in the factory currently, including 27 production employees (16 employees were male, and 11 employees were female) and 13 non-production employees (7 employees were male, and 6 employees were female), 35 domestic migrant employees (22 male employees and 13 female employees). The youngest employee in the factory was 20 years old. No other vulnerable worker (e.g., foreign migrant, young, pregnant, seasonal, temporary, disabled, home-based workers) or any other special group workers (interns, apprentices, contractor workers etc.) employed by the factory.

Good practices: N/A.

Worker organization details: It was noted that 2 worker representatives were freely and publicly selected in 2022. Employees could report grievance through suggestion box, or email anonymously. Regarding the reported cases, the auditee would take time to handle the issues and no retaliation would be made. Relevant documents were maintained and provided for review.

Circumstances: There was no special circumstance during the audit.

Summary of findings: The findings were raised under PA1.1, PA1.4, PA2.4, PA2.5, PA5.4, PA5.5, PA6.2, PA7.1, PA7.2, PA7.6 and PA7.7, refer to report for finding details.

Living wage calculation: BV has used the methodology which is similar with Anker Benchmark methodology to estimate the living wage by estimating the cost of a basic but decent life style for a worker and his/her family. This involves adding up the cost of three expenditure groups: food (for a low-cost nutritious diet), housing (for basic healthy housing), and other essential expenses for a family, and then adding a small margin for sustainability and emergencies. The reason BV does not use Anker benchmark is no data in GLWC for the area where the factory is located. The data source: onsite audit information collection (BV BNW).

Remark: 1)There are no contractor/agencies/government waivers/collective bargaining used or available by the auditee, which makes the contractor license/agency labour contract/government waivers/collective bargaining agreements not applicable.

## SITE DETAILS

Site  
**Dongguan City Longteng Sports  
Equipment Co.,Ltd**

Site amfori ID  
**156-042645-001**

### GICS Classification

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Sector	Industry Group	Industry
<b>Consumer Discretionary</b>	<b>Consumer Durables &amp; Apparel</b>	<b>Leisure Products</b>

Sub Industry  
**Leisure Products**

### 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	40	Workers
Legal minimum wage in local currency	1,900	Monthly
Lowest wage paid for regular work at the site	1,900	Monthly
Calculated living wage in local currency	2,372.67	Monthly
Total sample	5	Workers

## Other Metrics

Male workers	23	Workers
Female workers	17	Workers
Non-binary workers	0	Workers
Permanent workers - Male	23	Workers
Permanent workers - Female	17	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	3	Workers
Management - Female	4	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	22	Workers
Domestic migrant workers - Female	13	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	23	Workers
Workers hired directly - Female	17	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	3	Workers
Sample - Female	2	Workers
Sample - Non-binary	0	Workers

## FINDINGS

### PA1: Social Management System

Site: Dongguan City Longteng Sports Equipment Co.,Ltd | Site amfori ID: 156-042645-001

**Question:** 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

#### ENGLISH

#### LOCAL LANGUAGE

##### Finding

Per factory tour, document review and interview, it was noted that the auditee had set up management system to compliance with the BSCI Code of Conduct. However, some policies were improperly implemented, and the auditee did not monitor the management system accurately. This finding was rated as partially noncompliance. Please refer to BSCI PA1.1

根据现场查看，文件查看和访谈，审核发现被审核方已经建立了社会责任管理体系以符合BSCI行为准则，但部分制度没有执行到位，并且对其社会责任体系执行情况监管不到位。因此该问题点被判为部分不符合项目。请参看BSCI PA1.1

**Question:** 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

#### ENGLISH

#### LOCAL LANGUAGE

##### Finding

Per factory tour, document review and interview, the factory did not recruit enough employees or organize its workforce capacity to meet the expectations of the delivery order and/or contracts, so that employees' overtime hours exceeded legal limit. This finding is rated as partially noncompliance as the facility had established capacity planning procedure though it was not implemented effectively. Please refer to BSCI PA 1.4: The auditee should organize its workforce capacity to meet the expectations of the delivery order and/or contracts.

根据现场查看，文件查看和访谈，审核发现工厂没有足够的员工或者进行良好的生产组织来达成交付订单和/或合同预期，以至于员工加班超出法律规定。该问题点被判部分不符合项目，因为工厂虽然制定了产能规划程序，但未有效实施。请参看BSCI PA1.4：被审核方（生产商）组织其劳工来达成交付订单和/或合同预期和要求。

### PA 2: Workers Involvement and Protection

Site: Dongguan City Longteng Sports Equipment Co.,Ltd | Site amfori ID: 156-042645-001

**Question:** 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

#### ENGLISH

#### LOCAL LANGUAGE



Finding	
<p>Per factory tour, document review and interview, the audited factory had provided training on BSCI Code of Conduct to all employees and BSCI COC was also posted onsite for employees' reference. However, some workers were not well aware of BSCI Code of Conduct. So, this finding is rated as partially noncompliance.</p> <p>BSCI Code of Conduct 2.4: The auditee builds sufficient competence to successfully embed responsible practices in the business operation. This refers to managers, workers and workers representatives.</p>	<p>根据现场查看，文件查看和访谈，被审核工厂对所有员工进行了BSCI行为守则培训，并且现场张贴了BSCI行为守则供员工阅读，但是，部分工人对BSCI行为守则认识不够充分。因此该问题点被判断为部分不符合项目。</p> <p>BSCI行为守则2.4：被审核方（生产商）充分培养下列人士的能力，以便在业务经营中成功结合责任规范，包括经理、工人和工人代表。</p>

**Question:** 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Per factory tour, document review and interview, it was noted that the factory had established or participated in an effective grievance mechanism for individuals, the grievance mechanism allowed workers 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 to management for improvement. So, this finding is rated as partially noncompliance. BSCI Code of Conduct 2.5: The auditee establishes or participates in an effective grievance mechanism for individuals and communities.</p>	<p>根据现场查看，文件查看和访谈，审核员发现工厂建立和参与了有效的个人申诉机制，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申诉的渠道。因此该问题点被判断为部分不符合项目。BSCI行为守则2.5：被审核方（生产商）建立或参与了有效的个人和团体申诉机制。</p>

## PA 5: Fair Remuneration

Site: Dongguan City Longteng Sports Equipment Co.,Ltd | Site amfori ID: 156-042645-001

**Question:** 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Per document review and interview, it was noted</p>	<p>根据文件查看和访谈，工厂不了解最低生活需求工</p>

Finding	
that the factory was not aware of living wage and failed to investigate or calculate it systematically. This finding is rated as non-compliance. Please refer to BSCI PA5.4.	资，也没有进行系统性调查分析。因此，此问题点判为完全不符合。请参看BSCI PA5.4

**Question:** 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH	LOCAL LANGUAGE
Finding	
Per factory tour, document review and interview, it was noted that the social insurance was not provided to all employees. According to the social insurance payment account of November 2023 provided by factory management, it was noted that 10 out of 40 employees (25%) were provided with accident, pension, unemployment, maternity and medical insurance. So, this finding is rated as non-compliance because only 25% employees were provided with 5 types of social insurance. In accordance with Article 73 of the Labor Law of the People's Republic of China.	根据现场查看，文件查看和访谈，审核员发现工厂的社会保险覆盖不足。根据厂方提供的2023年11月社会保险缴费记录显示工厂为10/40名员工(25%)提供了工伤,养老,失业,生育和医疗保险。因此该问题点被判断为完全不符合项目因为只有25%的员工被提供5种保险。根据《中华人民共和国劳动法》第73条。

## PA 6: Decent Working Hours

Site: Dongguan City Longteng Sports Equipment Co.,Ltd | Site amfori ID: 156-042645-001

**Question:** 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
Per factory tour, document review and interview, it was noted that 10 out of 15 sample population employees worked in excess of the statutory overtime hour limits. A review of 15 sample population employees' time records (5 samples from current paid month of October 2023, 5 samples from month of June 2023, 5 samples from month January 2023) yielded the following: 5 out of 5 sample population employees' monthly overtime in October 2023 reached 66 hours, 5 out of 5 sample population employees' monthly overtime in June 2023 reached 66 hours, which had exceeded the legal limited of 36 hours per month. This finding	根据现场查看，文件查看和访谈，根据厂方提供的工时记录，审核员发现员工加班时间超出了法定标准。审核员从厂方提供的工时记录中抽取15个样本(从最近工资支付月份2023年10月，从2023年6月，从2023年1月各抽取5个)，发现共有10名员工加班时间超出了法定标准，具体为：5/5名抽样员工在2023年10月的加班时间为66小时；5/5名抽样员工在2023年6月的加班时间为66小时，超出法定月加班不能超过36小时的标准。此问题点判为完全不符合,因为工厂没有进行加班管控以及加班控制计划。根据《中华人民共和国劳动法》第41条。

### Finding

is rated as non-compliance because the factory did not make a control for overtime working hours and they did not make any overtime working hours control plan. In accordance with Article 41 of the Labor Law of the PRC.

## PA 7: Occupational Health and Safety

Site: Dongguan City Longteng Sports Equipment Co.,Ltd | Site amfori ID: 156-042645-001

**Question:** 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

### ENGLISH

### LOCAL LANGUAGE

### Finding

Per factory tour, document review and interview, it was noted that the factory did not provide the occupational health checks to all employees in the workshops who were in contact with hazardous materials (i.e., benzenes, dust etc.) on the posts, before they take the posts or leave the posts. So, this finding is rated as non-compliance. This violated Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases.

根据现场查看，文件查看和访谈，审核员发现厂方没有为在车间接触有毒有害物质（i.e.苯系物和粉尘等）的员工提供在岗的，岗前的和离岗的职业病体检。该问题点判为完全不符合。根据《中华人民共和国职业病防治法》第35条。

**Question:** 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

### ENGLISH

### LOCAL LANGUAGE

### Finding

Per factory tour, document review and interview, according to the social insurance payment receipt of November 2023, it was noted that 10 out of 40 employees (25%) were provided with accident insurance. So, this finding is rated as partial non-compliance. This violated Article 73 of the Labor Law of the People's Republic of China and Clause 7.2 of BSCI requirement.

根据现场查看，文件查看和访谈，根据厂方提供的2023年11月社会保险缴费单据，显示工厂为10/40名员工（25%）购买了工伤保险。因此该问题点判为部分不符合。根据《中华人民共和国劳动法》第73条以及BSCI条款7.2。

**Question:** 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

### ENGLISH

### LOCAL LANGUAGE

Finding	
Per factory tour, document review and interview, it was noted that 1 out of 1 employee who in contacted with chemicals in painting workshop on the 3rd floor of production building was not wearing provided rubber gloves. So, this finding is rated as partial non-compliance because this was isolated case. Please refer to Article 42 of Law of the People's Republic of China on Production Safety.	根据现场查看，文件查看和访谈，审核员发现生产楼3楼喷油车间1/1个接触化学品的员工没有佩戴提供的橡胶手套。由于是偶发性问题，因此审核员判定该问题点为部分不符合。请参看《中华人民共和国安全生产法》第42条。

**Question: 7.7** Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
Finding	
Per factory tour, document review and interview, it was noted that no material safety data sheet for products (MSDS) was available for chemicals (e.g. detergent) being used in the assembly workshops on the 2nd floor of production building. So, this finding is rated as non-compliance because factory management was not well known about it. In accordance with Article 27 of the Regulation For Chemical Usage Safety in Work Place	根据现场查看，文件查看和访谈，审核员发现2楼装配车间使用的化学品（i.e. 清洁剂）没有化学品安全技术说明书(MSDS)。该问题点判为完全不符合，因为管理层没有意识到该问题。根据《工作场所安全使用化学品规定》第27条