

# Monitoring result for YILAI ENLIGHTING LTD on site YILAI ENLIGHTING LTD

## Monitoring

Monitored Party	: YILAI ENLIGHTING LTD
amfori ID	: 156-004323-000
Site	: YILAI ENLIGHTING LTD
Site amfori ID	: 156-004323-002
Address	: NO. 6 OUYA ROAD, TORCH DEVELOPMENT ZONE : 528436, Zhongshan : Guangdong Sheng : China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Follow-up Monitoring
Submission Date	: 08/09/2022
Expiration Date	: 15/09/2023

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## Overall rating



## Section rating

PA1: Social Management System	D
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

YILAI ENLIGHTING LTD (the name in Chinese was 中山市亿莱电子有限公司, Business License No. was 91442000789434323A) was established in 2006 and located at NO. 6 OUYA ROAD, TORCH DEVELOPMENT ZONE, 528436 Zhongshan, China (the address in Chinese was 中山市火炬开发区欧亚路6号). The auditee specialized in the manufacture of electronic scales. The main production processes included soldering, assembly and packing. According to the factory management, peak season was not obvious.

The auditee occupies one 4-storey production building and one 5-storey building as office, workshop and warehouse. Dormitory and canteen are not provided. The total architecture occupied areas of the factory was about 10000 square meters

There were a total of 114 employees with 44 males and 70 female. The youngest employee noted during this audit was 18 years old.

The factory adopted an electronic attendance system to record working hours of production employees.

Per management and document review, all production employees work in one shift, the working hour is 8:00-12:00, 13:15-17:15. Wages of employee were paid before 15th of the next month by cash. Per payroll review and interviews with management and employees, all production employees were paid by hourly rate.

During the audit, time records and wage records were sampled as follows for working hour and wage testing: 5 samples selected from July 2022 as current paid month, 5 samples selected from February 2022, 5 samples selected from December 2021. According to the sampled time records, it was noted that the maximum overtime hours were 2 hour per day and 82 hours per month. Employees worked consecutive 6 days at most. According to the sampled payroll records, it was noted that all employees were paid at least RMB 10.92 per hour as equivalent to RMB 1900 per month during tested period, which is same as local minimum wage standard. Overtime hours worked on weekdays, weekends were paid with 150%, 200% and 300% of employee's normal wage, which was compliance with legal requirement.

According to the social insurance payment receipt provided by factory management, it was noted that 67 out of 114 (59%) employees were provided with accident, unemployment, maternity, pension and medical insurance in August 2022. Further, factory provided commercial accident insurance for 99 employees from December 7, 2021 to December 6, 2022.

Further, 5 employees were selected for private interviews from different workshops. No negative comment was issued during employee interviews. Interviewed employees were satisfied with the working environment, compensation, working hour and management team in the factory.

A closing meeting was held with the factory representatives and all of the findings were discussed. Ms. Peng Li/Manager, Ms. Chen Jingyou/HR Supervisor, Ms. Huang Haiping/Worker Representative attended the open meeting, the closing meeting and Ms. Peng Li/Manager and Ms. Huang Haiping/Worker Representative signed the onsite CAP and agreed to take corrective actions.

### Remark:

1. There was no contracted or agency worker used, no collective bargaining agreement was signed and no government waiver was obtained, either. Thus, no photo attached for the relevant documents.
2. This audit was a partial scope follow up audit where another audit body had carried out the initial audit. Bureau Veritas does not accept any liability for any issues missed in the initial audit.
3. As this follow up audit did not cover PA 12, there was no environment permit was provided for review.
4. Audit Company: Bureau Veritas Consumer Products Service  
Audit Company APSCA Number: 11600002  
Lead Auditor Name: Inphy Wang  
APSCA Auditor Registered Number: CSCA 21701775  
Announcement Type: Announced  
Monitoring Date: September 1, 2022

Site Details

Site : YILAI ENLIGHTING LTD  
Site amfori ID : 156-004323-002

GICS Classification

Sector	: Consumer Discretionary	Industry	: Household Durables
Industry Group	: Consumer Durables & Apparel	Sub Industry	: Housewares & Specialties

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

## Metrics

### Key Metrics

Total workforce	114 Workers
Legal minimum wage in local currency	1900 Monthly
Lowest wage paid for regular work at the site	1900 Monthly
Calculated living wage in local currency	2200 Monthly
Total sample	5 Workers

### Other Metrics

Male workers	44 Workers
Female workers	70 Workers
Permanent workers - Male	44 Workers
Permanent workers - Female	70 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	8 Workers
Management - Female	21 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	2 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	30 Workers
Domestic migrant workers - Female	50 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	44 Workers
Workers hired directly - Female	70 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	2 Workers
Sample - Female	3 Workers

## Findings

### PA1: Social Management System

Previous Finding: Finding: The main auditee partially respects this principle. The amfori BSCI procedure and policy was established and documented, and it was implemented during the factory operation, but gaps were identified according to the amfori BSCI requirements during the social system implementation. Not Closed: The amfori BSCI procedure and policy was established and documented, and it was implemented during the factory operation, but gaps were identified according to the amfori BSCI requirements during the social system implementation. Please refer to BSCI PA1.1

前次问题点：被审核方部分遵循该准则。因为工厂有建立amfori BSCI体系的相关程序并在日常生产中执行该程序。但是工厂在执行社会责任体系中同amfori BSCI要求存在差距。未改善：工厂有建立amfori BSCI体系的相关程序并在日常生产中执行该程序。但是工厂在执行社会责任体系中同amfori BSCI要求存在差距。请参看BSCI PA1.1

Previous Finding: Finding: The auditee partially respects this principle. The factory provided production scheduling for review, however, proper production plan was not established to ensure the overtime hours of workers be in line with local law. Not Closed: The factory provided production scheduling for review, however, proper production plan was not established to ensure the overtime hours of workers be in line with local law. Please refer to BSCI PA 1.4

前次问题点：被审核方部分遵循该准则。工厂有提供产能规划记录，但缺少合适的生产计划以确保员工的加班时间符合法规要求。未改善：工厂有提供产能规划记录，但缺少合适的生产计划以确保员工的加班时间符合法规要求。请参看BSCI PA1.4

### PA 2: Workers Involvement and Protection

Previous Finding: Finding: The main auditee partially respects this principle, long-term goals were established to protect workers according to the amfori BSCI Code of Conduct and detailed plan was established to achieve the goals, however, the factory didn't provide collected evidences of Year 2020 and 2021 to indicate the compliance status. Not Closed: The long-term goals were established to protect workers according to the amfori BSCI Code of Conduct and detailed plan was established to achieve the goals, however, the factory didn't provide collected evidences of Year 2021 and 2022 to indicate the compliance status. Please refer to BSCI PA 2.2.

前次问题点：被审核方部分遵循该准则，工厂根据BSCI行为准则定义长期目标来保护员工，制定了具体的计划以实现目标，但未收集2020年和2021年的符合证据以显示符合状态。未改善：被审核方部分遵循该准则，工厂根据BSCI行为准则定义长期目标来保护员工，制定了具体的计划以实现目标，但未收集2021年和2022年的符合证据以显示符合状态。请参看 BSCI PA 2.2

### PA 5: Fair Remuneration

Previous Finding: Finding: The main auditee did not respect this principle, because the factory did not provide social insurance to all workers as per legal requirement. Based on provided social insurance payment records from Jun 2021 to Aug 2021, there were 155 employees in the factory currently, and there were 152 employees who were under retirement age and employed more than one month till the audit, which should be provided with social insurances, but the factory only provided medical, endowment, unemployment, child-bearing and accident insurance to 96 out of 152 employees (63.16%) in Aug 2021. And it provided commercial accident insurance for 80 employees since Dec 2, 2020 and valid for one year, so 100% employees were covered by injury/ accident insurance. Not Closed: According to the social insurance payment receipt provided by factory management, it was noted that 67 out of 114 (59%) employees were provided with accident, unemployment, maternity, pension and medical insurance in August 2022. Further, factory provided commercial accident insurance for 99 employees from December 7, 2021 to December 6, 2022. Please refer to BSCI PA 5.5 and Article 73 of the Labor Law of the People's Republic of China.

前次问题点：发现点：被审核方未遵守该准则，因为工厂未按照法规要求给所有人员提供社保。根据工厂提供的2021年6月-2021年8月的社会保险缴费记录，工厂现有员工155名，而截至审核时，共有152名员工低于法定退休年龄且工作满一个月需提供社保，但根据2021年8月的社保记录，工厂只给其中的96名员工提供了医疗，养老，失业，生育和工伤保险(参保率63.16%)。工厂于2020年12月02日起给80名员工提供了为期一年的商业意外保险，故厂内100%员工有覆盖工伤/意外险。未改善：根据厂方提供的2022年8月社会保险缴费单据显示工厂为67/114 (59%) 名员工提供工伤，失业，生育，养老和医疗保险。此外，工厂为99名员工提供商业保险，有效期从2021年12月7日到2022年12月6日。请参看BSCI PA 5.5 及《中华人民共和国劳动法》第73条。

### PA 6: Decent Working Hours

Previous Finding: Finding: The main auditee did not respect this principle because workers' overtime hours did not comply with legal requirements. Based on workers' attendance records from Aug 1, 2020 to the audit day, all sampled workers' monthly overtime hours exceeded 36 hours except for Feb 2021, and the maximum was up to 84 hours in Jul 2021, including 44 overtime hours on weekdays and 40 overtime hours on weekends, and workers maximum weekly working hours were 58 hours, maximum daily overtime was 2 hours. Not Closed: It was noted that 15 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 selected from July 2022 as current paid month, 5 samples selected from February 2022, 5 samples selected from December

## PA 6: Decent Working Hours

2021) yielded the following: • 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 82 hours) in July 2022, which was not in compliance with the legal requirement; • 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 50 hours) in February 2022, which was not in compliance with the legal requirement; • 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 78 hours) in December 2021, which was not in compliance with the legal requirement; Please refer to BSCI PA 6.2 and Article 41 of the Labor Law of the PRC.

前次问题点：工厂未遵守该原则，因为未确保员工的加班时间符合法规要求。根据抽样员工从2020年8月1日至审核当天的考勤记录，所有抽样员工除在2021年2月以外，其他月份每月加班超过了36小时，最高在2021年7月达到了84小时，包括44小时正常工作日加班和40小时周末加班，而最大的周工时为58小时，最大日加班为2小时。未改善：根据工厂提供的工时记录，审核员发现员工加班时间超出了法定标准。审核员从工厂提供的工时记录中抽取15个样本（从最近支付月份2022年7月抽取5个，从2022年2月抽取5个，从2021年12月抽取5个），发现共有15个样本加班时间超出了法定标准，具体为：•5/5名员工在2022年7月的加班时间为82小时，超过每月加班时间不能超过36小时的法律规定；•5/5名员工在2022年2月的加班时间为50小时，超过每月加班时间不能超过36小时的法律规定；•5/5名员工在2021年12月的加班时间为78小时，超过每月加班时间不能超过36小时的法律规定；请参看BSCI PA 6.2及《中华人民共和国劳动法》第41条

## PA 7: Occupational Health and Safety

Previous Finding 1: Finding: The auditee partially respects this principle, because the legal and amfori BSCI requirement on health and safety was not implemented effectively, and lead to some issues were raised in health and safety section, such as occupational health examination etc. Not Closed: The legal and amfori BSCI requirement on health and safety was not implemented effectively, and lead to some issues were raised in health and safety section. Please refer to BSCI PA 7.1. Previous Finding 2: Finding: The main auditee partially respected this principle because the factory did not provide pre-job on-the job and off-job occupational health examination to the workers who contacted occupational hazards. Closed: The factory provided pre-job, on-the job and off-job occupational health examination to the workers who contacted occupational hazards. And the factory provided health examination reports for review. This finding was placed under 7.3 in the previous report

前次问题点 1：被审核方部分遵循该准则，因工厂对法规和amfori BSCI在健康安全方面的要求执行不到位，导致健康安全方面出现问题（例如职业病体检）等。未改善：工厂对法规和amfori BSCI在健康安全方面的要求执行不到位，导致健康安全方面出现问题。请参看BSCI PA7.1 前次问题点 2：工厂未完全遵守该原则，因为工厂没有为接触职业病危害的员工安排入职和在岗和离职职业病体检。已改善：工厂为接触职业病危害的员工安排了入职，在岗和离职职业病体检。并提供了体检报告供查看。备注：该问题前次审核放在PA7.3

Previous Finding: The shipping platform was not equipped with a protective fence, and the height was about 1.2 meters. Not Closed: Part of shipping platform was not equipped with a protective fence, and the height was about 1.2 meters. Please refer to BSCI PA 7.11 and the Safety Requirements for Fixed Steel Ladders and Platform – Part 3: Industrial guardrails and steel platform, 4.1.1. Remark: the finding was cited under PA 7.17 in previous audit.

前次问题点：出货平台没有安装防护栏，高度约1.2米。未改善：部分出货平台没有安装防护栏，高度约1.2米。请参看BSCI PA7.11及《固定式钢梯及平台安全要求\_第3部分：工业防护栏杆及钢平台GB 4053.3-2009》第4.1.1条 备注：该问题前次审核放在PA 7.17

Previous Finding 1: Finding: The main auditee partially respected this principle because The exhaust system of about 11 soldering positions was damaged. Closed: Based on onsite observation, all exhaust system of soldering positions was good. Previous Finding 2: One lift platform in raw material warehouse was not equipped with interlocking device. Not Closed: One lift platform in raw material warehouse was not equipped with interlocking device. Please refer to BSCI PA 7.17

前次问题点 1：工厂未完全遵守该原则，因为约11个锡焊岗位的抽风系统损坏。已改善：根据现场观察，所有焊锡岗位的抽风系统运转正常。前次问题点 2：原料仓一台升降机没有安装安全联锁装置。未改善：原料仓一台升降机没有安装安全联锁装置。请参看BSCI PA7.17

Remark: No kitchen or canteen was provided by the factory and employees were eating outside freely.

备注：工厂没有提供餐厅和厨房给员工，员工自由在外面吃饭。

Remark: No transportation was provided to workers.

备注：工厂没有为员工提供交通服务。

Remark: No dormitory in the factory.

备注：工厂没有为员工提供宿舍。

## PA 13: Ethical Business Behaviour

Previous Finding: Finding: The main auditee partially respected this principle because the factory had established procedures for business ethics, but the factory did not conduct risk assessments for unethical business practices. Closed: The factory conducted risk assessments for unethical business practices. And the factory provided risk assessment record.

前次问题点：工厂未完全遵守该原则，因为工厂建立了商业道德的程序文件，但工厂没有对不道德的商业行为进行风险评估。已改善：工厂对不道德的商业行为进行了风险评估，并提供了风险评估记录。