

**MONITORING ID: 24-0286116**

Monitored Party <b>ShenZhen XinJunMeng Energy Technology Co.Ltd</b>	amfori ID <b>156-058454-000</b>	Address <b>201, Building B2b,Yingzhan Science and Technology Park, Longtian Subdistrict, Pingshan District, Shenzhen City, Shenzhen, Guangdong Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>ALGI International, Inc.</b>
Monitoring Start Date <b>23/10/2024</b>	Closing Meeting Finished Date <b>26/10/2024</b>	Submission Date <b>29/10/2024</b>
Expiration Date <b>29/10/2025</b>	Announcement Type <b>Semi Announced</b>	
Site <b>ShenZhen XinJunMeng Energy Technology Co.Ltd</b>	Site amfori ID <b>156-058454-001</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>D</b>	
PA 2: Workers Involvement and Protection	<b>A</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>B</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: Beyond Geng; APSCA membership number: CSCA 21702059.

Name of team auditor: Nil; APSCA membership number: NA

Name of observers, translators, trainees, advisors/consultants (if applicable): NA

Monitoring partner name: ALGI China

Audit schedule details: The audit is planned for 1 auditor x 1 onsite day on October 23, 2024. This is a semi announced audit.

### Business partner information:

ShenZhen XinJunMeng Energy Technology Co. Ltd (Local Name: 深圳市鑫骏盟能源科技有限公司, Uniform Code of Social Credit: 91440300587913473Y) is located at 201, Building B2b, Yingzhan Science and Technology Park, Longtian Subdistrict, Pingshan District, Shenzhen City, Guangdong Province, China. The factory was established on December 22, 2011 and specializes in the manufacturing of Mobile power bank, air purifier, hair care brush, LAMPS, solar charger and battery. Its main production processes were assembly, inspection and packing. No subcontractor was used by the factory.

### Audited location information:

The factory occupied the 2nd floor in one 5-storey production building as workshops, warehouses and office room. No canteen & kitchen, dormitory or transportation was provided to employees. Total area occupied by the factory was approximately 2103 square meters. The other areas of the building were used by others. According to onsite observation and interview, the audited factory did not share equipment, workforce and materials with the others. The factory provided relevant document (rent contract and business license information of the owner) for review during this audit, the audited scope only covered the areas of the audited factory. According to onsite observation, interview, and document review, the building was used as following: 1F was used by factory named Shenzhen Guangdashun Technology Co., Ltd.(深圳光达顺科技有限公司) ; 3F was used by Shenzhen Zhonghexin Technology Co., Ltd.(深圳中和鑫科技有限公司) ; 4F was used by Shenzhen Jingguanyu Touch Contral Technology Co., Ltd.(深圳晶冠宇触控科技科技有限公司) ; 5F was used by Shenzhen Hengyuetong Electronics Co., Ltd.(深圳恒越通电子有限公司)。

### Operating shifts and hours:

All workers operated in one shift, and the regular working hours are from 8:00 to 17:30 with lunch break from 12:00 to 13:30. Normal working days are from Monday to Friday. Workers would voluntarily work overtime for up to 2 hours a day from 18:00 to 20:00 on weekdays and for up to 8 hours a day on Saturdays if needed. As per management interview, peak season in the factory is not obvious in the past 12 months.

### Time recording system:

The factory uses face identification attendance system to keep record of all employees' working hours.

### Salary payment details:

Based on documents review and management interview, it was noted that all employees are paid by hourly rate. Wages are paid by bank transfer before the 7th of each month for last month. During the current audit, payroll records from October 2023 to September 2024 and attendance records from October 2023 to October 23, 2024 were provided for review. The auditor randomly selected 6 samples from each of September 2024 (last paid month), March 2024 (random month) and December 2023 (random month) for verification.

### Worker number information:

During audit, there were total 35 employees (including 12 males and 23 females) in the factory, of which 20 employees (6 males and 14 females) were production workers. All workers are hired by the factory directly. No vulnerable workers or any other special group workers (such as interns, apprentices, contractor workers) were noted during this audit. There were 13 migrant workers from other provinces.

Good practices: Nil.

Worker organization details:

Upon this audit, there was no labor union founded in the factory, and there is a worker representative team with two worker representatives in the factory.

Circumstances:

Ms. Guo Guimei/Administration Assistant, Mr. Yin Weifeng/Worker representative participated in the opening & closing meeting. The opening meeting started at 8:00 and the closing meeting ended at 17:30 on October 23, 2024. The auditor communicated the findings in detail to them and allowed them to raise questions and make any needed clarifications. Finally, they agreed on the findings and signed the on-site audit findings reports.

The special circumstances can be classified as followed: Not applicable.

Summary of findings:

PA1: Social management system

PA 1.1. The social management system was not implemented effectively.

PA 1.4. The workforce capacity was not properly planned which led to excessive overtime hours.

PA 2: Workers Involvement and Protection

PA 2.4. All 6 sampled workers did not clearly describe the detail social requirement.

PA 5: Fair Remuneration

PA 5.4. The factory did not calculate the local basic living wage, and the regular wage was lower than the local BLW.

PA 6: Decent working hours

PA 6.2 Monthly overtime working hours exceeded 36 hours.

PA 7: Occupational Health and Safety

PA 7.1. Non-compliances with Health and Safety local law and regulations, and partial goods were stored against the wall.

PA 7.2. The factory did not provided injury insurance to all employees.

#LivingWage: [The audited factory was located in Shenzhen City. The auditor used the Living wage calculation published on the GLWC website for the region (<https://www.globallivingwage.org/>), which is estimated at the amount of CNY 3719. As recommended, GLWC method of calculation is considered by the auditor for this audit. GLWC benchmark data are uploaded as part of the report attachments.]

Remark:

1. The local legal minimum wage standard was CNY 2360 per month equivalent to CNY 13.56 per hour since January 1, 2022.
2. The government waiver, agency labor contract and collective bargaining agreement were not available for the factory on the audit day, which made those documents not applicable.
3. Some uploaded attachments (such as wage records and time records) involve employees' personal information, which is protected. This is comply with requirements of GDPR, the Personal Information Protection Law of People's Republic of China, the requirements of amfori BSCI.

## SITE DETAILS

Site	Site amfori ID
<b>ShenZhen XinJunMeng Energy Technology Co.Ltd</b>	<b>156-058454-001</b>

### GICS Classification

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Sector	Industry Group	Industry
<b>Consumer Discretionary</b>	<b>Consumer Durables &amp; Apparel</b>	<b>Household Durables</b>
Sub Industry		
<b>Consumer Electronics</b>		

### 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	35	Workers
Legal minimum wage in local currency	2,360	Monthly
Lowest wage paid for regular work at the site	3,060	Monthly
Calculated living wage in local currency	3,719	Monthly
Total sample	6	Workers

## Other Metrics

Male workers	12	Workers
Female workers	23	Workers
Non-binary workers	0	Workers
Permanent workers - Male	12	Workers
Permanent workers - Female	23	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	2	Workers
Management - Female	2	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	6	Workers
Domestic migrant workers - Female	7	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	12	Workers
Workers hired directly - Female	23	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	3	Workers
Sample - Non-binary	0	Workers

# FINDINGS



## PA1: Social Management System

Site: ShenZhen XinJunMeng Energy Technology Co.Ltd | Site amfori ID: 156-058454-001

**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
<b>Finding</b>	
<p>Based on onsite observation, document review, management and worker interviews, it was noted that the factory did not have an effective management system regarding Social management system and Cascade Effect, Worker Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety. Details please refer to Performance Areas 1, 2, 5, 6,7. The factory management declared they did not inspect and review management system enough and failed to identify problems in a timely manner. This is partially in compliance with requirements of BSCI CoC.</p> <p>The question was rated as partially because the factory had set up management system to comply with amfori BSCI Code of Conduct but not implemented effectively in some performance areas.</p>	<p>根据现场观察，文件审核，管理层和员工访谈确认，工厂在社会责任管理体系和级联效应、员工参与及保护，公平报酬、体面劳动时间、职业健康与安全方面缺少有效的管理。具体请参见区域1、2、5、6、7。工厂管理层表示工厂对管理体系检查和评审不足，未能及时发现问题。这部分符合BSCI CoC。该问题被评为局部符合，因为工厂有建立社会责任管理体系以符合amfori BSCI行为准则，但由于管理体系不够完善以至于工厂在部分绩效领域存在缺失。</p>

**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
<b>Finding</b>	
<p>Based on the document review, management interview and workers interview, as well as attendance records and wage records for September 2024 (Latest paid month), March 2024 (Random month) and December 2023 (Random month). The workforce capacity in the factory was not assessed and properly planned to match delivery order contracts' expectations, as excessive overtime hours were detected in all sampled months, which exceeded legal overtime requirement. For details, please refer to 6.2. The factory management declared that due to labor shortage in the market, the factory needed to balance the overall salary, turnover rate and</p>	<p>根据文件审核，管理层和员工访谈，以及2024年9月(最近工资发放月)，2024年3月(随机月)和2023年12月(随机月)的工资考勤记录。工厂没有对现有员工产能是否可以按时完成客户订单数量进行有效评估和合理计划，以至于所有抽样月份都发现有超时加班。超过法定加班要求。具体加班信息请参见6.2。工厂管理层表示由于市场劳动力短缺，工厂需要平衡员工的总体工资，流失率以及产品交期等问题。这不符合《中华人民共和国劳动法》第41条。该问题被评为不符合，因为工厂在完成订单时未能有效控制员工的加班满足法规要求。</p>



### Finding

product delivery time of employees.  
This is not in compliance with requirements of PRC Labor Law article 41. The question was rated as no because the factory failed to effectively control the overtime of workers to meet the legal requirements when completing the order.

## PA 2: Workers Involvement and Protection

Site: ShenZhen XinJunMeng Energy Technology Co.Ltd | Site amfori ID: 156-058454-001

**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

During the document review, site tour, management and workers interviews, it was noted that the factory had provided relevant training to all employees in April 2024, the amfori BSCI Code of Conduct were posted in workshop for employees to review, however, all 6 sampled employees could not clearly describe the detailed social compliance requirements. The factory management declared they did not conduct regular evaluations to ensure the effectiveness of this training and did not identify this problem in a timely manner.  
This is partially in compliance with requirements of BSCI CoC. The question is rated as partially because the factory had provided relevant training to all employees and posted the amfori BSCI CoC in workshop, but all the sampled workers were not clear about the relevant requirements.

根据文件查阅、现场走访、管理层访谈和员工访谈发现工厂在2024年4月提供了相关的培训给所有员工，amfori BSCI行为准则也有张贴在车间供员工查看，但是所有6名访谈员工均不清楚社会责任方面的内容和要求。工厂管理层表示工厂没有对该培训的有效性进行定期评估，未能及时发现这个问题。这部分符合BSCI CoC。该问题被评为部分符合，因为工厂有提供BSCI的培训给员工并且有张贴BSCI CoC在现场，但是所有抽样员工不清楚相关要求。

## PA 5: Fair Remuneration

Site: ShenZhen XinJunMeng Energy Technology Co.Ltd | Site amfori ID: 156-058454-001

**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

Based on management, worker interview and

根据管理层, 员工访谈及文件审核确认, 6名抽样员

### Finding

document review, it was noted that all 6 sampled workers' regular wages for the three sampled months in September 2024(latest paid month), March 2024(random month) and December 2023(random month) were CNY 3060 per month, all sample workers' regular wages were lower than the basic living wage of CNY 3719 per month in Shenzhen City, which was published on the GLWC website for the region (<https://www.globallivingwage.org/>). The factory management declared that they they would increase their knowledge for BLW and would perform the calculation. This is not in compliance with requirements of BSCI CoC. The question was rated as no because all sample workers' regular wages were lower than basic living wage of Shenzhen City and factory did not calculate the local basic living wage

工在抽样的2024年9月(最近支付月), 2024年3月(随机月)和2023年12月(随机月)这三个月的正常工作时间工资为3060元每月, 所有6名抽样员工均低于当地基本生活需求工资的要求。深圳市的基本生活需求工资为每个月3719元。(这是GLWC网站(<https://www.globallivingwage.org/>)上发布的该地区的生活工资) 管理层表示他们将学些平均生活工资相关要求并进行核算。这不符合BSCI CoC。该问题被评为不符合, 因为工厂所有抽样员工的正常工作时间工资低于深圳市基本生活需求工资且未计算当地基本生活工资。

## PA 6: Decent Working Hours

Site: ShenZhen XinJunMeng Energy Technology Co.Ltd | Site amfori ID: 156-058454-001

**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

Based on sampled wages and attendance records review, factory management and workers interview, the overtime working hours exceeded the upper limit of 36 hours per month. In September 2024 (latest paid month), the monthly overtime hours of 6 out of 6 randomly selected employees were 72 hours; In March 2024 the monthly overtime hours of 6 out of 6 randomly selected employees were 72 hours; In December 2023, the monthly overtime hours of 6 out of 6 selected employees were 72 hours. The factory management declared that due to labor shortage in the market, the factory needed to balance the overall salary, turnover rate and product delivery time of employees, and the workers wanted to earn more money to have more overtime hours. This is not in compliance with requirements of the PRC Labor Law article 41. The question was rated as no because the workers' overtime hours exceeded legal requirements systematically.

根据抽样3个月的工资考勤记录及管理层和员工面谈显示, 员工的月加班工时超过36小时, 抽查了3个月, 2024年9月(最近发薪月), 6/6名被抽查员工的月加班工时为72小时; 2024年3月, 6/6名被抽查员工的月加班工时72小时; 2023年12月, 6/6名被抽查员工的月加班工为72小时。管理层表示由于市场劳动力短缺, 工厂需要平衡员工的总体工资, 流失率以及产品交期等问题, 且员工想多加班挣更多钱。这不符合《中华人民共和国劳动法》第41条。该问题被评为不符合, 因为员工的加班时间系统性的超过了法规要求。  
备注: 员工为自愿加班。

## Finding

Remark: The employees worked overtime voluntarily.

## PA 7: Occupational Health and Safety

Site: ShenZhen XinJunMeng Energy Technology Co.Ltd | Site amfori ID: 156-058454-001

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

### ENGLISH

### LOCAL LANGUAGE

#### Finding

1. Based on document review, onsite observation and management and worker interview, the factory established the occupational health and safety regulations and procedures. However, the actual practice throughout the factory was not fully in compliance with requirements of local law in goods storage and injury insurance. The factory management declared that they had been negligent in the management of some requirements, which led to the discovery of the problem. They would continue to improve the management of occupational health and safety. This is partially in compliance with requirements of relevant local health and safety laws (please refer to question points PA7.1, PA7.2 for detail regulations).

2. Based on onsite observation, it was noted that around 10% incoming materials were stored against the wall. The factory management declared they had been negligent in the management and they would rearrange the storage area. This is partially in compliance with requirements of Rules Concerning Warehouse Safety and Fire Control article 18.

The question is rated as partially because the factory complies with local regulations in most areas of health and safety.

1. 根据文件审核，现场观察和管理层及员工访谈，工厂虽然建立了职业健康安全方面的程序和相关制度，但是工厂在实际的执行过程中还存在问题，例如货物存放及工伤保险等。工厂管理层表示他们对部分要求有管理疏忽导致问题发现，他们会持续完善职业健康安全方面的管理。这部分符合当地健康安全法规要求（具体的健康安全法规条款请参考 PA7.1, PA7.2）。

2. 现场审核发现，工厂约有 10% 的物料靠墙放置。管理层表示管理有疏忽并会重新规划摆放区域。这部分符合《仓库防火安全管理规划》第 18 条。此问题点判定为部分符合原因在于工厂在绝大多数的健康安全领域符合当地法规的要求。

**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

Through interview with management and workers

通过管理层及员工访谈，文件资料查看，发现工厂

## Finding

and documents review, it was noted that the facility did not provide injury insurance to all employees , factory provided injury insurance to 32 employees (91.4%), no commercial accident insurance was provided to 3 retired workers. The management representative stated the factory take improvement actions as soon as possible.

This is partially in compliance with requirements of Social Insurance Law of the People's Republic of China Article 33. This question was rated as partially because the employees covered by injury insurance was more than 50%.

未给所有员工提供工伤保险，仅给32名员工(91.4%)购买了工伤保险,未给3名退休员工提供商业意外险。管理者代表表示工厂尽快采取改善措施。这部分符合中华人民共和国社会保险法第三十三条。该问题被评为部分符合，因为工伤险覆盖比例超过50%。