

Monitoring result for Gotop Industrial Limited on site Site 1

Monitoring

Monitored Party	: Gotop Industrial Limited	amfori ID	: 156-008575-000
Site	: Site 1	Site amfori ID	: 156-008575-001
Address	: 7/F, building A3, innovation world Zhongtai Information Technology Industrial Park, No.2 Dezheng Road, Shilong community, Shiyan street, Bao'an District, : 518131, Shenzhen : Guangdong Sheng : China	Monitoring Activity	: amfori Social Audit - Manufacturing
		Monitoring Type	: Full Monitoring
		Submission Date	: 11/06/2021
		Expiration Date	: 11/06/2022

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Overall rating



Section rating

PA1: Social Management System	D
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	A
PA 11: No Bonded Labour	A
PA 12: Protection of the Environment	A

General description

Gotop Industrial Limited (Business No.:91440300MA5G8CFQ5U) was located at 7/F, building A3, innovation world Zhongtai Information Technology Industrial Park, No.2 Dezheng Road, Shilong community, Shiyan street, Bao'an District, Shenzhen, Guangdong Province, China.

The main auditee was founded on 15 Jun 2020 based on the business license. The main auditee was engaged in watches. The main production processes were assembly and packing.

The main auditee used west side of 7F of one 13-storey building as workshop, warehouse and office. No dormitory or canteen provided by the factory.

Total 47 workers in the factory (including 21 male and 26 female workers). And 5 workers were sampled (including 2 male and 3 female workers).

The main auditee management agreed the SGS auditor conducted confidential interviews with workers who were chosen freely without any influence. All necessary areas were allowed access for tour.

The auditee Admin Supervisor, HR, Production Manager and one worker representative attended the opening and closing meeting. The HR (Ms. Yang Yujie) and worker representative (Ms. Xu Yan) signed the CAP and promised to take corrective actions for non-compliances.

Remark:

The auditee rented the west side of 7F in the 13-storey production building. Other areas and floors were used by many other factories of the industrial park. No mingle worker identified during the audit. This audit only covered the scope which used by the auditee.

Site Details

Site : Site 1

Site amfori ID : 156-008575-001

GICS Classification

Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Apparel, Accessories & Luxury Goods

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	45 Workers
Legal minimum wage in local currency	2200 Monthly
Lowest wage paid for regular work at the site	2200 Monthly
Calculated living wage in local currency	2800 Monthly
Total sample	5 Workers

Other Metrics

Male workers	20 Workers
Female workers	25 Workers
Permanent workers - Male	21 Workers
Permanent workers - Female	26 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	3 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	5 Workers
Workers on probation - Female	4 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	17 Workers
Domestic migrant workers - Female	18 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	21 Workers
Workers hired directly - Female	26 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

1.1 The main auditee partially respects this principle. The factory established system on amfori BSCI and last internal audit was conducted on 15 Dec 2020. The system maintenance was not completely implemented by the factory. Some issues on working hours, social insurance, health & safety, etc. were identified during this audit.

被审核方部分遵守该准则。工厂建立了amfori BSCI管理系统，且在2020年12月15日进行了内审。但是系统维护未彻底执行，所以本次审核中在工作时间、社保、健康安全等方面有发现一些问题。

1.4 The main auditee partially respects this principle. The factory controlled the capacity according to client orders and production plan. But based on working time records from 1 May 2020 to the audit day, the workers overtime working hour exceeded legal requirement.

被审核方部分遵守该准则。工厂根据客户订单及生产计划来控制产能。但是根据2020年5月1日至审核当天的考勤记录，工人的加班时间超出了法规要求。

PA 2: Workers Involvement and Protection

2.2 The main auditee partially respects this principle. The factory defined long-term objective for protecting workers in Mar 2021. But the objectives were not monitored. The worker or worker representatives were not involved into the process of objective definition.

被审核方部分遵守该准则。工厂在2021年3月建立了保护工人的长期目标。但是目标未被监控。工人/工人代表未参与到目标制定的过程中。

PA 5: Fair Remuneration

5.5 The main auditee does not respect this principle because the factory did not provide adequate social insurance to their employees. Based on social insurance records of May 2021, the factory provided medical, injury, unemployment and child-bearing insurance to 37 employees; provided retirement insurance to 36 employees. There were totally 47 employees in the factory. Management said that workers had new rural social pension insurance in their homes, but they did not collect the information for review.

被审核方未符合该原则。工厂未提供足够社保给其员工。根据2021年5月的社保记录，工厂为37名员工提供医疗、工伤、失业和生育保险；为36名员工提供了养老保险。工厂总人数47人。管理层表示工人自己在家里有新农保，但没有收集相关信息供审核。

PA 6: Decent Working Hours

6.2 The main auditee does not respect this principle because worker's OT hour exceeded legal requirement. Based on attendance records from 1 May 2020 to the audit day, all the 5 sampled workers' overtime working hour exceeded 36 hours in each month except Feb 2021. The maximum monthly OT was 80 hours which happened in May 2020 (including 40 hours OT on weekdays and 40 hours OT on weekend). The maximum daily OT in weekday was 3 hours. The maximum weekly working time was 60 hours.

被审核方未遵守该原则，原因是工人的加班时间超出法规要求。根据2020年5月1日至审核当天的考勤记录，所有5名被抽样的工人，在除了2021年2月的每个月的月加班时间均超36小时。最大月加班是80小时，发生在2020年5月（包括40小时平时加班和40小时周末加班）。工作日最大日加班达到了3小时。最大周工时为60小时。

PA 7: Occupational Health and Safety

7.2 The main auditee does not respect this principle. The factory only provided injury-related insurance to 37 out of 47 employees (Based on social insurance records of May 2021.) No commercial injury insurance provided to employee by the factory.

被审核方没有遵守该原则。工厂只为37/47名员工提供了工伤类保险（根据2021年5月的社保记录。）工厂未提供商业工伤险给员工。