

Monitored Party JIAXING LEDUX LIGHTING CO.,LTD	amfori ID 156-042371-000	Address Floor 4-5, Building 5, Jiaxing Photovoltaic Science and Innovation Park, No.1288 Kanghe Road, Gaozhao Street, Xiuzhou District, 314031 Jiaxing, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 20/11/2024	Closing Meeting Finished Date 22/11/2024	Submission Date 28/11/2024
Expiration Date 28/11/2025	Announcement Type Semi Announced	
Site JIAXING LEDUX LIGHTING CO.,LTD	Site amfori ID 156-042371-001	

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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, Violence or Harassment	A	
PA 5: Fair Remuneration	A	

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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Vinila YANG; APSCA membership number: CSCA 21701928

Monitoring partner name: TUV Rheinland.

Audit schedule details: The audit was planned for 1 auditor x 2.5 days.

Announcement Type: This was a semi-announced audit.

Business partner information: The facility was established in 2012. The auditee was located at Floor 4-5, Building 5, Jiaxing Photovoltaic Science and Innovation Park, No.1288 Kanghe Road, Gaozhao Street, Xiuzhou District, Jiaxing City, Zhejiang Province(浙江省嘉兴市秀洲区高照街道康和路1288号嘉兴光伏科创园5号楼4-5层). The main product was LED Lamp. The main processes were SMT, welding, glue filling, assembly, aging and packing.

Audited location information: The facility consisted of 4F and 5 F of one 8-storey building as office, canteen, production and warehouse. The workshop and warehouse were located on 5F. The office, canteen and warehouse were located on 4F. No kitchen, dormitory or transportation tool was provided to workers. Food was delivered by one local restaurant. In the same building there were other 3 facilities (main products were photovoltaic and electronic components) in rest floors. The lease contracts and business licenses of these tenants were provided for review. These facilities were independent from employees and management. No business relationship was between the facility with them. Therefore, the audit scope only covered the areas of the auditee.

Operating shifts and hours: Time records from 1 November 2023 to 22 November 2024 were provided for review and 20 samples were selected for data analysis. The maximum daily working hour was 10 hours, the maximum weekly working hours was 54 hours, and the maximum monthly overtime was 58 hours. The normal working days were from Monday to Friday, 8 hours a day. All workers worked in one shift with the working time as 8:00-12:00; 13:00-17:00. Regular overtime hours were conducted from 17:30 to 19:30, usually 1 to 3 times per week. Saturday overtime work was conducted for 8 hours, 4 to 5 times per month. No Sunday work was needed for all employees. The longest consecutively working days were 6 days. Overtime work was arranged on a voluntary basis.

Time recording system: Employees used fingerprint scanning system to track working hours.

Salary payment details: The factory provided payroll records from November 2023 to October 2024 for review and the months of December 2023, April 2024 and October 2024 were selected as primary samples. During the audit, 20 samples were reviewed. All workers were paid at hourly rate with not less than RMB21.61/hour, which was higher than the local minimum wage standard. The local minimum wage standard was RMB2260/month (RMB12.99 per hour) from 1 January 2024 and RMB2070/month (RMB11.90 per hour) before then. Overtime work on weekdays, weekends and statutory holidays was paid with 150%, 200%, and 300% of normal rate respectively. Wage was paid around 20th of the following month by cash and pay slips were provided to workers. Mandatory benefits such as paid annual leaves and paid sick leaves were provided to workers. No disciplinary deduction was found. Only social insurance individual expense and income tax were deducted from wage.

Worker number information: Totally 233 workers including 177 production workers and 56 non-production workers.

Production workers included 85 male and 92 female. No vulnerable workers were available. 91 male and 103 female domestic migrant workers were used in the auditee. No interns, apprentices or contractor workers were in the facility.

Good practices: Free meals were provided.

Worker organization details: No labor union was available. Four worker representatives were elected, and workers could discuss workplace issues or concerns to the worker representatives.

Circumstances: There was no special circumstance during the audit. The facility management was cooperative and receptive during the whole assessment process. The management was receptive of all the findings and showed the willingness to take appropriate corrective actions towards all findings.

Summary of findings: Findings were noted in PA1, PA2, PA5, PA6, PA 7

PA1 Insufficient management system; Insufficient capacity planning;

PA2 Workers were not familiar with the amfori BSCI code;

PA5 Insufficient social insurance;

PA 6 Monthly overtime working hours exceeding the law requirements;

PA7 Local ventilation not in use.

Living wage calculation: #Living Wage: 1). No anker wage available for the producers location, so we used the data provided by auditing company. 2). The calculation methodology refers to anker living wage structure. 3). The data comes from the local bureau of statistics for the current year.

Attachment:

1. There was no government waiver on social insurance and overtime in the factory. There was no collective bargaining in the factory. No labor contractor, agency, etc. was used in the factory. Therefore, these documents were not applicable to attach to the report.
2. The Personal Information Protection Law of the People's Republic of China was effective as of 1 November 2021, the producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor(s) had been obtained the individual's consent during the audit.

SITE DETAILS

Site

JIAXING LEDUX LIGHTING
CO.,LTD

Site amfori ID

156-042371-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Household Durables
Sub Industry		
Household Appliances		

amfori Process Classifications

N.A.

NACE Classification

Manufacture of domestic appliances

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	233	Workers
Legal minimum wage in local currency	2,260	Monthly
Lowest wage paid for regular work at the site	3,760.14	Monthly
Calculated living wage in local currency	2,611.13	Monthly
Total sample	20	Workers

Other Metrics

Male workers	106	Workers
Female workers	127	Workers
Non-binary workers	0	Workers
Permanent workers - Male	106	Workers
Permanent workers - Female	127	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	16	Workers
Management - Female	12	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	91	Workers
Domestic migrant workers - Female	103	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	106	Workers
Workers hired directly - Female	127	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	9	Workers
Sample - Female	11	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: JIAXING LEDUX LIGHTING CO.,LTD | Site amfori ID: 156-042371-001

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	
The auditee partially respected this principle because based on management and worker interviews, onsite observation and document review, it was noted that the auditee established the amfori BSCI management system, but did not have the practice to ensure the internal procedures to integrate the amfori BSCI Code into day-to-day business practices. For example, not all employees participated in social insurance, and the monthly overtime hours of workers exceed legal requirements. The management explained that the auditee established the amfori management procedure, but it was subject to conditions into day-to-day business practices, some requirements could not be implemented immediately. The current management operation was based on their previous management experience. According to worker representative interview, the factory communicated the amfori BSCI requirement to workers including working hours and social insurance policy, but failed to inform employees of the achieved plan, and workers had no complaints on working hours and social insurance policy. This was not in compliance with the amfori BSCI system manual.	被审核方部分遵守该原则因为根据管理层和工人面谈以及现场查看和文件查阅，发现工厂有建立了amfori BSCI管理体系，但没有采取措施确保amfori BSCI行为守则的要求落实到公司的日常运作中。例如不是所有员工参加社会保险，工人的月加班时间超过法律要求等。管理人员解释说被审核方已经建立了amfori BSCI管理制度，但在日常管理中受条件限制，还是有部分要求无法马上落实。目前的管理运作主要按以往的管理经验。根据员工代表访谈，公司有将amfori BSCI的要求传达给员工，包括工时和社保的法规要求，但是没有将达成计划告知员工。员工也没有任何关于超时加班或者社保方面的申诉。违反了amfori BSCI系统手册。

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	
The auditee partially respected this principle because based on management and worker interviews, onsite observation and document review, it was noted that the facility established production capacity assessment procedure and planed production ahead of time for each production order. However, the facility did not have	被审核方部分遵守该原则因为根据管理层和工人面谈以及现场查看和文件查阅，发现工厂有建立产能评估的程序文件，并且提前为每一个生产订单制定了生产计划。公司没有生产恢复计划针对可能出现的意外或生产中断情况。所有这些因素导致员工在过去12个月有超时加班。工厂解释员工希望多加班多赚钱。违反了amfori BSCI系统手册。

Finding

a contingency plan in any possible emergency or interrupts of production. All those factors led to excessive overtime work in past 12 months for all employees. The management explained that workers wanted to do more overtime work to earn more. This was not in compliance with the amfori BSCI system manual.

PA 2: Workers Involvement and Protection

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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

The auditee partially respected this principle because based on management and worker interviews, onsite observation and document review, it was noted that the amfori BSCI Code of Conduct was posted on the workshop and amfori BSCI standard training was provided to employees. The latest training on amfori BSCI code of conduct was on 13 March 2024. 8 out of 20 interviewed employees reported that they were not aware of amfori BSCI Code of Conduct such as child labor age requirement. The interviewees stated that the facility provided training to them, but they could not understand or remember the content of amfori BSCI. The management explained that some workers did not have good understanding of the amfori BSCI code. This was not in compliance with the amfori BSCI system manual.

被审核方部分遵守该原则因为根据管理层和工人面谈以及现场查看和文件查阅，发现amfori BSCI行为准则粘贴于车间且厂内为员工提供了amfori BSCI准则培训。最近一次amfori BSCI行为准则培训是2024年3月13日。但是，20名受访员工中的8名均汇报不了解amfori BSCI行为准则标准如童工年龄要求。受访员工表示工厂有给他们提供培训，但是他们不明白也记不住amfori BSCI的内容。工厂解释员工对amfori BSCI行为准则的理解不够。违反了amfori BSCI系统手册。

PA 5: Fair Remuneration

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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

The auditee partially respected this principle because based on management and worker interviews, and document review, it was noted that not all employees were provided with social insurance. Excluding 5 retirees, there were 228 employees eligible to be covered with five types of social insurance. As per the social insurance receipt from November 2023 to October 2024, 66 employees did not participate in pension, unemployment, work-related injury, maternity or medical insurance. Management reported that the factory was willing to purchase five kinds of social insurance for all employees. The factory also informed the employees of the social insurance policy when the new employees joined the facility, but the employees voluntarily gave up social insurance as they had rural insurance. The factory provided group accident insurance for 71 employees who were not covered with injury insurance. The valid period of group accident insurance was from 29 August 2024 to 29 August 2025. Reference law: Social Insurance Law of the People's Republic of China; Article 10, Article 23, Article 33, Article 44, Article 53.

被审核方部分遵守该原则因为根据管理层和工人面谈和文件查阅，发现工厂没有给所有员工提供社会保险。除去5名退休员工，工厂一共有228名员工都需要参加五种社会保险。根据2023年11月份至2024年10月份的社保收据，66名员工没有参加养老，失业，工伤，生育和医疗保险。管理层汇报工厂愿意给员工购买五种社会保险。工厂也在新员工入职时将社保政策告知员工，但员工自愿放弃参保因为员工有农保。工厂给71名没有参加工伤保险的员工提供了团体意外伤害保险，保险有效期为2024年8月29日至2025年8月29日。参考法律法规：中华人民共和国社会保险法，第10条，23条，33条，44条和53条

PA 6: Decent Working Hours

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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

Finding

The auditee did not respect this principle because based on management and worker interviews and document review, it was noted that the factory did not have effective system to control its overtime work compliance. There was a written policy on overtime working hours including overtime limits and overtime arrangement. However, the working hour record system could not alert when overtime was near or over the overtime limits. Based on management and worker interviews and time records (1 November 2023 to 22 November 2024) review, it was identified that, monthly overtime working hours exceeding 36 hours were detected. For the sampled months, 20 out of 20 sampled

LOCAL LANGUAGE

被审核方未遵守该原则因为根据管理层和工人面谈以及文件查阅，发现工厂没有有效系统控制员工加班。公司有书面的加班政策包括加班的限制及安排等，但是公司的考勤系统没办法预警当其加班时间快超过或已经超过要求时。根据管理层和工人面谈以及考勤（2023年11月1日至2024年11月22日）的审查，发现月加班时间超过36小时。抽样月份里，2023年12月，2024年4月和2024年10月，20名抽样员工中的20名均月加班超过36小时，最大月加班时间分别为56，58和54小时。参考法律法规：《中华人民共和国劳动法》第41条 工厂解释说由于生产工人不够，导致产能不能满足生产订单的要求，因此需要安排员工加班。备注：2024年11月（截至11月22日）20名抽样员工的最大

Finding	
workers' monthly overtime exceeding 36 hours in December 2023, April 2024 and October 2024 with the maximum up to 56, 58 and 54 hours respectively. Reference law: PRC Labor Law article 41 Based on the facility management, they had to arrange workers to conduct overtime work because production workers were not sufficient which lead to the production capacity could not meet the production order requirements. Remark: The maximum monthly overtime for 20 sampled workers in November 2024 (till 22 November) was 34 hours.	月加班时间为34小时。

PA 7: Occupational Health and Safety

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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	
The auditee partially respected this principle because based on management and worker interviews, onsite observation, it was identified that three out of 10 workers engaging tin soldering work in welding section were not use local ventilation devices during working hours. The management explained that local ventilation was available, but workers moved them away for convenient operation. Reference law: Hygienic standards for the design of industrial enterprises (GBZ 1-2010), 6.1.1	被审核方部分遵守该原则因为通过管理人员和工人访谈、现场观察，发现焊接车间10名从事焊锡工作中的3名员工上班期间没有使用局部抽风装置。工厂解释局部抽风都有配备，但是工人为了方便操作把他们拿走了。参考法律法规：《工业企业设计卫生标准》（GBZ 1-2010），6.1.1