

# Monitoring result for Zhejiang HD4U Smart Home Co., Ltd. on site Zhejiang HD4U Smart Home Co., Ltd.

## Monitoring

Monitored Party : Zhejiang HD4U Smart Home Co., Ltd.  
amfori ID : 156-005775-000  
Site : Zhejiang HD4U Smart Home Co., Ltd.  
Site amfori ID : 156-005775-002  
Address : Floor 1&3, Building 2, No.21 Xinchao Road (High-Tech Zone) Changan Town, Haining  
: 314423, Jiaxing  
: Zhejiang Sheng  
: China  
Monitoring Activity : amfori Social Audit - Manufacturing  
Monitoring Type : Follow-up Monitoring  
Monitoring Partner : TUV Rheinland  
Monitoring Start Date : 22/02/2023  
Closing Meeting : 22/02/2023  
Finished Date :  
Submission Date : 28/02/2023  
Expiration Date : 03/03/2024

This is an extract of the online monitoring result, generated on 01/03/2023, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - The English version is the legally binding one.



*amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).*

*All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent.  
© amfori, 2021*

## Overall rating



## Section rating

|  |   |
|--|---|
| PA1: Social Management System  | C |
| 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       | B |
| PA 13: Ethical Business Behaviour          | A |

## General description

This was a fully announced follow up audit on 22 February 2023. The factory was located at Floor 1&3, Building 2, No.21 Xinchao Road (High-Tech Zone) Changan Town, Haining, Jiaxing, Zhejiang Sheng China (中国浙江省嘉兴市海宁市长安镇(高新区)新潮路21号2号楼一层、三层). The factory was established in 2016.

There was one 6-storey building #1 and one 4-storey building #2 with partial 5F. The auditee rented 1F and 3F of Building 2 as production, warehouse, office and canteen area (1F as warehouse and canteen, 3F as production and office area). The auditee did not provide dormitory for workers. There was no kitchen in the audit site and the meals were supplied by a fast-food store. The construction area used by auditee was about 10000 square meters. The Building 1 and 4F&5F of Building 2 were empty. The 2F of Building 2 was used by another company B for workshops. Three companies in the audit site were owned by the same boss. Based on-site observation and worker interview, the auditee and Company B were independent in business license, production, management and workers and did not share workers each other, so this audit did not cover the 2F.

The facility produced Roller blind, Pleated blind, Roman blind, Track, Curtain, Beddings. As per the management interview and time records, no apparent low or peak season existed during production. The main processes were digital printing, cutting, sewing, metal cutting, bending, drilling, ironing, inspecting and packing. No subcontractor was used. The whole audit consisting of document review, workshop tour and worker interview was guaranteed to the auditor. During the whole audit, the management was cooperative and they accepted the finding report, and Ms. Xiaojiao Wang / Admin Manager signed the finding report during the closing meeting. The management stated they would take corrective action based on the finding report.

### Remarks:

1. No Government waivers or Collective bargaining agreements was maintained by this factory. No labor agency or contractor was used by the facility, thus, no labor agency contract or contractor license was applicable.
2. Auditor: Bruce Liu, CSCA, registration number 21700221  
Auditing company: TUV Rheinland, APSCA Number: 11600007
3. For Living Wage:
  - a. No anker wage available for the producers location, so we used the data provided by auditing company.
  - b. The calculation methodology refers to anker living wage structure.
  - c. The data comes from the local bureau of statistics for the current year.
4. This was follow-up audit, so this audit scope only covered PA1, PA2, PA5, PA6, PA7, PA12, PA13. The rate for the questions in PA3, PA4, PA8, PA9, PA10, PA11 were kept the same as the previous audit, and the related evidence was selected as DE.

## Site Details

Site : Zhejiang HD4U Smart Home Co., Ltd.

Site amfori ID : 156-005775-002

### GICS Classification

---

Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Textiles

### amfori Process Classifications

---

N.A.

### GS1 Classifications

---

N.A.

### NACE Classification

---

N.A.

### Water Stress Situation

---

N.A.

## Metrics

### Key Metrics

|   |              |
|---|--------------|
| Total workforce                               | 96 Workers   |
| Legal minimum wage in local currency          | 2070 Monthly |
| Lowest wage paid for regular work at the site | 2400 Monthly |
| Calculated living wage in local currency      | 2470 Monthly |
| Total sample                                  | 10 Workers   |

### Other Metrics

|                                    |            |
|------------------------------------|------------|
| Male workers                       | 49 Workers |
| Female workers                     | 47 Workers |
| Permanent workers - Male           | 49 Workers |
| Permanent workers - Female         | 47 Workers |
| Temporary workers - Male           | 0 Workers  |
| Temporary workers - Female         | 0 Workers  |
| Seasonal workers - Male            | 0 Workers  |
| Seasonal workers - Female          | 0 Workers  |
| Management - Male                  | 2 Workers  |
| Management - Female                | 2 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    | 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    | 35 Workers |
| Domestic migrant workers - Female  | 32 Workers |
| Foreign migrant workers - Male     | 0 Workers  |
| Foreign migrant workers - Female   | 0 Workers  |
| Workers hired directly - Male      | 49 Workers |
| Workers hired directly - Female    | 47 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                      | 5 Workers  |
| Sample - Female                    | 5 Workers  |

## Findings

### PA1: Social Management System

The factory developed amfori BSCI management procedures to implement the requirements of amfori BSCI COC. In this audit, it was found that some procedures were not effectively implemented, leading to problems. For example, overtime control procedures were not effectively implemented, resulting in monthly overtime exceeding legal requirements; Benefits management procedures were not effectively implemented, resulting in insufficient social insurance for employees. Management said they would improve gradually.

工厂制定了amfori BSCI管理程序来实施amfori BSCI的要求。本次审核，发现部分程序没有有效实施，导致存在问题点。例如，加班控制程序未有效实施，导致月加班超过法定要求；福利管理程序没有有效实施，导致员工的社保不足。管理层表示会逐步改善。

Although the factory had developed labor evaluation and production planning procedures, the factory did not carry out proper labor evaluation and production planning, resulting in employees' monthly overtime exceeding legal limits.

虽然工厂有制定了劳动力评估和生产规划程序，但是工厂没有进行恰当的劳动力评估以及生产规划，导致员工的月加班超出了法律限制。

### PA 2: Workers Involvement and Protection

The auditee did not define long-term goals to protect employees. Management indicated that this request was ignored.

被审核方没有定义保护员工的长期目标。管理层表示忽略了此要求。

### PA 5: Fair Remuneration

The factory currently had 96 employees, including 2 new employees hired in February 2023. Two out of the 94 employees had reached the statutory retirement age and did not need to pay social insurance. The social insurance of the past year was viewed. According to the social insurance system, among 92 workers who should participate in social insurance: 72 employees did not participate in retirement insurance, medical insurance, unemployment insurance or child bearing insurance; 70 workers did not participate in work related injury insurance. The management said that many employees from other provinces did not want to pay social insurance. Reference Law: Article 10, 23, 33, 44, 53 of Social Insurance Law of the PRC

工厂目前共有96名员工，包含2名2023年2月入职的新员工。94名员工中，有2名员工达到法定退休年龄，不需要交社保。过去一年的社保提供了查看。根据社保系统，显示应当交社保的92名员工中：72名员工没有参加养老、医疗、失业和生育保险；70名员工没有参加工伤保险。管理层表示外省的很多员工不想交社保。参考法律：中华人民共和国社会保险法 第10条、第23条、第33条、第44条和第53条

### PA 6: Decent Working Hours

The time control system could not effectively control additional overtime, and the auditee did not establish a plan to gradually reduce overtime hours, resulting in employees' monthly overtime exceeding legal requirements. Auditor selected May 2022, August 2022 and December 2022 as primary samples: the monthly overtime of all 10 random selected workers was over 36 hours with maximum of 56 hours in May 2022; the monthly overtime of all 10 random selected workers was over 36 hours with maximum of 58 hours in August 2022; the monthly overtime of all 10 random selected workers was over 36 hours with maximum of 66 hours in December 2022. Reference Law: PRC Labor Law article 41 Remark: 1. The maximum daily overtime and maximum monthly overtime was 2 and 16 hours in January 2023. 2. The maximum daily overtime and maximum monthly overtime was 2 and 32 hours from 1 February 2023 to the audit day.

工时管控系统不能有效控制额外的加班，被审核方也没有建立逐步减少加班工时的计划，导致员工的月加班超过法定要求。审核员选取了2022年5月，2022年8月，2022年12月作为样本，发现：2022年5月，随机抽取的所有10名员工的月加班超过36小时，最大值为56小时；2022年8月，随机抽取的所有10名员工的月加班超过36小时，最大值为58小时；2022年12月，随机抽取的所有10名员工的月加班超过36小时，最大值为66小时。参考法律：《中华人民共和国劳动法》第41条 备注：1. 2023年1月，最大日加班和月加班为2小时和16小时。2. 2023年2月1日到审核当天，最大日加班和月加班为2小时和32小时。

### PA 7: Occupational Health and Safety

The OHS laws and regulations collected by the factory were not the latest version. For example, the Production Safety Law of the People's Republic of China was the 2014 version, not the 2021 version. Management indicated that this request was ignored.

工厂收集的OHS法律法规不是最新版本，例如中华人民共和国安全生产法是2014版，而不是2021版。管理层表示忽略了此要求。

72 of the 96 employees did not have work related injury insurance or commercial accident insurance. Management indicated that this request was ignored. Reference Law: Article 33 of Social Insurance Law of the PRC

## PA 7: Occupational Health and Safety

96名员工中的72名员工没有参加工伤保险或者商业意外险。管理层表示忽略了此要求。参考法律：《中华人民共和国社会保险法》第33条

According to the document review and interviews, the position risk assessment was incomplete, for example, it did not include the digital printing and canteen. Management indicated that this request was ignored.

根据文件查看和访谈，岗位风险评估不完整，例如没有包含数码打印和餐厅。管理层表示忽略了此要求。

About 20% of the packaging materials in the elevated warehouse on the first floor were stacked under the lighting fixtures, with a horizontal distance of less than 0.5 meters. Management indicated that this request was ignored. Reference Law: General rules for fire safety management of storage occupancies, Article 8.3

1楼高架仓库的约20%的包材堆放在照明灯具下方，其水平距离小于0.5米。管理层表示忽略了此要求。参考法规：《仓储场所消防安全管理通则》第8.3条

## PA 12: Protection of the Environment

Environmental laws and regulations collected by the factory were not up to date. For example, the collected Environmental Impact Assessment Law of the People's Republic of China is not the latest 2018 version. Management indicated that this request was ignored.

工厂收集的环境相关的法律法规不是最新版本。例如，收集的《中华人民共和国环境影响评价法》不是最新2018版本。管理层表示忽略了此要求。

Noise was generated from metal cutting process. However, the factory did not monitor the noise within the factory boundary to confirm whether it exceeded the standard. Management indicated that this request was ignored. Reference law: Law of the People's Republic of China on Prevention and Control of Pollution from Environmental Noise, Article 23

金属切割工序产生噪音。然而，工厂没有对厂界噪音进行监测已确认是否超标。管理层表示忽略了此要求。参考法律：《中华人民共和国环境噪声污染防治法》第23条

## PA 13: Ethical Business Behaviour

The factory had established personal privacy information protection procedure, but had not established protection procedures on how to protect the information of business partners, customers and consumers, and the factory had not trained the management and workers on information protection.

工厂建立了个人隐私信息保护程序，但是没有建立关于如何保护商业伙伴、客户和消费者的信息的保护程序，且工厂没有对管理层和工人进行信息保护的培训。管理层表示忽略了此要求。