

Monitoring result for Zhejiang ERA Solar Technology Co., Ltd. on site Zhejiang ERA Solar Technology Co., Ltd.

Monitoring

Monitored Party	: Zhejiang ERA Solar Technology Co., Ltd.	amfori ID	: 156-025061-000
Site	: Zhejiang ERA Solar Technology Co., Ltd.	Site amfori ID	: 156-025061-001
Address	: Sihai Road, Economic Development Zone, Huangyan , : 318020, Taizhou : Zhejiang Sheng : China	Monitoring Activity	: amfori Social Audit - Manufacturing
		Monitoring Type	: Full Monitoring
		Submission Date	: 30/09/2021
		Expiration Date	: 30/09/2022

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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	A
PA 5: Fair Remuneration	B
PA 6: Decent Working Hours	D
PA 7: Occupational Health and Safety	B
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

Zhejiang ERA Solar Technology Co., Ltd. was located at Sihai Road, Economic Development Zone, Huangyan, Taizhou, China. And it was established on Jan 15, 2006 based on business license, the license No. was 913310037844231903 and totally 493 employees were available during the audit, the main product was solar modules, solar lamps, solar lights, the process onsite for solar lamps and solar lights was injection-assembly-packing; for solar modules was: welding-pressing-assembly-packing.

The factory used one 3-storey building as office, and 1st floor of one 2-storey building, three 2-storey buildings, two 1-storey buildings, the 2nd to 4th floor of one 4-storey building and one 4-storey buildings as workshop and warehouse, and one 6-storey building as dormitory and the 1st floor of one 3-storey building as canteen. And the factory rented the other areas in the factory boundary to Zhejiang ERA Electrical Appliances Co.,Ltd. The two factories had separate business license and management. No worker or machine was shared. The factory provided renting contract for reviewing. And this audit only covered the areas of the audited factory.

The management showed cooperation. Most interviewees reported that they were satisfied with management and working condition.

The workers were paid by hourly rate. And the minimum wage was at least RMB13.3 per hour, which was above the local minimum wage RMB1800 per month and RMB10.34 per hour. The payment cycle was natural month. The wage was paid before 25th of the following month by cash, and pay slip was also provided each month. Based on the wages from Aug 2020 to Jul 2021 provided by the factory. 150%, 200% and 300% of normal rate would be compensated for overtime on normal working days, Saturday and holidays.

Factory used fingerprint scan recorder to record the working hours. The normal working hours was 8 hours per day, 5 days per week for all departments. They usually had overtime worked on Saturdays, rested on each Sunday. Time records of 20 samples from Aug 1, 2020 to Sep 23, 2021 were reviewed randomly. Maximum overtime work 2 hours per day, 20 hours per week, 94 hours per month and guarantee at least one day rest per week.

Announcement Type: Announced

Monitoring Date: Sep 23-24, 2021

Monitoring firm: SGS (Monitoring firm APSCA #: 11600006)

Auditor name: Silver Wang (APSCA member No. CSCA 21701797) conducted audit on Sep 23-24, 2021; Lilian Pan (APSCA member No.CSCA 21701809) conducted audit on Sep 24, 2021.

Site Details

Site : Zhejiang ERA Solar Technology Co., Ltd. Site amfori ID : 156-025061-001

GICS Classification

Sector : Consumer Discretionary Industry : Household Durables
Industry Group : Consumer Durables & Apparel Sub Industry : Consumer Electronics

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	493 Workers
Legal minimum wage in local currency	1800 Monthly
Lowest wage paid for regular work at the site	2314 Monthly
Calculated living wage in local currency	2275 Monthly
Total sample	20 Workers

Other Metrics

Male workers	162 Workers
Female workers	331 Workers
Permanent workers - Male	162 Workers
Permanent workers - Female	331 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	15 Workers
Management - Female	11 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	30 Workers
Workers with night shift - Female	52 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	125 Workers
Domestic migrant workers - Female	243 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	162 Workers
Workers hired directly - Female	331 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	18 Workers

Findings

PA1: Social Management System

1.1 The main auditee partially respects this principle because the factory established a management system to implement the BSCI Code of Conduct, the procedures were provided for review, but there still has gap to respect this principle, such as factory did not control the overtime hours caused monthly overtime systematic exceeded 36 hours. And the internal audit was not so effective for the checklist was not cover all points of the Amfori BSCI code that it cannot identify all findings to improve them.

1.1 被审核方部分遵循该准则。原因是工厂有建立管理系统去执行BSCI的行为准则，其程序文件已提供查阅，但是对于遵守本条原则仍然有差距，如工厂没有对加班时间进行控制导致月加班系统性超出36小时。且由于内审的检查表并未涵盖Amfori BSCI的所有内容导致不能发现部分问题并改进。

1.4 The main auditee partially respects this principle because as per management interview and documents review, the management was aware of the workforce planning and cost accounting, and the workforce planning and cost accounting procedure were established. But the auditee did not evaluate its workforce capacity to meet the expectations of deliver order or contracts. According to attendance and payroll records review, the workers' overtime exceeded the law requirement.

1.4 被审核方部分遵循该准则。原因是根据管理层访谈及文件审核，管理层有了解产能规划和成本核算，且工厂建立产能规划和成本核算程序。但被审核方没有评估其生产能力是否可以满足其生产订单要求。根据考勤和工资记录查阅，员工的加班时间超出法规的要求。

PA 2: Workers Involvement and Protection

2.2 The main auditee partially respects this principle because It was noted that the auditee had set up the target and index on social compliance, but no effective KPI according to the BSCI Code of Conduct was established. Even, no relevant record was provided as the policy, while the target setting processing did not enquiry opinions from the workers reps.

2.2 被审核方部分遵循该准则。原因是被审核方设立了目标指标，但是没有建立基于BSCI准则的有效的考核方式，没有根据程序提供相应的记录，工人代表也未参与到目标制定之中。

PA 3: The Rights of Freedom of Association and Collective Bargaining

3.1 The main auditee partially respects this principle because most interviewed workers were not aware of who was the worker representative.

3.1 被审核方部分遵守该原则。原因是大部分访谈员工不清楚谁是员工代表。

PA 5: Fair Remuneration

5.5 The main auditee does not respect this principle because the factory did not provide social insurance to workers as per legal requirement. There were total 493 employees including 7 retired employees, based on social insurance payments reviewing and confirmed with management interview, the factory only provided retirement, illness, maternity and unemployment insurance for 316 employees, and provided injury insurance or business insurance for all employees. Based on workers interviewing, they abandoned social insurance by their own volition.

5.5 被审核方未遵循该准则，原因是工厂未按法规要求给工人提供社保，工厂共有493名员工包含7名退休员工，根据工厂提供的社保缴费记录及管理层访谈确认，工厂为其中316名员工提供了养老，医疗，生育和失业保险，给所有人提供了工伤保险或医疗保险。根据员工访谈，他们自愿放弃社保。

PA 6: Decent Working Hours

6.2 The main auditee does not respect this principle because all sampled workers' monthly overtime exceeded 36 hours systematically. Based on attendance records from Aug 1, 2020 to Sep 23, 2021, it was found the maximum monthly overtime hour was 94 hours (including 44 OT hours in weekdays and 50 OT hours in weekends) happened in Jul 2021. The factory also didn't conduct cause analysis or establish the improvement measure on excessive overtime.

6.2 被审核方未遵守该原则，原因是所有抽样工人的月加班时间系统地超出了36小时，根据2020年8月1日-2021年9月23日的考勤，工人的最大月加班时间为94小时(包含44小时的平时加班及50小时的周末加班)发生在2021年7月。工厂并未对工时超时时进行原因分析及制订改善措施。

PA 7: Occupational Health and Safety

7.1 The main auditee partially respects this principle because the factory had established complete management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training and etc. But there were still finding issued due to management negligence.

PA 7: Occupational Health and Safety

7.1 被审核方部分遵循该准则。原因是工厂已建立完整的健康安全管理体系，包括相关法规的识别与了解，健康安全检查，培训等，但是由于管理疏忽，导致仍然有问题发生。

7.3 The main auditee partially respects this principle because though factory had carried out regular risk assessment for safe, healthy and hygienic working conditions, factory provided the occupation health examination for most employees worked in hazardous post, but not included 6 interviewed tin soldering worker and 1 gluing worker.

7.3 被审核方部分遵守该原则，原因是虽然工厂有针对安全，健康和卫生工作条件进行定期风险评估，且工厂给大部分有害岗位的工人提供了职业健康体检，但是未包含其中6名访谈的焊锡工人和1名滴胶工人。

7.6 The main auditee does not respect this principle because most tin soldering workers did not wear dust proof masks, and the gluing workers did not wear activated carbon masks when in operation.

7.6 被审核方未遵守该原则，原因是工厂大部分焊锡工人未佩戴防尘口罩，滴胶工人未佩戴活性炭口罩。

7.7 The main auditee partially respects this principle because though factory had established chemical safety procedure, obtained the MSDS for all chemicals and safety label was available, but no secondary containment was set for chemicals used in injection workshop, such as lubricating oil.

7.7 被审核方部分遵守该原则，原因是工厂已经建立了化学品安全程序，获取了所有化学品的安全数据表，并张贴了安全标签。但是注塑车间使用的化学品如润滑油未设置二次容器。

7.9 The main auditee partially respects this principle because no safety warning was available for 3 out of 10 sampled electrical boxes.

7.9 被审核方部分遵循该准则。原因是抽样的10个电箱中有3个缺少警示标语。

7.13 The main auditee partially respects this principle because the factory had established the management procedure on electricity safety, and there was qualified electrician responsible for checking and maintaining the electric equipment, but 10% electric boxes in the factory without inner safety boards were not locked.

7.13 被审核方部分遵守该准则，原因是工厂有建立用电安全管理程序，有专门的电工负责电气设备检查和维护，但是有10%电箱没有内盖也没有上锁。

7.22 The main auditee does not respect this principle because factory no soap or hand washing sanitizer and no toilet paper was installed in the toilet.

7.22 被审核方未遵守该原则，原因是工厂厕所未配备肥皂或洗手液和厕纸。