

Monitored Party GREENWOOD (DALIAN) INDUSTRIAL CO.,LTD	amfori ID 156-008574-000	Address Floor 1-2, No.83-1 Tangjiatun, Houshi Village, Daweijia Street, Jinzhou District, 116000 Dalian, Liaoning Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 15/12/2024	Closing Meeting Finished Date 16/12/2024	Submission Date 24/12/2024
Expiration Date 11/01/2026	Announcement Type Semi Announced	
Site GREENWOOD (DALIAN) INDUSTRIAL CO.,LTD	Site amfori ID 156-008574-003	

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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: Snow Fan; APSCA membership number: CSCA 21702064

Monitoring partner name: TÜV Rheinland

Audit schedule details: The audit is planned for 1 auditor x 1 day

Announcement Type: Semi-Announced Follow up audit. This is a follow-up audit, this audit scope only covers PA1, PA2, PA5, PA6 and PA7. The rates and evidences for the questions in other PA were kept the same as the previous audit.

Business partner information:

The auditee located at Floor 1-2, No.83-1 Tangjiatun ,Houshi Village, Daweijia Street, Jinzhou District, Dalian City, Liaoning Province, China (中国辽宁省大连市金州区大魏家街道后石村唐家屯83-1号1-2层). The auditee founded on August 11, 2016 and moved to current address since September 2023. The previous address has not been used to production.

The auditee's main productions were coffee bar, wooden knife, wooden fork, wooden spoon, wooden toothpick, wooden cups, ice cream bar, bamboo knife, bamboo fork, bamboo spoon, and etc and the main production processes were as follows: Wooden production tooth cutting, molding, polishing, inspection and packing. All processes were normally operating during on site observation. The auditee did not use any subcontractor or service provider. There was no obvious peak months in last year.

Audited location information:

There were five buildings (one 3-storey building, one 2-storey building and three flat buildings) in the factory yard. The factory yard and all buildings belong to the landlord A. The main productions of landlord A were textile production. The auditee rented the 1F of one 3-storey building as office. The 2F and 3F of the 3-storey building were used as office by landlord A. The auditee rented the entire 1F and part of 2F of one 2-storey building as workshop and warehouse. The rest area of 2F of the 2-storey building was used as workshop by landlord A. Two flat buildings were used as warehouse by landlord A. The other flat building was used as dormitory by landlord A. The total areas used by the auditee were about 9930 square meters. No machines or employees shared by the auditee and landlord A. No dormitory, canteen and kitchen were available to employees.

Operating shifts and hours: The normal working hours were 5 days (from Monday to Friday) per week and 8 hours per day. The employees worked in one shift (7:30-11:30, 12:30-16:30). They worked 1 hour's overtime from 16:30-17:30 and at most 3 times per week on normal working days and 8 hours' overtime on Saturdays. The maximum overtime hours were 1 hour per day, 11 hours per week and 52 hours per month. In this audit, 10 employees were selected as samples. Their attendance records from October 2024, August 2024 and April 2024 were provided for review. There was no obvious peak season in the auditee. The auditee provided attendance records from December 1, 2023 to December 16, 2024 for review. The attendance records of December 2023 was only used to verify the wages of December 2023.

Time recording system: The auditee used finger printing attendance machine to record employees' working hours.

Salary payment details: Employees' wages were calculated in hourly rate and paid by bank transfer at 25th of next month. The local minimum wage standard was RMB 1910 per month / RMB 10.98 per hour since November 1, 2021 and RMB 2100 per month / RMB 12.07 per hour since May 1, 2024. The wages included wages on normal working hours, overtime wages, wages on paid leaves, full attendance award and housing fund etc. Currently, the minimum hourly wage paid by the auditee was RMB 20.11. The auditee paid 150%, 200% and 300% of normal wages to employee worked on normal working days, rest days and statutory holidays respectively. The auditee paid 100% of normal wages on statutory holidays and paid leaves. The auditee provided payroll records from December 2023 to October 2024 for review. 10 employees were selected as samples. Their payroll records from October 2024, August 2024 and April 2024 were selected as samples for review.

Worker number information: There were 99 employees including 12 non production employees (7 male employees and 5 female employees) and 87 production employees (44 male employees and 43 female employees) in the auditee. There were 39 domestic migrant employees (17 male domestic employees and 22 female domestic employees). No foreign migrant, young, pregnant, seasonal, temporary, disabled, home-based, interns, apprentices, contractor workers worked in the auditee.

Good practices: None

Worker organization details: There was no union, worker committee or any other worker organizations existed in the auditee. The employees freely elected two employee representatives on September 5, 2024.

Circumstances: There was no special circumstance during the audit. Management representative and employee representatives attended the opening and closing meeting. The management representative stated they would be cooperative in this audit. At the closing meeting, auditor introduced all findings to them. They accepted these findings.

Summary of findings: Some findings was raised in below PAs:

PA1: Social Management System

1. The auditee did not effectively implement amfori BSCI management system and working hour/ benefits management regulation etc.
2. The auditee did not effectively implement working hour management regulation and productivity evaluation regulation.

PA 6: Decent Working Hours

1. Excessive monthly overtime hours

PA 7: Occupational Health and Safety

1. Insufficient fire acceptance record.
2. The electrical wires were placed on the ground.
3. Insufficient equipment protection device

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.

Attachment:

1. For Personal Information Protection: 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.
2. The auditee did not use any contractor/agency, did not obtain any Government waivers, and did not sign Collective bargaining agreements, which made the Contractor license/permit, Agency labour contract, Government waivers, Collective bargaining agreements not applicable in this audit.
3. Due to the auditor's mistake, the camera time was mistakenly set as December 14, 2024. The actual audit date was December 16, 2024.

SITE DETAILS

Site
**GREENWOOD (DALIAN)
INDUSTRIAL CO.,LTD**

Site amfori ID
156-008574-003

GICS Classification

Sector Consumer Discretionary	Industry Group Consumer Durables & Apparel	Industry Household Durables
Sub Industry Housewares & Specialties		

amfori Process Classifications

Molding / Moulding (wood/bamboo)
Packaging / Packing and shipping

GS1 Classifications

Segment	Kitchenware and Tableware
Family	Tableware
Product Class	Tableware (Disposable)

NACE Classification

Manufacture of cutlery, tools and general hardware

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	99	Workers
Legal minimum wage in local currency	2,100	Monthly
Lowest wage paid for regular work at the site	3,500	Monthly
Calculated living wage in local currency	2,450.37	Monthly
Total sample	10	Workers

Other Metrics

Male workers	51	Workers
Female workers	48	Workers
Non-binary workers	0	Workers
Permanent workers - Male	51	Workers
Permanent workers - Female	48	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	7	Workers
Management - Female	5	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	17	Workers
Domestic migrant workers - Female	22	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	51	Workers
Workers hired directly - Female	48	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	5	Workers
Sample - Female	5	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: GREENWOOD (DALIAN) INDUSTRIAL CO.,LTD | Site amfori ID: 156-008574-003

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	
<p>The auditee partially respected the principle, because based on document review, employee interview, employee representative interview and management interview, the auditee established amfori BSCI management system and working hour management regulation. However, above mentioned system and regulation were not implemented effectively. In this audit, the finding about the monthly overtime hours exceeded law's regulation was found. The auditee stated that some findings in last report were corrected. For example, they posted high temperature warning sign and provided amfori BSCI COC training to all employees. However, for the finding about monthly overtime hours, they need more time to correct it because of lack of workforce. It violated the requirement of amfori BSCI system Manual.</p>	<p>被审核方部分遵守该原则，因为根据文件审核，现场审核，员工访谈，员工代表访谈和管理人员访谈，被审核方已经建立amfori BSCI管理体系及工时管理制度。但是上述体系和制度没有有效的执行。在本次审核中发现月加班时间超过法律规定的问题。被审核方表示他们改善了上次报告中的一些健康安全环境问题，例如他们张贴了高温警告标识，给所有员工安排了amfori BSCI行为守则的培训。但是针对月加班时间问题，因为劳动力短缺，他们需要更多的时间来改善。这违反了amfori BSCI 系统手册的要求。</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
Finding	
<p>The auditee partially respected the principle, because based on document review, employee interview, employee representative interview and management interview, the auditee had set up productivity evaluation and working hour management procedure files. However, above mentioned regulations were not implemented effectively. The finding about the monthly overtime hours exceeded law's regulation was found in this audit. The auditee stated that for the finding about monthly overtime hours, they need more time to correct it because of lack of workforce. The employees stated the overtime was voluntary. It violated the requirement of amfori BSCI system</p>	<p>被审核方部分遵守该原则，因为根据文件审核，现场审核，员工访谈，员工代表访谈和管理人员访谈，被审核方建立了产能评估和工时管理的程序文件，但是上述制度没有有效的执行。在本次审核中发现月加班时间超过法律规定的问题。被审核方表示针对月加班时间问题，因为劳动力短缺，他们需要更多的时间来改善。员工表示加班是自愿的。这违反了amfori BSCI 系统手册的要求。</p>

Finding

Manual.

PA 6: Decent Working Hours

Site: GREENWOOD (DALIAN) INDUSTRIAL CO.,LTD | Site amfori ID: 156-008574-003

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

The auditee not respected the principle, because based on document review, on site observation, employee interview, employee representative interview and management interview, the auditee had set up productivity evaluation and working hour management procedure files. However, above mentioned regulations were not implemented effectively. The finding about the monthly overtime hours exceeded law's regulation was found in this audit. The auditee stated that for the finding about monthly overtime hours, they need more time to correct it because of lack of workforce. The employees stated the overtime was voluntary.

(1) Through reviewing the attendance records in August 2024, the monthly overtime hours of all 10 randomly selected employees were 40-52 hours;

(2) Through reviewing the attendance records in April 2024, the monthly overtime hours of 4 out of 10 randomly selected employees were 46 hours; the monthly overtime hours of the rest 6 randomly selected employees were 32 hours;

Reference Law and Regulation: PRC Labour Law article 41.

Remark:

(1) Through reviewing the attendance records in October 2024, the monthly overtime hours of all 10 randomly selected employees were 24-36 hours;

(2) Through reviewing the attendance records in December 2024, till December 16, 2024, the monthly overtime hours of all 10 randomly selected employees were 16-20 hours;

被审核方未遵守该原则，因为根据文件审核，现场审核，员工访谈，员工代表访谈和管理人员访谈，被审核方建立了产能评估和工时管理的程序文件，但是上述制度没有有效的执行。在本次审核中发现月加班时间超过法律规定的问题。被审核方表示针对月加班时间问题，因为劳动力短缺，他们需要更多的时间来改善。员工表示加班是自愿的。

(1) 通过查阅2024年8月员工考勤显示，全部10名员工的月加班40-52小时。

(2) 通过查阅2024年4月员工考勤显示，10名员工中的4人月加班46小时；其余6名员工的月加班时间是32小时。

参考法律法规：《中华人民共和国劳动法》第41条。

备注：

(1) 通过查阅2024年10月员工考勤显示，全部10名员工月加班时间是24-36小时。

(2) 通过查阅2024年12月10名员工考勤显示，截至2024年12月16日，全部10名员工月加班时间是16-20小时。

PA 7: Occupational Health and Safety

Site: GREENWOOD (DALIAN) INDUSTRIAL CO.,LTD | Site amfori ID: 156-008574-003

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee partially respected the principle, because based on document review, on site observation and management interview, the auditee used the entire 1F and part of 2F of a two-story building as workshop and warehouse (the entire building area were 12000 square meters, built in 2011, and the building is listed as a fire inspection object). And used the first floor of one 3-storey building as an office building (the entire building area were 2800 square meters, built in 2011, this building is not listed as a fire spot check object). However, in this audit, the auditee only provided the fire record acceptance certificate for one 2-storey building, but did not provide its spot check result for review. Only the acceptance certificate for fire record inspection materials for the 3-storey building was provided, and no its fire record acceptance certificate was provided for review.</p> <p>Reference law: PRC Fire Prevention Law article 13.</p> <p>Remarks: The auditee has set up adequate fire fighting facilities and inspected them on monthly basis. No fire safety risk was found. The management staff stated they communicated with landlord. The landlord stated these buildings passed the fire acceptance check. However no fire approval files were available. Currently, they only could provide above mentioned files.</p>	<p>被审核方部分遵守该原则，因为根据文件审核，现场审核和管理人员访谈，被审核方使用一栋二层建筑的整个一层和部分二层作为车间和仓库（整栋面积12000平方米，建于2011年，该建筑被列为消防抽查对象）。使用一栋三层建筑的一层作为办公室整（栋面积2800平方米，建于2011年，该建筑未被列为消防抽查对象）。但是被审核方在本次审核中只提供了一栋二层建筑的消防备案受理凭证，没有提供抽查结果以供审核。只提供了一栋三层建筑的消防备案检查材料受理凭证，没有提供消防备案受理凭证以供审核。</p> <p>参考法律法规：《中华人民共和国消防法》第十三条。</p> <p>备注：被审核方设置了充足的消防设施并按月检查。没有发现消防安全风险。管理人员表示他们和房东沟通了，房东表示建筑通过了消防验收，但是没有收到消防验收的文件。目前只有上述文件文件可以提供。</p>

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee partially respected the principle, because based on on site observation, employee interview and management interview: There was electrical wire placed on the ground in packing workshop, which could cause obstruction and slipping hazards. The employees stated they were not tripped by the electrical lines. The management staff stated they enforced on site management. The electrical wire was temporarily installed.</p>	<p>被审核方部分遵守该原则，因为根据现场审核，员工访谈和管理人员访谈：包装车间地面上有电线，容易造成绊倒或滑倒的危险。员工表示没有被电线绊倒过。管理人员表示他们已经加强了现场管理，这条电线是临时设置的。</p> <p>这违反了amfori BSCI 系统手册的要求。</p>

Finding	
It was violated the requirement of amfori BSCI system Manual.	

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee partially respected the principle, because based on on-site observation, employee interview and management interview, three hot stamping sign machines in the molding workshop missed protective covers for connecting rod components in motion. The management staff stated they would correct the finding as soon as possible.</p> <p>Reference law: General rules of design on health and safety of production facility (GB5083-1999) 6.1.6</p>	<p>被审核方部分遵守该原则，因为根据现场审核，员工访谈和管理人员访谈，成型车间三部烫标机缺失运动的连杆部件的保护罩。管理人员表示他们将尽快改善。</p> <p>参考法律法规：生产设备安全卫生设计总则 (GB5083-1999) 6.1.6</p>