

Monitored Party Taizhou Dedao Industry Co.,Ltd	amfori ID 156-012639-000	Address No. 17, Bingang Road, Hairun Street, Sanmen County , Taizhou, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 09/04/2025	Closing Meeting Finished Date 09/04/2025	Submission Date 15/04/2025
Expiration Date 15/04/2027	Announcement Type Semi Announced	
Site Taizhou Dedao Industry Co.,Ltd	Site amfori ID 156-012639-001	

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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, Violence or Harassment	A	
PA 5: Fair Remuneration	C	
PA 6: Decent Working Hours	C	
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: Una Zhang; APSCA membership number (CSCA 21702023)

Name of observers, translators, trainees, advisors/consultants (if applicable): Nil

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

Audit schedule details: The audit was planned for 1 auditor x 1 day. The full audit (semi announced) was conducted on Apr 9, 2025.

Business partner information: Taizhou Dedao Industry Co.,Ltd (台州德道塑业有限公司) is located at No. 17, Bingang Road, Hairun Street, Sanmen County , Taizhou City, Zhejiang, China. (浙江省台州市三门县海润街道滨港路17号). The name and address were the same as business license showed.

The audited factory was a limited liability company. The factory was established on Jan 12, 2021 and valid to long-term according to business license (91331022MA2K7MCR45). There was no dormitory rooms or kitchen& canteen provided by the audited factory. The factory main produced Mats、Plastic and PU Products, 36000000pcs per year, and the main processes were included mixing, extrusion molding, cutting and packing.

Audited location information: Confirmed by management interview and factory tour, the factory rented and used half of one 3-storey production building as workshop and warehouse, and the 3rd floor of one 4-storey office building as office from Ningbo Zhongye Packaging Technology Co., Ltd. The total area was around 6000 s.q.m

Building 1:

1F: Workshop and warehouse / 1800 s.q.m

2F: Warehouse / 1800 s.q.m.

3F: Warehouse/ 1800 s.q.m.

Building 2:

3F: 600 s.q.m.

Operating shifts and hours: Based on the attendance records provided from Mar 1, 2024 to the audit day, production workers regular worked from Monday to Friday, 8 hours per day, 40 hours per week, sometimes 2 hours OT on weekdays and 8 hours OT on Saturday, all workers rested every Sunday. Confirmed by workers interview, overtime was voluntary. The mixing, extrusion molding, some packing workers conducted two shifts, 07:30-15:30, 15:30-23:30, other workers including general office workers, warehouse keeper worked with one shift: 07:30-11:30, 13:00-17:00, OT from 18:00 to 20:00 if busy). Max daily OT was 2 hours, Max monthly OT was 44 hours. The factory used biometric attendance machine to record workers' working time.

1st sampled month (Aug 2024) – standard hours (i.e. 40) + maximum weekly OT (i.e. 10)

2nd sampled month (Nov 2024) – standard hours (i.e. 40) + maximum weekly OT (i.e. 10)

3rd sampled month (Feb 2025) – standard hours (i.e. 40) + maximum weekly OT (i.e. 10)

Salary payment details: Based on the payrolls from Mar 2024 to Feb 2025 provided by factory, the workers were paid at least RMB 3880 per month, it was more than the legal requirement of RMB 2260 per month. The workers were paid by monthly rate on 15th of the next month by cash. The overtime was paid as 150% and 200% of normal rate for the overtime on weekdays and Saturday respectively. No deduction and withholding were from wages. National holidays, annual leave, sick live etc. were provided. All workers were treated equally in the factory.

Worker number information:

Total worker number: 43 (34 production workers and 9 non-production workers)

Production worker number: 34 (19 males and 15 females)

Vulnerable worker number: There was no young workers, child laborers, disabled workers, disabled workers and pregnant women.

Domestic migrant workers: 31 (19 males and 12 females)

Any other special group workers (interns, apprentices, contractor workers etc.): Nil

Good practices: Nil

Worker organization details: There was no union in the factory, but the factory elected 2 workers representatives.

Circumstances: Nil

The special circumstances can be classified as followed: The auditor by viewing IPE, QCC, no special abnormal situation occurs.

#Incidents: Nil

#Shortcomings: Nil

#Auditor safety : Nil

#Building safety: Nil

#National events: Nil

#Behaviour : Nil

#Coaching : Nil

Summary of findings:

1.1: The management system of amfori BSCI Code of Conduct was not properly implemented.

1.4: The system of production capacity needs to be improved.

2.2: The long-term goals/vision was not established.

5.4: The wages paid for workers (overtime wages were not included) were less than local living wage.

5.5: The factory did not provide social insurance for all workers.

6.2: The monthly overtime of parts of the sampled workers exceeded the legal limit in parts of the months,

7.11: The goods were placed against the wall and pillar.

PA3/PA4/PA8/PA9/PA10/PA11/PA12/PA13: No findings.

#LivingWage: The living wage data is provided by the auditing company and please refer to the PA5 summary to find the details of calculation method of living wage.

Precautions taken about #COVID-19 in the factory: There were no specific control requirements for COVID-19 in China.

Personal Information protection law: The Personal Information Protection Law of the People's Republic of China was promulgated on August 20, 2021, the producer ensured that relevant personal data and information provided to SGS auditor(s) has been obtained the individual's consent during the audit.

Attachments :

There was no contractor used by the factory, which made the contractor license/permit not applicable;

There was no agency used by the factory, which made the agency labor contract not applicable;

There was no government waiver obtained by the factory, which made the government waiver not applicable;

There was no collective bargaining agreements used by the factory, which made the collective bargaining agreements not applicable.

SITE DETAILS

Site

Taizhou Dedao Industry Co.,Ltd

Site amfori ID

156-012639-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Household Durables

Sub Industry

Housewares & Specialties

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	43	Workers
Legal minimum wage in local currency	2,260	Monthly
Lowest wage paid for regular work at the site	3,880	Monthly
Calculated living wage in local currency	3,887	Monthly
Total sample	5	Workers

Other Metrics

Male workers	25	Workers
Female workers	18	Workers
Non-binary workers	0	Workers
Permanent workers - Male	25	Workers
Permanent workers - Female	18	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	2	Workers
Management - Female	1	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	19	Workers
Domestic migrant workers - Female	12	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	25	Workers
Workers hired directly - Female	18	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	4	Workers
Sample - Female	1	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Taizhou Dedao Industry Co.,Ltd | Site amfori ID: 156-012639-001

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	
<p>1.1 The main auditee partially respected this principle because based on management interviews and worker interviews and document records review it was identified that , the factory established CSR management system and relevant procedure according to amfori BSCI Code of conduct, but there were still gaps between the current situation and the amfori BSCI Code of Conduct, such as : No effective system was established to control workers OT working hours etc.</p> <p>The factory management declared that workers were willing to work overtime because they can earn more money.</p> <p>It violated the requirement of question 1.1 in amfori BSCI system manual.</p>	<p>1.1 被审核方部分遵循该准则, 原因是根据管理层访谈, 员工访谈和文件查看, 工厂已经根据amfori BSCI行为准则建立了社会责任管理体系和相应的程序文件。但是工厂的当前情况与amfori BSCI的行为准则仍然存在一些差距, 例如: 工厂未建立有效的系统控制工人的加班时间。</p> <p>工厂管理层解释, 工人愿意加班因为可以赚更多的钱。</p> <p>违反了amfori BSCI管理手册中问题1.1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>1.4 The main auditee partially respected this principle because based on management interviews and document records review it was identified that the procedure related to workforce capacity control was established, but the factory did not well plan the workforce capacity that led to workers' monthly overtime exceeded legal requirement.</p> <p>The factory management declared that, sometimes insufficient workers were in the workshop, so the workers were arranged to overtime work for the orders, they could not ensure workers' overtime hours in accordance with the law requirements.</p> <p>It violated the requirement of question 1.4 in amfori BSCI system manual.</p>	<p>1.4 被审核方部分遵循该准则, 原因是根据管理层访谈, 和文件查看, 产能有关的程序已被建立, 但是工厂没有很好的规划其产能, 导致工人月加班时间超法规要求。</p> <p>工厂管理层解释, 有时候车间人手不够, 因此工人被安排加班去完成订单, 他们无法确保工人的加班时间符合法规要求。</p> <p>违反了amfori BSCI管理手册中问题1.4的要求。</p>

PA 2: Workers Involvement and Protection

Site: Taizhou Dedao Industry Co.,Ltd | Site amfori ID: 156-012639-001

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

2.2 The main auditee did not respect this principle because based on management interviews and worker interviews and document records review it was identified that, the long-term goals/vision to protect workers according to the amfori BSCI Code of Conduct was not established in the factory. The factory management declared that they did not know how to establish the long-term goals/vision. It violated the requirement of question 2.2 in amfori BSCI system manual.

2.2 被审核方未遵循该准则,原因是根据管理层访谈,员工访谈和文件查看,工厂未根据amfori BSCI行为准则建立保护员工长期目标。工厂管理层解释,工厂没有理解如何制定长期目标。违反了amfori BSCI管理手册中问题2.2的要求。

PA 5: Fair Remuneration

Site: Taizhou Dedao Industry Co.,Ltd | Site amfori ID: 156-012639-001

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH

LOCAL LANGUAGE

Finding

5.4 The main auditee did not respect this principle because based on management interviews and worker interviews and document records review it was identified that the wages paid for workers (overtime wages were not included) were less than local living wage. The factory management declared that they did not know well about Living wage, but they could ensure that the workers' regular wage was more than local min wages. It violated the requirement of question 5.4 in amfori BSCI system manual.

5.4 被审核方未遵循该准则,原因是根据管理层访谈,员工访谈和文件查看,工厂支付给员工的工资(不含加班费)均低于当地体面生活工资。工厂管理层解释,工厂不够了解体面生活工资,但是能保证工人的基本工资高于当地的最低工资。违反了amfori BSCI管理手册中问题5.4的要求。

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

5.5 The main auditee did not respect this principle because based on management interviews and worker interviews and document records review it was identified that the factory did not provide social insurance for all workers. There were total 43 workers in the factory, including 13 retired workers and 2 new workers. The factory should provide five social insurances to 28 workers. Based on document review, the factory provided retired, medical, unemployment, injury and maternity insurance to 8 workers. The factory provided commercial insurance to other workers. The factory management declared that some workers did not want to participate in social insurance because they were participated in rural cooperative medical insurance. It violated Labor Law of the People's Republic of China (2018 Amendment) Article 72, Article 73.

5.5 被审核方未遵循该准则, 原因是根据管理层访谈, 员工访谈和文件查看, 工厂未提供社保给所有工人。工厂共43名工人, 包括13名退休工人和2名新工人, 工厂实际需要给28名工人缴纳五险。根据文件审核, 工厂为其中8名工人提供养老、医疗、失业、工伤和生育保险, 为其他人提供了商业保险。工厂管理层解释, 一些员工不愿意参加社会保险因为他们已经参保了农村的合作医疗保险。违反了中华人民共和国劳动法(2018修正)第七十二条, 第七十三条

PA 6: Decent Working Hours

Site: Taizhou Dedao Industry Co.,Ltd | Site amfori ID: 156-012639-001

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

6.2 The main auditee partially respected this principle because based on management interviews and worker interviews and attendance records review from Mar 1, 2024 to the audited date provided, it was identified that the monthly overtime of parts of the sampled workers exceeded the legal limit in parts of the months, the maximum monthly overtime were 44 hours (e.g. in Aug 2024, the monthly overtime of 3 sampled workers exceeded the legal limit and were 44 hours. Totally 5 workers were sampled, the monthly overtime of the 5 sampled workers were from 28 hours to 44 hours. The legal limit of the monthly overtime were 36 hours.)
1st sampled month (Aug 2024) – standard hours (i.e. 176) + maximum monthly OT (i.e. 44)
2nd sampled month (Nov 2024) – standard hours (i.e. 168) + maximum monthly OT (i.e. 44)
3rd sampled month (Feb 2025) – standard hours

6.2 被审核方部分遵守该原则, 根据管理层访谈, 员工访谈和工厂提供的考勤记录从2024年3月1日到审核当天的考勤显示, 部分抽样工人的月加班时间在部分月份超出了法规的限值, 最大月加班时间为44小时(如: 在2024年8月, 3名抽样工人的月加班时间超出了法规的限值, 为44小时。共抽样了5名工人, 5名抽样工人的月加班时间为28-44小时。月加班时间的法规限值是36小时。)
第一个抽样月(2024年8月)-标准工作时数(即176)+最大月加班时数(即44)
第二个抽样月(2024年11月)-标准工作时数(即168)+最大月加班时数(即44)
第三个抽样月(2025年2月)-标准工作时数(即128)+最大月加班时数(即28)
工厂管理层解释, 工人愿意加班, 因为可以赚更多的钱。
违反了中华人民共和国劳动法(2018修正)第四十一条

Finding

(i.e. 128) + maximum monthly OT (i.e. 28)
The factory management declared that workers were willing to work overtime because they can earn more money.
It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41

PA 7: Occupational Health and Safety

Site: Taizhou Dedao Industry Co.,Ltd | Site amfori ID: 156-012639-001

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

7.11 The main auditee partially respected this principle because based on management interviews and on site observation it was identified that the goods in the warehouse were placed against the wall and pillar without suitable distance at one side.
The factory management declared that due to the worker's negligence, they did not pay attention to the distance.
It violated General Rules for Fire Safety Management of Storage Occupancies (XF 1131-2014), Article 6.8

7.11被审核方部分遵循该准则, 原因是根据管理层访谈, 现场观察, 仓库的货物的一侧挨墙和柱堆放, 没有保持适当的距离。
工厂管理层解释, 由于工人疏忽, 没有注意距离。
违反仓储场所消防安全管理通则 (XF 1131-2014) 6.8