

Monitoring result for Shenzhen Colorl Cosmetic Products Co.,Ltd. on site Shenzhen Colorl Cosmetic Products Co.,Ltd.

Monitoring

Monitored Party	: Shenzhen Colorl Cosmetic Products Co.,Ltd.	amfori ID	: 156-029438-000
Site	: Shenzhen Colorl Cosmetic Products Co.,Ltd.	Site amfori ID	: 156-029438-001
Address	: Floor 1-5, Building E, NO.187, Hexi New Village, Guancheng Community, Longhua District	Monitoring Activity	: amfori Social Audit - Manufacturing
	: 5181110, Shenzhen	Monitoring Type	: Full Monitoring
	: Guangdong Sheng	Submission Date	: 10/12/2021
	: China	Expiration Date	: 10/12/2022

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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	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

A

PA 13: Ethical Business Behaviour

A

General description

Shenzhen Colorl Cosmetic Products Co.,Ltd. (深圳市卡乐尔化妆用品有限公司) was established on Aug.30, 2010, located at Floor 1-5, Building E, NO.187, Hexi New Village, Guancheng Community, Longhua District, Shenzhen, Guangdong, China (广东省深圳市龙华区观湖街道观城社区河西新村187号厂房E栋1层至5层). The audited factory manufactured Cosmetic brush products. The main production processes included wool trimming and shaping, tube pad printing and thermo printing, gluing, assembly, inspection and packing.

The factory used one 5-storey production building as warehouse, workshop and office.

The factory did not provide dormitory, canteen or transportation to workers.

There were total 63 employees in the factory during this audit. The peak season was not obvious. The maximum monthly OT hour was 87H (47H on working days and 40H on weekends), with maximum weekly working hour was 58H. No child labour or young worker was found in the auditee.

The factory management was cooperative during the whole assessment, agreed to conduct worker interview and take photos, and was receptive to the result. Zhang Jun/Production Manager and Wang Congrong/Worker representative signed the findings report and agreed the deadline for the findings.

Announcement Type: Announced

Monitoring Date: From 9:00am on Nov.30, 2021 to 12:00pm on Dec.1, 2021

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

Auditor name: Nina Zheng (APSCA member No. CSCA21701910)

Site Details

Site : **Shenzhen Colorl Cosmetic Products Co.,Ltd.** Site amfori ID : **156-029438-001**

GICS Classification

Sector : **Consumer Staples** Industry : **Personal Products**
Industry Group : **Household & Personal Products** Sub Industry : **Personal Products**

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	63 Workers
Legal minimum wage in local currency	2200 Monthly
Lowest wage paid for regular work at the site	2200 Monthly
Calculated living wage in local currency	2814 Monthly
Total sample	10 Workers

Other Metrics

Male workers	19 Workers
Female workers	44 Workers
Permanent workers - Male	19 Workers
Permanent workers - Female	44 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	4 Workers
Management - Female	8 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	17 Workers
Domestic migrant workers - Female	34 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	19 Workers
Workers hired directly - Female	44 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	4 Workers
Sample - Female	6 Workers

Findings

PA1: Social Management System

1.1 The main auditee partially respected this principle, the factory had established a complete amfori BSCI System Management manual (SAM-001) and procedure documents, appointed management representatives, and conducted annual internal audit and management review in Sep.2021. However, there was still improvement space in PA2, PA5, PA6, PA7 and PA12, such as overtime exceeding the legal requirement, insufficient social insurance, etc.

主要被审核方（生产商）部分遵守该原则，工厂建立了完整的amfori BSCI体系管理手册(SAM-001)和程序文件，指定了管理者代表，2021年9月份进行了年度的内审和管理评审，但在PA2, PA5, PA6, PA7和PA12仍有可改善空间，如加班时间超时，不足社保等。

1.4 The main auditee partially respected this principle, the factory stated overtime was voluntary, but it did not effectively arrange labor and production plans according to workers' productivity, controlling as 58H of maximum weekly working hour, resulting in monthly overtime exceeding legal requirements.

主要被审核方（生产商）部分遵守该原则，工厂表示加班基于自愿原则，但没有按照工人的生产率去有效的安排劳动力和生产计划，最大周工时58小时管控，导致月加班超过法规要求。

PA 2: Workers Involvement and Protection

2.2 The main auditee partially respected this principle, the management and worker representative was involved in setting long-term goals of protecting workers, but without regular monitoring.

主要被审核方（生产商）部分遵守该原则，工厂的管理部和员工代表参与了保护工人长期目标的制定，但未进行定期的监控。

PA 5: Fair Remuneration

5.5 The main auditee did not respect this principle because the factory did not provide enough legal social insurances for some employees, total 63 employees worked in the factory during this audit, according to social insurance purchase records in Nov.2021 the factory provided retirement, medical, maternity, injury and unemployment insurance for 52 employees(82.5%). The factory had provided Commerce Accident Insurance for all employees, valid from Dec.21, 2020 to Dec.20, 2021.

主要被审核方（生产商）未遵守该原则，因为工厂未给部分员工提供法定保险，审核期间工厂共有63名工人，2021年11月份的社保购买记录显示工厂给其中52名员工提供了养老保险，医疗，生育，工伤和失业保险(82.5%)。工厂给所有员工提供了商业意外险，有效期2020年12月21日到2021年12月20日。

PA 6: Decent Working Hours

6.2 The main auditee did not respect this principle because workers' monthly overtime hours exceeded legal requirement. During the audit, the factory provided workers attendance records from Nov.1,2020 to the audit day (Dec.1,2021) and payroll records from Nov.2020 to Oct.2021 for review, and 10 workers were sampled, the peak season was not obvious, all sampled workers' monthly overtime had exceeded 36 hours, and the maximum monthly OT was 87H(47H on working days, 40H on weekends), occurred in Jul.2021. The maximum daily OT hour was 2H, the maximum weekly OT hour was 18H, and the maximum weekly working hour was 58 hours. In addition, one day off per seven days was arranged for all workers.

主要被审核方（生产商）未遵守该原则，因为员工的月加班时间超过法规要求，审核期间工厂提供从2020年11月1日至审核当天(2021年12月1日)的考勤记录和2020年11月到2021年10月的工资记录，共抽样了10名工人，工厂的旺季不明显，所有抽样工人的月加班均超过36小时，最大月加班达到87小时（平时加班47H，周末加班40H），发生在2021年的7月份。员工的最大日加班2H，最大周加班18H，最大周工时58小时。另外，所有工人都保证七休一。

PA 7: Occupational Health and Safety

7.3 The main auditee partially respected this principle, the factory provided occupational health examination to 13 workers in 2021, but one sampled pad printing worker and one gluing worker was not included.

主要被审核方（生产商）部分遵守该原则，工厂在2021年给13名工人提供了职业健康体检，但抽样的一名印刷工人，一名点胶的工人未包含在内。

PA 12: Protection of the Environment

12.3 The main auditee partially respected this principle, the factory conducted the environment impact report and obtained EIA approval from local government in 2018, with the No. of深龙华环批[2018]100192号, but the acceptance report of waste air disposing facility was not obtained.

主要被审核方（生产商）部分遵守该原则，工厂在2018年进行了环境影响评估且获得了当地政府的环评批复，编号为深龙华环批[2018]100192号，但工厂未获得废气处理设施的验收合格报告。