

# 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 : 5181110, Shenzhen : Guangdong Sheng : China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Follow-up Monitoring
Monitoring Partner	: ELEVATE
Monitoring Start Date	: 24/11/2022
Closing Meeting Finished Date	: 30/11/2022
Submission Date	: 30/11/2022
Expiration Date	: 10/12/2023

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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	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 Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

## General description

Shenzhen Colorl Cosmetic Products Co.,Ltd (Business License #: (91440300561543830U) was established in August 2010 and located in Floor 1-5, Building E, NO.187, Hexi New Village, Guancheng Community, Longhua District, 5181110 Shenzhen, China based on the business license. The factory address in BSCI platform was consistent with address on business license. The factory's local name is “深圳市卡乐尔化妆用品有限公司” .

Summary for numbers of workers: Based on the audit booking, there are total 49 employees for the production sites, including 14 male employees and 35 female employees currently working in the factory. No children worked in the factory. No young worker worked in the factory, and the youngest employee was 18 years old, born in 2004 and was hired in 2022. There were 37 production workers (including cutting, sewing, forming, pressing, gluing, trimming, tempo-printing, assembly, inspection and packing) and 12 non-production employees (including management person, office worker, production development, sales and services). 46 workers were domestic migrant workers.

Summary of factory building structure: In view of the facilities, the building area of facilities is around 3000 square meters. The factory occupied 1 block of 5-storey production buildings / total 3270 M2. No dormitory canteen & kitchen was provided.

Summary of production process: The main production processes are listed as follows: cutting, sewing, forming, pressing, gluing, trimming, tempo-printing, assembly, inspection and packing. The main production machines or equipment are: 5 tempo-printing machines, 2 pressing machine, 2 packing machines, 12 sewing machines, etc. The main products manufactured by the factory are cosmetic brushes, cosmetic bags.

Summary of working hours: Attendance records from November 2021 to audit day and payroll records from November 2021 to October 2022 were reviewed in this audit. By cross check those records, production records and interview with the management, workers and worker representative, the regular working time was 8 hours per day and 5 days per week; All workers worked in 1 shift from 8:00 to 18:00 with 2.0 hours of lunch time from 12:00 to 14:00. They always rested on Sunday and public holidays; Fingerprint attendance systems were used for time record.

Summary of compensation: All employees' wages were calculated by hourly-rate, the lowest basic wage was from RMB 12.64 to RMB 15.66 per hour which was no less than the local legal minimum payment requirement (RMB 12.64 per hour since August 1, 2018 and RMB 13.56 per hour since January 1, 2022); for overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively, no overtime was arranged on public holidays. Employees are paid in cash around 7th of the following month. Auditor has reviewed the social insurance records for recent 6 months, according to the social insurance receipt of October 2022, it was noted that the factory has a total of 53 employees, all employees were eligible for the 5 types of social insurance, the main auditee provided medical insurance, pension insurance, unemployment insurance, injury insurance, maternity insurance for all 27 direct hired employees (around 100% of employees covered).

Summary of Health and Safety: Concerning the fire safety management, based on documents checked, site observation and interviews, the auditee has established health and safety committee and conducted risk assessment; the relevant policy and procedures were available for review; the training included fire drill & evacuation exercise was provided to workers regularly; emergency exits fulfils the legal requirements and are marked legibly for easy evacuation during emergencies, and they were kept open during the audit; evacuation plans were posted inside plant and emergency lights were installed at all of the designated places of the production floor and staircase; enough firefighting equipment such as fire extinguishers, hydrants and alarms were installed in place, maintained by regular checks and kept in good condition, which were also confirmed by onsite check and test randomly during the audit.

Summary of Workers' union: There was Trade Union available in the factory, but there were 3 workers' representatives elected by workers.

Summary of workers of interviews: 10 employees were interviewed, including 2 males and 8 females.

Summary of the performance areas needed improvements: The facility management and workers (representative) showed a positive attitude to this audit during the whole process. The audit was basically fulfilled according to the audit plan sent prior to the audit. At the end of the audit, all the findings were accepted by the auditee. The performance areas which needed improvement were as follows: PA1, PA2, PA6, PA7, PA12.

### Remark:

1. Audit Day (excluding reporting time): November 24, 2022.
2. Auditor name and APSCA number: William Zhou / CSCA 21701088.
3. There are no agencies used by the main auditee, which makes the agency labor contract not applicable.
4. There are no contractor used by the main auditee, which makes the contractor license or permit not applicable.
5. There are no collective bargaining agreements used by the main auditee, which makes the collective bargaining agreements not applicable.
6. There are no government waivers obtained by the main auditee, which makes the government waivers not applicable.
7. #COVID-19: No employee was affected by COVID-19. Also, the production was not affected by the epidemic situation currently. They were all paid as legal requirements and part of them were provided with social insurance. The auditee resumed

the production in February 2022. The auditee provided masks for all employees for free. They took employees' temperature each day and recorded them. Also, they disinfected all areas of the factory each day.

## Site Details

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

### GICS Classification

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

### amfori Process Classifications

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N.A.

### NACE Classification

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N.A.

### GS1 Classifications

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N.A.

### Water Stress Situation

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N.A.

## Metrics

### Key Metrics

Total workforce	49 Workers
Legal minimum wage in local currency	2360 Monthly
Lowest wage paid for regular work at the site	2360 Monthly
Calculated living wage in local currency	2814 Monthly
Total sample	10 Workers

### Other Metrics

Male workers	14 Workers
Female workers	35 Workers
Permanent workers - Male	14 Workers
Permanent workers - Female	35 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	13 Workers
Domestic migrant workers - Female	33 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	14 Workers
Workers hired directly - Female	35 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	8 Workers

## Findings

### PA1: Social Management System

Previous finding: 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. Current status: Not closed. 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.2022. However, there was still improvement space in PA2, PA6, PA7 and PA12, such as overtime exceeding the legal requirement, etc.

未改善。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，2022年9月份进行了年度的内审和管理评审，但在PA2, PA6, PA7和PA12仍有可改善空间，如加班时间超时，不足社保等。

Previous finding: 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. Current status: Not closed. 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 59H of maximum weekly working hour, resulting in monthly overtime exceeding legal requirements.

未改善。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59小时管控，导致月加班超过法规要求。

### PA 2: Workers Involvement and Protection

Previous finding; The main auditee partially respected this principle, the management and worker representative was involved in setting longterm goals of protecting workers, but without regular monitoring. Current status: Closed. The main auditee fully respected this principle, the management and worker representative was involved in setting longterm goals of protecting workers, and conducted regular monitoring, the lastest was in November 2022.

已改善。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，也进行定期的监控，最近的在2022年11月。

New finding: Based on satisfactory evidence, the main auditee partially respected this principle because, though the facility had posted the BSCI Code of Conduct publicly, arranged related training, some interviewed workers were not clearly aware of BSCI values and principles. (In accordance with amfori BSCI Code of Conduct)

基于满意的证据，被审核方部分尊重该原则，工厂在车间张贴了BSCI行为准则，安排了相应培训，但一些受访员工并不太清楚BSCI的标准和原则。(根据 amfori BSCI 行为准则)

### PA 5: Fair Remuneration

Previous finding: 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. Current status: Closed. Based on satisfactory evidence, the main auditee did not respect this principle because according to the social insurance receipt of October 2022, it was noted that the factory has a total of 53 employees, all employees were eligible for the 5 types of social insurance, the main auditee provided medical insurance, pension insurance, unemployment insurance, injury insurance, maternity insurance for all 27 direct hired employees (around 100% of employees covered).

已关闭。根据充分证据在此次审核过程中，工厂没有达到此项要求根据充足证据，工厂没有按照法规要求为所有员工购买社会保险。根据工厂提供的社保缴费记录查看，工厂在2022年10月总人数53名员工，53人符合参保资格，53名参加了医疗保险，养老保险，失业保险，生育保险和工伤保险（100%参保）。

### PA 6: Decent Working Hours

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. Current status: Not closed. Based on satisfactory evidence, the main auditee didn't respect this principle because based on 10 sampled employees'

## PA 6: Decent Working Hours

attendance records (4 samples from the most recent month of October 2022, 3 samples from July 2022 and 3 samples from March 2022). It was noted that the monthly overtime hours of 4 out of 4 randomly selected workers exceeded 36 hours in October 2022 with the highest of 60 hours; 3 out of 3 exceeded 36 hours in July 2022 with the highest of 84 hours; 3 out of 3 exceeded 36 hours in March 2022 with the highest of 81 hours. Daily overtime was 2-3 hours per day, 5 days at most per week. (In accordance with Article 41 of the Labor Law of the PRC)

未改善。根据充分证据，在此次审核过程中，工厂没有遵守此项要求，根据2022年9月，2022年7月和2022年3月抽样的共10名员工的考勤记录(2022年9月4名，2022年7月3名，2021年12月3名)，在此次审核中，审核员发现在随机抽取在2022年9月的4名工人中，有4名工人的月加班时间超过36小时，最高达到60小时；在2022年7月，随机抽取的3名工人中有3名工人月加班时间超过36小时，最高达到84小时；在2022年3月，随机抽取的3名工人中有3名工人月加班时间超过36小时，最高达到81小时。日加班每天2-3小时，最多每周5天。(根据中华人民共和国劳动法第41条)

## PA 7: Occupational Health and Safety

New finding: Based on satisfactory evidence, the main auditee partial respect this principle because 1. The factory had established management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training etc. However, some H&S issues were identified during the audit. (In accordance with amfori BSCI Code of Conduct)

根据充足证据，工厂部分达到此项要求。工厂已建立健康安全管理体系，包括相关法规的识别与了解，健康安全检查，培训等，但在审核过程中依旧存在着一些健康安全问题。(根据amfori BSCI Code of Conduct)

Previous finding: 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. Current status: Closed. The main auditee fully respected this principle, As per document provided, all workers who were contacted with occupational hazardous factors have been provided with occupational health check.

已改善。被审核方完全遵守此项要求。根据文件审阅，所有接触职业病危害因素的员工都已经提供了职业病体检。

New finding: Based on satisfactory evidence, the main auditee partially respected this principle because it was noted that the factory did not provide basic supplies in toilets, such as tissue and soaps. (In accordance with amfori BSCI Code of Conduct)

根据充分证据，在此次审核过程中，审核员发现工厂部分达到此项要求根据充足证据，工厂没有在厕所提供基本备品，例如纸巾盒肥皂。(根据amfori BSCI行为准则)

## PA 12: Protection of the Environment

Previous finding: 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. Current status: Not closed. 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.

未改善。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。