

# Monitoring result for NINGBO DEJA LEISURE PRODUCTS CO.,LTD on site NINGBO DEJA LEISURE PRODUCTS CO.,LTD

## Monitoring

Monitored Party : NINGBO DEJA LEISURE PRODUCTS CO.,LTD  
amfori ID : 156-044940-000  
Site : NINGBO DEJA LEISURE PRODUCTS CO.,LTD  
Site amfori ID : 156-044940-001  
Address : WenAo Industrial Park, Chunhu town, FengHua District  
: Ningbo  
: Zhejiang Sheng  
: China  
Monitoring Activity : amfori Social Audit - Manufacturing  
Monitoring Type : Full Monitoring  
Monitoring Partner : SGS  
Monitoring Start Date : 20/03/2023  
Closing Meeting : 27/03/2023  
Finished Date :  
Submission Date : 27/03/2023  
Expiration Date : 27/03/2024

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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	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

### [Legal entity and business license]

The factory was NINGBO DEJA LEISURE PRODUCTS CO.,LTD. It was located at WenAo Industrial Park, Chunhu town, FengHua District, Ningbo, Zhejiang, China. The factory was founded on Oct 24, 2016 according to business license(91330212MA282TLD82).

### [Production overview/Physical audit scope]

Confirmed by management interview and factory tour, the audited factory rented One 3-storey building as production workshops, warehouses, office rooms.

1F (about 1500 square meters) : Cutting, Punching, Bending, Welding.

2F (about 1500 square meters) :Assembling and packing

3F (about 1500 square meters) :Warehouse

### [Main products]

The factory main produced Hammock、 Hammock Stand. 380000 pcs per year, and the main processes were included Cutting, Punching, Bending, Welding, Assembling and Packing.

### [Audit process]

Confirmed by management interview, no apparent peak season was in the factory. There were 14 workers worked in the factory. All workers were hired directly, no any dispatching agency used. 5 worker interviews were conducted by individual and in group. No complaint was raised, all interviewees reported that they were satisfied with management and working condition. This was 1 Man Day site audit and 1 auditor conducted. The factory was cooperative during audit.

### [Living Wage]

The living wage data is provided by the Auditing company because there is no data on GLWC website in the city where the factory is located.

The living costs estimated by auditing company involves developing a model diet for workers using the method developed in Anker Methodology. This involved: (i) calculating required number of calories per person for the reference size family; (ii) Identifying least expensive acceptable food items in accordance with workers' dietary habits and relative food prices using surveys of markets where workers shop; and (iii) using data on nutritional content of foods to develop a preliminary model diet, and then adjusting the preliminary model diet to meet the recommended dietary structure for Chinese people in Development Outline of Food and Nutrition in China as well as WHO recommendations. Second, the housing cost is estimated by evaluating the cost of various rental units, utility costs, other housing costs, and routine repairs/maintenance costs which are basic for a family. And auditing company also considered the living conditions of housing near the factory according to Anker Methodology. Third, auditing company estimates non-food-non-housing(NFNH) cost for a living wage (i.e. all other costs besides food and housing) based on the ratio of NFNH to food costs expenditures according to secondary statistical data and the cost of our model diet. Fourth, auditing company estimates the number of full-time equivalent workers per family providing support in order to estimate a net living wage for workers based on information from government websites and published papers. Finally, payroll taxes and deductions are taken into consideration to estimate the gross living wage for workers.

### [Working hours information]

Factory used electronic attendance machine to record workers' working time. Based on the attendance records provided from Mar 1, 2022 to the audit day, production workers regular worked from Monday to Friday, 8 hours per day, 40 hours per week, OT 2 hours on weekdays and worked overtimes on Saturday, all workers rested every Sunday. Confirmed by workers interview, overtime was voluntary. All workers worked in 1 shift: 07:30-11:30,12:00-16:00, Max daily OT was 2 hours, Max monthly OT was 80 hours, Max weekly working hours was 58 hours.

### [Wage information]

Based on the payrolls from Mar 2022 to Feb 2023 provided by factory, the workers were paid by monthly rate on 15th of the next month by cash. It was noted that at least RMB3500 per month. 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.

### [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.

### Remark:

Announcement Type: Fully-announced

Monitoring Date: Mar 20, 2023

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

Auditor name: Una Zhang (APSCA member No. CSCA 21702023)

## Site Details

Site : NINGBO DEJA LEISURE PRODUCTS CO.,LTD

Site amfori ID : 156-044940-001

### GICS Classification

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Sector : Consumer Discretionary

Industry : Household Durables

Industry Group : Consumer Durables & Apparel

Sub Industry : Housewares & Specialties

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

## Metrics

### Key Metrics

Total workforce	14 Workers
Legal minimum wage in local currency	2070 Monthly
Lowest wage paid for regular work at the site	3500 Monthly
Calculated living wage in local currency	3458 Monthly
Total sample	5 Workers

### Other Metrics

Male workers	11 Workers
Female workers	3 Workers
Permanent workers - Male	11 Workers
Permanent workers - Female	3 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	1 Workers
Management - Female	1 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	10 Workers
Domestic migrant workers - Female	2 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	11 Workers
Workers hired directly - Female	3 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	1 Workers

## Findings

### PA1: Social Management System

1.1 The main auditee partially respected this principle. The factory had established written policy and procedure regarding BSCI management, but it did not implement effectively, also had non-conformance found in some PA.(Working hours, OHS issues etc.) It violated the requirement of question 1.1 in amfori BSCI system manual.

被审核方部分遵循该准则。工厂已经建立了关于BSCI管理的书面的政策和程序，但是没有有效的实施，比如有些PA仍然有不符合发现（工时，健康安全等）。违反了amfori BSCI管理手册中问题1.1的要求。

1.4 The main auditee partially respected this principle. The factory had set up a system for calculating the production capacity and production costing. But the effectively of this system still needs to be improved and the workers overtime working hours were exceed the legal requirement. It violated the requirement of question 1.4 in amfori BSCI system manual.

被审核方部分遵循该准则。工厂已经建立了产能规划和成本核算系统但该系统有效性仍需提升，员工的加班时间有超过法规要求。违反了amfori BSCI管理手册中问题1.4的要求。

### PA 2: Workers Involvement and Protection

2.2 The main auditee did not respect this principle. The long-term goals/vision to protect workers according to the amfori BSCI Code of Conduct was not established in the factory. It violated the requirement of question 2.2 in amfori BSCI system manual.

被审核方未遵循该准则。工厂未根据amfori BSCI行为准则建立保护员工长期目标。违反了amfori BSCI管理手册中问题2.2的要求。

### PA 5: Fair Remuneration

5.5 The main auditee did not respect this principle. The factory did not provide social insurance for all workers. There were total 14 workers in the factory, including 2 retired workers and 0 new workers. The factory should provide five social insurances to total 12 workers. Based on document review, the factory provided retired, medical, unemployment, injury and maternity insurance to 7 workers, provided commercial insurance to other workers and valid from Sep 28, 2022 to Sep 27, 2023. It violated Labor Law of the People's Republic of China (2018 Amendment) Article 72, Article 73.

被审核方部分遵循该准则。工厂未提供社保给所有工人。工厂共14名工人，包括2名退休工人和0名新工人，工厂实际需要给12名工人缴纳五险。根据文件审核，工厂为其中7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，有效期至2022年9月28日到2023年9月27日。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

6.2 The main auditee did not respect this principle. Based on the attendance records from Mar 1, 2022 to the audited date provided, all the sampled workers' monthly overtime exceeded 36 hours, maximum monthly overtime were 80 hours (40 hours OT in weekends and 40 hours OT in weekdays) happened in May 2022. It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41

被审核方未遵守该原则。根据工厂提供的考勤记录从2022年3月1日到审核当天的考勤显示，所有抽样工人的月加班超出了36小时的规定，最大月加班为80小时（周末加班40小时，平时加班40小时）在2022年5月。违反了中华人民共和国劳动法（2018修正）第四十一条

### PA 7: Occupational Health and Safety

7.3 The main auditee partially respected this principle. The factory had the risks assessment system and conducted the risks assessments on occupational health and safety for the posts, young workers, pregnant women and other particularly vulnerable employees, but factory did not arrange the occupational health examination to workers who worked with hazard factors. It violated Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35

被审核方部分遵循该准则。工厂有建立风险评估系统且对生产岗位，未成年工，孕妇和其他弱势群体进行了岗位安全风险评估，但工厂没有为接触职业病危害因素的员工安排职业病体检。违反了中华人民共和国职业病防治法（2018修正）第三十五条

7.25 The main auditee did not respect this principle. The factory did not conduct the occupational hazardous factor monitoring for metal workshop. It violated Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 26

被审核方未遵守该原则。工厂没有对五金车间安排职业危害因素监测。违反了中华人民共和国职业病防治法（2018修正）第二十六条