

Monitoring result for SHENZHEN NST INDUSTRY AND TRADE CO.,LTD on site Shenzhen NST Industry and Trade Co., Ltd.

Monitoring

| | | | |
|-----------------|--|---------------------|---------------------------------------|
| Monitored Party | : SHENZHEN NST INDUSTRY AND TRADE CO.,LTD | amfori ID | : 156-010136-000 |
| Site | : Shenzhen NST Industry and Trade Co., Ltd. | Site amfori ID | : 156-010136-002 |
| Address | : Floor 3 and Floor 4, 301, No.1 Plant, Hongbang Intelligent and Technology Industrial Factory, No. 30 Cuibao Road, Baolong Community, Baolong Street, Longgang District, Shenzhen : Guangdong Sheng : China | Monitoring Activity | : amfori Social Audit - Manufacturing |
| | | Monitoring Type | : Follow-up Monitoring |
| | | Submission Date | : 04/06/2021 |
| | | Expiration Date | : 18/06/2022 |

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Overall rating



Section rating

| | |
|--|---|
| PA1: Social Management System | D |
| 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 NST INDUSTRY AND TRADE CO., LTD (Business No.: 91440300670022719K) was located at Floor 3 and Floor 4, 301, No.1 Plant, Hongbang Intelligent and Technology Industrial Factory, No. 30 Cuibao Road, Baolong Community, Baolong Street, Longgang District, Shenzhen.

The main auditee was founded on 27 Dec 2007 based on the business license. The main auditee was engaged in Tablet PC manufacturing. The main production processes were assembly and packing.

The main auditee used the 3F and part of 4F of one 4-storey production building as workshop, warehouse, and office. No canteen or dormitory provided by the factory.

Total 98 employees in the factory (including 59 male and 39 female employees).

Ms. Meng Yuhua/Chairman Special Assistant, Mr. Zhong Yuanzhi/ISO supervisor, and Ms. Yin Shufang/Worker representative etc attended the opening and closing meeting. And Mr. Zhong Yuanzhi/ISO supervisor and Ms. Yin Shufang/Worker representative signed the CAP and agreed to take corrective actions for non-compliances.

Remark:

The auditee rented 3F and part of 4F of one 4-storey production building as workshop, warehouse, and office. The auditee provided lease contract for review. The other

floors of the building were used by other 6 factories which had isolated business licenses and own name plates. No mixed worker identified during the audit. This audit only covered the scope of the auditee used.

During the audit, production line in 3F was not in operation due to shortage of orders per management interview.

Site Details

Site

: Shenzhen NST Industry and Trade Co.,Site amfori ID

: 156-010136-002

Ltd.

GICS Classification

Sector

: Information Technology

Industry

: Electronic Equipment, Instruments & Components

Industry Group

: Technology Hardware & Equipment

Sub Industry

: Electronic Equipment & Instruments

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

| | |
|---|--------------|
| Total workforce | 98 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 | 5 Workers |

Other Metrics

| | |
|------------------------------------|------------|
| Male workers | 59 Workers |
| Female workers | 39 Workers |
| Permanent workers - Male | 59 Workers |
| Permanent workers - Female | 39 Workers |
| Temporary workers - Male | 0 Workers |
| Temporary workers - Female | 0 Workers |
| Seasonal workers - Male | 0 Workers |
| Seasonal workers - Female | 0 Workers |
| Management - Male | 7 Workers |
| Management - Female | 5 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 | 51 Workers |
| Domestic migrant workers - Female | 32 Workers |
| Foreign migrant workers - Male | 0 Workers |
| Foreign migrant workers - Female | 0 Workers |
| Workers hired directly - Male | 59 Workers |
| Workers hired directly - Female | 39 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 | 3 Workers |
| Sample - Female | 2 Workers |

Findings

PA1: Social Management System

1st follow up audit on May 28, 2021 Result: Open 1.1 - Finding: The main auditee partially respects this principle because the factory had established management system according to amfori BSCI requirement, and the management knew related requirement of amfori BSCI, but due to factory didn't effectively implement it, lead to some issues appeared in overtime hour, social insurance, and Health&Safety..

2021年5月28日第1次跟进审核 结果：未关闭 主要被审核方（生产商）部分遵守原则，原因是工厂有按照 amfori BSCI要求建立相关体系，且管理者代表知道 amfori BSCI相关要求，但由于未有效执行，导致在加班时间、社保、和健康安全出现问题。

1st follow up audit on May 28, 2021 Result: Open 1.4 - Finding: The main auditee partially respects this principle because the factory had implemented capacity planning, but due to the plan implemented by the factory exceeded legal requirement lead to workers' overtime hours exceeded legal requirement.

2021年5月28日第1次跟进审核 结果：未关闭 主要被审核方（生产商）部分遵守原则，原因是工厂执行了产能规划，但是工厂规划即超过法规要求，导致加班超过法规要求。

PA 5: Fair Remuneration

1st follow up audit on May 28, 2021 Result: Open 5.5 - Finding: The main auditee does not respect this principle because based on the social insurance payment records and registered records in local social insurance website of May 2021, the factory provided retirement insurance, work-related injury insurance, medical insurance, maternity insurance and unemployment insurance to 68 employees. There are total 98 employees in the factory.

2021年5月28日第1次跟进审核 结果：未关闭 主要被审核方（生产商）未遵守原则。原因是根据工厂提供的2021年5月的社保缴费记录以及电脑台账，工厂只给68人提供了养老保险、工伤保险、医疗保险、生育保险及失业保险。工厂总共有98人。

PA 6: Decent Working Hours

1st follow up audit on May 28, 2021 Result: Open 6.2 - Finding: The main auditee does not respect this principle because workers' monthly overtime hours exceeded legal requirement. During the audit, the factory provided workers' attendance records from Jul 01, 2020 to the audit date, based on sampling check, it was noted all sampling workers' monthly overtime hours exceeded 36 hours in each month, the max. up to 92 hours in Aug 2020 (OT on weekdays were 42 hours and OT on weekends were 50 hours).

2021年5月28日第1次跟进审核 结果：未关闭 主要被审核方（生产商）未遵守该原则，原因是员工的月加班时间超过法规要求。审核期间，根据工厂提供了工人从2020年07月01日至审核当天的考勤记录，根据抽样发现所有抽样工人的月加班均超过36小时，最大在2020年8月达到92小时(平日加班42小时，周末加班50小时)。

PA 7: Occupational Health and Safety

1st follow up audit on May 28, 2021 Result: Open 7.2 - The main auditee does not respect this principle because the factory did not provide injury insurance for all employees. The factory provided injury insurance to 68 employees in social insurance.

2021年5月28日第1次跟进审核 结果：未关闭 被审核方未遵守该原则。工厂未给所有员工提供工伤保障。工厂给68名员工提供社保中的工伤保险。

1st follow up audit on May 28, 2021 Result: Open 7.3 - The main auditee partially respects this principle because the factory had assessed the health safety risk of the workshop but the factory did not assess serious risk in the workshop such as the risk of process of soldering, operation of chemicals. And the factory didn't provide occupational health exam to 2 soldering workers and 3 workers using cleanser. The factory is in the application process.

2021年5月28日第1次跟进审核 结果：未关闭 被审核方（生产商）部分遵循该准则。原因是工厂有执行风险评估，但是工厂在健康安全风险评估中未评估到工厂危害比较重的岗位，例如焊锡，化学品操作过程的风险。另外，工厂没有为2名焊锡工人和3名使用抹机水的工人提供职业病体检。工厂正在申请过程中。

1st follow up audit on May 28, 2021 Result: Open 7.6 - The main auditee partially respects this principle because one worker used cleanser was not worn active carbon mask, while the factory has provided it to him. Remark: The soldering process was not in operation during audit.

2021年5月28日第1次跟进审核 结果：未关闭 被审核方（生产商）部分遵循该准则。原因是使用抹机水的工人没有佩戴工厂提供的活性炭口罩。备注：审核期间，焊锡工位没有开工。

1st follow up audit on May 28, 2021 Result: Open 7.11 - The main auditee does not respect this principle because the factory used 3F and part of 4F of one 4-storey production buildings as for workshop, warehouse and office room. But the factory did not provide the completion acceptance report of this building for review. The completion date was on Oct 11, 2010.

2021年5月28日第1次跟进审核 结果：未关闭 被审核方未遵守该原则。原因是工厂使用1栋4层生产楼的3楼及4楼部分区域作为车间、仓库及办公室，工厂未提供该建筑的竣工验收报告，该建筑竣工日期为2010年10月11日。

PA 10: No Precarious Employment

1st follow up audit on May 28, 2021 Result: Closed 10.2 - The factory has notified the risk of occupational hazards to workers (such as soldering workers, and workers used cleanser) in the labor contract which met legal requirement.

2021年5月28日第1次跟进审核 结果：关闭 工厂已按照法规要求将职业危害风险拟在合同中并告知员工（如焊锡工人以及使用抹机水的工人）。