

Monitoring result for HUBO SPORTS PRODUCTS CO.,LIMITED on site HUBO SPORTS PRODUCTS CO.,LIMITED

Monitoring

Monitored Party	: HUBO SPORTS PRODUCTS CO.,LIMITED
amfori ID	: 156-012518-000
Site	: HUBO SPORTS PRODUCTS CO.,LIMITED
Site amfori ID	: 156-012518-002
Address	: Building C63, Wanyang Zhongchuang City, Zhaoqing, 41 Dawang Avenue, Zhaoqing High-tech Zone
	: 526238, Zhaoqing
	: Guangdong Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 05/08/2022
Expiration Date	: 05/08/2023

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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	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	C
PA 13: Ethical Business Behaviour	A

General description

HUBO SPORTS PRODUCTS CO.,LIMITED (广东铨保运动用品有限公司) was located at Building C63, Wanyang Zhongchuang City, Zhaoqing, 41 Dawang Avenue, Zhaoqing High-tech Zone, Zhaoqing City, Guangdong Province, China (中国广东省肇庆市肇庆高新区大旺大道41号肇庆万洋众创城C63#厂房). Factory occupied the 2nd to 5th floor of one 5-storey buildings as production area, warehouse and office. The 1st floor was occupied by another factory as plastic component manufacturer. No dormitory or canteen was provided to employees per onsite observation and worker interview. Total areas covered by the auditee about 4000 square meters. There was no signs or evidence showed that the auditee shared manpower, production processes, machinery or purchase material or semi-finished products with the other company within the shared building. The auditee was established in 2011. Total 47 employees currently working in the factory. The main products manufactured by the auditee were Ski goggles, motocross goggles, sports sunglasses, helmet, safety goggles. The main production processes were cutting, laser cutting, hot bending, assembly, gluing, laser marking, sewing, soldering and packing. The peak season was not obvious. The management were cooperative throughout the audit. Finally, one management and one worker representative signed the findings report.

Remark:

1. The auditee did not use contractor or labor agency, did not gain the waiver from government. No collective bargain agreement. Therefore, those relevant documents were not applicable.
2. In October 2019, the auditee changed its Chinese name from 广州市铨保运动用品有限公司 to 广东铨保运动用品有限公司, but its English name was the same of HUBO SPORTS PRODUCTS CO., LIMITED. Through communication with the management and interviewee, they confirmed the factory didn't have any Substantial change even their BL was updated. The factory's boss, the majority of employees, production and location was the same.
3. The auditee moved from the old site, No.1 Yongfu Road, Huadu District, Guangzhou City, Guangzhou Huadu Guangxing Electroacoustic Fittings Factory (Location: No.2 Workshop, Third floor, The First Building) (It can be used as a workshop), Guangzhou City, Guangdong Province, China. (中国广东省广州市花都区永福路1号广州市花都广星电声配件厂1栋3楼2号厂房(可作厂房使用)) to the current site since April 2022 (the address of the business was updated in December 2021). per interview, the management confirmed that all operation and production activities of the auditee was moved to the new site since April 2022. And the old site was occupied by another company with the independent business license (Different legal representatives). No employees, equipment or production was shared with this company.
4. Auditor team for this audit: Lead Auditor of Emma Liu, CSCA 21702587. Auditing Company: TUV Rheinland, APSCA Number: 11600007.

Site Details

Site : HUBO SPORTS PRODUCTS CO.,LIMITED

Site amfori ID : 156-012518-002

GICS Classification

Sector : Consumer Discretionary

Industry : Leisure Products

Industry Group : Consumer Durables & Apparel

Sub Industry : Leisure Products

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	47 Workers
Legal minimum wage in local currency	1720 Monthly
Lowest wage paid for regular work at the site	2807 Monthly
Calculated living wage in local currency	2035 Monthly
Total sample	10 Workers

Other Metrics

Male workers	19 Workers
Female workers	28 Workers
Permanent workers - Male	19 Workers
Permanent workers - Female	28 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	2 Workers
Management - Female	2 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	11 Workers
Domestic migrant workers - Female	7 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	19 Workers
Workers hired directly - Female	28 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

The auditee established a social responsibility manual and procedural documents to guide the implementation of the amfori BSCI Code of Conduct. However, in practice, not all procedures were well implemented, for example, working hours were not effectively controlled, and health and safety and environmental management were inadequate. In addition, the auditee conducted an internal audit and management review of social responsibility, but the auditee did not identify deviations such as insufficient social insurance coverage and monthly overtime exceeding the legal allowance.

被审核方建立了社会责任手册及程序文件以指引amfori BSCI行为守则的推行。然而在实践中，并不是所有程序都得到良好的实施，例如，工时未有效管控、健康安全及环境管理存在不足等。此外，被审核方进行了社会责任内审与管理评审，但被审核方未识别出其社保未全员覆盖和月加班超过法规允许等偏差。

The auditee established cost accounting and capacity planning procedures, but did not provide specific accounting and planning records. Factory did not organize production well to meet expected order deliveries, and over the past 12 months, workers' monthly overtime systematically exceeded regulatory allowable limits.

被审核方建立了成本核算与产能规划程序，但是未提供具体的核算和规划记录。工厂未组织良好的生产以达到预期的订单交付，在过去12个月，工人月加班系统地超过法规允许限值。

PA 2: Workers Involvement and Protection

The auditee defined long-term objectives to protect workers, but did not invite workers or workers' representatives to participate in the definition process, did not develop a specific implementation plan for how the objectives will be achieved.

被审核方定义了保护工人的长期目标，但是没有邀请工人或工人代表参与定义的过程，也没有针对如何达成目标制定具体的实施计划。

PA 5: Fair Remuneration

There were 47 employees in the factory currently, included 2 re-employed workers after retirement and no new employees. Per social insurance check of July 2022, factory did not provided employment injury insurance, unemployment insurance, maternity insurance, endowment insurance and medical insurance for 34 out of 45 employees. According to worker interviews, they were free to choose whether to participate in social insurance. Some workers purchased rural cooperative medical insurance, so they did not purchase social insurance at the factory. Reference laws: Articles 72 and 73 of the Labor Law of the People's Republic of China (2018). Remark: The factory purchased the accident insurance for 15 employees (partial of those employees who did not purchase social insurance), valid from 19 July 2022 to 18 July 2023.

工厂目前有47名员工，包含了2名退休返聘员工，无新员工。根据2022年7月社保记录，工厂没有为45名员工中34名员工提供工伤保险，失业保险，生育保险，养老保险和医疗保险。根据工人访谈，他们可以自由选择是否参与社保。部分工人购买了农村合作医疗保险，所以在工厂没有购买社保。参考法规：中华人民共和国劳动法(2018)第72和73条。备注：工厂为15名员工（部分没有购买社保的员工）购买了意外险，有效期从2022年7月19日至2023年7月18日。

PA 6: Decent Working Hours

The auditee did not establish an effective working hours control mechanism. Based on attendance records from July 2021 to the audit day of 10 sampled workers review, 90% sampled workers' monthly overtime was exceeded 36 hours in most months. Three sampled months June 2022(current paid month), April 2022 and July 2021 were randomly selected. It was found that 90% sampled workers' monthly overtime were 42 hours in June 2022, 90% sampled workers' monthly overtime were 46 hours in April 2022 and 90% sampled workers' monthly overtime were 58 hours in July 2021. According to worker interviews, if the factory arranged overtime, workers could freely choose whether to participate, and workers were willing to work overtime to earn more income. Reference law: PRC Labour Law article 41. Remark: The overtime of the sampled workers from 01 July 2022 to the audit day (29 July 2022) was 48 hours.

被审核方未建立有效的工时管控机制。根据10个抽样员工的考勤记录（从2021年7月至审核日），90%的抽样员工大部分月份月加班超过36小时。抽样的三个月：2022年6月（当前支付工资月份），2022年4月和2021年7月中，显示在2022年6月90%抽样员工的月加班为42小时，在2022年4月90%抽样员工月加班为46小时，在2021年7月90%抽样员工月加班为58小时。据员工访谈，如果工厂安排加班，工人可以自由选择是否参加，工人都乐意加班获得更多的收入。参考法规：中华人民共和国劳动法第41条。备注：抽样员工在2022年7月1日至审核日（2022年7月29日）月加班是48小时。

PA 7: Occupational Health and Safety

1.The factory did not conduct workplace occupational hazards testing, such as dust, noise and chemical factors, etc. Reference Law: Provisions on the Administration of Occupational Health at Work Sites (2021), article 20. 2. The factory provided on-the-job occupational health examinations for employees exposed to occupational hazards, but the factory did not provide pre-job and off-job occupational health examinations. Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, article 35.

PA 7: Occupational Health and Safety

1) 工厂没有进行作业场所职业病危害检测, 例如粉尘、噪声和化学因素等。参考法规: 工作场所职业卫生管理规定 (2021) 第20条。2) 工厂为暴露在职业病危害因素岗位的员工提供了在岗的职业健康体检, 但是工厂没有提供岗前和离岗的职业健康体检。参考法规: 中华人民共和国职业病防治法第35条。

The factory currently had 47 employees, including 2 retired employees and no new employees. The factory provided 11 employees with social insurance and 15 employees with accident insurance. In other words, the factory did not provide work-related injury insurance for 21 employees. Reference law: Social Insurance Law of the People's Republic of China, Article 33.

工厂目前有47名员工, 包含了2名退休返聘员工, 无新员工。工厂为11名员工提供了社保, 15名员工提供了意外保险, 换言之, 工厂没有为21名员工提供工伤保险。参考法规: 中华人民共和国社会保险法 第33条。

The factory provided HS related trainings for workers, including fire safety and occupational health training, etc. But the training records were not included the the signature of the instructor and the trainee. Reference law: Safety Law of the People's Republic of China (2021), article 28.

工厂为员工提供了健康安全相关培训, 包含了消防安全和职业健康培训等。但是培训记录没有包含授课者和培训人员的签名等内容。参考法规: 中华人民共和国安全生产 (2021) 第28条。

The factory provided workers with standard personal protective equipment such as dust masks, ear muffs, activated carbon masks and rubber gloves, etc. However, two gluing workers did not wear rubber gloves, and one product appearance cleaning worker did not wear activated carbon masks and rubber gloves. Reference law: Work Safety Law of the People's Republic of China (2021), article 45.

工厂为工人提供了符合标准的个人防护用品, 如防尘口罩, 耳罩, 活性炭口罩和橡胶手套等。但是, 两名粘胶工人没有佩戴橡胶手套, 一名产品外观清洁工人没有佩戴活性炭口罩和橡胶手套。参考法规: 中华人民共和国安全生产法(2021)第45条。

There was no MSDS for a treatment agent posted in the chemical storage area, and the posted MSDS for denatured alcohol was incomplete and does not contain 16 elements. Reference Law: Regulations on Safety Use of Chemicals in Workplaces, article 12.

在化学品储存区没有张贴一款处理剂的MSDS, 另外, 张贴的工业酒精的MSDS是不完整的, 未包含16项要素。参考法规: 工作场所安全使用化学品规定 第12条。

The auditee did not have an emergency care agreement with a nearby hospital for sudden injury or serious illness.

被审核方没有与附近的医院签定紧急救护协议以应对突发的伤害或严重疾病等。

PA 12: Protection of the Environment

The auditee did not carry out environmental factor identification to identify the possible impact of its production and operation activities on the environment.

被审核方未进行环境因素识别以识别其生产经营活动对环境可能产生的影响。

The discharge registration of stationary pollution sources of the auditee was not updated. The factory was relocated in April 2022 (the business license was changed in December 2021), but the registered address of the fixed pollution source was still the old site. Reference Law: Guidelines for Pollutant Discharge Registration of Stationary Pollution Sources (Trial), article 1.

工厂未对固定污染源排污登记进行更新。工厂在2022年4月进行了搬迁 (营业执照于2021年12月进行了经营场所变更), 然而固定污染源登记的地址仍然是旧的厂址。参考法规: 固定污染源排污登记工作指南(试行)第1条。

The factory discharged particulate matter and organic waste gas from processes such as cutting, laser cutting and gluing, but the factory did not monitor production waste gas. Reference law: Measures for the Administration of Environmental Surveillance, Article 21.

工厂开料及激光切割、点胶等工序排放颗粒物和有机废气, 但是工厂没有进行生产废气的监测。参考法规: 环境监测管理办法第21条。