

Monitored Party <b>Super Dry Desiccant (Shenzhen) Co., Ltd.</b>	amfori ID <b>156-012664-000</b>	Address <b>Building 3, Express Luck Industrial Park, No. 88, Baotong South Road, Xikeng, Yuanshan Sub-district, Longgang District, 518115 Shenzhen, Guangdong Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Follow-up Monitoring</b>	Monitoring Partner <b>TUV Rheinland</b>
Monitoring Start Date <b>14/06/2023</b>	Closing Meeting Finished Date <b>14/06/2023</b>	Submission Date <b>21/06/2023</b>
Expiration Date <b>04/07/2024</b>	Announcement Type <b>Semi Announced</b>	
Site <b>Super Dry Desiccant (Shenzhen) Co., Ltd.</b>	Site amfori ID <b>156-012664-002</b>	

This is an extract of the online Monitoring Result, generated on 25/06/2023, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.






amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).









All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent. © amfori, 2021

## 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	<b>D</b>	
PA 7: Occupational Health and Safety	<b>A</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded Labour	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Lead auditor: Alina Zhu; APSCA membership number: CSCA 21701851

Audit schedule details: The audit is planned for 1 auditor x 1 day.

Announcement Type: Semi-Announced

This was a semi-Announced follow-up audit based on the full audit on 23-24 June 2022, so this audit scope only covered PA1, PA2, PA5, PA6 and PA7. The rates for the questions and the related evidence in PA3, PA4, PA8, PA9, PA10, PA11, PA12 and PA13 were kept the same as the previous full audit. The finding was not found in PA5 at the full audit, the payroll record was used only for cross validation of attendance records. The finding was not found in PA12 at the full audit, the Environment permit was not uploaded at the attachment list.

Business partner information: The factory was found on 22 February 2005 and located at Building 3, Express Luck Industrial Park, No. 88, Baotong South Road, Xikeng, Yuanshan Sub-district, Longgang District, Shenzhen, China (深圳市龙岗区园山街道西坑宝桐南路88号彩迅工业园三栋). The product manufactured by the auditee was the design and manufacture of desiccant, the main processes were powder-mixing, filling, pre-packing, checking and packing.

Audited location information: As per onsite observation, management and workers interview, within the park, the auditee rent a 4-storey production building named Building 3 for office, warehouse and workshops and the 2-5/F of a 6-storey dormitory building named Dormitory Building 3 for accommodation. Total construction area used by the auditee was around 13350 square meters. 1F of a 6-storey dormitory building was canteen and kitchen which was owned by the industrial park. 6F of a 6-storey dormitory building was used as dormitory which was owned by others factories. No kitchen or canteen was provided by the auditee. No transportation was provided, either. There were many factories in the industrial park, through worker interview, management interview and on-site tour, it was noted that they never shared the labor force between auditee and others factories.

Operating shifts and hours: Fingerprinting and face scan attendance machine was used to register the attendance of workers, attendances records from 1 June 2022 to 14 June 2023 were reviewed, and 10 samples were elected randomly from the workers. Per the workers and the management, no off-clock work was reported. Management and staff and worked in one shift as 08:30-12:00, 13:30-17:30, Monday to Friday. Warehouse personnel worked in one single shift as 08:00-12:00, 14:00-18:00. Production workers worked in 2 shifts 08:00-12:00, 13:30-17:30 and 00:00-08:00, Monday to Friday. For daytime shift, the OT was usually arranged for 3 hours from 18:30-21:30. For night shift, if there was the OT arrangement, it was from 21:30-23:30. Shifts were changed on a monthly basis. Regular OT of at most 3 hours was conducted for at most 5 times per week and rest day of at most 11 hours was conducted for at most 5 times. Workers were guaranteed with 1 day off after 6 consecutive working days. No pregnant worker, young worker, disabled worker and migrant worker etc. were found in the factory.

Salary payment details: Workers were paid on monthly rate by bank transfer before 10th on time every month for cycle of 1th to 30th/31th of last month.

Worker number information: There were total 264 employees (included 250 workers and 14 Management staffs, 132 males and 132 females, 173 domestic workers, no foreign migrant, young worker, pregnant worker, seasonal worker, temporary worker, disabled worker, home-based worker and no interns, apprentices, contractor workers) in the factory.

Good practices: Nil

Worker organization details: The trade union was established, 2 worker representatives were elected on 1 March 2023.

Circumstances: There was no special circumstance during the audit. Opening and closing meeting were held with the factory representatives and worker representatives. All of the findings were discussed in the closing meeting; the factory management signed the onsite CAP and agreed to take corrective actions.

Summary of findings: Findings were noted in PA1, PA6 and PA7. For example: PA1 and PA6, workers' monthly OT was still exceed 36 hour, PA7, the risk assessment was not enough.

The Personal Information Protection Law of the People's Republic of China was effective as of 1 November 2021, the producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor(s) had been obtained the individual's consent during the audit.

Agency labour contract was not reviewed as no agency was used. No contractor license/permit was reviewed as no contractor was used during audit period. The auditee had not got any government waiver.

SITE DETAILS

Site

Super Dry Desiccant (Shenzhen)  
Co., Ltd.

Site amfori ID

156-012664-002

GICS Classification

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

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

## METRICS

### Key Metrics

Total workforce	264	Workers
Legal minimum wage in local currency	2,360	Monthly
Lowest wage paid for regular work at the site	2,600	Monthly
Calculated living wage in local currency	3,235	Monthly
Total sample	10	Workers

### Other Metrics

Male workers	132	Workers
Female workers	132	Workers
Permanent workers - Male	132	Workers
Permanent workers - Female	132	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	7	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	85	Workers
Workers with night shift - Female	80	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Domestic migrant workers - Male	84	Workers
Domestic migrant workers - Female	89	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	132	Workers
Workers hired directly - Female	132	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Unionised workers - Male	132	Workers
Unionised workers - Female	132	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	5	Workers
Sample - Female	5	Workers

## FINDINGS

### PA1: Social Management System

Site: Super Dry Desiccant (Shenzhen) Co., Ltd. | Site amfori ID: 156-012664-002

ENGLISH	LOCAL LANGUAGE
<b>Finding(s)</b>	
Through document review, on-site observation, workers and management interview, the factory had established social responsibility procedures, conducted internal audit to assess the operation of the factory's social responsibility management system. However, the factory still have no systematic planning in the implementation of some areas, especially in the management of the working hours. Factory management understood regulation regarding the working hours, but the factory did not strictly enforce these requirements. Reference code: Performance Area 1: Social Management System 1.1 (Rating partially)	通过文件评审，现场观察，员工和管理层访谈，工厂有制定了社会责程序，进行了内审来评估工厂社会责任管理体系的运行状况。但是在部分领域的执行过程中，工厂仍没有进行系统性的规划，尤其是在工作时间的管理方面。工厂管理了解法规关于工作时间的要求，但是工厂没有严格执行这些要求。参考准则：执行领域1：社会管理体系1.1 (部分符合)
Through document review, workers and management interview, the factory had developed production capacity plan policy. However, the factory made the overtime schedule only based on client orders' requirement and did not reasonably organize the relationships among human resource requirements, working hours, client orders' delivery time and etc. As a result, the worker's monthly overtime exceeded legal limited(except January 2023). Reference code: Performance Area 1: Social Management System 1.4 (Rating partially)	通过文件评审，工人和管理层访谈，工厂有制定产能规划的政策。但是工厂仅根据客户订单的需求来安排加班计划，没有合理处理人员需求、工作时间和客户订单之间的关系，导致员工月加班超过法规要求（除了2023年1月）。参考准则：执行领域1：社会管理体系1.4 (部分符合)

### PA 6: Decent Working Hours

Site: Super Dry Desiccant (Shenzhen) Co., Ltd. | Site amfori ID: 156-012664-002

ENGLISH	LOCAL LANGUAGE
<b>Finding(s)</b>	
Through document review, workers and management interview, the working time records from June 2022 to 14 June 2023 provided by the factory. For three sampled months of June 2022, March 2023 and May 2023, all of sampled 10 workers monthly overtime up to 96, 77, 51 hours, respectively. The factory management knew the law requirement and set the long terms to reduce the overtime hours. Interviewed workers did not	通过文件评审，员工和管理层访谈，根据工厂提供的2022年6月至2023年6月14日的考勤记录，抽样的2022年6月，2023年3月和2023年5月的三个月里，所有10名抽样员工的月加班时间分别为96，77，51小时。工厂管理人员了解法规要求并设定了减少加班时间的长期目标。被访员工不了解加班时间控制要求。生产总监没有定期检查员工加班时间，也没有采取控制措施保证员工加班时间符合法规要求。工厂考勤系统没有控制员工过度加班。备注：



### Finding(s)

know the overtime hours control requirement. The production director also didn't review workers' overtime hours regularly and no control measure was taken to ensure workers' overtime hours meet law requirement. The factory's time record system without controlling for worker's overtime working. Remark: The monthly overtime of June 2023 (till 14 June 2023), no overtime was arranged. Reference law: PRC Labor Law article 41. (Rating No)

2023年6月(至2023年6月14日)没有安排加班。参考法律法规:《中华人民共和国劳动法》第41条(完全不符合)

## PA 7: Occupational Health and Safety

Site: Super Dry Desiccant (Shenzhen) Co., Ltd. | Site amfori ID: 156-012664-002

### ENGLISH

### LOCAL LANGUAGE

### Finding(s)

Through document review and management interview, the risk assessment was conducted on 10 January 2023, but the transmittable diseases (COVID-19) and the risk of dormitory was not conducted. Reference code: Performance Area 7: Social Management System 7.3 (Rating partially)

通过文件评审和管理层访谈,在2023年1月10日进行了风险评估,但风险评估没有包括传染性疾病(新冠)和宿舍的风险。参考准则:执行领域7:社会管理体系7.3(部分符合)