

Monitored Party SHANDONG JYJ SAFETY PRODUCTS CO., LTD	amfori ID 156-043090-000	Address Yangguang District, Banquan Town, Junan County, 276000 Linyi, Shandong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TÜV SÜD
Monitoring Start Date 06/01/2025	Closing Meeting Finished Date 08/01/2025	Submission Date 14/01/2025
Expiration Date 14/01/2026	Announcement Type Semi Announced	
Site SHANDONG JYJ SAFETY PRODUCTS CO., LTD	Site amfori ID 156-043090-001	

This is an extract of the online Monitoring Result, generated on 15/01/2025, 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	D	
PA 2: Workers Involvement and Protection	B	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Mr. Lionel Wang; APSCA membership number: CSCA21700977

Name of team auditor (if applicable): Nil

Name of observers, translators, trainees, advisors/consultants (if applicable): Nil

Monitoring partner name: TÜV SÜD

Audit schedule details: The audit is planned for 1 auditor x 2.5 days on January 6-8, 2025.

Announcement Type: Semi Announced

Business partner information:

The audited factory named SHANDONG JYJ SAFETY PRODUCTS CO., LTD (Business license No.: 91371327MA3TRAF33Q) was located at Yangguang District, Banquan Town, Junan County, Linyi, Shandong, China. The factory was established on August 17, 2020.

The factory was specialized in the manufacture of protective gloves. The main production processes included knitting, mixing, gluing, washing, printing, inspection, and packing.

Audited location information:

The factory currently rented and used one 1-storey office building as office; 1F of one 2-storey production building as workshop for knitting process (2F was idle); six 1-storey production buildings respectively as workshops for mixing, gluing, and washing processes; two 1-storey production buildings respectively as workshops for printing, inspection, and packing processes; one 1-storey production building as workshop for washing process; one 1-storey production building as chemical warehouse and workshop for mixing process; two 1-storey warehouse buildings as raw material warehouse; two 1-storey warehouse buildings as finished goods warehouse; and one 1-storey warehouse building as accessory warehouse. The factory did not provide dormitory, canteen, and kitchen to employees.

All buildings used by the factory were rented from another company named Shandong Ruixiangtai Safety Products Co., Ltd and the lease contract was provided for review during the audit.

All other buildings in the same compound were used by the landlord and another factory named Shandong Hengxingtai Security Technology Co., Ltd. The areas not used by the audited factory were not covered during the audit. Based on site tour and workers interview, no exchanged worker was observed during the audit.

Operating shifts and hours:

The regular working hours of all employees were 8 hours per day and 40 hours per week. The regular working days of workers were 5 days from Monday to Friday per week and generally had 8 hours overtime on Saturdays. All workers fixed rest on Sundays. The knitting, washing, and gluing workers worked in two shifts (7:00-19:00, 19:00-7:00) including 2 hours break time and 2 hours overtime for each shift. All other employees worked in one shift (8:00-12:00, 13:00-17:00), and had 0-2 hours overtime generally. There was no obvious peak and low season in the factory.

Time recording system: The factory used face identification system to record working hours of all employees.

Salary payment details: All employees were paid by hourly rate and the wages were paid in cash by the 30th of each month for the preceding month.

Worker number information:

On the audit day, there were total 244 employees working in the factory, that included 211 production employees (77 males and 134 females) and 33 non-production employees (14 males and 19 females). There were 5 management (1 male and 4 females) in the factory. There were 10 domestic migrant workers (0 male and 10 females) from other provinces of China and no foreign migrant worker in the factory. The factory did not have young worker, pregnant worker, seasonal worker, temporary worker, disabled worker, or home-based worker. The factory also did not have other special group workers such as interns, apprentices, contractor workers etc.

Good practices: Nil

Worker organization details: The factory did not have trade union; however, two worker representatives were elected by workers.

Circumstances:

1. There was no agency or contractor used by the factory, and no government waivers and collective bargaining agreement were provided during the audit.
2. No inconsistencies between time records and production records were observed.
3. Remark: There is Personal Information Protection Law in China. Hence, the personal information of employees is removed from the uploaded documents.

Summary of findings: In this audit, non-compliances were observed in some performance areas, please refer to PA1, PA2, PA5, PA6, PA7, and PA12 for details.

Living wage calculation: #Living wage, the data on GLWC website was not used, but the calculation method still follows Anker's methodology. The data were mainly manually collected through local market investigation and worker interview by auditor.

SITE DETAILS

Site
SHANDONG JYJ SAFETY
PRODUCTS CO., LTD

Site amfori ID
156-043090-001

GICS Classification

Sector Consumer Discretionary	Industry Group Consumer Durables & Apparel	Industry Textiles, Apparel & Luxury Goods
Sub Industry Textiles		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	244	Workers
Legal minimum wage in local currency	1,820	Monthly
Lowest wage paid for regular work at the site	2,250	Monthly
Calculated living wage in local currency	2,273.65	Monthly
Total sample	16	Workers

Other Metrics

Male workers	91	Workers
Female workers	153	Workers
Non-binary workers	0	Workers
Permanent workers - Male	91	Workers
Permanent workers - Female	153	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	1	Workers
Management - Female	4	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	49	Workers
Workers with night shift - Female	55	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	10	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	91	Workers
Workers hired directly - Female	153	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	4	Workers
Sample - Female	12	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: SHANDONG JYJ SAFETY PRODUCTS CO., LTD | Site amfori ID: 156-043090-001

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on management interview, worker interview, document review, and site tour; it was noted that this checkpoint was partially compliant. It was because that the factory had established the social accountability management system and there was no systematic loss of control in the overall management of the factory; but it still needed to be improved as some non-compliance issues were detected in PA2, PA5, PA6, PA7, and PA12.	根据管理层访谈、工人访谈、文件审核和现场审核，本检查点为部分符合。因为工厂有建立社会责任管理体系，并且在整体管理上没有系统性失控；但是此次审核在PA2，PA5，PA6，PA7和PA12发现了问题点，仍需要改进。

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on management interview, worker interview, document review; it was noted that this checkpoint was not compliant. It was because that the factory did not provide records of production cost, and capability assessment and planning for review; also, the workforce capacity was not properly organized to meet the expectation of the delivery order, which resulted that the overtime hours of workers systemically exceeded local legal requirement (Please refer to 6.2 for detailed information). This violated the BSCI Code of Conduct.	根据管理层访谈、员工访谈和文件审核，本检查点为不符合。因为工厂没有提供生产成本、产能评估及规划的记录；也没有适当组织劳动力以达到交付订单的预期要求，导致工人的加班时间系统性地超过法律要求（具体参考6.2）。这违反了BSCI行为准则。



PA 2: Workers Involvement and Protection

Site: SHANDONG JYJ SAFETY PRODUCTS CO., LTD | Site amfori ID: 156-043090-001

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
---------	----------------

Finding

Based on management interview, worker interview, and document review; it was noted that this checkpoint was not compliant. It was because that the factory completely did not establish long term goals/vision on protecting workers according to the BSCI Code of Conduct, such as reducing overtime hours of workers, increasing social insurance coverage rate, improving the working environment, reducing the pollution and emissions, reducing unethical behavior. This violated the BSCI Code of Conduct.

根据管理层访谈、工人访谈及文件审核，本检查点为不符合。因为工厂完全没有根据BSCI行为准则建立长期目标来保护员工；如减少工人加班时间，增加社保缴纳比例，改善工作环境，减少污染和排放，减少不道德的行为。这违反了BSCI行为准则。

PA 5: Fair Remuneration

Site: SHANDONG JYJ SAFETY PRODUCTS CO., LTD | Site amfori ID: 156-043090-001

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH

LOCAL LANGUAGE

Finding

Based on management interview, worker interview, and document review; it was noted that this checkpoint was partially compliant. It was because that a small proportion of sampled employees' lowest wages obtained for regular work in a month did not achieve the requirement of local basic Living Wage in all sampled months. 1 out of 16 sampled workers were paid RMB 2250 for regular work in November 2024, July 2024, and April 2024. The local Living Wage was RMB 2273.65 per month. This violated the BSCI Code of Conduct.

根据管理层访谈、工人访谈和文件审核，本检查点为部分符合。因为所有抽样月份均有很小比例的抽样员工每月正常工作时间工作所获得的最低工资没有达到当地基本生活需求工资要求。2024年11月、2024年7月和2024年4月抽样的16名员工中1名员工正常工作时间工作所获得的最低工资为2250元。当地的基本生活需求工资为每个月2273.65元。这违反了BSCI行为准则。

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH

LOCAL LANGUAGE

Finding

Based on management interview, worker interview, and document review; it was noted that this checkpoint was not compliant. It was because that the factory did not buy sufficient social insurance per legal requirement in every month of past 12 months. The factory totally had 244 permanent employees including 20 retirees, and did not have

根据管理层访谈、工人访谈和文件审核，本检查点为不符合。因为工厂在过去12个月每个月均没有按照法规要求购买足够社保。工厂总计有244名正式员工，包含20名退休人员；没有临时工、派遣工和新进员工。2024年12月的社保缴费收据显示，只有42.4%的正式员工（95人）参加了养老、生育、工伤、医疗和失业保险。工厂有提供团体意外伤害险

Finding

temporary employee, dispatched employee, and newly joined employee. The social insurance payment receipts of December 2024 showed that only 42.4% of permanent employees (95 persons) had participated in retirement, maternity, injury, medical and unemployment insurances. The factory had provided the group commercial injury insurance for 100% of permanent employees (The validity period was from September 13, 2024 to September 12, 2025.). Based on management confirmation and workers interview, it was noted that the reason for some workers not participating social insurance is that those workers did not want to buy the social insurance in the factory. This violated Articles 72 and 73 of the Labor Law of the People's Republic of China.

给到100%的员工（有效期：2024年9月13日至2025年9月12日）。根据管理层确认及员工访谈，部分工人没有社保的原因是这些工人不愿意在工厂缴纳社保。这违反了《中华人民共和国劳动法》第72条和第73条。

PA 6: Decent Working Hours

Site: SHANDONG JYJ SAFETY PRODUCTS CO., LTD | Site amfori ID: 156-043090-001

Question: 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

Based on management interview, workers interview, and document review; it was noted that this checkpoint was not compliant. It was because that the overtime working hours of all sampled employees did not meet legal requirement in every sampled month. The factory provided the attendance records from December 1, 2023 to audit date for review, and attendance records of November 2024 (recent month), July 2024 (random month) and April 2024 (random month) from knitting, mixing, gluing, and packing workshops were sampled for review. The factory normally arranged 0-2 hours overtime on regular working days and 8-10 hours overtime on Saturdays, and all overtime work was arranged on voluntary principle; however, the monthly overtime hours of all randomly sampled 16 employees were 58-92 hours in November 2024, 66-86 hours in July 2024 and 59-82 hours in April 2024; and exceeded the upper legal limit of 36 hours per month. This violated the PRC Labor Law article 41.

根据管理层访谈、工人访谈和文件审核，本检查点为不符合。因为工厂所有抽样员工在每个抽样月份的加班都不符合法规要求。工厂提供了2023年12月1日至审核当日的考勤记录，并且审核员抽样查看了织造、配料、浸胶、包装车间2024年11月（最近月），2024年7月（随机月）和2024年4月（随机月）的考勤记录。工厂通常在工作日安排0-2小时的加班，周六安排8-10小时加班，所有的加班是基于自愿的原则进行安排的；但是 16名被抽样员工2024年11月的月加班工时为58-92小时；2024年7月的月加班工时为66-86小时；2024年4月的月加班工时为59-82小时；均超过了法规要求的每月36小时。这违反了《中华人民共和国劳动法》第41条。

PA 7: Occupational Health and Safety

Site: SHANDONG JYJ SAFETY PRODUCTS CO., LTD | Site amfori ID: 156-043090-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH

LOCAL LANGUAGE

Finding

Based on management interview, worker interview, document review, and site tour; it was noted that this checkpoint was partially compliant. It was because that the factory had set up the occupational health and safety regulations and procedures, and there was no systematic loss of control in the overall management of occupational health and safety in the factory; but the factory still needed improvement in occupational health and safety as non-compliance issues were detected on 7.3, 7.6, 7.7, 7.9, and 7.11.

根据管理层访谈、工人访谈、文件审核和现场审核，本检查点为部分符合。因为工厂虽然建立了职业健康安全方面的程序和相关制度并且在职业健康安全整体管理上没有系统性失控；但是此次审核在7.3, 7.6, 7.7, 7.9和7.11发现了问题点，工厂在职业健康安全方面仍需改善。

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH

LOCAL LANGUAGE

Finding

Based on management interview, worker interview, and document review, it was noted that this checkpoint was partially compliant. It was because that the factory had conducted regular monitoring on occupational hazardous factors such as noise, dust and chemical, and had provided in-job occupational health examination for workers who engaged in above occupational hazardous factors; but the factory did not provide pre-job and job-leaving occupational health examination for related workers. This violated PRC Law on Prevention and Control of Occupational Article 35.

根据管理层访谈、工人访谈和文件审核，本检查点为部分符合。因为工厂有定期监测职业健康危害因素（如噪音、粉尘和化学品），也有为接触上述职业病危害因素的工人提供了在岗期间的职业健康体检；但是没有为相关工人提供上岗前及离岗时的职业健康体检。这违反了《中华人民共和国职业病防治法》第35条。

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH

LOCAL LANGUAGE

Finding

Based on worker interview, site tour, and document review; it was noted that this checkpoint was partially compliant. It was because that the factory

根据工人访谈、现场审核和文件审核，本检查点为部分符合。因为工厂有为工人提供了劳保用品如耳塞、口罩、防护手套等，也为工人提供了劳保用品

Finding	
had provided the PPE such as earplugs, mask, protective gloves, etc. for workers; the factory also provided trainings on using of PPE for workers and most of workers had worn the proper PPEs; however, it was noted that one worker at mixing workshop did not wear the provided goggles, carbon activated mask and rubber gloves and two workers at knitting workshop did not wear the provided earplugs and anti-dust mask. This violated the Law of the PRC on Work Safety article 42.	使用的培训并且多数工人也佩戴了合适的劳保用品；但是工厂配料车间1名工人没有佩戴工厂提供的眼罩、活性炭口罩和橡胶手套，织造车间2工人没有佩戴提供的耳塞和防尘口罩。这违反了《中华人民共和国安全生产法》第42条。

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on management interview, worker interview, site tour, and document review; it was noted that this checkpoint was partially compliant. It was because that the factory had established chemical control procedure, stucked the safety label for chemicals, and posted the MSDS onsite; but it was noted that no secondary containment was available for chemical such as glue in mixing workshop. This violated Regulations on the Safety Management of Dangerous Chemicals article 20.	根据管理层访谈、工人访谈、现场审核和文件审核，本检查点为部分符合。因为工厂有建立化学品管控程序，为化学品张贴了安全标识，并现场张贴了MSDS；但是工厂配料车间的化学品如乳胶没有二次容器。这违反了《危险化学品安全管理条例》第20条。

Question: 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on management interview, worker interview, and site tour; it was noted that this checkpoint was partially compliant. It was because that the factory had posted PPE warning in some workshops and high voltage warning signs had been posted for most of electricity switch boxes; but it was found that no high voltage warning sign was posted for three electricity switch boxes in workshop and no PPE warning sign was posed onsite in knitting workshops. This violated Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008, Article 2-7 and Employing Unit	根据管理层访谈、工人访谈和现场审核，本检查点为部分符合。因为工厂部分车间有张贴劳保用品警告标识，大多数配电开关盒也有张贴高压标识；但是生产车间3个配电开关盒没有高压标识；并且织造车间没有张贴劳保用品警告标识。这违反了《安全标志及使用导则（GB 2894-2008）》警示标志2-7和《用人单位职业病危害告知与警示标识管理规范》第13条。

Finding	
Occupational Disease Hazard Notification and Warning Sign Supervision Regulations Article 13.	

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on management interview, onsite tour, and document review; it was noted that this checkpoint was partially compliant. It was because that the production buildings of the factory looked stable and safe, and the factory had provided the building structure acceptance certificate and fire inspection certificate for all buildings; but some goods in material warehouse and finished goods warehouse were being stored against wall, and the distance between goods and the wall was lower than the legal requirement of 0.5 meters. This violated the Rules for Storage Fire Prevention Safety Management, Article 18.	根据管理层访谈、现场审核及文件审核，本检查点为部分符合。因为工厂的生产建筑在外观上是稳固和安全的，并且工厂提供了所有建筑的竣工验收合格证和消防验收合格证书；但是原料和成品仓库内的部分货物靠墙放置，货物跟墙之间的距离低于法规规定的0.5米。这违反了《仓库防火安全管理规则》第18条。

PA 12: Protection of the Environment

Site: SHANDONG JYJ SAFETY PRODUCTS CO., LTD | Site amfori ID: 156-043090-001

Question: 12.5 Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on management interview, worker interview, and document review; it was noted that this checkpoint was partially compliant. It was because that the factory had established documented procedure on saving water and reducing wastewater discharge, but the factory did not take concrete measures to monitor the effect of reducing water resource use. This violated the BSCI Code of Conduct.	根据管理层访谈、工人访谈及文件审核，本检查点为部分符合。因为工厂有建立节约用水和减少废水排放的程序文件，但是没有采取具体措施对减少水资源的使用进行效果监测。这违反了BSCI行为准则。