

Monitoring result for Zhejiang ERA Solar Technology Co., Ltd. on site Zhejiang ERA Solar Technology Co., Ltd.

Monitoring

Monitored Party : Zhejiang ERA Solar Technology Co., Ltd.
amfori ID : 156-025061-000
Site : Zhejiang ERA Solar Technology Co., Ltd.
Site amfori ID : 156-025061-001
Address : Sihai Road, Economic Development Zone, Huangyan ,
: 318020, Taizhou
: Zhejiang Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Follow-up Monitoring
Submission Date : 25/08/2022
Expiration Date : 30/09/2023

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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	B
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

Announcement Type: Fully Announced

Monitoring: Follow-up Monitoring (monitoring ID: 21-0103912)

Monitoring Partner: TÜV NORD CERT GmbH (APSCA Firm Member: 11600051)

Leader Auditor: Loong Hu (APSCA Number: CSCA21701823)

Zhejiang ERA Solar Technology Co., Ltd. (浙江公元新能源科技股份有限公司) was established on January 15, 2006 (Uniform Code of Social Credit: 913310037844231903) and specialized in the manufacture of Solar Modules, Solar lamps. For solar modules, the main production activities included welding, pressing, assembly and packing. For solar lamps, the main production activities included injection, gluing, assembly and packing. No subcontractors were used till the audit day. The peak seasons in the past 12 months were not obvious. Till the audit day, free dormitory and catering services were provided. No transportation service was provided till the audit day.

The factory located at Sihai Road, Economic Development Zone, Huangyan, Taizhou, Zhejiang, China. (浙江省台州市黄岩经济开发区四海路) On the audit day, the audited factory only used one 3-storey building as office (about 1695.05 square meters), the 1F of one 2-storey production building (about 5640.47 square meters), three 2-storey buildings (about 6957.74 square meters), two 1-storey buildings (about 2216 square meters), the 2F and 3F of one 4-storey building (about 3257.69 square meters), one 4-storey building (about 7809.57 square meters) as warehouses and workshops, one 6-storey building (about 6577.98 square meters) as dormitory building and 1F of one 3-storey building (about 896.9 square meters) as canteen area. The total construction area occupied by the audited factory was about 35051.4 square meters. And the audited factory rented the other areas within the factory compound to Zhejiang ERA Electrical Appliances Co., Ltd. The two factories had separate business license and management. No workers or machines were shared. The factory provided rent contract for review. So this audit only covered the areas of the audited factory.

Based on documents review and management interview, it was noted that wages were paid by cash before the 25th day of the following month in hourly rate. The factory uses electronic attendance system to keep record of all employees' working hours. The working schedules of the audited factory were as following. For security guards, there were three shifts: 08:00-16:00; 16:00-00:00 and 00:00-08:00. For canteen workers, the working schedule was 06:30-12:30, 16:00-18:00. For injection area, there were two shifts: 07:00-15:00 and 15:00-23:00. For solar modules manufacturing workshop, there were two shifts: 08:00-12:00, 13:00-17:00 (OT: 18:00-20:00) and 20:00-00:00, 01:00-05:00 (OT: 06:00-08:00). For solar lamp production workshop 2, there was one shift: 08:00-12:00, 13:00-17:00 (OT: 18:00-20:00). For solar lamp production workshop 1 and office area, there was only one shift: 07:30-11:30, 13:30-17:30 (OT: 18:30-20:30). Overtime work was voluntary in the factory.

This was a follow up audit. During the current audit, payroll records from August 2021 to June 2022 and attendance records from August 2021 to audit date were provided for review. The auditor randomly selected 14 samples from June 2022 (recent paid month) and 14 samples from each of March 2022 (random month) and October 2021 (random month) for verification. The minimum wage paid by the audited factory was at least RMB17.24 per hour, which was higher than the local minimum wage RMB11.90 per hour or RMB2070 per month since August 2021. Till the audit day, three employees were newly hired in recent one month and 25 workers had reached the statutory age of retirement. There were total 592 employees in the factory, so the factory shall provide pension, unemployment, accident, medical and maternity insurance to 564 employees. Social insurance receipts from August 2021 to June 2022 were reviewed. According to social insurance receipt of June 2022, it was noted that only 360 employees were provided with pension, unemployment, medical and maternity insurance, 564 employees were provided with accident insurance.

Confidential interviews were conducted with 14 employees from different departments. The attendance records were cross-checked against production records and no inconsistencies regarding working hours were found. All interviewed employees had positive attitudes toward the factory management.

A closing meeting was held with the factory representatives and all of the findings were discussed. Ms. Zhili Xu (Admin&HR Manager) and Ms. Jinhua Bei (Worker Representative) signed the onsite CAP and agreed to take corrective actions.

The communication channel between the audited factory and workers had been established. Worker representatives were elected by all employees freely. No discrimination and no forced labor issues occurred in the factory. No child labor was used in the factory. No young worker was used in the factory. The labor contracts were signed between the workers and the audited factory, and one copy was kept by workers. The youngest worker in the factory was 18 years old. The worker was born in June 5, 2004 and recruited on June 10, 2022.

Remark: This was a follow up audit. The following PAs were not included in this audit such as PA 4, 8, 9, 10, 11, 12 and 13. So documents related to these PAs were not applicable during this audit. No contractor, agency labor was used by the audited factory. The factory had no government waivers, collective bargaining agreements. Currently, no collective bargaining existed in the factory.

Site Details

Site : Zhejiang ERA Solar Technology Co., Ltd.

Site amfori ID : 156-025061-001

GICS Classification

Sector : Consumer Discretionary

Industry : Household Durables

Industry Group : Consumer Durables & Apparel

Sub Industry : Consumer Electronics

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	592 Workers
Legal minimum wage in local currency	2070 Monthly
Lowest wage paid for regular work at the site	3034 Monthly
Calculated living wage in local currency	2275 Monthly
Total sample	14 Workers

Other Metrics

Male workers	218 Workers
Female workers	374 Workers
Permanent workers - Male	218 Workers
Permanent workers - Female	374 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	74 Workers
Management - Female	56 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	104 Workers
Workers with night shift - Female	104 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	129 Workers
Domestic migrant workers - Female	236 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	218 Workers
Workers hired directly - Female	374 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	6 Workers
Sample - Female	8 Workers

Findings

PA1: Social Management System

Not corrected: Based on amfori BSCI COC and local law requirements, the factory had established social accountability management system and written social policies were provided for review. The factory had entrusted a team to be responsible for the implementation of amfori BSCI COC and conducted regular internal audit. However, the factory did not systematically plan in the implementation of some performance area such as overtime hour management, social insurance management and etc. According to document review and management representation, the factory did not figure out overtime hour status and insufficient social insurance status and the factory did not work out relevant monitoring measures.

未改善：基于amfori BSCI行为准则和当地法规的要求，工厂建立了社会责任管理体系，书面的社会责任政策亦有提供查阅，工厂有专门团队负责amfori BSCI行为守则的实施，且有进行定期的内部评审，但是在部分执行领域工厂仍没有进行系统性规划，如加班时间的管理和社会保险的管理。根据文件查阅和管理层访谈，工厂在内审的过程中没有识别加班超时的现状和社保不足的现状，且工厂没有执行相应的管控措施。

Not corrected: It was noted that written production capacity plan policies were provided for review. However, the factory did not continually and effectively assess whether the workforce capacity could meet the expectation of production orders or not. So, workers needed to work overtime continually to meet the expectation of client orders' delivery.

未改善：评估发现书面的产能评估政策有提供查阅。但是，工厂没有持续有效地评估生产能力是否可以满足生产订单的要求。因此，工人需要持续加班来完成客户订单的货期。

PA 2: Workers Involvement and Protection

Not Corrected: It was noted that the audited factory had set up the target and index on social compliance, but no effective KPI according to amfori BSCI COC was established. In addition, no relevant records were provided as the policy, while the target setting processing did not enquiry opinions from the workers reps.

未改善：评估发现工厂设定了目标指标，但是没有建立基于amfori BSCI准则的有效的考核方式，没有根据程序提供相应的记录，工人代表也未参与到目标制定之中。

PA 3: The Rights of Freedom of Association and Collective Bargaining

Not Corrected: It was noted that most interviewed workers were not aware of who was the worker representative.

未改善：评估发现工厂大部分访谈的员工不清楚谁是员工代表。

PA 5: Fair Remuneration

Not corrected: Till the audit day, three employees were newly hired in recent one month and 25 workers had reached the statutory age of retirement. There were total 592 employees in the factory, so the factory shall provide pension, unemployment, accident, medical and maternity insurance to 564 employees. Social insurance receipts from August 2021 to June 2022 were reviewed. According to social insurance receipt of June 2022, it was noted that only 360 employees were provided with pension, unemployment, medical and maternity insurance, 564 employees were provided with accident insurance. Reference Law: PRC Labor Law Article 72 and 73. Remark: The following issues were confirmed through document review and interview: a. Some workers had purchased rural pension and medical insurance before entering into the factory, so they were reluctant to repeatedly purchase social insurance; b. The factory management had informed workers of the importance of attending insurance and the factory did not collect information of employees' participation in rural pension and medical insurance; c. The factory currently did not purchase commercial accident insurance to workers.

未改善：评估发现截至审核当天，工厂在最近1个月内有3名新入职的员工，25名员工达到了法定退休年龄。工厂总共有592名员工，所以工厂应当为564名员工购买养老、失业、工伤、医疗和生育保险。此次审核查阅了2021年8月到2022年6月的社保缴费记录。根据2022年6月的缴费信息显示，工厂仅360名员工购买了养老、失业、医疗和生育保险，564名员工购买了工伤保险。参考法规：《中华人民共和国劳动法》第72和73条。备注：经文件查阅和访谈确认以下事实：a. 部分工人在入职前有购买农村养老和医疗保险，因此不愿意重复购买社会保险；b. 工厂管理层有告知员工参加保险的重要性，但是没有搜集员工参加农村养老和医疗保险的信息；c. 工厂暂未给员工购买商业保险。

PA 6: Decent Working Hours

Not corrected: This was a follow up audit, auditor reviewed time records from August 2021 till the audit day and noted that employees worked in excess of the statutory overtime hour limits (monthly 36 hours) in all months and the maximum monthly overtime hours was 96. Auditor selected 14 employees' time records respectively in June 2022, March 2022 and October 2021 as samples and the detailed overtime hours were as follow: 13 out of 14 sampled employees worked in excess of 36 overtime hours per month (i.e. 68 to 82 hours) in July 2021; 13 out of 14 sampled employees worked in excess of 36 overtime hours per month (i.e. 64 to 86 hours) in June 2021; 14 out of 14 sampled employees worked in excess of 36 overtime hours per month (i.e. 48 to 96 hours) in April 2021. Reference Law: PRC Labor Law Article 41. Remark: Based on management representation, overtime schedule was made based on expectation of client orders' delivery. The factory did not figure out the status, risks and

PA 6: Decent Working Hours

relevant influence factors of excessive overtime hours, they did not establish control goals and schemes for excessive overtime hours. According to employees' interview, overtime work in the factory was voluntary and workers would like to work overtime to increase income.

未改善：此次审核为跟进审核，审核员查阅了自2021年8月至审核当天的工时记录，发现工厂所有月份的加班时间均超出了法律规定的上限36小时，最多月加班为96小时。审核员抽取了14名员工在2022年6月，2022年3月和2021年10月的工时记录作为样本，发现具体的超时情况如下：13/14名员工在2022年6月的加班时间为68到82小时，超过每月加班时间不能超过36小时的法律规定；13/14名员工在2022年3月的加班时间为64到86小时，超过每月加班时间不能超过36小时的法律规定；14/14名员工在2021年10月的加班时间为48到96小时，超过每月加班时间不能超过36小时的法律规定。参考法规：《中华人民共和国劳动法》第41条。备注：根据管理层访谈，工厂的加班计划根据客户的订单交期来制定。工厂没有识别加班超时的现状，风险和相关的影响因素，但是并没有制定相应的管控目标和方案。根据员工访谈，加班自愿，员工亦希望通过加班来增加收入。

PA 7: Occupational Health and Safety

Not Corrected: It was noted that the audited factory had established complete management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training and etc. But there were still finding issued due to management negligence.

未改善：评估发现工厂已经建立完整的健康安全管理体系，包括相关法规的识别与了解，健康安全检查和培训等，但是由于管理疏忽，导致仍有问题发生。

New Finding: It was noted that there were total 592 employees (including employees who had reached the statutory age of retirement) in the factory. However, the factory only purchased accident insurance to 564 employees. The rest 28 employees were not provided with accident insurance or commercial accident insurance. Reference Law: Articles 72 and 73 of the Labor Law of the People's Republic of China.

新审核发现：评估发现工厂共有592名员工（含已经达到法定退休年龄的人员），但是工厂仅给其中的564名员工购买了工伤保险，余下28名员工没有购买工伤保险或商业意外保险。参考法规：《中华人民共和国劳动法》第72、73条。

1. Not corrected: It was noted that the audited factory had carried out regular risk assessment for safe, healthy and hygienic working conditions and provided occupational health checks for most workers worked in hazardous posts, but not included 2 interviewed tin soldering workers. Reference Law: Article 35 of Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases. 2. New Finding: It was noted that the factory had provided H&S risk assessment records for review. However, the health and safety risk assessment record was insufficient. For example, the audited factory did not conduct risk assessment for COVID-19.

1. 未改善：评估发现工厂有针对安全、健康和卫生工作条件进行定期的风险评估，且给大部分有害岗位的工人提供了职业健康体检，但是未包含2名访谈的焊锡工人。参考法规：《中华人民共和国职业病防治法》第35条。2. 新审核发现：评估发现工厂提供了健康安全风险评估记录以供审核。但是该健康安全风险评估记录是不充分的，例如，工厂没有进行COVID-19的风险评估。

Not Corrected: It was noted that most workers in the tin soldering area did not wear dust-proofed facemasks. Two gluing workers wore ordinary facemasks instead of activated carbon facemasks. Reference Law: Article 42 of Law of the People's Republic of China on Production Safety.

未改善：评估发现工厂大部分焊锡工人未佩戴防尘口罩，滴胶区域的两个正在工作的员工佩戴的是普通口罩而不是活性炭口罩。参考法规：《中华人民共和国安全生产法》第42条。

1. Not Corrected: It was noted that chemicals stored in the chemical warehouse were not stored in anti-leakage facilities (e.g. secondary container). Reference Law: Article 20 of Regulation for Safety of Hazardous Chemical. 2. New Finding: It was noted that some chemical containers (e.g. alcohol, soldering flux and etc.) being used in workshops were posted with name labels instead of safety labels. Reference Law: Article 14 of the Regulation for Chemical Usage Safety in Workplace.

1. 未改善：评估发现工厂化学品仓库内存放的化学品没有设置防渗漏设施（如二次容器）。参考法规：《危险化学品安全管理条例》第20条。2. 新审核发现：评估发现工厂生产车间内使用的部分盛装化学品的容器（如酒精、助焊剂等）仅张贴了名字标签，没有张贴安全标签。参考法规：《工作场所安全使用化学品规定》第14条。

Not Corrected: It was noted that all electrical boxes onsite were installed with inner cover. However, about 10% electrical boxes were not locked.

未改善：评估发现工厂生产现场的电箱内安装了内盖，但是约10%的电箱仍没有上锁。

Not Corrected: It was noted that articles for employees to clean their hands were not provided in the factory toilet. In addition, no toilet papers were provided either.

未改善：评估发现工厂的洗手间内没有提供员工清洁手的物品和厕纸。