

Monitoring

Monitored Party	: Xiamen Evere Sports Goods Co.,Ltd	amfori ID	: 156-006771-000
Site	: Xiamen Evere Sports Goods Co.,Ltd	Site amfori ID	: 156-006771-002
Address	: No.101, Ji'an Road, Tong'an Industrial Concentration Zone, Tong'an District, Xiamen	Monitoring Activity	: amfori Social Audit - Manufacturing
	: Fujian Sheng	Monitoring Type	: Full Monitoring
	: China	Submission Date	: 02/12/2021
		Expiration Date	: 02/12/2022

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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	B
PA 5: Fair Remuneration	A
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

Xiamen Evere Sports Goods Co.,Ltd (厦门群鑫机械工业有限公司(913502006120348425)) was located at No.101, Ji'an Road, Tong'an Industrial Concentration Zone, Tong'an District, Xiamen, China.

There were one 5-storey production building, one 5-storey office building, one 3-storey production building and five one flat production buildings in the factory, the total area was about 100000 square meters.

The product in the factory was fitness equipment, and the main processes were punching, welding, coating, assembly and packing.

There were total 934 employees in the factory during audit, all employees were directly employed by the auditee. And 30 workers were sampled for interview, including 15 individual interviews and 3 group interview with 15 workers.

Mr. Wang Zhanya/Factory manager and workers' representative Wan Xiaoyan attended the opening meeting and closing meeting, and signed the CAP.

Auditors were allowed by the management to access the factory area and take photos. During the audit, the factory representatives and sampled workers were cooperative. The factory management demonstrated a willingness to gradually improve all issues found during the audit.

Announcement Type: Semi-announced

Monitoring Date: 22~23 Nov, 2021

Monitoring firm: SGS (Monitoring firm APSCA #: 11600006)

Auditors name: Leader Auditor-Amber Huang(APSCA member No. : CSCA21701758), Member Auditor-KD Xie(APSCA member No. : CSCA21701741)

Site Details

Site : Xiamen Evere Sports Goods Co.,Ltd Site amfori ID : 156-006771-002

GICS Classification

Sector : Consumer Discretionary Industry : Leisure Products
Industry Group : Consumer Durables & Apparel Sub Industry : Leisure Products

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	934 Workers
Legal minimum wage in local currency	1800 Monthly
Lowest wage paid for regular work at the site	1800 Monthly
Calculated living wage in local currency	2529 Monthly
Total sample	30 Workers

Other Metrics

Male workers	732 Workers
Female workers	202 Workers
Permanent workers - Male	732 Workers
Permanent workers - Female	202 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	6 Workers
Management - Female	0 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	223 Workers
Workers with night shift - Female	23 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	556 Workers
Domestic migrant workers - Female	161 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	732 Workers
Workers hired directly - Female	202 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	732 Workers
Unionised workers - Female	202 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	1 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	18 Workers
Sample - Female	12 Workers

Findings

PA1: Social Management System

1.1 Finding: The main auditee partially respects this principle because management system to implement the BSCI Code of Conduct was not set up effectively, such as the factory didn't understand the legal requirement and BSCI code on working hours clearly, so it was found workers' overtime hours exceeded legal requirement.

被审核方部分遵守原则是因工厂未建立一个有效的系统实施BSCI行为准则。例如没有很好的理解法规和BSCI关于工时的要求，导致员工系统性加班超时。

1.4 Finding: The main auditee partially respects this principle because the factory had realistically calculated the costs of production and delivery times. But the calculation of production capacity was not reasonable to cause workers' monthly overtime working hours exceeded legal requirement.

被审核方部分遵守该原则因是工厂了解如何计算生产产能和订单周期，但产能分析不合理，导致员工的月加班工时超过法规要求。

PA 2: Workers Involvement and Protection

2.2 Finding: The main auditee partially respects respect this principle because long term goals/vision was established to protect workers according to the Amfori BSCI Code of Conduct, but most of interviewees didn't know the long term goals.

被审核方部分遵守该原则，原因是工厂依据BSCI行为准则制定长期目标来保护员工，但是大部分访谈员工不了解长期目标。

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

3.1 Finding: The main auditee partially respects this principle because there were 4 workers' representative elected by workers. But based on workers interview, 30% interviewees did not know worker representative, though the factory posted the workers' representatives information on site.

被审核方部分遵循该准则。原因是工厂员工选举了4名员工代表，但是基于员工访谈发现，30%被访谈员工不清楚员工代表，工厂在现场张贴员工代表信息。

PA 4: No Discrimination

4.2 Finding: The main auditee partially respects this principle because the auditee does not conduct satisfaction surveys on the grievance mechanism.

被审核方部分遵循该准则。原因是被审核方没有进行申诉机制的满意度调查。

PA 6: Decent Working Hours

6.2 Finding: The main auditee does not respect this principle because the monthly overtime hours exceeded the legal requirement. During the audit, the factory provided the attendance records from 1 Nov.,2020 to the audit date for review. The workers' overtime hours were 0-2 hours per day, 44 to 90 hours per month. 30 out of 30 sampled workers' monthly overtime hours exceeded legal requirement in all months. The maximum monthly overtime was up to 90 hours(including overtime worked on normal day 40hours, on rest day 50hours), happened in May, 2021.

被审核方未遵守该原则是因员工月加班超过法规按要求。审核期间，工厂提供了员工从2020年11月1日至审核当天的考勤记录。根据记录显示，员工日加班为0-2小时，月加班为44-90小时，30名抽样员工中的30名所有月份的月加班超过法规要求，最大月加班90小时（其中工作日加班40小时，休息日加班50小时），发生在2021年5月。

PA 9: Special Protection for Young Workers

9.1 Finding: The main auditee partially respects this principle because health and safety risk assessment for young workers conducted at the factory, but which didn't contain study and transportation times for young worker should less than 10 hours per day. No young worker worked at the facility during the audit.

被审核方部分遵守该原则。原因是工厂进行的未成年工风险评估没有包含识别未成年工每天工作学习及交通时间不能超过10小时。审核中工厂没有使用未成年工。