

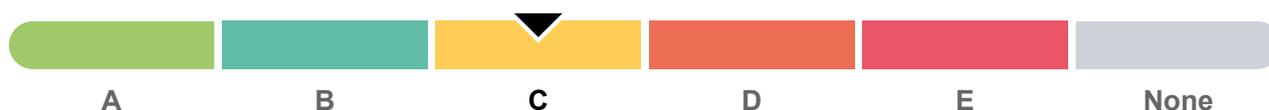
Monitored Party <b>Tianjin Ibiza Glass Bead Co.,Ltd.</b>	amfori ID <b>156-031732-000</b>	Address <b>No.16,Fuyuan Road,Jingbin Industrial Park,Wuqing District, TIANJIN, Tianjin Shi, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>TÜV SÜD</b>
Monitoring Start Date <b>21/10/2024</b>	Closing Meeting Finished Date <b>21/10/2024</b>	Submission Date <b>30/10/2024</b>
Expiration Date <b>30/10/2025</b>	Announcement Type <b>Fully Unannounced</b>	
Site <b>Tianjin Ibiza Glass Bead Co.,Ltd.</b>	Site amfori ID <b>156-031732-001</b>	

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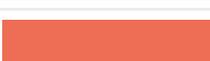
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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>B</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>A</b>	
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, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Name of lead auditor: Christmilla Zhang; APSCA membership number: CSCA 21701190

Name of team auditor (if applicable): N/A

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

Monitoring partner name: TÜV SÜD.

Audit schedule details: The audit is planned for 1 auditor x 1 day. Monitoring Date: 21 Oct 2024.

Announcement Type: Fully Unannounced.

### Business partner information:

Tianjin Ibiza Glass Bead Co., Ltd was established on 3 Aug 2007 based on business license. Business License number was 911202226630899239. It was located at No.16, Fuyuan Road, Jingbin Industrial Park, Wuqing District, Tianjin, China. The total occupied areas were about 3,000 square meters. The main product was space sand. Main production processes were filling, mixing, finishing, inspection and packing.

### Audited location information:

The audited factory occupied one 3-storey building as office, one flat building as filling/mixing/finishing/inspection/packing workshops and raw material warehouse, and one flat building as finished cargo warehouse. The factory did not provide dormitory and canteen to workers.

Another flat building was under decoration and was not in use. Therefore, this building was not included into audit scope. There's another factory named Tianjin Yishabi Projection Screen Co., Ltd sharing the same boss of the auditee at the same location without actual production activities. All factory buildings belonged to this factory name. All buildings' related documents and environment related documents were obtained under this factory name.

All management/workers belonged to the auditee and production business activities were operated under the auditee's name.

### Operating shifts and hours:

The regular working time was 8 hours per day, 40 hours per week. All workers ran one shift during 8:00-12:00, 13:00-17:00. No vulnerable worker was found onsite. During the audit, the attendance records from Sep 2023 to the audit date were provided for review. No obvious peak season was detected. Sampling check the attendance records of 5 workers from the months of Apr 2024, Jul 2024 and Aug 2024, it was noted that employees maximally worked 9 hours per day and totally 54 hours per week. The maximum monthly overtime hours were 67 hours. Employees had at least one day off per seven days.

Time recording system: The factory recorded workers' working time by electronic attendance record system.

### Salary payment details:

The payrolls from Sep 2023 to Aug 2024 were provided for review. Sampling check the payrolls of 5 workers from the months of Apr 2024, Jul 2024 and Aug 2024, the factory paid workers by hourly rate, they were paid at least RMB14.37 per hour, which was higher than the local minimum wage standard of RMB2,320 per month, RMB13.33 per hour. Overtime working on weekday was paid 150% of normal wage and overtime working on rest day was paid 200% of normal wage. No overtime working on statutory holiday. They were paid on no later than 25th of the following month by cash.

### Worker number information:

There were 43 employees working in the factory, including 28 non-production workers (including 5 management workers) and 15 production workers (including 12 male employees and 3 female employees).

All employees were permanent employees.

There were 30 domestic migrant workers (12 males and 18 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: None

Worker organization details: No union was in the factory. 1 worker was elected as worker representatives on 22 Dec 2023.

Circumstances:

1. There were no contractor and agencies used by the auditee, which made the contractor license/permit and agency labor contract not applicable.
2. There were no government waivers and no collective bargaining occurred in the factory, which made the government waivers and collective bargaining agreements not available.
3. There were no inconsistencies between time and production records identified which made the photographs of inconsistencies between time and production records not available.
4. There is Personal Information Protection Law in China. Hence, the personal information of employees is removed from the uploaded documents.

Summary of findings: There are findings under PA1, 2, 6, 7 identified during the audit, please refer to the PAs in report for details.

Living wage calculation:

#For Living Wage, we do not use the data on GLWC website, 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  
**Tianjin Ibiza Glass Bead Co.,Ltd.**

Site amfori ID  
**156-031732-001**

### GICS Classification

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Sector	Industry Group	Industry
<b>Consumer Discretionary</b>	<b>Consumer Durables &amp; Apparel</b>	<b>Leisure Products</b>

Sub Industry  
**Leisure Products**

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

## METRICS

### Key Metrics

Total workforce	43	Workers
Legal minimum wage in local currency	2,320	Monthly
Lowest wage paid for regular work at the site	2,500	Monthly
Calculated living wage in local currency	2,495.16	Monthly
Total sample	5	Workers

### Other Metrics

Male workers	15	Workers
Female workers	28	Workers
Non-binary workers	0	Workers
Permanent workers - Male	15	Workers
Permanent workers - Female	28	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	3	Workers
Management - Female	2	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	0	Workers
Workers with night shift - Female	0	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	12	Workers
Domestic migrant workers - Female	18	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	15	Workers
Workers hired directly - Female	28	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	1	Workers
Sample - Non-binary	0	Workers

# FINDINGS



## PA1: Social Management System

Site: Tianjin Ibiza Glass Bead Co.,Ltd. | Site amfori ID: 156-031732-001

**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
<b>Finding</b>	
The audited facility had set up a management system of social responsibility, and conformed to BSCI requirements and relevant local law requirements in most performance areas, however, some performance areas still should be improved, such as: working hours, OHS, etc.	被审核的工厂建立了社会责任体系，在大部分执行领域符合了BSCI要求和相关的法规要求，但一些领域仍需要提高，如：工作时间、职业健康安全，等。

**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
<b>Finding</b>	
Based on document review and confirmation with management and workers. This question was partial compliance because that only partial implementation was effective: The main auditee has established the workforce planning and cost accounting procedure. But the auditee had not reasonable evaluated whether its workforce capacity could meet the expectations of delivery orders or contracts. In addition, excessive monthly overtime working hours were found during the current audit. Factory management didn't have comment for this issue. It violated BSCI COC.	根据文件审核，并与管理层和工人确认。这个问题部分符合是因为只有部分实施是有效的：被审核方建立了生产成本核算及产能规划的程序。但没有合理的评估其生产能力是否可以满足其生产订单要求，并且此次审核有月加班超时的情况。工厂管理层对这个问题没有评论。这违反了BSCI行为准则。



## PA 2: Workers Involvement and Protection

Site: Tianjin Ibiza Glass Bead Co.,Ltd. | Site amfori ID: 156-031732-001

**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
<b>Finding</b>	
Based on document review and confirmation with	根据文件审核，并与管理层和工人确认。这个问题

Finding	
management and workers. This question was partial compliance because that only partial implementation was effective: The factory had established long term goals to protect workers, but the factory did not monitor the achievement status of goals regularly. Factory management didn't have comment for this issue. It violated BSCI COC.	部分符合是因为只有部分实施是有效的：工厂已经建立了保护员工的长期目标，但是工厂没有定期监控目标的达成情况。工厂管理层对这个问题没有评论。这违反了BSCI行为准则。

**Question:** 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review and confirmation with management and workers. This question was partial compliance because that only partial implementation was effective: BSCI Code of Conduct in local language was posted in the workshops and training about BSCI Code of Conduct was provided to all employees, However, the interviewed workers' representative was not clear about BSCI principles. Factory management didn't have comment for this issue. It violated BSCI COC.	根据文件审核，并与管理层和工人确认。这个问题部分符合是因为只有部分实施是有效的：当地语言的BSCI行为准则张贴在车间且工厂给全体员工提供了关于BSCI行为准则的培训，但是受访的员工代表并不清楚BSCI原则。工厂管理层对这个问题没有评论。这违反了BSCI行为准则。

**PA 6: Decent Working Hours**

Site: Tianjin Ibiza Glass Bead Co.,Ltd. | Site amfori ID: 156-031732-001

**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	
The time records of 3 months were sampled to review. The factory normally arranged overtime work on some working days for 1 hour and 8 hours on most Saturdays. Per document review, management interview and worker interview, all the overtime work is arranged on voluntary basis. However, it was noted that workers' monthly overtime hours did not meet legal requirement. (Labor Law of the People's Republic of China (1995), Article 41.) The factory provided workers'	抽样查看3个月的考勤记录。工厂一般在某些工作日安排加班1小时，在大部分星期六加班8小时。根据文件审核、管理层访谈和员工访谈，所有加班都是自愿安排的。然而，审核员发现工人每月加班时间不符合法律要求。（《中华人民共和国劳动法》第四十一条）工厂提供了2023年9月1日至审核当日的工人考勤记录和2023年9月至2024年8月的工资记录进行审查，并对2024年4月、2024年7月和2024年8月的5名来自各个生产车间的工人的考勤记录和工资记录进行了抽样审查，发现5名抽样工人在抽样月份

Finding	
attendance records from 1 Sep 2023 to the audit date and payroll records from Sep 2023 to Aug 2024 for review, from which attendance records and payroll records of 5 workers from production department of Apr, Jul and Aug 2024 were sampled for review, based on which it was noted that 5 sampled workers' monthly overtime hours exceeded 36 hours in sampled months and were up to 57 hours, 59 hours and 67 hours respectively. This question was rated as no because excessive monthly overtime hours were observed 5 out of 5 sampled workers in 3 out of 3 sampled months. The facility management declared that it was due to production requirement and it was very difficult to control monthly overtime within 36 hours.	的每月加班时间都超过36小时，分别达到57小时、59小时、67小时。这个问题被评为完全不符合，因为在抽样3个月中的3个月，5个被抽样的工人中有5个发现月加班超时。工厂管理层表示，这是由于生产需要，很难将每月加班都控制在36小时以内。

## PA 7: Occupational Health and Safety

Site: Tianjin Ibiza Glass Bead Co.,Ltd. | Site amfori ID: 156-031732-001

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

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee was in line with most of the regulations on occupational health and safety relevant for its activities such as the regulations on escape routes and emergency exit, first aid etc. But the auditee was not fully in line with the occupational health and safety regulations applicable for its activities such as material stored in warehouse, etc.	受审核方大部分符合了职业健康安全与其活动相关的规定如关于逃生路线和紧急出口、急救等方面的规定。但是，受审核方没有完全遵守适用于其活动的职业健康安全规定，如仓库材料堆放等。

**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 onsite observation, document review and confirmation with management and workers. This question was partial compliance because that only partial implementation was effective: The factory regularly inspects electrics in workshops and warehouses, but some power switches were not posted with warning signs. Factory management	根据走厂巡视，文件审核，并与管理层和工人确认。这个问题部分符合是因为只有部分实施是有效的：工厂定期检查车间和仓库的电器线路，然而多处电源开关未张贴警示标识。工厂管理人员没有做出评论。《《安全标志及使用导则(GB 2894-2008)》警示标志2-7》

Finding	
made no comment. (Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008, Article 2-7)	

**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 onsite observation, document review and confirmation with management and workers. This question was partial compliance because that only partial implementation was effective: The factory provided building completion report and fire check acceptance for review. But per onsite observation, raw material in the raw material warehouse was stacked against walls. Factory management made no comment. (Article 18 of Rules for Storage Fire Prevention Safety Management)	根据走厂巡视，文件审核，并与管理层和工人确认。这个问题部分符合是因为只有部分实施是有效的：工厂提供了建筑工程竣工验收和消防验收供审阅。但根据现场观察，原料仓库库存物品靠墙堆放。工厂管理人员没有做出评论。（《仓库防火安全管理规则》第18条）

**Question:** 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on onsite observation, document review and confirmation with management and workers. This question was partial compliance because that only partial implementation was effective: The factory regularly inspects electrics in workshops and warehouses, but one place of power switches was missing protective covers in workshops. Factory management made no comment. (General Guide for Safety of Electric User (GB/T13869-2017), Article 5.1.2; General Guide for Safety of Electric User (GB/T13869-2017), Article 5.1.1)	根据走厂巡视，文件审核，并与管理层和工人确认。这个问题部分符合是因为只有部分实施是有效的：工厂定期检查车间和仓库的电器线路，但是车间一处电源开关缺失防护罩。工厂管理人员没有做出评论。（《用电安全导则GB/T13869-2017》第5.1.2条《用电安全导则GB/T13869-2017》第5.1.1条）