

Monitoring

Monitored Party	: Tianjin Iris Union flowers Co., Ltd	amfori ID	: 156-024169-000
Site	: TIANJIN IRIS UNION FLOWERS CO.,LTD.	Site amfori ID	: 156-024169-001
Address	: 8-1-1, LANJIAZHUANG, DAJIANCHANG COUNTY, WUQING DISTRICT	Monitoring Activity	: amfori Social Audit - Manufacturing
	: 301706, TIANJIN	Monitoring Type	: Full Monitoring
	: Tianjin Shi	Submission Date	: 23/09/2021
	: China	Expiration Date	: 23/09/2022

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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	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 Labour	A
PA 12: Protection of the Environment	B
PA 13: Ethical Business Behaviour	A

General description

“TIANJIN IRIS UNION FLOWERS CO., LTD.” was located at “ 8-1-1, LANJIAZHUANG, DAJIANCHANG COUNTY, WUQING DISTRICT, TIANJIN CITY, CHINA (中国天津市武清区大碱厂镇兰家庄村一区一排8号) “. In view of the factory, the factory consisted of most 1F and part 2F of one flat building (part 2-storey and part 3-storey) (the rest building was used by another company A) as office, workshop and warehouse. No canteen, kitchen, or dormitory was provided to employees. The main product manufactured by the factory was artificial flowers. The main production processes were listed as follows: shaping, assembly, inspection, and packing. All processes in the factory were in normal operation on the day of audit. Through management interview and employee interview, the peak season was not obvious in the factory. All employees were directly hired by the factory. Subsequently Ms. Chunliu Yang/Factory director granted the auditor full access to the factory, including document review, employee interview and factory walkthrough. All buildings were visited in this audit, and all findings were acceptable by the factory management at the end of the audit.

Remark:

1. There were no agencies used by the factory, which made the agency labor contract not applicable; there were no contractors used by the factory, which made the contract permit not applicable; there was no waiver obtained by the factory, which made the government waiver not applicable; there was no collective bargaining agreements in the factory, which made the collective bargaining agreements not applicable. The factory did not need to fill the environment impact assessment (EIA) document as legal requirement, the EIA document was not applicable.
2. Through onsite tour and management interview, it was noted that there was another company A in the same building. The factory management explained that they rented the building to company A. The product of company A was artificial plant. They produced the different products. Both factories had their own business licenses, employees, and areas. No employees were transferred between them. The factory also provided the rented agreement and business license for review. Only “ TIANJIN IRIS UNION FLOWERS CO., LTD.” was in the audit scope.
3. No security guard was in the factory, and the security was managed by the office staff.
4. In the application from, the products of factory were artificial plant and artificial flower, and the main production processes were material cutting, pressing, coloring, shaping, and packing. During onsite tour and management interview, the main product manufactured by the factory only was artificial flowers. The main production processes were shaping, assembly, inspection, and packing. The factory management explained that the information in application from was filled by the trade company, and was inaccurate. The information obtained onsite was accurate.
5. Through manager and worker interview, the factory moved address from “ (concentrated office area) 1-1101-152, Finance and Business Building, North of Fuyuan Road, Wuqing Development Zone, Tianjin City (天津市武清开发区福源道北侧金融商务楼1-1101-152(集中办公区)) to audit address in May 2018, but updated the business license in December 2019. At present, the audit address was the business license address.
6. The factory English address on the previous report was “ #1-1-8 LANJIAZHUANG, DAJIANCHANG COUNTY,WUQING DISTRICT,TIANJIN CITY, CHINA“, but the factory English address on its registration form for foreign trade “ 8-1-1, LANJIAZHUANG, DAJIANCHANG COUNTY, WUQING DISTRICT, TIANJIN CITY“. The factory management explained that both address were the English translation for the Chinese address, and were only in the different translation way. The factory management confirmed that the factory used English address “ 8-1-1, LANJIAZHUANG, DAJIANCHANG COUNTY, WUQING DISTRICT, TIANJIN CITY, CHINA“ in the report, which was the same information as its registration form for foreign trade.
7. Auditor: Jackey Ji, CSCA, registration number 21701861
Auditing company: TUV Rheinland, APSCA Number: 11600007

Site Details

Site : TIANJIN IRIS UNION FLOWERS
CO.,LTD.

Site amfori ID : 156-024169-001

GICS Classification

Sector : Consumer Discretionary
Industry Group : Consumer Durables & Apparel

Industry : Household Durables
Sub Industry : Home Furnishings

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	19 Workers
Legal minimum wage in local currency	2180 Monthly
Lowest wage paid for regular work at the site	2428 Monthly
Calculated living wage in local currency	2639 Monthly
Total sample	6 Workers

Other Metrics

Male workers	7 Workers
Female workers	12 Workers
Permanent workers - Male	7 Workers
Permanent workers - Female	12 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	0 Workers
Management - Female	2 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	0 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	1 Workers
Domestic migrant workers - Female	2 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	7 Workers
Workers hired directly - Female	12 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	2 Workers
Sample - Female	4 Workers

Findings

PA1: Social Management System

The auditee had established the documented managements procedure regarding amfori BSCI management, but did not implement them effectively, and non-conformances were found in some performance areas, such as no social insurance was provided to the employees, excess of overtime, no fire certificate or registered record was obtained for the used buildings, and etc. were in place. The management explained that although the auditee set up the amfori BSCI management procedures, there were the gaps between its actual social performance and amfori BSCI requirements.

被审核方已经建立了文件化的amfori BSCI管理程序，但是没有有效实施他们，比如有些绩效区域仍然有不符合发现，例如，没有提供社保给员工、超时加班、使用建筑没有获得消防验收/备案等问题还存在。管理人员解释说被审核方虽然建立了amfori BSCI管理程序，但是其社会责任表现与amfori BSCI的要求之间还存在差距。

The auditee did not effectively implemente the established management procedure on productivity evaluation, which led to the monthly overtime of employees exceeded 36 hours, which was not in line with legal requirement.

被审核方没有有效实施建立的产能评估程序，导致员工的月加班时间超过36小时，不符合法律要求。

PA 2: Workers Involvement and Protection

The auditee had established the grievance mechanism, and the workers could complain through the channels such as suggestion box and supervisor, but did not survey the grievance mechanism regularly.

被审核方建立了申诉机制，员工可以通过意见箱等渠道进行投诉，但没有定期评价投诉机制。

PA 5: Fair Remuneration

There were 19 employees (included 9 retired employees hired again, who did not need to participate in any social insurance according to the law, no new employee hired in September 2021) in the factory. However, excluded 9 retired employee hired again, 10 employees did not participate in basic endowment insurance, unemployment insurance, employment injury insurance, basic medical insurance and maternity insurance. Through management interview and worker interview, the interviewees stated that the employees in the factory were from the villages, had participated in the new rural cooperative medical insurance and rural endowment insurance in their village, and did not want to participate in any social insurances. But the factory did not provide any documents about employees participated in the new rural cooperative medical insurance and rural endowment insurance in their village for review. (Reference law and regulations: Social Insurance Law of the People's Republic of China, Article 10, Article 23, Article 33, Article 44, and Article 53) Remark: The factory provided the commercial employer liability insurance covered accident insurance to 18 employees from 17 December 2020 to 16 December 2021.

工厂有19名员工(包含依据法律要求不需要参加任何社会保险的9名退休返聘员工，2021年9月没有新入职员工)。可是，除了9名退休返聘员工，10名员工没有参加养老保险、失业保险、工伤保险、医疗保险和生育保险。通过管理人员访谈和员工访谈，被访谈者称工厂员工都来自农村，在自己村里已经参加新型农村合作医疗保险和农村养老保险，不愿意参加社会保险。但工厂不能提供员工已经在村里参加新型农村合作医疗保险和农村养老保险的任何资料供审核。(参考法律法规:《中华人民共和国社会保险法》第10、23、33、44和53条)备注:工厂在2020年12月17日到2021年12月16日提供商业雇主责任险含意外伤害险给18名员工。

PA 6: Decent Working Hours

Through reviewing the attendance records from 1 September 2020 to 17 September 2021, the monthly overtime hours of 6 out of 6 randomly selected employees exceeded 36 hours, but the auditee did not effectively implement the working hour management procedure to control the overtime working hours for employees. The management explained that in order to finish the production order from clients on time, the auditee had to arrange the overtime work to employees. The interviewed employees stated that the the overtime was voluntary. (1) In August 2021, the monthly overtime hours of all 6 randomly selected employees ranged from 74 hours to 76 hours; (2) In July 2021, the monthly overtime hours of all 6 randomly selected employees ranged from 82 hours to 84 hours; (3) In April 2021, the monthly overtime hours of all 6 randomly selected employees were 84 hours; (4) In December 2020, the monthly overtime hours of all 6 randomly selected employees were 78 hours. Remark: In September 2021 (from 1 September 2021 to 17 September 2021), the monthly overtime hours of all 6 randomly selected employees were 40 hours. (Reference law: PRC Labour Law article 41)

通过查阅2020年9月1日至2021年9月17日的考勤显示，随机抽取6名员工中6名员工月加班时间超过36小时。然而，被审核方没有有效实施工作时间管理程序去控制员工加班时间。管理人员解释说为了能按时完成客户订单，被审核方不得不安排员工加班工作。被访谈员工称加班是自愿的。(1)2021年8月随机抽查的全部6名员工月加班为74小时到76小时；(2)2021年7月随机抽查的全部6名员工月加班为82小时到84小时；(3)2021年4月随机抽查的全部6名员工月加班为84小时；(4)2020年12月随机抽查的全部6名员工月加班为78小时。备注:2021年9月(从2021年9月1日到2021年9月17日)随机抽查的全部6名员工月加班为40小时。(参考法律法规:《中华人民共和国劳动法》第41条)

PA 7: Occupational Health and Safety

The factory established the health and safety management procedures such as fire safety management procedure, and etc., but did not implement them effectively, which led to some findings were in health and safety performance area, such as no fire certificate or registered record was obtain for the used building, and etc.

被审核方建立了消防安全管理程序等健康管理程序等，但是没有有效执行他们，造成在健康安全绩效区域存在问题点如没有获得使用建筑消防验收/备案等。

The auditee had 19 employees, but did not provide the employment injury insurance or commercial accident injury to for one employee. The factory provided the commercial employer liability insurance covered accident insurance to the other 18 employees from 17 December 2020 to 16 December 2021.(Reference law and regulations: Social Insurance Law of the People's Republic of China, Article 33)

被审核方有19名员工，但没有提供工伤保险或商业意外伤害险给1名员工。工厂在2020年12月17日到2021年12月16日提供商业雇主责任险含意外伤害险给其他18名员工。(参考法律法规：《中华人民共和国社会保险法》第33条)

The auditee used part 2F and most 1F of one flat building (part 2-storey and part 3-storey) as office, workshop and warehouse (the building areas of the relevant building were about 4000 square meters, built in 2013, and rebuilt in 2020), but did not obtain the fire certificate or registered record, certificate or report of construction acceptance checks for completion of the relevant building. In addition, the auditee did not obtain the fire inspection report or construction safety inspection report for the relevant building from qualified third party. Through onsite tour, the structure of relevant building was in good. The auditee installed sufficient firefighting equipment such as fire extinguishers and fire hydrant. (Reference law and regulation: Fire Prevention Law of the People's Republic of China Article 13 and PRC Construction Law Article 61)

被审核方使用1栋1层（局部2层和局部3层）建筑的部分2层和大部分1层用作办公室、车间和仓库（相关建筑的建筑面积约4000平米，建于2013年，2020年改建），但没有提供相关建筑的消防验收/备案和建筑竣工验收报告。此外，被审核方也没有获得第三方出具的相关建筑的消防检测报告和建筑安全检测报告。通过现场走访，相关建筑结构完好。被审核方安装了充足消防设施如灭火器和消防栓。（参考法律法规：中华人民共和国消防法第13条和《中华人民共和国建筑法》第六十一条）

The auditee did not install the privacy door and hand washing facility, did not provide the soap in the toilets. In addition, the sanitary condition in the toilets was poor. (Reference law and regulation: Hygienic standards for the design of industrial enterprises, Article 7.3.4)

被审核方没有在卫生间安装隐私门和洗手设施，没有提供肥皂，此外，厕所卫生条件比较差。（参考法律法规：《工业企业设计卫生标准》第7.3.4条）

PA 12: Protection of the Environment

The auditee did not obtain the pollutant discharge registration.(Reference law and regulation: Pollution Discharge Permit Management Regulations, Article 24)

被审核方没有获得固定污染源登记。（参考法律法规：《排污许可管理条例》第24条）

There were the hazardous wastes such as waste active carbon in the auditee. However, the auditee did not establish hazardous wastes inventory, only provided the hazardous waste disposal contract, but did not provide the hazardous waste transferred record to show that the hazardous wastes were transferred to the qualified unit for disposal. (Reference law and regulation: PRC Law of Prevention and Treatment of Environmental Pollution by Solid Wastes, Article 78 and Article 80)

被审核方产生危险废弃物如废活性炭。可是，被审核方没有建立危废台账，仅提供危险废弃物处置合同，而没有提供危废转移联单来说明已经将产生的危险废弃物交付有资质单位处理。（参考法律法规：《中华人民共和国固体废物污染环境防治法》第78条和第80条）