

# Monitoring result for Shenzhen Urion Technology Co., Ltd. on site Shenzhen Urion Technology Co.,Ltd.

## Monitoring

Monitored Party	: Shenzhen Urion Technology Co., Ltd.	amfori ID	: 156-015448-000
Site	: Shenzhen Urion Technology Co.,Ltd.	Site amfori ID	: 156-015448-002
Address	: Floor 4th-6th of Building D, Jiale Science&Technology Industrial Zone, No.3, ChuangWei Road, Heshuikou Community, MaTian Street, GuangMing New District	Monitoring Activity	: amfori Social Audit - Manufacturing
	: 518106, Shenzhen	Monitoring Type	: Follow-up Monitoring
	: Guangdong Sheng	Submission Date	: 25/08/2021
	: China	Expiration Date	: 02/09/2022

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## Overall rating



## Section rating

PA1: Social Management System	D
PA 2: Workers Involvement and Protection	C
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	C
PA 5: Fair Remuneration	C
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

## General description

Shenzhen Urion Technology Co., Ltd. (business license #91440300571971732H) was located at Floor 4th-6th of Building D, Jiale Science & Technology Industrial Zone, No. 3, Chuangwei Road, Heshuikou Community, Matian Street, Guangming New District, Shenzhen City, Guangdong Province, China. This was a private company. The total land area occupied by the facility was about 7200 m<sup>2</sup>. They had started their operation in March 2011 and moved to present address since June 2018.

A total of 249 employees including 99 male and 150 female employees were currently working in the facility. The auditee used the 4th-6th floors of one 6-storey building as office, production and warehouse. No dormitory, kitchen or canteen was available for employees.

The main products were blood pressure monitors.

The main production processes were listed as follows:

Assembly, inspection and packing.

The production capacity was 100,000 sets per month.

The main machines per type were soldering machines and production lines.

Remark:

1. It was noted that other facilities were in the same production building, which occupied the other parts of the production building. As per facility tour, auditor noted that other facilities had their own access control system. As per the document review, it was noted that each facility had their own business license and different corporate representative. The audited facility's management stated that they are independent factories and did not share any attendance & wage system or HR system. As per facility tour, document review, management and employees' interview, it was confirmed by auditor that all factories are individual factories and did not share any attendance & wage system or HR system. Thus, the other facilities were not included in this audit.

2. #Covid19 The facility conformed to all current local regulations with respect to COVID-19. Upon the entrance to the facility, masks were required, the temperature of employees and visitors were taken. Besides, the visitors must show the health QR codes to the security guard at the gate to the facility.

3. Remark for uploading document:

1) No contractor license / permit was uploaded as no contractor was used in the facility.

2) No agency labor contract was uploaded as no agency labor was used in the facility.

3) No government waiver was uploaded as the facility did not obtain government waiver.

4) No collective bargaining agreement was uploaded as no such agreement was available in the facility.

4. Auditing date: August 18-19, 2021

Auditing Company: Intertek

APSCA auditor registration No.: CSCA 21700348

Lead auditor: Sunny Wong

## Site Details

Site : Shenzhen Urion Technology Co.,Ltd. Site amfori ID : 156-015448-002

### GICS Classification

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Sector	: Health Care	Industry	: Health Care Equipment & Supplies
Industry Group	: Health Care Equipment & Services	Sub Industry	: Health Care Equipment

### GS1 Classifications

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N.A.

### Product Process Classifications

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N.A.

## Metrics

### Key Metrics

Total workforce	242 Workers
Legal minimum wage in local currency	2200 Monthly
Lowest wage paid for regular work at the site	2300 Monthly
Calculated living wage in local currency	2411 Monthly
Total sample	12 Workers

### Other Metrics

Male workers	97 Workers
Female workers	145 Workers
Permanent workers - Male	99 Workers
Permanent workers - Female	150 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	14 Workers
Management - Female	16 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	90 Workers
Domestic migrant workers - Female	19 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	99 Workers
Workers hired directly - Female	150 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	5 Workers
Sample - Female	7 Workers

## Findings

### PA1: Social Management System

1.1 A new finding was found in this audit. Generally the facility had established and implemented BSCI system efficiently. However, some aspects still need improvement, such as control of overtime and provide sufficient social insurance to all workers, etc. The question was scored partial because there was no finding in some PAs. Law/COC: In accordance with BSCI 1.1 requirement, the facility should set up an effective management system to implement the BSCI Code of Conduct.

1.1 新问题。工厂在整体上已经有效建立和实施了BSCI体系，但是仍在部分方面需要进行改善，如控制加班以及提供足够的保险给所有员工等。此问题评为部分符合是因为有一些PA是没有问题点的。法规/行为准则：依据BSCI 1.1的要求，企业应建立有效的管理系统来执行BSCI的行为守则。

1.4 The finding had not been corrected during this audit. The auditee's workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts due to the overtime hours exceeding the local law requirement. Please refer to checkpoint #6.2 for details. Law/COC: In accordance with BSCI Social Requirements, the auditee's workforce capacity should be properly organized to meet the expectations of the delivery order and/or contracts.

1.4 问题点未改善。受审核方的劳动力没有被正确安排以满足客人订单的期望，因为员工的月加班时间超出了法律的规定，具体参考检查点6.2。法规/行为准则：根据BSCI社会责任要求，受审核方的劳动力需要被正确安排以满足客人订单的期望。

### PA 2: Workers Involvement and Protection

2.4 A new finding was found in this audit. Through document review, interviews with management, workers' representative & workers, it was noted that although the auditee posted BSCI code in public and provided the training about BSCI code for all employees, however, all interviewed employees were not aware of BSCI code. Law/COC: In accordance with BSCI requirement 2.4, the facility should provide BSCI training to all levels of employees in the facility and ensure they well know BSCI requirement.

2.4 新问题。尽管被审核方有提供了BSCI行为准则的培训给全体员工，但是所有的受访员工并不了解BSCI的行为准则。法规/行为准则：依据BSCI 2.4的要求，企业应该提供充分的BSCI的培训给各阶层的员工，并确保他们很好的知悉BSCI的要求。

2.5 The finding had not been corrected during this audit. Auditor noted that the facility had not set up a channel for local communities' coming up with its suggestions or complaints to management for improvement. The question was scored partial because the facility had established or participated in an effective grievance mechanism for individuals, the grievance mechanism allowed worker to lodge suggestions or complaints related to the workers' rights, and individuals had alternative ways for lodging a complaint, such as through suggestion box, worker representative or directly to the management. Law/COC: The auditee establishes or participates in an effective grievance mechanism for individuals and communities. Factory management represented that they would take corrective action as soon as possible.

2.5 问题点未改善。审核员发现工厂尚未创建给当地社区提供申诉的渠道。此问题评为部分符合是因为工厂建立和参与了有效的个人申诉机制，申诉机制赋予了工人提出建议，投诉的权利，并且开放了可替代的投诉方式，例如通过意见箱，工人代表或直接向管理层投诉。法规/行为准则：被审核方（生产商）建立或参与了有效的个人和团体申诉机制。工厂表示会尽快做出整改。

### PA 4: No Discrimination

4.2 The finding had not been corrected during this audit. Auditor noted that the facility did not conduct satisfaction surveys on the grievance mechanism. Law/COC: The auditee should take the necessary preventative and/or remedial measures to ensure workers are not disciplined, dismissed or otherwise discriminated against because of their complaints against infringements of their rights.

问题点未改善。审核发现工厂没有对员工进行申诉机制的满意度调查。法规/行为准则：被审核方（生产商）确保工人不因其对侵犯他们权利的投诉而受到惩戒、罢免或歧视。

### PA 5: Fair Remuneration

5.4 The finding had not been corrected during this audit. The facility did not calculate local basic needs wage and was not aware of basic needs wage for decent standard of living. Law/COC: In accordance with the requirement of BSCI 5.4, the auditee should provide sufficient remuneration that allows workers to meet a decent standard of living.

5.4 问题点未改善。企业未计算当地员工过上体面生活的基本需求工资，也不了解当地过上体面生活的基本需求工资。法规/行为准则：根据BSCI审核清单B5.4要求，企业应该提供足够的福利待遇让员工过上体面的生活。

5.5 The finding had not been corrected during this audit. Through reviewing the social insurance receipt of July 2021, auditor found that only 148 out of 249 employees had participated in basic endowment insurance, all 249 employees had participated in unemployment insurance, employment injury insurance, basic medical insurance and maternity insurance. Law/COC: In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall

## PA 5: Fair Remuneration

participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state.

5.5 问题点未改善。通过查看2021年7月的社保台帐, 审核员发现企业249名员工中, 只有148人参加了养老保险, 所有249人都参加了失业保险, 工伤保险, 医疗保险和生育保险。法规/行为准则: 依据《中华人民共和国社会保险法》第十条, 职工应当参加基本养老保险, 由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险, 由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险, 由用人单位缴纳工伤保险费, 职工不缴纳工伤保险费。第四十四条 职工应当参加失业保险, 由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险, 由用人单位按照国家规定缴纳生育保险费, 职工不缴纳生育保险费。

## PA 6: Decent Working Hours

6.2 The finding had not been corrected during this audit. The monthly overtime hours of 12 out of 12 randomly selected employees were 60-67 hours in July 2021 (current month), 12 out of 12 randomly selected employees were 56-61 hours in April 2021 (random month) and 12 out of 12 randomly selected employees were 53-60 hours in December 2020 (random month). Law/COC: In accordance with the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.

6.2 问题点未改善。2021年7月份(当前月) 12名抽样的员工中有12名的月加班时间60-67小时, 2021年4月份(随机月) 12名抽样的员工中有12名的月加班时间为56-61小时, 2020年12月份(随机月) 12名抽样的员工中有12名的月加班时间为53-60小时。法规/行为准则: 依据《中华人民共和国劳动法》第41条, 用人单位由于生产经营需要, 经与工会和劳动者协商后可以延长工作时间, 一般每日不得超过一小时; 因特殊原因需要延长工作时间的, 在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时, 但是每月不得超过三十六小时。

## PA 7: Occupational Health and Safety

7.1 A new finding was found in this audit. The facility did not effectively implemented health and safety system and law requirement, detailed as the findings of PA7. The question was scored partial because there was no finding in most of PA7. Law/COC: In accordance with BSCI Social Requirement 7.1, the facility should be in observance of occupational health and safety regulations applicable for its activities and set up an effective management system to implement the BSCI Code of Conduct.

7.1 The finding had not been corrected during this audit. During document review, auditor found that there were 26 employees working on soldering tin and using chemicals contacted occupational hazards in assembly workshop. However, no periodic occupational health examination reports which required by law for 2 out of 26 employees were provided for review. Law/COC: In accordance with the PRC Law of Prevention and Control of Occupational Diseases Article 35, the employer shall conduct regular occupational health examination for those labourers who are engaged in works with occupational hazard(s) as required by production safety supervision and administration department and public health administrative department under the State Council.

7.1 新问题。企业未有效的执行法规的要求和健康安全体系, 详情请见PA7的发现点。此问题评为部分符合是因为大部分PA7是没有问题点的。法规/行为准则: 依据BSCI社会责任要求7.1, 企业应遵守适用于该企业的职业健康和安全的守则, 建立有效的管理系统来满足BSCI行为守则。7.1 问题点未改善。在现场巡查时, 审核员发现工厂装配车间共有26名从事焊锡和使用化学品的员工接触职业危害。但是, 企业未能提供以上其中2名员工按法规要求的定期职业健康检查报告供审核员审阅。法规/行为准则: 依据《中华人民共和国职业病防治法》第三十五条, 对从事接触职业病危害的作业的劳动者, 用人单位应当按照国务院安全生产监督管理部门、卫生行政部门的规定组织上岗前、在岗期间和离岗时的职业健康检查, 并将检查结果书面告知劳动者。

7.3 The findings had been corrected during this audit. During facility tour, document review and management interview, auditor found that the facility had conducted a risk assessment of OHS and the risk assessment was match with the current situation.

7.3 问题点已改善。通过现场走访, 文件审核和管理人员访谈, 审核员发现企业进行了与事实情况相符合的职业健康风险评估。

7.5 A new finding was found in this audit. Through documents review and employees' interview, auditor found that the facility did not provide trainings on emergency procedures for natural disasters. Law/COC: The auditee should regularly provide OHS trainings to endure workers are conversant with the rules of work, personal protection and measures for preventing and reacting to injury to themselves and fellow workers.

7.5 新问题。通过文件审核及员工访谈, 审核员发现工厂没有提供关于应对自然灾害的培训。法规/行为准则: 被审核方应定期提供OHS培训, 以确保工人们熟悉工作规则、个人防护以及预防和应对自己和其他同事受伤的措施。

7.6 The findings had been corrected during this audit. During facility tour, auditor found that the employees of assembly workshop working on soldering tin and using yellow glue wore the relevant PPEs properly.

7.6 问题点已改善。通过现场走访, 审核员发现装配车间的焊锡员工和使用黄胶的员工都佩戴了相应合适的劳保用品。

## PA 7: Occupational Health and Safety

7.7 The findings had been corrected during this audit. During facility tour, auditor found that all hazardous chemicals such as yellow glue used and stored in assembly workshop were all posted with safety labels.

7.7 问题点已改善。通过现场走访，审核员发现装配车间使用和存放的所有的危险化学品如黄胶都张贴了安全标签。

7.8 A new finding was found in this audit. As per facility tour, auditor noted that the accident procedures were not visually displayed to exposed workers and first-aid personnel. BSCI COC: In accordance with BSCI Social Requirement 7.8, the facility should document an emergency procedure, which is widely understood by workers; particularly by those who play a more relevant role in case of accidents.

7.8 新问题。通过现场走访，审核员发现工厂的事故应急处理程序没有张贴以供员工和急救人员使用。BSCI 行为准则：依据 BSCI 社会责任要求 7.8，企业应保证工人全面了解急救步骤，尤其是与意外关联性更大的工人。

7.9 A new finding was found in this audit. During facility tour, it was noted that the facility did not put up the notice board to disclose the occupational hazard are produced, prevention and control means in the facility. Law/COC: In accordance with PRC Law of Prevention and Control of Occupational Diseases Article 24: The employer of its workplace where occupational disease hazards are produced shall set up bulletin boards at prominent locations to publish the rules and regulations for prevention and control of occupational diseases, the operating procedures, emergency rescue measures in accidents caused by occupational hazard(s), and the monitoring test results of the occupational hazard factor(s) at the workplace. At prominent locations, warning signs and Chinese warning explanations shall be put up at the operation posts where serious occupational hazard(s) are produced. The explanations shall clearly furnish with the categories, consequences and prevention of and the emergency rescue measures for, the occupational hazard(s).

新问题。通过现场走访发现企业没有设置公告栏，公布本单位职业病防治的规章制度等内容。法规/行为准则：依据《中华人民共和国职业病防治法》第二十四条：产生职业病危害的用人单位，应当在醒目位置设置公告栏，公布有关职业病防治的规章制度、操作规程、职业病危害事故应急救援措施和工作场所职业病危害因素检测结果。对产生严重职业病危害的作业岗位，应当在其醒目位置，设置警示标识和中文警示说明。警示说明应当载明产生职业病危害的种类、后果、预防以及应急救治措施等内容。

## PA 13: Ethical Business Behaviour

13.1 The findings had been corrected during this audit. During document review and management interview, auditor found that the facility had conducted a risk assessment on business ethic and the risk assessment was match with the current situation.

问题点已改善。通过文件审核和管理人员访谈，审核员发现企业进行了与事实情况相符合的商业道德风险评估。

13.3 The findings had been corrected during this audit. During document review, employees' interview and management interview, auditor found auditor found that the facility had stablished privacy protection policy and they had provided relevant training to employees.

问题点已改善。通过文件审核，员工访谈和管理人员访谈，审核员发现发现工厂建立了隐私保护程序，而且也给员工提供了相关培训。