

Monitored Party HUNG BING ENTERPRISE CO., LTD.	amfori ID 158-000074-000	Address No. 88, Fenghuang Rd., Dali Dist., 41279, 41279 Taichung, Taichung, Taiwan, Province Of China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner UL LLC
Monitoring Start Date 10/12/2024	Closing Meeting Finished Date 18/12/2024	Submission Date 18/12/2024
Expiration Date 18/12/2026	Announcement Type Semi Announced	
Site Hung Bing Enterprise Co., Ltd.	Site amfori ID 158-000074-002	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	A	
PA 6: Decent Working Hours	A	
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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Susan Yeh CSCA 21704229

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

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

Monitoring partner name: UL LLC

Audit schedule details: The assessment is planned for one auditor x one audit day.

Announcement Type: semi-announced with 4 weeks

Business partner information:

The auditee is located at No. 88, Fenghuang Rd., Dali Dist., 41279, 41279 Taichung, Taiwan. Taiwan. The facility is established in 2011 and produces mainly for Houseware. Valid business license and factory registration was well maintained and provided for review. The business license number is 89679290 and the factory registration is 66-000445. Both of the licenses are valid indefinitely. The production processes include assembling and packing. All of production processes are performed on site except the process of coating.

Audited location information:

There is one 3-floor production building s in the factory compound. The first floor was used as pressing, grinding area; the second floor was used as canteen and the third floor was used as assembling and packing area. The facility is about 2,500 square meters. All these buildings are owned by the auditee.

No dormitory is provided. The foreign workers rent their own accommodation and paid the rent to the landlord directly. Thus, the current audit did not include the dormitory.

Operating shifts and hours:

Employees work in one working shift from 8:00 to 17:00 with the one-hour lunch break from 12:00 to 13:00 and two 10-minute short break at 10:00 and 15:00. Therefore, the regular working hours were 40 hours per week which was in compliance with the legal requirement. Overtime would be occasionally conducted 3 hours a day, 3 hours a week. During the sampled months, the detail working hours are as below:

1st sampled month (July 2024) – standard weekly working hours (40) + maximum weekly OT (3);

2nd sampled month (September 2024) – standard weekly working hours (40) + maximum weekly OT (0);

3rd sampled month (October 2024) – standard weekly working hours (40) + maximum weekly OT (0).

No excessive overtime hour was detected and the overtime is not conducted on a regular basis, system and fixed. The employees were guaranteed with the 7th day of rest.

No pregnant or disabled worker was reported and the youngest worker is 18 years old. There are 4 foreign workers from Vietnam are recruited through the licenses labor agency.

Time recording system:

The employees used swipe card to track the working hours of employees.

Salary payment details:

Wages were paid on the 10th day of the month via bank transfer and were provided with pay slips.

Worker number information:

- Total worker number: 29 (14 male / 15 female) including 18 office staffs, 7 local production workers and 4 Vietnamese production workers.

- Production worker number: 11 (7 local workers and 4 Vietnamese workers)

Good practices: The auditee provides two 10-minute short breaks at 10:00 and 15:00.

Worker organization details:

There is no labor union established in the auditee. But the auditee / held a Labor-Management meeting every 3 months per legal requirement. The labor-management meeting representatives were elected by all employees in the factory. There were 2 management representatives and 2 labor representatives. The representatives of the labor-management meeting shall coordinate and cooperate in meetings to improve labor-management relations and protect the rights and interests of the employees. The representatives of the labor-management meeting shall adhere to the principle of good faith, ensure the meetings proceed smoothly and provide necessary information and materials. The latest meeting was on October 29, 2024.

Circumstances: There was no special circumstance during the audit.

Summary of findings:

PA1.1: Finding: The established management system regarding Occupational Health and Safety and Fair Remuneration were not operated effectively based on the detected findings during onsite audit.

PA5.4: The auditee does not calculate a living wage.

PA7.1: The auditee is not in observance of the applicable occupational health and safety regulations due to findings raised in HS section.

PA7.7: One 50-gallon chemical container (cleaning Naphtha) was placed on the pallet, not stored in the secondary containment.

Living wage calculation: The auditee does not calculate a living wage.

Opening Meeting:

Upon arrival to the facility, the auditor was greeted by Ms. Ya-Yin Huang / Accountant and escorted to (the location of opening meeting) where an opening meeting was conducted with Ms. Dong-E Lin / Manager, Ms. Ya-Yin Huang / Accountant, Ms. C**-X** P**/ Worker Representative. The assessment procedures, grading criteria, UL Statement of Integrity and amfori BSCI COC and TOI were explained, and the UL Statement of Integrity was signed by Ms. Dong-E Lin / Manager. amfori BSCI COC and TOI were signed by Mr. Ming-Feng Xiao / General Manager during the assessment scheduling process. Access to facility and documentation was fully granted.

Facility management allowed the auditor to take photos during the assessment.

Closing Meeting:

At the conclusion of the assessment a closing meeting was conducted with Ms. Dong-E Lin / Manager, Ms. Ya-Yin Huang / Accountant, Ms. C**-X** P**/ Worker Representative. The assessment outcome was communicated and reviewed in detail through presenting the Closing Meeting Report. The Closing Meeting Report was signed by Ms. Dong-E Lin / Manager. Assessment team thanked the meeting participants for their time, cooperation and assistance with the assessment process. The assessment was concluded at 17:00.

Auditor Notes:

1. No contractor license was available for review as the auditee did not use any contractor.
2. No government waiver was available for review as there was no such waiver locally.
3. No environmental license was available for review as the auditee did not generate any air emission or wastewater during the production processes.
4. No collective bargaining agreement was available for review as the auditee did not sign any collective bargaining agreement with the employees.
5. No inconsistencies between time and production records were noted during the audit.
6. The auditee provided human rights training including on Gender Equality and Zero tolerance to Violence and Harassment to all workers. Workers confirmed that they received the training and pointed out the related information posted on the notice board.
7. One subcontractor was used for the process of coating. The subcontractor's information is as below.

Lianjun Industrial Co., Ltd.

Contact: Lin Yuan

No. 148, Lane 390, Guangde Road, Taiping District, Taichung City, Taiwan

TEL: 886-4-22774747

FAX: 886-4-22783659

SITE DETAILS

Site

Hung Bing Enterprise Co., Ltd.

Site amfori ID

158-000074-002

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Household Durables

Sub Industry

Housewares & Specialties

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	24	Workers
Legal minimum wage in local currency	27,470	Monthly
Lowest wage paid for regular work at the site	27,500	Monthly
Calculated living wage in local currency	31,218	Monthly
Total sample	5	Workers

Other Metrics

Male workers	13	Workers
Female workers	11	Workers
Non-binary workers	0	Workers
Permanent workers - Male	14	Workers
Permanent workers - Female	15	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	1	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	0	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	4	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	10	Workers
Workers hired directly - Female	15	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	4	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: Hung Bing Enterprise Co., Ltd. | Site amfori ID: 158-000074-002

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

Finding

1.1 Finding: Based on satisfactory evidence through management interviews, worker interviews, worker representative interviews, site observance and documentary evidence, the established management system regarding Occupational Health and Safety and Fair Remuneration were not operated effectively based on the detected findings during onsite audit. This question is rated partially accepted because non-compliance was detected in PA5 and PA7.

In accordance with amfori BSCI Social Requirements (1.1), the auditee should set up an effective management system to implement the BSCI Code of Conduct.

1.1 問題：透過管理層訪談、員工訪談、勞工代表訪談、現場考察和文件審查獲得的令人滿意的證據，被審核方在職業健康安全以及公平報酬等方面建立的管理體系未能完全有效地運作。這個問題點評為部分符合是因為不符合項在PA5以及PA7發現。根據 amfori BSCI 社會要求 (1.1)，被審核方應建立有效的管理系統來實施 BSCI 行為準則。

PA 5: Fair Remuneration

Site: Hung Bing Enterprise Co., Ltd. | Site amfori ID: 158-000074-002

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH

LOCAL LANGUAGE

Finding

5.4 Finding: Based on satisfactory evidence through documents review and employee interviews and management interviews, the auditee does not calculate a living wage estimate relevant for the region and based on the Social Accountability International method or an equivalent reference from governments, trade unions or NGOs. Therefore, this question is rated partially accepted.

In accordance with the amfori BSCI (5.4) requirement, the auditee provides sufficient remuneration that allows workers to meet a decent standard of living.

5.4 問題：透過文件審查、員工訪談和管理層訪談獲得的令人滿意的證據，被審核方未根據社會責任國際方法或政府、工會或非政府組織的同等參考資料計算與該地區相關的生活工資估算。因此，這個問題點評為部分符合。

根據 amfori BSCI (5.4) 要求，被審核方提供足夠的報酬，使工人能夠達到體面的生活水平

PA 7: Occupational Health and Safety

Site: Hung Bing Enterprise Co., Ltd. | Site amfori ID: 158-000074-002

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

ENGLISH

LOCAL LANGUAGE

Finding

7.1 Finding: Based on satisfactory evidence through management interviews, worker interviews, worker representative interviews, site observation and documentary evidence, the auditee is not in observance of the applicable occupational health and safety regulations due to findings raised in HS section. This question is rated as partially accepted because the findings detected at the current audit were not to cause immediate danger and the auditee meet most the requirements of this performance. In accordance with the amfori BSCI (7.1) requirement, the auditee should observe applicable OHS regulations and its activities.

7.1 問題：透過管理層訪談、員工訪談、勞工代表訪談、現場考察和文件審查獲得的令人滿意的證據，由於在職業健康安全部分中發現問題，表示受審核方未遵守適用的職業健康和安全管理規定。這個問題點評為部分符合是因為此次審核發現到的問題點都不會造成立即性的危險，且受審核方滿足這個區塊的大部分的要求。根據 amfori BSCI (7.1) 要求，被審核方應遵守適用的 OHS 法規及其活動。

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH

LOCAL LANGUAGE

Finding

7.7 Finding: Based on satisfactory evidence through site tour, employee interviews and management interviews, the auditee provided secondary containment for most chemical containers. However, onsite observation noted that one 50-gallon chemical container (cleaning Naphtha) was placed on the pallet, not stored in the secondary containment near the assembling and packing area at 3F. Therefore, this question is rated as partially accepted. In accordance with the amfori BSCI (7.7) requirement, the auditee implements engineering and administrative control measures to avoid or minimize the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognized limits.

7.7 問題：透過現場考察、員工訪談和管理層訪談獲得的令人滿意的證據，被審核方提供二次容器存放大部的化學品。但是，現場觀察到在三樓組包裝區旁有一大桶去漬油直接放在棧板上，而非存放在二次容器裡。因此，這個問題點評為部分符合。根據 amfori BSCI (7.7) 要求，被審核方實施工程和行政控制措施，以避免或盡量減少有害物質釋放到工作環境中，將暴露水準保持在國際規定或認可的限值以下。