

L'Oreal Supplier Social Responsibility Audit



JIAFENG PLASTIC PRODUCTS CO., LTD.

GENERAL INFORMATION

Overall Result:		Needs Continuous Improvement	
Report No:	F_IAR_23148	City:	Shenzhen
Assessment No:	A5083189	Country:	China
Audit Date:	06-Dec-2023	Auditors:	Primary: Gary Peng
Last Audit:	NA		Secondary: NA
Assessment Stage:	Re-Audit	Type of Audit:	Onsite

PERFORMANCE SUMMARY

Participating facilities: 6086

		Compliance Level					
Assessment Area	Section Result	Zero Tolerance	Needs Immediate Action	Needs Continuous Improvement	Satisfactory	Access Denied	Not Applicable
Overall	NCI	-	-	3	150	-	114
Child Labor	S	-	-	-	3	-	8
Forced & Compulsory Labor	S	-	-	-	14	-	5
Health & Safety	NCI	-	-	2	96	-	69
Freedom of Association	NA	-	-	-	-	-	11
Non-discrimination	S	-	-	-	6	-	4
Disciplinary Practices	S	-	-	-	7	-	3
Harassment & Abuse	S	-	-	-	5	-	3
Compensation and Benefits	S	-	-	-	10	-	4
Hours of Work	NCI	-	-	1	7	-	4
Subcontracting	S	-	-	-	2	-	3

Jiafeng Plastic Products Co., Ltd.

A. FACILITY PROFILE

A1. FACILITY INFORMATION

Factory Name:	Jiafeng Plastic Products Co., Ltd.
Physical Address:	No.6-1 Tanmian Road, Xikeng Village, Henggang Town, Longgang District, Shenzhen City, Guangdong Province, China
City/Town:	Shenzhen
State/Province:	Guangdong
Country:	China
Phone:	NA
Fax:	NA
Contact Name:	Deng Minghui 邓明慧
Contact Title:	NA
Email:	1903025713@qq.com

Postal Code:	--
Legal Status:	Private company
Year Started:	2009
Compliance Officer:	Yes
Website:	Not provided

A2. EMPLOYEE INFORMATION

	Management	Production
Language(s) Spoken:	Chinese	Chinese
Total Nr of Employees:	There were 19 management employees including 12 females and 7 males in the facility, all 19 employees were direct and permanent employees.	There were 80 production employees including 46 females and 34 males in the facility, all 80 employees were direct and permanent employees.
Youngest Employee Age:	22	
Age Documentation:	Photocopy of ID card	
Number of Apprentices:	0	
Past Labor Strikes/Conflicts:	NA	

Legal Minimum Age:	16
Number Of Historical Child Labor:	0
Name Of Union:	NA
Number Of First Aiders:	3

The number of lost time accidents to employees per million hours worked: Lost time injury rate/frequency [(number of lost time injuries) x 1,000,000] / (exposed man hours) = 0

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A3. SUPPLIER INFORMATION

No supplier information

A4. PRODUCTION INFORMATION

Product Type:	Handbags	
Labels WIP:	Label Name 1 / (Percentage of output)%:	L'Oreal/30%
	Label Name 2 / (Percentage of output)%:	Not provided
	Label Name 3 / (Percentage of output)%:	Not provided
	Label Name 4 / (Percentage of output)%:	Not provided
	Capacity a Week:	60000 pcs
	Total Number of Machines:	46 sets
Brand Presence (if applicable):	Percentage of production devoted to client:	30%
	Other brands being produced:	Not provided

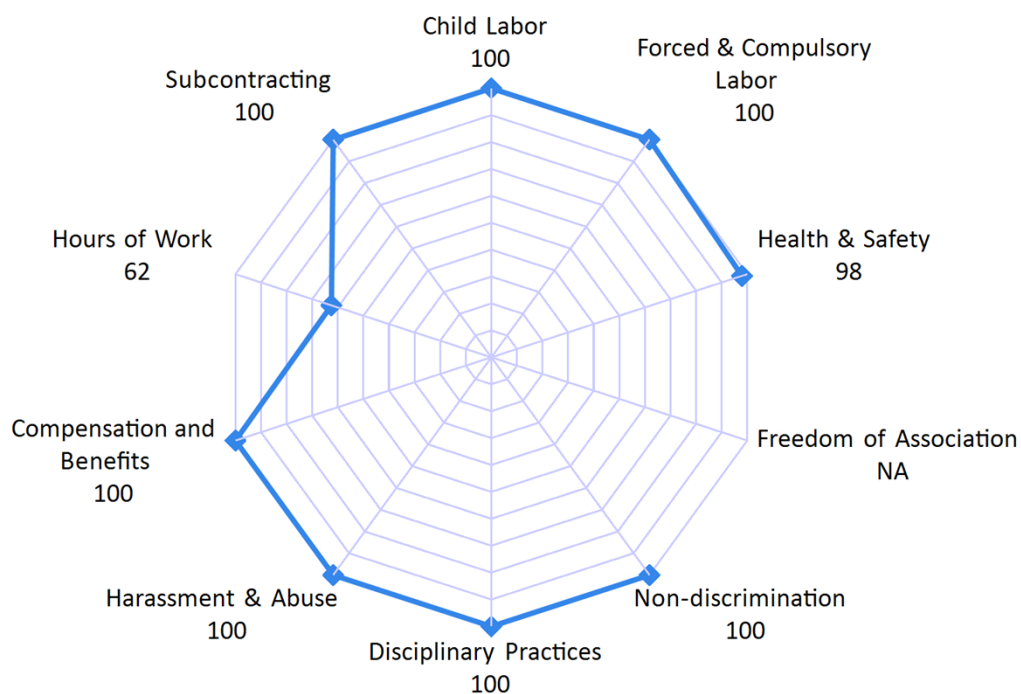
A5. AUDIT SAMPLE SIZE

# Payroll:	From Nov 2022 to Oct 2023
Payroll Months Analyzed:	7 samples from Oct 2023 (current month), 5 samples from Jul 2023 (random month) and 5 samples from Apr 2023 (random month).
# Interviews:	7 employees including 4 females and 3 males, all the 7 randomly selected employees were direct and permanent employees.

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B. PERFORMANCE METRICS

B1. RESULT SUMMARY



Jiafeng Plastic Products Co., Ltd.

B2. PERFORMANCE TREND ANALYSIS

Section Name	Current (06-Dec-2023)	Last (Not Applicable)	First (Not Applicable)	Change (Current-Last)	Change (Current-First)
Child Labor	S	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Forced & Compulsory Labor	S	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Health & Safety	NCI	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Freedom of Association	NA	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Non-discrimination	S	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Disciplinary Practices	S	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Harassment & Abuse	S	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Compensation and Benefits	S	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Hours of Work	NCI	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Subcontracting	S	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Overall Result	NCI	Not Applicable	Not Applicable	Not Applicable	Not Applicable

 Advancers
  Constant
  Decliner

Jiafeng Plastic Products Co., Ltd.

B3. COMPENSATION

# of Employees Present:	99
# of Employees on Payroll:	99
Payroll Records Sampled:	From Nov 2022 to Oct 2023
# of Sample Taken:	7 samples from Oct 2023 (current month), 5 samples from Jul 2023 (random month) and 5 samples from Apr 2023 (random month)
Form of Payment:	Bank transferring
Pay Day:	On or before 10th days after a working period.

	Payroll	Interview	Law	Unit
Minimum Wage:	2436	2436	2360	Monthly
Regular Overtime Rate :	150%	150%	150%	Monthly
Rest Day Overtime Rate:	200%	200%	200%	Monthly
Holiday Overtime Rate:	300%	300%	300%	Monthly
Lowest Piece Rate :	N/A	N/A	N/A	N/A
Average Salary:	3905	3905	N/A	Monthly

B4. HOURS OF WORK

	Payroll	Interview	Law
Normal Work Hours Per Day:	8	8	8
Normal Work Hours Per Week:	40	40	40
Maximum Overtime Hours Per Week:	14	14	N/A
Average Overtime Hours Per Week:	13	13	N/A
Overtime Rate Per Hour:	150%, 200% and 300% of normal rate for overtime on weekdays, rest days and holidays	150%, 200% and 300% of normal rate for overtime on weekdays, rest days and holidays	150%, 200% and 300% of normal rate for overtime on weekdays, rest days and holidays
Number Of Shifts:	1	1	N/A

Local Legal Working Hours Per Week:	40 hours
Time Record System Used:	Other: Finger print
Total Numbers of Hours Worked Per Week:	1) In Oct 2023 (current month), the maximum weekly hours were 54 hours (7 out of 7 randomly samples). 2) In Jul 2023 (random month), the maximum weekly hours were 54 hours (5 out of 5 randomly samples). 3) In Apr 2023 (random month), the maximum weekly hours were 54 hours (5 out of 5 randomly samples).

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C. PERFORMANCE DETAILS

Current (06-Dec-2023) Last (NA)

C1. HEALTH & SAFETY

NCI

Sub Section: Machine Safety

Status	Local Law	Findings	Global freq of compliance
● NCI	Yes	<p>O0399 - Some machine equipment has improper or missing guards.</p> <p>Auditor Comment Machines without protective devices. During facility tour, auditor found that there was no needle guard equipped for 5 out of 33 sewing machines in the facility.</p> <p>Law Title/Text: - Legal Regulation</p> <p>National Safety Technical Code for Electric Equipments GB19517-2009 2.3, Protection from dangerous machinery. 2.3.3, Adequate measures shall be implemented to prevent anyone from touching or getting close to dangerous moving parts while the electric equipment is in normal operation, to prevent metal craps and dust from flying off, to prevent liquid and gas from overflowing, and to avoid extremely high or low temperature of the equipment's outside.</p> <p>Management Response - The management agreed this finding and stated that they would take corrective action as soon as possible.</p> <p>Proposed Corrective Action - It is recommended that safety devices should be equipped to machines to comply with the law.</p>	94%

Sub Section: Chemical and Hazardous Materials

Status	Local Law	Findings	Global freq of compliance
● NCI	Yes	<p>O0442 - MSDS are not readily available for reference in local language.</p> <p>Auditor Comment MSDS were not available for hazardous chemicals. During facility tour, auditor found that white gas and thinner were stored and used at packing workshop. However, no MSDS (Material Safety Data Sheet) was provided in these areas.</p> <p>Law Title/Text: - Legal Regulation</p> <p>Regulation of Chemical Safety Usage in Workplace Article 12, The unit, which uses chemical, shall set up identification label for all chemicals in using. For dangerous chemical, a safety label shall be applied and MSDS be provided for worker.</p> <p>Management Response - The management agreed this finding and stated that they would take corrective action as soon as possible.</p> <p>Proposed Corrective Action - It is recommended that the facility should ensure MSDS is available for hazardous chemical in the workplace.</p>	89%

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C2. HOURS OF WORK

NCI

Sub Section: Hours of Work

Status	Local Law	Findings	Global freq of compliance
● NCI	Yes	<p>O0884 - Overtime hours are not within allowable limits under applicable law.</p> <p>Auditor Comment Overtime hours exceeded the legal requirement. Through document review, auditor found that the monthly overtime hours of 7 out of 7 randomly selected employees were 44 hours in Oct 2023 (current month), 5 out of 5 randomly selected employees were 54 hours in Jul 2023 (random month), and 5 out of 5 were 54 hours in Apr 2023 (random month).</p> <p>Law Title/Text: - Legal Regulation People's Republic of China Labor 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 laborers, 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 laborers is guaranteed. However, the total extension in month shall not exceed 36 hours.</p> <p>Management Response - The management agreed this finding and stated that they would take corrective action as soon as possible.</p> <p>Proposed Corrective Action - It is recommended that the facility should reduce the overtime hours to ensure it is within 36 hours per month.</p>	61%

% Global Frequency of Compliance: Represents the implementation percentage performance of all suppliers participating in the L'Oreal Community globally for each issue.

Identification numbers: Represents the finding ID associated with each checklist question

- Satisfactory
- Needs Continuous Improvement
- Needs Immediate Action
- Zero Tolerance
- Access Denied
- Not Applicable

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D. SUBCONTRACTING

Facility Capacity:	240000 pcs per month
Production Output per day:	8000 pcs per day

Subcontractor Details

No subcontractor information given

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