

**MONITORING ID: 23-0228240**

Monitored Party <b>Dongguan Langming Intelligent Technology Co., Ltd</b>	amfori ID <b>156-051283-000</b>	Address <b>Room 403, Building 4, Changping Jewelry Cultural Industry Center, 568 Huanchangbei Road, Changping Town, Dongguan City, Guangdong Province, 523562 DONGGUAN, Guangdong Sheng, China</b>
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Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>ABS Quality Evaluations Inc.</b>
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Monitoring Start Date <b>01/12/2023</b>	Closing Meeting Finished Date <b>01/12/2023</b>	Submission Date <b>13/12/2023</b>
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Expiration Date <b>13/12/2024</b>	Announcement Type <b>Fully Announced</b>
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Site <b>Dongguan Langming Intelligent Technology Co., Ltd</b>	Site amfori ID <b>156-051283-001</b>
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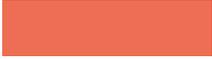
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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>C</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>B</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: Mr. Jackie Zhou; APSCA membership number: CSCA 21700881

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

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

Monitoring partner name: ABS Quality Evaluations Inc. (Full APSCA Member Firm)

Audit schedule details: This fully announced full audit is planned for 1 auditor X 1 day onsite (December 1, 2023).

### Business partner information:

Dongguan Langming Intelligent Technology Co., Ltd (东莞市狼鸣智能科技有限公司, Uniform Code of Social Credit: 91441900MA56AA118G) was located at Room 403, Building 4, Changping Jewelry Cultural Industry Center, 568 Huanchangbei Road, Changping Town, Dongguan City, Guangdong Province, China. (中国广东省东莞市常平镇环常北路568号常平珠宝文化产业园中心4栋403室). The auditor verified the business license with the name, address, legal entity representative, business scope, and other information according to website <http://www.gsxt.gov.cn/> (National Enterprise Credit Information Publicity System). It was a limited company and was established on April 20, 2021, valid up to a long time. No record of illegal disposition in the last 12 months was found. The auditee's name and address name were the same as above.

It specialized in the manufacture of Gaming racing wheel, game controller, Gaming Guitar, Arcade Fight stick, charger, controller stand and charging station, etc. Their capacity was approximately 150,000 pcs per year. Production activities mainly included assembly (including tin soldering) and packing. No production process needed to be subcontracted by the auditee.

### Audited location information:

The auditee currently rented part of the 4th floor of one block of 8-storey production building from Dongguan DSTD Jewelry Co., Ltd (东莞市DSTD珠宝有限公司) with the used construction areas of approximately 1757.55 square meters used as office, production workshops and warehouse. The rental agreement was provided for review. As per the onsite observation and workers' interview, the other areas were used by other companies with different business licenses and different products, which were not included in the audit scope. There was no related business relationship and shared workers. The fire safety of shared areas, like staircases, were maintained by a professional Property Management Company. There were no kitchen, canteen and dormitory currently available in the facility.

### Operating shifts and hours:

Workers usually worked for 5 days a week from Monday to Friday. The auditee ran 1 shift for all employees. The general working time was from 08:00 to 17:30 with a lunch break from 12:00 to 13:30 and 2 hours of regular night overtime was arranged from 18:00 to 20:00 if needed if needed. 8 rest day overtime hours on Saturdays were also arranged generally. And the sample workers' maximum overtime hours were 2 hours a weekday, 8 hours a rest day and 82 hours a month in the sampled months and the maximum weekly hours (including overtime hours) were 58 hours in the sampled months. The most consecutive working days without rest was 6 days. As per auditee management, peak season was not obvious in the auditee each year.

Time recording system: According to management and provided records, the auditee used an electronic finger recognition system to record workers' working hours.

### Salary payment details:

The auditee provided payroll records from November 2022 to October 2023 and attendance records from November 1, 2022 to the audit day (December 1, 2023) for review. According to the 6 sampled employees' payroll records with attendance records of October 2023 (recent month), 5 sampled employees' payroll records with attendance records of July 2023 (random month) and April 2023 (random month) respectively, it was noted that the minimum monthly wage of the sample workers was RMB 1900 per month or equivalent to RMB 10.92 per hour, which met the local legal minimum wage standard of RMB 1,900.00 per month since December 1, 2021. Wages for all employees were calculated on an hourly rate basis. The regular overtime hours and rest day overtime hours were paid at 150% and 200% of regular rate respectively. Employees were paid on or before the 25th of each month for the preceding month via bank.

Per document review, management and employee interview, it was noted that there was a total of 45 employees (1 retired

employee and 3 newly hired employees, all employees were non-dispatched and permanent employees) in the auditee, 41 out of 45 employees should be enrolled in five kinds of social insurance. The social insurance payment records of the past one year were provided for review. Based on social insurance records of November 2023, only 09 out of 41 employees (22%) were enrolled in pension, unemployment, injury, medical and child-bearing insurance. Besides, the auditee provided commercial accident insurance for the other 36 employees who did not participate in social insurance, and it was valid from November 18, 2023 to November 17, 2024. According to the management and employee interview, some employees were unwilling to participate in social insurance and some employees had participated in rural insurance at their hometown. The auditee did not obtain a social insurance waiver.

**Worker number information:**

A total of 45 employees (25 males and 20 females) were currently working in the auditee. There were 20 non-production workers and 25 production-based workers (12 males and 13 females) in the auditee. The ethnic backgrounds of employees were all Chinese. 28 employees were from the other province of China and 17 employees were local citizens. No foreign migrant workers were working in the auditee. There were no temporary, seasonal, disabled, probation, pregnant, night shift and contractor workers. All workers were permanent and recruited by the auditee directly.

**Good practices:** None

**Worker organization details:** The auditee was not unionized. 5 worker representatives were elected in the auditee.

**Circumstances:** None

**Summary of findings:** The performance areas needed improvement were PA1, PA2, PA5, PA6, PA7, PA10, PA12 and PA13.

**Living wage calculation:** Please refer to the section on Remuneration and Working Hours for details.

**Precautions taken about #COVID-19 in the facility:** The auditee was located at a low Covid-19 risk area now. Training and risk assessment of Covid-19 were also conducted.

**Remark:**

1. Agency labor contracts and collective bargaining agreements were not applicable for this auditee. And the auditee did not obtain any waivers such as social insurance waivers or working hour waivers.
2. Personal data protection law in China was issued and implemented since November 1, 2021. The auditee has established relevant personal data protection procedures. And the auditor had made mosaics for privacy and sensitive information on the photos of the documents and onsite pictures taken in the audit accordingly.
3. According to Classified Management Directory of Environmental Impact Assessment of Construction Projects (Version 2021), which was issued on January 1, 2021, the auditee was a factory with simple production processes which exempted to compile environmental impact report, or environmental impact report form or fill out environmental impact registration form or conducted environmental acceptance check on their completed construction project and compile the acceptance check report.

## SITE DETAILS

Site	Site amfori ID
<b>Dongguan Langming Intelligent Technology Co., Ltd</b>	<b>156-051283-001</b>

### GICS Classification

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Sector	Industry Group	Industry
<b>Consumer Discretionary</b>	<b>Consumer Durables &amp; Apparel</b>	<b>Household Durables</b>
Sub Industry		
<b>Consumer Electronics</b>		

### 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	45	Workers
Legal minimum wage in local currency	1,900	Monthly
Lowest wage paid for regular work at the site	1,900	Monthly
Calculated living wage in local currency	3,586.71	Monthly
Total sample	6	Workers

## Other Metrics

Male workers	25	Workers
Female workers	20	Workers
Non-binary workers	0	Workers
Permanent workers - Male	25	Workers
Permanent workers - Female	20	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	2	Workers
Management - Female	5	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	14	Workers
Domestic migrant workers - Female	14	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	25	Workers
Workers hired directly - Female	20	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	3	Workers
Sample - Female	3	Workers
Sample - Non-binary	0	Workers

# FINDINGS



## PA1: Social Management System

Site: Dongguan Langming Intelligent Technology Co., Ltd | Site amfori ID: 156-051283-001

**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>	
Per onsite observation, document review, management interview, employee and employee representative interview, it was noted that the auditee had set up the management procedures to implement the BSCI Code of Conduct, but not all procedures were properly implemented. Some findings were still noted in PA2, PA5, PA6, PA7, PA10, PA12 and PA13. amfori BSCI Performance area 1.1 was partially respected.	根据现场观察、文件查阅、管理层访谈、员工和员工代表访谈发现，被审核方建立了确保BSCI行为准则有效实施的管理程序，但不是所有程序都得以有效实施，被审核方在执行领域2、5、6、7、10、12和13仍然存在问题。amfori BSCI 执行领域1.1被部分尊重。

**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>	
Per document review, management and employee interview, it was noted that the auditee did not recruit enough employee or well organize its capacity to meet the expectation to deliver orders, which let to sample workers' monthly overtime hours in the attendance records exceeded the local overtime legal requirement. Due to the capacity assessment procedure was established, amfori BSCI Performance area 1.4 was partially respected.	根据文件查阅、管理层和员工访谈发现，被审核方没有雇佣足够的员工或者进行良好的组织来保证客人的订单生产，导致抽样员工的考勤中显示月加班时间超过当地法规要求。由于产能评估程序已制定，amfori BSCI 执行领域1.4被部分尊重。



## PA 2: Workers Involvement and Protection

Site: Dongguan Langming Intelligent Technology Co., Ltd | Site amfori ID: 156-051283-001

**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
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Finding	
Per onsite observation, document review, management interview, employee and employee representative interview, it was noted that the auditee had defined long term goals to protect workers according to the amfori BSCI Code of Conduct, but had not reviewed the achievement of objectives. In addition, workers or worker representative did not take part in the process of making the long terms goals. amfori BSCI Performance area 2.2 was partially respected.	根据现场观察、文件查阅、管理层访谈、员工和员工代表访谈发现，被审核方已根据amfori BSCI行为准则建立起长期目标以保护员工，但尚未对目标完成情况进行评审。另外，工人或工人代表没有参与制定长期目标的过程。amfori BSCI 执行领域2.2被部分尊重。

**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	
Per document review, management interview, employee and employee representative interview, the auditee provided the BSCI COC training for employees, but 4 out of 6 interviewed workers were not clear of the basic definition or requirement. amfori BSCI Performance area 2.4 was partially respected.	根据文件查阅、管理层访谈、员工和员工代表访谈发现，被审核方为所有员工提供了BSCI行为准则的培训，但是6名被访谈员工中有4位不清楚基本的概念及要求。amfori BSCI 执行领域2.4被部分尊重。

**Question:** 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH	LOCAL LANGUAGE
Finding	
Per onsite observation, document review, management interview, employee and employee representative interview, it was noted that suggestion box was installed for employees to complain about their concerns, and they also could talk to worker representative or management face to face directly. However, no grievance was received in the recent one year, and the auditee did not conduct satisfaction surveys on the grievance mechanism. Besides, the suggestion box was installed at the entrance of the workshop, which could not help the employee to complain in private situation. BSCI Performance area 2.5 was partially respected.	根据现场观察、文件查阅、管理层访谈、员工和员工代表访谈发现，被审核方设置了意见箱给员工反映意见，员工也可以直接与员工代表或管理层面对面进行沟通。但是近一年被审核方未收到任何申诉，被审核方没有做申诉机制方面的满意度调查。此外，意见箱被安装在车间入口旁，不能帮助员工以私密方式进行申诉。amfori BSCI 执行领域2.5被部分尊重。

## PA 5: Fair Remuneration

Site: Dongguan Langming Intelligent Technology Co., Ltd | Site amfori ID: 156-051283-001

**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
<b>Finding</b>	
<p>Per document review, management and employee interview, it was noted that the auditee established the decent living wage procedure, and the management had the good knowledge of the requirement. However, 6 out of 6 sample workers' basic wage plus position bonus was RMB 10.92 to 14.94 per hour in all sample months, which was meet or higher than the local legal minimum wage standard (RMB 1900 per month or equivalent to RMB 10.92 per hour since December 1, 2021), but lower than the local decent living wage standard (Village area in Dongguan City: RMB 3586.71 per month or equivalent to RMB 20.61 per hour). amfori BSCI Performance area 5.4 was partially respected.</p>	<p>根据文件查阅、管理层和员工访谈发现，被审核方建立了体面生活工资的程序且管理层了解该要求。但是所有6名抽样员工在所有样本月份的基本工资加岗位津贴为人民币10.92元至14.94元/小时，符合或高于当地法定最低工资标准（自2021年12月01日起，人民币1900元/月或等同于10.92元/小时），但低于当地体面生活工资标准（东莞城镇：3586.71元/月或等20.61元每小时）。amfori BSCI 执行领域5.4 被部分尊重。</p>

**Question:** 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>Per document review, management and employee interview, it was noted that there was a total of 45 employees (1 retired employee and 3 newly hired employees, all employees were non-dispatched and permanent employees) in the auditee, 41 out of 45 employees should be enrolled in five kinds of social insurance. The social insurance payment records of the past one year were provided for review. Based on social insurance records of November 2023, only 09 out of 41 employees (22%) were enrolled in pension, unemployment, injury, medical and child-bearing insurance. Besides, the auditee provided commercial accident insurance for the other 36 employees who did not participate in social insurance and it was valid from November 18, 2023 to November 17, 2024. According to the management and employee interview, some employees were unwilling to participate in social insurance and some</p>	<p>根据文件查阅、管理层和员工访谈发现，被审核方有45名员工（1名退休员工，3名新进员工，且全部是长期且非派遣工），41/45名员工需要缴纳社保五险。被审核方提供了过去一年的社保缴费记录查看。根据2023年11月份的社保记录，09/41名员工（22%）参加了养老、失业、工伤、医疗和生育保险。此外，被审核方为其他36名未参加社保的员工提供了商业意外保险，其有效期为2023年11月18日至2024年11月17日。根据管理层和员工访谈，部分员工不愿意参加社保，部分员工已经在当地参加了农保。被审核方未获得社保批文。被审核方没有为员工提供商业意外保险。（参照法规：《中华人民共和国劳动法》第72、73条。）由于社会保险覆盖率低于80%，amfori BSCI 执行领域5.5未被尊重。</p>

### Finding

employees had participated in rural insurance at their hometown. The auditee did not obtain a social insurance waiver. (Reference law/regulation: Article 72 and 73 of the PRC Labor Law.) Due to the social insurance coverage was less than 80%, amfori BSCI Performance area 5.5 was not respected.

## PA 6: Decent Working Hours

Site: Dongguan Langming Intelligent Technology Co., Ltd | Site amfori ID: 156-051283-001

**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

Per management, employee and employee representative interview, and based on 6 randomly selected sample workers' attendance records, it was noted that the monthly overtime hours of 6 out of 6 workers in October 2023 were 68 to 70 hours, 5 out of 5 workers in July 2023 were 64 to 82 hours, and 5 out of 5 workers in April 2023 were 76 to 78 hours which exceeded legal overtime limit of 36 hours per month. (Reference law/regulation: Article 41 of the PRC Labor Law.) The auditee stated that there was no plan to reduce overtime hours currently. amfori BSCI Performance area 6.2 was not respected. Remark: One sample worker entered the auditee on July 14, 2023 and only wage of October 2023 of this worker was selected for review.

根据管理层、员工和员工代表访谈，以及随机抽样的6名员工考勤记录发现，2023年10月6名员工月加班时间为68-70小时，2023年7月5名员工月加班时间为64-82小时，2023年04月5名员工月加班时间为76-78小时，超过法定要求的月加班时间36小时。（参照法规：《中华人民共和国劳动法》第41条。）被审核方表示暂无减少加班时间的计划。amfori BSCI 执行领域6.2未被尊重。备注：其中一名样本员工于2023年07月14日入职，仅抽取该员工的2023年10月份的工资记录进行审阅。

## PA 7: Occupational Health and Safety

Site: Dongguan Langming Intelligent Technology Co., Ltd | Site amfori ID: 156-051283-001

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

### ENGLISH

### LOCAL LANGUAGE

#### Finding

Per onsite observation, document review, management interview, employee and employee representative interview, it was noted that the

根据现场观察、文件查阅、管理层访谈、员工和员工代表访谈发现，被审核方虽然建立了职业健康安全方面的制度和程序，但是被审核方在实际的执行

Finding	
<p>auditee had established the occupational health and safety regulations and procedures, however, the actual practice throughout the auditee was not fully in compliance, such as the auditee did not collect the most updated national laws and regulations on Health and Safety, such as The Production Safety Law of the People's Republic of China and some goods/materials were stored against the wall and pillar directly. Please refer to the non-compliance of PA7 for detailed information. amfori BSCI Performance area 7.1 was partially respected.</p>	<p>过程中还存在问题。例如，被审核方没有收集了职业健康安全相关的最新版的国家法律法规，如《中华人民共和国安全生产法》以及一些物料和货物直接靠墙靠柱堆放。请参考PA7部分的不符合项。amfori BSCI 执行领域7.1被部分尊重。</p>

**Question: 7.3** Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>1) Per onsite observation, document review and management interview, it was noted that the occupational hazardous factors might exist in the workplaces, such as tin smoke factor in soldering position in assembly workshop. However, the auditee could not provide the occupational hazardous factor testing report for review. (Reference law/regulation: Article 20 of Provisions on the Administration of Occupational Health at Work Sites.)</p> <p>2) Per onsite observation, document review, management and employee interview, it was noted that the auditee did not provide reports of occupational health check for all employees who were in contact with hazardous materials in recent one year, such as 3 soldering workers in assembly workshop exposed to tin smoke. (Reference law/regulation: Article 35 of PRC Prevention and Treatment of Occupational Diseases Law.)</p> <p>amfori BSCI Performance area 7.3 was not respected.</p>	<p>1) 根据现场观察、文件查阅和管理层发现，被审核方的生产场所可能存在的职业危害因素，如装配车间焊锡岗位的锡烟因素。但被审核方不能提供职业危害因素检测报告供审核。（参考法律法规：《工作场所职业卫生管理规定》第20条。）</p> <p>2) 根据现场观察、文件查阅、管理层和员工访谈发现，被审核方不能提供在过去一年为所有接触有毒有害物质的员工的职业病体检报告供审核，如装配车间3名焊锡员工接触锡烟。（参考法律法规：《中华人民共和国职业病防治法》第35条。）</p> <p>amfori BSCI 执行领域7.3未被尊重。</p>

**Question: 7.5** Is there satisfactory evidence that the auditee regularly provides OHS trainings to ensure workers understand the rules of work, personal protection and measures for preventing and reacting to injury to themselves and fellow workers?

ENGLISH	LOCAL LANGUAGE
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Finding	
Per document review, management interview, employee and employee representative interview, it was noted that the auditee conducted fire drills in April 2023 and September 2023 respectively, but the photos for fire drills provided by the auditee were undated. The auditee stated that they forgot to set the date when took the photos. amfori BSCI Performance area 7.5 was partially respected.	根据文件查阅、管理层访谈、员工和员工代表访谈发现，被审核方分别在2023年4月和2023年09月进行了消防演习，但被审核方提供的消防演习照片没有标注拍摄日期。被审核方表示拍摄照片时忘记设置日期了。amfori BSCI 执行领域7.5被部分尊重。

**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	
Per onsite observation, document review, management and employee interview, it was noted that the scalding care warning label was not marked at the drinkable water place. The auditee posted warning signs in the workshops, such as PPE warning signs. (Reference law/regulation: Article 2-18 of Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008) amfori BSCI Performance area 7.9 was partially respected.	根据现场观察、文件查阅、管理层和员工访谈发现，饮水处未张贴防止烫伤警告标识。被审核方在车间里张贴了警示标识，如个人防护用品警示标识。（参考法律法规：《安全标志及使用导则(GB 2894-2008)》警示标志2-18）amfori BSCI 执行领域7.9被部分尊重。

**Question:** 7.25 Is there satisfactory evidence the auditee verifies that temperature, humidity, space, sanitation, illumination are adequate for the health and safety of workers?

ENGLISH	LOCAL LANGUAGE
Finding	
Per onsite observation, management and employee interview, it was noted that about 30% of goods in material and finished goods warehouses were placed against walls and pillars directly. (Reference law/regulation: Article 18 of Rules for Warehouse Fire Prevention Safety Management.) The auditee stated that workers were used to stacking against walls and pillars. amfori BSCI Performance area 7.25 was partially respected.	根据现场观察，管理层和员工访谈发现，材料和成品仓库内约30%的货物直接靠墙靠柱堆放。（参考法律法规：《仓库防火安全管理规则》第18条。）被审核方表示工人习惯了靠墙靠柱堆放。amfori BSCI 执行领域7.25被部分尊重。

## PA 10: No Precarious Employment

Site: Dongguan Langming Intelligent Technology Co., Ltd | Site amfori ID: 156-051283-001

**Question:** 10.3 Is there satisfactory evidence that the auditee provides workers with understandable information before entering into employment?

**ENGLISH**

**LOCAL LANGUAGE**

**Finding**

Per management, worker interview and the documentation review, it was noted that no actual basic wage agreement was shown in the labor contract, and only replaced with description of "local legal requirement", which was not compliance with legal requirement. In accordance with Article 17 of the Law of the People's Republic of China on Employment Contract. amfori BSCI Performance area 10.3 was partially respected.

根据管理层、员工访谈以及文件评审发现合同中用“当地法定最低工资”的描述代替了具体的基本工资约定条款，不符合法规要求。根据《中华人民共和国合同法》第17条。amfori BSCI 执行领域10.3部分被尊重。

**PA 12: Protection of the Environment**

Site: Dongguan Langming Intelligent Technology Co., Ltd | Site amfori ID: 156-051283-001

**Question:** 12.2 Is there satisfactory evidence that the auditee has procedures in place to ensure integration of local environmental law into the business model?

**ENGLISH**

**LOCAL LANGUAGE**

**Finding**

Per document review, management and employee interview, it was noted that Environmental laws were collected but some were not the most updated version, such as Law of the PRC on the Environmental Impact Assessment was not the newest version. amfori BSCI Performance area 12.2 was partially respected.

根据文件查阅、管理层和员工访谈发现，审核发现虽然有收集环境方面的法律法规，但是部分不是最新的版本，比如：《中华人民共和国环境影响评价法》不是最新版本。amfori BSCI 执行领域12.2被部分尊重。

**PA 13: Ethical Business Behaviour**

Site: Dongguan Langming Intelligent Technology Co., Ltd | Site amfori ID: 156-051283-001

**Question:** 13.4 Is there satisfactory evidence that the auditee collects uses and otherwise processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements?

**ENGLISH**

**LOCAL LANGUAGE**

**Finding**

Per document review, management and employee interview, it was noted that the auditee established procedure for protection of personal privacy to collect, use or otherwise process personal

根据文件查阅，管理层和员工访谈发现，被审核方虽然建立了保护个人隐私的程序以按照隐私和信息安全法和监控要求来收集、使用和合理谨慎的处理员工的个人信息，但没有为员工提供相关培训和收

## Finding

information with reasonable care and in accordance with privacy and information security laws and regulatory requirements, but no relevant training was provided for employees and relevant law collected. amfori BSCI Performance area 13.4 was partially respected.

集相关法律。amfori BSCI 执行领域13.4被部分尊重。