

Workplace Conditions Assessment Report

Measured Results —Improved Performance



ZHEJIANG ANYOU MANUFACTURING CANS CO.,LTD

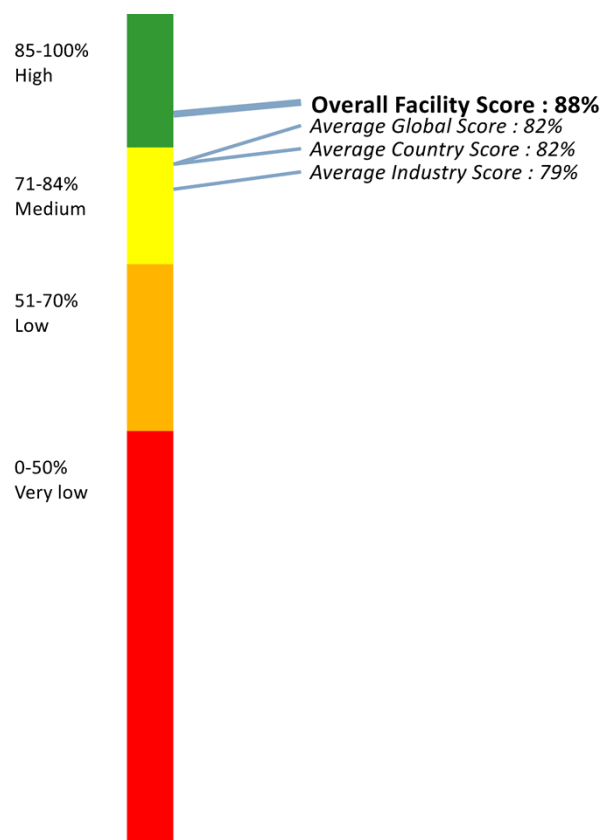
GENERAL INFORMATION

Overall Facility Score: **88%**

Reg No:	F_IAR_187150	Country:	China
Audit Date:	19-Apr-2024	Assessment Stage:	Annual
Last Audit:	19-Jul-2023 (86 %)	Schedule Type:	Announced
Mandays:	1	Audit Firm:	Intertek

WORKPLACE PERFORMANCE INDEX AND SUMMARY

Participating facilities: 17567



Assessment area	Score results	Number of non-compliances by rating				
		Zero Tolerance	Major	Moderate	Minor	No Score
Overall	88%	-	-	4	5	-
Labor	90%	-	-	1	-	-
Wages & Hours	74%	-	-	2	-	-
Health & Safety	96%	-	-	-	2	-
Management Systems	79%	-	-	1	3	-
Environment	100%	-	-	-	-	-

The Performance Index Bar is used to measure and benchmark the facility's score against the other population of audit results in the database using a common scoring algorithm

A. FACILITY PROFILE

A1. FACILITY INFORMATION

Facility Name:	Zhejiang Anyou Manufacturing Cans CO.,LTD	Facility Legal Status:	Private
Facility Legal Name:	Zhejiang Anyou Manufacturing Cans CO.,LTD	Year facility began operations:	2020
Audit Location:	No. 488 ,1 Building,Huabao Street, Qianyuan Town, Deqing County, Huzhou City, Zhejiang Province	Located in special economic zone:	No
City:	Huzhou	Person responsible for overall social compliance issues:	Ms. Ma Yuli
Country:	China	Valid certificate for social compliance certification program:	Not Applicable
Contact Name:	Ms. Ma Yuli	Vendor Name:	Not provided
Contact Title:	Manager		
Industry:	Other		
Service Providers:	Not Applicable		
Security systems in place:	1 security guard on the facility entrance and CCTV systems were installed to monitor and control physical access of employees and visitors to the facility.		
Building Description:	In view of the facility, it consisted of part of 1/F and whole 2/F of one 2-storey building as production area and warehouses, there was no dormitory, kitchen or canteen was available for employees in this facility. The facility occupied about 5184 square meters and the buildings were made up of concrete and brick. Remark:Through on-site observation and management interview, it was noted that there was a facility in the same building with independent business licenses, products, wage and attendance systems and management system. The other area of 1/F of the 2-storey building was occupied by other facility. No comingling or sharing case was noted during this audit. This audit scope did not include other facility.		
Special building type:	Building is shared with multiple owners or leaseholders		

A2. PRODUCTION INFORMATION

Products manufactured / Services provided:	Iron can	Time record system(s) used:	Others: Fingerprint attendance system
Production process/ Service elements:	Cutting, Punching and packing.	Chemicals or hazardous materials on-site:	No There was no chemical in this facility.
Production capacity a week:	250000 pcs	Current production/Services for client:	Iron can
Total number of machines:	29 sets		
Main machine types:	Punching machine and etc		
Shifts and Operating hours:	1 shift The employees worked for 5 days in a week. The normal working hours were 8 hours per day which was from 08:00 to 12:00 and from 13:00 to 17:00.		

A3. EMPLOYEE INFORMATION

Employee nationalities/provinces :	There were 44 employees working in the audited facility at present. 4 employees were local workers from Zhejiang, 40 employees were domestic migrant workers from Anhui, Guangxi, Guizhou, Henan, Sichuan, Yunnan and etc. No foreign migrant workers.	Languages spoken in the facility :	Chinese
Union/Worker committee :	Zhejiang Anyou Manufacturing Cans CO.,LTD worker committee.	Management and employees speak same language :	Yes
Hires through employment agent :	No		
Recruitment and hiring process :	All employees were hired by the facility directly, and no recruiting cost was required for the employees.		

Range	Female	Male	Homeworkers	Juveniles
50 or less	29	15	0	0

	Permanent	Temporary	Agency	Total
Local	4	0	0	4
Migrant	40	0	0	40
Foreign	0	0	0	0
Total	44	0	0	44

A4. SUBCONTRACTOR INFORMATION

No subcontractor information given

A5. GENERAL INFORMATION

One auditor conducted this announced audit on a sampling basis in one day. Auditor arrived at the facility at about 09:30 on April 19, 2024. The purpose and procedure of the visit were explained to Ms. Ma Yuli / Manager and the audit was permitted immediately. An opening meeting was held with Ms. Ma Yuli / Manager and her management team. Auditor provided a brief description of the assessment process, scope and required documentation. Auditor had a factory tour in all areas in the facility with facility management accompany. Locked areas encountered during the audit were unlocked timely. Documentation requested for the review was provided. In general, facility representatives were receptive and cooperative during the whole audit. Though employee interview, all the interviewees were favorable with the management & facility environment and no negative information was raised. A closing meeting was held with the facility management, all findings were addressed. The facility management would have an internal meeting to follow up and necessary changes would be made in accordance. A CIR report was left to the facility management. No ZT finding or major finding was noted during this audit. Current status: 1. Labour: The facility had established a system to ensure no recruitment of child labour. All employees were hired by the Human Recourse Department of the facility. Employees' ID and photo would be checked. The employees without valid ID certificates should not be hired. Minimum working age of the facility was above 18 years old. 2. Management system: Though the facility had established all procedures about EHS, However, some findings were noted. 3. Environment: The facility had established an environmental management system. One senior manager was responsible for continuous improvements in their environmental performance. Best practice: None.

A6. AUDIT PROCESS

Auditor Information

Auditors APSCA ID : **Primary: Daryl Chen**
ID#: 21700142

Auditors APSCA ID : **Secondary: NA**
ID#: NA

Audit pay period provided for review

Records	From	To
12	01-Apr-2023	31-Mar-2024
13	01-Apr-2023	18-Apr-2024

Employee interview sampling

Individual	5
Group	0
Total interviewed	5

Special Comments: N/A

Payroll and attendance records sampling

Period	From	To	Peak Season	Records Reviewed
Current Period	01-Mar-2024	31-Mar-2024	No	5
Period 2	01-Dec-2023	31-Dec-2023	No	3
Period 3	01-Sep-2023	30-Sep-2023	No	3
Total				11

Other records reviewed

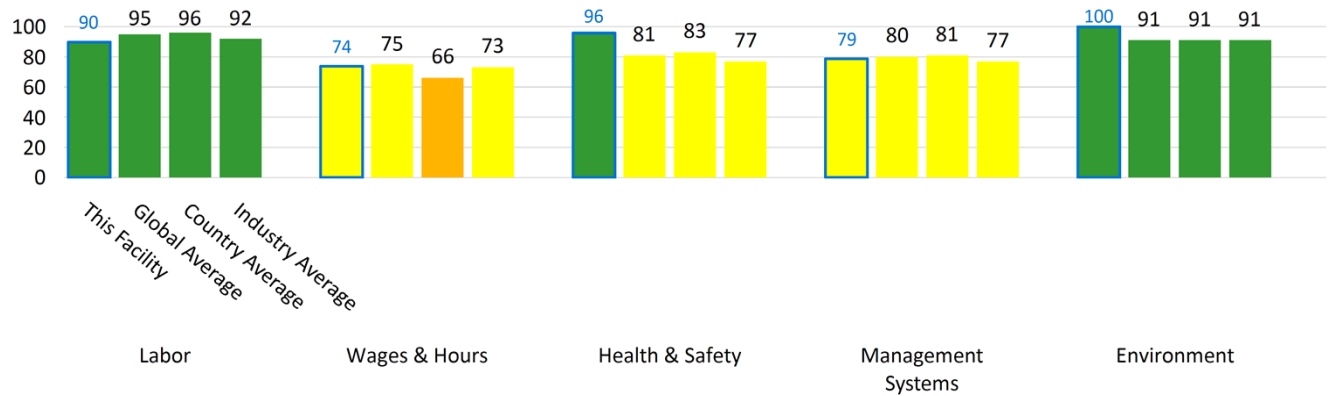
Personnel records	Production records
Non-Production records	Employment contracts
Legal Permits	Social insurance documentation
Employee leave register	



B. KEY PERFORMANCE METRICS

B1. COMPARISON BENCHMARK

Current performance — Global average, China average, Other average



The Comparison Benchmark shows at a glance how this facility is performing in each category in comparison to all other facilities in the database globally, by country and/or industry using the same scoring algorithm.

B2. PERFORMANCE TREND ANALYSIS

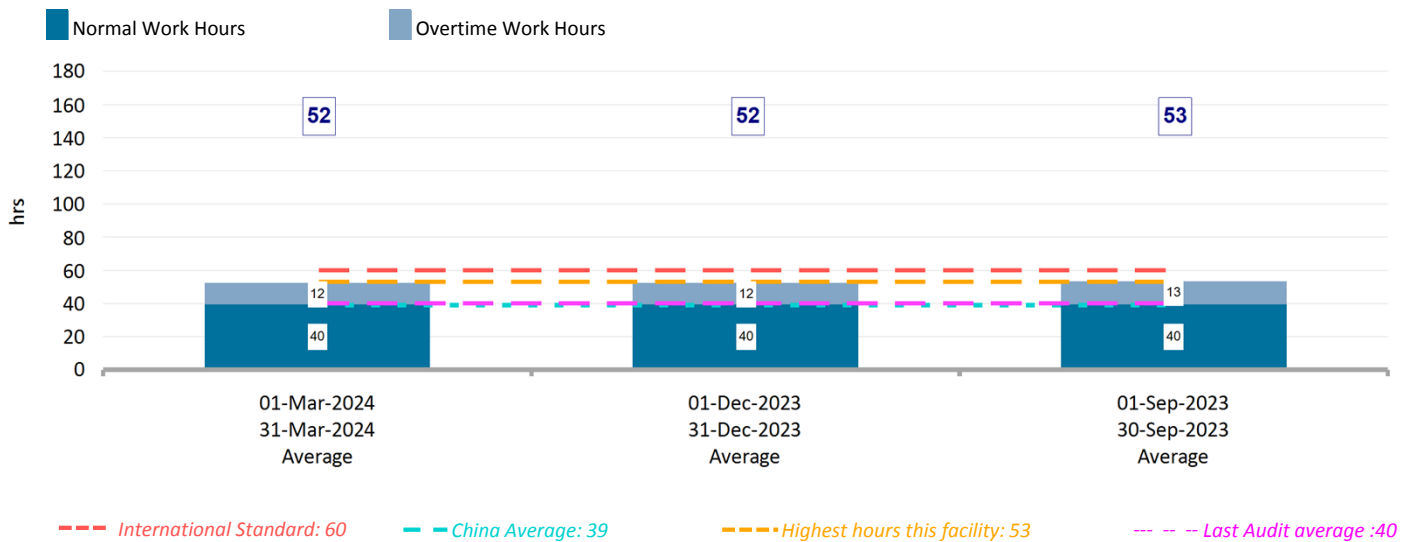
Section Name	Current (19-Apr-2024)	Last (19-Jul-2023)	First (19-Jul-2023)	Change (Current-Last)	Change (Current-First)
Labor	90	100	100	-10 %	-10 %
Wages & Hours	74	74	74	0 %	0 %
Health & Safety	96	78	78	23 %	23 %
Management Systems	79	89	89	-11 %	-11 %
Environment	100	100	100	0 %	0 %
Overall Score	88	86	86	2 %	2 %

Advancers Constant Decliner

Showcase of the percentage of improvement (or decline) in performance over time for this facility. The current audit result is compared against the last audit completed at this same facility which is subsequently compared to the very first audit done at the facility.

B3. WORKING HOURS AND WAGES

Average total hours worked Weekly



Average wages paid in local currency (RMB)



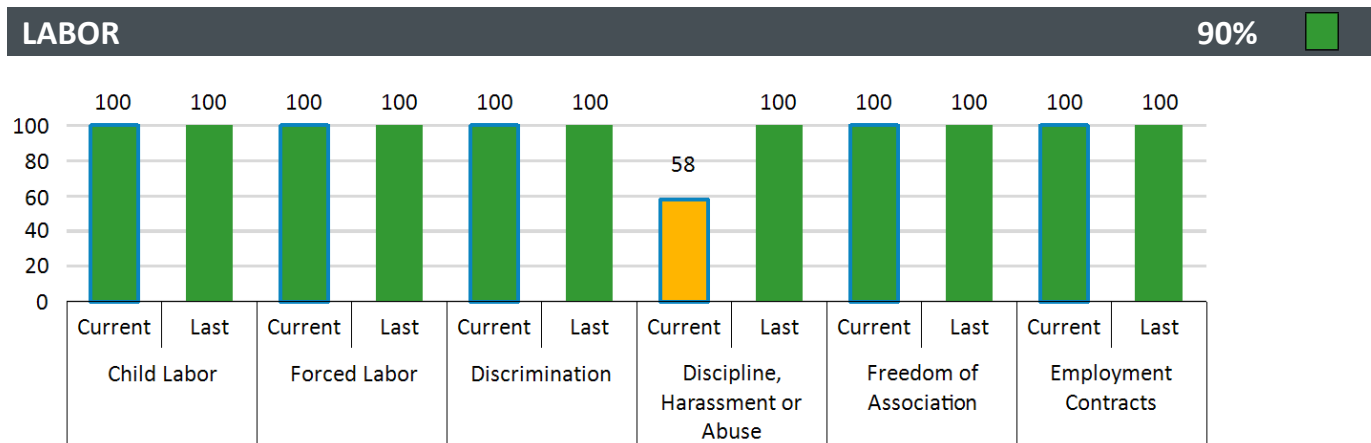
Provincial and country averages are based on average wages paid since past two years.

Special wage circumstances: NA

C. PERFORMANCE DETAILS

Current (19-Apr-2024) Last (19-Jul-2023)

C1. LABOR



Labor Summary: 1. Relevant policy on child labor, force labor, discrimination, discipline, harassment, freedom of association etc were established, no child labor/ juvenile employee /force labor/harassment/discrimination was noted. No foreign employees or agency employees were employed in the facility. The facility hired all employees directly. 2.The employees could express grievance freely. The facility has a written policy of freedom of association and right to collective bargaining. The policy states that the workers are free to form or join trade union or workers' organisation and enjoy the right to collective bargaining, and nobody will be treated differently if they are members of the trade union or workers' organisation, etc. 3. No zero-tolerance or major non-compliances findings was found during labor section.

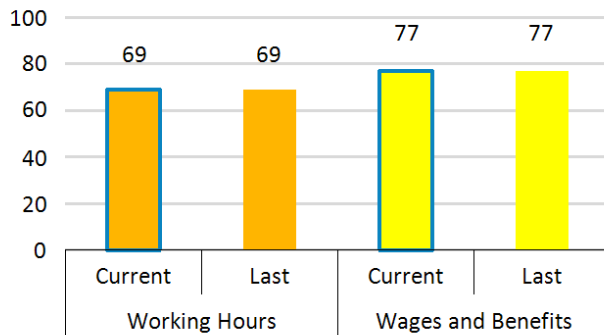
Sub Section: Discipline, Harassment or Abuse

Status	Findings	% Global freq of compliance
Moderate	O0112: The facility communicates disciplinary actions with the employees but does not maintain records on file. Past occurrences at this facility: NA Auditor's comment As per WCA requirements, the facility should communicate disciplinary actions taken communicated with the employees and record on file. During the document review, auditor noted that the written records of disciplinary actions taken communicated with the employees but not recorded on file.	98%

C2. WAGES & HOURS

WAGES & HOURS

74%



Wages and Hours Summary: 1. During this audit, auditor interviewed employees and crosschecked the attendance records, payroll records and other production-related records, such as Daily production records, Goods In and outwarehouse Records, leave records, resignation records and personnel records etc. from April 2023 to April 2024, no inconsistency was found. 2. The local minimum wage standard was set at RMB 2070 per month as equivalent to RMB 11.90 (2070/21.75/8) per hour since August 01, 2021. Based on the payroll records and attendance records provided by the facility, all employees are paid above the local legal minimum wage requirement. 3. All employees were paid for overtime hour in compliance with local law, i.e. 150% of normal rate for overtime worked on weekday, 200% of normal rate for overtime worked on rest day, 300% of normal rate for overtime in statutory holiday. 4. The employees worked for 5 days in a week. The normal working hours were 8 hours per day which was from 08:00 to 12:00 and from 13:00 to 17:00. 5. Employees used Fingerprint attendance system to record their working hours. All employees would scan their finger by themselves when they go in or out the facility. Employees' wage was paid by monthly rate and paid on or before 16th of the next month after the working period. The peak season is not obvious. 6. Through document review, auditor found that the monthly overtime hours of 5 out of 5 randomly selected employees were 54 hours in March 2024 (Most current month); the monthly overtime hours of 3 out of 3 were 48 hours in December 2023 (random month); the monthly overtime hours of 3 out of 3 were 48 hours in September 2023 (random month). Total weekly hours did not exceed 60 hours and at least one day off following six consecutive days was provided for employees. 7. The social insurance, paid annual leave and statutory holiday were provided to employees. 8. The facility did not obtain any comprehensive working hours system.

Sub Section: Working Hours

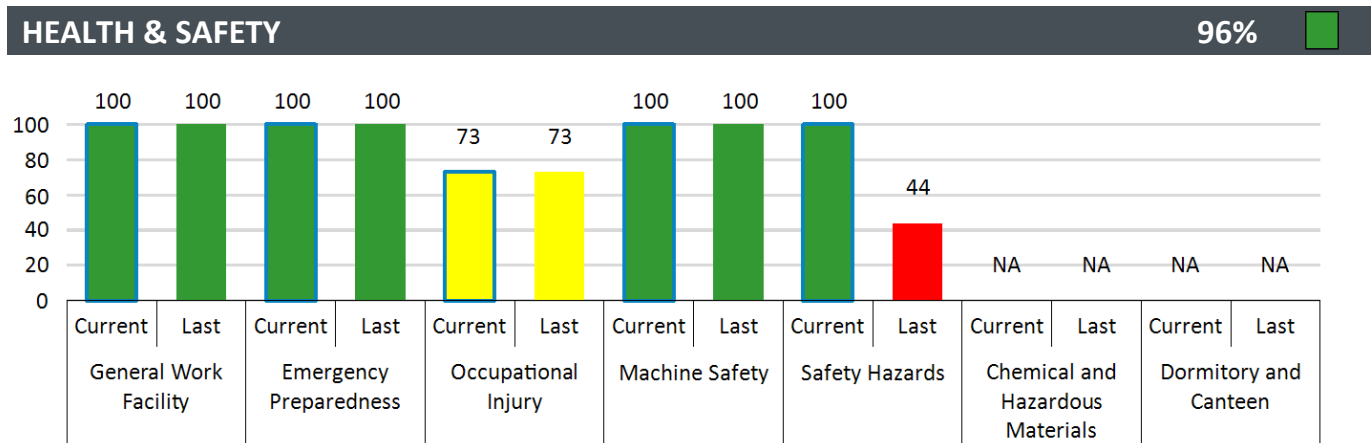
Status	Findings	% Global freq of compliance
● Moderate	O0626: Total overtime hours exceeds allowable limits under applicable law or agreement. Past occurrences at this facility: 1 time (19-Jul-2023) Auditor's comment Overtime hours exceeded the legal requirement. Through document review, auditor found that the monthly overtime hours of 5 out of 5 randomly selected employees were 54 hours in March 2024 (Most current month); the monthly overtime hours of 3 out of 3 were 48 hours in December 2023 (random month); the monthly	42%

Status	Findings	% Global freq of compliance
	overtime hours of 3 out of 3 were 48hours in September 2023 (random month). 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.	

Sub Section: Wages and Benefits

Status	Findings	% Global freq of compliance
● Moderate	O0717: The facility does not provide social security, pensions, healthcare and/or other insurance to employees as per legal requirement. Past occurrences at this facility: 1 time (19-Jul-2023) Auditor's comment Insufficient social insurance participated. Through reviewing the social insurance receipt of March 2024, auditor found that 13 out of 44 employees had participated in basic endowment insurance, maternity insurance, basic medical insurance, unemployment insurance and employment injury insurance. Remark: The facility had provided group commercial accident insurance to all employees. The valid date was from June 19, 2023 to June 18, 2024. Legal Regulation 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 participate in 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.	59%

C3. HEALTH & SAFETY



Health & Safety Summary: 1. Written Health and Safety Policy and Health and Safety Manual were established and implemented. Potable water was freely available on each facility floor. Sufficient clean toilets segregated by gender were available at all times to employees. Ventilation, temperature and lighting were adequate for each area. 2. Fire Safety: The facility provided sufficient fire safety equipment throughout the facility: such as extinguishers, fire hydrants, fire alarms, all were well equipped and checked monthly. Evacuation maps were also posted in each floor with emergency plan, position of firefighting equipment and "you are here" information. Emergency routes were clearly marked on the floors which could lead employees to emergency exit. All exit doors were installed with safety exit signs and emergency lights. At least two emergency exits were on each floor in the facility. The facility conducted fire drills and firefighting training twice every year with latest one conducted on March 21, 2024. 3. Electrical safety: All electrical equipment was maintained in good condition such as sockets, plugs, switches and main fuse boards. Valid electrician license was provided. The warning signs were posted on the electrical panels. 4. Chemical Safety, there was no chemical in this facility. 5. Employee safety: employee did properly wear PPE. No occupational health examination was provided to employees engaged in post with occupational disease hazards. The facility did not conduct evaluation on occupational hazard factors. 6. Medical services: There were adequate first aid kits with sufficient supplies on each floor. There were total 2 first aiders in the facility. Through review injury records, no injury occurred in past 12 months. 7. Machine Safety: Production machines were maintained. 8. Facility had a program to provide EHS training to all employees including fire safety. The assigned person was responsible for the facility health and safety regular checking, regular meeting minutes of proceedings were provided for review.

Sub Section: Occupational Injury

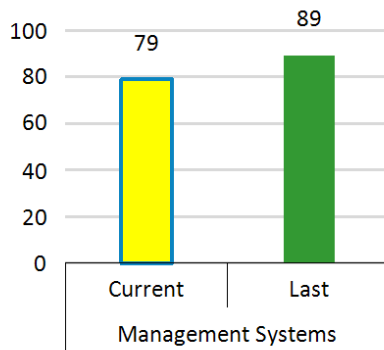
Status	Findings	% Global freq of compliance
● Minor	O0354: The facility does not conduct and/or pay for regular occupational health examinations for employees when applicable. Past occurrences at this facility: 1 time (19-Jul-2023) Auditor's comment No occupational health examination was provided to employees engaged in post with occupational disease hazards. During facility tour, auditor found that there were 22 employees (total 22 employees) were working in punching workshop on 1/F at Production Building. However, no periodic occupational health examination	76%

Status	Findings	% Global freq of compliance
	reports which required by law for those 22 employees who engaged in punching workshop were provided for review. Legal Regulation 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 the public health administrative department under the State Council. The occupational health examination shall be conducted before labourers start to take the post, in the course of the work and after leave the post and the employer shall provide the results of the occupational health examinations to labourers in written. The expenses of the occupational health examination shall be borne by employers. The employer shall not arrange labourers to engage in the work with occupational hazard(s) prior to the pre-post occupational health examination, or labourers with any occupational prohibition to engage in the prohibited work from them. Once the occupational health examination indicates that employee is suffering from the occupational damage in relation to his or her occupation, the employer shall transfer such a labourer out of his or her original post, and allocate him or her in a proper way. The employer shall not rescind or terminate the labour contracts signed with those employees without the occupational health examination at time of leaving the post. The occupational health examination shall be undertaken by the Medical and Health Institutions with Practicing Licence of Medical Institution. The Health Administrative Department shall strengthen the standardization management of occupational health examination. The specific administrative measures shall be formulated by the Health Administrative Department of State Council.	
● Minor	00361: The facility does not apply for testing of factors of occupational hazards at least once a year and the report kept for review. Past occurrences at this facility: 1 time (19-Jul-2023) Auditor's comment The facility did not conduct evaluation on occupational hazard factors. During facility tour, auditor found that hazardous factors existed such as noise in the punching workshop. However, the facility could not provide evaluation report of occupational hazardous factors for review. Legal Regulation Provisions on the Management of Workplace Occupational Hygiene Article 20, Employers with severe occupational disease hazards shall entrust an occupational health technical service agency with corresponding qualifications to conduct occupational disease hazard factor test at least once a year, and conduct assessment on current situation of occupational disease hazard at least once every three years. Employers with general occupational disease hazards shall entrust an occupational health technical service organization with corresponding qualifications to conduct occupational disease hazard factors test at least once every three years. The test and evaluation results shall be stored in the occupational health files of employers, and reported to the health authorities and be notified to the laborers.	86%

C4. MANAGEMENT SYSTEMS

MANAGEMENT SYSTEMS

79%



Management System Summary: The facility had established social compliance policy and communicated the policy to employees and management through training. The training records were provided for review. the facility had conducted internal assessment for its social compliance program and the procedure and policy was implemented availablely.

Sub Section: Management Systems

Status	Findings	% Global freq of compliance
● Minor	O1499: The facility has comprehensive employment practice processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented. Past occurrences at this facility: NA Auditor's comment Findings about employment practice procedures were found during this audit, please refer to related section for details. WCA Standards requires that the facility should have comprehensive processes and procedures in a written manual to support the implementation of the written social compliance policy, including but not limited to the following: employment practice procedures.	78%
● Minor	O0817: The facility has comprehensive working hour and wages management processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented. Past occurrences at this facility: 1 time (19-Jul-2023) Auditor's comment Findings about working hour and benefits were found during this audit, please refer to related section for details. WCA Standards requires that the facility should have comprehensive processes and procedures in a written manual to support the implementation of the written social compliance policy, including but not limited to	37%

Status	Findings	% Global freq of compliance
	the following: working hours and wages management procedures.	
● Minor	O0829: The facility has comprehensive employee safety processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented. Past occurrences at this facility: 1 time (19-Jul-2023) Auditor's comment Findings about employee safety were found during this audit, please refer to related section for details. WCA Standards requires that the facility should have comprehensive processes and procedures in a written manual to support the implementation of the written social compliance policy, including but not limited to the following: employee safety procedures.	43%
● Moderate	O0908: The facility does not establish, maintain or document appropriate procedures to evaluate and select suppliers and/or subcontractors based on their performance and commitment towards social compliance. Past occurrences at this facility: NA Auditor's comment WCA Standards requires that the facility should established document appropriate procedures to evaluate and select suppliers and/or subcontractors based on their performance and commitment towards social compliance. Through document review, auditor noted that the facility has not been established document appropriate procedures to evaluate and select suppliers and/or subcontractors based on their performance and commitment towards social compliance.	83%

C5. ENVIRONMENT



Environment Summary: 1.The facility established the environmental protection policy and conducted environmental risk assessment regularly. 2. The waste gas was identified as key environmental impacts, and environmental pollution emergency plan was available for review. 3. The facility provided the environmental impact assessment approval for review. 4.The facility conducted the training for all employees on the avoidance of environmental impact.

% Global Frequency of Compliance:	Represents the implementation percentage performance of all suppliers participating in the WCA Community globally for each issue
Identification numbers:	Represents the finding ID associated with each checklist question

RECOMMENDATION FOR IMPROVEMENT PLAN TIMELINE

- Minor: Take action within 0 ~ 6 months to make necessary improvements.
- Moderate: Take action within 0 ~ 3 months to make necessary improvements.
- Major: Take action within 0 ~ 1 month to make necessary improvements.
- Zero Tolerance: Take immediate action to make necessary improvements.

D. STRENGTHS AND CHALLENGES

Facility Strengths: Facility performance ranks in the top percentile of the population and/or has implemented a best practice process	Rating	Global Freq. of Compliance%
The facility has comprehensive emergency preparedness processes and procedures in a written manual that support adherence to social compliance requirements and are being properly implemented.	Compliant	57%
The facility has comprehensive chemicals management processes and procedures in a written manual that support adherence to social compliance requirements and are being properly implemented.	Compliant	71%
The facility (including construction projects) have the building permits and/or fire safety permits as per the legal requirements.	Compliant	76%
The facility has implemented an mechanism/program to identify, evaluate and control employee exposure to physically demanding work, such as manual handling, heavy lifting, highly repetitive tasks, and other physically demanding jobs to prevent work-related injuries.	Compliant	77%
The total weekly working hours (normal & overtime) are 60 or less than 60 hours.	Compliant	79%
The facility provides appropriate training for managers on how to implement its social compliance policies and procedures.	Compliant	79%
The facility has comprehensive processes and procedures in the area of general facility, dormitory (if any) and/ or canteen (if any) management (e.g. cleanliness, ventilation, noise, lighting, toilets) in written manual that support adherence to social compliance requirement.	Compliant	80%
The facility conducts periodic assessments (including internal audit) of its management system in order to identify improvement opportunities.	Compliant	80%
There are written records (correspondence, report, meeting minutes, etc) of a regular management review of the social compliance system.	Compliant	81%
Employees are provided with at least one day off following six consecutive days worked.	Compliant	82%

Challenges: Facility performance ranks in the bottom percentile of the population	Rating	Global Freq. of Compliance%
The facility communicates disciplinary actions with the employees but does not maintain records on file.	Moderate	98%
The facility does not apply for testing of factors of occupational hazards at least once a year and the report kept for review.	Minor	86%
The facility does not establish, maintain or document appropriate procedures to evaluate and select suppliers and/or subcontractors based on their performance and commitment towards social compliance.	Moderate	83%
The facility has comprehensive employment practice processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented.	Minor	78%
The facility does not conduct and/or pay for regular occupational health examinations for employees when applicable.	Minor	76%
The facility does not provide social security, pensions, healthcare and/ or other insurance to employees as per legal requirement.	Moderate	59%
The facility has comprehensive employee safety processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented.	Minor	43%
Total overtime hours exceeds allowable limits under applicable law or agreement.	Moderate	42%

The facility has comprehensive working hour and wages management processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented.	Minor	37%
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Best Practices:

The facility has written procedures in place to determine, manage and control overtime.	The facility has made progress in reducing or eliminating pollution, waste and conserving resources.
The facility implements an auditing program and audits all suppliers, subcontractors and labor providers.	

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