Monitoring summary report for ShenZhen Pro-Vision Optical Co., LTD
MONITORING ID: 24-0300990

amfori
Trade with purpose

Monitored Party
ShenZhen Pro-Vision Optical Co., LTD

amfori ID
156-060074-000

Address
101, No.48, Xintang Road, Dakang Community, Yuanshan Street, Longgang District, Shenzhen, Guangdong Sheng, China

Monitoring Activity
amfori Social Audit - Manufacturing

Monitoring Type
Full Monitoring

Monitoring Partner
Bureau Veritas Hong Kong Limited

Monitoring Start Date
31/12/2024

Closing Meeting Finished Date
31/12/2024

Submission Date
08/01/2025

Expiration Date
08/01/2026

Announcement Type
Semi Announced

Site
ShenZhen Pro-Vision Optical Co., LTD

Site amfori ID
156-060074-001

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OVERALL RATING



SECTION RATING

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

GENERAL DESCRIPTION

Name of lead auditor: Winking Guo; APSCA membership number: CSCA 21701131
Name of team auditor: N/A
Name of observers, translators, trainees, advisors/consultants (if applicable): N/A
Monitoring partner name: Bureau Veritas Consumer Products Service; Audit Company APSCA Number: 11600002
Audit schedule details: The audit was planned for one auditor x 1 day.
Monitoring date: December 31, 2024
Announcement Type: Semi-announced full audit
Business partner information: The audited facility was established on May 6, 2024 with its business license number of 91440300MADKRRHY6B. The factory name in Chinese on Business License is 深圳市精源兴光学科技有限公司, the factory address in Chinese on Business License is 深圳市龙岗区园山街道大康社区莘塘路48号101.
The factory specializes in the production of Glasses. Production processes included CNC, soldering, cutting, polishing, tumbling, hinge-fixing, washing, pad-printing, inspection and packing. There was no obvious peak season in the facility.
Audited location information: The facility rented one 4-storey production building with total architecture area of about 4,800 square meters. The building was rented from the landlord. No dormitory or canteen was provided. The 1st floor was used as office, warehouse and soldering section; the 2nd floor was used as polishing, pad-printing, washing, inspection and packing section; the 3rd floor was used as hinge-fixing and tumbling section, the 4th floor was used as CNC and cutting section.
Operating shifts and hours: The regular working hours were 8 hours per day and 40 hours per week, Monday to Friday. The regular rest days were Saturday and Sunday. The regular shift for all employee is from 08:00 to 17:30 with 1.5 hours' lunch break was from 12:00 to 13:30.
Time recording system: Finger printing system
Salary payment details: Wages of employees are paid at around 7th of the next month by cash with wage stubs issued to employees. Per payroll review and interview with management and employees, all production employees are paid by hourly rate.
Worker number information: There were total 46 employees in the factory currently, including 40 production employees (26 males and 14 females) and 6 non-production employees. There were 22 male domestic migrant workers and 12 female domestic migrant workers. The youngest employee in the factory was 29 years old. There was no vulnerable worker (i.e. pregnant, young, disabled, foreign migrant, etc.) in the factory. And there were no any other special group workers (interns, apprentices, contractor workers etc.), either.
Good practices: None.
Worker organization details: A worker committee was established in the factory with two worker representatives were selected by workers.
Circumstances: There was no special circumstance in the facility.
Summary of findings: The findings were raised under PA1, PA2, PA5, PA6, PA7 and PA13.
PA1: 1. Management system was established but not implement it effectively. 2. The factory did not recruit enough employees or organize its workforce capacity to meet the expectations of the delivery order and/or contracts.
PA2: 1. Some interviewed employees were not aware of the BSCI COC content. 2. The factory had not set up a channel for local communities' coming up with its suggestions or complaints to management for improvement.
PA5: The factory's coverage of social insurance was insufficient.
PA6: Sampled employees worked in excess of the statutory overtime hour limits.
PA7: 1. No occupational health check was provided to employees. 2. The factory's coverage of accident insurance was insufficient. 3. Some workers wore improper PPEs. 4. No safety label for chemicals. 5. The accident and emergency procedure was not posted onsite.
PA13: The facility did not establish the policy or procedure for collecting, using or otherwise processing personal information with reasonable care.
Living wage calculation: Basic need wage was quoted from the GLWC website, refer to the attachment for detail.
Remark: There are no contractor/ agencies/ government waivers/ collective bargaining used or available by the auditee, which makes the contractor license/ agency labor contract/ government waiver/ collective bargaining agreements/ not applicable.

SITE DETAILS

Site
ShenZhen Pro-Vision Optical Co., LTD

Site amfori ID
156-060074-001

GICS Classification

Sector
Industrials

Industry Group
Capital Goods

Industry
Industrial Conglomerates

Sub Industry
Industrial Conglomerates

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	46	Workers
Legal minimum wage in local currency	2,360	Monthly
Lowest wage paid for regular work at the site	2,360	Monthly
Calculated living wage in local currency	3,719	Monthly
Total sample	5	Workers

Other Metrics

Male workers	30	Workers
Female workers	16	Workers
Non-binary workers	0	Workers
Permanent workers - Male	30	Workers
Permanent workers - Female	16	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	1	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	22	Workers
Domestic migrant workers - Female	12	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	**30**	**Workers**
Workers hired directly - Female	**16**	**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	**2**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: ShenZhen Pro-Vision Optical Co., LTD | Site amfori ID: 156-060074-001

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
Finding	
Per document review, management representation and employee interview, the factory had established management system according to amfori BSCI requirement, and the management knew basic requirement of amfori BSCI. However, the factory didn't effectively implement it, which lead to some issues appeared in Social Management System, Workers Involvement and Protection, Wage & benefits, Working hours, Health & Safety, Ethical Business Behavior, etc. This question is rated as Partially because the management system was established but not implement it effectively. In accordance with Performance Area 1.1: Social Management System and Cascade Effect 1.1.	根据文件查阅，管理层表述和员工访谈，工厂有按照amfori BSCI要求建立相关体系，且管理者代表了解amfori BSCI基本要求，但由于未有效执行，导致在管理体系，员工参与和保护，工资福利，工作时间，健康安全，商业道德等方面出现问题。 由于工厂有建立管理体系，未有效实施，此问题判定为部分不符合。 根据执行领域1.1：社会管理体系和级联效应1.1。

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
Finding	
Per document review and management interview, the factory did not recruit enough employees or organize its workforce capacity to meet the expectations of the delivery order and/or contracts, so that employees' overtime hours exceeded legal limit. This question is rated as Partially because the facility established capacity planning procedure, but it not implemented effectively. BSCI Code of Conduct PA1.4: The auditee should organize its workforce capacity to meet the expectations of the delivery order and/or contracts.	根据文件查阅及管理层访谈，审核发现工厂没有足够的员工或者进行良好的生产组织来达成交付订单和/或合同预期，以至于员工加班超出法律规定。 由于工厂制定了产能规划程序，但未有效实施，此问题判定为部分不符合。 BSCI行为守则PA1.4：被审核方应（生产商）组织其劳工来达成交付订单和/或合同预期和要求。

PA 2: Workers Involvement and Protection

Site: ShenZhen Pro-Vision Optical Co., LTD | Site amfori ID: 156-060074-001

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 factory tour and employee interview, BSCI COC was posted onsite for employees' reference, but some interviewed employees were not aware of the BSCI COC content. This question is rated as Partially because the factory had not provided BSCI training to employees, and only part of the employees did not know the COC code. BSCI Code of Conduct PA2.4: The auditee builds sufficient competence to successfully embed responsible practices in the business operation. This refers to managers, workers and workers representatives.	根据现场走访及员工访谈，工厂现场张贴了BSCI行为守则供员工阅读，但是部分访谈的员工不知晓BSCI行为守则内容。 工厂提供了BSCI行为守则培训给员工，仅部分员工不了解，此问题判定为部分不符合。 BSCI行为守则PA2.4：被审核方（生产商）充分培养下列人士的能力，以便在业务经营中成功结合责任规范，包括经理、工人和工人代表。

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 factory tour, management representation and employee interview, the factory 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. This question is rated as Partially because the factory had not set up a channel for local communities' coming up with its suggestions or complaints to management for improvement. BSCI Code of Conduct PA2.5: The auditee establishes or participates in an effective grievance mechanism for individuals and communities.	根据现场走访，管理层表述及员工访谈，审核发现工厂建立和参与了有效的个人申述机制，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。 由于工厂尚未创建给当地社区提供申诉的渠道，此问题判定为部分不符合。 BSCI行为守则PA2.5：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。

PA 5: Fair Remuneration

Site: ShenZhen Pro-Vision Optical Co., LTD | Site amfori ID: 156-060074-001

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
Finding	
Per document review and management interview, the factory's coverage of social insurance was insufficient. According to the social insurance payment account of local social insurance internet of December 2024 provided by factory management, it was noted that 7 out of 48 employees (14.6%) were provided with pension, accident, medical, unemployment and maternity insurance. The factory did not provide any commercial accident insurance to employees. This question is rated as No because less than 80% of workers were provided with the social insurance. In accordance with Article 73 of the Labor Law of the People's Republic of China.	根据文件查阅及管理层访谈，审核发现工厂的社会保险覆盖不足。根据厂方提供的2024年12月社会保险网上台账单据显示工厂为7/48名（14.6%）员工提供了养老保、工伤、医疗、失业和生育保险。工厂没有为员工提供商业意外保险。 由于工厂参保比例没有达到80%，此问题判定为不符合。 根据《中华人民共和国劳动法》第73条。

PA 6: Decent Working Hours

Site: ShenZhen Pro-Vision Optical Co., LTD | Site amfori ID: 156-060074-001

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 time records review and employee interview, it was noted that 14 out of 15 sample population employees worked in excess of the statutory overtime hour limits. A review of the sample population employees' time records (5 samples from current paid month of November 2024, 5 samples from October 2024 and 5 samples from September 2024) yielded the following: 1) In November 2024, 5 out of 5 sample population employees worked 76 to 82 overtime hours per month; 2) In October 2024, 5 out of 5 sample population employees worked 52 to 72 overtime hours per month; 3) In September 2024, 4 out of 5 sample population employees worked 70 to 74 overtime hours per month. This question is rated as No because the factory	根据厂方提供的工时记录及员工访谈，审核发现14/15名抽样员工（2024年11月5名，2024年10月5名，2024年9月5名）加班时间超出了法定标准，具体为： 1）2024年11月，5/5名员工的月加班时间为76到82小时； 2）2024年10月，5/5名员工的月加班时间为52到72小时； 3）2024年9月，4/5名员工的月加班时间为70到74小时。 工厂没有采取措施控制员工的加班时间，此问题判定为不符合。 根据《中华人民共和国劳动法》第41条。

Finding	
did not take action to control the overtime hours of employees. In accordance with Article 41 of the Labor Law of the PRC.	

PA 7: Occupational Health and Safety

Site: ShenZhen Pro-Vision Optical Co., LTD | Site amfori ID: 156-060074-001

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 document review and management representation, it was noted that the factory did not provide regular occupational health checks to employees in workshops who were in contact with hazardous materials (i.e. benzene, noise and dusts). This question is rated as No because no worker was provided with occupational health check. In accordance with Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases.	根据文件查阅及管理层表述，审核发现厂方没有为在车间接触有毒有害物质（如苯系物，噪音，粉尘）的员工提供定期职业病体检。 无人提供了职业病体检，此问题判定为不符合。 根据《中华人民共和国职业病防治法》第35条。

Question: 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

ENGLISH	LOCAL LANGUAGE
Finding	
Per document review and management interview, the factory's coverage of accident insurance was insufficient. According to the social insurance payment account of local social insurance internet of December 2024 provided by factory management, it was noted that only 7 out of 48 employees was provided with accident insurance. No commercial accident insurance was provided to employees currently. This question is rated as partially because the factory provided accident insurance to some part of employees. In accordance with Article 33 of Social Insurance Law of the People's Republic of China.	根据文件查阅及管理层访谈，审核发现工厂员工的工伤保险覆盖不足。根据厂方提供的2024年12月社会保险网上台账显示工厂仅为7/48名员工提供了工伤保险。目前工厂没有为员工提供团体商业保险。 由于工厂为部分员工提供了工伤保险，此问题判定为部分不符合。 根据《中华人民共和国社会保险法》第33条。 根据执行领域7：职业健康和安全 7.2。

Finding	
In accordance with BSCI Performance Area 7: Occupational Health and Safety 7.2.	

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
Per factory tour, it was noted that 1 out of 3 workers (contact with dusts) in the cutting section was wearing general medical mask rather than dust-proof mask. This question is rated as Partially because all other workers were wearing proper PPEs. In accordance with Article 45 of Law of the People's Republic of China on Production Safety.	根据现场走访，审核发现工厂切割部门1/3名的员工（接触粉尘）佩戴了一般医用口罩，非防尘口罩。其他员工均佩戴了合适的劳保用品，此问题判定为部分不符合。 根据《中华人民共和国安全生产法》第45条。

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	
Per factory tour, it was noted that 2 bottles of thinner (hazardous chemical) being used in the pad-printing section were not posted with a safety label. This question is rated as No. In accordance with Article 14 of the Regulation For Chemical Usage Safety in Work Place.	根据现场走访，审核发现工厂移印部门2瓶正在使用的盛装天那水（危险化学品）的容器没有张贴安全标签。此问题判定为不符合。 根据《工作场所安全使用化学品规定》第14条。

Question: 7.8 Is there satisfactory evidence that the auditee has developed and implemented accident and emergency procedures?

ENGLISH	LOCAL LANGUAGE
Finding	
Per document review and factory tour, it was noted that the factory established accident and emergency procedure but the accident and emergency procedure was not posted onsite. This question is rated as Partially because the factory had established the procedure and two trained first aid personnel were available on site. Performance Area 7: Occupational Health and	根据现场走访及文件查阅，审核发现虽然工厂已建立了意外及应急程序但未在现场张贴该程序。由于工厂已建立应急程序并且现场有两名培训过的急救员，此问题判定为部分不符合。 根据BSCI执行领域7：职业健康和安全 7.8。

Finding	
Safety 7.8.	

PA 13: Ethical Business Behaviour

Site: ShenZhen Pro-Vision Optical Co., LTD | Site amfori ID: 156-060074-001

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 and management representation, the facility did not establish the policy or procedure for collecting, using or otherwise processing personal information with reasonable care. This question is rated as No because the factory management was not aware of the BSCI Code. BSCI Code of Conduct PA13.4: The auditee collects, uses and processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements.	根据文件查阅及管理层表述，审核发现工厂没有建立关于收集个人隐私信息保密的政策和程序。 工厂管理层不知晓此BSCI要求，此问题判定为不符合。 BSCI行为守则PA13.4：被审核方（生产商）以合理谨慎的方式，按照隐私和信息安全法和法规要求收集、使用和处理个人信息。