

Monitored Party Dongguan Sphere sports Co.,LTD	amfori ID 156-025174-000	Address 701 , 1# building, No.66 Weijian Road, Chashan Town, 523380 Dongguan, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 01/07/2024	Closing Meeting Finished Date 01/07/2024	Submission Date 08/07/2024
Expiration Date 08/07/2025	Announcement Type Fully Announced	
Site Dongguan Sphere sports Co.,LTD	Site amfori ID 156-025174-001	

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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	C	
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	A	

GENERAL DESCRIPTION

[Name of lead auditor]: Kit Pan (CSCA21702574)

[Name of team auditor]: Nil.

[Name of observers, translators, trainees, advisors/consultants]: Nil

Announcement Type: Full Audit, Fully-Announced

[Monitoring partner name]: SGS (Monitoring firm APSCA #: 11600006)

[Audit schedule details]: The audit is full-audit, it is planned for one auditor x 1 day. This audit was conducted on Jul 1, 2024.

[Business partner information]: Dongguan Sphere sports Co., LTD (东莞市索菲亚运动科技有限公司) was established on Oct 18, 2018, with business license No.: 91441900MA52D7GH9G, which the valid date of the business license is from Oct 18, 2018 to longtime. The auditee was located at 701 , 1# building, No.66 Weijian Road, Chashan Town, 523380 Dongguan, China. (广东省东莞市茶山镇伟建路66号1号楼701室).

[Main products]: The factory was specialized in manufacturing Sportswear, the annual production capacity is about 100,000 PCS per year. Its main production processes were Printing, Cutting, Heat transfer printing, Sewing, Trimming, Ironing and Packing.

[Audited location information]: The auditee is located at 701 , 1# building, No.66 Weijian Road, Chashan Town, 523380 Dongguan, China. There was one 9-storey production building in the same fence of the facility. Details as following: The audited factory used the whole 7th floor of one 9-storey production building as office, warehouse and production workshops which cover about 2,500 square meters. The 1F&2F of the one 9-storey production building used by Zhonghui Precision Casting Co., Ltd. The 3F&5F of the one 9-storey production building used by Tianying Plastic Mould Co., Ltd.

The 4F of the one 9-storey production building used by Dongguan Shunli Semiconductor Co., Ltd. The 6F of the one 9-storey production building used by Longfa Yide Co., Ltd. The 8F of the one 9-storey production building used by Baixin Gift Co., Ltd. The 7F of the one 9-storey production building used by Dongguan Chashan Xiangtai Fishing Gear Co., Ltd.

[Time recording system]: Workers' attendance information was recorded by Finger printing recorder. The facility provided attendance records from Jun 1, 2023 to the audit day and payroll records from Jun 2023 to May 2024 for review.

[Operating shifts and hours]: According to the policy and implementation attendance records, all production workers worked by one shift (08:00-12:00, 13:30-17:30). The regular working hours for all workers 8 hours per day and 5 days per week. Workers sometimes had 2 OT hour (18:00-20:00) on weekdays, often had 8 OT hours on Saturdays and rested on Sundays. All sampled workers' monthly overtime hours exceeded 36 hours in Dec 2023, Mar 2024 and Jun 2024, and up to 70 hours, including 30 overtime hours on normal weekdays and 40 overtime hours on Saturdays, and workers maximum weekly working hours were 58 hours. Sampled 5 out of 5 sample worker's weekly working hours were not exceed 60 hours 1st sampled month(Dec 2023)-standard hours(40 hours)+maximum weekly OT(18 hours), 2nd sampled month(Mar 2024)-standard hours(40 hours)+maximum weekly OT(18 hours), 3rd sampled month(Jun 2024)-standard hours(40 hours)+maximum weekly OT(18 hours)Workers can take a rest during the work time when they felt tired. Workers' OT wages on weekdays and weekends were 150% and 200% of normal wages as per legal law.

[Salary payment details]: The factory set up wages and benefit paying system, which included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave etc. The wages were paid by cash before the end of following month without any delay. Based on the wages from Jun 2023 to May 2024 provided by the factory, the minimum wage paid by the factory was RMB1900 per month, which was met the legal requirement (RMB1900/Month). No any deduction was identified according to wages records of workers. All these processes and evidences were cross checked by document review, worker interview and management interview.

[Worker number information]: On the day of audit, there were 31 employees present which included 7 non production workers and 24 production workers (14 male workers and 10 female workers). 24 workers are domestic migrant workers (15 male workers and 9 female workers) and 7 workers are local workers. No child labor, young worker, disabilities, on parental leave or pregnant worker in the factory. And there was no interns, apprentices, contractor workers and other special group worker in the auditee.

Good practices: Nil

[Worker organization details]: Worker representatives were freely elected in the factory in Apr 2024, and they met the management every quarter. According to interview statement with worker representative and workers, they had morning meeting for getting the information of workplace-related issues, and the factory provided training on workers' right to some of workers.

[Circumstances]: The opening meeting of this amfori BSCI audit was started at facility with the words of thanks from SGS, after that brief introduction of audit team was given to the participants. The audit methodology, confidentiality policy of

SGS, Zero Tolerance Protocol and methodology of reporting the audit results were thoroughly briefed by the Lead Auditor. Before proceeding to the audit, the audit scope and criteria were reaffirmed and audit itinerary, which had been forwarded to the organization, was agreed. The auditor described the whole audit process, criteria, scope, different audit methods, and explained the amfori BSCI code of conduct, amfori BSCI holistic approach and local laws in detail to the extent these are related to the audit. Management of the facility assured the auditor of facilitation throughout the audit process. Based on IPE website and government website, there was no violated records for the auditee in the past 3 years.

[Summary of findings]: This audit covered all 13 PAs of amfori BSCI. During this audit, Lead auditor found that below performance areas have non-compliances. PA1: 1.1 The management system for BSCI was not effective. 1.4 The factory did not have workforce and organize the production capacity effectively. PA2: 2.4 Half of interviewees still did not know amfori BSCI Code clearly. 2.5 No communication channel for external communities. PA5: 5.4 The wages paid for regular working time for all sampled workers were lower than the calculated basic living wage level. 5.5 The factory did not provide insurance for all employees. PA 6: 6.2 Worker's monthly overtimes exceed legal requirements. PA7: 7.1. Some non-compliances identified during the audit due to management negligence. 7.5 The factory did not establish an annual training plan. 7.17 No finger protection ring for some sewing machines. 7.22 No soap / liquid soap and tissue in toilet.

[Living wage calculation]: The living wage data is provided by the auditing company and please refer to the PA5 summary to find the details of calculation method of living wage.

Precautions taken about #COVID-19 in the facility: There was no any precaution in China.

The Personal Information Protection Law of the People's Republic of China was promulgated on August 20, 2021, the producer ensured that relevant personal data and information provided to SGS auditor(s) has been obtained the individual's consent during the audit.

[Attachments] =

The factory didn't obtain consolidated working hour waiver and no collective bargain happened in factory. There was no contractor in the factory, so contractor license or permit was not applicable. There was no agency labor in the factory, so agency labor contract was not applicable. No collective bargaining was conducted before, so collective bargaining agreement was not applicable.

SITE DETAILS

Site
Dongguan Sphere sports Co.,LTD

Site amfori ID
156-025174-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Textiles, Apparel & Luxury Goods

Sub Industry
Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	31	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	3,617	Monthly
Total sample	5	Workers

Other Metrics

Male workers	18	Workers
Female workers	13	Workers
Non-binary workers	0	Workers
Permanent workers - Male	18	Workers
Permanent workers - Female	13	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	3	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	15	Workers
Domestic migrant workers - Female	9	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	18	Workers
Workers hired directly - Female	13	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: Dongguan Sphere sports Co.,LTD | Site amfori ID: 156-025174-001

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	
<p>1.1 Finding: The main auditee partially respected this principle because the factory established CSR procedures and organization chart for amfori BSCI system. The factory conducted the social compliance performance assessment annually with last time on Feb 20, 2024. Mr. Xiuli Fan / General Manager was assigned as amfori BSCI management representative, he took whole charge of amfori BSCI affairs in the factory, but based on documents review and on-site audit, there were some issues were found in PA 1, 2, 5, 6 and 7. It violated the requirement of question 1.1 in amfori BSCI system manual.</p>	<p>1.1 被审核方部分遵守amfori BSCI行为守则。因为工厂建立了社会责任的程序和amfori BSCI组织架构图。工厂有定期进行年度的社会责任绩效表现内审,上一次为2024年2月20日。范秀丽/总经理被委派为amfori BSCI管理者代表,全面负责工厂amfori BSCI的事务。但根据文件审核和现场走访在PA 1, 2, 5, 6和7部分出现了不符合项。违反了amfori BSCI管理手册中问题1.1的要求。</p>

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	
<p>1.4 Finding: The main auditee partially respected this principle because the factory established the production capacity and cost calculation procedure and formulated the production plan according to order delivery requirement, but based on documents review and management interview the factory did not have adequate workforce and organize the production capacity effectively which resulted workers' monthly OT hours exceeded law requirement. It violated the requirement of question 1.4 in amfori BSCI system manual.</p>	<p>1.4 被审核方部分遵守该原则。工厂建立了生产产能及成本核算程序并依据订单出货需求制定生产计划,但根据文件审核和管理层访谈工厂没有招聘足够的人力并有效的组织生产力导致员工的月加班时间超出法规要求。违反了amfori BSCI管理手册中问题1.4的要求。</p>



PA 2: Workers Involvement and Protection

Site: Dongguan Sphere sports Co.,LTD | Site amfori ID: 156-025174-001

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	
2.4 Finding: The main auditee partially respected this principle because the factory had provided training on amfori BSCI code for all employees on May 27, 2024 and posted amfori BSCI code at production workshop, but half of interviewees still did not know amfori BSCI Code clearly. It violated the requirement of question 2.4 in amfori BSCI system manual.	2.4 被审核方未完全遵守该原则, 尽管工厂在2024年5月27日对员工进行了amfori BSCI行为守则的培训并且将行为守则张贴在生产车间, 但有一半被访谈的员工不了解amfori BSCI的要求。违反了amfori BSCI管理手册中问题2.4的要求。

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	
2.5 Finding: The main auditee partially respected this principle because based on documents review and workers interview, the factory had established grievance mechanism for internal workers including anonymous feedback and complaint through suggestion box, and also established management procedure on external community, but there was no communication channel for external communities. It violated the requirement of question 2.5 in amfori BSCI system manual.	2.5 被审核方未完全遵守该原则, 原因为根据文件审核和员工访谈, 工厂有建立了针对内部员工的申诉机制包括通过意见箱的匿名反馈及投诉等, 也建立了外部沟通管理程序, 但没有建立外部沟通渠道。违反了amfori BSCI管理手册中问题2.5的要求。

PA 5: Fair Remuneration

Site: Dongguan Sphere sports Co.,LTD | Site amfori ID: 156-025174-001

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
Finding	
5.4 Finding: The main auditee did not respect this principle because the factory knows about the basic living wage but does not calculate the local basic living wage through Anker's methodology; therefore, the auditor used SGS's calculated basic living wage CNY 3617/Month which was calculated	5.4 被审核方未遵守该原则, 工厂对基本生活工资有所了解, 但并没有根据Anker方法计算当地基本生活工资的数据。因此, 审核员使用了SGS根据Anker方法计算出的生活需求工资3617元/月。所有抽样人员在2023年6月至2024年5月的正班基本收入为2900-3600元/月, 低于计算的生活需求工资水平。

Finding	
by the auditor through Anker's methodology. The wages paid for regular working time for 100% sampled workers were CNY 2900-3600/Month in from Jun 2023 to May 2024, which were lower than the calculated basic living wage level. It violated the requirement of question 5.4 in amfori BSCI system manual.	违反了amfori BSCI管理手册中问题5.4的要求。

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	
<p>5.5 Finding: The main auditee did not respect this principle because the factory did not provide all kinds of social insurance to all employees as per legal requirement. Total 31 employees worked onsite during the audit, there were 2 workers are retirement workers, the factory should provide social insurance for 29 workers. Based on documents interview, management interview and workers interview, it notes the factory only provided medical insurance, injury insurance, retirement insurance, unemployment insurance and child-bearing insurance to 17 employees in factory. The factory provided one group commercial insurance (injury and medical) for the workers not participated in social insurance and valid period was one year from Jun 18, 2024 to Jun 17, 2025. It violated Labor Law of the People's Republic of China (2018 Amendment) Article 72 & Social Insurance Law of the People's Republic of China (2018 Amendment), Article 10, Article 23, Article 33, Article 44, Article 53, Article 58, Article 60.</p>	<p>5.5 被审核方没有依照法规要求为所有员工购买社保而未遵循该原则。审核当天工厂有31名员工，有2名退休返聘人员，工厂应为29名员工购买社会保险。通过文件审核，管理层访谈和员工访谈，工厂只有给17名员工提供工伤，医疗，生育，养老及失业保险。工厂为未参加社保的员工购买了一份团体商业险（工伤和医疗），有效期为一年时间从2024年6月18日至2025年6月17日。违反了中华人民共和国劳动法（2018修正）第七十二条和中华人民共和国社会保险法（2018修正）第十条，第二十三条，第三十三条，第四十四条，第五十三条，第五十八条和第六十条。</p>

PA 6: Decent Working Hours

Site: Dongguan Sphere sports Co.,LTD | Site amfori ID: 156-025174-001

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	
6.2 Finding: The main auditee did not respect this	6.2 被审核方未遵循该准则，根据员工访谈，员工代

Finding	
<p>principle. Based on document check, worker representative interview, worker interview, management interview, the factory provided attendance records from Jun 1, 2023 to the audit day for review, 5 sampled workers were from production workshops, based on the 5 sampled workers' electronic attendance records in Dec. 2023, Mar. 2024 and Jun. 2024, 5 out of 5 sampled workers' monthly overtime hours exceeded the legal requirement:</p> <p>1st sampled month (Dec. 2023)– standard hours (168 hours) + maximum monthly OT (70 hours), 2nd sampled month (Mar. 2024)– standard hours (168 hours) + maximum monthly OT (70 hours), 3rd sampled month (Jun. 2024)–standard hours (168 hours) + maximum monthly OT (40 hours). It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41.</p>	<p>表访谈，管理层访谈和文件审核，工厂提供了2023年6月1日至审核当天的考勤记录，抽样5名员工来自生产车间，根据5名抽样工人在2023年12月，2024年3月和2024年6月的考勤记录发现，5名抽样员工的月加班均超过法规要求：</p> <p>第一个抽样月（2023年12月）-标准工时（168小时）-最大月加班（70小时）， 第二个抽样月（2024年3月）-标准工时（168小时）-最大月加班（70小时）， 第三个抽样月（2024年6月）-标准工时（152小时）-最大月加班（40小时）。</p> <p>违反了中华人民共和国劳动法(2018修正), 第四十一条。</p>

PA 7: Occupational Health and Safety

Site: Dongguan Sphere sports Co.,LTD | Site amfori ID: 156-025174-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.1 Finding: The main auditee partially respected this principle because the factory had established complete management system on health and safety, included the identification and awareness of related legal regulation, health and safety check, training etc. But based on site observation, documents review and workers interview, there were some non-compliances identified during the audit due to management negligence, such as no annual training plan, no finger protection ring for some sewing machines and etc. It violated the requirement of question 7.1 in amfori BSCI system manual.</p>	<p>7.1被审核方未完全遵守该原则，尽管工厂已建立完善的健康安全管理体系，包括相关法规的识别与了解，健康安全检查，培训等，但是根据现场审核，文件审核和员工访谈，由于管理疏忽，审核中仍有一些问题发现，如无年度培训计划，部分针车无护指环等。 违反了amfori BSCI管理手册中问题7.1的要求。</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

Finding	
<p>7.5 Finding: The main auditee partially respected this principle because based on document review and management interview, the factory has trained employees on health and safety and fire-fighting, but the factory did not establish an annual training plan.</p> <p>It violated the requirement of question 7.5 in amfori BSCI system manual.</p>	<p>7.5 被审核方未完全遵守该原则，原因是根据文件审核和管理层访谈，工厂有针对健康安全和消防等方面对员工进行培训，但工厂未建立年度培训计划。违反了amfori BSCI管理手册中问题7.5的要求。</p>

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.17 Finding: The main auditee partially respected this principle because based on-site observation and management interview, there were adequate safety guards for most production machines, but there was no finger protection ring for four sewing machines in sewing workshop.</p> <p>It violated General Rules of Design on Health and Safety of Production Facility (GB 5083-1999) , Article 6.1.2.</p>	<p>7.17 被审核方未完全遵守该原则，因为根据现场审核和管理层访谈，大部分的生产机器有安装足够的防护装置，但车缝车间4台平车均无配置护指环。违反了生产设备安全卫生设计总则（GB 5083-1999），第6.1.2条。</p>

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.22 Finding: The main auditee partially respected this principle because the factory did not provide soap / liquid soap and tissue in toilet.</p> <p>It violated the requirement of question 7.22 in amfori BSCI system manual.</p>	<p>7.22 被审核方未完全遵守该原则，因为工厂没有在厕所提供肥皂/洗手液和纸巾。</p> <p>违反了amfori BSCI管理手册中问题7.22的要求。</p>