

ICTI CARE Process (ICP) Audit Summary Dongguan Chang An – (MHK-CA), 2010

An independent audit firm approved by ICTI CARE performed an ICP audit on November 10-12, 2010. This factory is located in China, occupies an approximate area of 35,000 m² and had approximately 7,200 workers at the time of the audit. The factory includes the following major production departments; injection molding, rotational molding, spray painting, tampon printing and sewing. During the course of this audit the following findings were identified.

Working hours were adequately documented using a computerized timing system. Maximum working hours were observed to be 11 hours per day and 66 per week. The factory has a policy that all overtime is voluntary. The maximum overtime hours recorded per month was 121 during peak season in July, 2010. All workers are entitled to one day off in seven and the maximum consecutive working days per month is six days.

The wages and compensation for factory workers were observed to meet legal requirements and factory policy. The legal prescribed deductions from payroll wages were observed to be correctly withheld. Interviews and policies confirmed workers may voluntarily elect to take meals in the canteen and live in the dormitory. Payroll deductions for food and housing were found to be reasonable. Deductions for company provided items were observed to be reasonable as dictated by written policy. According to worker interviews there were no deductions for company provided items or replacement. The payment of wages is made readily available and workers may choose cash or a bank transfer to their account.

The factory has a written hiring policy specifying that, in compliance with the law, workers must be 16. Factory policy also prescribes that workers age 16-18 are restricted from hazardous work and received physical exams. No evidence of underage, forced, bonded or prison labor was observed. This was verified via document review, factory tour and worker interviews.

The emergency exit doors were observed to be kept open and unlocked. The aisles and emergency exit doors were observed to be unobstructed and clearly marked. The exit signs were illuminated. Personal protective equipment is provided and records indicated that workers were trained to use it.

The factory provides dormitory housing for both male and female workers. There were a maximum of 12 workers assigned per room with sufficient living space provided, approximately 2.6 m² per person.

Corrective Actions:

None

Outcome:

ICTI CARE Seal of Conformance awarded. Seal # C0194.