



BUREAU VERITAS

Bureau Veritas Certification

# Bureau Veritas Certification Holding SAS

## SA8000 MANAGEMENT SYSTEM CERTIFICATION CERTIFICATE

Certificate Number: CN034709

Rev: 1

*This is to certify that*

### KAPRO TOOLS (SUZHOU) LTD.

No. 125 Ye Jin Road,  
Wujiang District, Suzhou City, Jiangsu Province, China

*Has been found to confirm with an appropriate and effective management system that meets the requirements of Social Accountability Management System Standard.*

### SA 8000:2014

#### Scope of certification

*The scope of certification described by this certificate relates to the empowerment and protection of all personnel who provide products or services for that organisation at the above address, including personnel employed by the organisation itself for the following activities:*

*Manufacture and sales of measuring levels, rules, squares, laser levels. (With primary process: sawing, punching, coating, milling, printing, assembly, calibration, package)*

Date of initial certification:

08-02-2021

Place and Date:

CHINA, 08-02-2021

This Certificate is Valid Until:

07-02-2024

For and On Behalf Of Bureau Veritas Certification Holding SAS

The Certification Audit Was Performed and Supervised By:

281918

BV id of SA8000 Lead Auditor



SA 8000

Disclaimer - Signature is not mandatory as it is Electronically generated certificate

Philippe Jeanmart

President and Managing Director

Note: Lack of fulfilment of the conditions specified in the appropriate Certification Agreement may render this Certificate invalid.

Social Accountability International and other stakeholders in the SA8000 process only recognize SA8000 certificates issued by qualified CBs granted accreditation by SAAS and do not recognize the validity of SA8000 certificates issued by unaccredited organizations or organizations accredited by any entity other than SAAS. Additionally, all SA8000 certificate shall contain the address of the SAAS website ([www.saasaccreditation.org/certification](http://www.saasaccreditation.org/certification)) where stakeholders can confirm the validity of an accredited SA8000 certificate.

This Certificate Is Issued By SAAS Accredited Unit: Bureau Veritas Certification Holding SAS Le Triangle de l'Arche, 8, cours du Triangle - CS 9009692937 Paris la Defense Cedex - France



# Monitoring result for Kapro Tools Limited on site Kapro Tools Limited

## Monitoring

Monitored Party : **Kapro Tools Limited**  
amfori ID : **156-046116-000**  
Site : **Kapro Tools Limited**  
Site amfori ID : **156-046116-001**  
Address : **No. 35 Shanlonghe Road, Qingdao Area, China (Shandong) Pilot Free Trade Zone**  
: **266426, Qingdao**  
: **Shandong Sheng**  
: **China**  
Monitoring Activity : **amfori Social Audit - Manufacturing**  
Monitoring Type : **Full Monitoring**  
Monitoring Partner : **SGS**  
Monitoring Start Date : **08/05/2023**  
Closing Meeting : **15/05/2023**  
Finished Date :  
Submission Date : **15/05/2023**  
Expiration Date : **15/05/2024**

This is an extract of the online monitoring result, generated on 16/05/2023, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - The English version is the legally binding one.



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## Overall rating



## Section rating

PA1: Social Management System	C
PA 2: Workers Involvement and Protection	C
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	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 Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

## General description

Name of lead auditor: Simon Gao; APSCA membership number (CSCA 21701927)

Name of team auditor: Nil

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

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

Audit schedule details: This was 1 Man Day site audit (one auditor \* 1 day) conducted opening meeting, Plan Tour, Worker and Management Interview, Document Review and Closing Meeting. The audit was conducted in good professional working environment and auditee was very supportive and cooperative throughout the audit activities. This is an initial audit and all PAs were included in this audit.

Business partner information: Kapro Tools Limited was founded on July 2, 2018 and located at No. 35 Shanlonghe Road, Qingdao Area, China (Shandong) Pilot Free Trade Zone, Qingdao, Shandong, China. The Unified Social Credit Code no. of the business license was 91370211MA3M38LT19, the valid date of business license was from July 2, 2018 to the longest term. Main product in the factory were measuring tools and hand tools, the annual production volume were 3000000 pieces and the main process was listed as below: materials-->cutting-->processing-->pre-treatment-->spraying-->printing-->assembling-->packing.

Audited location information: The factory only used one 2-storey building as office, production workshop and warehouse, one 1-storey as warehouse. All buildings were leased from Qingdao Durapro Industry Co., Ltd. The lease contract was provided for review and other buildings were not included in this audit.

The details as below:

Building No. 1: 1-2F total with about 11788 SQ meters, used as office, production workshop and warehouse

Building No. 2: 1F total with about 2812 SQ meters, used as warehouse

Operating shifts and hours: The factory made a policy of working hour system and controlled working hours. According to the policy and implementation records, workers worked 8 hours (8:00~12:00, 13:00~17:00) per day, punch electrical face detected 4 times per day, 5 days per week and the workers usually had 0-2 OT hours on weekdays. The factory arranged workers working on Saturday sometimes and workers had right to choose working overtime or not. The factory ensured workers had every Sunday off per week. Furthermore, workers had at least 8 hours' rest on every day. Workers can take a rest during the work time when they felt tired. Based on the attendance records provided by the factory from Apr. 1, 2022 to the audit day, the workers' maximum daily overtime were 2 hours, the maximum weekly overtime were 17 hours, and the maximum monthly overtime were 71.5 hours (included 31.5 OT hours on weekdays and 40 OT hours on weekends).

Salary payment details: The factory provided payrolls from Apr. 2022 to Mar. 2023 for review during the audit. The wages were paid by cash before the 20th of each following month. All workers were paid by hourly rate. At least RMB 2200 per month were paid by the factory to workers, and this was above the legal minimum wages RMB 2100 per month. Factory paid workers according to their skill and post which met legal requirement. The factory established policy about wage and compensation. Social compensation such as annual leave, statutory holiday, etc. was provided to workers.

Worker number information: There were total 46 employees (included 5 management and 41 production workers) in the factory. Total 27 male and 19 female workers were in the factory. Total 20 domestic migrant workers included 11 male and 9 female were in the factory. No other vulnerable worker (young, child, disability, pregnant workers etc.) and other special group workers (interns, apprentices, contractor workers etc.) were in the factory.

Good practices: Nil

Worker organization details: There was no trade union at the site, but the factory did not prevent workers from forming the union. Two worker representatives were selected freely on July 12, 2022. The workers could rise up their opinions through the worker representatives, suggestion box or communicate with their supervisor directly.

Circumstances: No special circumstance was happened during the audit. And no special issue was identified by searching in the IPE website and app of tianyancha. No incidents, shortcomings, building safety, national events, behaviour, coaching issue was identified during the audit.

Summary of findings:

PA1: 1.1 Some of the management procedures were not implemented effectively.

1.4 The auditee did not plan the production properly.

PA2: 2.2 No proper long-term goal was established to protect workers according to the amfori BSCI Code of Conduct.

2.4 Most interviewed workers did not know what is amfori BSCI.

PA5: 5.5 The factory didn't provide social insurances for some workers.

PA6: 6.2 Workers' monthly overtime hours exceeded legal requirement of 36 hours.

PA7: 7.1 Some goods in warehouses were placed against the wall directly.

PA9: 9.1 No valid risk assessment of young workers was available.

PA12: 12.5 No specified target, action plans and effective monitoring measure was mentioned in the procedure to save water and reduce waste water discharge.

No finding was identified in PA3-4, PA8, PA10, PA11 and PA13.

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: No special precautions taken about #COVID-19 in China

Personal data protection law/requirement in the country: 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: There was no agency used by the auditee, so, the agency labour contract was not applicable. There was no Documented valid authorization to make exemptions about working hours.

## Site Details

Site : Kapro Tools Limited  
Site amfori ID : 156-046116-001

### GICS Classification

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Sector : Consumer Discretionary  
Industry Group : Consumer Durables & Apparel

Industry : Household Durables  
Sub Industry : Household Appliances

### amfori Process Classifications

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N.A.

### NACE Classification

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Manufacture of domestic appliances

### GS1 Classifications

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N.A.

### Water Stress Situation

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N.A.

## Metrics

### Key Metrics

Total workforce	46 Workers
Legal minimum wage in local currency	2100 Monthly
Lowest wage paid for regular work at the site	2200 Monthly
Calculated living wage in local currency	2787 Monthly
Total sample	5 Workers

### Other Metrics

Male workers	27 Workers
Female workers	19 Workers
Permanent workers - Male	27 Workers
Permanent workers - Female	19 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	3 Workers
Management - Female	2 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	0 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	11 Workers
Domestic migrant workers - Female	9 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	27 Workers
Workers hired directly - Female	19 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	3 Workers
Sample - Female	2 Workers

## Findings

### PA1: Social Management System

1.1 The main auditee partially respected this principle because based on management interview, workers' interview and documents review, though the auditee set up the management system to implement the amfori BSCI Code of Conduct, had designated responsible person Mr. Dong Jiang/the management representative and conducted internal audit on July 12, 2022. Due to inadequate understanding of the regulations and amfori BSCI requirements, auditee's some of the management procedures were not implemented effectively. Such as workers' monthly overtime exceeded 36 hours that required by laws and regulations. It violated the requirement of question 1.1 in amfori BSCI system manual.

被审核方（生产商）部分遵循该准则。原因是基于管理层访谈、员工访谈和文件审核，虽然工厂建立了管理体系来执行amfori BSCI守则，并任命了管理代表/江东，也在2022年7月12日进行了内审，但是由于工厂未充分理解法规和amfori BSCI的要求，被审核方的部分管理程序没有有效执行。例如，员工的月加班时间超过法规要求的36小时。违反了amfori BSCI管理手册中问题1.1的要求。

1.4 The auditee partially respected this principle because based on management interview and documents review, the auditee had established capacity assessment procedure, but the auditee did not plan the production properly. Based on the provided attendance records from Apr. 1, 2022 to the audit day, the workers monthly overtime hours exceeded legal overtime hour limits. (E.g. the maximum monthly overtime was 71.5 hours in Dec. 2022 for workers). It violated the requirement of question 1.4 in amfori BSCI system manual.

被审核方（生产商）部分遵守该原则，原因是基于管理层访谈和文件审核，虽然被审核方建立了产能评估程序，但是工厂没有合理安排生产计划。根据工厂提供的从2022年4月1日审核当天的工时记录发现，员工的月加班时间超出了法律要求。（例如：员工最大月加班时间71.5小时发生在2022年12月）。违反了amfori BSCI管理手册中问题1.4的要求。

### PA 2: Workers Involvement and Protection

2.2 The main auditee does not respect this principle. Because based on document review and management interview, due to the inadequate understanding of management about amfori BSCI requirements, no proper long-term goal was established to protect workers according to the amfori BSCI Code of Conduct, which including approach toward sustainable improvements, the responsible person was Mr. Dong Jiang/the management, factory did not involve workers and workers' representatives in defining the goal. It violated the requirement of question 2.2 in amfori BSCI system manual.

被审核方（生产商）未遵循该准则。原因是基于文件查看和管理层访谈，由于管理层未充分理解amfori BSCI的要求，工厂未根据amfori BSCI要求制定合适的长期目标来保护员工，包括可持续的改进方法等，负责人是江东，工厂也没有让工人和工人代表共同参与制定此目标。违反了amfori BSCI管理手册中问题2.2的要求。

2.4 The main auditee partially respected this principle. Because based on document review, worker and worker representative interview, the factory provided training of CSR for workers on Oct. 17, 2022. But most interviewed workers did not know what is amfori BSCI. The factory didn't have effective verification about the effectiveness of CSR training. It violated the requirement of question 2.4 in amfori BSCI system manual.

被审核方（生产商）部分遵循该准则。原因是基于文件查看，员工及员工代表访谈，工厂在2022年10月17日给员工提供了社会责任的培训，但大部分被访谈员工不了解AMFORI BSCI。工厂没有对培训效果进行有效的验证。违反了amfori BSCI管理手册中问题2.4的要求。

### PA 5: Fair Remuneration

5.5 The main auditee does not respect this principle. Because based on document review, workers and management interview, the factory totally had 46 employees (included 0 retirement worker and 3 new workers who joined the factory less than one month), but only provided injury, unemployment, medical, child-bearing and retirement insurances for 35 workers, provided commercial injury insurance for the other workers, the valid date was from June 22, 2022 to June 21, 2023. The management and workers explained all employees without social insurance had participated in new type rural social endowment insurance and didn't want to enjoy social insurances, but the factory could not provide any evidence about their new type rural social endowment insurance. It violated Labor Law of the People's Republic of China (2018 Amendment) Article 72 and 73.

被审核方（生产商）未遵循该准则。原因是基于文件查看，员工及管理层访谈，工厂只为46名员工（包含0名退休员工和3名入职不满一个月新员工）中的35人提供了工伤，失业，医疗，生育和养老保险，为其他员工提供了商业意外保险，有效期从2022年6月22日到2023年6月21日。管理层和员工解释所有未参加社保的员工都参加了新型农村养老保险，不愿意参加社会保险，但未提供员工参加新农保的证据。违反了中华人民共和国劳动法（2018修正）第七十二条和第七十三条。

### PA 6: Decent Working Hours

6.2 The main auditee did not respect this principle because based on management interview, workers interview and attendance records review, workers' monthly overtime hours exceeded legal requirement of 36 hours. Based on the attendance records provided by the auditee from Apr. 1, 2022 to the audit day, all sampled workers monthly overtime hours exceeded 36 hours during this period except in Jan. 2023, the maximum monthly overtime were 71.5 hours ( included 31.5 overtime hours on weekdays and 40 overtime hours on weekends), which happened in Dec. 2022. The management declared that due to the tight

## PA 6: Decent Working Hours

delivery time of the order, the workers worked overtime hours. It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41. Remark: The workers' maximum daily OT hour were 2 hours, and the maximum weekly OT hours were 17 hours.

被审核方（生产商）未遵循该准则。原因是基于管理层访谈、员工访谈和考勤记录，员工月加班时间超过法规要求的36小时。根据工厂提供的2022年4月1日到审核当天的考勤记录，所有抽样员工在此期间的月加班时间超过36小时（除了2023年1月），最大月加班时间为71.5小时（包含平时加班31.5小时和周末加班40小时），发生在2022年12月。工厂管理解释说由于订单交货期紧张导致员工加班较多。违反了中华人民共和国劳动法（2018修正）第四十一条。备注：工人的最大日加班时间为2小时，最大周加班时间为17小时。

## PA 7: Occupational Health and Safety

7.1 The main auditee partially respected this principle because based on management interview, workers interview, onsite observation and documents review, the auditee had established complete management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training etc. However, the actual practice throughout the facility was not fully in compliance due to the management negligence, such as some goods in warehouses were placed against the wall directly. It violated General Rules for fire safety management of storage places (GA1131-2014) , Article 6.8.

被审核方（生产商）部分遵循该准则。原因是基于管理层访谈、员工访谈、现场观察和文件审核，工厂已建立完整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，但是工厂在实际的执行过程中由于管理疏忽还存在问题，例如：仓库中部分货物靠墙存放。违反了仓储场所消防安全管理通则（GA1131-2014）6.8。

## PA 9: Special Protection for Young Workers

9.1 The main auditee partially respects this principle because based on document review and management interview, due to the management negligence, no valid risk assessment of young workers was available, such as did not identify the chemical risk of the printing and spraying process. No young worker was found during the audit. It violated the requirement of question 9.1 in amfori BSCI system manual.

生产商因未对未成年工进行有效的风险评估而部分符合该原则。根据文件查看和管理层访谈，由于疏忽，没有识别印刷和喷涂工序的化学品的危害。审核过程中，工厂无未成年工人。违反了amfori BSCI管理手册中问题9.1的要求。

## PA 12: Protection of the Environment

12.5 The main auditee partially respects this principle. Because based on document review and management interview, due to the inadequate understanding of management about amfori BSCI requirements, the factory established procedure to save water and reduce waste water discharge, Mr. Dong Jiang/ General manager was appointed as the responsible person, but no specified target, action plans and effective monitoring measure was mentioned in the procedure. It violated the requirement of question 12.5 in amfori BSCI system manual.

被审核方（生产商）部分遵循该准则。原因是根据文件查看和管理层访谈，因管理层未充分理解amfori BSCI的要求，工厂建立了节约用水和减少废水排放的程序，负责人是江东/总经理，但是程序中没有包括具体的目标、行动措施和效果监测。违反了amfori BSCI管理手册中问题12.5的要求。