

Monitoring result for HuNan RunMei Gene Technology Co.,LTD on site HuNan RunMei Gene Technology Co.,LTD

Monitoring

Monitored Party	: HuNan RunMei Gene Technology Co.,LTD
amfori ID	: 156-038364-000
Site	: HuNan RunMei Gene Technology Co.,LTD
Site amfori ID	: 156-038364-001
Address	: Room 401-1, Building No.3, Shanhe Medical and Health Industrial Park, No.1048 Zhongqing Road, Shaping Street, Kaifu District
	: 410153, Changsha
	: Hunan Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Monitoring Partner	: TUV Rheinland
Monitoring Start Date	: 01/07/2022
Closing Meeting	: 01/07/2022
Finished Date	
Submission Date	: 12/07/2022
Expiration Date	: 12/07/2023

This is an extract of the online monitoring result, generated on 08/10/2022, 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.



amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent.
© amfori, 2021

Overall rating



Section rating

PA1: Social Management System	C
PA 2: Workers Involvement and Protection	A
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	A
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

HuNan RunMei Gene Technology Co.,LTD湖南润美基因科技有限公司 was located at Room 401-1, Building No.3, Shanhe Medical and Health Industrial Park, No.1048 Zhongqing Road, Shaping Street, Kaifu District, Changsha,Hunan Province, China 湖南省长沙市开福区沙坪街道中青社区中青路1048号山河医药健康产业园标准厂房3栋401-1房. The factory was established on 28 April,2018.

The auditee was specialized in the manufacturing of Nucleic Acid Detection Kit, Single-use Samplers and Specimen Collection Swab. The main production processes for Nucleic Acid Detection Kit and Single-use Samplers included solution agent preparing, filling, labelling, inspecting and packing. The main production processes for Specimen Collection Swab included inspecting and automatic packing. Sterilization processes were subcontracted to licensed vendors if needed. There was no obvious peak or low season in the facility in the past one year.

In the compound, there were more than 15 blocks of buildings owned by Shanhe Medical and Health Industrial Park.

The auditee only rented whole 4F of one 10-storey building No.3 for production area, warehouse and office. The total floor areas used by the auditee were around 1952.11 square meters. Other floors of building No.3 were used by other more than 10 factories with independent business license. The auditee provided business license and lease agreement for review, based on document review and management & workers interview, there was no business relationship, management & workers exchanging among the landlord, other companies and the auditee, this audit covered auditee's rented areas.

No canteen, kitchen and dormitory were provided by the auditee.

All workers were directly employed by the auditee.

The management representatives were cooperative and open throughout the audit. Auditor was given the full access for onsite tour and document review. The identified findings were communicated with the management representatives in the closing meeting; they agreed and signed the onsite CAP. Meanwhile, they demonstrated their willingness to improve the identified findings.

Remark:

- 1) Due to production scheduling, the Specimen Collection Swab line did not have production in the audit day.
- 2) Security guards were managed by Shanhe Medical and Health Industrial Park.
- 3) In the Medical and Health Industrial Park compound, there were more than 15 blocks of buildings and more than 20 factories or companies. Each factory had the independent business license. The production areas were separated with each other. No employee was exchanged. The facility did not have business relationship with the other factories as per the facility management. They did not share workers, production areas and production equipment. This audit only covered the area the auditee.
- 4) There was no agencies or contractor used by the auditee, which made the agency labor contract and contractor license/ permit not applicable. Workers did not have collective bargaining, which made collective bargaining agreements not applicable. The auditee did not have government waivers, which made government waivers not applicable.
- 5) The annual production volume for Nucleic Acid Detection Kit was 3000000000 pcs per year, for Single-use Samplers was 438000000 pcs per year, for Specimen Collection Swab was 3650000000 pcs per year.
- 6) The address showed on the business license was Room 401-1, Building No.3, Shanhe Medical and Health Industrial Park, No.1048 Zhongqing Road, Zhongqing Community, Shaping Street, Kaifu District, Changsha,Hunan Province, China, but the factory actually used whole 4F of the building No.3,meanwhile "Zhongqing Community (中青社区)" in its registered address, the management confirmed no need to add "Zhongqing Community" in its English address on amfori BSCI platform. The factory management team confirmed, the English name and address of the factory used in the audit report were consistent with business license and Registration form for the record of foreign trade operators(对外贸易经营者备案登记表).
- 7) Lead Auditor: Sherry Deng, CSCA, Registration number 21701843.
- 8) Auditing company: TUV Rheinland, APSCA Number:11600007.

Site Details

Site : HuNan RunMei Gene Technology Co.,LTD
Site amfori ID : 156-038364-001

GICS Classification

Sector	: Health Care	Industry	: Biotechnology
Industry Group	: Pharmaceuticals, Biotechnology & Life Sciences	Sub Industry	: Biotechnology

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a water stressed region

Metrics

Key Metrics

Total workforce	44 Workers
Legal minimum wage in local currency	1930 Monthly
Lowest wage paid for regular work at the site	2350 Monthly
Calculated living wage in local currency	2488 Monthly
Total sample	9 Workers

Other Metrics

Male workers	19 Workers
Female workers	25 Workers
Permanent workers - Male	19 Workers
Permanent workers - Female	25 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	1 Workers
Management - Female	1 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	9 Workers
Domestic migrant workers - Female	3 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	19 Workers
Workers hired directly - Female	25 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	4 Workers
Sample - Female	5 Workers

Findings

PA1: Social Management System

The factory had established a series of procedures and measures to carry out social responsibility management system, such as working hour management procedure, worker representative management procedure, OHS management procedure etc., but partial findings were identified in PA1, PA5, PA6, PA7 and PA13. Through management interview, the biggest difficulty in amfori BSCI system implementing was working hours, they needed to consider worker's willingness and delivery time etc. during the implementation. Through workers' interview, the factory had provided the training on working hour rules to them, they preferred to earn more money through taking overtime.

工厂已建立一些列程序和措施来执行社会责任管理体系，如工时管理程序，员工代表管理程序，职业健康安全管理体系等，但在绩效领域1、绩效领域5、绩效领域6、绩效领域7和绩效领域13中仍然识别出了部分发现点。通过管理层访谈，amfori BSCI系统执行中的最大困难是工时，他们在实施过程中需要考虑员工的意愿和交货时间等。通过员工访谈，工厂提供了关于工时制度的培训，他们愿意通过加班赚得更多的钱。

The auditee has developed capacity evaluation procedure, and the management confirmed that the capacity evaluation had not been carried out in accordance with the established evaluation procedure. Based on the sampling attendance, it was found that in the recent one year, the auditee has increased the actual capacity through overtime work of workers (workers' monthly overtime was more than 36 hours).

被审核方制定了产能评估程序，管理层确认并没有按照制定的评估程序来进行产能评估，基于抽样的考勤发现在最近一年内，被审核方通过工人的超时加班（工人的月加班是超过了36小时）来增加了实际的产能。

PA 5: Fair Remuneration

The factory purchased social insurance for employees, but not covered all employees. There were 44 employees hired by the factory. No employee was new hired in recent one month and 3 retirees hired to work again. Thus, the factory should provide social insurance for 41 employees. But based on the social insurance receipts from July 2021 to June 2022 and online checking in social insurance application system, at the end of June 2022, 3 employees were not provided with medical insurance, child-bearing insurance, unemployment insurance, retirement insurance and work-related injury insurance. As per management interview, the management confirmed that local government and workers had no strong wish on social insurance. The interviewed workers and worker representative confirmed they had new rural cooperative medical insurance and abandoned social insurance voluntarily. But there was no new rural cooperative medical insurance payment for review during the audit day. Reference law: Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44, 53.

工厂给员工购买了社会保险，但是没有覆盖全部的员工。工厂一共有44名员工，最近一个月没有新进员工，有3退休返聘员工。因此，工厂应该为41名员工提供社保。但是基于2021年7月份到2022年6月份的社保支付凭证和社保申报系统在线核实，截止2022年6月底，3名员工没有参加医疗，生育，失业，养老和工伤保险。通过管理层访谈，管理层确认当地政府和员工对于社保并没有强烈的要求。访谈的员工和员工代表声称他们有新农村合作医疗保险而自愿放弃其它社保。但是在审核当天不能提供新农村合作医疗保险购买的记录。参考法律法规：《中华人民共和国社会保险法》第10，23，33，44，53条。

PA 6: Decent Working Hours

It was noted that the factory had established written procedure regarding working time management but it did not implement effectively, as claimed by the responsible person for attendance recording that the working hour record system could not alert when overtime near or over the limit. The interviewed workers claimed that work overtime would be informed by the supervisor and it was voluntary, they like to overtime work sometimes as they can earn more money. According to time records from 1 Jun, 2021 to 1 July, 2022, 9 samples were selected and found as follows: 1) In May 2022: the monthly overtime hours of 9 out of 9 employees were 64 hours; 2) In March 2022: the monthly overtime hours of 9 out of 9 employees were 70 hours; 3) In July 2021: the monthly overtime hours of 9 out of 9 employees were 74 hours; Reference Law and Regulation: Labor Law of the People's Republic of China, Article 41). Remark: Till to 1 July, 2022, the maximum monthly overtime hours of 9 sampled workers in Jun, 2022 were 66 hours and the maximum monthly overtime hours of 9 sampled workers in July, 2022 were 0 hours

评估中发现工厂已经建立了书面的工作时间管理程序但没有有效的实施，考勤负责人表示考勤系统没办法预警当其加班时间快超过或已经超过要求时。被访谈员工会得到主管通知进行加班且加班是自愿的，他们有时候愿意加班，因为这样可以赚更多的钱。根据2021年6月1日至2022年7月1日的考勤记录，选取了9个样本，发现如下：1) 2022年05月：9/9名员工月加班为64小时；2) 2022年03月：9/9名员工月加班为70小时；3) 2021年07月：9/9名员工月加班为74小时；参考法律法规：《中华人民共和国劳动法》第41条。备注：截至到2022年7月1日，9名抽样员工2022年6月最大月加班时间为66小时，2022年7月最大月加班时间为0小时。

PA 7: Occupational Health and Safety

3 workers in the auditee had no work related injury insurance, 3 retired workers had no commercial accident insurance. (Reference law: Social Insurance Law of P.R.C, Article 33)

被审核方内有3名工人没有工伤保险，有3名退休返聘的工人没有商业意外伤害保险。（参考法律法规：《中华人民共和国社会保险法》第33条）

PA 7: Occupational Health and Safety

1. Workers in the filling workshop did not wear earplugs and masks. The auditee provided the workers with noise reduction earplugs and masks, and the workers were not used to working with masks and earplugs while operating. Laws and Regulations: The Production Safety Law of P.R.C, Article 45 2. The factory did not post the understandable and visible signs and warning in filling area where personal protective equipment should be used. Reference Law: Code of Occupational Hazard Notification and Warning Sign Management for Employer, Article 13.

1. 灌装车间的工人均没有佩戴耳塞和口罩。被审核方给工人配备了降噪耳塞和口罩，工人们并不习惯戴口罩和耳塞操作。（参考法律法规：《中华人民共和国安全生产法》第45条） 2. 工厂未在需要佩戴个人防护用品的灌装区域张贴标语和警告。参考《用人单位职业病危害告知与警示标识管理规范》第13条。

No valid label was not attached to virus preservation solution containers, no MSDS was available and no secondary container was provided for virus preservation solution containers in the filling workshop. Reference law: Regulation of Chemical Safety Usage in Workplace Article 12 and Regulation for Safety of Dangerous Chemical article 20.

灌装车间的放置病毒保存液桶没有粘贴有效的化学品标签，没有提供MSDS，而且病毒保存液桶没有配备二次容器。参考法规：《工作场所安全使用化学品规定》第十二条和危险化学品安全管理条例第二十条。

PA 13: Ethical Business Behaviour

The address information on business license was not completed, different with the actual situation. The address of the factory's business license was Room 401-1, Building No.3, Shanhe Medical and Health Industrial Park, No.1048 Zhongqing Road, Shaping Street, Kaifu District, Changsha, Hunan Province, China, but through management interview and onsite observation, The factory actually used whole 4F of the building No.3. The factory management said that they had no plan to update the address on business license right now. Reference law: Regulations of the People's Republic of China on the Registration of Market Entities Article 27

工厂营业执照上的地址信息不完整，与实际情况有差异。营业执照上显示的地址是湖南省长沙市开福区沙坪街道中青社区中青路1048号山河医药健康产业园标准厂房3栋401-1房，但是通过管理访谈和现场观察发现，工厂实际使用了3栋厂房的4楼的全部。工厂管理层表示他们目前未有更新营业执照地址的计划。参考法律法规：《中华人民共和国市场主体登记管理条例》第二十七条