

Monitored Party Royal Metal Co., Ltd.	amfori ID 764-000324-000	Address Amata City Rayong Industrial Estate 7/430 Village No. 6, Map Yang Phon Subdistrict, Pluak Daeng District, Rayong Province , 21140 Pluak Daeng, Rayong, Thailand
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Bureau Veritas Hong Kong Limited
Monitoring Start Date 12/06/2025	Closing Meeting Finished Date 13/06/2025	Submission Date 19/06/2025
Expiration Date 19/06/2026	Announcement Type Semi Announced	
Site Royal Metal Co., Ltd.	Site amfori ID 764-000324-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
PA 2: Workers Involvement and Protection	D	
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	A	
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: Sam Song; APSCA membership number: CSCA 21701149

Name of team auditor (if applicable): N/A

Name of observers, translators, trainees, advisors/consultants (if applicable): Ms. Luo **/interpreter

Monitoring partner name: Bureau Veritas Consumer Products Service, APSCA Number: 11600002

Audit schedule details: The audit was planned for 1 auditor x 1.3 days.

Business partner information: The factory's English name was Royal Metal Co., Ltd, Business license (DBD) number was 0215566003255. The factory's address was Amata City Rayong Industrial Estate 7/430 Village No. 6, Map Yang Phon Subdistrict, Pluak Daeng District, Rayong Province, 21140 Pluak Daeng, Thailand. This factory was established on March 14, 2023.

The factory specializes in manufacturing aluminum products. The main production processes include cutting, machining, welding, grinding, pretreatment, spraying, inspection and packing.

Audited location information: The audited factory rent one flat production building. No canteen, dormitory or transportation was provided in this factory. Please refer to the below for detail:

One flat production building: cutting, machining, welding, grinding, pretreatment, spraying, inspection, packing, meeting room, office and warehouse.

Operating shifts and hours: Normal workweek was from Monday to Saturday, with all employees worked in one eight-hours shift per day and working times were 08:00-17:00, with 1 hour lunch break from 12:00-13:00. All employees rested on Sundays. There was no peak season month in this factory. The maximum weekly working hours were 59 hours per week and the maximum consecutive working days were 6 days.

Time recording system: The factory adopted finger print and face scanning attendance system to record working hours of employees.

Salary payment details: The workers' wages were calculated by monthly rate. The factory paid wages to its employees in bank transfer within 5 days after a payment cycle (from 26th to next month 25th). The lowest wages paid to employees was THB 12,000 per month, which was equal to the local minimum wage of THB 12000 per month effective from January 1st of 2025. The factory paid overtime premiums to all the employees based on 150% and 300% of normal wage for overtime done on normal working days and legal holidays respectively.

Worker number information:

- Total of 36 employees with 13 non-production staffs and 23 production workers
- Total 27 domestic migrant workers with 14 males and 13 females
- Total 6 foreign migrant management and technical specialist with 6 males and 0 female
- Total 23 production workers with 12 males and 11 females
- No any foreign migrant, young, women pregnant, seasonal, temporary, disabled, home-based workers
- No any other special group workers (interns, apprentices, contractor workers etc.)

Good practices: Hygiene kits (e.g. products for nursing, menstruation, and pregnancy) were provided for free of use in this factory. 15 minutes of short breaks were provided to all employees in the morning and in the afternoon respectively.

Worker organization details: There was no Union in this factory. Two workers' representatives were elected by all employees in this factory.

Circumstances: There were 2 Chinese people in management and 4 Chinese people in technical position in this factory.

Summary of findings: It was noted that the gaps were noted in the sections of Social Management System (PA 1.1), Workers Involvement and Protection (PA 2.2, PA 2.4, PA 2.5), Fair Remuneration (PA 5.4), and Occupational Health and Safety (PA 7.4, PA 7.6, PA7.7 and PA7.22).

Living wage calculation: The living wage data was refer to the attachment of BNW provided by the audit company. BV has used the methodology which is similar with Anker Benchmark methodology to estimate the living wage by estimating the cost of a basic but decent life style for a worker and his/her family. This involves adding up the cost of three expenditure groups: food (for a low-cost nutritious diet), housing (for basic healthy housing), and other essential expenses for a family, and then adding a small margin for sustainability and emergencies. The reason BV does not use Anker benchmark is no data in GLWC for the area where the factory is located. The data source: onsite audit information collection (BV BNW).

Remark:

1. There are no contractor/government waivers/collective bargaining used or available by the auditee, which makes the contractor license /government waivers/collective bargaining agreements not applicable.

2. One female interpreter was involved in this audit. The interpreter was familiar with Chinese, English and Thai. She assisted the auditor to conduct factory tour, on-site worker interviews, document reviews, management interview, and worker's representative interview.

3. There were 2 Chinese people and 1 Thai people in management who were convenient with Chinese and English. Auditor communicated the findings identified during the audit with them in Chinese and English and the onsite CAP was provided in English version required by them. Mr. Li Long / Manager gave a signature on the onsite CAP.

SITE DETAILS

Site
Royal Metal Co., Ltd.

Site amfori ID
764-000324-001

GICS Classification

Sector Consumer Discretionary	Industry Group Consumer Durables & Apparel	Industry Leisure Products
Sub Industry Leisure Products		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	36	Workers
Legal minimum wage in local currency	12,000	Monthly
Lowest wage paid for regular work at the site	12,000	Monthly
Calculated living wage in local currency	8,474.92	Monthly
Total sample	5	Workers

Other Metrics

Male workers	19	Workers
Female workers	17	Workers
Non-binary workers	0	Workers
Permanent workers - Male	19	Workers
Permanent workers - Female	17	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	14	Workers
Domestic migrant workers - Female	13	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	6	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	19	Workers
Workers hired directly - Female	17	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	2	Workers
Sample - Female	3	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Royal Metal Co., Ltd. | Site amfori ID: 764-000324-001

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 site observation, document review, management interview, employee interview and worker representative interview, the factory had set up a social management system. However, the social management system was not implemented effectively because deficiency was found in PA1, 2, 5 and 7. Thus, this finding was rated as partially. This violated BSCI 1.1	Auditor communicated the findings identified during the audit with them in Chinese and English and the onsite CAP was provided in English version required by them.



PA 2: Workers Involvement and Protection

Site: Royal Metal Co., Ltd. | Site amfori ID: 764-000324-001

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review and management interview, it was identified that the factory did not define long term goals to protect workers according to BSCI principles. The factory management declared that they were not aware of this requirement. The question was rated as No because no policy was established. This violated BSCI 2.2	Auditor communicated the findings identified during the audit with them in Chinese and English and the onsite CAP was provided in English version required by them.

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	
Based on document review and employee interviews, it was identified that 20% interviewed	Auditor communicated the findings identified during the audit with them in Chinese and English and the

Finding	
employees were not aware of the BSCI code of conduct. The question is rated as partially because the factory had posted the BSCI principles in the workshops and provided relevant training to all employees regularly. This violated BSCI 2.4	onsite CAP was provided in English version required by them.

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	
Based on the management interview and document review, it was identified that the factory did not establish an effective grievance mechanism for communities such as for suppliers. Further, the factory did not conduct satisfaction surveys on the grievance mechanism. The question was rated as No because the factory management was not aware of this requirement. This violated BSCI 2.5	Auditor communicated the findings identified during the audit with them in Chinese and English and the onsite CAP was provided in English version required by them.

PA 5: Fair Remuneration

Site: Royal Metal Co., Ltd. | Site amfori ID: 764-000324-001

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	
Based on management interview and document review, it was identified that the factory did not establish calculation method of basic need wages and did not identify the gap between actual remuneration and fair remuneration. The factory management declared that they were not aware of this requirement. The question was rated as No because the factory was not aware of this requirement. This violated BSCI 5.4	Auditor communicated the findings identified during the audit with them in Chinese and English and the onsite CAP was provided in English version required by them.

PA 7: Occupational Health and Safety

Site: Royal Metal Co., Ltd. | Site amfori ID: 764-000324-001

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on site observation, document review, worker representative, worker representative and management interview, it was noted that the factory had conducted risk assessment throughout the facility, but workers or worker representatives were not involved in the risk assessment. Thus, this finding was rated as partially because the risk assessment had conducted. This violated BSCI 7.4	Auditor communicated the findings identified during the audit with them in Chinese and English and the onsite CAP was provided in English version required by them.

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, document review, worker interview and management interview, it was noted that 1 out of 6 employees who in contact with noise and dust in workshops were not wearing provided earplug and anti-dust mask. This question is rated as "Partially" because that based the factory tour, documents review, management and employees' interview, according to the Amfori BSCI CoC and relevant laws and regulations, the factory had developed a system for the identification, distribution, use and management of PPE. The factory purchased appropriate PPE for most workers contacting the hazardous factors to use free of charge, regular replacement, management by special personnel. Regular training provided for employees on the use of PPE. However, due to the weak awareness of factory management only polishing employees were not provided with the correct type of PPE which did not fully comply with the requirements of Amfori BSCI Code of conduct. This violated This violated The Notification of Ministry of Labor and Social Welfare Re: Occupational Safety and workplace Environmental Management Methodology Relating Machinery, Crane and Boiler B.E. 2564 Chapter 4	Auditor communicated the findings identified during the audit with them in Chinese and English and the onsite CAP was provided in English version required by them.

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

Based on site observation, document review, worker interview and management interview, it was identified that 2 out of 6 detergent containers stored in the spraying workshop were not provided with secondary containment. The question was rated as partially because MSDS for chemicals were posted onsite and safety labels were posted on chemicals containers and training on chemical safety were provided to relevant workers regularly. In accordance with The Ministerial Regulation on the Prescribing of Standard for Administration and Management of Occupational Safety, Health and Environment in Relation to Hazardous Chemical B.E.2556 (2013) Clause 17.

Auditor communicated the findings identified during the audit with them in Chinese and English and the onsite CAP was provided in English version required by them.

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

Based on site observation, document review, worker interview and management interview, it was noted that the toilets in the factory were not provided with liquid soap in male toilet. This question is rated as "Partially" because that based the factory tour, documents review, management and employees' interview, according to the Amfori BSCI CoC and relevant laws and regulations, the factory had developed a system for the hygienic code of the workplace including the maintenance and cleanliness of sanitary facilities. It was managed by special personnel and the regular training provided for employees. Per the factory tour, due to the negligence of the management staff, the supply of toilet tissues not timely enough, which did not fully comply with the requirements of the Amfori BSCI Code of conduct. This violated BSCI 7.22.

Auditor communicated the findings identified during the audit with them in Chinese and English and the onsite CAP was provided in English version required by them.