
Auditee :	Wenzhou Bodie Sanitary Co., Ltd
Audit Date From :	02/06/2021
Audit Date To :	02/06/2021
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Gary Lu(Lead)
Auditing Branch (if applicable) :	TUV Rheinland China



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
A Very Good	<ul style="list-style-type: none">• Minimum 7 Performance Areas rated A• No Performance Areas rated C, D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr></table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
B Good	<ul style="list-style-type: none">• Maximum 3 Performance Areas rated C• No Performance Areas rated D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr><tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr></table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
A	A	A	A	A	A	B	B	B	B	B	B	B																													
A	A	A	A	A	B	B	B	B	B	B	B	C																													
B	B	B	B	B	B	B	B	B	B	C	C	C																													
C Acceptable	<ul style="list-style-type: none">• Maximum 2 Performance Areas rated D• No Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr><tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr></table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
A	A	A	A	A	A	A	A	A	C	C	C	C																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
D Insufficient	<ul style="list-style-type: none">• Maximum 6 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr><tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr><tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	D	E	E	E	E	E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
A	A	A	A	A	A	A	A	A	A	D	D	D																													
A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	D	E	E	E	E	E																													
E Unacceptable	<ul style="list-style-type: none">• Minimum 7 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
Zero Tolerance	A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.																																							

Main Auditee Information

Name of producer :	Wenzhou Bodie Sanitary Co., Ltd		
DBID number :	385931		
Audit ID :	211200		
Address :	4th Floor, A4 Building, No. 329, Jinhai 3rd Road, Wenzhou Economic and Technological Development Zone, Wenzhou		
Province :	Zhejiang	Country :	China
Management Representative :	Lifeng Cheng		
Contact person:	Lifeng Cheng	Sector :	Non-Food
Industry Type :	Accessories	Product group :	bathroom and kitchen utensiles
Product Type :	Sanitary Ware, Hardware and the accessories		

Audit Details


Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural <input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 02/06/2022

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	A	A	A	B	D	B	A	A	A	A	A	A

Executive summary of audit report

The auditee was located at 4th Floor, A4 Building, No. 329, Jinhai 3rd Road, Wenzhou Economic and Technological Development Zone, Wenzhou, Zhejiang, China. /中国浙江省温州经济技术开发区金海三道329号A4栋4楼

There were total main four 5-storey buildings in factory compound and belongs to building factory A, who produced auto parts.

The auditee rented part of the 4th floor of one 5-storey building (A4#) used as office, warehouse and workshop. For building A4#, the 5th floor building rented to factory A who product bathroom products. The 1st to 3rd, and the rest part of 4th floor used by factory A, and the rest buildings rented to other factories by the building owner.

Total building area used by the auditee was 1680 square meters.

The mentioned factories and the auditee had different business licenses with different legal representative. Each factory did not share workers. There was no business between the audited factory and the other factories within the boundary. This audit only covered the area used by the auditee.

The doorkeepers belong to the landlord.

The production process included: Polishing, (electroplate, subcontracted to vendor), Inspection and packing. The auditee did not provide transportation, canteen and dormitory to workers.

As per claimed by management and document review, normally, there was no obvious peak season in the factory.

The management representative was co-operative throughout this audit.

Remark:

1. The APSCA number of auditor (Gary Lu): CSCA 21701886.
2. Follow documents were not available during the audit.
- A. There was no Collective Bargaining agreements in the factory, which makes the Collective Bargaining agreements not applicable;
- B. There was no contractor used by the auditee, which makes the Contractor license not applicable;
- C. The factory did not obtain the Government Waivers in past one year, which makes the Government Waivers not applicable;
- D. There was no agencies used by the auditee, which makes the agency labor contract not applicable.
3. For factory address, 浙江省温州经济技术开发区金海三道329号/(No. 329, Jinhai 3rd Road, Wenzhou Economic and Technological Development Zone, Wenzhou, Zhejiang) stated in the business license, the factory management requested to use the details address "4th Floor, A4 Building, No. 329, Jinhai 3rd Road, Wenzhou Economic and Technological Development Zone, Wenzhou, Zhejiang" in the audit report, which same as previous audit report.

Ratings Summary


Auditee's background information			
Auditee's name :	Wenzhou Bodie Sanitary Co., Ltd	Legal status :	limited liability company
Local Name :	温州市博迪卫浴有限公司 91330301084292572E	Year in which the auditee was founded :	2013
Address :	4th Floor, A4 Building, No. 329, Jinhai 3rd Road, Wenzhou Economic and Technological Development Zone,	Contact person (please select) :	Lifeng Cheng
Province :	Zhejiang	Contact's Email :	bodiweiyu@163.com
City :	Wenzhou	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	None
GPS coordinates :	N27°48'6.30" E120°47'57.81"	Total turnover (in Euros) :	2200000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Accessories	Of which domestic market % :	0.00
If other, please specify :		Production volume :	600,000 sets per year
Product Group :	bathroom and kitchen utensiles	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Sanitary Ware, Hardware and the accessories		

Auditee's employment structure at the time of the audit		
Total number of workers :	31	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	15	16
Temporary workers	0	0
In management positions	2	1
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	15	15
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	15	16
Production based workers	0	0
With shifts at night	0	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

1- Followup Audit [Audit Id - 211200] Audit Date: 02/06/2021 PA Score: D

Deadline date:01/04/2022

GOOD PRACTICES:

NONE

AREAS OF IMPROVEMENT:

The factory had established organizational structure of the factory, which stated the duty of each department; the factory had been established a series of procedures according amfori BSCI COC and local law to implement the amfori BSCI conduct of code, social responsibility policy and social responsibility procedure were issued by factory. The amfori BSCI COC in Chinese was posted on the notice board in the factory for workers reading. The factory General Manager was responsible of implementing BSCI social requirements. Relative documents were kept and maintained properly. The auditee had established supplier social performance monitor procedure, the main suppliers' social performance monitor records were available for review.

工厂建立组织框架图,其陈述了每个部门的职责;工厂按照amfori BSCI行为守则和当地的法规建立了一系列的程序文件来执行amfori BSCI行为守则,工厂已建立了社会责任方针和社会责任程序。中文版的amfori BSCI行为守则张贴在工厂内的公告板上供员工查阅。工厂的总经理负责amfori BSCI社会责任要求的执行。相关的文件合理的保存和维护。工厂建立了供应商的社会责任的监控程序,工厂对主要供应商的社会责任的监控记录已提供查阅。

1.1 - The factory had established a management system to implement amfori BSCI Code of Conduct, but the system could not operate effectively in partial performance areas. Partial findings in last audit were improved, but partial findings could not be improved immediately, such as excessive overtime and insufficient social insurance, and findings in PA7 and PA2. The factory was not set up effective correction plan to improve these issue so far, the management claimed they would increase the budget and cost to improve these issues to meet amfori BSCI COC.

工厂建立了管理系统去执行amfori BSCI的行为守则,但是系统在部分绩效区域未能有效运行。上次评估的部分问题已改善,但部分发现点未能立即改善,如过多的加班和社保不足,以及PA2和PA7的部分问题。工厂目前还未建立有效的措施了改善这些问题点,管理层表示会增加成本和预算改善这些问题来符合amfori BSCI行为守则。

1.4 - As per document review and management interview, the factory had calculated the production capacity, delivery time and cost of production, and the procedure on calculation of the production capacity had established by factory, but the factory did not control the labor force effectively led workers' overtime hours did not comply with local law.

根据文件查阅和管理层访谈,工厂有计算生产产能,订单周期及成本核算,也建立了计算生产产能的程序文件,但是工厂没有有效控制劳动力导致员工的加班时间不符合法规要求。

Remarks from Auditee:

NONE

Full Audit [Audit Id - 182287] Audit Date: 03/06/2020 PA Score: D

Deadline date:01/07/2020

Good practices

None

Areas of improvement

Based on site observation, management and workers' interview and document review, the auditee had pointed one manager to ensure the BSCI program are followed in satisfactory manner. And the BSCI Code of Conduct had been posted on site for employees' knowledge. The producer had established a qualified suppliers list. They required all suppliers to sign a commitment regarding social responsibility. For main suppliers, they conducted on-site assessment to evaluate their performance and the relevant report and corrective action were kept for tracking. However, based on satisfactory evidence, the main auditee did not fully respect this principle.

根据现场观察、管理层及员工访谈、文件审核,受审核方有指定1名管理层来确保BSCI项目执行情况。现场有张贴BSCI行为准则,方便员工了解。受审核方建立了一份合格供应商名单。他们要求所有的供应商签一份社会责任承诺书。对于主要的供应商,他们会进行现场评估其供应商的表现,并保存相关的报告及整改资料以便跟进。但是,基于令人满意的证据,主要受审核方没有完全尊重这个原则。

1.1 - The auditee had set up the management procedures to implement the BSCI Code of Conduct, but not all policies were properly implemented. Still some findings were noted in some PAs.

被审核方建立了确保BSCI有效实施的管理制度,但是不是所有制度都得以有效实施,被审核方在一些执行领域中仍然存在问题。

1.4 - It was noted that the auditee had not assessed production capacity fully and it leads to the excessive overtime working hours for the workers.

被审核方没有进行完整的生产能力评估,从而导致了工人加班超时的情况发生。

Remarks from Auditee

None

Performance Area 2 : Workers Involvement and Protection

1- Followup Audit [Audit Id - 211200] Audit Date: 02/06/2021 PA Score: A

Deadline date:01/08/2021

GOOD PRACTICES:

NONE

AREAS OF IMPROVEMENT:

The factory had established worker representative election procedures. As per document review and worker interview, worker representatives were elected in March 2021 by workers. The communication meeting between worker representatives and management was conducted regularly, and the factory was kept the meeting minutes for review. The factory provided training on amfori BSCI to workers. As per site observation, the amfori BSCI COC in Chinese was posted on the notice board of the workshop for workers reading; and training on amfori BSCI was provided for workers; the grievance mechanism procedure was established factory, training on grievance mechanism was provided for worker regularly, as per worker interview, the workers knew how to raise grievance or suggestion.

工厂建立了员工代表选举程序。根据文件查阅和员工访谈，工人代表是由工人在2021年3月选举的产生的。工人代表和管理层定期进行沟通会议，工厂保留了会议记录，且提供予查阅；工厂给员工进行了amfori BSCI行为守则的培训。根据现场观察，中文版的amfori BSCI行为守则张贴在工厂车间内的公告板上供员工查阅。工厂建立了申诉机制程序，定期给员工进行了申诉机制的培训，根据员工访谈，员工知道如何进行申诉或者建议。

2.5 - As per document and interview, the auditee had established grievance procedure, but the written procedure did not define the content of potential conflicts of interest and how to overcome it, the management claimed they missed to improve this issue.

工厂建立了书面的员工申诉程序，但是申诉程序中未包括潜在的利益冲突以及如何克服这些冲突，管理部表示他们遗漏改善了这个问题。

Remarks from Auditee:

NONE

Full Audit [Audit Id - 182287] Audit Date: 03/06/2020 PA Score: A

Deadline date:01/12/2020

Good practices

None

Areas of improvement

Based on site observation, management and workers' interview and document review, the auditee had established the management procedure to ensure the workers involvement and information exchange on workplace issue. The auditee established annual training plan to provide training to employees to know their right and responsibility. However, based on satisfactory evidence, the main auditee did not fully respect this principle. 根据现场观察、管理层及员工访谈、文件审核，受审核方有建立程序来选举员工代表，确保员工的参与及在工作问题上的交流。受审核方制定了年度的培训计划，提供培训让员工了解自己的权利与职责。但是，基于令人满意的证据，主要受审核方没有完全尊重这个原则。

2.5 - The auditee has established grievance procedure in writing, but the written procedure did not define the content of Potential conflicts of interest and how to overcome them, and etc.

被审核方已经建立了书面的员工申诉程序，书面的申诉程序中未包括潜在的利益冲突以及如何克服这些冲突等。

Remarks from Auditee

None

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining

1- Followup Audit [Audit Id - 211200] Audit Date: 02/06/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Not Rated.
未作评估。

Remarks from Auditee:

Full Audit [Audit Id - 182287] Audit Date: 03/06/2020 PA Score: A

Deadline date:

Good practices

None

Areas of improvement

Based on site observation, management and workers' interview and document review, there is no labor union in the company, but there were employee representatives voted by all employees in the auditee. Current 1 employee representative was voted by all employees in Dec 2019.

Meetings between employee representatives and management were conducted quarterly. Employees could raise their concerns through suggestion box, employee representatives or management directly. Based on satisfactory evidence, the main auditee respected this principle.

根据现场观察、管理层及员工访谈、文件审核，受审核方没有工会，但是有由所有员工选举的员工代表。本届1名员工代表于2019年12月由所有员工选举产生。员工代表与管理层沟通会议每季度进行。工人可以通过意见箱、工人代表，或直接向管理层反映自己的意见。基于令人满意的证据，主要受审核方尊重这个原则。

Remarks from Auditee

None

Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 211200] Audit Date: 02/06/2021 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Not Rated. 未作评估。	
Remarks from Auditee:	
Full Audit [Audit Id - 182287] Audit Date: 03/06/2020 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>Based on site observation, management and workers' interview and document review, the auditee established the Anti-discrimination policy and implemented it accordingly. Management and workers stated that the auditee prohibited pregnancy testing as a condition of employment or continued employment. Through documents review (such as personnel files, labor contracts, payroll records, attendance records and resignation records), management interview and workers interview, no evidence showed that discrimination existed in the auditee. Based on satisfactory evidence, the main auditee fully respected this principle.</p> <p>根据现场观察、管理层及员工访谈、文件审核，受审核方有建立反歧视的政策，并按要求执行。管理层及员工称被审核方严禁把做怀孕测试作为雇佣或继续雇佣的条件。通过文件审核（如人事档案、劳动合同、工资表、考勤记录及辞工记录）、管理层访谈、员工访谈，未发现歧视。基于令人满意的证据，主要受审核方完全尊重这个原则。</p>	
<u>Remarks from Auditee</u>	
None	

Performance Area 5 : Fair Remuneration

1- Followup Audit [Audit Id - 211200] Audit Date: 02/06/2021 PA Score: B

Deadline date:01/04/2022

GOOD PRACTICES:

The factory exceeds expectations with respect to this principle, the factory collected fair remuneration scan prior to the audit. 工厂超出本原则的要求，因为工厂在评估前收集了公平报酬快速扫描的信息。

AREAS OF IMPROVEMENT:

The factory had established wage and benefit management procedure, the procedure defined how to calculate the wage and benefit based on the local law. The local Legal minimum wage document was collected by the auditee and updated regularly, the legal minimum wage was RMB2010/month since 01 December 2017 (2010/21.75/8=11.55/hour). The payroll from May 2020 to April 2021 were provided for review; as per interview and the payrolls of 8 workers from different workshops were randomly selected for review. The factory provided the same pay to male/female employees in the same workstation. Wage calculated at hourly rate. The lowest wage paid by the factory for worker was RMB15.54/hour, which was higher than the legal minimum wage. Wage calculated by calendar month. Overtime work compensated according to the law, the factory paid 150%, 200% and 300% of normal rate to workers for overtime on weekdays, rest days and holidays respectively. No illegal deduction from wage. Wages paid to workers by cash at end of following month.

工厂建立了工资和福利管理程序，程序基于当地的法规定义了如何计算工资和福利。工厂收集和更新了当地法定最低工资文件，当地法定最低工资在2017年12月1日后为人民币2010元/月(2010/21.75/8=11.55/hour)。工厂提供了2020年5月到2021年4月的工资记录；根据访谈和8个不同车间的员工工资样本的查阅，工厂对男/女员工在相同岗位提供相同的报酬。工厂给工人支付的工资按时薪计算。工厂给员工支付的最低工资为15.54元每小时，高于当地法定最低工资要求。工资是按照自然月进行计算的。员工的加班工资按照法规进行补偿，工厂按150%、200%和300%的比率支付工人在正常工作日、休息日和法定假日的加班工资。未非法扣工资的现象。工资在次月的月底以现金支付给工人。

5.5 - The social insurance did not cover 25 out of 31 workers. As per interview and reviewed past one year social insurance receipts, based on the latest receipt in April 2021 and current social insurance system status during the audit, the factory did not purchase endowment insurance, injury insurance, child-birth insurance, unemployment insurance and medical insurance to 25 out of 31. As per interview, workers stated that partial workers unwilling to participate social insurance; and partial workers were purchased new rural social pension insurance at their hometown, but the auditee could not provide evidence to prove it. Reference to Social Insurance Law of the People Republic of China, Article 10, 23, 33, 44 and 53. Remark: Total 31 workers in the factory, no retired workers, there was no new workers joined factory after May 2021, so all 31 workers could participate social insurance during the audit.

社保没有覆盖到31名员工中的25名员工。根据访谈和查阅过去一年的社保凭证，基于2021年4月的社保凭证和评估日工厂社保系统的显示的状态，工厂没有给31名员工中的25名员工提供养老保险，工伤保险，生育保险，失业保险和医疗保险。根据访谈，员工都表示有部分员工不愿意购买社保。部分有在家乡购买新农保，但是工厂未能提供相应的证据。参考《中华人民共和国社会保险法》第10条，第23条，第33条，第44条和第53条。备注：工厂总共有31个员工，没有退休员工，在2021年5月后没有新员工入职，因此，当前所有的31个员工都可以购买社保。

Remarks from Auditee:

NONE

Full Audit [Audit Id - 182287] Audit Date: 03/06/2020 PA Score: B

Deadline date:01/12/2020

Good practices

None

Areas of improvement

Based on site observation, management and workers' interview and document review, employees were paid no less than local minimum wage, the company paid 150%, 200% and 300% of normal rate wages for overtime hours on normal working days, rest days and official public holidays respectively. Through labour contracts review, management interview and employee's interview, employees were paid at hourly rate on 30th in each month by cash. Furthermore, the company would provide benefits such as sick leave, annual leave, childbearing leave and work-related injury leave, etc according to local law requirement. Based on satisfactory evidence, the main auditee did not fully respect this principle.

根据现场观察、管理层及员工访谈、文件审核，员工的工资不低于当地的最低工资，受审核方在平日加班、休息日及法定假日加班分别支付正常工资的1.5倍、2倍、3倍。通过查看劳动合同、管理层访谈及员工访谈，员工工资是时薪的，在每月30日通过现金发放。此外，公司按法规要求提供福利，如病假、年假、产假及工伤假等。基于令人满意的证据，主要受审核方没有完全尊重这个原则。

5.5 - The social insurance receipts for past 12 months were provided for review. According to the current receipt of May 2020, totally 6 of 30 employees (20%) (None of them was temporary, dispatch employees, no newly joined employees, retired employees) participated in pension insurance, maternity insurance, unemployment insurance, medical insurance and injury insurance. No social insurance waiver was obtained either. Employees did not want to participate in social insurance since they do not want to afford personal part of it. No commercial insurance was provided. In accordance with Article 72 of the Labor Law of the People's Republic of China.

被审核方提供了过去12个月的社保缴费凭证。根据2020年5月的社保发票，被审核方仅给30名中的6名员工(20%)（无退临时工、派遣员工、无新进员工、退休员工）提供养老，失业，生育险，医疗险，工伤险。被审核方没有获得社保批文。员工由于不想承担社保费用放弃参加。没有提供商业险。根据《中华人民共和国劳动法》第72条

Remarks from Auditee

None

Performance Area 6 : Decent Working Hours	
1- Followup Audit [Audit Id - 211200] Audit Date: 02/06/2021 PA Score: D	Deadline date:01/04/2022
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: <p>The working hours was defined in the worker's manual by factory, meanwhile, the factory established working hour procedure. Normal working hour was 8 hours per day and 5 days per week. One shift arranged in the factory, working hours: 08:00-11:30, 12:30-17:00, and if needed, 2 hours' overtime was arranged from 18:00 to 20:00. The factory used finger printing and face detecting system to record worker's attendance time. Time records from May 2020 (May 2020 only used for Payroll check) to June 2021 of 8 workers from different workshop were randomly selected for review. The workers maximum 2 hours overtime per day, maximum 14 hours overtime per week, maximum 64 hours overtime per month, workers had 1 day off after 6 days consecutive working days. As per interview, the workers worked overtime were voluntary.</p> <p>工厂员工手册里定义了工作时间, 同时工厂建立工作时间程序。工厂正常工作时间为每天8小时, 每星期上班5天。工厂安排了一个班次, 工作时间: 08:00-11:30, 12:30-17:00, 如果需要加班, 加班时间从18:00到20:00。工厂用指纹和人脸识别系统来记录员工的考勤。评估中随机抽查了8名不同车间的工人从2020年5月(2020年5月的考勤只作为工资查阅)到2021年6月的考勤记录进行查阅。员工每天最多加班2小时, 周最多加班14小时, 月最多加班64小时, 员工6天连续工作后有休息1天。根据访谈, 员工加班是自愿的。</p> <p>6.2 - The auditee's management system and attendance recording system did not have the capacity to identify and control excessive working hours, and there was no excessive working hour warning mechanism in the factory, as per management interview, the management claimed that they controlled the overtime, but due to too much orders caused excessive overtime. As per worker interview, the interviewee stated that they maximum 2 hours per normal working day, and had one day off per week. As per attendance records from May 2020 to 02 June 2021, the sampled workers monthly overtime of workers were exceeded 36 hours; and as per 3 sampled months (8 sampled workers for each sampled month) for review, all sampled workers monthly overtime were 50 hours in June 2020; all sampled workers monthly overtime were 64 hours in October 2020; all sampled workers monthly overtime were 44 hours in April 2021. Reference to Labor Law of the P.R.C, Article 41. Remark: Until 02 June 2021, the sampled workers monthly overtime were 2 hours in June 2021.</p> <p>工厂的管理系统和考勤记录系统没有识别和控制过多工作时间的能力, 工厂也没有过多工作时间的预警机制, 根据管理层访谈, 管理层表示他们有控制加班时间, 但由于太多订单导致过多的加班。根据员工访谈, 被访谈的员工陈述正常工作日最多加班2小时, 每周有一天休息。根据从2020年5月到评估2021年6月2日的考勤记录, 员工的月加班超出36小时。根据抽取的3个月的考勤样本(每个抽样月抽取8个员工)进行查阅, 所有抽样员工在2020年6月的月加班是50小时; 所有抽样员工在2020年10月的月加班是64小时; 所有抽样员工在2021年4月的月加班是44小时。参考《中华人民共和国劳动法》第41条。备注: 到2021年6月2日, 抽样员工在2021年6月的月加班是2小时。</p>	
Remarks from Auditee: NONE	
Full Audit [Audit Id - 182287] Audit Date: 03/06/2020 PA Score: D	Deadline date:01/12/2020
Good practices	
None	
Areas of improvement	
<p>Based on site observation, management and workers' interview and document review, the auditee has established working hours policy and procedure. Verified with worker interview, all workers worked on voluntary basis. According to the randomly selected 5 samples' records, the regular working hours were 8 hours per day and 40 hours per week; the maximum daily overtime hours were 2 hours, the maximum monthly overtime hours were 44 hours. The maximum continuous working days were 6 days. However, based on satisfactory evidence, the main auditee did not fully respect this principle.</p> <p>根据现场观察、管理层及员工访谈、文件审核, 受审核方有建立工时政策、程序。员工访谈确认, 员工加班是自愿的。根据随机抽取的5个样板记录显示, 正班工时为每天8小时, 每周40小时; 日加班时间最多为2小时, 每月加班时间最多44小时。最多连续工作6天。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。</p> <p>6.2 - Monthly overtime hours exceeded 36 for all sampled workers. For instance, the sampled workers conducted overtime work for 40 hours in Mar 2020 and 44 hours in Apr 2020. In accordance with Article 41 of the Labor Law of the PRC</p> <p>所有抽样员工的月加班时间超过36小时。例如, 抽样员工加班时间为2020年3月40小时, 2020年4月44小时。根据《中华人民共和国劳动法》第41条</p>	
Remarks from Auditee	
None	

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 211200] Audit Date: 02/06/2021 PA Score: B

Deadline date:01/08/2021

GOOD PRACTICES:
NONE

AREAS OF IMPROVEMENT:

As per site observation, the factory buildings were maintained in good condition. The fire facilities (included Fire early warning system, fire extinguishers, fire sprinklers, and fire hydrants, Emergency lights and safety exit signs) were installed properly and inspected monthly, as per onsite test, the fire hydrants work normally, the evacuation routes were not blocked and evacuation plans were posted at each workshop. The first aid kits were provided in each workshop. As per document review, the auditee had established a series of procedures on health and safety, the fire drills were conducted regularly. There was 1 first aider in the factory. Training on PPE use was provided to workers regularly, PPEs were provided to worker free of charge. There was no serious work injury in the past one year. Drinking water was provided to workers and the drinking water test report was provided for review. The auditee did not provide transportation, canteen and dormitory to workers. Follow up audit on 02 June 2021, below points were closed: 7.7 As per site observation, the auditee was posted warning sign on the chemical containers. 7.11 The auditee provided the real estate certificate for review during the audit. 7.22 As per site observation, the auditee was equipped private door for men toilet.

根据现场观察, 工厂的厂房维护在良好的状态。工厂安装了足够的消防设施(包括消防预警系统、灭火器、消防栓、消防喷淋、应急灯和安全出口标识)且每月进行了检查, 根据现场测试, 消防栓功能正常, 每个车间粘贴了消防逃生图和逃生通道保持畅通。车间里提供了急救药箱。根据文件查阅, 工厂建立了一系列的健康安全的程序文件, 消防演习每年定期举行。工厂有1个急救员, 工厂定期给员工提供了劳保用品的培训, 工厂给员工提供了免费的劳保用品。工厂在过去一年没有严重的工伤发生。工厂提供了饮用水、饮用水测试报告已提供查阅。工厂未给员工提供交通工具、带有厨房的食堂和宿舍。2021年6月2日的跟进评估, 以下问题点已关闭: 7.7根据程序观察, 工厂在化学品容器上张贴警示标识。7.11 评估中工厂提供了厂房的房产证给查阅。7.22根据程序观察, 工厂给男厕所安装隐私门。

- 7.1 -** 1.(Moved from 7.3)As per site observation, there were occupational hazards factors generated in polishing process, but factory did not conduct the occupational hazards factors (such as dust and noise) test for this workshop. Reference to Provisions on the Supervision and Administration of Workplace Occupational Health, Article 20. 2.The auditee could not provide the pre-service, in-service and job leaving occupational health examination reports of workers for review, such as polishing workers who contacted with noise and dust. Reference to PRC Law of Prevention and Control of Occupational Diseases article 35.
1. (从7.3移过来) 根据现场观察, 工厂的抛光过程会产生职业危害因素, 但是工厂对这个车间进行职业危害因素(如粉尘和噪音)检测。参考《工作场所职业卫生监督管理规定》第20条。2.工厂未能提供工人的岗前、在岗期间和离岗时的职业健康体检报告给查阅, 如抛光工人接触噪声和粉尘。参考《中华人民共和国职业病防治法》第35条。
- 7.2 -** The auditee did not establish a mechanism to ensure all workers participate injury insurance, 25 out of 31 workers did not participate injury insurance (or commercial insurance). Reference to Social Insurance Law of the People's Republic of China, Article 33.
工厂没有建立一个机制来确保所有员工的参加工伤保险, 31个员工中的25个员工没有参加工伤保险(或商业保险)。参考《中华人民共和国社会保险法》第33条。
- 7.4 -** As per documents review and interview, the workers or their representatives did not involve in the drafting and enforcement of the internal procedure on occupational health and safety, the management stated that they only provided training on OHS to workers.
根据文件查阅和访谈, 员工或员工代表未参与制定健康安全程序中, 管理层表示他们只给员工进行了职业健康安全的培训。
- 7.6 -** The auditee provide PPE to workers, such as earplug and anti-dust mask, but the auditee did not purchase activate carbon mask to workers who contact with chemical, the management claimed there only a few chemicals used by them. Reference to PRC Safety Manufacturing Law article 42.
工厂有给员工提供劳保用品, 如防尘口罩和耳塞, 工厂没有购买到活性炭口罩给接触化学品的员工。管理层表示他们用到的化学品不多。参考《中华人民共和国安全生产法》第42条。
- 7.11 -** The factory could not provide fire safety approval of factory buildings for review, the auditee used part of the 4th of one 5-storey building, and building area was around 1680 m2 used by the auditee, the factory building was built in 2010. The auditee was equipped sufficient fire facilities in the factory. Reference to PRC Fire Prevention Law article 13.
工厂未能提供厂房建筑的消防验收报告给查阅, 工厂总共使用了一栋5层的厂房的第四层的部分, 建筑面积约1680平方米, 在2010年建造的, 工厂在厂里安装了足够的消防设施。参考《中华人民共和国消防法》第13条。
- 7.13 -** As per site observation, two unlocked electrical control panels were not installed with inner cover in the workshop, the management claimed that they were not improve this issue yet. Reference to Article 6.7 of the General Guide for Safety of Electric User (GB/T13869-2008)
根据现场观察, 车间内有两个未锁的电控箱没有安装内盖, 管理层表示他们还没有改善这个问题。根据《用电安全导则GB/T13869-2008》第6.7条。
- 7.17 -** The auditee could not provide cargo lift administrator certificate for review, there was one cargo lift used by the auditee as per site observation. Reference to Special Appliance Quality Safety Monitoring Regulation article 38.
工厂未能提供货梯管理员证给查阅, 根据现场观察, 工厂使用了一辆货梯。参考《特种设备安全监察条例》第38条。

Remarks from Auditee:
NONE

Full Audit [Audit Id - 182287] Audit Date: 03/06/2020 PA Score: B

Deadline date:01/12/2020

Good practices

None

Areas of improvement

Based on site observation, management and workers' interview and document review, the main auditee had established policy on health and safety and implement it accordingly, such as one manager was appointed to in charge of health and safety issues, safety training would be provided for employees regularly. Remark: No transportation, dormitory and canteen was provided for employees. However, based on satisfactory evidence, the main auditee did not fully respect this principle.

根据现场观察、管理层及员工访谈、文件审核, 受审核方有建立健康安全的政策并按要求执行, 如, 指定一名管理层负责健康安全事宜, 定期给员工提供安全培训。备注: 被审核方没有为员工提供交通工具、宿舍食堂。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。

- 7.2 -** The social insurance receipts for past 12 months were provided for review. According to the current receipt of May 2020, totally 6 of 30 employees (20%) (None of them was temporary, dispatch employees, no newly joined employees, retired employees) participated in injury insurance. No social insurance waiver was obtained either. No commercial insurance was provided. In accordance with Social Insurance Law of the People's Republic of China Article 33
被审核方提供了过去12个月的社保缴费凭证。根据2020年5月的社保发票, 被审核方仅给30名中的6名员工(20%)(无退临时工、派遣员工、无新进员工、退休员工)提供工伤险。被审核方没有获得社保批文。没有提供商业险

7.3 -	It was noted that employees in polishing section working in noisy and dusty environment, which might cause occupational diseases to employee in that workshop. However, factory did not conduct testing of factors of occupational hazards in painting and wooden workshop. In accordance with Article 20 of Provisions on the Supervision and Administration of Occupational Health at Work Sites 工厂抛光车间为噪音粉尘环境，对员工存在潜在的职业病危害。但工厂并未对该车间进行职业危害因素检测。根据《工作场所职业卫生监督管理规定》第20条
7.4 -	The workers or their representatives did not involve in the drafting and enforcement of the internal procedure on occupational health and safety. 员工或员工代表未参与到制定健康安全程序中。
7.6 -	The auditee did not provide activate carbon mask to employees using chemical materials. In accordance with PRC Safety Manufacturing Law article 42 被审核方未给使用化学品的员工提供活性炭口罩。《中华人民共和国安全生产法》第42条
7.7 -	Warning sign was not posted on the chemical material containers. In accordance with Article 14 of the Regulation For Chemical Usage Safety in Work Place 工厂未在化学品容器上张贴警示标识。根据《工作场所安全使用化学品规定》第14条
7.11 -	The auditee did not provide the construction approvals and fire inspection certificate for all the buildings. PRC Construction Law Article 61 and the PRC Fire Prevention Law article 11 被审核方提供所有建筑的建筑竣工验收报告以及消防验收合格证书。《中华人民共和国建筑法》第六十一条和《中华人民共和国消防法》第十一条。
7.13 -	One unlocked electrical control panel was not installed with inner cover in the workshop. In accordance with Article 6.7 of the General Guide for Safety of Electric User (GB/T13869-2008) 车间内有一个未锁电控制箱没有安装内盖。根据《用电安全导则GB/T13869-2008》第6.7条
7.17 -	It was noted that the factory failed to provide the special equipment operator certificate for one cargo lift operator in the factory for auditors' review. In accordance with Article 38 of Safety Monitoring Regulation of Special Equipment 审核员发现工厂不能提供1位货梯司机的特种设备作业人员证 根据《特种设备安全监察条例》第38条
7.22 -	There was no privacy door installed in male toilet. 男厕所没有安装隐私门。
<u>Remarks from Auditee</u>	
None	
Performance Area 8 : No Child Labour	
1- Followup Audit [Audit Id - 211200] Audit Date: 02/06/2021 PA Score: A	
Deadline date:	
<u>GOOD PRACTICES:</u>	
<u>AREAS OF IMPROVEMENT:</u>	
Not Rated. 未作评估。	
<u>Remarks from Auditee:</u>	
Full Audit [Audit Id - 182287] Audit Date: 03/06/2020 PA Score: A	
Deadline date:01/12/2020	
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
Based on site observation, management and workers' interview and document review, the auditee had established procedure regarding prohibition child labor and remedial measure on child labor. As per procedure on hiring and HR management, the company would authenticate ID cards through eye-measurement, interview, physical appearance comparison. During this audit, through documents review (reviewing personnel file, identification card and roster, etc), workers interview and management interview, there was no child labor and young worker identified. The youngest worker hired by the auditee was 23 years old. Based on satisfactory evidence, the main auditee respected this principle. 根据现场观察、管理层及员工访谈、文件审核，受审核方有建立禁止使用童工的程序及童工补救措施。依照程序及HR管理层，公司会通过目视、访谈、与员工比对等方式去鉴别身份证。在本次审核中，通过文件审核（如人事档案、身份证、员工花名册等）、员工访谈及管理层访谈，没有发现童工及未成年工。最小员工的年龄是23岁。基于令人满意的证据，主要受审核方尊重这个原则。	
<u>Remarks from Auditee</u>	
None	

Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 211200] Audit Date: 02/06/2021 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Not Rated. 未作评估。	
Remarks from Auditee:	
Full Audit [Audit Id - 182287] Audit Date: 03/06/2020 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>Based on site observation, management and workers' interview and document review, the auditee had established procedure regarding Young Worker Protection Management Procedure and implemented it accordingly. No young worker was found during this audit. The youngest worker hired by the auditee was 23 years old. Based on satisfactory evidence, the main auditee respected this principle.</p> <p>根据现场观察、管理层及员工访谈、文件审核，受审核方有建立未成年工人保护程序，并按要求执行。本次审核，未发现未成年工。最小员工的年龄是23岁。基于令人满意的证据，主要受审核方尊重这个原则。</p>	
<u>Remarks from Auditee</u>	
None	
Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 211200] Audit Date: 02/06/2021 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Not Rated. 未作评估。	
Remarks from Auditee:	
Full Audit [Audit Id - 182287] Audit Date: 03/06/2020 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>Based on site observation, management and workers' interview and document review, the auditee had established procedure regarding Hiring Procedure and implemented it accordingly. The auditee signed labor contract with each employee within one month after hiring and employees obtained one contract. Based on satisfactory evidence, the main auditee fully respected this principle.</p> <p>根据现场观察、管理层及员工访谈、文件审核，受审核方有建立雇佣程序，并按要求执行。受审核方在员工入职一个月内与每位员工签订劳动合同，同时会给一份给员工。基于令人满意的证据，主要受审核方完全尊重这个原则。</p>	
<u>Remarks from Auditee</u>	
None	

Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 211200] Audit Date: 02/06/2021 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Not Rated. 未作评估。	
Remarks from Auditee:	
Full Audit [Audit Id - 182287] Audit Date: 03/06/2020 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>Based on site observation, management and workers' interview and document review, the auditee had established procedure regarding on prohibition bonded labor and implemented it accordingly. No deposit or ID card was withheld by the auditee. No illegal disciplinary measure was noted in this audit. No bonded labor was found during this audit. Based on satisfactory evidence, the main auditee fully respected this principle.</p> <p>根据现场观察、管理层及员工访谈、文件审核，受审核方有建立强迫劳动程序，并按要求执行。受审核方没有收押金或扣押证件。没有发现违法的纪律处罚。本次审核，未发现强迫劳动。基于令人满意的证据，主要受审核方完全尊重这个原则。</p>	
<u>Remarks from Auditee</u>	
None	
Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 211200] Audit Date: 02/06/2021 PA Score: A	Deadline date:01/08/2021
GOOD PRACTICES:	
NONE	
AREAS OF IMPROVEMENT:	
<p>As per documents review, the factory had established the written management system to protect the environment. The auditee had conducted Environment Impact Assessment in September 2020, the Environment Impact Assessment report and approval were provided to review. The waste water, waste air and boundary noise test were conducted by qualified body in January 2021, and the test report was provided for review, the test result was acceptable. The auditee had filled the Environment Impact Registration Form on 28 July 2020, and valid to 27 July 2025.</p> <p>根据文件查阅，工厂建立了书面的环保体系。工厂在2020年9月进行了环境影响评估，环评报告和批复已提供查阅。工厂在2021年1月由有资质的机构进行了废水，废气和厂界噪音检测，评估中工厂提供了检测报告查阅，其检测结果是合格的。工厂在2020年7月28日填写了环境影响登记表，有效期至2025年7月27日。</p>	
<p>12.5 - As per documents review and management interview, the auditee had developed a program to save water, but no specific plans and implementation records.</p> <p>根据文件查阅和管理层访谈，工厂制定了节约用水的程序，但是没有具体的计划和实施记录。</p>	
Remarks from Auditee:	
NONE	
Full Audit [Audit Id - 182287] Audit Date: 03/06/2020 PA Score: A	Deadline date:01/12/2020
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>Based on site observation, management and workers' interview and document review, the auditee had established the procedure to ensure its business model in line with local environmental law. However, based on satisfactory evidence, the main auditee did not fully respect this principle.</p> <p>根据现场观察、管理层及员工访谈、文件审核，受审核方有建立程序来确保其生产活动符合当地环境法规。但是，基于令人满意的证据，主要受审核方没有完全尊重这个原则。</p>	
<p>12.5 - The main auditee had developed a program to save water, but no specific plans and implementation records.</p> <p>被审核方制定了节约用水的程序，但是未提供具体的计划和实施记录。</p>	
<u>Remarks from Auditee</u>	
None	

Performance Area 13 : Ethical Business Behaviour

1- Followup Audit [Audit Id - 211200] Audit Date: 02/06/2021 PA Score: A

Deadline date:01/08/2021

GOOD PRACTICES:

NONE

AREAS OF IMPROVEMENT:

The auditee was set the procedure on Ethical Business Behaviour, which was reference to amfori BSCI COC and local legal law. The factory communicated the ethical business behavior policy to its business partner, such as suppliers. The documents (such as payroll and social insurance material etc.) were maintained properly for review. Based on site tour, interview and document review, no corruption behavior found. 工厂按照amfori BSCI行为守则和当地的法规建立了商业道德的程序。工厂把商业道德制度传达给了他的商业合作伙伴，如供应商。工厂合理维护了文件（如工资，社保资料等）提供给了查阅。基于现场走访，访谈和文件审核，没有发现腐败行为。

- 13.4 -** The auditee provided trainings to workers, but did not include the training on worker's private information confidential protection policy. 工厂有给员工提供了培训，但是没有包括员工的信息资料等的保密政策。

Remarks from Auditee:

NONE

Full Audit [Audit Id - 182287] Audit Date: 03/06/2020 PA Score: A

Deadline date:01/12/2020

Good practices

None

Areas of improvement

Based on site observation, management and workers' interview and document review, the auditee had established Anti-bribery And anti-corruption Procedure, and they had given training to employees for this issue. However, based on satisfactory evidence, the main auditee did not fully respect this principle.

根据现场观察、管理层及员工访谈、文件审核，受审核方有建立反贿赂及反腐败的程序，并给员工提供相关的培训。但是，基于令人满意的证据，主要受审核方没有完全尊重这个原则。

- 13.4 -** The factory did not provide private information confidential protection policy on workers. No related training was provided to employees. 工厂没有提供关于包括员工的信息资料等的保密政策。也没有为员工进行相关培训。

Remarks from Auditee

None

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	02/06/2021	211200	D	A	A	A	B	D	B	A	A	A	A	A	A	C
Full Audit	03/06/2020	182287	D	A	A	A	B	D	B	A	A	A	A	A	A	C

Producer Photos



External photo(s) of the production unit(s)
1. Factory nameplate.JPG



External photo(s) of the production unit(s)
2. Factory entrance.JPG



External photo(s) of the production unit(s)
3. Production Building.JPG



External photo(s) of the production unit(s)
4. Address.JPG



Photo first aid facilities
Eye wash station.JPG



Photo first aid facilities
First aid kit.JPG



Photo of chemical storage room (if applicable)
Chemical storage.JPG



Photo of chemical storage room (if applicable)
MSDS.JPG



Photo of fire safety equipment
1. Fire extinguishers. Fire hydrant.JPG



Photo of fire safety equipment
2. Emergency Light. Safety Exit Sign. Fire alarm.JPG



Photo of fire safety equipment
3. Fire evacuation plan.JPG



Photo of fire safety equipment
4. Fire hydrant test.JPG



Photo of fire safety equipment
5. Fire extinguishers.JPG



Photo of fire safety equipment
6. Fire Sprinkler.JPG



Photo of non-conformity
NC 5.5 and 7.2 Insufficient social insurance.JPG

[illegible]

Photo of non-conformity
NC 6.2 monthly overtime exceeded 36 hours.JPG



Photo of the inside of the main production hall



Photo of the inside of the main production hall



Photo of the sanitary facilities
Toilet.JPG



Photo of non-conformity
NC 7.13 No inner cover.JPG



Photo of the inside of the main production hall



Photo of the personal protection equipments (if applicable)
PPE reminder and Occupational hazardous notice.JPG



Photo of the code of conduct on display
amfori BSCI COC on display.JPG



Photo of the inside of the main production hall
3. Incoming material.JPG



Photo of the sanitary facilities
Drinking water.JPG