
Auditee :

Audit Date From : **01/07/2019**

Audit Date To : **01/07/2019**

Expiry Date of the Audit : **Please refer to the producer profile in the amfori BSCI platform**

Auditing Company : **TUEV Rheinland**

Auditor's Name(s) : **Will Wang(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																																							
<p>A Very Good</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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																													
<p>B Good</p>	<ul style="list-style-type: none"> • Maximum 3 Performance Areas rated C • No Performance Areas rated D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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																													
<p>C Acceptable</p>	<ul style="list-style-type: none"> • Maximum 2 Performance Areas rated D • No Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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																													
<p>D Insufficient</p>	<ul style="list-style-type: none"> • Maximum 6 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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>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	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	E	E	E	E	E	E	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	E	E	E	E	E	E																													
<p>E Unacceptable</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
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																													
<p>Zero Tolerance</p>	<p>A Zero Tolerance Issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

Producer :DBID : 378157 and Audit Id : 155611
Audit Type : Follow-up Audit

Audit Date : 01/07/2019

Main Auditee Information

Name of producer :			
DBID number :	378157		
Audit ID :	155611		
Address :			
Province :	Guangdong	Country :	China
Management Representative :	Mr. Zhongnan He		
Contact person:	Zhongnan He	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Electrical supplies
Product Type :	Car charger, cable, wireless charger		

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 : 01/07/2020	

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	A	A	A	A	A	A	A

Executive summary of audit report

Ltd was located at "14G, Innovation Tech Building, Quanzhi Science and Technology Innovation Park, Shajing Street, Bao'an District, Shenzhen" -深圳市宝安区沙井街道后亭茅洲山工业园工业大厦全至科技创新园科创大厦14层G. The auditee rented the Room G of the 14th floor of one 23-storey building used as office, production and warehouse. The auditee covered an area of 931.57 square meters. The others buildings in the compound and the other floors were rented by the other factories or companies. Based on the onsite check and documents review, the auditee does not have production or business relationship with other factories or companies, no shared workers or management detected. The main manufacture of auditee was car charger, cable, wireless charger. The main production processes were assembly and packing. Worker representative was elected by workers freely. No subcontracted workers detected. No young worker or child labour was used in the auditee. Dormitory, kitchen or canteen was not provided. No security guards used.

As per the management interview, there was no obvious peak or low seasons. The auditee management team provided great support during the whole audit including the auditee tour, document review and workers interview. All findings were explained and discussed in the closing meeting and the onsite report was accepted and signed by the auditee.

Remark 1: There was no agencies or contractor used by the auditee, which made the agency labour 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. The environmental license was not necessary, which made environmental license not applicable, such as pollutant discharge permit.

Remark 2: name of the auditor: Will Wang, APSCA registration number: 21702571.

Remark 3: The working shift at morning for office staff was 9:10-12:10, but there was no 9:10 in the 'DE Production Structure form', so the auditor chose 9:15 AM which was more close.

Remark 4: based on the Update amfori BSCI Man-day Table, this follow up audit should be 1 man-day, but there are many floors and factories in the industrial area where the auditee located and it takes more time to check on site. So, the applied man-day in this audit is total 1.5 man-days.

Ratings Summary



Auditee's background information			
Auditee's name :		Legal status :	Limited company
Local Name :		Year in which the auditee was founded :	2017
Address :		Contact person (please select) :	
Province :	Guangdong	Contact's Email :	
City :	Shenzhen	Auditee's official language(s) for written communications :	Mandarin
Region :	North East Asia	Other relevant languages for the auditee :	Cantonese
Country :	China	Website of auditee (if applicable) :	None
GPS coordinates :	N22°46'9", E113°49'1"	Total turnover (in Euros) :	583745.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	0.00
If other, please specify :		Production volume :	250000 pieces per year
Product Group :	Electrical supplies	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Car charger, cable, wireless charger		

Auditee's employment structure at the time of the audit			
Total number of workers :	25	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	14	11	
Temporary workers	0	0	
In management positions	2	4	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	6	6	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	14	11	
Production based workers	0	0	
With shifts at night	0	0	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

Producer :

DBID : 378157 and Audit Id : 155611
Audit Type : Follow-up Audit

Audit Date : 01/07/2019

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

2- Followup Audit [Audit Id - 155611] Audit Date: 01/07/2019 PA Score: D Deadline date:02/01/2020

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:

amfori BSCI management system was established including the labor, environment protection, health and safety and ethics. Training against amfori BSCI Code and Terms of Implementation were provided to managements and workers. The Director -Mr. Zhongnan He was appointed as the management representative to implement the amfori BSCI Code of Conduct. The auditee establishes a supplier management procedure to control the performance of the social compliance of its business partners, conducted supervisory audits and maintained the records of supervisory audits. Its main suppliers have also signed the amfori BSCI code of conduct and TOI. The auditees collected and regularly updated laws and regulations on labor, health, safety and environmental protection. However, 1.1 and 1.4 still not closed.

被审核方建立了amfori BSC管理体系, 包括劳工, 环境保护, 健康安全, 道德。被审核方有针对amfori BSC的最新版行为准则和生产商专用实施条款对管理人员和员工进行培训。被审核方任命主管何中南为管理者代表, 负责推行amfori BSC行为准则。被审核方建立供应商管理程序去管控其商业合作伙伴的社会责任的表现, 并进行监督审核以及保留了监控审核记录, 其主要供应商也签署了amfori BSC行为准则和实施条款。被审核方收集了有关劳工, 健康安全及环保的法律法规并进行定期更新。但是, 1.1和1.4还是没有关闭。

- 1.1 - Finding was still opened. The auditee had established the social compliance management system based on the amfori BSCI requirement and local law, but based on document review, management and workers interview, it was detected that in the respect of working hours, the auditee did not execute according to the system and the auditee also did not have effective measures to gradually improve these deficiencies, such as the auditee could not control the overtime hours within 36 hours per month. Based on the management and workers interview, they knew the requirement on monthly overtime hours, but currently they could not meet the requirement.

问题点仍然存在。根据文件查阅, 被审核方已基于amfori BSC和法律法规建立了社会责任管理体系, 但根据文件审核, 管理人员和员工的访谈发现在工时方面没有按照管理体系来执行且被审核方也没有有效的措施来逐步完善这些不足, 如没有控制月加班时间在36小时内。通过管理人员和员工访谈, 他们了解月加班的要求, 但是目前还无法完全符合。

- 1.4 - Finding was still opened. As per the document review and management interview, the auditee has established production cost calculation procedure and has conducted simple production cost calculation. However, the production plan and capacity assessment are not made according to the legal requirement of overtime hours, therefore, excessive monthly overtime was detected from July 2018 to June 2019 for the production workers.

问题点仍然存在。根据文件查阅和管理人员访谈, 被审核方有建立生产成本核算程序, 也有进行简单的生产成本计算, 但没有依据法定加班的要求来制订生产计划, 产能评估以致于生产员工2018年7月至2019年6月的月加班连续超时情况。

Remarks from Auditee:
None

1- Followup Audit [Audit Id - 127594] Audit Date: 02/07/2018 PA Score: D Deadline date:01/07/2019

Good practices

Areas of improvement

The auditee had established the policy and procedure base on amfori BSCI, such as labour, health and safety, environmental protection and business ethics management procedure. Appointed the BSCI management representative Shawn Xiao for managing the BSCI operation. Per management interview, Shawn Xiao understood amfori BSCI COC preferably. The auditee collected relevant laws and regulations (such as Labour, H & S and environmental protection laws and regulations). The auditee had established the supplier CSR management procedure, conducted second party CSR audit to main supplier (such as accessories suppliers and packaging material suppliers) and signed the amfori BSCI commitment letter, COC and TOI with main suppliers. And conducted the internal audit and management review in April 2018. The auditee established the capacity planning and cost accounting procedure.

受审核方依照amfori BSC建立了政策和程序, 比如劳工、健康安全、环境保护和商业道德等管理程序。指定BSC管理代表肖勇负责BSC的运行。经过管理层访谈得知肖勇对amfori BSC行为守则有着较好的理解。收集了相关法律法规(比如劳工、健康安全以及环境保护相关的法规)。建立了供应商社会责任管理程序, 对主要供应商(例如零配件供应商和包材供应商)进行了社会责任二方评审, 签署了amfori BSC承诺书、行为守则以及实施条款。2018年4月执行了年度的内审和管理评审。受审核方建立了产能计划和成本核算程序。

- 1.1 - The auditee did not implement social accountability management system to implement the amfori BSCI Code of Conduct and local legal law requirements effectively. According management interview, the current management operation followed with their original management experience and amfori BSCI Code of Conduct. The auditee had introduced the amfori BSCI Code of Conduct in the production activities, but findings for PA1, PA2, PA5, PA6, PA7 and PA12 still existed. The auditee had established the social responsibility management manual and procedures based on BSCI principle and local legal requirement, such as the working hours control procedure, wages and benefit management procedure and occupational health and safety management procedure. However, the auditee did not respect and monitor the effective of management system, for example, how to monitor the workers' working hours, how to ensure all legal required benefits had been provided and how to monitor the occupational health and safety issues etc.
被审核方未有效地执行社会责任管理体系来执行amfori BSC行为准则和当地法律法规的要求。根据管理层访谈, 目前的管理运作主要按以往的管理经验和amfori BSC行为准则的要求。被审核方已经在其生产活动中导入BSC行为准则。但是涉及绩效领域1, 绩效领域2, 绩效领域5, 绩效领域6, 绩效领域7和绩效领域12等的发现点仍存在。被审核方已经建立了基于BSC原则和当地法律法规的社会责任管理手册和程序文件, 例如, 工作时间控制程序, 工资福利程序和职业健康与安全程序。然而, 被审核方未充分尊重和监控管理体系的有效性, 例如, 如何监控员工的工作时间, 如何确保提供法定要求的福利给员工和如何监控职业健康与安全的问题等。
- 1.4 - The auditee had prepared the production capacity planning for their production order and delivery time. However, the auditee did not consider the compliance of workers' overtime-working hours during the production capacity planning. The auditee did not hire enough employees or properly organized to meet the produce requirement. Checking with workers attendance from 01 February 2018 to audit day 5 sampled workers' monthly overtime working hours exceeded legal requirements in the past 5 months. (Refer to 6.2).

<p>被审核方为生产订单和发货时间制定了产能规划。但是, 被审核方在产能规划期间未考虑员工加班工作时间的合规性, 被审核方未聘请足够的员工或更好地组织生产来满足生产的需求。根据检查员工2018年2月1日至审核当日的考勤记录, 5名抽样员工在过去中的5个月月加班工作时间均超过法规要求(见6.2)。</p>	
<p>Remarks from Auditee</p>	
<p>Full Audit [Audit Id - 122639] Audit Date: 04/05/2018 PA Score: E Deadline date:</p>	
<p>Good practices</p>	
<p>Areas of improvement</p>	
<p>Remarks from Auditee</p>	
<p>Performance Area 2 : Workers Involvement and Protection</p>	
<p>2- Followup Audit [Audit Id - 155611] Audit Date: 01/07/2019 PA Score: A Deadline date:02/11/2019</p>	
<p>GOOD PRACTICES: None</p>	
<p>AREAS OF IMPROVEMENT: The auditee has posted amfori BSCI COC on the auditee bulletin board. The auditee has established worker representative management procedure, grievance mechanism procedure, training procedure and so on and the auditee conducted regular training to educate workers to ensure that they know their rights and obligations and how to give feedback. According to interview with the worker representative and workers, they were familiar with workplace-related issues, their labor right e.g. the law, work contracts, job description, working rules. Communication meetings between management and worker representatives were held quarterly. 2.2 partial closed: the auditee had established long term goals with the cooperation of workers and workers representatives on 14 March 2019, this long-term goals included the vision, mission and objectives of the company in line with the amfori BSCI COC. However, 2.2 still not closed. 被审核方已在厂区公告栏张贴了amfori BSCI行为守则。被审核方建立了员工代表的管理程序, 申诉程序, 培训程序等并将这些程序通过定期培训对员工进行宣导以确保员工知道他们的权利和义务, 以及如何反馈意见。根据员工代表及员工的访谈信息, 员工代表以及员工都很清楚工厂场所相关信息, 以及员工的劳工权利, 例如劳动法, 劳动合同, 工作描述以及厂纪厂规等。管理层与员工代表之间的沟通会议每季度召开一次。2.2部分已关闭: 被审核方已经于2019年3月14日明确定义了跟员工和员工代表合作的长期目标, 该长期目标包括公司遵循amfori BSCI行为守则的愿景, 使命和目标。但是, 2.2还是没有关闭。 2.2 - Finding was still opened. The auditee defined long-term goals to protect employees based on the amfori BSCI code of conduct and the status and performance of social compliance, such as controlling overtime and provide social insurance for all employees. But there is no specific and operable way to ensure that the goal is gradually achieved, for example, how to gradually reduce overtime, how to gradually improve social insurance and so on. 问题点仍然存在。被审核方有根据amfori BSCI行为准则及其社会责任的现状和表现定义了长期的目标去保护员工, 如控制加班时间, 全员参保等。但并没有具体可实施可操作的方法确保逐步达到目标, 比如如何逐步减少加班, 如何逐步完善社保等。</p>	
<p>Remarks from Auditee: None</p>	
<p>1- Followup Audit [Audit Id - 127594] Audit Date: 02/07/2018 PA Score: B Deadline date:01/10/2018</p>	
<p>Good practices</p>	
<p>Areas of improvement</p>	
<p>The auditee has established the worker representative management procedure, and elected one worker representative in March 2018, the election was not affected by undesirable interference from the management. The communication meeting among worker and management was conducted per three months and the last meeting was conducted on 08 June 2018, the meeting records were provided for review. The grievance mechanism procedure had been established by the factory and communicated to the employees in the factory. The auditee provided suggestion box. Worker representative was elected to collect the suggestion and complaint of the workers, the management held the meeting with the representatives regularly. The auditee provided training on BSCI to all employees, workers had a good level of awareness of their rights and obligations. 受审核方建立了员工代表管理程序, 在2018年3月选举了1名员工代表, 员工代表选举没有受到管理层的干扰, 每3个月召开管理层和员工的沟通会议, 最近一次沟通会议在2018年6月8日举行, 会议记录已提供评审。工厂建立了申诉机制并且将此政策向员工进行过培训, 工厂提供了意见箱并通过选举出来的员工代表向员工收集意见并且定期与员工开会。工厂为所有员工提供了BSCI培训, 工人对自己的权利和义务有着较好的理解。 2.2 - The auditee had established procedures on employee's benefit protection program, but did not define long term goals with the cooperation of workers and workers representatives, this long-term should include the vision, mission and objectives of the company in line with the amfori BSCI COC, such as improve social insurance participation rate, overtime control, improve H&S and environmental protection management and etc. 被审核方建立了员工利益保护程序但没有定义明确跟工人和工人代表合作的长期目标, 该长期目标应包括公司遵循amfori BSCI行为守则的愿景, 使命和目标, 如条社保参保率, 加班控制和提高健康安全 and 环境保护管理等。</p>	
<p>Remarks from Auditee</p>	
<p>Full Audit [Audit Id - 122639] Audit Date: 04/05/2018 PA Score: E Deadline date:</p>	
<p>Good practices</p>	
<p>Areas of improvement</p>	
<p>Remarks from Auditee</p>	

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
2- Followup Audit [Audit Id - 155611] Audit Date: 01/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: This PA was not covered in this follow up audit. 此次跟进审核未覆盖此执行领域。	
Remarks from Auditee:	
1- Followup Audit [Audit Id - 127594] Audit Date: 02/07/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The auditee had established freedom of association and collective bargaining management procedure, respected the right of freedom of association and collective bargaining and did not restrict the activities of worker representatives such as the election, the communication meeting. Based on document review, management review and worker interview, there was one worker representative elected by all employees in March 2018 and the worker representative carried out the communication meeting regularly. The meeting records were provided for review. Through worker interview, the worker could raise up their opinion through worker representative or communicating with their supervisor. No trade union was established. The worker representative was not discriminated against and had access to play their roles in the workplace.</p> <p>受审核方建立了自由结社和集体谈判管理程序, 尊重结社自由和集体谈判的权利, 没有限制工人代表的活动, 如选举、沟通会议等。根据文献回顾、管理评审和职工访谈, 2018年3月全体职工选出1名职工代表, 职工代表定期进行交流会。会议记录已提供审查。通过工人面谈, 工人可以通过工人代表或与主管交流意见来提出他们的意见。受审核方没有建立工会。工人代表不受歧视, 能够在工作场所发挥作用。</p>	
<u>Remarks from Auditee</u>	
Full Audit [Audit Id - 122639] Audit Date: 04/05/2018 PA Score: E	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	
Performance Area 4 : No Discrimination	
2- Followup Audit [Audit Id - 155611] Audit Date: 01/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: This PA was not covered in this follow up audit. 此次跟进审核未覆盖此执行领域。	
Remarks from Auditee:	
1- Followup Audit [Audit Id - 127594] Audit Date: 02/07/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The auditee established a written policy against discrimination, and the policy was communicated to all employees, which clearly stated that the auditee did not discriminate any worker based on race, color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, national origin or marital status. Recruitment, wage, training and promotion were free from discriminatory bias, and no discrimination in compensation was detected. Pregnancy test or HIV test was prohibited as per the policy. Workers could report the discrimination issues to the management both with names and in anonymous ways.</p> <p>受审核方建立了书面反歧视政策, 该政策传达给了所有员工, 其中明确指出受审核方不得基于种族、肤色、年龄、性别、性取向、民族、残疾、宗教、政治背景, 工会会员, 国籍或婚姻状况而歧视员工。在招聘, 薪酬, 培训以及晋升等没有歧视性偏见, 也没有发现任何歧视性待遇问题。该政策禁止孕检或者艾滋病检查。工人可以通过具名或者匿名方式向管理层汇报问题。</p>	
<u>Remarks from Auditee</u>	
Full Audit [Audit Id - 122639] Audit Date: 04/05/2018 PA Score: E	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	

Performance Area 5 : Fair Remuneration	
2- Followup Audit [Audit Id - 155611] Audit Date: 01/07/2019 PA Score: B	Deadline date:02/01/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The auditee pays the last month's salary before the 7th day of each month, so the auditee provided the payroll register from June 2018 to May 2019 for auditing. The minimum wage paid to the sampled employees was RMB 12.64 per hour after 1 August 2018 and RMB 12.25 per hour before, which was the same with the local legal minimum wage requirement. Overtime on working days and rest days was paid at 150% and 200% of the normal wage respectively, holidays were provided wage without work. The wage was usually paid in cash by hourly rate. Pay slips are provide to workers. No delay payment happened. The wages of the resigned workers are paid on the termination day. Social insurance from July 2018 to June 2019 was provided for review. Based on the social insurance of June 2019, the auditee provided 17 out of 25 employees with endowment insurance, unemployment insurance, maternity insurance, medical insurance and injury insurance. In addition, no business insurance provided. 5.4 closed: According to the document review and salary calculation, the average salary paid by the auditee is RMB3994 per month, which is higher than RMB2516.91 per month for basic needs in Shenzhen. However, 5.5 still not closed.</p> <p>被审核方于每7日前发放上月工资,因此被审核方提供了2018年6月至2019年5月的工资记录供审核。被审核方支付给员工的最低工资为2018年8月1日后的12.64元/小时和之前的12.25元/小时,等同于当地的最低工资标准。工作日加班以及周末加班可分别获得1.5, 2倍的加班费,无法定假日加班安排,有提供法定节假日工资。工资通常按时薪方式计薪以现金发放并有提供员工工资条。没有工资迟发的现象发生。离职员工的工资在离职当天发放。2018年7月到2019年6月的社保记录提供查看,根据2019年6月的社保记录,被审核方为25名员工中的为17名员工提供了养老保险,失业保险,生育保险,工伤保险和医疗保险。另外,没有提供商业保险。5.4已关闭:根据文件查阅和工资计算,被审核方支付的平均工资为RMB3994元/月,高于深圳市基本需要工资RMB2516.91元/月。但是,5.5还是没有关闭。</p> <p>5.5 - Finding was still opened. The auditee did not provide basic endowment insurance, maternity insurance, injury insurance, unemployment insurance, medical insurance for 8 out of 25 employees. Reference law: article 72 of PRC Labor Law. There was no new worker hired after the social insurance payment of June 2019, one retiree is re-employed, and the auditee has no statistics on whether employees take part in any other insurance, such as new rural cooperative medical system and so on. The social insurance records from July 2018 to June 2019 were reviewed. As per the management and workers interview, partial employees did not want to participate in social insurance because of the transfer problem after leaving. In addition, the auditee did not provide business insurance.</p> <p>问题点仍然存在。被审核方没有给25名员工中的8名提供养老保险,生育保险,工伤保险,失业保险和医疗保险。参考法规:中华人民共和国劳动法第72条。被审核方没有2019年6月社保缴费后入职的新员工,有一名退休返聘员工,被审核方也没有统计员工是否参加别的保险,如新农合等。2018年7月至2019年6月的社会保险记录被查阅。根据管理人员和员工访谈了解到部分员工不想参与社保因为离职后转移麻烦,另外,被审核方没有提供商业保险。</p>	
Remarks from Auditee: None	
1- Followup Audit [Audit Id - 127594] Audit Date: 02/07/2018 PA Score: C	Deadline date:01/01/2019
Good practices Employees worked 7.5 hours per day on workdays, but the factory pay wages of 8 hours for them. 员工在工作日每天工作7.5小时,但是工厂为员工按照工作8小时支付工资。	
Areas of improvement <p>The auditee established compensation policy according to local legal requirement. Workers were trained on how to calculate their wages. The auditee knew the local legal minimum wage in this region. Payrolls from February 2018 to May 2018 were provided and 5 samples were randomly selected for review. The local legal minimum wage was RMB 2130 per month (RMB 12.25 per hour). The minimum wage for workers was at least RMB 2130 per month (RMB 12.25 per hour), which was equal with the local legal minimum wage standard. And 150%, 200% and 300% of normal rate would be compensated for overtime on normal working days, weekend and statutory holidays. Wage was paid by cash and pay slip was provided. Workers were paid on or before 7th of each month. The factory paid other statutory compensation (including mandatory leave and benefits, annual leave and etc.) according to local legal requirement. No illegal deduction was deducted from workers' wage.</p> <p>被审核方根据法律要求建立了工资福利政策,并对工人就如何计算工资进行了培训。被审核方了解所在地区最低工资标准。2018年2月至2018年5月的工资表已提供审核,并查看了5名员工的工资。当地最低工资标准为每月2130人民币(每小时12.25人民币)。工人的最低工资为每月2130人民币(每小时12.25人民币),此符合当地最低工资标准。被审核方按基本工资的1.5倍,2倍及3倍支付工人平时加班,周末加班及假日加班的工资。工厂的工资在每月7号前以现金方式支付工资。工厂根据法律要求支付了工人其他的法定福利工资,包括法定假期工资,年假工资等等。没有任何不当的扣款发生。</p> <p>5.4 - The auditee didn't collect the figure of living cost of its region to identify the possible gap and potential action to fill the gap. 公司未能收集当地的基本需求工资,从而发现与其实际支付工资的差距,并致力于提供能满足员工基本生活需求的工资。</p> <p>5.5 - Insufficient social insurance participation. Social insurance records from February 2018 to June 2018 were reviewed through the online system check of the social insurance bureau. As per the online system check of the social insurance bureau in June 2018, 11 out of 14 self-hired employees had not participated in basic endowment insurance, unemployment insurance, maternity insurance, medical insurance and injury insurance. 1 out 14 employees was retirement employment workers who could not participate in social insurance. The management explained that two workers were reluctant to participate in social insurance. The factory did not provide commercial insurance. All employees were hired directly more than one month. Reference law: Social Insurance Law of the People's Republic of China, Article:10, 23, 33, 44 and 53.</p> <p>社会保险参保不足。通过社保系统查看了2018年2月到2018年6月的社保记录。通过2018年6月社保局在线查询系统查看发现企业14名自有员工中有11人没有参加养老保险,失业保险,生育保险,医疗保险和工伤保险。其中一名员工为退休返聘员工无法参加社保。管理层解释说有两名工人不想参加社保。工厂没有为员工购买商业保险。所有员工都是工厂自己雇佣的,入职均已超过一个月。参考法规:中华人民共和国社会保险法,第十、第二十三、第三十三、第四十四和第五十三条。</p>	
Remarks from Auditee	
Full Audit [Audit Id - 122639] Audit Date: 04/05/2018 PA Score: E	Deadline date:
Good practices	
Areas of improvement	

Producer :

DBID : 378157 and Audit Id : 155611
Audit Type : Follow-up Audit

Audit Date : 01/07/2019

Remarks from Auditee

Performance Area 6 : Decent Working Hours	
2- Followup Audit [Audit Id - 155611] Audit Date: 01/07/2019 PA Score: D	Deadline date:02/01/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The auditee have established working hour procedures and overtime policy according to amfori BSCI COC, local laws and regulations. Workers use fingerprint recognition system to record working hours. The time records from 1 June 2018 to 1 July 2019 were provide for review, and the time records of June 2018 has been audited in the before audit, so the time records of June 2018 was only to verify the corresponding wages and it will not be audited. Total 5 sampled workers' time records were select in December 2018, March and May 2019 as sample. From 1 August 2018, the working hours of production staff were adjusted to 9:00 to 12:00, 13:30 to 18:30, and the working hours of managers were adjusted to 9:10 to 12:10, 13:30 to 18:30. Saturday overtime usually conduct for 8 hours. Sunday is the rest day, and no overtime ever conduct. The maximum daily, weekly, monthly overtime of the sampled workers were 3 hours, 18 hours, and 81 hours, respectively. However, 6.2 still not closed.</p> <p>被审核方根据amfori BSC行为准则和当地法律法规建立了工作时间程序和加班制度。员工使用指纹识别系统来记录上班时间。2018年6月1日至2019年7月1日的考勤记录提供查看,其中,上次审核2018年6月的考勤已经审核过了,因此2018年6月的考勤只是为了核实相应的工资,工时不做判定。2018年12月,2019年3月和5月抽样了5名员工的工时信息作为样本。生产员工从2018年8月1日开始上班时间调整为:9:00到12:00,13:30到18:30。管理人员2018年8月1日开始上班时间调整为9:10到12:10,13:30到18:30。周六加班通常为8小时。周日为休息日,从不加班。抽样的员工中最大日加班,周加班,月加班分别为3小时,18小时和81小时。但是,6.2还是没有关闭。</p> <p>6.2 - Finding was still opened. The auditee established the time management procedure and overtime policy, but the corresponding time control system has not been established so far that the overtime hours for production workers is generally more than 36 hours per month as per the law requirement. As per the workers interview, they conducted overtime voluntarily and could get legal overtime compensation. As per document review, workers and management interview, excessive monthly overtime was detected for 4 out of 5 sampled workers from July 2018 to June 2019, the monthly overtime hours in the sample months of December 2018 and March, May 2019 were 81, 81, 78 hours, respectively. Reference law: article 41 of PRC Labour Law. 问题点仍然存在。被审核方建立了时间管理程序和加班政策,但被审核方暂未建立相应的工时控制系统以至于生产员工加班时间普遍超过法定的36小时的月加班要求。员工访谈表示其均为自愿加班且可以获得法定加班费。根据文件查阅,员工和管理层访谈,发现所抽样的5名员工中的4名从2018年7月到2019年6月月加班都超时,其中抽样月份2018年12月和2019年3,5月分别月加班时间为81,81,78小时。参考法规:中华人民共和国劳动法第41条。</p>	
Remarks from Auditee: None	
1- Followup Audit [Audit Id - 127594] Audit Date: 02/07/2018 PA Score: D	Deadline date:01/07/2019
Good practices	
Areas of improvement <p>The auditee had established the working hours control procedure and worker manual which indicated the normal working hour was 7.5 hours per day and 37.5 hours per week. The factory used fingerprint attendance system to record of all employees' working hours. One shift: 9:10-12:10, 13:30-18:00, OT 18:30-20:30. Normal working days were from Monday to Friday. Overtime work on Saturdays for 7.5 hours per day. Based on attendance records from 01 February to 02 July 2018 review and worker interview, the maximum daily overtimes were 2 hours, the maximum weekly working hours were 55 hours and at least one day off after 6 days consecutive working days was guaranteed. Peak month and non-peak month were not obvious. The attendance records were cross checked by attendance machine check, interview and production records review. Through worker interview, all overtime was voluntary. 受审核方建立了工作时间控制程序和员工手册,规定正常工作时间为每天7.5小时每周37.5小时。工厂使用指纹系统记录员工考勤。一班制:9:10-12:10,13:30-18:00,加班18:30-20:30。正常工作天为周一至周五,周六7.5小时加班。通过2018年02月01日至2018年07月2日的考勤记录评估和员工访谈,每晚最多加班2小时,每周最多工作55小时,连续工作6天休息1天。没有明显的生产淡旺季。考勤记录已通过考勤机、访谈以及生产记录交叉验证。通过员工访谈,所有加班都是自愿的。</p> <p>6.2 - The factory did not establish overtime control program and the time recording system did not have the capability to flag excessive hours of workers. Per document review, management and worker interview, it was noted that the factory representative knew the requirements of the work overtime, but workers' overtime worked due to the unstable order arrangement. The monthly overtime hours exceeded 36 hours during the sampled period from February to June 2018: The maximum monthly OT hours were in March 2018, 5 out of 5 sampled workers' monthly overtime working hours exceeded 36 hours, and the maximum monthly overtime working hours were 81.5 hours. In April 2018, 3 out of 5 sampled workers' monthly overtime working hours exceeded 36 hours, and the maximum monthly overtime working hours were 70 hours. In May 2018, 3 out of 5 sampled workers' monthly overtime working hours exceeded 36 hours, and the maximum monthly overtime working hours were 74 hours. The attendance records were cross checked by attendance machine check, interview and production records review. Reference law: PRC Labor, Article 41 工厂没有建立加班控制程序同时工厂的工时记录系统也没有针对工人过多的工作时间进行警示功能。经过文件访谈、管理层和工人访谈发现工厂代表知道法规对加班时间的要求,但是因为不稳定的订单安排造成加班超时。员工的月加班时间在2018年2月至2018年6月超过了36小时:最大月加班时间在2018年3月,抽样的5名员工中有5名员工月加班时间超过36小时,最多达到81.5小时。在2018年4月,抽样的5名员工中有3名员工月加班时间超过36小时,最多达到70小时。在2018年5月,抽样的5名员工中有3名员工月加班时间超过36小时,最多达到74小时。考勤记录已通过考勤机、访谈以及生产记录交叉验证。参考法规:劳动法第41条。</p>	
Remarks from Auditee	
Full Audit [Audit Id - 122639] Audit Date: 04/05/2018 PA Score: E	Deadline date:
Good practices	
Areas of improvement	
Remarks from Auditee	

Producer :

DBID : 378157 and Audit Id : 155611
Audit Type : Follow-up Audit

Audit Date : 01/07/2019

Performance Area 7 : Occupational Health and Safety	
2- Followup Audit [Audit Id - 155611] Audit Date: 01/07/2019 PA Score: A	Deadline date:02/11/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT:	
<p>The auditee has established the health and safety management procedure and established the EHS committee and conducted regular meeting. The auditee provided the health and safety training such as the safety production, chemical usage, fire and evacuation drill, first aid etc. to workers. The fire safety certificate and building completion and acceptance report were provided. All electricity facilities maintained well and the auditee appointed one qualified electrician to inspect regularly. Adequate fire fighting equipment including fire extinguishers, fire hydrants and fire alarms were installed in work floors and the auditee appointed professional personnel to inspect all these equipment monthly. Emergency lights and exit signs were installed in each exits and evacuation plot plans were posted at work floors, too. There were 2 trained first aiders. First aid agreements have been signed with local hospital. Sufficient first aid kits stocked with necessary supplies were provided in work floors. The auditee provided the qualified drinking water for employees. Dormitory, kitchen, canteen was not provided. The transportation were not provided. Special equipment included one cargo elevator and one passenger elevator. 7.5 closed: the health and safety training records provided by the auditee have included the hours spent. However, 7.2 still not closed.</p> <p>被审核方建立了健康安全管理程序, 成立了EHS委员会, 并定期进行会议。提供了健康安全培训包括安全生产, 化学品使用, 消防演习, 急救等给所有员工。有提供厂房的竣工验收和消防验收。所有的电力设施都保持良好, 并有一名有资质的电工定期进行检查。被审核方在车间都有配置了足够的灭火器材如灭火器, 消防栓和消防警铃等, 且有委派专门人员进行月度检查。每个出口有安装应急灯和出口标识灯且车间有张贴平面逃生图。有与当地医院签署急救协议。被审核方有2名培训合格的急救员, 车间有提供了充足的急救用品。有提供员工合格的饮用水。宿舍, 厨房和餐厅没有提供。未提供交通车。特种设备有使用1台货梯和1台客梯。7.5已关闭: 被审核方提供的健康安全培训记录已经有包含培训所用的时间。但是, 7.2还是没有关闭。</p> <p>7.2 - Finding was still opened. The auditee did not provide injury insurance for all employees. Reference law: Social Insurance Law of the People's Republic of China, Article: 33. There were total 25 employees and 8 employees were not provided with injury insurance, There was no new worker hired after the social insurance payment of June 2019, one retiree is re-employed, and the auditee has no statistics on whether employees take part in any other insurance, such as new rural cooperative medical system and so on. In addition, the auditee did not provide business insurance.</p> <p>问题点仍然存在。被审核方未为所有员工提供工伤保险。参考法律法规: 中华人民共和国社会保险法第三十三条。全部员工为25人, 有8人没有提供工伤保险。被审核方没有2019年6月社保缴费后入职的新员工, 有一名退休返聘员工, 另外被审核方没有统计员工是否参加别的保险, 如新农合等。另外, 被审核方没有提供商业保险。</p>	
Remarks from Auditee: None	
1- Followup Audit [Audit Id - 127594] Audit Date: 02/07/2018 PA Score: A	Deadline date:01/10/2018
Good practices	
Areas of improvement	
<p>The auditee has established the health and safety management procedure. The auditee provided the health and safety training such as PPEs use, chemical use and fire drill etc., to all workers. The main facilities (such as production and main firefighting facilities) in the company were in compliance with local law requirement. Ventilation, lighting and cleanliness of workshops were acceptable. The auditee has established the hazard risk assessment management procedure. Only a small amount of chemicals were used, such as alcohol and ink. Two first aiders were trained and medical assistance agreement was signed with Shenzhen Fuya Hospital in March 2018. The first aid boxes were provided in production areas. Employees had the right to remove themselves from imminent danger without seeking permission from the company. No transportation, canteen or dormitory was provided. The last firefighting drill was conducted on 8 March 2018. The toilet and the workshop were kept clean. The barrelled water was provided in production building, the testing report was provided for review, drinkable water could be accessed by the workers at any time. Based on onsite observation, there were adequate evacuations plans, emergency lightings, fire extinguishers, fire hydrants and fire alarms were installed in the production areas. Special equipment (two elevators) were registered at local government and inspected according to laws. No major production accidents happened from establishment. The factory carried out occupational hazards factors monitoring in March 2018. In-service occupational health examination was provided to relevant workers. Remark: 7.21, 7.23, 7.24 were not applicable because the auditee did not provide transportation, canteen or dormitory.</p> <p>受审核方建立了健康安全管理程序, 提供了健康安全的培训如PPE使用, 化学品使用, 消防演习等给所有员工。主要的设施(比如厂房以及主要的消防设施等)符合当地法规要求。生产车间的通风、照明及清洁程度可以接受。工厂建立了风险评估程序。工厂使用酒精、油墨等少量的化学品。在2018年3月培训了2名急救员并与深圳复亚医院签署了紧急救助协议。药箱有提供在生产区域, 员工有权利使自己远离即时发生的危及自身安全的严重危险, 而不需要公司的事前准许。没有提供交通工具, 食堂和宿舍。2018年3月8日进行了最近一次消防演习。工厂内的厕所以及车间均保持良好的清洁度。生产楼提供桶装水, 检测报告已提供, 饮用水符合饮用标准, 员工随时可以接触到饮用水。通过现场观察, 在生产区有足够的消防疏散图、应急灯、灭火器、消防栓和消防警铃。特种设备(两台货梯)已在当地政府备案并依法检验。自成立之日起, 没有发生重大生产安全事故。2018年3月进行了职业危害因素监测。为相关员工提供了在岗职业健康体检。备注: 7.21, 7.23, 7.24不适用因为工厂没有提供食堂、交通工具和宿舍。</p> <p>7.2 - Insufficient injury insurance was provided. As per the online system check of the social insurance bureau in May 2018, 11 out of 14 self-hired employees had not participated in injury insurance. The factory did not provide commercial injury insurance to employees. Reference law: Social Insurance Law of the People's Republic of China, Article: 33. 工伤保险参保不完整。通过2018年5月社保系统查看发现企业14名自有员工中有11人没有参加工伤保险。工厂没有为员工提供商业工伤保险。参考法规: 中华人民共和国社会保险法第三十三条。</p> <p>7.5 - The H & S training records provided by the factory did not include hours spent. 工厂提供的健康安全培训记录没有包含培训所用的时间。</p>	
Remarks from Auditee	
Full Audit [Audit Id - 122639] Audit Date: 04/05/2018 PA Score: E	Deadline date:

<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	
Performance Area 8 : No Child Labour	
2- Followup Audit [Audit Id - 155611] Audit Date: 01/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>This PA was not covered in this follow up audit. 此次跟进审核未覆盖此执行领域。</p>	
Remarks from Auditee:	
1- Followup Audit [Audit Id - 127594] Audit Date: 02/07/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>Through document review, the recruitment policy and procedure had clearly defined that the auditee prohibited to employ the child labour who was under 16 years old. The auditee had established effective procedure to verify the workers ages during the recruitment and established the child labour remediation procedure if the factory employed by mistake in case. All workers, recruiter and management were trained on the policies and procedures. Reviewed the employee list, workers' personnel files, labour contracts and onsite observation, no any child labour or historical child labor worked in the facility. The youngest worker was above 18 years old who was born on 20 September 1996 and joined the facility on 01 February 2018.</p> <p>通过文件评审, 招聘政策和程序有明确规定, 受审核方禁止雇用16周岁以下的童工。受审核方建立了核实工人的年龄的有效程序, 建立童工补救程序如有错误雇佣童工。所有的员工、招聘人员和管理人员都接受了有关政策和程序的培训。经评审员工花名册、人事档案、劳动合同和现场观察, 没有任何童工或者历史童工在工厂工作。最年轻的工人是18岁以上, 出生于1996年9月20日, 并于2018年2月1日进入工厂。</p>	
<u>Remarks from Auditee</u>	
Full Audit [Audit Id - 122639] Audit Date: 04/05/2018 PA Score: E	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	

Performance Area 9 : Special protection for young workers	
2- Followup Audit [Audit Id - 155611] Audit Date: 01/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: This PA was not covered in this follow up audit. 此次跟进审核未覆盖此执行领域。	
Remarks from Auditee:	
1- Followup Audit [Audit Id - 127594] Audit Date: 02/07/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The auditee has established the young worker control procedure and carried out the OHS risk assessment to young workers which included no night shift (22:00-5:00) and could not do occupational hazards work such as expose to noise. Training on working time, lodging a grievance and OHS, health examination and adequate protection against any harmful working condition - potential or actual for young workers, will be provided to them. No recruitment of young worker, the youngest worker was over 18 years old.</p> <p>工厂建立了未成年工控制程序并且评估了未成年工的健康安全风险, 包括未成年工不可以上夜班(22:00-5:00)和不可以从事接触噪音等有职业危害的岗位。有关工作时间, 投诉和职业健康安全的培训, 未成年工体检以及需要避免哪些对未成年工有潜在或实在风险的岗位, 均会提供给未成年工。没有雇佣未成年工, 最年轻的员工已满18岁。</p>	
<u>Remarks from Auditee</u>	
Full Audit [Audit Id - 122639] Audit Date: 04/05/2018 PA Score: E	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	
Performance Area 10 : No Precarious Employment	
2- Followup Audit [Audit Id - 155611] Audit Date: 01/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: This PA was not covered in this follow up audit. 此次跟进审核未覆盖此执行领域。	
Remarks from Auditee:	
1- Followup Audit [Audit Id - 127594] Audit Date: 02/07/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>1. No dispatched worker, student workers and foreign workers were used. All workers signed labor contracts with the facility directly. 2. The facility signed labor contracts with workers on the on-boarding day, and one copy of labor contract was issued to workers within one month. The probation period was 3 months. 3. Through checking 5 samples' labor contracts, sufficient contents such as the remuneration, benefits, social insurance, etc. were specified in the contracts. Through workers interview, they could understand the terms of labor contracts.</p> <p>1.没有使用派遣工、学生工或者外国劳工。所有工人直接与工厂签订劳动合同。2.工厂与工人在入职时签订劳动合同, 在一个月后将劳动合同复印件发给工人。试用期为3个月。3.评审了5名抽样员工的劳动合同, 合同中注明有足够的内容比如报酬、福利、社会保险等。通过员工访谈, 他们可以理解劳动合同条款。</p>	
<u>Remarks from Auditee</u>	
Full Audit [Audit Id - 122639] Audit Date: 04/05/2018 PA Score: E	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	

Performance Area 11 : No Bonded Labour	
2- Followup Audit [Audit Id - 155611] Audit Date: 01/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
This PA was not covered in this follow up audit. 此次跟进审核未覆盖此执行领域。	
Remarks from Auditee:	
1- Followup Audit [Audit Id - 127594] Audit Date: 02/07/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The auditee had established a written policy and procedure of prevention of bonded labor and provided training to employees. The auditee had established the legal and reasonable resignation policies & program. All workers were not required to lodge deposits or their Identity papers to the factory at the beginning of employment. The workers can come and go freely during off -hours. No movement restriction. The security guard staffs were responsible for protection of personal safety of employees and the property in site but not restrict the freedom of workers, no body search was needed when worker checked in or out of the production area. No negative evidence of mental/ physical abuse, sexual or other harassment and verbal abuse were identified during the audit. The disciplinary procedure stipulated that employee would be warned demerits or fired if employee violated the facility rules. Employees could resign freely after communication with management in advance 30 days notification. Probation employees could resign from the factory in advance 3 days notification. No prison labor or debt labor was found. No any illegal deduction was found in this audit.</p> <p>受审核方建立了防止强迫劳工书面的政策和程序, 并给员工提供了培训。受审核方所建立了合法合理的离职政策和程序。所有工人不必在工作开始时把押金或身份证交给工厂。工人们可以在下班时间自由进出工厂, 无行动限制。保安人员负责保护员工的人身安全和现场财产而不是限制工人的自由, 工人进出生产区域不需要搜身。在审计期间没有发现任何精神/身体虐待、性骚扰或其他骚扰和言语虐待的消极证据。纪律程序规定, 如果员工违反工厂纪律, 员工将被警告、记过或开除。员工在与管理层提前30天通知后可以自由辞职。试用期员工可提前3天通知后从工厂辞职。没有发现监狱劳工或者债务劳工。此次审核没有发现非法扣款。</p>	
Remarks from Auditee	
Full Audit [Audit Id - 122639] Audit Date: 04/05/2018 PA Score: E	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
Remarks from Auditee	

Performance Area 12 : Protection of the Environment	
2- Followup Audit [Audit Id - 155611] Audit Date: 01/07/2019 PA Score: A	Deadline date:02/01/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The auditee established environment protection management procedure. The main production process were assembly and packing. Only a small amount of waste air and noise is produced. No production waste water was produced. The hazardous waste such as the used lubricant oil containers and the waste linoleum was recycled by a qualified recycling company. As per the document review and auditee tour, Pollutant Discharge Permit is not necessary. However, 12.1 still not closed.</p> <p>被审核方建立了环境保护程序。被审核方主要的生产过程组装和包装，只有少量的废气和噪声。没有生产废水产生。危险废物如用过的废润滑油容器和废油布等由有资质的回收公司回收。根据文件查阅和现场巡查，无需申请排污许可证。但是，12.1还是没有关闭。</p> <p>12.1 - Finding was still opened. The environmental impact assessment report, approval or environmental impact registration form was not provided by the auditee. Reference Law: According to Environmental Impact Assessment law, article 16 and 22. Managers said they were still in the process.</p> <p>问题点仍然存在。被审核方未能提供环境影响评价报告、批复或环境影响登记表。参考法规：中华人民共和国环境影响评价法，第16条和22条。管理人员表示还在办理中。</p>	
Remarks from Auditee: None	
1- Followup Audit [Audit Id - 127594] Audit Date: 02/07/2018 PA Score: A	Deadline date:01/07/2019
<u>Good practices</u>	
<u>Areas of improvement</u> <p>The auditee had established the Environment protection management procedure and identified the significant impacts associated to production process. No obvious noise, waste gas or waste water was discharged, domestic wastewater was discharged. And the factory transferred the hazardous wastes (such as waste chemical containers and fluorescent tubes) to the licensed vendor for disposing. The factory carried out environmental monitoring in June 2018 and the monitoring result did not exceed the standards prescribed by the State and local authorities. The auditee established environmental protection and energy conservation and emission reduction plan. 12.3 was not applicable because there was no obvious noise, waste gas or waste water discharged.</p> <p>受审核方建立了环境保护程序，识别了其生产过程产生的重要环境影响。没有明显的生产噪音、废气和废水，只有生活废水。工厂将其产生的危险废物(如废化学品空桶和日光灯管)转移给有资质公司处理。工厂与2018年6月进行了环境监测，监测结果没有超过国家和地方规定的排放标准。工厂建立了节能减排和环境保护计划。12.3 不适用因为工厂没有明显的生产噪音、废气和废水排放。</p> <p>12.1 - The environmental impact assessment report, approval or environmental impact registration form was not provided by factory. Reference Law: According to article 16 of Environmental Impact Assessment law, article 16 and 22 工厂未能提供环境影响评价报告、批复或环境影响登记表。参考法规：中华人民共和国环境影响评价法，第16条和22条</p>	
<u>Remarks from Auditee</u>	
Full Audit [Audit Id - 122639] Audit Date: 04/05/2018 PA Score: E	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	

Performance Area 13 : Ethical Business Behaviour	
2- Followup Audit [Audit Id - 155611] Audit Date: 01/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
This PA was not covered in this follow up audit. 此次跟进审核未覆盖此执行领域。	
Remarks from Auditee:	
1- Followup Audit [Audit Id - 127594] Audit Date: 02/07/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
The facility had established Anti-bribery and anti-corruption Procedure and all employees had signed statement of complying with this policy. In addition, the facility had informed their suppliers of this requirement and all the suppliers had signed statements to comply with this policy. The facility provided correct data and information during this audit. The facility also established grievance mechanism for workers to report unethical behaviors, and proper investigation and disciplinary action would follow. The auditee had established the information safety management procedure and personal information confidentiality procedure. 企业已建立反贿赂、反腐败程序。全部员工已签署廉政声明。此外，企业已与其供应商沟通此要求，供应商已签署廉政声明以符合该制度要求。本次审核，企业提供了准确的记录和信息。企业也建立了适当的投诉机制以便工人举报不道德的行为，并会随之就不道德的行为进行调查和采取处罚措施。建立了信息安全管理程序以及员工个人信息保密程序。	
<u>Remarks from Auditee</u>	
Full Audit [Audit Id - 122639] Audit Date: 04/05/2018 PA Score: E	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	

Producer :

DBID : 378157 and Audit Id : 155611
Audit Type : Follow-up Audit

Audit Date : 01/07/2019

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	01/07/2019	155611	D	A	A	A	B	D	A	A	A	A	A	A	A	C
Follow-up Audit	02/07/2018	127594	D	B	A	A	C	D	A	A	A	A	A	A	A	C
Full Audit	04/05/2018	122639	E	E	E	E	E	E	E	E	E	E	E	E	E	Aborted

Producer Photos



External photo(s) of the production unit(s)
factory building.JPG



Photo of fire safety equipment
evacuation plot plan.JPG



Photo of the inside of the main production hall
assembly and packing section.JPG

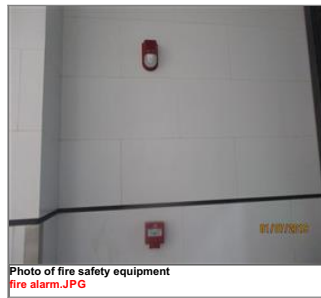


Photo of fire safety equipment
fire alarm.JPG



Photo of the inside of the main production hall
suggestion box.JPG



Photo of fire safety equipment
fire extinguishers.JPG



Photo of the inside of the main production hall
time recording system.JPG



Photo first aid facilities
first aid kit.JPG



Photo of fire safety equipment
fire hydrant testing.JPG



Photo of the inside of the main production hall
warehouse.JPG



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



Photo of fire safety equipment
fire hydrant.JPG



Photo of the sanitary facilities
drinking water.JPG

Producer :

DBID : 378157 and Audit Id : 155611
Audit Type : Follow-up Audit

Audit Date : 01/07/2019

Photo of non-conformity
6.2 excessive monthly overtime.JPG



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



Photo of the sanitary facilities
toilet.JPG



Photo of fire safety equipment
emergency light and exit sign.JPG