
Auditee :	[REDACTED]
Audit Date From :	13/09/2018
Audit Date To :	13/09/2018
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV SUD
Auditor's Name(s) :	Echo Lai(Lead)
Auditing Branch (if applicable) :	TUV SUD 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																													
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<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>
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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																													
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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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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>																																							

Main Auditee Information



Name of producer :	[REDACTED] LIMITED		
DBID number :	[REDACTED]		
Audit ID :	[REDACTED]		
Address :	[REDACTED]		
Province :	Fujian	Country :	China
Management Representative :	[REDACTED] Chen		
Contact person:	[REDACTED] Chen	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	hangbags, belts and shoes
Product Type :	Bags		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input 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 con ingencies (if applicable) :	none		
Overall ra ing :	C		
Need of follow-up :	Yes	If YES, by : 13/09/2019	

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	B	A	A	B	D	A	A	A	A	A	C	A

Executive summary of audit report

[Location and size]:
[REDACTED] LIMITED is a private limited company which was established on 11 July, 2006 based on business license. Business License number is [REDACTED]. It is located at the [REDACTED] Fujian Province, China. The factory area is about 2400 square meters.

[Structure of facility]:
The factory rented he 3rd and 4th floor of one 4-storey factory building used as office, production and warehouse. No canteen or dormitory was provided by he factory. The main products were bags. The main processes in he factory are cutting, sewing, inspection, packing.

[Employee analysis]:
There were 42 employees working in the factory, including 17 male employees and 25 female employees. All employees were permanent employees. All employees were native. No migrant employee from foreign country.

[Summary of working hour]:
The factory recorded workers' working time by finger print scanner, the regular working time was 8 hours per day, 40 hours per week. Only one shift operated in the factory. The working time for the workers: 8:00-12:00; 14:00-18:00. During the audit, the attendance records from Aug, 2017 to the audit date were provided for review. No obvious peak season was detected. Sampling check the attendance records of 5 workers from the months of May 2018, June 2018 and July 2018, it was noted that employees maximally worked 10 hours per day and totally 58 hours per week. The maximum monthly overtime hours were 80 hours. Employees had at least one day off per seven days.

[Summary of compensation]:
The payrolls from Aug, 2017 to July, 2018 were provided for review. Sampling check the payrolls of 5 workers from the months of May 2018, June 2018 and July 2018, the factory paid workers by hourly rate, they were paid at least RMB1700 per month which was higher than the local minimum wage standard. Overtime working on weekday was paid 150% of normal wage and over ime working on rest day was paid 200% of normal wage. No overtime working on statutory holiday. They were paid at he end of each month by cash.

[Summary of interview]:
Worker interviews were conducted by individually and in group. Randomly selected 5 employees, no complaint was raised.

[Special scene during on site observed]:
1) In the factory compound, here was another 4-storey dormitory building. This building and the 1st & 2nd floor of the factory building were used by the landlord [REDACTED]. No any exchange of workers was observed per factory tour. The business license of landlord and rental contract of the main auditee were provided for review.
2) Fiona Zhang monitored this audit.

Ratings Summary



Auditee's background information			
Auditee's name :	[REDACTED]	Legal status :	Limited company
Local Name :	[REDACTED]	Year in which the auditee was founded :	2006
Address :	[REDACTED]	Contact person (please select) :	[REDACTED] Chen
Province :	Fujian	Contact's Email :	[REDACTED]
City :	[REDACTED]	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	English
Country :	China	Website of auditee (if applicable) :	N/A
GPS coordinates :	[REDACTED]	Total turnover (in Euros) :	1500000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	30000 pieces per month
Product Group :	hangbags, belts and shoes	Production cost calculation :	No
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Bags		

Auditee's employment structure at the time of the audit			
Total number of workers :	42	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	17	25	
Temporary workers	0	0	
In management positions	1	2	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	5	7	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	17	25	
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

Full Audit [Audit Id : [REDACTED]] Audit Date: 13/09/2018 PA Score: D

Deadline date:12/09/2019

GOOD PRACTICES:

None.

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee didn't fulfill the BSCI requirement of this performance area. The factory established social compliance management manual and 49 management procedures according to BSCI standard. The factory appointed the Sales Manager Ms. Chen Liling as the management representative to implement BSCI management system. The factory established supplier management procedure to select supplier. The factory signed social compliance commitment letter with its main suppliers and asked them to sign back BSCI Code of Conduct and TOI with them. The regular assessment records of its main suppliers on social compliance were also kept for review. However, gaps were identified in implementation.

总体观察显示工厂在该执行领域不符合BSCI的要求。工厂根据BSCI标准建立了社会责任管理手册和49个管理程序。工厂任命业务经理陈丽玲女士作为管理者代表来负责运行BSCI管理体系。工厂建立了供应商管理程序来挑选供应商。工厂与其主要的供应商签订社会责任承诺书，并要求他们回签BSCI行为准则和执行条款。工厂保留了对其主要供应商的定期的社会责任评估记录供查看。但是在执行的过程当中还是存在以下差距：

- 1.1 - a) The factory has established the social compliance management manual and management procedure according to BSCI standard, however, the factory has not yet set an effective management system to implement the BSCI Code of Conduct due to the findings mentioned in relevant performance areas such as excessive monthly overtime working hours, insufficient social insurance receipt and etc. b) The factory conducted internal audit and management review regularly, based on the provided records, the internal audit conducted on 8 May, 2018 didn't cover the performance area of environment, ethical business behaviour and etc.

a) 工厂根据BSCI标准建立了社会责任管理手册和管理程序，但是当前审核在几个执行领域发现一些有待完善的地方如社保参保不足，月加班超时，因此工厂尚未建立起执行BSCI行为准则的有效管理体系。b) 工厂定期举行内审和管理评审，根据工厂提供的内审记录显示，最近一次在2018年5月8日举行的内审没有包含环境和商业道德规范。

- 1.4 - The factory didn't conduct workforce capacity planning and didn't provide production cost calculation, moreover, the monthly overtime working hours exceeded the legal limit.

工厂未进行生产能力规划，未提供生产成本计算记录，另外工厂的月加班时间超过法定的要求。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection	
Full Audit [Audit Id - [REDACTED] Audit Date: 13/09/2018 PA Score: B	Deadline date:12/09/2019
GOOD PRACTICES: None.	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee partially fulfills the BSCI requirement of his performance area. The factory established worker representative election procedure. As per the provided records, one worker representative was elected by workers freely and publicly on 4 Apr, 2018. Communication meeting on workplace issues was held between management and worker representative every three months. The factory organized trainings for all employees regarding grievance procedure, BSCI Code of Conduct and factory rules. BSCI Code of Conduct was posted in the factory. Interviewed workers generally understood their rights and duties. However, gaps have been identified in implementation.</p> <p>总体观察显示工厂在该执行领域部分符合BSCI的要求。工厂建立了员工代表选举程序。工厂提供的记录显示有一名员工代表于2018年4月4日公开选举产生。管理层与员工代表每三个月举行一次工作场所事项的交流会。工厂给所有员工提供了有关员工申诉程序, BSCI行为准则以及工厂规章制度等培训。BSCI行为准则在厂内有张贴。访谈员工大体了解他们的权利和义务。但是, 在执行的过程中还是有以下差距:</p> <p>2.4 - The factory provided BSCI Code of Conduct training for employees but the workers representative was not clear about the requirements of BSCI Standard.</p> <p>工厂给员工提供了BSCI行为准则的培训, 但是员工代表不了解BSCI要求。</p> <p>2.5 - The factory has established grievance procedure, interviewees were aware of the grievance channel. But the suggestion box was located near the CCTV, moreover, the factory didn't conduct regular surveys on user satisfaction with the grievance procedure.</p> <p>工厂建立了针对个人的申诉机制, 访谈员工了解所设立的申诉渠道, 但是意见箱设置在有监控的位置, 另外没有进行用户对申诉程序满意度的常规调查。</p>	
Remarks from Auditee:	
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - [REDACTED] Audit Date: 13/09/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None.	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfilled the requirement of this performance area. The factory established policy and procedure on the rights of freedom of association and collective bargaining. The factory respects workers' right to bargain collectively. There was no trade union formed in the factory. No discrimination against worker representative is found in the factory. And the worker representative could access to workers in working place during working time.</p> <p>总体观察显示被审核方符合该执行领域的要求。工厂建立了关于自由结社和集体谈判权的政策和程序。工厂尊重工人集体协商的权利。厂内无工会的成立。工人代表未受到歧视, 工人代表有权在工作时间和工作场所接触员工。</p>	
Remarks from Auditee:	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - [REDACTED] Audit Date: 13/09/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None.	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfilled the requirement of this performance area. The factory established anti-discrimination procedure and provided relevant training to workers. There was no discrimination on hiring, compensation, promotion, access to training and etc. Workers are equally paid for equal work. Internal grievance channels are available to workers in case they encounter any discrimination cases.</p> <p>总体观察显示被审核方符合该执行领域的要求。工厂建立了反歧视的程序文件, 并给员工提供了相关的培训。在聘用, 待遇, 晋升, 培训等方面不允许有区别对待, 员工实行同工同酬。同时, 工厂建立了申诉的制度, 允许工人在遇到歧视时进行申诉。</p>	
Remarks from Auditee:	

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - [REDACTED] Audit Date: 13/09/2018 PA Score: B

Deadline date:12/09/2019

GOOD PRACTICES:
None.

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee partially fulfills the requirement of this performance area. Adequate payrolls of latest 12 months were provided for review. As per the provided wages and workers interview, all workers were paid by hourly rate and they were paid RMB1700 per month as basic salary which was more than the local minimum wage. Wage level which was distinguished by hourly rate could reflect workers' skills and education. No deduction was made from workers' wages. Employees were paid at the end of each month by cash on time. Paid leaves were provided for employees as per legal requirements. However, gaps have been identified in implementation.

总体观察显示被审核方部分符合该执行领域的要求。工厂提供了足够的十二个月的工资记录供审核。根据提供的工资和员工访谈，所有员工均为计时支付，他们的最低工资是每月RMB1700高于当地最低工资。通过时薪的工资水平能够反映工人的技能和教育程度。工资里面没有扣减。工资在每月月底以现金形式及时发放。工厂按法定的要求提供有薪假给员工。但是，在执行的过程中还是有以下差距：

5.4 - Basic living wage is guaranteed for workers in the factory per the wages records. But the factory was not aware of living wage and local living cost.

根据工资记录显示工厂保障了最低生活需求工资的水平。工厂不清楚生活工资概念和当地生活成本。

5.5 - The factory did not provide social insurance for employees as per legal requirements. There are 42 employees working in the factory during the audit. Through reviewing the social insurance receipts provided, it was noted that only 5 employees were provided with retirement insurance, 3 employees were provided with unemployment, illness or injury, medical and childbearing insurance in Aug, 2018. (Labor Law of the People's Republic of China (1994), Article 72&73). Remark: The factory provided commercial accident insurance for 11 employees on 19 May, 2018 and 29 employees on 9 Sept, 2018 respectively.

工厂没有按法定的要求为员工购买社会保险。审核期间工厂有42人，根据工厂提供的社保缴费凭证显示2018年8月工厂为5名员工购买了养老保险，为3名员工购买了失业，工伤，医疗和生育保险。备注：工厂分别于2018年5月19日为11名和2018年9月9日为29名员工购买了商业意外保险。

Remarks from Auditee:

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - [REDACTED] Audit Date: 13/09/2018 PA Score: D

Deadline date:12/09/2019

GOOD PRACTICES:
None.

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee didn't fulfill the requirement of his performance area. The established working hours policy was in line with legal requirements. The factory used finger print scanner to record the working time of workers. Based on the sampled attendance records, the maximum daily working time was 10 hours (8 hours regular+2 hours overtime), maximum weekly working time was 58 hours (40 hours regular time +18 hours overtime). Overtime premium was paid 150% and 200% of normal wage for overtime on weekdays and weekends respectively. No overtime is conducted on holidays. The factory guaranteed workers with one day rest per week on Sundays. However, gaps have been identified in implementation.

总体观察显示被审核方不符合该执行领域的要求。工厂建立了符合法规的要求的工作时间政策。工厂采用指纹打卡的方式记录工人工作时间。根据抽样考勤记录显示，最多日上班时间为10小时(8小时正班时间+2小时加班时间)，最多周上班时间是58小时(40小时正班时间+18小时加班时间)。工作日和周末的加班工资分别按照平时的150%和200%来支付。当前没有法定节假日加班。工厂保证工人每周末休息一天。但是在执行的过程中还是有以下差距：

6.2 - Sampling review the attendance records of 5 workers respectively in the months of May 2018, June 2018 and July 2018, it was noted that the monthly overtime working hours in the months exceeded 36 hours for all sampled workers and maximumly up to 76 hours in May, 2018, 80 hours in June, 2018 and 76 hours in July, 2018. (PRC Labor Act, Article 41.)

抽样检查5工人分别在2018年5月、2018年6月和2018年7月的考勤记录发现所有抽样员工月加班超36小时，2018年5月最大达到76小时，2018年6月最大达到80小时，2018年7月最大达到76小时。

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - [REDACTED] Audit Date: 13/09/2018 PA Score: A

Deadline date:12/03/2019

GOOD PRACTICES:
None.

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee partially fulfills the requirement of this performance area. The factory established procedures on occupational health and safety according to BSCI standard and local legal requirements, which covering accident and emergency, fire safety, machines safety, electricity safety and etc. Health and safety training was provided for relevant workers regularly and relevant records were provided for review. Fire fighting facilities were equipped and maintained in compliance with legal requirement. Fire alarm and fire hydrant were sampled tested to be effective during on site observation. Two emergency exits marked with lighting exit signs were available at factory floors. Building structure safety certificate and fire safety acceptance certificate for the factory building were provided for review. There was one trained first aider and sufficient first aid supplies were available at each workshop. PPE use and management procedure was established, but no PPE was in need for the operation during the audit. No canteen/dormitory/transportation is provided. However, gaps have been identified in the performance area.

总体观察显示被审核方部分符合该执行领域的要求。工厂按照BSCI标准以及当地法规的要求建立了职业健康安全的程序,包含工伤事故,紧急预案,消防安全,机械安全,电气安全等。工厂定期为相应的员工安排健康安全培训并提供相应的培训。消防设施按法规的要求进行配备和维护。现场抽样测试警铃和消防栓正常使用。厂房所在楼层有两个安全出口并标有灯光出口标示。厂房的建筑竣工验收证明和消防验收合格证有提供。工厂有配备1名急救员且每个车间有足够的急救用品。工厂建立了劳保用品使用和管理程序,但审核期间没有需要使用劳保用品的操作。工厂未提供食堂/宿舍/交通。但是,在该执行领域仍然存在差距。

7.1 - The factory had established policies and procedures based on local law requirements for occupational health and safety. But the factory didn't completely observe applicable occupational health and safety (OHS) regulations for some health and safety findings were observed.

工厂基于当地法规对于职业健康和安全的的要求建立了政策和程序。但是由于在健康安全方存在发现点,因此工厂没有完全遵守所用的法规法规。

7.5 - Fire drill was conducted twice per year in the factory. But the fire drill records didn't record the evacuation time.

工厂一年举行两次消防演习。但是消防演习记录未包含疏散时间。

7.13 - Qualified electrician was employed in the factory, however, the factory didn't provide regular electrical inspection records and one sampled electricity switch in the workshop was not installed with outer cover.

工厂雇佣有资质的电工,但是工厂没有提供定期的电气检查记录,且一个抽样的电气开关没有外盖。

7.17 - Some machines were not installed with safety guards. It was noted that 8 sewing machines and 1 buttoning machine were not installed with safety pulley guards, and two bartack machines were not installed with eye shields. (General rules for designing the production facilities in accordance with safety and health requirements (GB5083-1999) 6.1.6.);

部分的机台没有安装保护装置。现场审核发现,有8台针车和1台打扣机没有安装皮带轮保护罩,2台打枣车没有安装护目挡板。

7.22 - Clean and adequate toilet facility was available in the factory. However, no private facilities were installed in the toilet and no issue and soap were placed.

工厂内设有足够和清洁的洗手间,但是洗手间未安装合适的隐私设施,没有配备卫生纸和肥皂。

Remarks from Auditee:

Performance Area 8 : No Child Labour

Full Audit [Audit Id - [REDACTED] Audit Date: 13/09/2018 PA Score: A

Deadline date:

GOOD PRACTICES:
None.

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee fulfilled the requirement of this performance area. The factory established no child labor policy, remedial procedures are available to provide children from any kind of exploitation and for further protection in case children are found to be working. The factory also established employment procedure with robust age-verification mechanisms as part of the recruitment process. Once workers have joined, their original IDs are copied and kept in their personnel files. No worker under 16 years old is employed by the factory.

总体观察显示被审核方符合该执行领域的要求。工厂建立了禁止使用童工的政策,以及童工补救措施,在发现童工时保护儿童,并保护儿童免受任何剥削。同时工厂制订了招聘管理程序规定在招聘中实施严格的年龄核查机制。在员工录用后,在人事档案中保留员工的身份证复印件。工厂从未雇佣未满16周岁的工人。

Remarks from Auditee:

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - [REDACTED] Audit Date: 13/09/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None.	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fulfills the requirement of this performance area. The factory established young worker protecting procedure to protect young workers from working at night shift and against working conditions that are prejudicial to their health, safety, morals and development. The factory also conducts risk assessment to prevent, identify and mitigate harm to young workers. Based on workers interview, relevant trainings are provided to workers and no young worker was employed by the factory currently. 总体观察显示被审核方符合该执行领域的要求。工厂建立了保护未成年工人的程序，用以保护未成年工人的身心健康，包含不能安排未成年工人在夜间以及对其身心健康有影响的环境下工作。工厂还对未成年工所处的风险进行评估，防止、识别并减缓未成年工所受到的伤害。根据员工访谈，工厂给员工提供了相关的培训，目前厂内未雇佣未满18周岁的未成年工人。	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - [REDACTED] Audit Date: 13/09/2018 PA Score: A	Deadline date:12/09/2019
GOOD PRACTICES: None.	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee partially fulfills the requirement of this performance area. The factory had established recruitment policies according to local law requirements. The factory signed labor contracts with all workers. The contracts statement included the description of working hours, training, rest time, compensation and leave etc. which were in accordance with legal requirement and ILO. Meanwhile, the factory provides a copy of contract to every worker. Based on interview statement of workers, workers understood well the content of labor contract and no illegal employment was identified during the audit. 总体观察显示被审核方部分符合该执行领域的要求。工厂根据当地法规的要求建立了招聘程序。工厂和每个员工均签订了劳动合同，劳动合同的内容包括工时，培训，休息时间和假期，报酬和支付条件。这些内容均符合法规以及国际标准。同时工厂提供了一份劳动合同副本给员工。通过员工访谈，员工均了解劳动合同内容，审核过程中，工厂无不符合法规的用工形式存在。 10.1 - There was no use of seasonal contracts for permanent position. The factory did not provide social insurance for 100% employees as per legal requirements. 工厂未在永久工作中使用季节性合同。工厂没有按法定的要求为100%的员工购买社会保险。	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - [REDACTED] Audit Date: 13/09/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None.	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fulfills the requirement of this performance area. The factory established policy and procedure to prohibit forced labour. Workers could freely resign from the factory after prior written notice. Workers are free to leave the workplace after their working hours. Based on workers interview, relevant trainings are provided to workers and no case on forced labour or illegal punishment is found in the factory. 总体观察显示被审核方符合了该执行领域的要求。工厂建立了禁止强迫劳动的政策和程序文件。员工提前书面通知工厂后即可自由辞工。工人可以在工作结束后自由离开工作地点而不受任何约束。根据员工访谈，工人获得了相关的培训，并且工厂内未发现强迫劳动或不合理的惩戒情况发生。	
Remarks from Auditee:	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - [REDACTED] Audit Date: 13/09/2018 PA Score: C	Deadline date:12/09/2019
GOOD PRACTICES: None.	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee partially fulfills the requirement of this performance area. The factory set up an environmental policy and environmental protection procedure. Relevant laws and regulations on environmental protection were collected and updated. Waste was disposed properly. However, gaps have been identified in the performance area.</p> <p>总体观察显示被审核方部分符合了该执行领域的要求。工厂建立了环境方针和环境保护政策。环境保护相关的法律法规有进行收集并更新。废弃物有恰当处置。但是, 在该执行领域仍然存在差距。</p> <p>12.1 - The factory did not provide Environmental Impact Report, Environmental Impact Report Form or fill out Environmental Impact Registration Form. (Article 16 of PRC Environmental Impact Assessment Law.)</p> <p>工厂未提供环境影响报告书、环境影响报告表或者填报环境影响登记表。</p> <p>12.3 - The factory didn't obtain environmental impact assessment approval, the approval document for on-site inspection and acceptance of completed environmental protection facilities. (Law of the People's Republic of China on the Environmental Impact Assessment (2002), Article 22, Environmental Protection Law of the People's Republic of China (1989), Article 26)</p> <p>工厂未取得环评批复, 环保设施竣工验收报告。</p>	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - [REDACTED] Audit Date: 13/09/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None.	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfills the requirement of this performance area. The factory established anti-bribery and anti-corruption control procedure. The risk assessment about business ethics was conducted. Training was provided for relevant employees. During the audit process, all required documents were provided timely and as per cross checking, no inconsistent or falsified information was detected. The factory established confidential procedure on personnel information privacy.</p> <p>总体观察显示被审核方符合该执行领域的要求。工厂建立了反贿赂和反腐败控制程序, 并进行了相应的风险评估。给相关人员进行了培训。在审核过程中, 工厂及时提供了所要求的所有文件和信息且在交叉核对时没有发现不一致或者伪造的信息。工厂建立员工个人隐私信息保密程序。</p>	
Remarks from Auditee:	

Producer Photos



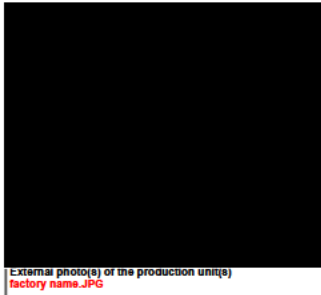
Exterior photo(s) of the production unit(s)
factory gate.JPG



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



Photo of non conformity
no eye shield.JPG



Exterior photo(s) of the production unit(s)
factory name.JPG



Photo of the inside of the main production hall
drinking water facility.JPG



Photo of non conformity
no outer cover.JPG



Photo first aid facilities
first aid kits.JPG



Photo of the inside of the main production hall
finger print scanner.JPG



Photo of non conformity
no private facilities.JPG



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



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



Photo of non conformity
no safety pulley guard of buttoning machines.JPG



Photo of fire safety equipment
fire alarm.JPG



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



Photo of non conformity
no safety pulley guard of sewing machine.JPG

