
Auditee :	Weifang New Environment Products Co., Ltd.
Audit Date From :	16/05/2019
Audit Date To :	16/05/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	APCER
Auditor's Name(s) :	Amanda Liu(Lead)
Auditing Branch (if applicable) :	



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 ANo 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 CNo 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 DNo 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 :	Weifang New Environment Products Co., Ltd.		
DBID number :	367228		
Audit ID :	151251		
Address :	North of Jiqing Street, West of Youyi Road, Economic and Technological Development Zone Weifang		
Province :	Shandong	Country :	China
Management Representative :	Ms. Meng Yanhong		
Contact person:	Yanhong Meng	Sector :	Non-Food
Industry Type :	Accessories	Product group :	bathroom and kitchen utensiles
Product Type :	cleaning supplies		

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 :	If YES, by :

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	A	D	A	A	A	A	A	A	A

Executive summary of audit report

Weifang New Environment Products Co., Ltd. is located at North of Jiqing Street, West of Youyi Road, Economic and Technological Development Zone, Weifang, Shandong, China based on the Business License. The legal registration address was in line with the actual production site based on the interview with management, workers and on-site observation. The company started their operations in March 17, 2004 at the current location. The factory's local name is "潍坊新环境生活用品有限公司(统一社会信用代码: 91370700760006544W1-1)".

Within the premises, the audited factory used one 1-storey (partial 2-storey) E shaped building as office and production workshop, used one flat building as warehouse, use one flat building as canteen, used two flat small buildings as warehouse. No dormitory was provided for the employees. Employees mostly lived in their own house, some employees rented the rooms themselves, which costed about RMB200 to RMB 300 per room per month. The productive operation includes weaving, cutting, sewing, inspection, packing.

There were total 98 employees included 22 males and 76 females in the factory according to worker roster, site observation and the interview with management and workers. There were 83 production employees (including weaving, cutting, sewing, lasting and packing, QC, warehouse etc.), 15 non-production employees (including management and office staff). No children or young workers worked in the factory. The youngest employee of the factory was born on March 12, 1991 and was recruited on February 9, 2012. No historical evidence of child Labor has been found. About 8% employees (8 employees) were migrants and all employees were hired by the factory directly. There was neither subcontracted worker nor subcontracted service provider working in the factory. Furthermore, there was also no agencies used by the auditee, which made the agency labor contract not applicable.

There was no Trade Union or worker committee available in the factory, but there were 9 worker's representatives elected by workers on the year 2018. There was no collective bargaining agreement between the workers and the auditee. They could raise their concerns through worker representatives, suggestion box or management directly.

The main products manufactured by the factory were bathroom and kitchen utensils, Carpets, floor mats. No subcontractor was noted as being used by the audited factory. There was neither peak nor low season for the factory. The main production machines or equipment are 70 sewing machines, 16 weaving machines and 1 computer cutting machines. During the audit, the occupational hazardous factor test was conducted once a year in the factory covering hazardous factors like noise (mainly generated in weaving workshop), dust (mainly generated in weaving workshop).

Concerning the fire safety management, the buildings obtained the Fire Inspection Certificate from local Fire Brigade, 潍公消经[2004]第006号. Based on documents checked, site observation and interviews, fire safety were managed effectively. The auditee has established health and safety committee and conducted risk assessment. The relevant policy and procedures were established for review. The trainings included fire drill and evacuation exercise was provided to workers including the new comers regularly. The latest fire drills were hold in October 12, 2018 and March 7, 2019 respectively. Emergency exits fulfilled the legal requirements were marked legibly for easy evacuation during emergencies, and they were kept open and unobstructed during the audit. There were enough numbers of fire equipment including 44 fire hydrants, 180 fire extinguishers in the production, warehouse area and canteen area, all the above-mentioned firefighting equipment were in good condition. Inspection was conducted every year, which were also confirmed by randomly onsite check and testing during the audit. Emergency lights and exit signs were installed above all safety exits and evacuation routes are kept clear and unblocked in both workshop and canteen area. First aid kits were available in every workshop and canteen area. Evacuation plans were posted in every workshop and canteen area in local language with specific detail of the firefighting equipment.

The factory provided the working time records from June 2018 to the audit date for review. By cross check those records, production records and interview with the management, workers and worker representative, no inconsistency on working hours was identified during the audit. Only employees in the weaving workshop worked in three shifts, 08:00-16:00/16:00-24:00/24:00-08:00. The rest employees worked in one shift (8:00-11:30, 12:30-17:00). The maximum overtime hours were 40 hours a month. The maximum weekly working hours were 48 hours a week. The factory used IC card system to record employees' working hours.

Payroll records from June 2018 to March 2019 were reviewed in this audit. The auditee complied with local minimum wage requirement to pay normal wage to employees, and the wages were issued in a timely manner, regularly and fully in legal tender, usually at 25th of next month, by cash. Only office

and weaving employees were paid by hourly rate. Other production Employees and were paid by piece rate. Per review of 30 sampled workers (10 samples from March 2019, 10 samples from November 2018, 10 samples from June 2018) the normal minimum wage paid to the sample employees was RMB11.25 per hour that is RMB1958 per month, which was above the local minimum wage requirement of RMB10.98 per hour that is RMB1910 per month since June 2018. Furthermore, all sample employees were paid 200% of their normal wage for the overtime working hours on the rest days. No overtime working hours on the normal working days or the statutory holidays. Based on the provided payrolls, the total minimum remuneration paid for a regular fulltime including position allowance, working time allowance and social benefit was RMB3147/month, which was above the cost of local living wage (RMB2035/month) calculated by the auditee.

According to the social insurance receipts provided by the factory for the past six months, including the social insurance receipts for March 2019, the factory has provided pension, unemployment, maternity, medical treatment and industrial injury insurance for 99 out of 99 employees. In addition, the factory had provided commercial accident insurance for 7 employees with valid period to September 27, 2019. Of these, 100 percent purchased social security insurances and 7 percent purchased commercial insurance.

10 employees were interviewed, including 2 male and 8 females. Interviewees were satisfied with the working condition and management system in the facility.

The facility management and workers (representative) showed a positive attitude to this audit during the whole process. The audit was basically fulfilled according to the audit plan sent prior to the audit. All the findings were disclosed and discussed, and a draft corrective action plan was explained to these factory representatives. At the end of the audit, all the findings were accepted by the auditee, and Ms. Meng Yanhong /Office Manager, agreed with the findings and signed the corrective action plan. The performance areas needed improvements were as follows: PA1, PA6 and PA7. The auditor reminded the factory that they should submit the remediation plan into the BSCI Platform within 60 days. The management was receptive of all the findings and gave the willingness to take appropriate corrective actions.

No other serious issue was noted in this audit.

Remark:

1. No Agency labor used in the facility, so the agency labor contract is not applicable.
2. No government waivers provided by the facility, so the government waiver is not applicable.
3. No Collective bargaining agreements in the facility, so the CBA is not applicable.
4. APSCA registration number: APCER's application for membership is under revision by APSCA.

Ratings Summary



Auditee's background information			
Auditee's name :	Weifang New Environment Products Co., Ltd.	Legal status :	Limited Company
Local Name :	潍坊新环境生活用品有限公司 (91370700760006544W1-1)	Year in which the auditee was founded :	2004
Address :	North of Jiqing Street, West of Youyi Road, Economic and Technological Development Zone	Contact person (please select) :	Yanhong Meng
Province :	Shandong	Contact's Email :	mengyanhong@tricol.cn
City :	Weifang	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) :	http://www.tricol.cn
GPS coordinates :	Longitude: East 119°08'25", Latitude: North 36°45'23"	Total turnover (in Euros) :	70000000.00
Sector :	Non-Food	Of which exports % :	90.00
Industry :	Accessories	Of which domestic market % :	10.00
If other, please specify :	N/A	Production volume :	1000000 pcs per month
Product Group :	bathroom and kitchen utensiles	Production cost calculation :	No
If other, please specify :	N/A	Lost time injury calculation cost :	Yes
Product Type :	cleaning supplies		

Auditee's employment structure at the time of the audit		
Total number of workers :	98	Total number of workers in the production unit to be monitored (if applicable) : 0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	22	76
Temporary workers	0	0
In management positions	3	4
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	0	0
Migrants (foreign citizens)	2	6
Workers on the permanent payroll	22	76
Production based workers	17	66
With shifts at night	7	18
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 - 151251] Audit Date: 16/05/2019 PA Score: D

Deadline date:16/05/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The facility had establishment in 2004, since then, it established a complete management system, covering 13 execution fields required by BSCI code of conduct, supervised by Ms. Meng Yanhong /Office Manager as management representative, and all departments are managed according to the requirements of the management system. In addition, During the audit, auditee had identified its 3 significant business partners especially the suppliers, the agreement that comply with the BSCI code of Conduct were signed with their partners and had assessed how its significant business partners understand and alignment with amfori BSCI Code of Conduct. However, the social management system was not implemented effectively, and some non-compliance were detected on Performance area 1, 6, 7 in this audit. The findings noted in the previous audit were not corrected.

工厂于2004年成立至今, 建立了一套完整的管理体系, 覆盖BSCI行为准则要求的13个执行领域, 由孟庆红/办公室经理作为管理者代表监督, 各部门按照管理体系上的要求进行管理。此外, 被审核方识别了工厂主要的3个商业合作伙伴, 特别是供应商, 并与其签订了共同遵守amfori BSCI行为守则的协议, 而且评估商业合作伙伴如何理解和应用BSCI行为守则。但是, 管理体系不够完善, 在此次审核中在执行领域1,6,7仍有发现不符合项。且被审核方没能合理地组织劳动力的生产能力来满足预期订单的需求, 造成员工的加班时间超过了法定的标准。前次审核发现问题此次没有改善。

- 1.1 -** Corrective Action not taken: The factory had established the social compliance policies. The internal audit and management review were conducted. However, there were findings raised in other performance area, which made the system partially effective.

未改善: 工厂已建立书面社会责任程序。有做内审和管理评审, 但在其他执行领域还存在不完善的地方, 导致工厂社会责任体系不完全有效。

- 1.4 -** Corrective Action not taken: It was noted that the factory had made plan for its production and could meet the expectation of the delivery order or contract, but the factory did not organize its workforce capacity reasonably and effectively. For example, the workers monthly overtime excess 36 hours, up to 40 hours in June.2018.

未改善: 审核发现, 因为工厂已经制定了生产计划且能够满足订单及合同的交期需求, 但是工厂没有合理安排其员工劳动力。例如工人月加班超36小时, 在2018年6月份加班达到40小时。

Remarks from Auditee:

Full Audit [Audit Id - 125180] Audit Date: 30/05/2018 PA Score: D

Deadline date:31/12/2018

Good practices

None

Areas of improvement

The overall observation shows that the auditee does not fulfils the BSCI requirement of this performance area. The factory manager Mrs. Meng Yan Hong was in charge of to ensure daily operations to meet the BSCI Code of Conduct and Terms of implementation. The management system of social responsibility was established, and BSCI coc in local language was posted on production workshop for employee reference. The social performance of its significant business partners are monitored, its significant business partners are required to sign the BSCI TOI. However, gaps had been identified in implementation.

总体观察显示被审核方在该执行领域不符合BSCI的要求。工厂经理孟艳红女士负责确保每日的运营遵照BSCI行为准则和实施条款。建立了社会责任体系, 在车间张贴了BSCI行为守则供员工参阅。监控了其重要商业合作伙伴的社会责任表现, 其重要商业合作伙伴都被要求签署BSCI生产商专用实施条款。但是在执行的过程当中还是存在以下差距:

- 1.1 -** The factory had established the social compliance policies in written. However, the internal audit and management review were not conducted and there were findings raised in other performance area, which made the system partially effective.

工厂已建立书面社会责任程序。但是没有做内审和管理评审, 且在其他执行领域还存在不完善的地方, 导致工厂社会责任体系不完全有效。

- 1.4 -** The facility did not establish the workforce capacity analysis procedure, the cost calculation and production planning records were not provided for review and did not define a "Contingency plan" in case something slows down or interrupts production, and no overtime was detected.

工厂建立没有生产能力分析程序, 没有关于成本计算和产能规划的记录供审核, 也没有应对生产异常或者中断的应变计划。同时没有加班。

Remarks from Auditee

Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 151251] Audit Date: 16/05/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
None	
AREAS OF IMPROVEMENT:	
<p>According to the requirements of BSCI, the factory has established long-term goals to protect employees, set up internal grievance mechanism and channels, and provided training to all the employees let them know the channels and ways of complaint. The factory did not have a union, but the employees have their representatives. The representatives were elected on March 8, 2018. The most recent meeting was held in April 2019, employees' request to more safety production training was discussed and taken care in a timely manner. The finding noted in the previous audit was corrected. PA2.2: Corrective Action taken: The auditee had defined long term goals to protect workers according to the BSCI Code of Conduct.</p> <p>工厂根据BSCI的要求建立了长期目标以保护员工, 设定了内部申诉机制和渠道, 通过培训大会员工了解了申诉的渠道和方式。工厂没有工会, 但是有员工代表, 员工代表于2018年3月8日换届选举。最近一次会议在2019年4月召开, 会议中反映员工要求工厂进行安全生产培训, 工厂已及时解决员工的要求。前次审核发现问题此次已改善。PA2.2: 已改善: 工厂已根据BSCI行为准则建立起长期目标以保护员工。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 125180] Audit Date: 30/05/2018 PA Score: B	
Deadline date: 31/10/2018	
Good practices	
None	
Areas of improvement	
<p>The overall observation shows that the auditee partially fulfills the requirements of this performance area. The factory has worker representative which is elected by workers. The factory also organized trainings for all employees regarding worker's right and duty, health and safety, and factory rules. Moreover, grievance procedure or policy is established in factory. The mechanism consists of using suggestion boxes, worker representative or direct talk with management level. However, gaps were identified in implementation.</p> <p>总体观察显示工厂部分符合该执行领域的要求。工厂提供的记录显示有员工代表通过选举产生。工厂也给所有员工提供了有关员工的权利和义务, 安全卫生以及工厂规章制度等培训。另外, 工厂建立了申诉程序。员工可以通过意见箱、员工代表和直接与高层管理沟通的方式去提出申诉。但是在执行的过程中还是存在以下差距:</p> <p>2.2 - The auditee did not define long term goals to protect workers according to the BSCI Code of Conduct. 工厂未根据BSCI行为准则建立起长期目标以保护员工。</p>	
Remarks from Auditee	
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 151251] Audit Date: 16/05/2019 PA Score: A	
Deadline date:	
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 125180] Audit Date: 30/05/2018 PA Score: A	
Deadline date:	
Good practices	
None	
Areas of improvement	
<p>The overall observation shows that the auditee fulfills the requirements of this performance area. The auditee had established policies to guarantee the rights of freedom of association and collective bargaining. The worker representatives were freely elected by workers freely. Per the workers' and worker representative's statement, they were not limited or other unfair treatment by the auditee on forming, joining and voting for a legal worker organization and collective bargaining. Workers representatives could access to or interact with workers in the workplace freely.</p> <p>总体而言被审核方符合该执行领域的要求。被审核方建立起了政策以保证自由结社和集体谈判的权利。员工代表由工人自由选举产生, 根据员工和员工代表的陈述, 被审核方对于员工成立、参加和投票一个合法工人组织和集体谈判没有任何限制和其他的不公平对待。员工与员工代表之间的沟通未受限。</p>	
Remarks from Auditee	

Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 151251] Audit Date: 16/05/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 125180] Audit Date: 30/05/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee fulfills the requirements of this performance area. It was noted that the factory has established policies and procedures of no discrimination. During onsite check, interview and document check no discrimination issue found and factory has taken necessary preventative measures so that workers are not harassed or disciplined.</p> <p>总体而言被审核方符合该执行领域的要求。工厂已经建立了禁止歧视的政策和程序。现场观察, 员工访谈和文件查阅都未发现歧视的问题。工厂也采取了适当的措施以防员工因为歧视而遭到骚扰或惩戒。</p>	
<u>Remarks from Auditee</u>	

Performance Area 5 : Fair Remuneration

1- Followup Audit [Audit Id - 151251] Audit Date: 16/05/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

Factory has calculated the living wage. 工厂计算了生活工资。

AREAS OF IMPROVEMENT:

Payroll records from June 2018 to March 2019 were reviewed in this audit. The auditee complied with local minimum wage requirement to pay normal wage to employees, and the wages were issued in a timely manner, regularly and fully in legal tender, usually 25th of next month, by cash. Per review of 30 sampled workers, the normal minimum wage paid to the sample employees was RMB 11.25 per hour that is RMB1958 per month, which was above the local minimum wage requirement of 10.98 per hour that is RMB1910 per month since June 2018. Further, all sample employees were paid 200% of their normal wage for the overtime working hours on the rest days. No overtime working hours on normal working day or the statutory holidays. Pay slip was distributed to every employee when wage was issued. All employees were paid based on their posts and working hours, and equal salary was provided for equal work. The factory provided leave according to employees' application and legal requirement on paid basis. Maternity benefit was provided to female employee who was legally entitled to this welfare as per legal requirements. No illegal or unreasonable deduction had been identified through document review or reported by the interviewed workers. The findings noted in the previous audit were corrected. PA5.4: Corrective Action taken: The actual paid wages ensured a decent living standard. The factory management was trained, and they had a basic understanding of basic living wage. PA5.5: Corrective Action taken: According to the social insurance receipts provided by the factory for the past six months, including the social insurance receipts for March 2019, the factory has provided pension, unemployment, maternity, medical treatment and industrial injury insurance for 99 out of 99 employees. In addition, the factory had provided commercial accident insurance for 7 employees with valid period to September 27, 2019. Of these, 100 percent purchased social security and 7 percent purchased commercial insurance.

工厂提供了2018年6月至2019年3月的工资册供查阅。每月工资在下个月不超过25号以现金形式发放, 符合法律要求。当地法定最低工资标准是10.34元/小时即1910元/月(2018年6月之后)。工厂支付给工人的工资在所有抽样月为11.25元/小时即1958元/月, 高于最低工资标准。所有抽样员工在工作日加班获得平时150%的工资支付, 在休息日加班获得平时200%的工资支付。工厂按照法律要求并根据员工申请提供了带薪年假并给符合要求的女性员工提供了产假。通过员工访谈及记录查询没有发现任何形式的不合理扣款。在工资发放时给员工发放了工资条。所有员工根据其工作岗位和时间等支付工资, 并实行同工同酬。前次问题已改善。PA5.4:已改善:实际的工资水平确保的体面生活标准, 此次审核工厂的管理人员已经过培训并对基本生活需求工资的概念已了解。PA5.5:已改善:根据2019年3月社保收据显示, 工厂为99名员工中的99人提供了生育保险, 医疗保险, 失业保险, 养老保险和工伤保险, 社保参保比例100%。工厂为7名员工提供有效期至2019年9月27日的商业意外险。

Remarks from Auditee:

Full Audit [Audit Id - 125180] Audit Date: 30/05/2018 PA Score: B

Deadline date:31/10/2018

Good practices

None

Areas of improvement

The overall observation shows the auditee partially fulfills the requirement of this performance area. The wages and benefit system was established in the factory, training regarding policy of wage and benefit was communicated to all workers. The Legal minimum wage document was collected by the facility. Through review the provided payrolls and employees interview, the minimum wage was higher than legal requirement, no any illegal deduction was made by the factory. But gaps had been identified the implementation.

总体观察被审核方在该执行领域部分符合BSCI的要求。工厂建立了薪资和福利系统, 为全体员工沟通了薪资和福利的相关政策。企业收集了法定最低工资文件。根据查阅工资记录和员工访谈, 工厂支付的最低工资高于当地法定标准, 没有任何非法的扣款。但是在执行的过程当中还是存在以下差距:

5.4 - The actual paid wages ensured a decent living standards. But it was noted that the factory management did not have a basic understanding of basic living wage.
虽然实际的工资水平确保的体面生活标准, 但是评估发现工厂的管理人员对基本生活需求工资的概念不了解。

5.5 - Total 97 employees in the factory, but just purchased the injury insurance, maternity insurance, unemployment insurance, medical insurance & retirement insurance for 91 employees. (China Labor Law, Article 72 and 73) The facility provided commercial accident insurance for all the rest employees.
工厂有97人, 但只为91人购买了工伤保险, 生育保险, 失业保险, 医疗保险和养老保险。工厂给其余人购买了商业意外险。

Remarks from Auditee

Performance Area 6 : Decent Working Hours

1- Followup Audit [Audit Id - 151251] Audit Date: 16/05/2019 PA Score: D

Deadline date:16/05/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory respected local law related to working hours and had clearly communicated working hour policy to all employees through employee handbook. Only employees in the weaving workshop worked in three shifts(08:00-16:00/16:00-24:00/24:00-08:00). The rest employees worked in one shift (8:00-11:30, 12:30-17:00). The auditee complied with local requirement of the normal working hours of 40 hours per week, and all employees had at least one day rest per 7 days. Interviewed employees confirmed that they could choose to work overtime voluntarily. The maximum overtime hours were 40 hours a month. The maximum total weekly working hours were 48 hours a week. The factory used IC card system to record employees' working hours. Finding PA6.4 was corrected. However, the finding noted in PA6.2 in the previous audit was not corrected. PA6.4: Corrective Action taken: The factory provided the working time records since June 2018 for review. By cross checking those records, production records and interview with the management, workers and worker representative, no inconsistency on working hours was identified during the audit. Based on attendance records, workers were guaranteed one day off per seven days.

工厂尊重当地的关于工作时间和加班时间的规定, 通过员工手册向员工传达了工厂关于工作时间的政策。被审核方遵循员工每周正常工作时间为40小时, 每七天均至少有一天休息。纺织部门三班倒, 08:00-16:00/16:00-24:00/24:00-08:00。其余所有员工每班工作时间为8:00-11:30, 12:30-17:00。面谈的员工证实加班是自愿的。最高加班时间为每月40小时。每周最长总工作时间为48小时。工厂使用IC卡系统记录员工的工作时间。前次审核发现问题PA6.4此次已改善。然而, PA6.2加班时间的问题上仍没有改善。已改善: PA6.4: 此次审核工厂提供了自2018年6月的考勤记录, 审核员核对了生产资料, 并进行了私密的员工访谈, 没有发现不一致, 通过工资表显示, 工厂已保证工人七天一休。

6.2 - The factory provided the working time records since June 2018 for review. By cross checking those records, production records and interview with the management, workers and worker representative, no inconsistency on working hours was identified during the audit. According to attendance records of 40 sampled workers (10 samples from most recent yet to paid month April 2019, 10 samples from March 2019, 10 samples from November 2018, 10 samples from June 2018) yield the following: 6 out of 10 sampled employees worked in excess of 36 overtime hours per month (i.e 40 hours) in June 2018, which was not in compliance with the legal requirement . Article 41 of the Labor Law of the PRC 此次审核工厂提供了自2018年6月的考勤记录, 审核员核对了生产资料, 并进行了私密的员工访谈, 没有发现不一致。从厂方提供的考勤记录中抽取40个样本(从2019年4月代发工资完整月抽取10名, 从2019年3月抽取10名, 从2018年11月抽取10名, 从2018年6月抽取10名)发现共6名员工加班时间超出了法定标准, 具体为6/10名员工在2018年6月的加班时间为40小时超过36小时的法律规定:《中华人民共和国劳动法》第41条

Remarks from Auditee:

Full Audit [Audit Id - 125180] Audit Date: 30/05/2018 PA Score: E

Deadline date:31/10/2018

Good practices

None

Areas of improvement

The overall observation shows that the auditee did not fulfill the requirements of this performance area. Working hours were recorded by electronic attendance system, the attendance records from May 2017 to audit day were provided. As per cross check, it was noted that the attendance records were accurately. There was one shift for the wrap knitting workers: 8:00-16:00, 16:00-24:00, 00:00-08:00, one shift for the kitchen staff: 7:00-12:00, 15:00-18:00, three shifts for the other employees: 8:00-11:30, 12:30-17:00. , no overtime was arranged on the working day, the maximum over time working hours 8 hours per Saturday, 8 hours per week, and 32 hours per month. However, gaps were identified in implementation.

总体观察显示工厂没有符合该执行领域的要求。工厂用电子考勤系统记录员工考勤, 工厂提供了自2017年5月至审核当天的考勤记录供审核。根据交叉验证得知员工的考勤记录准确。工厂为经编员工安排了3班制: 8:00-16:00, 16:00-24:00, 00:00-08:00, 食堂员工一班制: 7:00-12:00, 13:00-18:00, 其余员工一班制: 8:00-11:30, 12:30-17:00。晚上没有加班, 周六加班8小时, 周加班8小时, 月加班32小时。但在执行过程中还存在差距。

6.2 - 1. Inconsistencies were detected between the provided time records and warehouse incoming /out bound records. warehouse incoming /out bound records that workers had working records on February 11, 2018 and April 8, 2018. While, the provided attendance records showed that the workers rested on the mentioned dates. 2. The maximum monthly overtime was 32 hours as per the provided time records. However, the overtime hours could not be fully assessed due to inconsistency detected. (PRC Labor Act, Article 41) 3. Overtime wage could not be fully assessed due to inconsistencies detected.(PRC Labor Act, Article 44)

1. 考勤记录和仓库出入库记录存在不一致。仓库出入库记录显示员工在2018年2月11日和2018年4月8日有工作记录, 但工厂提供的考勤记录对应员工在上述日期休息。2. 根据所提供的考勤显示, 月加班最大的32小时。但是由于不一致的产生, 加班时间无法完全评估。3. 由于不一致的产生, 加班费无法完全评估。

6.4 - Based on attendance records, workers rested on each Sunday, but due to inconsistency found during the audit, whether workers were guaranteed one day off per seven days could not be verified.

根据工厂提供的考勤记录, 工人周日均休息, 但由于审核过程发现不一致, 工厂是否保证工人七天一休无法准确评估。

Remarks from Auditee

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 151251] Audit Date: 16/05/2019 PA Score: A

Deadline date:16/05/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee had established right occupational health and safety policy and procedure. Periodical trainings, meetings, drills, warning signs posted in the workshop to enforce the health and safety awareness of employees. Per factory tour, evacuation passage, exits and almost all the fire-fighting equipment were unobstructed. Sufficient firefighting equipment were equipped and well maintained in this factory, and regular inspection and maintenance were conducted for all kinds of fire-fighting equipment. The fire drills were conducted in the auditee twice a year available and the current fire drill was conducted on March 7, 2019. The first aid kit, drinking facility and clean toilet were also auditee. However, the last audit finding in 7.15 was corrected. Findings in 7.1, 7.3 and 7.9 were not corrected. Remark: 7.23 There was no transportation provided by the facility to workers. 7.24. There was no dormitory provided by the facility. PA7.15: Corrective Action taken: There were enough emergency exits in all areas, the emergency lights and exit signs had installed on the exits, per factory tour, it was noted that all emergency lines in the warp knitting were clearly marked and free of obstruction.

被审核方制定了相对健全的职业健康安全的方针政策及程序文件, 且通过定期的培训、召开会议、演习和现场张贴警示标语等方式来提高员工的健康安全意识。通过现场巡查发现被审核方现场疏散通道、安全出口和绝大多数的消防器材均保持通畅无堵塞, 消防设施配备充足, 且指定专有人定期检查维护消防器材。工厂每年举行两次消防演习, 最近一次演习为2019年3月7日。此外, 为员工配备了药箱、饮水、厕所等基础设施。但前次审核中7.15已改善, 7.1, 7.3 和 7.9未改善。备注: 7.23工厂没有提供接送服务给员工。7.24 工厂没有提供宿舍给员工。PA7.15:已改善: 所有区域均有足够的紧急出口, 安全出口处都安装了应急灯和出口标识, 通过现场走访: 经编车间所有逃生通道都已清晰标明并保持畅通。

7.1 - Corrective Not Action taken: It was noted that the health & safety management system was not operated effectively, which resulted in some findings on PA7 regarding violations on legal occupational health and safety regulations.

未改善: 审核发现工厂的健康安全管理体系没有有效运行, 导致在PA7发现关于违反法定的职业健康安全问题的。

7.3 - Corrective Not Action taken: It was noted that the factory had conducted the risk assessment, but did not consider the special needs of pregnant women and other particularly vulnerable employees in the risk assessment, such as older workers, disabled workers, workers with chronic disease, etc.

未改善: 在评估中发现, 工厂风险评估没有考虑到怀孕女工及其他弱势群体例如, 残疾人, 遗传病, 年老员工。

7.9 - Corrective Not Action taken: The auditee had made visible potential hazards to the workers and visitors through signs and warnings in most areas, while no warning sign of "Caution Hot" was posted in the drinkable water area.

未改善: 被审核方在大多数地区张贴了标志和警告以提醒工人及来访者注意潜在的危险, 但是饮用水处没有张贴防止烫伤的标志。

Remarks from Auditee:

Full Audit [Audit Id - 125180] Audit Date: 30/05/2018 PA Score: D

Deadline date:31/07/2018

Good practices

None

Areas of improvement

The overall observation shows the auditee does not fulfill the requirement of this performance area. The factory collected laws and regulations on occupational health and safety, conducted related training for all employees. The fire facilities including the fire extinguishers, fire hydrant, emergency lights, etc, are sufficient, and emergency exits are sufficient too. Two fire drills were conducted one year. First aid box, eye washing facility, and clean potable water are available. As per facility management confirmation and interview with employees, there was no pregnant employee existed in past one year. Health and safety training was documented. No serious injury happened in the past year. (Remark: No transportation/No dormitory was provided to employees. However, gaps had been identified in implementation:

总体观察被审核方在该执行领域不符合BSCI的要求。工厂收集了有关职业健康与安全的法律法规, 给全体员工组织了相关培训。消防设施, 例如灭火器, 消防栓, 消防警铃等足够, 应急出口也足够。一年有两次消防演习。有急救药箱, 洗眼器和干净的饮用水。根据企业管理人员确认以及员工访谈, 在过去一年内企业无怀孕员工, 健康安全培训均已记录。过去一年没有发生过严重的工伤。(注: 工厂未提供班车和宿舍给员工)。但在执行过程中还存在差距:

7.1 - During this audit, it was noted that the auditee generally works in line with the regulations on occupational health and safety relevant for its activities, while some findings were still found, such as PA 7.3, PA 7.9, PA 7.15.

这次审核发现被审核方整体上按照法规对于职业健康安全的要求执行活动, 但是仍发现一些问题: PA 7.3, PA 7.9, PA 7.15。

7.3 - Risk assessment which including OHS, the special needs of the most vulnerable workers, young workers, and etc had been conducted by a competent person, while the risk assessment did not take into consideration the transmittable and non-transmittable diseases in the work environment.

风险评估包含职业健康安全、最弱势工人的特殊需求、未成年工、等已经被有能力的人员执行, 但是风险评估没有考虑传染病及非传染病的影响。

7.9 - The auditee had made visible potential hazards to the workers and visitors through signs and warnings in most areas, while no warning sign of "Caution Hot" was posted in the drinkable water area.

被审核方在大多数地区张贴了标志和警告以提醒工人及来访者注意潜在的危险, 但是饮用水处没有张贴防止烫伤的标志。

7.15 - There were enough emergency exits in all areas, the emergency light and exit sign had installed on the exit, but per factory tour, it was noted that: One emergency lines in the warp knitting had faded and was not clear, and was blocked by the material. (Fire Control Law of the People's Republic of China (2009), Article 28)

所有区域均有足够的紧急出口, 安全出口处都安装了应急灯和出口标识, 但是通过现场走访: 经编车间一条主要逃生通道褪色, 不清晰了, 且被物料堵住了。

Remarks from Auditee

Performance Area 8 : No Child Labour	
1- Followup Audit [Audit Id - 151251] Audit Date: 16/05/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 125180] Audit Date: 30/05/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee fulfills the requirements of this performance area. The facility established its child labor forbidden policy and remedial policies. HR related officer was well of the recruitment process establishes by the facility including robust age-verification mechanisms, they check the ID strictly during the hiring process to ensure that no child labor was hired. Through management interview, worker representative interview and employee interview, all knew that child labor forbidden policy. No child labor was hired in the facility with confirmation.</p> <p>总体而言被审核方符合该执行领域的要求。负责招聘的相关HR人员清楚企业制定的关于年龄识别的雇佣流程, 通过身份证件核查每名员工的年龄确保童工不被录用。通过员工面谈, 员工代表面谈和管理层面访谈都证实清楚地知晓禁止童工政策。经核查确定被审核方没有雇佣童工。</p>	
<u>Remarks from Auditee</u>	
Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 151251] Audit Date: 16/05/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 125180] Audit Date: 30/05/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The overall observation shows the auditee fulfills the requirement of performance area. The policy and procedure of young worker protection was established and implemented by the factory. Through site observation, document review and employee interview, it was noted that no any young workers were employed in the factory, and the youngest worker in the factory was over 18 years old.</p> <p>总体观察被审核方在该执行领域符合BSCI的要求。工厂制定和执行了未成年工保护的政策与程序。现场观察, 文件查阅和员工访谈, 发现工厂没有雇佣未成年工, 最小员工大于18岁。</p>	
<u>Remarks from Auditee</u>	

Performance Area 10 : No Precarious Employment

1- Followup Audit [Audit Id - 151251] Audit Date: 16/05/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee had established clear recruit policies to respect local law requirements. Confirmed through employee and employee representative interview, they need to sign standard labor, they all represented that they had understandable information of the factory before entering into employment. And they were provided with regular training about labor laws, access to the grievance mechanism, working hours, factory rules, remuneration and terms of payment, etc. PA10.1: Corrective Action taken: According to the social insurance receipts provided by the factory for the past six months, including the social insurance receipts for March 2019, the factory has provided pension, unemployment, maternity, medical treatment and industrial injury insurance for 99 out of 99 employees. In addition, the factory had provided commercial accident insurance for 7 employees with valid period to September 27, 2019. Of these, 100 percent purchased social security and 7 percent purchased commercial insurance.

被审核方建立了清楚的招聘程序来遵守当地的法规要求。通过员工和员工代表面谈，确认所有员工进厂时必须签订标准的劳动合同，并且他们自己都留有一份合同。工人在应聘进入工厂前就对工厂各方面信息有了了解。员工被安排定期的培训，培训覆盖劳动法，厂纪厂规，薪酬福利，工作时间，申诉途径，以及支付条件。PA10.1:已改善:根据2019年3月社保收据显示，工厂为99名员工中的99人提供了生育保险，医疗保险，失业保险，养老保险和工伤保险，社保参保比例100%。工厂为7名员工提供有效期至2019年9月27日的商业意外险。

Remarks from Auditee:

Full Audit [Audit Id - 125180] Audit Date: 30/05/2018 PA Score: A

Deadline date:31/10/2018

Good practices

None

Areas of improvement

The overall observation shows that the auditee partially fulfills the requirements of this performance area. The facility established recruitment principles, which included but not limited to recruitment process, remuneration, hours of work, disciplinary measure, promotion, training, termination of employment etc. Each employee had signed labor contract with facility, and they had obtained the copy of the labor contract. No dispatched workers, seasonal workers, migrant workers from other countries, summer job workers, apprentice workers and temporary workers hired by the facility. However, gaps were identified in implementation.

总体观察显示工厂部分符合该执行领域的要求。企业建立了招聘原则，包括但不限于招聘流程、报酬、工作时间、纪律措施、晋升、培训、离职等。员工已与企业签订劳动合同，并且企业提供劳动合同副本给员工。企业没有雇佣派遣工、季节工、外劳、暑期工以及临时工。但是，仍有部分不足：

10.1 - The facility signed labor contract with all employees. But the facility did not provide social insurance to 6 out of 97 employees. (China Labor Law, Article 72&73).

工厂和所有员工签订了劳动合同，但工厂没有为97名员工中的6名购买社会保险。

Remarks from Auditee

Performance Area 11 : No Bonded Labour

1- Followup Audit [Audit Id - 151251] Audit Date: 16/05/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Full Audit [Audit Id - 125180] Audit Date: 30/05/2018 PA Score: A

Deadline date:

Good practices

None

Areas of improvement

The overall observation shows the auditee fulfills the requirement of this performance area. The factory established policy and procedure on anti-forced labor. Through site observation, document review and employee interview, they could resign within 30days advanced of notice freely, no inhumane or degrading treatment was detected during this audit.

总体观察显示被审核方符合该执行领域BSCI的要求。工厂制定了反强迫劳动的政策与程序。根据现场观察，文件评估和员工访谈，员工可以自由提前30天通知提出辞工，员工也未遇到任何被侮辱或非人道的待遇。

Remarks from Auditee

Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 151251] Audit Date: 16/05/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 125180] Audit Date: 30/05/2018 PA Score: A	
Deadline date:	
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee fulfills the requirements of this performance area. The facility established environment protection policy. The administration director was responsible for continuous improvements in their environmental performance. The factory had obtained the EIA report form and approval, environmental protection acceptance check report. Waste water, waste air and noise were monitored by qualified contractor. The factory conducted regular training for all employees on the avoidance of environmental impact.</p> <p>总体观察显示工厂符合该执行领域的要求。企业建立了环境保护政策。行政主管为环境领域持续改善的负责人。工厂已经取得环评报告和批复、环境竣工保护验收报告。废水、废气和噪声已由有资质的公司进行监测。工厂对所有员工进行了关于避免环境影响的定期培训。</p>	
Remarks from Auditee	
Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 151251] Audit Date: 16/05/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
None	
AREAS OF IMPROVEMENT:	
<p>The auditee had established written ethic policy and none of any act of corruption, or any form of bribery in its activity was noticed during this audit. Meanwhile, the auditee kept accurate information regarding its own activities, structure and performance during this audit. And the factory had established privacy information procedure. Training and meeting were regularly held, especially for the business and buying departments. PA13.2 Corrective Action taken: Auditor had cross check all the documents including the wage records, attendance records and production records, and interviewing with the management, workers and worker representative, no inconsistency records noted.</p> <p>被审核方制定了书面的廉政政策并且在审核过程中并没有发现任何腐败或贿赂的商业行为。且被审核方在此次审核中保留了有关其商业活动、架构和绩效的准确信息。且工厂制定了保密信息的程序文件。工厂举办定期的会议和培训给相关的人员,尤其重点是业务和采购部门。已改善:PA13.2 审核员交叉验证了文件(包括工资记录, 工时记录, 生产记录), 进行了私密的员工访谈, 没有不一致的记录发现。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 125180] Audit Date: 30/05/2018 PA Score: B	
Deadline date:31/10/2018	
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The overall observation shows the auditee partially fulfills the requirement of this performance area. The factory established its procedure on ethic business behavior, conducted risk evaluation for the ethic business behavior, also the preventive action was defined for the risk. But gaps had been identified in implementation.</p> <p>总体观察显示被审核方部分符合该执行领域BSCI的要求。工厂建立了商业道德行为的程序, 并且进行了风险评估, 对风险制定了预防措施。但在执行过程中还存在差距。</p> <p>13.2 - The inconsistencies were identified between the workers attendance records provided by the factory and the warehouse incoming /out bound records: It was noted that there were working records on February 11, 2018 and April 8, 2018 (Sundays) according to the warehouse incoming /outbound records. However, the attendance records provided by factory showed that all employees were rest on above mentioned dates. 工厂提供的考勤记录与现场的仓库出入库记录不一致: 根据工厂提供的仓库出入库记录发现他们在2018年2月11日以及2018年4月8日(均为星期天)有工作记录。但是, 根据工厂提供的考勤记录显示所有的员工在以上提及的日期都是休息的。</p>	
Remarks from Auditee	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	16/05/2019	151251	D	A	A	A	A	D	A	A	A	A	A	A	A	C
Full Audit	30/05/2018	125180	D	B	A	A	B	E	D	A	A	A	A	A	B	D

Producer Photos



External photo(s) of the production unit(s)
1.1 Factory Name.JPG

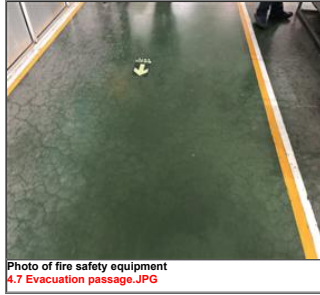


Photo of fire safety equipment
4.7 Evacuation passage.JPG



Photo of the personal protection equipments (if applicable)
11.1 PPE wearing.JPG



External photo(s) of the production unit(s)
1.2 Factory gate.JPG

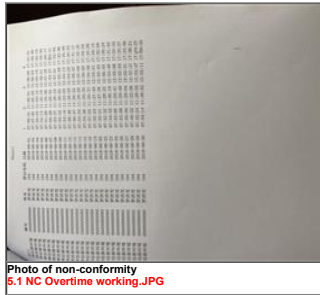


Photo of non-conformity
5.1 NC Overtime working.JPG



Photo of the personal protection equipments (if applicable)
11.2 PPE provided.JPG



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



Photo of non-conformity
5.2 NC No caution hot warning sign.JPG



Photo of the personal protection equipments (if applicable)
11.3 PPE sign.JPG



Photo first aid facilities
2. First aid kit.JPG



Photo of the canteen (if applicable)
6 Canteen.JPG



Photo of the sanitary facilities
13.1 Toilet.JPG



Photo of fire safety equipment
4.1 Fire extinguishers.JPG



Photo of the code of conduct on display
7. BSCI COC Posted.JPG



Photo of the sanitary facilities
13.2 Washing facility.JPG

