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Auditee :	<b>CIXI HANGZHOUWAN CRAFT &amp; WEAVING FACTORY</b>
Audit Date From :	<b>10/08/2018</b>
Audit Date To :	<b>10/08/2018</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>Intertek</b>
Auditor's Name(s) :	<b>Tommy Yan(Lead)</b>
Auditing Branch (if applicable) :	<b>Intertek North East China</b>

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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																																							
<b>A</b> <b>Very Good</b>	<ul style="list-style-type: none"><li>• Minimum 7 Performance Areas rated A</li><li>• No Performance Areas rated C, D or E</li></ul> 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>B</b> <b>Good</b>	<ul style="list-style-type: none"><li>• Maximum 3 Performance Areas rated C</li><li>• No Performance Areas rated D or E</li></ul> 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																													
<b>C</b> <b>Acceptable</b>	<ul style="list-style-type: none"><li>• Maximum 2 Performance Areas rated D</li><li>• No Performance Areas rated E</li></ul> 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																													
<b>D</b> <b>Insufficient</b>	<ul style="list-style-type: none"><li>• Maximum 6 Performance Areas rated E</li></ul> 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																													
<b>E</b> <b>Unacceptable</b>	<ul style="list-style-type: none"><li>• Minimum 7 Performance Areas rated E</li></ul> 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																													
<b>Zero Tolerance</b>	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 :	<b>CIXI HANGZHOUWAN CRAFT &amp; WEAVING FACTORY</b>		
DBID number :	<b>335042</b>		
Audit ID :	<b>131087</b>		
Address :	<b>No.16, Xiaomiao Road, Zhoushao Village, Zhouxiang Town, Cixi Ningbo</b>		
Province :	<b>Zhejiang</b>	Country :	<b>China</b>
Management Representative :	<b>Shanshan Yao</b>		
Contact person:	<b>Shanshan YAO</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Accessories</b>	Product group :	<b>Arts, crafts and needlework</b>
Product Type :	<b>hat</b>		

## 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 : 10/08/2019

## 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	A	A

## Executive summary of audit report

1. The facility CIXI HANGZHOUWAN CRAFT & WEAVING FACTORY (慈溪市杭州湾工艺草编厂) started business in 2000 in the place of No.16, Xiaomiao Road, Zhoushao Village, Zhouxiang Town, Cixi, Ningbo, Zhejiang, China (慈溪市周巷镇周邵村小苗街16号). The facility composed of 2 flat buildings and three 2-storey buildings used as production area and warehouse. There was no canteen or dormitory provided in the facility. The facility address in the business license was Zhoushao Village, Zhouxiang Town, Cixi, Ningbo, Zhejiang, China. However the provided address in the booking was No.16, Xiaomiao Road, Zhoushao Village, Zhouxiang Town, Cixi, Ningbo, Zhejiang, China. According to the facility management, both of the address descriptions refer to the same place. 2. Locked areas encountered during the audit were unlocked timely. At the end of the audit, all the findings were accepted by the facility management. 3. All interviewed employees were satisfied with the facility and no negative information was raised. The employees do enjoy working in the facility. They are satisfied with their salary and management system. The facility gives everybody equal opportunity. 4. 11 months' (from August 2017 to June 2018) payroll records and 12 months and 9 days' (August 1, 2017 to August 9, 2018) attendance records were available for review during this audit. 5. The local minimum wage standard set at RMB 1660 per month equivalent to RMB 9.54 per hour before December 1, 2017 and RMB 1800 per month equivalent to RMB 10.34 per hour since December 1, 2017. 6. According to the attendance records provided by the facility:

1) For June 2018 (current month), the average number of hours worked in a week for the 8 selected samples were 51.5 hours per week. Max. Working hours per week were 54 hours (8 out of 8 selected samples).

2) For March 2018 (random month), the average number of hours worked in a week for the 8 selected samples were 54 hours per week. Max. Working hours per week were 54 hours (8 out of 8 selected samples).

3) For September 2017 (random month), the average number of hours worked in a week for the 8 selected samples were 53.5 hours per week. Max. Working hours per week were 54 hours (8 out of 8 selected samples). 7. The peak season was not obvious in the facility. 8. Wages of all employees are calculated based on hourly basis.

Performance area 3: The rights of Freedom of Association and Collective Bargaining Not rated. This is follow up audit. Performance area 4: No Discrimination Not rated. This is follow up audit.

Performance area 8: No Child Labour The facility established a policy that will never employ and use any child labour under the age of 16 years old. The facility verified all employees' original ID cards at the time of recruitment and kept the photocopies of employees' ID cards in the personnel files. No current child labour or historic child labour was detected in this audit. The facility established a remedial policy and procedure to provide for further protection in case children are found to be working in the facility. No deviation was observed in this Performance Area.

Performance area 9: Special protection for young workers Not rated. This is follow up audit.

Performance area 10: No Precarious Employment Not rated. This is follow up audit.

Performance area 11: No Bonded Labour Not rated. This is follow up audit.

Performance area 12: Protection of the Environment Not rated. This is follow up audit.

## Ratings Summary



Auditee's background information			
Auditee's name :	CIXI HANGZHOUWAN CRAFT & WEAVING FACTORY	Legal status :	Ltd Company
Local Name :	慈溪市杭州湾工艺草编厂 (913302827204542973)	Year in which the auditee was founded :	2000
Address :	No.16, Xiaomiao Road, Zhoushao Village, Zhouxiang Town, Cixi	Contact person (please select) :	Shanshan YAO
Province :	Zhejiang	Contact's Email :	rosemary@hzw-hat.cn
City :	Ningbo	Auditee's official language(s) for written communications :	Chinese (Putonghua)
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	None
GPS coordinates :	E 121.145908, N 30.232024	Total turnover (in Euros) :	1000000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Accessories	Of which domestic market % :	0.00
If other, please specify :		Production volume :	70000 pieces per month
Product Group :	Arts, crafts and needlework	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	hat		

Auditee's employment structure at the time of the audit		
Total number of workers :	22	Total number of workers in the production unit to be monitored (if applicable) : 0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	7	15
Temporary workers	0	0
In management positions	2	2
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	1	0
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	7	15
Production based workers	5	13
With shifts at night	0	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

## Finding Report



### Performance Area 1 : Social Management System and Cascade Effect

1- Followup Audit [Audit Id - 131087] Audit Date: 10/08/2018 PA Score: D

Deadline date:15/07/2019

#### GOOD PRACTICES:

None observed

#### AREAS OF IMPROVEMENT:

The facility had pointed one manager to ensure the amfori BSCI program are followed in satisfactory manner. And the amfori BSCI Code of Conduct had been posted on site for employees' knowledge. The facility had established a qualified suppliers list. They required all suppliers to sign a commitment regarding social responsibility. The facility had good overview of the significant business partners and their level of alignment with amfori BSCI Code of conduct. For significant business partners, they conducted on-site assessment to evaluate their performance and the relevant report and corrective action were kept for tracking. But based on satisfactory evidence, the facility partially respects this principle, because:

企业有指定1名管理层来确保amfori BSCI 项目执行情况。现场有张贴amfori BSCI 行为准则，方便员工了解。企业建立了一份合格供应商名单。他们要求所有的供应商签一份社会责任承诺书。企业对主要商业伙伴及其遵守amfori BSCI 行为守则的水平有一个较好的理解。对于主要的供应商，他们会进行现场评估其供应商的表现，并保存相关的报告及整改资料以便跟进。但基于令人满意的证据，企业部分尊重了amfori BSCI 的本条原则，因为：

- 1.1 -** Not corrected. The AMFORI BSCI management system was established but not implemented effectively, such as excessive overtime hours which exceeded the legal requirement, insufficient social insurance participated and etc. It partially respects with amfori BSCI Code of Conduct 1.1.

未改正。企业建立了确保AMFORI BSCI COC有效实施的管理制度，但是不是所有制度都得以有效实施，比如，加班时间超过法规要求，社会保险参保不足等。部分符合amfori BSCI Code of Conduct 1.1

- 1.4 -** Not corrected. The facility did not evaluate its workforce capacity to meet the expectations of deliver order or contracts due to excessive overtime hours which exceeded the legal requirement were happened in some months after the previous months. Through interview, the employees were voluntary to work overtime. It partially respects with amfori BSCI Code of Conduct 1.4.

未改正。企业没有评估其生产能力是否可以满足其生产订单要求，因为在上次审核之后的月份中的由于产能规划不合理，存在大多数月份加班时长超过法律规定的情况。根据员工访谈，员工是自愿加班的。部分尊重amfori BSCI Code of Conduct 1.4

#### Remarks from Auditee:

Full Audit [Audit Id - 105998] Audit Date: 28/08/2017 PA Score: D

Deadline date:28/08/2018

#### Good practices

#### Areas of improvement

The overall observation shows that the auditee partially respects the requirements of this performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. Sales Manager, YAO Shanshan was in charge of implementing BSCI Code of Conduct and integrating the requirement into day-to-day business. Satisfactory evidence has shown that management understood the importance and benefits of having an effective management system and the related procedure is in place. However, insufficient awareness was noted in workforce planning.

整体观察表明，受审核方部分满足这个执行领域的要求。根据BSCI行为准则的指引，该工厂已经成立并公开表示自己的使命、愿景、和目标。业务经理姚珊珊是BSCI执行情况的总负责人，并将BSCI的准则融入到日常的生产经营中。充分的证据显示管理层理解一个有效的管理体系的重要性和好处，并且也建立了相应的程序文件。但是工厂对于劳动力的分配也需加强。

- 1.1 -** The auditee established management system; however it was not effective for some performance areas, such as Workers Involvement and Protection, Occupational Health and Safety and working hour etc.

被审核方已建立社会责任管理体系，但是并未有效执行 如工人的参与和保护，职业健康和安全、工作时间等。

- 1.4 -** The auditee did not effectively evaluate the production capacity, human resource and equipment status against the delivery requirement to avoid the excessive overtime work.

被审核方接受订单时未能根据客户的交货期，及时有效的评估自己的生产能力，人员和设备情况，以避免出现加班超时的情况。

#### Remarks from Auditee



## Performance Area 2 : Workers Involvement and Protection

1- Followup Audit [Audit Id - 131087] Audit Date: 10/08/2018 PA Score: B

Deadline date:15/07/2019

### GOOD PRACTICES:

None observed

### AREAS OF IMPROVEMENT:

The facility established good management practices that involve workers and their representatives in sound information exchange on workplace issues. All employees were aware of their rights and responsibilities. The employee representatives were elected by workers, and the meeting between management and employee representatives was held regularly. The facility established annual training plan to provide training to employees to know their right and responsibility. The training on amfori BSCI Policy and Social Compliance Policy were provided to workers. Workers could report concerns via suggestion box, employee representative, or face to face communication. But based on satisfactory evidence, the facility partially respects this principle because:

企业具备良好的管理规范, 以便参与其中的工人及其代表能就工作场所问题进行信息交流。员工均了解他们的权利和义务。工人已自由推选出员工代表, 管理层与员工代表定期召开沟通会议。企业制定了年度的培训计划, 提供培训让员工了解自己的权利与职责。有关amfori BSCI 行为准则和企业社会责任政策培训已提供给工人。工人可通过意见箱、员工代表, 或者直接向管理层反映意见和要求。基于令人满意的证据, 企业部分尊重了amfori BSCI 的本条原则, 因为:

- 2.2 -** Not fully corrected. Through document review, employee interview and management interview, auditor noted that the facility established the long terms goals to protect workers according to the BSCI Code of Conduct. But the workers or worker representatives did not take part in the process of making the long terms goals. It partially respects amfori BSCI Code of Conduct 2.2  
未完全改正。通过文件审核, 员工访谈和管理人员访谈, 审核员发现企业已经按照BSCI的期望建立保护工人的长期目标, 但是在制定建立保护工人的长期目标过程中, 员工和员工代表并没有参与其中。部分尊重amfori BSCI Code of Conduct 2.2
- 2.4 -** Not corrected. The internal training records on topics like i)BSCI COC training and ii) labor law were not self-explanatory in context to trainers' qualification. It partially respects amfori BSCI Code of Conduct 2.4  
未改正。企业提供的培训记录上没有培训者的资质。部分尊重amfori BSCI Code of Conduct 2.4.

### Remarks from Auditee:

Full Audit [Audit Id - 105998] Audit Date: 28/08/2017 PA Score: C

Deadline date:28/08/2018

### Good practices

### Areas of improvement

The overall observation shows that the auditee partially respects the requirements of this performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. An annual training plan is established, which cover the training needs of all adult workers in rights & responsibilities, health & amp; safety, and workplace rules. It has been noted that the auditee has an effective grievance mechanism consists of using suggestion box, and worker representation. All these processes are documented under procedures; however, gaps have been identified in implementation and record keeping.

整体观察表明, 受审核方部分满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂已经成立并公开表示自己的使命, 愿景, 和目标。工厂设立了详尽的年度培训计划, 设计员工权利义务, 健康安全, 和工作规章。工厂的有效申诉机制包含意见箱和员工代表。所有的这些过程都有书面程序的支持。然而这些程序在实施的过程中存在缺失, 且缺乏记录支持。

- 2.2 -** The auditee did not define long term goals to protect workers according to BSCI Code of Conduct.  
被审核方没有依照BSCI行为准则制定长期目标来保护员工权益。
- 2.4 -** The internal training records on topics like i)BSCI COC training and ii) labor law were not self-explanatory in context to trainers' qualification.  
工厂提供的培训记录上没有培训者的资质。

### Remarks from Auditee

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

1- Followup Audit [Audit Id - 131087] Audit Date: 10/08/2018 PA Score: A

Deadline date:

**GOOD PRACTICES:**

None observed

**AREAS OF IMPROVEMENT:**Not rated. This is follow up audit  
未评定。本次是跟进审核**Remarks from Auditee:**

Full Audit [Audit Id - 105998] Audit Date: 28/08/2017 PA Score: A

Deadline date:

**Good practices****Areas of improvement**

The overall observation shows that the auditee fulfils the requirements of this performance area. No trade union or worker committee was established in the auditee, however procedure was set up entitling employees to join any organization in a democratic way. Satisfactory evidence was shown that worker representative was freely elected and interacting with employees in workplace without interference.

整体观察表明受审核方符合该执行领域的要求。工厂内部没有设立工会和员工代表大会, 但是工厂建立了相关的程序运行员工自由民主地加入任何组织。充分的证据显示员工代表是由员工自由选举出来的, 并且可以自由地在工厂场所和员工沟通交流。

**Remarks from Auditee****Performance Area 4 : No Discrimination**

1- Followup Audit [Audit Id - 131087] Audit Date: 10/08/2018 PA Score: A

Deadline date:

**GOOD PRACTICES:**

None observed

**AREAS OF IMPROVEMENT:**Not rated. This is follow up audit  
未评定。本次是跟进审核**Remarks from Auditee:**

Full Audit [Audit Id - 105998] Audit Date: 28/08/2017 PA Score: A

Deadline date:

**Good practices****Areas of improvement**

The overall observation shows that the auditee fulfils the requirements of this performance area. Satisfactory evidence was observed that employees of older than 16 were all welcomed and employees' promotion was based on their working ability regardless of their age, gender, race etc. For employees promoted or fired, a notice will be posted in the blackboard of the factory. Furthermore, it was noted that no monetary disciplinary was implemented in the factory. A written procedure was established describing reasons for disciplinary measures, such as oral warning, written warning and firing, all of which were in accordance with legal requirement.

总体观察显示被审核方符合该执行区域的要求。充分的证据显示工厂招聘所有满16岁的员工, 员工的升迁不以他们的年龄, 性别和种族为转移。任何员工的升迁或辞退, 都会张贴在公告栏上。另外工厂没有任何罚款措施, 工厂的惩罚措施仅包含口头警告, 书面警告和辞退, 而这几种都符合法律的要求。

**Remarks from Auditee**



**Performance Area 5 : Fair Remuneration**

1- Followup Audit [Audit Id - 131087] Audit Date: 10/08/2018 PA Score: B

Deadline date:15/07/2019

**GOOD PRACTICES:**

None observed

**AREAS OF IMPROVEMENT:**

The facility complies with the government's minimum wage legislation, employees' regular wages were not lower than local minimum wage standard, the facility paid wage in a timely manner, regularly (around 25th each month) and fully in legal tender and the level of wages reflects the skills and education of workers. The facility paid 150%, 200% and 300% of normal rate wages for overtime hours on normal working days, rest days and official public holidays respectively. Furthermore, the facility provided benefits such as sick leave, annual leave, childbearing leave and work-related injury leave, etc. according to local law requirement. Not all employees had participated in 5 types of social insurances. But based on satisfactory evidence, the facility partially respects this principle because:

企业遵循政府的最低工资法规, 支付给员工的工资不低于当地的最低工资, 且按时、定期(在每月25号左右)并以法定货币形式全额支付工资, 工资水平反映出工人的技能和教育水平。企业在平日加班、休息日及法定假日加班分别支付正常工资的1.5倍、2倍、3倍。此外, 企业按法规要求提供福利, 如病假、年假、产假及工伤假等。并不是所有员工均参加了5项社会保险。基于令人满意的证据, 被审核方部分尊重了amfori BSCI的本条原则, 原因是:

**5.4 -** New finding. It was noted that the facility have no idea of evaluation the local living wage, and they have not did any survey or calculating of the local living wage before the audit. Through the document review and employee interview, some employees were paid lower than the local living wages. It partially respects amfori BSCI Code of Conduct 5.4.

新问题。企业没有意识去评估当地的最低生活需求工资, 也没有在审核前完成最低生活需求工资的调查和计算。通过文件查阅和员工访谈得知, 企业部分员工的工资低于当地最低生活需求工资。部分尊重amfori BSCI Code of Conduct 5.4要求。

**5.5 -** Not corrected. Insufficient social insurance participated. Through document review, auditor found that there were total 22 employees, only 6 employees had participated in basic endowment insurance, basic medical insurance, unemployment insurance, maternity insurance and employment injury insurance. Remark: The facility provided commercial incident and medical insurance for 16 employees who did not participate in employment injury insurance. It does not respect amfori BSCI Code of Conduct 5.5, and did not comply with requirement of Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state.

未改正。社会保险参保不足。通过文件审核, 审核员发现企业所有22名员工中, 只有6人参加了养老保险, 医疗保险, 失业保险, 生育保险和工伤保险。备注: 企业为没有参加社保工伤保险的16名员工购买了商业意外伤害和医疗保险。尚未尊重amfori BSCI Code of Conduct 5.5, 且尚未符合《中华人民共和国社会保险法》第十条, 职工应当参加基本养老保险, 由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险, 由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险, 由用人单位缴纳工伤保险费, 职工不缴纳工伤保险费。第四十四条 职工应当参加失业保险, 由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险, 由用人单位按照国家规定缴纳生育保险费, 职工不缴纳生育保险费。

**Remarks from Auditee:**

Full Audit [Audit Id - 105998] Audit Date: 28/08/2017 PA Score: B

Deadline date:28/08/2018

**Good practices**

**Areas of improvement**

The overall observation shows that the auditee partially fulfils the requirements of this performance area. Production workers were paid at hourly rate in cash before the 25th of the following month. According to payroll and attendance records, it was noted that the minimum wages paid to employees was RMB 10.5 per hour, which is above the local requirement of RMB 9.54 per hour. The minimum wage notices was posted on site. Working experience and departments would influence employees' wage. Satisfactory evidence proves that employees were compensated 150% and 200% of their regular wage for overtime work conducted on regular working days and rest days. And no overtime work was conducted on statutory holidays.

总体观察显示被审核方部分符合该执行区域的要求。员工每个月25号以现金的形式发工资。根据工厂的工资和工时记录, 员工最低工资10.5/小时, 高于当地的最低工资标准9.54/小时。最低工资的要求张贴在现场。员工的工资与工作经验有关。充分的证据显示, 员工周末加班获得正常工资的200%, 平时加班为正常工资的150%。没有安排法定假日加班。

**5.5 -** The auditee only provide 6 out of 28 employees with all five types of social insurance. The other employees were not covered by injury insurance. 被审核方仅为28名员工中的6名提供了五种社保。其余员工未参加工伤保险。

**Remarks from Auditee**

## Performance Area 6 : Decent Working Hours

1- Followup Audit [Audit Id - 131087] Audit Date: 10/08/2018 PA Score: D

Deadline date:15/07/2019

### GOOD PRACTICES:

None observed

### AREAS OF IMPROVEMENT:

The facility established the working hours policy and procedure. Through worker interview, all workers worked on voluntary basis. According to the randomly selected 24 samples' records, the regular working hours were 8 hours per day and 40 hours per week; the maximum daily overtime hours were 2 hours, maximum weekly working hours were 54 hours and the maximum monthly overtime hours were 64 hours. The maximum continuous working days were 6 days. But based on satisfactory evidence, the facility partially respects this principle because:

企业有建立工时政策、程序。员工访谈确认，员工加班是自愿的。根据随机抽取的24个样板记录显示，正班工时为每天8小时，每周40小时；日加班时间最多为2小时，每周工作时间最多为54小时，每月加班时间最多为64小时。最多连续工作6天。基于令人满意的证据，企业部分尊重了amfori BSCI 的本条原则，因为：

- 6.2 -** Not corrected. Overtime hours exceeded the legal requirement. Through document review, auditor found that the monthly overtime hours of all 8 randomly selected employees were 62 hours in June 2018 (current month); the monthly overtime hours of all 8 randomly selected employees were 64 hours in March 2018 (random month); the monthly overtime hours of all 8 randomly selected employees were 62 hours in September 2017 (random month). According to the management interview and workers interview, the reason why the monthly overtime hours exceeded the legal overtime limit was because the facility did not arrange the orders well. It does not respect the amfori BSCI Code of Conduct 6.2, and did not comply with the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.

未改正。月加班超时。通过文件审核，审核员发现在抽取的2018年6月份(当前月)的考勤中，所有8名随机抽取的员工的月加班时间为62小时；2018年3月份(随机月)的考勤中，所有8名随机抽取的员工的月加班时间为64小时；2017年9月份(随机月)的考勤中，所有8名随机抽取的员工的月加班时间为62小时。根据管理人员访谈和员工访谈，月加班超时是因为没有合理安排好订单。尚未尊重amfori BSCI Code of Conduct 6.2，且不符合《中华人民共和国劳动法》第41条，用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时；因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。

### Remarks from Auditee:

Full Audit [Audit Id - 105998] Audit Date: 28/08/2017 PA Score: D

Deadline date:28/08/2018

### Good practices

### Areas of improvement

The overall observation shows that the auditee partially fulfils the requirements of this performance area. The factory made a policy of working hours system and controlled working hours. According to the policy and implementation records, workers worked 8 hours (8:00-12:00, 13:30-17:30) per day, 5 days per week. Workers sometimes worked 2 hours on weekday from 18:30 to 20:30; workers sometime worked overtime 8 hours on Saturday; and at least rested on Sunday. The factory used the electric attendance system to record the working hours, the maximum overtime was 84 hours per month. Workers can take a rest during the work time when they felt tired. However, gaps of controlling overtime hours had been identified in implementation:

基于令人满意的证据，被审核方部分尊重BSCI的本条原则。工厂制定了工时政策，依照政策以及工厂实际的执行情况，员工每天上班8小时(8:00-12:00, 13:30-17:30)，每周5天。员工偶尔晚上加班2小时从18:30至20:30，周六有时上班，周日休息。员工最大的月加班为84小时每月。员工在车间如果觉得疲惫，可自由选择休息几分钟。不过，工厂在加班时间的管控方面也有不符合BSCI的地方，如下：

- 6.2 -** Based on 10 sample workers' attendance records, 10 selected from Oct 2016 to Dec 2016, it was noted that the maximum overtime working hours of randomly selected workers were 66 hours in Oct 2016, 76 hours in Nov 2016 and 84 hours in Dec 2016, which exceeded legal overtime limit: 36 hours/month.  
根据抽样，2016年10月最高月加班时间为66小时，2016年11月最高月加班时间为76小时，2016年12月最高月加班时间为84小时，超过法律规定的36小时。

### Remarks from Auditee

## Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 131087] Audit Date: 10/08/2018 PA Score: A

Deadline date:15/07/2019

### GOOD PRACTICES:

None observed

### AREAS OF IMPROVEMENT:

The facility assessed the potential risk on Health and Safety, which might occur in the whole manufacturing process. Accident and emergency procedures were established. Relevant trainings including job skill, the use of chemical and PPE, fire drill, factory rule, and amfori BSCI Policy etc were also provided to employees. Adequate fire equipment was installed at workplace, and checked monthly to ensure the safe working by the competent person. Evacuation exits and routes were free from obstruction and properly installed with exit signs. The facility had carried out twice fire drills in the past 12 months. All related records and images were kept in files for review. Facility was operated in a hygienic, ventilated and lighting working environment. Proper temperature was kept in the production workshop. The production building was suitable for production and permits work in human dignity. Factory well maintained first aid supplies. First aider was available in the factory. The local hospital was around 6 minutes away from facility site by drive. Drinking water was available to workers. No dormitory, canteen or kitchen was available for workers in the facility. But based on satisfactory evidence, the facility partially respects this principle, because:

被审核方对整个生产流程潜在的健康和安全风险进行评估, 并建立事故应急程序。有关工作技能、化学品和个人防护用品使用、消防演习、厂规厂纪、amfori BSCI政策之培训提供给所有工人。在生产现场配备足够的消防器材, 并每月定期进行检查和维护。逃生出口和线路保持畅通, 并正确安装安全出口标示。在过去12个月内, 工厂执行2次消防演习, 相关记录和照片保存并提供审核。工厂保持卫生、通风, 及足够的照明工作环境。生产车间温度适宜。生产建筑适用于生产并尊重人权。工厂急救用品维持良好, 并配置急救员。距离当地医院约6分钟车程。工厂提供饮用水给工人。工厂不提供宿舍和食堂给工人。但基于令人满意的证据, 被审核方部分尊重了amfori BSCI的本条原则, 因为

- 7.1 - 1. Corrected. Through document review and employee interview, auditor found that the facility had identified and collected the regulations on occupational health and safety relevant for its operations and communicated the same to its workforce. The training records about regulations on occupational health and safety relevant for its operations were also provided for review.

New finding: No training records / certificate of safety production knowledge and management skill for the principal in charge and persons for the management of work safety in the facility. During document review, auditor found that the facility could not provide the training records / certificate of safety production knowledge and management skill of the principal in charge and persons for the management of work safety for review. It partially respects the amfori BSCI Code of Conduct 7.1, and does not comply with the Law of the PRC on Work Safety Article 24, The principal in charge and persons for the management of work safety in production and business entities have to have the knowledge about work safety and the competence for the management, which are commensurate with the production and business activities of these entities. The principal in charge and persons for the management of work safety in production and business entities that produce, trade or store hazardous articles, and mines, metal smelting, building construction, and road transport shall only be appointed to the posts after they pass the examinations in their knowledge about work safety and their competence in the management conducted by the competent departments for work safety supervision and administration. No fees shall be charged for taking such examinations. Entities that produce or store hazardous articles, and mines, metal smelting shall have certified safety engineer to work on the management of work safety.

1. 已改正。企业已经根据其生产要求识别和收集相关法律要求, 并且与员工进行了沟通。企业已经提供了员工相关健康安全等方面的法律法规知识培训。

新问题: 企业主要负责人和安全生产管理人员未取得安全生产知识和管理能力培训记录/证书。在文件审核时, 企业无法提供该企业主要负责人和安全生产管理人员的安全生产知识和管理能力培训记录/证书供审阅。部分尊重amfori BSCI Code of Conduct 7.1, 且不符合《中华人民共和国安全生产法》第24条, 生产经营单位的主要负责人和安全生产管理人员必须具备与本单位所从事的生产经营活动相应的安全生产知识和管理能力。危险物品的生产、经营、储存单位以及矿山、金属冶炼、建筑施工、道路运输单位的主要负责人和安全生产管理人员, 应当由主管的负有安全生产监督管理职责的部门对其安全生产知识和管理能力考核合格。考核不得收费。危险物品的生产、储存单位以及矿山、金属冶炼单位应当有注册安全工程师从事安全生产管理工作。

- 7.2 - Corrected. Through document review, auditor found that there were total 22 employees, only 6 employees had participated in basic endowment insurance, basic medical insurance, unemployment insurance, maternity insurance and employment injury insurance. Besides the facility provided commercial incident and medical insurance for 16 employees who did not participate in employment injury insurance.

已改正。通过文件审核, 审核员发现企业所有22名员工中, 只有6人参加了养老保险, 医疗保险, 失业保险, 生育保险和工伤保险。此外企业为没有参加社保工伤保险的16名员工购买了商业意外伤害和医疗保险。

- 7.3 - Not corrected. The facility had not taken into account 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. It partially respects the amfori BSCI Code of Conduct 7.3.

未改正。企业风险评估没有考虑到残疾人, 遗传病, 年老员工。部分尊重amfori BSCI Code of Conduct 7.3

- 7.4 - Corrected. Through document review and employee interview, auditor found that the worker representatives had participated in the EHS committee

已改正。通过文件查阅和员工访谈发现企业员工代表已经加入了健康安全委员会。

- 7.5 - Not corrected. It was noted that the internal training records on topics like i) Use of PPE and ii) Machine operation were not self-explanatory in context to trainers' qualification. It partially respects the amfori BSCI Code of Conduct 7.5.

未改正。审核发现企业的EHS培训记录没有包含培训讲师资质。部分尊重amfori BSCI Code of Conduct 7.5

- 7.6 - Not corrected. The facility had not yet assessed the PPE usage requirement among workers and PPE distribute records were not yet to be maintained effectively. It partially respects the amfori BSCI Code of Conduct 7.6

未改正。企业没有评估PPE的使用, 也未保存PPE的发放记录。部分尊重amfori BSCI Code of Conduct 7.6

- 7.8 - Not corrected. The facility did not post the accident procedures in workshops for workers and first-aid responder. It partially respects the amfori BSCI Code of Conduct 7.8.

未改正。审核发现企业没有在车间张贴紧急事故预案供相关员工和急救人员了解。部分尊重amfori BSCI Code of Conduct 7.8

- 7.11 - New finding. No construction safety certificate was provided for some buildings. During facility tour, auditor found that there were 2 flat buildings and three 2-storey buildings used as production areas and warehouses. However, the facility could not provide the certificate or report of acceptance checks for completion of one flat building and two 2-storey buildings to review. It partially respects with amfori BSCI Code of Conduct 7.11, and does not comply with requirement of PRC Construction Law Article 61, a construction project handed over for acceptance checks for completion must conform to the prescribed construction project quality standards, be provided with complete project technical and economic data and signed project warranty, and be provided with other qualified conditions for completion as prescribed by the state. A construction project may only be handed over for use upon passing the acceptance checks for completion; no construction project shall be handed over for use without

going through the acceptance checks for completion or passing the acceptance checks for completion.  
新问题。企业没有提供部分建筑的竣工验收报告供审阅。在现场观察时, 审核员发现企业使用2栋平房建筑和3栋2层建筑用作生产和仓库。然而, 企业无法提供其中1栋平房建筑和2栋2层建筑的建筑工程竣工验收报告。部分尊重amfori BSCI Code of Conduct 7.11, 且未尊重《中华人民共和国建筑法》第六十一条, 交付竣工验收的建筑工程, 必须符合规定的建筑工程质量标准, 有完整的工程技术经济资料和经签署的工程保修书, 并具备国家规定的其他竣工条件。建筑工程竣工验收合格后, 方可交付使用; 未经验收或者验收不合格的, 不得交付使用。

**7.21 -** Remark: No kitchen or canteen was provided by the facility.  
备注: 企业无员工食堂。

**7.22 -** New finding. No basic supplies, such as toilet paper and soap, were available in the toilets. It partially respects AMFORI BSCI Code of Conduct 7.22.  
新问题。审核发现车间卫生间没有提供基本备品如厕纸, 肥皂。部分尊重amfori BSCI Code of Conduct 7.22。

**7.23 -** Remark: No transportation was provided by the facility.  
备注: 企业未给员工提供交通。

**Remarks from Auditee:**

Full Audit [Audit Id - 105998] Audit Date: 28/08/2017 PA Score: B

Deadline date: 28/08/2018

Good practices

Areas of improvement

The overall observation shows that the auditee partially respects the requirements of this performance area. The auditee has set and publicly stated their health and safety objectives referring to the BSCI Code of Conduct. Furthermore, the auditee has ensured health and safety on site via detailed procedures and trainings on fire safety, emergency, and use of personal protective equipment, chemical storage and usage. Satisfactory evidence has shown that inspection firefighting equipment was conducted on a monthly basis. All these processes are documented under procedures; however, gaps have been identified in implementation.

整体观察表明, 受审核方部分满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂已经成立并公开表示自己的健康安全的目标。此外, 工厂建立了详细的健康安全程序以及关于消防, 紧急情况, 劳保用品使用以及化学品储存使用方面的培训机制。充分的证据显示工厂定期进行消防器材的检验。所有的这些过程都有书面程序的支持。然而这些程序在实施的过程中存在缺失。

**7.1 -** The auditee was not yet to identify the regulations on occupational health and safety relevant for its operations and communicate the same to its workforce.  
被审核方没有根据其生产要求识别相关法律要求, 并且与员工沟通。

**7.2 -** The auditee only provide 6 out of 28 employees with all five types of social insurance. The other employees were not covered by injury insurance.  
被审核方仅为28名员工中的6名提供了五种社保。其余员工未参加工伤保险。

**7.3 -** The auditee had not taken into account 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.  
工厂风险评估没有考虑到残疾人, 遗传病, 年老员工。

**7.4 -** The auditee had not formed the EHS committee, which should including the workers representatives.  
审核发现工厂没有成立包含员工代表的健康安全委员会。

**7.5 -** It was noted that the internal training records on topics like i) Use of PPE and ii) Machine operation were not self-explanatory in context to trainers' qualification, hours.  
审核发现工厂的EHS培训记录没有包含培训所需时间和讲师资质

**7.6 -** The auditee had not yet assessed the PPE usage requirement among workers and PPE distribute records were not yet to be maintained effectively.  
被审核方没有评估PPE的使用, 也未保存PPE的发放记录。

**7.8 -** The auditee did not post the accident procedures in workshops for workers and first-aid responder.  
审核发现工厂没有在车间张贴紧急事故预案供相关员工和急救人员了解。

Remarks from Auditee

<b>Performance Area 8 : No Child Labour</b>	
1- Followup Audit [Audit Id - 131087] Audit Date: 10/08/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None observed	
<b>AREAS OF IMPROVEMENT:</b> None observed 未发现不符合项	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 105998] Audit Date: 28/08/2017 PA Score: A	
Deadline date:	
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee fully fulfils the requirements of the performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. Satisfactory evidence has shown that the auditee established a policy that will never employ and use any child labor under the age of 16 years old. Furthermore, the auditee also established adequate and remedial policies and procedures to provide for further protection in case children are found to be working. Trainings on this issue is included in the training scheme and were periodically provided to HR staffs and all other relevant employees. All workers' original ID cards at the time of recruitment will be verified and the photocopies of workers' ID cards will be kept in the personnel files, which will be also periodically reviewed. Based on factory tour and personnel profiles review, no child labor was found.</p> <p>整体观察表明, 受审核方满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂已经成立并公开表示自己的使命、愿景和目标。充分的证据表明被审核方制定了程序禁止招聘年龄在16岁以下的员工。同时, 被审核方也制定了相关的童工补救相关的程序。被审核方提供的培训记录也显示定期向相关员工提供了培训。根据被审核方提供的人事档案和员工访谈, 被审核方在员工招聘的过程中严格审查了员工的身分证明文件并将该文件的复印件保存在了人事档案中。通过查看员工的人事档案, 审核员没有发现童工。</p>	
<u>Remarks from Auditee</u>	
<b>Performance Area 9 : Special protection for young workers</b>	
1- Followup Audit [Audit Id - 131087] Audit Date: 10/08/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None observed	
<b>AREAS OF IMPROVEMENT:</b> Not rated. This is follow up audit 未评判。本次是跟进审核	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 105998] Audit Date: 28/08/2017 PA Score: A	
Deadline date:	
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee fulfilled the requirements of the performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. The auditee has ensured protective measures are taken to protect the hired juvenile workers from harm via detailed procedures and trainings. Satisfactory evidence has shown that the auditee provide trainings to relevant management staffs to ensure that juvenile workers (16 years old to 18 years old) not to work overtime, work at night and work at the operating posts which do harm to their health. And the auditee did not hire employees under the age of 18 years old.</p> <p>整体观察表明, 受审核方满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂成立并公开表示自己的使命、远景和目标。被审核方制定了程序表明需对已雇佣的未成年工(介于16到18岁间)进行及时的相关保护措施, 充分的证据显示被审核方为相关管理人员提供了培训来确保未成年工(介于16到18岁间)不加班, 不在晚上上班, 不在对其身体健康产生负面影响的工作岗位上上班。受审核方没有招聘18岁以下的员工。</p>	
<u>Remarks from Auditee</u>	



Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 131087] Audit Date: 10/08/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None observed	
<b>AREAS OF IMPROVEMENT:</b> Not rated. This is follow up audit 未评判。本次是跟进审核	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 105998] Audit Date: 28/08/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>  The overall observation shows that the auditee fulfils the requirements of the performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. Satisfactory evidence has shown that the auditee provides workers with understandable information before entering into employment. Labor contracts are signed in local language and a copy is provided to employee, which was confirmed through the employee interview and document review. 整体观察表明, 受审核方满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂已经成立并公开表示自己的使命, 愿景, 和目标。充分的证据显示工厂雇佣员工前给其提供了充分的信息。提供员工面谈确认到工厂与员工签订了劳动合同, 并且给员工一份副本。	
<u>Remarks from Auditee</u>	
Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 131087] Audit Date: 10/08/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None observed	
<b>AREAS OF IMPROVEMENT:</b> Not rated. This is follow up audit 未评判。本次是跟进审核	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 105998] Audit Date: 28/08/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>  The overall observation shows that the auditee fulfils the requirements of the performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. Satisfactory evidence has shown that disciplinary measures include oral warning, written warning, demerit recording and dismissal. No corporal punishment, mental or physical coercion or verbal abuse are adopted. Furthermore, disciplinary procedures are in understandable written form and delivered to employees periodically by trainings. 整体观察表明, 受审核方满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂已经成立并公开表示自己的使命, 愿景, 和目标。充分的证据显示工厂惩罚措施只包含口头警告, 书面警告, 记过和开除。工厂没有任何体罚, 精神或身体胁迫或谩骂的情况发生。另外, 工厂就奖惩条例定期给员工提供培训。	
<u>Remarks from Auditee</u>	

Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 131087] Audit Date: 10/08/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None observed	
<b>AREAS OF IMPROVEMENT:</b> Not rated. This is follow up audit 未评判。本次是跟进审核	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 105998] Audit Date: 28/08/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
Based on the satisfactory evidences, the main auditee respect this principle. 基于令人满意的证据,被审核方尊重BSCI的本条原则	
<u>Remarks from Auditee</u>	
Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 131087] Audit Date: 10/08/2018 PA Score: A	Deadline date:15/07/2019
<b>GOOD PRACTICES:</b> None observed	
<b>AREAS OF IMPROVEMENT:</b> The facility provided the complete and accurate information during this audit and the established procedure about corruption, bribery, falsified information or misrepresentation, fraud, embezzlement were provided for review. The auditee actively opposes any act of corruption, extortion or embezzlement, or in any form of bribery in its activities as a business enterprise. But based on satisfactory evidence, the facility partially respects this principle, because: 企业在本次审核中提供了完整准确的信息。所有已建立的商业道德的程序文件都提供于审核了。企业积极反对在其企业活动中出现的任何贪污、勒索或挪用行为,或任何贿赂形式。但基于令人满意的证据,企业部分尊重了BSCI 的本条原则,因为: <b>13.4 -</b> Not corrected  The facility had not yet developed mechanism or system to collect and use personal information with reasonable care. It does not respect amfori BSCI Code of Conduct 13.4.  未改正  企业没有有效的程序或机制来保护个人隐私。部分尊重amfori BSCI Code of Conduct 13.4.	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 105998] Audit Date: 28/08/2017 PA Score: B	Deadline date:28/08/2018
<u>Good practices</u>	
<u>Areas of improvement</u>	
Based on the satisfactory evidences, the main auditee partially respect this principle. Because: 基于令人满意的证据,被审核方部分尊重BSCI的本条原则,原因是: <b>13.4 -</b> The auditee had not yet developed mechanism or system to collect and use personal information with reasonable care. 被审核方没有有效的程序或机制来保护个人隐私。	
<u>Remarks from Auditee</u>	



## Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	10/08/2018	131087	D	B	A	A	B	D	A	A	A	A	A	A	A	C
Full Audit	28/08/2017	105998	D	C	A	A	B	D	B	A	A	A	A	A	B	C

**Producer Photos**



External photo(s) of the production unit(s)  
Facility name.JPG



Photo of fire safety equipment  
Fire hydrant and fire extinguisher.JPG



Photo of the inside of the main production hall  
Sewing workshop.JPG



External photo(s) of the production unit(s)  
Facility overview.JPG



Photo of fire safety equipment  
Fire hydrant testing.JPG



Photo of the inside of the main production hall  
Attendance machine.JPG



Photo first aid facilities  
First aid kit.JPG

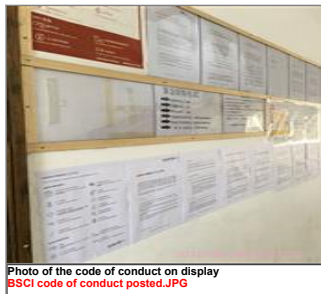


Photo of the code of conduct on display  
BSCI code of conduct posted.JPG



Photo of the inside of the main production hall  
Drinking water.JPG



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



Photo of the inside of the main production hall  
Cutting workshop.JPG



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



Photo of fire safety equipment  
Evacuation map.JPG



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



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



Photo of fire safety equipment  
Evacuation route.JPG



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



Photo of the personal protection equipments (if applicable)  
Cut resistant glove for employee working in cutting workshop.JPG



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



Photo of the inside of the main production hall  
Moulding workshop.JPG



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



Photo of fire safety equipment  
Fire alarm testing.JPG



Photo of the inside of the main production hall  
Packing workshop.JPG



Photo of the sanitary facilities  
Toilet.JPG



Photo of fire safety equipment  
Fire alarm.JPG