
Auditee :	JIANGYIN YOULITE INTELLIGENT HOUSEWARE CO.,LTD
Audit Date From :	24/07/2018
Audit Date To :	25/07/2018
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Mist Zhou(Lead)
Auditing Branch (if applicable) :	TUV Rheinland China



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
Access www.bsciplatform.org, for entitled users only.

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent.

This is an extract of the amfori BSCI Audit Report, which is available in the amfori BSCI Platform. © amfori, 2018 - The English version is the legally binding One.

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 :	JIANGYIN YOULITE INTELLIGENT HOUSEWARE CO.,LTD		
DBID number :	27812		
Audit ID :	129646		
Address :	188 Yuedong Road, Yuecheng Town Jiangyin		
Province :	Jiangsu	Country :	China
Management Representative :	Ms. Shasha Dai / Sales Manager		
Contact person:	Shasha Dai	Sector :	Non-Food
Industry Type :	Accessories	Product group :	other accessories (please specify)
Product Type :	Clothes rack		

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 type="checkbox"/> Fully-Announced <input type="checkbox"/> Fully-Unannounced <input checked="" 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 :	25/07/2019

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	A	A	A	C	D	A	A	A	A	A	A	A

Executive summary of audit report

This was a semi-announced follow-up audit for JIANGYIN YOULITE INTELLIGENT HOUSEWARE CO.,LTD (江阴友利特智能家居有限公司) which was located at 188 Yuedong Road, Yuecheng Town, , Jiangyin City, Jiangsu Province, China (江苏省江阴市月城镇月东路188号). Factory was established and operated here from 2017. Factory rented the buildings from landlord. It was consisted of one 5-storey partially 6-storey office building, one 6-storey production building and one 1-storey building used as workshops and canteen. The total lease building area was 15,000 square meters. The facility specialized in the manufacture of clothes rack. According to the management interview, workers' wage lists and production records, factory did not have obvious peak and off seasons. Production activities mainly contained pipe making, spraying, injection molding, assembling, inspection and packing. All the workers were employed directly by administration department. There was no young workers, child labor, dispatched workers, casual workers used in factory. There was no subcontractor used by factory. Management was in good cooperation with audit team, they attended opening and close meeting on time, led auditor to take onsite observation, also, they agreed all the findings and signed in onsite CAP.

Remarks: 1.Jiangyin Shengda Construction Material Co., Ltd. (江阴盛大建材有限公司) owned the land and all the buildings mentioned in first paragraph. However, landlord did not have any business in its boundary. Auditee rented the whole land and buildings from landlord. Auditee's management, employees and production lines were all independent.

2.In previous audit, auditor wrote one 5-storey building used as office, through factory tour and management interview, this building was completed construction in Nov. 2015 and it was 5-storey partially 6-storey in fact. It never changed its structure after 2015.

3.In previous audit, the product name was cloth floor airer. Ms. Shasha Dai / Sales Manager confirmed to use clothes rack as products' description because they used latter one to take business with clients for many years. These two products' descriptions were same meaning in Chinese and with different English callings.

4.Factory changed its payment method from cash to bank transferring from 30 September 2017.

5.The closing meeting was held on 12:00 25 July 2018 which was agreed by management.

6.There was no dormitory inside factory.

7.Auditee owned another business license named: JIANGYIN YOULITE HOUSEWARE CO.,LTD (江阴友利特家居用品有限公司) which business license's number was 320281000464564. It established from 2014. JIANGYIN YOULITE INTELLIGENT HOUSEWARE CO.,LTD (江阴友利特智能家居有限公司) and JIANGYIN YOULITE HOUSEWARE CO.,LTD (江阴友利特家居用品有限公司) had same employees, management, production lines and production buildings.

Ratings Summary



Auditee's background information			
Auditee's name :	JIANGYIN YOULITE INTELLIGENT HOUSEWARE CO.,LTD	Legal status :	Ltd company
Local Name :	江阴友利特智能家居有限公司 (91320281MA1NNG4D0Q)	Year in which the auditee was founded :	2017
Address :	188 Yuedong Road, Yuecheng Town	Contact person (please select) :	Shasha Dai
Province :	Jiangsu	Contact's Email :	trade@youlite.com
City :	Jiangyin	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	www.youlite.cn
GPS coordinates :	N:31°48'34"; E:120°14'31"	Total turnover (in Euros) :	15000000.00
Sector :	Non-Food	Of which exports % :	60.00
Industry :	Accessories	Of which domestic market % :	40.00
If other, please specify :		Production volume :	200,000 Sets / Month
Product Group :	other accessories (please specify)	Production cost calculation :	Yes
If other, please specify :	Clothes rack	Lost time injury calculation cost :	Yes
Product Type :	Clothes rack		

Auditee's employment structure at the time of the audit		
Total number of workers :	293	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	0	0
Temporary workers	114	179
In management positions	13	1
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	33	66
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	114	179
Production based workers	0	0
With shifts at night	9	10
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 - 129646] Audit Date: 24/07/2018 PA Score: D

Deadline date:01/01/2019

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Factory had appointed one senior manager Ms. Shasha Dai / Sales Manager to make sure amfori BSCI values and principles were followed in a satisfactory manner. Also, factory established management system to implement amfori BSCI COC and all the workers were trained on amfori BSCI COC. Purchase department selected factory's significant business partners not only by evaluating their prices and quality, but also their social responsibility's performances. Management communicated amfori BSCI COC and TOI to them. Five persons organized as an internal audit group, internal audit was conducted on 05 March 2018. However, non-compliance was still found in this PA.

工厂指定了一位高级管理者销售经理戴莎莎女士来确保amfori BSCI的价值和原则以符合要求的方式来执行。并且，工厂建立了管理体系来实施amfori BSCI行为准则，所有员工的参加了amfori BSCI行为准则的培训。采购部门挑选工厂的重要商业伙伴不仅根据评估它们的报价和质量，也根据这些商业伙伴的社会责任表现。管理层传达了amfori BSCI的行为守则和供应商实施条款给重要的商业伙伴。五名员工组成了内审小组，于2018年3月5号实施了内审。但是，仍有不符合项发现。

- 1.1 -** The factory had set up some management procedures to implement amfori BSCI Code of Conduct, such as allow workers to freedom association, no discrimination to workers, etc. However, not all of the policies were properly implemented. Factory had systematic deficiency in working hours. Management established the procedure in working time control and management, but there was no specific person assigned to implement it. Management did not provide training on working time to workers, also, they did not make a plan to supervise workers overtime. amfori BSCI management representative did not check the situation of overtime's control. Workers were not told the responsibilities they should take among amfori BSCI. At last, management did not identify this non-compliance in its internal audit.

工厂建立了一些确保amfori BSCI行为守则有效实施的管理程序，诸如允许员工自由结社、不歧视员工等。然而，不是所有的政策都完整的实施。工厂在工作时间上有系统性的缺失。管理层建立了工作时间管控的程序文件，但是没有一个专员被任命来实施它。管理层没有给员工提供工作时间的培训，并且，他们没有制定一个方案来监督员工的加班时间。amfori BSCI管理者代表没有检查加班控制的情况。员工没有被告知他们在amfori BSCI中应尽的职责。最后，管理层没有在工厂的内审中发现这个不符合项。

- 1.4 -** Factory established procedure on capacity evaluation. However, management did not carry out and implement capacity evaluation carefully, they implemented capacity evaluation without consider workers' overtime situation which caused all the production workers' monthly overtime exceeded 36 hours from August 2017 to July 2018, except February 2018, it was Chinese spring festival.

工厂建立了产能评估的程序文件。然而，管理层没有认真的贯彻实施产能评估，他们实施产能评估时没有考虑员工加班情况，导致所有的生产员工月加班时间在2017年8月至2018年7月均超过36小时，除了2018年2月份，这是中国的春节。

Remarks from Auditee:

Agreed

Full Audit [Audit Id - 107559] Audit Date: 04/09/2017 PA Score: D

Deadline date:06/12/2017

Good practices

None

Areas of improvement

The facility had established the management system, including BSCI COC management policies and procedures. A senior manager also had been appointed to follow the BSCI values and principles well. The relevant documents were reviewed in this audit. Based on satisfactory evidence, the main auditee partially respects this principle because:

企业建立了管理系统，制定了BSCI方针、程序以及政策。高级管理人员也已经被任命来进行BSCI行为准则的监督。管理体系的执行也能做到基本满意。但是企业并没有完全尊重BSCI的本条原则。

- 1.1 -** Through document review, management interview and facility tour, the facility had set up management system to compliance with the BSCI Code of Conduct, but some policies were improperly implemented, and did not monitor the management system accurately.
企业已经建立了社会责任管理体系以符合BSCI行为准则，但部分制度没有执行到位，并且对其社会责任体系执行情况监管不到位。

- 1.4 -** Through document review, management interview and facility tour, it was noted that the facility had set up production capacity procedure but did not assessed production capacity, and it was failed to limit the overtime working hours not exceed the local law requirement.
企业没有进行产能评估，而实际上的加班时间仍然超过了法律规定。

Remarks from Auditee

Agree with auditor, would correct it as soon as possible.

Performance Area 2 : Workers Involvement and Protection

1- Followup Audit [Audit Id - 129646] Audit Date: 24/07/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Factory held the meeting that workers and their representatives could exchange their suggestion with management on workplace issues. Also, factory posted amfori BSCI Code of Conduct and Terms of Implementation publicly. Factory had defined long term goals according to amfori BSCI COC to protect workers, such as environment protection, no bonded labor. Workers and workers' representatives involved in defining these goals. Workers could raise their complaints through both real name and anonymous channels. According to the grievance record, there was no complaint in the last year. And factory had grievance mechanism not only faced in internal part but also external part. 2.1 Fully correction. Management enhanced the frequencies of trainings on amfori BSCI COC, they provided trainings to workers every two months. The recent was conducted on 11 June 2018. Through workers' interview, all the interviewed workers were aware of amfori BSCI COC's basic requirement. 工厂举办会议, 让员工与员工代表就工作场所的情况和管理层进行意见交换。并且, 工厂有公开张贴amfori BSCI的行为准则和生产商实施条款。工厂定义了根据amfori BSCI行为守则来保护员工的长期目标, 例如环境保护、不强迫劳动。员工和员工代表参加制定了这些目标。员工可以通过实名或匿名的渠道递交投诉。根据投诉记录, 在过去一年内无申诉记录。并且, 工厂制定了面向内部和外部的申诉机制。2.1 完全改善。管理层加强了amfori BSCI行为守则的培训频率, 他们每2个月提供一次培训给员工。最近的一次实施于2018年6月11日。通过员工访谈发现, 所有被访谈的员工都了解amfori BSCI行为守则的基本要求。

Remarks from Auditee:

Full Audit [Audit Id - 107559] Audit Date: 04/09/2017 PA Score: B

Deadline date:06/12/2017

Good practices

None

Areas of improvement

The facility had established the system that involve workers on exchange their opinions on workplace. BSCI COC was posted in the facility. The procedure was reviewed in this audit and the worker representatives were selected by the workers. The facility had established effective the long-terms goals to protect workers in line with the aspiration of the BSCI Code of conduct. Base on satisfactory evidence, the main auditee partially respects this principle because:

企业已经建立了员工参与的制度。企业已经张贴了BSCI的行为准则。员工代表由员工自行选出。企业已按照BSCI的期望明确了保护工人的长期目标, 且企业并没有完全尊重BSCI的本条原则。

2.1 - Through document review, management interview and workers interview, it was noted that the communication records about requirements of social responsibility between the management and workers were provided by the facility, however, the workers did not know the requirements of social responsibility or the BSCI Code.

企业已经提供管理层跟员工之间的关于社会责任的沟通记录, 但是访谈中发现员工不了解社会责任和BSCI的要求。

Remarks from Auditee

Agree with auditor, would correct it as soon as possible.

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

1- Followup Audit [Audit Id - 129646] Audit Date: 24/07/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Not rated.
不评价。

Remarks from Auditee:

Full Audit [Audit Id - 107559] Audit Date: 04/09/2017 PA Score: A

Deadline date:

Good practices

None

Areas of improvement

No Labor union was established in the facility, but worker representative was also selected by workers themselves. The selection records were provided for review. The workers also claimed that they could express their opinions to their supervisor or worker representative directly. The suggestion box was also used by the workers. According to the Grievance Mechanism established by the facility, while it was compliant from the worker, they would collect the information from the worker confidentiality, investigate and feedback to the compliant work or published to all workers after the process complete.

企业没有成立工会, 但员工自行选出了员工代表。员工表示他们可以直接向主管或员工代表反映问题, 也可以使用意见箱。根据企业建立的申诉制度, 在收到员工投诉的情况下, 负责人会在保密的情况下向申诉员工收集意见, 在调查后反馈给投诉的员工或公示给全厂员工。

Remarks from Auditee

Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 129646] Audit Date: 24/07/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Not rated. 不评价。	
Remarks from Auditee:	
Full Audit [Audit Id - 107559] Audit Date: 04/09/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>Through interview and document review, the facility had established the policy and procedure to avoid discrimination in the workplace. According to the management and workers, the workers are hired directly by the management, no matter their race, native place, gender and etc. Their wages are paid on the same level when they worked at the same position. And they also have the promotion chance or increasing salary chance based on operational skills.</p> <p>企业已经建立了针对反对歧视的政策。管理人员及员工表示, 员工都是直接由管理人员进行招聘, 不会因他们的种族、籍贯、性别等产生歧视。员工都有晋升或加薪的机会, 而这些机会都是基于他们的工作能力和技能。</p>	
<u>Remarks from Auditee</u>	

Performance Area 5 : Fair Remuneration

1- Followup Audit [Audit Id - 129646] Audit Date: 24/07/2018 PA Score: C

Deadline date:23/10/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Payroll records from August 2017 to May 2018 were reviewed. The minimum wage paid to the sampled employees was RMB 11.49 per hour, which was higher than legal minimum wage RMB 1,890 per month / RMB 10.86 per hour since 1 July, 2017. Overtime on normal working days, rest days and statutory holidays was paid at 150%, 200% and 300% of normal wage. No overtime hours were noted on statutory holidays. In previous audit, there was no cleaner, however, factory recruited one cleaner and the payment was RMB 11.49 per hour, the production workers' minimum payment was still RMB 12.07 per hour same as previous year. First date to the end of month was counted as a wage calculation cycle, and the corresponding wage was paid by bank transfer on 30th of next month. In Employee handbook, paid annual leave, statutory holiday, sick leave, marriage leave, maternity leave and funeral leave were defined and implemented accordingly. However, non-compliance was still found in this PA.

企业提供了2017年8月至2018年5月的工资记录供审核。所抽取样本中, 企业支付给员工的最低工资是11.49元/小时, 高于当地自2017年7月1日起1890元/月, 相当于10.86元/小时的最低工资标准。工作日加班可获得1.5倍加班费, 休息日加班可获得2倍加班费, 法定节假日可获得3倍加班费。法定节假日无加班。在上次审核中, 没有清洁工。然而, 工厂在2018年1月招募了一名清洁工, 工资是11.49元/小时, 生产员工的最低工资仍然是12.07元/小时, 和去年相同。工资计算周期是每月1日至月末, 工资在下个月30日用银行转账发放。企业在员工手册中规定了带薪年假、法定假日、病假、婚假、产假以及丧假, 并按照规定实施。但仍有不符合项发现。

- 5.4 -** It was noted that management still not do any calculation of local living wage and they did not collect data of living wage from workers. Management said they still not make a proper plan to do this job.

审核发现管理层仍然没有对当地最低生活需求工资进行计算, 他们也没有从员工处收集生活工资的数据。管理层说他们仍然没有制定一个合适的方案来做这件事情。

- 5.5 -** According to management interview, workers' interview and social insurances receipts from August 2017 to June 2018, still not all of workers were provided with social insurances in factory, but the social insurances participation proportion was increased from 72% to 75%. There were totally 293 workers in factory and there were 22 re-employed worker after retirement among them and there was no newcomer. Except of these 22 workers, it was noted that 68 of the rest 271 workers were not provided with pension insurance, medical insurance, unemployment insurance, maternity insurance and industrial injury insurance in factory. All these workers were regular workers, they did not want to pay for individual part of social insurances. Management allowed workers to take part in social insurances as their wishes. Nobody bought new rural cooperative medical system or new rural social pension insurance in factory. Management provided training on social insurances to all the workers every semi year. (Reference law: Social Insurance Law of the People's Republic of China, Article 72,73)

根据管理层访谈, 员工访谈和2017年8月至2018年6月的社保收据, 工厂仍然不是所有的员工被提供了社会保险, 但是社保参保比例由72%增加到了75%。工厂共有293名员工, 其中有22名退休返聘员工, 工厂没有新进员工。除了这22名员工之外, 发现工厂剩余的271名员工中有68名员工未被提供养老保险、医疗保险、失业保险、生育保险和工伤保险。所有的这些员工都是正式员工, 他们不想支付社会保险的个人部分。管理层允许员工按照自己的意愿参加社会保险。工厂里没有员工购买了新农合或新农保。管理层每半年提供一次社保的培训给所有的员工。参考法律法规:《中华人民共和国社会保险法》第72,73条

Remarks from Auditee:

Agreed

Full Audit [Audit Id - 107559] Audit Date: 04/09/2017 PA Score: B

Deadline date:06/12/2017

Good practices

None

Areas of improvement

The minimum wage paid to the workers were RMB12.07 per hour, which were higher than the local wage standard RMB 1890 per month/RMB 10.86 per hour. All workers' wage were calculation on hourly rate and overtime working were also be paid on 150% and 200% of normal rate for the extension on the working days and rest days respectively. Currently, no overtime working on statutory holidays. The policies related benefit were also established, such as annual leave, sick leave, maternity leave and etc. The management and workers stated the annual leave were scheduled around the Spring Festival, and they could enjoyed the leave and received the wage on these days. And other leaves also can be requested. Base on satisfactory evidence, the main auditee partially respects this principle because:

企业支付的最低工资是每小时12.07元, 高于当地最低工资标准每月1890元/每小时10.86元。员工工资的计算方式是计件制。而在平时加班或周末加班的情况下, 企业也会支付正常工资的150%或200%作为加班工资。目前企业没有在法定假日安排加班。企业也建立了福利制度, 包括年休假、病假、产假等。管理人员和员工表示年休假安排都是在过年期间, 员工可以休息并且可以获得相应工资。但是企业并没有完全尊重BSCI的本条原则。

- 5.4 -** Through management interview and document review, it was noted that the facility did not do any survey or calculating of the local living wage before the audit.
企业没有对当地最低生活需求工资进行核算。

- 5.5 -** Through management interview and document review, it was noted that in July 2017, 220 out of 304 workers had participated in retirement insurance, medical insurance, unemployment insurance, maternity insurance and work-related injury insurance; and the facility provided other employees with commercial injury insurances. In accordance with PRC Labor Law article 72 & article 73
在2017年7月, 企业的304名员工中220名员工参加了养老保险, 医疗保险和失业保险, 工伤保险和生育保险, 企业给其他员工提供了商业意外保险。

Remarks from Auditee

Agree with auditor, would correct it as soon as possible.

Performance Area 6 : Decent Working Hours

1- Followup Audit [Audit Id - 129646] Audit Date: 24/07/2018 PA Score: D

Deadline date:23/11/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Fingerprint attendance system was used to record the time in/out. The facility defined from Monday to Sunday as a week. Normal working hour is 8 hours per day and 5 days per week. All the workers except security guards, cooks and injection molding workers had one shift, the time was 08:00-11:00, 12:30-17:30, they sometimes had 2 hours overtime in weekdays and they always took overtime on Saturdays. Cooks had one shift too but the time was 09:00-13:00, 14:00-18:00. Security guards and injection molding workers had three shifts, the time was 07:00-15:00, 15:00-23:00, 23:00-07:00. Attendance records from 01 August 2017 to audit date were reviewed, attendance record in August 2017 was also reviewed because payroll in August 2017 was in the scope of this audit. 12 samples from December 2017, March 2018, May 2018 were selected respectively. Maximum 2 hours overtime per day, 16 hours overtime per week, 70 hours overtime per month and longest consecutive working days were six days. Also, according to attendance record of current month, it was found 2 hours maximum overtime working on weekday, 38 hours overtime from 01 July 2018 to 24 July 2018. During the workers' interview, workers confirmed that they worked overtime voluntarily. However, non-compliance was still found in this PA.

企业用指纹考勤系统记录员工的上下班时间。工厂定义周一至周五为一个星期。正常工作时间是5天8小时一周,除了保安、厨工和注塑员工之外的所有的员工都有一个班次。工作时间为08:00-11:00,12:30-17:30。他们在工作日经常会有2小时的加班,他们总是在周六进行加班。厨工也有一个班次,但是时间是09:00-13:00,14:00-18:00。保安和注塑员工有3个班次,时间为07:00-15:00,15:00-23:00,23:00-07:00。企业提供了从2017年8月1日至审核当天的考勤记录供审核,2017年8月的考勤记录也被审阅了是因为2017年8月的工资表也在这次的审核范围之内。在2017年12月,2018年3月和2018年5月分别抽取了12个样本。其中最大日加班时间2小时,最大周加班16小时,最大月加班70小时,最长连续工作6天。另外,根据审核当月的考勤记录,发现最大工作日加班时间为2小时,从2018年7月1日到2018年7月24日加班时间为38小时。员工访谈表示,加班均是他们自愿。但仍有不符合项发现。

- 6.2 -** Factory did not have an effective overtime management control system. It was noted that all the production workers' monthly overtime exceed 36 hours from August 2017 to July 2018, except February 2018, it was Chinese spring festival. Management established the procedure on working time control and management, however, they said quantity of received orders were not stable, they did not dare to recruit lots of workers in one time, besides, factory was recruiting workers all the time, but they did not recruit expected quantity workers. At last, HR department said factory did not have a system to alert workers whose monthly overtime exceed 36 hours or would exceed 36 hours. Workers were glad to take overtime for making money. We selected December 2017, March 2018, May 2018 as samples and found: 1) the monthly overtime 12 out of 12 random selected workers worked 62 hours in December 2017; 2) the monthly overtime 12 out of 12 random selected workers worked 64 hours in March 2018; 3) the monthly overtime 12 out of 12 random selected workers worked 70 hours in May 2018; Reference law: PRC Labour Law article 41 Remark: Workers maximum monthly overtime from 01 July 2018 to 24 July 2018 was 38 hours.

工厂没有一个有效的加班管控系统。审核发现,所有生产员工的月加班时间在2017年8月份到2018年7月份均超过36小时,除了2018年2月份这是中国的春节。管理层建立了工作时间的管控程序,但是没有在生产中执行。管理层说接到的订单数量不稳定,不敢一次性招募大量的员工,另外,工厂一直在进行招募,但是并没有招募到预期数量的员工。最后,人事部门说它们没有一个系统来预警月加班时间超过36小时或将要超过36小时的员工。员工说他们愿意加班多挣钱。我们选取了2017年12月,2018年3月,2018年5月作为样本,发现:1)随机抽取12名员工中有12名,在2017年12月,月加班为62小时;2)随机抽取12名员工中有12名,在2018年3月,月加班为64小时;3)随机抽取12名员工中有12名,在2018年5月,月加班为70小时;参考法律法规:《中华人民共和国劳动法》第41条 备注:员工2018年7月1日至24日最大月加班时间为38小时。

Remarks from Auditee:

Agreed

Full Audit [Audit Id - 107559] Audit Date: 04/09/2017 PA Score: D

Deadline date:06/12/2017

Good practices

None

Areas of improvement

The facility had established the policy of the working time. According to the document review and interview, the workers worked no more than 40 hours per week for the regular working time, but the workers worked more than 36 hours per month in the latest 12 months except February which was covered the Chinese New Year. The sample workers' maximum over time hours was 2 hour a weekday, 8 hours a rest day, 0 hours a holiday, 14 hours a week and 58 hours a month in the testing months. The longest consecutively working days was 6 days in the testing periods. Though most sample workers' monthly overtime hours were over the legal limited 36 hours per month, from the holistic approach, it did not impact other performance areas. No one looks tired in the working time, no worker injured due to the overtime working during the last 12 months, no forced labor was noted, all the overtime hours were voluntary, no subcontractor or home worker noted. Base on satisfactory evidence, the facility partially respects this principle, because:

企业建立了工时制度。在文件查阅和员工访谈中发现,企业员工每周正常工作时间是40小时,没有连续工作超过7天,但在过去12个月中加班时间都超过了法律规定的36小时(除了有中国春节覆盖到的2月份),所选员工的每天最大加班时间是2小时,周末最大加班8小时,节假日不加班,每周最大加班14小时,每月最大加班58小时。尽管大部分选择样本员工的月加班时间都超过了法律规定的36小时,但从整体来看,其他受审核部分没有受到影响。在工作时间内没有人看上去很疲惫,也没有人因为加班发生工伤事故,并且所有的加班都是员工自愿的,没有强迫劳工,也没有发现分包工和家庭工。但基于满意的证据,企业没有完全尊重BSCI的本条原则。

- 6.2 -** Through management interview, worker interview and document review, the overtime woking hours were exceed the local law requirement. It was noted that: 1) The monthly overtime working hours of 10 employees randomly selected were 58 hours in July 2017 (current month); 2) The monthly overtime working hours of all 8 employees randomly selected were 56 hours in April 2017 (random month); 3) The monthly overtime working hours of all 7 employees randomly selected were 56 hours in Dec. 2016 (random month); In accordance with the PRC Labour Law article 41 企业的月加班时间超过了法律要求。审核发现:1)在2017年7月(当前月),随机选取的10人月加班时间达到58小时;2)在2017年4月(随机月),随机选取的8人月加班时间达到56小时;3)在2016年12月(随机月),随机选取的7人月加班时间达到56小时。

Remarks from Auditee

Agree with auditor, would correct it as soon as possible.

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 129646] Audit Date: 24/07/2018 PA Score: A

Deadline date:23/12/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Factory had established health and safety management procedure. Management provided training on health and safety to all the workers. Also, factory identified the laws & regulations on health and safety and took risk assessment on it. Evacuation plans were posted at each floor in a conspicuous position, workers could easily understood them. Emergency lights and exit signs were installed properly, factory installed sufficient fire hydrants and fire extinguishers throughout the workshops. Fire alarms were installed in each workshop. All the fire equipments were inspected every month. Factory provided work-related injury records sheet and work-related injury research report for review. There were five qualified first aiders in factory. Fire drills were conducted twice per year, the latest fire drill was conducted on 12 January 2018. Drinkable water could be easily access to in workshops. Test report of drinkable water was obtained by factory. There was one electrician for electrical maintenance and safety inspection. Each workshop had first aid kit with sufficient medicines and medical equipment. Ventilation, temperature and lighting in the production workshops were appropriate. Factory had special equipments such as travel cranes and elevators, there were qualified persons in charge of them. Workers took meals in canteen for free, factory provided cooks' health certificates and food business license for review. Factory provided in-service occupational health examinations to all the needed workers. Chemicals were stored with anti-leakage device. 7.3 This finding should be moved to 7.1. 7.7 Fully correction. All the chemicals in chemical warehouse were stored with anti-leakage devices provided by management. And management cleaned the devices regularly. 7.9 Fully correction. Management posted occupation hazard notification cards on spraying workshop, welding workshop, injection molding workshop and polishing workshop. Workers said the notification cards were posted from January 2018 and they knew the contents of them. 7.17 Partially correction. Management installed locks for all the travel cranes' hooks in factory. Through factory tour, workers used the locks in travel cranes skillfully. Management always supervised workers to use them. Remark: The facility did not provide transportation or dormitory for employees, so 7.23 and 7.24 were rated N/A. However, non-compliance was still found in this PA.

工厂建立了健康安全的管理程序。管理层提供健康安全的培训给所有的员工。并且，工厂识别出了安全健康的法律法规并且实施了风险评估。疏散图张贴在生产场所每一层的显眼位置，员工可以轻易的理解它们。工厂正确的安装了应急灯与安全出口标识，在车间里的所有区域都配备了足够的消防栓和灭火器。消防警铃在每个车间也安装了。所有的消防设备每个月都被检查。工厂提供了过去一年的工伤记录以及工伤调查报告。工厂有5名有资质的急救员。消防演习每2年实施一次，最近的消防演习在2018年1月12日实施。饮用水可以轻易的在车间里获取。工厂取得了饮用水检测报告。工厂有一个电工负责电气维修和安全检验。每一个车间都有配备足够药品和医疗设备的急救箱。生产车间里的通风设备，温度和照明都很适宜。工厂有特种设备如行车和电梯，有资质的人员负责它们。员工在食堂免费吃午餐，工厂提供了厨工的健康证和食品经营许可证供审阅。工厂提供了岗中的职业病体检给所有需要的员工。化学品存放时有防渗漏装置。7.3的问题移到了7.1。7.7 完全改善。化学品仓库里所有的化学品存放都被管理层提供了防渗漏装置。管理层定期清理这个装置。7.9 完全改善。管理层在注塑车间、电焊车间、注塑车间和抛光车间张贴了职业病危害告知卡。员工说告知卡从2018年1月开始张贴，他们理解上面的内容。7.17 部分改善。管理层为工厂内所有行车的钩子都安装了锁扣。通过现场走访，员工熟练的使用行车锁扣。管理层常常监督员工使用锁扣。备注：工厂未提供交通和宿舍给员工，所以7.23和7.24被选为不适用。但仍有不符合项发现。

- 7.1 - 1. During the period from September 2017 to July 2018, there were 16 new comers (4 pipe making workers, 4 spraying workers, 8 injection molding workers) and 6 workers left factory (3 pipe making workers, 1 spraying workers, 2 injection molding workers). Management still not provide pre-service and off-service occupational health examinations for these workers who contacted with noise, dust and chemicals. Management said they conducted in-service occupational health examinations to workers annually, so they thought the pre-service and off-service occupational health examinations were not a compulsive requirements. (Laws and Regulations: Occupation Disease Prevention Law of P.R.C, Article 35) 2. Factory provided test report for indoors noise in metal processing (pipe making) workshop which was issued on 10 March 2018, but the noise standard was still overproof, management said it was very hard to take physical noise reduction on every production machines, also, factory did not have budget to update the machines which meet the noise standard requirement in recently. (Laws and Regulations: Provisions Occupation Disease Prevention Law of P.R.C, Article 26)
1. 在2017年9月至2018年7月之间，一共有16名新入职员工（4名制管员工、4名注塑员工、8名注塑员工）和6名员工离开工厂（3名制管员工、1名注塑员工、2名注塑员工）。管理层仍然没有提供上岗前和离岗时的职业健康体检给这些接触噪音、粉尘、化学品的员工。管理层说他们每年为员工实施岗中职业健康体检，所以他们认为上岗前和离岗职业健康体检不是一个强制性的要求。（参考法律法规：《中华人民共和国职业病防治法》第35条）2. 工厂提供了金属加工（制管）车间的室内噪音监测报告，发布于2018年3月10日，但是噪音仍然超标，管理层说很难对每一台生产设备使用物理降噪，并且工厂没有预算在近期更新达到噪声要求的设备。（参考法律法规：《中华人民共和国职业病防治法》第26条）
- 7.2 - According to management interview, workers' interview and social insurances receipts from August 2017 to June 2018, it was noted that 90 of 293 workers were not provided with industrial injury insurance in factory. Also, factory did not provide commercial accident insurance to these workers in this period, management said they provided commercial accident insurance before but it was out of expiry. (Reference law: Social Insurance Law of the People's Republic of China, Article 33)
- 根据管理层访谈，员工访谈和2017年8月至2018年6月的社保收据，工厂293名员工中有90名员工未被提供工伤保险。并且，工厂没有在这段时间内给这些员工提供商业意外保险。管理层说他们曾经给员工提供了商业意外保险，但是已经过期了。参考法律法规：《中华人民共和国社会保险法》第33条
- 7.6 - 1. It was noted that the factory still provided normal cotton masks instead of dust proof masks to welding and polishing workers in pipe making workshop, workers could not distinguish the difference between them, management did not pay attention on it. (Laws and Regulations: PRC Work Protective Equipment Outfit Standard, Article 8) 2. It was noted that workers who was transporting heavy cargos were still not wearing the steel-toed safety shoes, management confirmed that they did not buy the safety shoes for workers, workers said they were always careful and they were not hurt by cargos. (Laws and Regulations: Work Safety Law of the People's Republic of China, Article 42)
1. 审核发现工厂仍然没有给制管车间里电焊和打磨的员工提供防尘口罩，工厂提供的是普通棉纱口罩。员工不能区分它们之间的区别，管理层没有重视这个问题。（参考法律法规：《劳动防护用品配备标准》第8条）2. 评估中发现搬运重物的员工仍然没有穿钢头劳保鞋，管理层确认他们没有为员工购买过劳保鞋，员工说他们通常很小心，没有被货物砸伤过。（参考法律法规：《中华人民共和国安全生产法》第42条）
- 7.11 - 1. It was noted that the facility didn't obtain the Fire Safety Inspection Certificate of one 5-storey partially 6-storey office building (1800 square meters), one 6-storey production building (11000 square meters) and one -storey production building (13000 square meters) for review. (Laws and Regulations: Fire Prevention Law of the P.R.C, Article 13) 2. It was noted that the facility didn't obtain the Building Construction Inspection Certificate of one 5-storey partially 6-storey office building (1800 square meters), one 6-storey production building (11000 square meters) and one -storey production building (13000 square meters) for review. (Laws and Regulations: Construction Law of the P.R.C, Article 61) Remark: These buildings mentioned above were all completed construction after 2008.
1. 评估中发现企业不能提供一栋5层局部6层1800平方米办公楼和一栋6层11000平方米生产楼和一栋1层13000平方米生产楼的消防验收报告。（参考法律法规：《中华人民共和国消防法》第13条）2. 评估中发现企业不能提供一栋5层局部6层1800平方米办公楼和一栋6层11000平方米生产楼和一栋1层13000平方米生产楼的竣工验收报告。（参考法律法规：《中华人民共和国建筑法》第61条）备注：以上提及的建筑均于2008年之后完成竣工。
- 7.17 - 1. It was noted that there were 10 drilling machines in pipe making workshop, 2 out of them were still not installed with belt encasements for belt pulley, management said the encasements were missing and they could not but the new ones from manufacturer because manufacturer did not

<p>sell belt encasements individually. (Laws and Regulations: General rules of design on health and safety of production facility (GB5083-1999), Article 6.1.2) 2.It was noted that three bottles of argon gas cylinders found in pipe making workshop were not fixed, there were 1.5 meters high and very heavy, could fall down and hurt workers' bodies.</p> <p>1.评估中发现制管车间有10台钻孔机, 其中的2台仍然没有为皮带轮安装防护罩, 管理层说防护罩丢失了, 他们无法从生产厂家购买新的防护罩, 因为生产厂家不单独售卖皮带防护罩。(参考法律法规:《生产设备安全卫生设计总则》(GB5083-1999)第6.1.2条) 2.评估中发现制管车间使用的氩气气瓶没有固定, 它们有1.5米高并且很重, 会被碰倒砸伤员工的身体。</p>	
<p>Remarks from Auditee: Agreed</p>	
<p>Full Audit [Audit Id - 107559] Audit Date: 04/09/2017 PA Score: B Deadline date:06/12/2017</p>	
<p><u>Good practices</u></p>	
<p>None</p>	
<p><u>Areas of improvement</u></p>	
<p>The entire workplace was clean and tidy. Drinking water was provided free for workers. Fire extinguishers, safety exits and emergency lights were installed properly in the facility.And sampled fire facilities were tested OK. All routes and stairway were clean in the facility. Through employee interview, the facility had conducted twice fire safety drills for employees in last 12 months. And trainings of facility rule were conducted for employees by the facility management. All randomly selected employees knew how to use the fire equipments and where to go when fire was happen. The transportation buses and dormitory was not provided to employees. Base on satisfactory evidence, the main auditee partially respects this principle because: 企业整个生产区域都比较干净和整洁。提供了免费的饮用水。消防设施已经安装, 抽样测试合格, 全部通道也是通畅的。企业也进行了每年2次的消防演习, 并且企业的规章制度也已经向员工进行了培训, 员工都表示他们清楚如何使用灭火器和火灾发生时的处理措施。企业没有提供公共班车和宿舍给员工。而企业并没有完全尊重BSCI的本条原则。</p>	
7.1 -	Based on document review, workers interview and factory management confirm, the factory could not provide the occupational health examination report of all workers exposed to occupational disease hazards. The factory only provided 29 workers with on duty occupational health examination. And no pre job and off-the-job health examination was conducted. In accordance with PRC Occupational Disease Prevention Law article 36 工厂无法提供所有涉及职业危害岗位的员工的职业病健康体检报告。工厂给29名员工提供了岗中的职业病体检。工厂未提供岗前和离岗时的职业健康体检给员工。
7.3 -	Through document review, facility tour and factory management interview, it was noted that the noise level of metal process workshop was over 85dB, but the factory did not take engineering action to improve the situation. In accordance with Provisions on the Supervision and Administration of Occupational Health at Work Sites Article 20 企业金属加工车间的噪音值超标, 但是未进行工程改善以降低噪音。
7.6 -	During facility tour, management interview and workers interview, it was noted that facility did not provide dust proof mask to welding and polishing workers, the factory only provided normal cotton mask to them. In accordance with PRC Work Protective Equipment Outfit Standard item 8. Based on site observation, no safety shoes were provided to all the workers who were carrying or transporting heavy products. In accordance with Production Safety Law of the People's Republic of China Article 42 发现企业没有给电焊和打磨员工提供合适的防尘口罩, 提供的只是普通的棉纱口罩。工厂没有提供安全鞋给所有提拿或搬运重物的员工。
7.7 -	Based on site observation, there was no 2nd container was provided in the chemical warehouse. In accordance with Regulation for Safety of Hazardous Chemical, Article 20. 企业化学品仓库无二次容器。
7.9 -	During facility tour, management interview, the factory didn't post occupation hazard notification card on sprary powder workshop, welding and polish workshop. In accordance with Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, Article 24 在喷粉, 打磨, 电焊车间没有张贴职业危害告知卡。
7.11 -	Based on facility management interview, document review, there was no Building Structure Safety Certificate or Record and no Fire Safety Certificates/Building Fire Safety Register Certificate for all factory buildings. In accordance with PRC Construction Law Article 61 (Effective from March 1, 1998)and in accordance with PRC Fire Prevention Law article 11. 企业没有提供厂房的竣工验收报告(备案表)/消防验收报告(备案表)。
7.17 -	Based on site observation and facility management confirm, there was no belt protection of two drill machines and no lock of the travel cranes/load hook. In accordance with PRC Safety Manufacturing Law article 33 企业2台钻孔机都没有皮带保护罩, 行车的吊钩没有锁扣。
<p>Remarks from Auditee Agree with auditor, would correct it as soon as possible.</p>	

Performance Area 8 : No Child Labour	
1- Followup Audit [Audit Id - 129646] Audit Date: 24/07/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Not rated. 不评价。	
Remarks from Auditee:	
Full Audit [Audit Id - 107559] Audit Date: 04/09/2017 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> The facility had established the hiring procedure, which showed how to avoid hiring child labor. The workers claimed that they know the one who younger than 16 years were not hired in this facility. The youngest worker in the facility was 21 years old. 企业已经建立了招聘制度其中明确了如何避免招录童工。而员工表示他们知道企业不会招聘16岁以下的员工。年龄最小的员工是21岁。	
<u>Remarks from Auditee</u>	
Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 129646] Audit Date: 24/07/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Not rated. 不评价。	
Remarks from Auditee:	
Full Audit [Audit Id - 107559] Audit Date: 04/09/2017 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> The facility had established the procedure of young worker protection, through there was no young worker in the facility. The youngest worker was 21 years old. Therefore, 9.4, 9.5 and 9.6 were rated as N/A. 企业已经建立了未成年工的保护制度。目前企业最年轻的员工是21岁。目前没有一个未成年工被雇用, 因此, 9.4, 9.5和9.6被评为N/A。	
<u>Remarks from Auditee</u>	

Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 129646] Audit Date: 24/07/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Not rated. 不评价。	
Remarks from Auditee:	
Full Audit [Audit Id - 107559] Audit Date: 04/09/2017 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> There were no seasonal workers, apprenticeships, subcontractors and temporary workers were employed. Through interview and document review, the facility had signed labor contract with all workers who came to the facility in the first day, and the length were two years. One copy of the labor contract was also provided to workers. The wage were also paid regularly to workers. 企业没有使用季节工、学徒、分包工、临时工等，所有招聘的人员企业都与他们签订了劳动合同，合同期限是2年。并且员工也能够获得一份劳动合同副本。	
<u>Remarks from Auditee</u>	
Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 129646] Audit Date: 24/07/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Not rated. 不评价。	
Remarks from Auditee:	
Full Audit [Audit Id - 107559] Audit Date: 04/09/2017 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> The facility had established the disciplinary procedure for all workers. There were no fine policy in the facility, instead of oral warning, written warning and dismissal base on the violation level. The workers claimed that the management was kind to them, and there were no any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour. 企业已经建立了惩戒制度，其中没有罚款制度，而是以口头警告、书面惩罚或解雇的方式来作为惩戒方式。员工表示管理人员对他们都比较和善，没有任何奴役或非自愿的情况发生。	
<u>Remarks from Auditee</u>	

Performance Area 12 : Protection of the Environment

1- Followup Audit [Audit Id - 129646] Audit Date: 24/07/2018 PA Score: A

Deadline date:23/09/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Factory obtained Environmental impact assessment report and EIA approval. All the production wastes including chemical wastes were transmitted to qualified collector. Factory had energy saving management procedure and recorded monthly consumption of water and electricity. Wastewater generated from workshops were treated by factory and discharged to local sewage treatment plant. Factory provided wastewater treatment agreement with sewage treatment plant for review. Cooling water generated from injection molding workshop was recycling. Domestic sewage was emitted into its pipe network. NC in 12.3 should be moved in 12.1. 12.1 Partially correction. Management obtained Environmental impact assessment report in November 2017 and EIA approval on 15 January 2018. However, environmental protection acceptance check report for completed construction project was registered and waiting for local environmental protection bureau's inspection. However, non-compliance was still found in this PA.

工厂取得了环境影响评估报告和环境影响评估报告批复。所有的生产废料包括化学品废物都转交给了有资质的回收者。工厂有能源节约管理程序文件，并记录了每个月水电的使用量。车间产生的工业废水被工厂自行处理，然后排入当地污水处理站。工厂提供了和污水处理站的处理协议。注塑车间的冷却水是循环使用的。生活污水都排放入污水管网。12.3的不符合项应该移动至12.1. 12.1 部分改善。工厂在2017年11月份取得了环境影响评估报告并在2018年1月15日取得了环境影响评估报告批复。然而，建设项目环境保护竣工验收报告已经注册了，在等待当地环保局的检查。但是，仍有不符合项发现。

- 12.1 -** The factory obtained obtain environmental impact assessment approval on 15 January 2018 and they applied for the environmental protection acceptance checking for their completed construction project, but they were still waiting for the inspection. (Laws and Regulations: Measures for Administration of Environmental Protection Acceptance Check upon Completion of Construction Project, Article 17)
工厂在2018年1月15日取得了环境影响评估的批复，它们申请了建设项目竣工环境保护验收，但是仍然在等待检查。（参考法律法规：《建设项目竣工环境保护验收管理办法》第十七条）

Remarks from Auditee:

Agreed

Full Audit [Audit Id - 107559] Audit Date: 04/09/2017 PA Score: B

Deadline date:06/12/2017

Good practices

None

Areas of improvement

The facility had not maintained complete enviromental documents. Base on satisfactory evidence, the main auditee partially respects this principle because:

企业没有保留完整的环保文件。而企业并没有完全尊重BSCI的本条原则。

- 12.3 -** Through document review and management interview, it was noted that the facility could not provide Environmental Impact Report, relevant Approval or Environmental Construction Project Acceptance Checks for the newly built project for review. In accordance with PRC Environmental Impact Assessment Law article 17, article 22 and PRC Measures for Administration of Environmental Protection Acceptance Check upon Completion of Construction Project article 17
企业不能提供建设项目的环评，批复以及环保竣工验收报告供审核。

Remarks from Auditee

Agree with auditor, would correct it as soon as possbile.

Performance Area 13 : Ethical Business Behaviour

1- Followup Audit [Audit Id - 129646] Audit Date: 24/07/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Not rated.

不评价。

Remarks from Auditee:

Full Audit [Audit Id - 107559] Audit Date: 04/09/2017 PA Score: A

Deadline date:

Good practices

None

Areas of improvement

The facility had established procedure of Ethical behavior. The training related the ethical behavior was also arraned for management staffs.And conducted Ethical behavior Assessment.

企业已经建立了商业道德管理程序，并且也向管理层员工进行了商业道德的有关培训。执行了商业道德的风险评估。

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	24/07/2018	129646	D	A	A	A	C	D	A	A	A	A	A	A	A	C
Full Audit	04/09/2017	107559	D	B	A	A	B	D	B	A	A	A	A	B	A	C

Producer Photos



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



Photo of non-conformity
NC 7.17 Gas cylinders were not fixed.JPG



Photo of the inside of the main production hall
Electric control panel.JPG



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



Photo of non-conformity
NC 7.17 No pulley guards for drilling machines.JPG



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



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



Photo of non-conformity
NC 7.6 Worker did not wear dust proof mask.JPG



Photo of the inside of the main production hall
Injection molding workshop.JPG



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



Photo of non-conformity
NC 7.6 Worker did not wear safety shoes.JPG



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



Photo first aid facilities
First aid kit.JPG



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



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



Photo of fire safety equipment
Escape route.JPG



Photo of the canteen (if applicable)
Kitchen room.JPG



Photo of the inside of the main production hall
Pipe making workshop.JPG



Photo of fire safety equipment
Evacuation plan.JPG



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



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



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



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



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



Photo of fire safety equipment
Fire alarm.JPG



Photo of the inside of the main production hall
Correction 12.1 EIA approval.JPG



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



Photo of fire safety equipment
Fire extinguishers.JPG

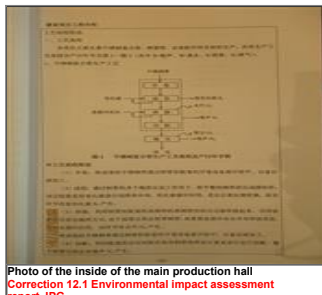


Photo of the inside of the main production hall
Correction 12.1 Environmental impact assessment
report.JPG



Photo of the inside of the main production hall
Warning signs posted.JPG



Photo of fire safety equipment
Fire hydrant testing.JPG



Photo of the inside of the main production hall
Correction 2.1 Workers were trained on amfori BSCI.JPG



Photo of the inside of the main production hall
Worker used attendance machine.JPG



Photo of fire safety equipment
Fire hydrant.JPG



Photo of the inside of the main production hall
Correction 7.17 Lock installed in travel cranes hook.JPG



Photo of the sanitary facilities
Drinkable water equipment.JPG



Photo of chemical storage room (if applicable)
Eye washer.JPG



Photo of the inside of the main production hall
Correction 7.7 Chemicals with second container.JPG



Photo of the sanitary facilities
Toilet.JPG



Photo of non-conformity
NC 7.1 Noise standard was overproof.JPG



Photo of the inside of the main production hall
Correction 7.9 Occupational hazard notification cards
posted onsite.JPG