
Auditee :	Shijiazhuang Beijiren Electric Appliance Co., Ltd.
Audit Date From :	26/07/2018
Audit Date To :	27/07/2018
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV SUD
Auditor's Name(s) :	Michael Gao(Lead)
Auditing Branch (if applicable) :	TUV SUD China



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
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Rating Definitions



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

Main Auditee Information



Name of producer :	Shijiazhuang Beijiren Electric Appliance Co., Ltd.		
DBID number :	370944		
Audit ID :	129904		
Address :	SanHePu Xinle		
Province :	Hebei	Country :	China
Management Representative :	Ms. Wang Haihua / Foreign Trading Manager		
Contact person:	Lili Chen	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Home appliances
Product Type :	Electric blanket and electric warming pad		

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 : 27/07/2019	

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	B	D	B	A	A	A	A	B	B

Executive summary of audit report

[Location and size]:
The factory started their operation from April 25, 2001, the business license number: 91130184741549471D, the valid period was from April 25, 2001 - April 25, 2021, the factory address was SanHePu, Xinle City, Hebei Province, China. The area was about 12,000 square meters.

[Structure of facility]:
Within the premises, the audited factory used one 3-storey building as office, workshops and warehouses, one 3-storey building as workshops and warehouses. No canteen or dormitory was provided to workers.
The main products were electric blanket and electric warming pad.
The production processes included incoming materials inspection, wiring, cutting, sewing, gluing and packing.

[Employee analysis]:
Currently 96 employees are working in the company. Among them 74 are production employees and 22 are non-production employees. Out of 96 employees, 6 are males and 90 are females. All employees are permanent employees. 0 employee is migrant employee from other provinces in China.

[Summary of working hour]:
The factory used electronic attendance machine to record workers' working time.
The factory provided the attendance records from September 1, 2017 to the audit date, and 11 sampled employees' attendance records of March 2018, April 2018 and May 2018 were reviewed. All employees worked for 5 days (from Monday to Friday) in a week. Management and office staff worked in one working shift: 8:00-12:00; 13:30-17:30, other employees worked in one working shift: 7:30-12:00; 13:30-17:00. Peak seasons in the factory were January to March and June to August, other months were non-peak seasons. In peak seasons, 2 hours overtime was arranged on working days and 5 times per week, 10 hours overtime was arranged on Saturday regularly. In non-peak seasons, no overtime was arranged on working days and 8 hours overtime was arranged on Saturday regularly. No overtime on Sundays or statutory holidays.
The maximum working time was 10 hours (8 hours regular time + 2 hours overtime) per day, 60 hours (40 hours regular time + 20 hours overtime) per week.
The maximum weekly overtime hours were 20 hours, the maximum monthly overtime hours were 94 hours.

[Summary of compensation]:
The factory provided payroll records from September 2017 to May 2018, and 11 sampled employees' payroll records of March 2018, April 2018 and May 2018 were reviewed, wages were issued on the 30th of following month by cash. The lowest basic wage paid to employees was RMB1,690 per month, which was higher than local legal minimum wage standards: RMB1,480 per month since July 1, 2016. The overtime was paid as 150% and 200% of normal rate for the overtime on weekdays and Saturday respectively. No deduction and withholding were made from wages.

[Summary of interview]:
Worker interviews were conducted by individually and in group.
Randomly selected 11 employees, no complaint was raised.

[Special scene during on site observed]:
There were 6 buildings in the audited location and all the buildings belonged to Shijiazhuang Beijiren Electric Appliance Co Ltd, 3 buildings were rented to Shijiazhuang Cijia Business Trading Co Ltd, 1 building was rented to Xinle Yuexin Non-Woven Fabric Factory, the lease contracts and business licenses were provided, so this audit only covered the areas used by Shijiazhuang Beijiren Electric Appliance Co Ltd.

Ratings Summary



Auditee's background information			
Auditee's name :	Shijiazhuang Beijiren Electric Appliance Co., Ltd.	Legal status :	Ltd company
Local Name :	石家庄市北极人电器有限公司 (91130184741549471D)	Year in which the auditee was founded :	2001
Address :	SanHePu	Contact person (please select) :	Lili Chen
Province :	Hebei	Contact's Email :	lily@beijiren.com.cn
City :	Xinle	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	English
Country :	China	Website of auditee (if applicable) :	None
GPS coordinates :	N38°23'27", E114°46'27"	Total turnover (in Euros) :	5000000.00
Sector :	Non-Food	Of which exports % :	80.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	20.00
If other, please specify :		Production volume :	105,000 pieces per month
Product Group :	Home appliances	Production cost calculation :	No
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Electric blanket and electric warming pad		

Auditee's employment structure at the time of the audit			
Total number of workers :	96	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	6	90	
Temporary workers	0	0	
In management positions	3	5	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	6	90	
Production based workers	0	0	
With shifts at night	0	0	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

1- Followup Audit [Audit Id - 129904] Audit Date: 26/07/2018 PA Score: D

Deadline date:31/12/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee did not fulfill the requirement of this performance area. The factory had established social compliance management system and social compliance policy, conducted system internal audit and management review in February 2018. The factory had established BSCI management manual, a series of management procedures, signed and stamped BSCI letter of commitment, appointed Ms. Wang Haihua / Foreign Trading Manager as social compliance management representative. The signed BSCI COC, TOI, social compliance letter of commitment and annual social compliance assessment records of significant business partners were provided for audit. No subcontractor or home worker was used by the factory. However, gaps had been identified in the performance area.

总体观察显示被审核方不符合该执行领域的要求。工厂已经建立了社会责任管理体系和社会责任方针，在2018年2月进行了体系内审和管理评审。工厂已经建立了BSCI管理手册，一系列的管理程序，在BSCI承诺书上签字并盖章，任命王海桦/外贸经理作为社会责任管理者代表。重要合作伙伴签署的BSCI COC、TOI、社会责任承诺书和年度社会责任评估记录都有提供给审核员查看。工厂没有使用分包商或家庭工。但是，在该执行领域仍然存在差距。

- 1.1 - The factory had established social compliance management system and social compliance policy, conducted system internal audit and management review, but the system was not fully implemented and issues were observed in some performance areas, such as PA2, PA5, PA6, etc.

工厂已经建立了社会责任管理体系和社会责任方针，进行了体系内审和管理评审，但是该体系尚未完全执行，在一些执行领域发现了问题，比如PA2、PA5、PA6等。

- 1.4 - The factory did not calculate its delivery time and organize its workforce capacity properly, which led workers' monthly overtime hours exceeded local legal requirement in some months.

工厂未能合理计算其交货期和组织其劳动力容量，导致在一些月份员工的月加班时间超过当地法律要求。

Remarks from Auditee:

Full Audit [Audit Id - 105474] Audit Date: 03/08/2017 PA Score: D

Deadline date:31/05/2018

Good practices

None

Areas of improvement

The overall observation showed that the auditee partially fulfilled the BSCI requirement of this performance area. During the audit it was noted that the factory had established social compliance policy and procedures based on BSCI standards. The system is implemented generally in the factory and its main business partners which were identified based on the procedures. The factory has nominated one senior manager, who had general understanding of social compliance requirements, for the establishment, implementation and maintainance of the BSCI system. Regular internal audits based on BSCI standards were conducted to the audited factory and its main business partners and corrective actions were taken. Information regarding BSCI issues were shared between management and workers periodically. However, gaps have been identified in implementation.

总体观察显示工厂在该执行领域部分符合BSCI的要求。审核发现工厂已经基于BSCI的标准建立起了一套社会责任政策和程序。这个系统在工厂和基于该系统确认的主要合作伙伴中大体被执行。工厂指定了一名对社会责任要求比较了解的高级管理人员来负责BSCI系统的建立、施行和维护。工厂与其主要合作伙伴均定期进行内部审核，相应的改善计划也有进行。涉及BSCI事项的交流也在管理层与员工间定期进行。但是在执行的过程当中还是存在以下差距：

- 1.1 - The company had established and implemented the management system to comply with BSCI Code of Conduct, and also controlled the suppliers effectively. However, the company has not yet set an effective management system to implement the BSCI Code of Conduct due to the findings mentioned in relevant performance areas.

公司已经建立并实施管理程序以遵守BSCI行为守则，也对供应商进行了有效控制。但是工厂尚未建立起执行BSCI行为守则的有效管理体系，因为在几个执行领域发现一些有待完善的地方。

- 1.4 - The auditee did not calculate its delivery times, and did not organize its workforce capacity properly, which resulted that workers' monthly overtime hours exceeded local legal requirement.

被审核方未计算其交货期，未能合理规划其生产力，导致工人月加班超过当地法律要求。

Remarks from Auditee

Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 129904] Audit Date: 26/07/2018 PA Score: A	Deadline date:30/11/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee partially fulfilled the requirement of this performance area. The factory provided induction training to new employees, the training content including factory introduction, factory rules, law requirements, operation rules, fire safety, etc. 2 worker representatives were elected by workers themselves on February 5, 2018, the election records and regular meeting records were provided. The factory had established grievance management procedure and installed suggestion box in the factory. BSCI Code of Conduct in local language was posted in workshops and training about BSCI Code of Conduct was provided to all employees on May 31, 2018. Per workers interview, they were clear about the BSCI values and principles. The factory had set up long term goals to protect workers. However, gaps had been identified in implementation. Corrective action: PA2.2-The factory had set up long term goals to protect workers. PA2.4-Per workers interview, they were clear about the BSCI values and principles.</p> <p>总体观察显示被审核方部分符合该执行领域的要求。工厂给新员工提供入职培训, 培训内容包括工厂介绍、厂规厂纪、法规要求、操作制度、消防安全等。2018年2月5日由员工自己选举出2名员工代表, 工厂提供了选举记录和定期会议记录。工厂已经建立了申诉管理程序并且在工厂安装了意见箱。当地语言的BSCI行为准则张贴在车间, 并且工厂在2018年5月31日给全体员工培训了BSCI行为准则。根据员工访谈得知, 员工了解BSCI价值和原则。工厂已经建立了长期目标以保护员工。但是, 在执行的过程中还是有差距。纠正措施:PA2.2-工厂已经建立了长期目标以保护员工。PA2.4-根据员工访谈得知, 员工了解BSCI价值和原则。</p> <p>2.2 - The factory had set up long term goals to protect workers, but they did not monitor the achievement of goals regularly.</p> <p>工厂已经建立了长期目标以保护员工, 但是工厂未定期监控目标的完成情况。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 105474] Audit Date: 03/08/2017 PA Score: C	Deadline date:31/03/2018
<u>Good practices</u> None	
<u>Areas of improvement</u> <p>The overall observation shows that the auditee partially fulfill the BSCI requirement of this performance area. Worker representative was selected by workers, regular exchange meeting on social compliance between management and workers representative were hold regularly. Furthermore, the factory had established channels for grievances. Employees might raise their grievances through suggestion box, worker representative and directly communicated the senior management. The channels were set and promised secretive; necessary investigation would be taken per the established grievance procedures and available grievance reports. However, gaps have been identified in implementation.</p> <p>总体观察显示工厂在该执行领域部分符合BSCI的要求。工厂员工选举了员工代表, 管理层和员工代表定期沟通会议。工厂建立了申诉的渠道, 员工可以通过意见箱、员工代表和直接一高层管理沟通的方式去提出申诉。虽然当前并没有收到申诉, 但是根据建立起来的申诉程序, 这些沟通渠道是设立起来并且保密的, 必需的调查也要进行, 但是在执行的过程当中还是存在以下差距:</p> <p>2.2 - The main auditee did not define long term goals to protect workers according to the BSCI Code of Conduct. 工厂未根据BSCI行为准则建立起长期目标以保护员工。</p> <p>2.4 - Through the facility had posted the BSCI Code of Conduct publicly, arranged related training, some interviewed workers were not clearly aware of BSCI values and principles. 在车间张贴了BSCI行为准则, 安排了相应培训, 但一些受访员工并不太清楚BSCI的标准和原则。</p>	
Remarks from Auditee	

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 129904] Audit Date: 26/07/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: Not Rated	
Remarks from Auditee:	
Full Audit [Audit Id - 105474] Audit Date: 03/08/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee fulfills the requirement of this performance area. The auditee had established BSCI management +A42:K56manual and related procedures; respected workers' right to bargain collectively; an effective free association and collective bargaining mechanism had been established for workers; not discriminated against worker representatives and prevented worker representatives from accessing or interacting with workers in the workplaces; through interview it was verified there was no limitation of communication between workers and worker representatives; currently no collective bargaining was done in the auditee.</p> <p>体观察显示工厂符合了该执行领域的要求。被审核方已经建立BSCI管理手册和相关程序;尊重工人的集体谈判权;为员工建立了有效的自由结社和集体谈判机制;不歧视工人代表也不阻碍工人代表在工作场所与工人接触和互动;通过访谈证实员工与员工代表之间的沟通并无受限。当前被审核方没有进行集体谈判事项。</p>	
Remarks from Auditee	
Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 129904] Audit Date: 26/07/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: Not Rated	
Remarks from Auditee:	
Full Audit [Audit Id - 105474] Audit Date: 03/08/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee fulfills the requirement of this performance area. It was noted that the factory has established procedures and policies of no discrimination. During onsite check , interview and document check no discrimination issue found and factory has taken necessary preventative measures so that workers are not harassed or disciplined.</p> <p>总体观察工厂符合该执行领域的要求。工厂已经建立了禁止歧视的程序文件, 现场观察, 员工访谈和文件查阅都未发现歧视的问题。工厂也采取了适当的措施以防员工因为歧视而遭到骚扰或惩戒。</p>	
Remarks from Auditee	

Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 129904] Audit Date: 26/07/2018 PA Score: B	Deadline date:31/10/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee partially fulfilled the requirements of this performance area. The factory provided injury insurance for all employees. Per the sampled payrolls, the minimum wage in the factory was RMB1,690 per month, which was higher local legal minimum wage standards: RMB1,480 per month since July 1, 2016. The wage was paid to workers at 30th of following month by cash and the wage was calculated by monthly rate. The factory provided paid annual leave, marriage leave, sick leave, etc. to employees, which was complying with local law requirement. Per interview and document checking, no fine rule was available in the factory. However, gaps had been identified in this performance area.</p> <p>总体观察显示被审核方部分符合该执行领域的要求。工厂给所有员工都提供了工伤保险。根据抽样的工资表,工厂的最低工资是每月1690元,高于当地最低工资标准:2016年7月1日后每月1480元。工资在一个月30日以现金形式发放给员工,工资是月薪制计算的。工厂给员工提供带薪年假、婚假、病假等,符合当地法规要求。从访谈和文件查阅得知,工厂没有罚款制度。但是,在该执行领域仍然存在差距。</p> <p>5.4 - Although the actual pay in the factory was complying with local law requirement, but the factory management was not clear about the decent living wage and local living cost.</p> <p>工厂的实际工资符合当地法规要求,但是工厂管理人员不了解体面生活工资和当地生活成本。</p> <p>5.5 - There were total 96 employees in the factory, but the factory only provided retirement insurance, medical insurance and maternity insurance for 17 employees, unemployment insurance for 10 employees and injury insurance for all employees as verified by social insurance receipts of June 2018. Labor Law of the People's Republic of China (1994), Article 72 & Article 73.</p> <p>工厂一共有96人,但是2018年6月社保收据显示工厂只为17人提供了养老保险、医疗保险和生育保险,为10人提供了失业保险和为所有人提供了工伤保险。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 105474] Audit Date: 03/08/2017 PA Score: B	Deadline date:31/05/2018
Good practices: None	
Areas of improvement <p>The overall observation showed that the auditee partially fulfilled the BSCI requirement of this performance area. During this audit, it was noted that the factory had established wage system based on BSCI standards and local requirements. Workers were paid by monthly rate. Wages were issued on the 30th day of each month by cash. The minimum wage was guaranteed. The lowest basic wages paid for workers were RMB 1690 per month, which is exceeded the local minimum wage rate of RMB 1480 per month (since July.1, 2016). Wages were issued timely and sufficiently per the payroll records and interview. Pay slips were provided so workers could understand the composition of their wages. No illegal deduction was made. However, gaps have been identified in implementation.</p> <p>总体观察显示工厂在该执行领域部分符合BSCI的要求。审核发现工厂有基于BSCI标准和当地法规要求建立起了一套薪酬系统。员工以月薪制支付。工资在每月30号通过现金发放。最低工资受到保障。员工最低每月为1690元,超过当地最低工资标准1480元/月。根据工资记录和访谈,工资准时、足额发放。工厂提供工资条给员工以使员工明白其工资构成。没有非法扣款的情况。但是在执行的过程当中还是存在以下差距:</p> <p>5.4 - The actual paid wages ensured a decent living standards. However, the auditee did not conduct basic living wage calculation to evaluate workers' decent living standards. 虽然实际的工资水平确保的体面生活标准,但是被审核方没有进行基本生活工资的计算去评估员工获得体面生活的标准。</p> <p>5.5 - Total 96 employees in the facility, the facility purchased the injury insurance for all employees, but only purchased the maternity insurance, unemployment insurance, medical insurance and retirement insurance for 10 employees. (China Labor Law, Article 72 and 73) 工厂有96人,为所有人购买了工伤保险,但是只为10人购买了生育保险,失业保险,医疗保险和养老保险。</p>	
Remarks from Auditee	

Performance Area 6 : Decent Working Hours	
1- Followup Audit [Audit Id - 129904] Audit Date: 26/07/2018 PA Score: D	Deadline date:31/12/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee did not fulfill the requirement of this performance area. The factory's normal working time was 8 hours per day and 40 hours per week, workers worked for 5 days (Monday to Friday) in a week, the factory used electronic attendance machine to record workers' normal working time and overtime. Management and office staff worked in one shift: 8:00-12:00; 13:30-17:30, other employees worked in one shift: 7:30-12:00; 13:30-17:00. The peak seasons in the factory were January to March and June to August. Per the sampled attendance records, the maximum overtime hours were 2 hours per day, 20 hours per week and 94 hours per month. All sampled workers had at least one day off in a week. 150% of normal wage was paid to workers for overtime on weekdays and 200% of normal wage was paid to workers for overtime on Saturdays. No overtime was arranged on Sunday or Statutory holidays. However, gaps were identified in implementation.</p> <p>总体观察显示被审核方不符合该执行领域的要求。工厂的正常工作时间是每天8小时，每周40小时，员工一周工作5天(周一到周五)，工厂使用电子考勤机来记录员工的正常工作时间和加班时间。管理层和办公室人员上班一班制：8:00-12:00；13:30-17:30，其他员工上班一班制：7:30-12:00；13:30-17:00。工厂的旺季月份是1月到3月和6月到8月。根据抽样的考勤记录，工厂最大日加班时间为2小时，最大周加班时间为20小时，最大月加班时间为94小时。所有抽样员工每周至少能休息1天。工作日加班工厂给员工支付1.5倍基本工资，周六加班工厂给员工支付2倍基本工资。周日和法定假日未安排加班。但是，在执行的过程中还是有差距。</p> <p>6.2 - 11 workers' attendance records and payroll records of March 2018, April 2018 and May 2018 were sampled, it was noted that all of the 11 sampled workers' monthly overtime hours exceeded 36 hours in March 2018, which were 94 hours. Labor Law of the People's Republic of China (1994), Article 41.</p> <p>抽取了11名工人2018年3月，2018年4月和2018年5月的考勤及工资记录，发现所有11个抽样工人在2018年3月的月加班时间均超过36小时，为94小时。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 105474] Audit Date: 03/08/2017 PA Score: D	Deadline date:31/05/2018
Good practices None	
Areas of improvement <p>The overall observation shows that the auditee Partially fulfilled the BSCI requirement of this performance area, The factory established policy and procedure for working hours. The factory recorded workers' working time by electronic attendance system, the regular working time was in line with legal requirement, the overtime premium were paid as per legal requirement, proper breaking was provided on every working day, the 7th day rest was provided for workers. However, gaps have been identified in implementation.</p> <p>总体观察显示工厂在该执行领域部分符合BSCI的要求，工厂建立了工作时间的政策和程序，工厂用电子考勤记录员工工作时间，正班时间，加班费符合当地法律要求。工作日有合理的休息时间，保证员工每周休息一天。但是在执行的过程当中还是存在以下差距：</p> <p>6.2 - The overtime in the factory exceeded legal limit, according to the attendance records, the monthly overtime exceeded 36 hours in the July, October, November, December 2017 and January, February 2017, the max monthly overtime was 94 hours in December 2016. (China Labor Law, Article 41) 工厂加班超时，考勤记录显示，在2016年7月，10月，11月，12月和2017年1月，2月份月加班超过法律要求，月加班最大为2016年12月份94小时。</p>	
Remarks from Auditee	

Performance Area 7 : Occupational Health and Safety	
1- Followup Audit [Audit Id - 129904] Audit Date: 26/07/2018 PA Score: B	Deadline date:31/10/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee partially fulfilled the requirement of this performance area. The factory had established fire safety committee and EHS committee; The factory had established volunteer fire brigade, 8 trained members were included in the volunteer fire brigade; Sufficient fire fighting equipment were installed in workshops and warehouses; All emergency exits were installed with emergency lights and exit signs; Evacuation plan was posted near each emergency exit; Sufficient fire alarms were installed in the factory; Drinking water was provided to workers and the testing report of drinking water was provided; The factory provided proper PPE to employees for free; Risk assessment record for occupational safety and health was provided; Annual inspection reports of elevators were provided; Elevator certificates and electrician certificate were provided; Fire drill was conducted twice per year, the latest one was conducted in May 2018; Sufficient first aid boxes were provided in workshops and warehouse; 2 qualified first aiders were available in the factory; The factory signed medical cooperation agreement with Xinle Center Hospital with agreement provided; The toilets were kept clean and toilet papers were provided in toilets; The accident and emergency rescue procedure was established and posted in workshops. However, gaps had been identified in implementation. 7.21 N/A. No canteen was provided by the auditee.7.23 N/A. No transportation was provided by the auditee. 7.24 N/A. No dormitory was provided by the auditee. Corrective action: PA7.8-The accident and emergency rescue procedure was established and posted in workshops.</p> <p>总体观察显示被审核方部分符合该执行领域的要求。工厂已经建立了消防安全委员会和环境健康安全委员会;工厂已经建立了义务消防队,义务消防队包括了8个受过培训的成员;车间和仓库安装了足够的消防器材;所有紧急出口都安装了应急灯和安全出口标示;每个紧急出口附近都张贴了逃生疏散图;工厂安装了足够的消防警铃;工厂提供了饮用水给员工,并且提供了饮用水的检测报告;工厂给员工提供了免费的合适的个人防护用品;工厂提供了职业健康安全风险评估记录;工厂提供了电梯的年检报告;工厂提供了电梯证和电工证;工厂每年进行两次消防演习,最近一次是在2018年5月;工厂车间和仓库都提供了足够的急救药箱;工厂有2名具有资质的急救员;工厂与新乐市中心医院签订了医疗合作协议,并提供了协议供审核;工厂厕所保持的很干净且厕所里提供了厕纸;工厂建立了工伤事故应急救援程序,并张贴在车间。但是,在执行的过程中还存在差距。7.21不适用。被审核方没有提供食堂。7.23不适用。被审核方没有提供交通工具。7.24不适用。被审核方没有提供宿舍。纠正措施:PA7.8-工厂建立了工伤事故应急救援程序,并张贴在车间。</p> <p>7.1 - The factory complied with occupational health and safety regulations in most areas, but some areas still needed to be improved, such as PA7.4, PA7.11, PA7.17, etc.</p> <p>工厂在大部分区域都遵守职业健康安全法规,但有一些地方仍需改善,例如PA7.4、PA7.11、PA7.17等。</p> <p>7.4 - The worker representatives and workers were not involved in occupational health and safety risk assessment.</p> <p>员工代表和员工没有参与职业健康安全风险评估。</p> <p>7.11 - 1. The factory did not provide construction completion acceptance report of the 2 factory buildings for review, the buildings were built in the year of 2013. PRC Construction Law Article 61. 2. The factory did not provide fire permit of the 2 factory buildings for review, the buildings were built in the year of 2013. PRC Fire Prevention Law article 11&13.</p> <p>1. 工厂未能提供2栋工厂建筑的竣工验收报告供查看。2. 工厂未能提供2栋工厂建筑的消防验收报告供查看。</p> <p>7.17 - 2 out of 10 viewed sewing machines were not installed with pulley guards; All viewed sewing machines were not installed with needle guards. Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene.</p> <p>查看的10台平车中的2台没有安装皮带轮保护罩;所有查看的平车都没有安装挡针器。</p> <p>7.25 - No thermometers and hygrometers were installed in workshops to verify the temperature and humidity in workshops were suitable for workers working or not.</p> <p>工厂车间没有安装温度计和湿度计以验证车间的温度和湿度是否适合员工工作。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 105474] Audit Date: 03/08/2017 PA Score: A	Deadline date:31/03/2018
Good practices None	
Areas of improvement <p>The overall observation showed that the auditee partially fulfil the BSCI requirement of this performance area. The factory had established policies and procedures based on BSCI standards and local law requirements for occupational health and safety and implemented the system in generally. Internal risk assessment was conducted. Regular health and safety training was provided to employees on work station safety, machine safety, use of PPE, use of chemicals, etc. Written accident and emergency protocol was set and drills were conducted regularly including the fire drills. Fire fighting equipments, such as fire extinguishers and fire hydrants were sufficiently available in the factory. Clear evacuation signs and emergency lights were provided. Evacuation paths were not blocked and wide enough for evacuation. Clean drinking water and sufficient restrooms were always accessible without restrictions. The temperature, humidity and lighting were satisfactory in the factory. However, gaps have been identified in implementation. (Remark: No transportation, canteen and dormitory was provided to employees)</p>	

<p>总体观察显示工厂在该执行领域部分符合BSCI的要求。工厂基于BSCI标准和当地法规对于职业健康和安全的的要求建立了政策和程序并基本上实施了系统。工厂进行了内部风险评估, 提供定期的职业健康安全培训给员工, 内容涉及到工位安全、机器安全、劳保用品使用、化学品使用等。工厂建立了书面的意外紧急预案并定期进行演习包括消防演习。如灭火器消防栓等的消防设施在厂内配置足够。清晰的逃生标识和应急灯也有提供。逃生通道不被堵塞且宽度足够逃生。干净的饮用水和充足的卫生间不受限制的提供。厂内温湿度令人满意。但是在执行的过程当中还是存在以下差距:(备注:工厂没有提供交通工具,食堂和宿舍给员工使用。)</p>	
7.1 -	<p>The factory generally followed occupational health and safety regulations, but some areas still need be improvement, such as fire document, machine and etc. 工厂总体遵守职业健康安全法规, 但一些地方仍需要改善, 例如文件, 机器等。</p>
7.4 -	<p>The worker representative and workers were not involved in health and safety risk assessment. 员工代表和工人没有参与健康与安全的风险评估。</p>
7.8 -	<p>The accident and emergency procedure was established, but not visual displayed in workshop. 工厂建立了工伤应急程序, 但是没有张贴在车间。</p>
7.11 -	<p>1. The factory did not provide the construction approval of the production buildings for review. This is in violation of PRC Construction Law Article 61 (Effective from March 1, 1998). 2. The factory did not provide the fire license of the production buildings for review.. This is in violation of PRC Fire Prevention Law article 11&13. 1. 工厂未能提供生产厂房的竣工验收报告进行检查。2. 工厂未能提供生产厂房的消防验收报告进行检查。</p>
7.17 -	<p>Around 20% sewing machines in sewing section were not equipped with pulley guards. This is in violation of Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene. 车缝车间约有20%的针车没有安装皮带轮保护罩。</p>
<p>Remarks from Auditee</p>	
<p>Performance Area 8 : No Child Labour</p>	
<p>1- Followup Audit [Audit Id - 129904] Audit Date: 26/07/2018 PA Score: A Deadline date:</p>	
<p>GOOD PRACTICES:</p>	
<p>AREAS OF IMPROVEMENT: Not Rated</p>	
<p>Remarks from Auditee:</p>	
<p>Full Audit [Audit Id - 105474] Audit Date: 03/08/2017 PA Score: A Deadline date:</p>	
<p>Good practices</p>	
<p>None</p>	
<p>Areas of improvement</p>	
<p>The overall observation shows that the auditee fulfills the requirement of this performance area. It was noted that the factory had established policies and procedure to prevent recruitment of child labor. The age verification procedure was used during hiring process and periodic check was conducted to identify suspicious child labor. A child labor remediation procedure was also established to handle child labor issue. Currently the youngest worker in the factory was 23 years old. 总体观察工厂符合该执行领域的要求。工厂建立政策和程序去防止雇佣到童工。在招聘中会使用到年龄核实程序并且会定期检查确认可疑童工身份。工厂同时建立了童工补救措施去处理童工问题。当前工厂最年轻员工为23岁。</p>	
<p>Remarks from Auditee</p>	

Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 129904] Audit Date: 26/07/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: Not Rated	
Remarks from Auditee:	
Full Audit [Audit Id - 105474] Audit Date: 03/08/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee fulfills the requirement of this performance area. It was noted that the factory had established policies and procedure to identify young workers. A procedure regarding working conditions of young workers was also established to handle young worker issue and minimize the risks. Currently no young worker was hired in the factory and the youngest worker in the factory was 23 years old.</p> <p>总体观察工厂符合该执行领域的要求。工厂建立了政策和程序去识别未成年工。一个针对未成年工工作条件的程序也建立起来去处理未成年工事项和降低风险。当前并无未成年工在工厂内, 年纪最少的员工年龄为23岁。</p>	
<u>Remarks from Auditee</u>	

Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 129904] Audit Date: 26/07/2018 PA Score: A	Deadline date:31/10/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee partially fulfilled the requirement of this performance area. The factory provided induction training to new employees, the training content including factory introduction, factory rules, law requirements, operation rules, fire safety, etc. The factory had established employee manual, which was trained to all employees. The factory signed labor contract with each employee within one month after employment and copy of the labor contract was provided to employee, the content of contract was complying with local law requirement. No dispatched workers, seasonal workers, migrant workers from other countries, summer job workers, apprentice workers and temporary workers were hired by the factory. However, gaps had been identified in implementation.</p> <p>总体观察显示被审核方部分符合该执行领域的要求。工厂给新员工提供入职培训, 培训内容包括工厂介绍、厂规厂纪、法规要求、操作制度、消防安全等。工厂已经建立了员工手册并给所有员工进行了培训。工厂在每个员工入职一个月内与员工签订劳动合同, 并且提供劳动合同副本给员工, 合同内容符合当地法规要求。工厂没有雇佣派遣工、季节工、外国劳工、暑期工、学徒工以及临时工。但是, 在执行的过程中还是有差距。</p> <p>10.1 - There were total 96 employees in the factory, the factory signed labor contracts with all employees, but the factory only provided retirement insurance, medical insurance and maternity insurance for 17 employees, unemployment insurance for 10 employees and injury insurance for all employees as verified by social insurance receipts of June 2018.</p> <p>工厂一共有96人, 工厂与所有员工都签订了劳动合同, 但是2018年6月社保收据显示工厂只为17人提供了养老保险、医疗保险和生育保险, 为10人提供了失业保险和为所有人提供了工伤保险。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 105474] Audit Date: 03/08/2017 PA Score: B	Deadline date:31/05/2018
<u>Good practices</u> None	
<u>Areas of improvement</u> <p>The overall observation shows that the auditee partilly fulfilled the BSCI requirement of this performance area. The factory has established a policy based on BSCI standards and local law requirements to protect employment relationship. All hired workers signed labor contracts within one month with the audited factory and a copy of labor contracts was provided to workers. The contents on labor contracts were fully in compliance with local law on working hour, payments, working condtion protection, etc. There was not evidence to show the factory tried any unfair employment method to reduce its obligations.However, gaps have been identified in implementation.</p> <p>总体观察显示工厂在该执行领域部份符合BSCI的要求。工厂基于BSCI的标准和当地法规要求建立了包含雇佣关系的政策和程序。所有雇佣的员工都会与所审核的工厂在一个月内签订劳动合同并且会留一份劳动合同副本给员工。劳动合同的内容, 如工时,工作,工作条件等均完全符合当地法律。没有任何证据显示工厂是同通过不公平的雇佣方式去减少其义务。在执行的过程中还是有以下差距:</p> <p>10.1 - The auditee did not provide social insurance for the employees according to legal law requirements, and did not provide social insurance for employees on time according to legal law requirements. (Labor Law of the People's Republic of China (1994), Article 72 & Article 73, and Social Insurance Law of the People's Republic of China (2010), Article 58). 被审核方未按照法律要求提供社会保险给员工, 未按照法律要求按时给员工购买社会保险。</p>	
<u>Remarks from Auditee</u>	

Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 129904] Audit Date: 26/07/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
None	
AREAS OF IMPROVEMENT:	
Not Rated	
Remarks from Auditee:	
Full Audit [Audit Id - 105474] Audit Date: 03/08/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee fulfills the requirement of this performance area. The factory has established a policy based on BSCI standards and local law requirements to identify and prevent bonded labor. Training regarding identifying and reporting bonded labor was provided to workers periodically. There was not any form of bonded labor observed or reported during the audit.</p> <p>总体观察显示工厂符合该执行领域的要求。工厂基于BSCI的标准和当地法规要求建立了识别和防止强迫劳工的政策和程序，定期给员工提供强迫劳工的识别与报告。在这次审核中没有发现或者得到报告强迫劳工的情况。</p>	
Remarks from Auditee	
Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 129904] Audit Date: 26/07/2018 PA Score: B	Deadline date:30/11/2018
GOOD PRACTICES:	
None	
AREAS OF IMPROVEMENT:	
<p>The overall observation showed that the auditee partially fulfilled the requirement of this performance area. The factory had established environmental management system procedures and environmental management rules, and conducted internal audit for environmental management system in May 2018. The factory had established law obtaining procedure and environmental law list. No waste was found to be dumped in natural environments, or burned in open fires. However, gaps had been identified in implementation. Remark: PA12.2-The issue was moved to PA12.1.</p> <p>总体观察显示被审核方部分符合该执行领域的要求。工厂已经建立了环境管理体系程序和环境管理制度，并在2018年5月进行了环境管理体系内审。工厂已经建立了法规获取程序和法规清单。未发现工厂直接倾倒废物或焚烧废物。但是，在执行的过程中还存在差距。备注：PA12.2-该问题移到了PA12.1。</p> <p>12.1 - The factory did not provide the report of environmental impacts, the report form of environmental impacts or the registration form of environmental impact. Law of the People's Republic of China on the Environmental Impact Assessment (2003), Article 16.</p> <p>工厂没有提供环境影响报告书、环境影响报告表或者环境影响登记表。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 105474] Audit Date: 03/08/2017 PA Score: B	Deadline date:31/03/2018
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee partially fulfills the BSCI requirement of this performance area. The auditee had established BSCI management manual and related procedures, including procedures of environmental protection; Training regarding environment protection was provided to workers. However, gaps have been identified in implementation.</p> <p>总体观察显示被审核方在该执行领域部分符合BSCI的要求。被审核方已经建立BSCI管理手册和相关程序，包括环境保护程序；针对环境保护的培训也有提供给员工。但是在执行的过程中还存在差距。</p> <p>12.2 - The factory did not provide the report of environmental impacts, the report form of environmental impacts or the registration form of environmental impact. (Law of the People's Republic of China on the Environmental Impact Assessment (2003), Article 16).</p> <p>审核期间工厂没有提供环境影响报告书、环境影响报告表或者填报环境影响登记表。</p>	
Remarks from Auditee	

Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 129904] Audit Date: 26/07/2018 PA Score: B	Deadline date:30/11/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee partially fulfilled the requirement of this performance area. The factory had established business ethic policy and anti-corruption / anti-bribery control procedure, appointed Ms. Chen Lili as social compliance and integrity specialist. The factory management signed anti-bribery letter of commitment. The factory had conducted risk assessment of business ethic, integrity and corruption, relevant risk assessment records were provided. Based on site observation, interview and document checking, no any corruption behavior was found. All the provided documents and records were actual. However, gaps had been identified in implementation.</p> <p>总体观察显示被审核方部分符合该执行领域的要求。工厂已经建立了商业道德政策和反腐败反贿赂控制程序，任命陈丽丽作为社会责任和廉政专员。工厂管理层签署了反贿赂承诺书。工厂已经进行了商业道德、廉政和腐败风险评估，并提供了相关的风险评估记录。基于现场观察、访谈和文件查阅，未发现工厂有任何腐败行为。工厂提供的所有文件和记录都是真实的。但是，在执行的过程中还存在差距。</p> <p>13.4 - The factory did not establish personal private information confidential policy, such as personal profile, health examination and disciplinary measures, etc.</p> <p>工厂没有建立个人隐私信息保密政策，比如个人档案、健康体检及惩戒措施等。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 105474] Audit Date: 03/08/2017 PA Score: B	Deadline date:31/03/2018
Good practices None	
Areas of improvement <p>The overall observation shows that the auditee partially fulfills the BSCI requirement of this performance area. The factory has established a policy based on BSCI standards on ethical business behavior. The established procedures identified and handle non-ethical behavior and showed zero tolerance. Based on onsite observation and the provided documents/ records, the factory provided consistent information for this audit and no non-ethical behavior was observed. However, gaps have been identified in implementation.</p> <p>总体观察显示工厂在该执行领域部分符合BSCI的要求。工厂基于BSCI要求建立了商业道德规范政策。程序可以识别和处理不道德的商业行为并实施零容忍措施。根据现场观察和所提供的文件/记录，工厂在审核中提供一致性的信息。当前审核没有发现不道德商业行为。但是在执行的过程当中还是存在以下差距：</p> <p>13.4 - The factory did not establish personal private information confidential policy, such as personal profile, health examination and other disciplinary measures etc.</p> <p>工厂没有建立个人隐私信息保密政策，例如：个人档案、健康体检及纪律处罚措施等的管理。</p>	
Remarks from Auditee	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	26/07/2018	129904	D	A	A	A	B	D	B	A	A	A	A	B	B	C
Full Audit	03/08/2017	105474	D	C	A	A	B	D	A	A	A	B	A	B	B	C

Producer Photos



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



Photo of fire safety equipment
 Fire hydrant testing.JPG



Photo of the inside of the main production hall
 Electronic attendance machine.JPG



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

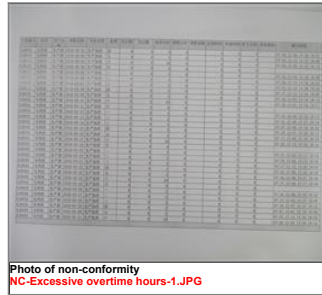


Photo of non-conformity
 NC-Excessive overtime hours-1.JPG



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



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



Photo of non-conformity
 NC-Excessive overtime hours-2.JPG



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



Photo first aid facilities
 First aid box.JPG



Photo of non-conformity
 NC-Excessive overtime hours-3.JPG



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



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

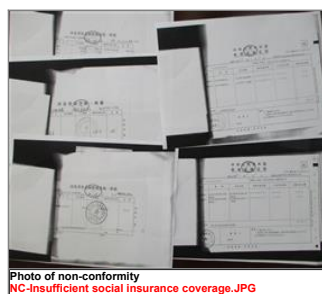


Photo of non-conformity
 NC-Insufficient social insurance coverage.JPG



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



Photo of fire safety equipment
Emergency light and evacuation direction sign.JPG



Photo of non-conformity
NC-The sewing machine was not installed with needle guard.JPG



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



Photo of fire safety equipment
Escape route.JPG



Photo of non-conformity
NC-The sewing machine was not installed with pulley guard.JPG



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



Photo of fire safety equipment
Evacuation plan.JPG

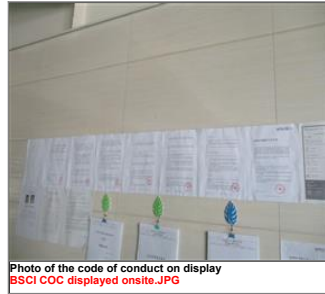


Photo of the code of conduct on display
BSCI COC displayed onsite.JPG



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

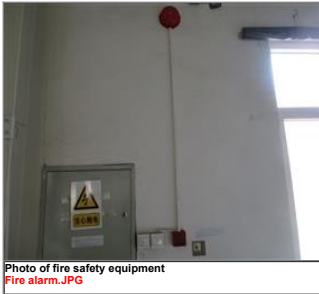


Photo of fire safety equipment
Fire alarm.JPG



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



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



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



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

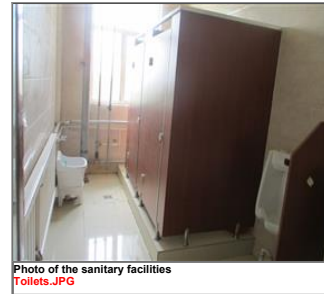


Photo of the sanitary facilities
Toilets.JPG