
Auditee :	Linhai Tona Sanitary Ware Co., Ltd.
Audit Date From :	20/04/2020
Audit Date To :	21/04/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	Bruno Chen(Lead)
Auditing Branch (if applicable) :	Intertek North East China



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



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

Main Auditee Information

Name of producer :	Linhai Tona Sanitary Ware Co., Ltd.		
DBID number :	323370		
Audit ID :	178924		
Address :	Tingshan, Yanjiang Town, Linhai, Taizhou, Zhejiang, China Taizhou		
Province :	Zhejiang	Country :	China
Management Representative :	Mr. Jianhua Feng		
Contact person:	Jianhua Feng	Sector :	Non-Food
Industry Type :	Accessories	Product group :	bathroom and kitchen utensiles
Product Type :	Sanitary ware, such as bathroom cabinet		

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 : 21/04/2021	

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

Executive summary of audit report

1. In view of the facilities, the facility consists of one 5-storey building used as office, warehouse and production areas, one 5-storey building and one 4-storey building used as warehouse and production areas, no dormitory was provided by the facility.

2. The business license number is 91331082671630740L and the facility was established in February 2008.

3. The facility management showed a positive attitude to this audit during the whole process. Document requested were provided timely and locked areas encountered during the audit were unlocked timely. At the end of the audit, all the findings were accepted by the facility management.

4. All interviewed employees were satisfied with the facility and no negative information was raised. The employees do enjoy working in the facility. They are satisfied with their salary and management system. The facility gives everybody equal opportunity.

5. 13 months and 14 days (from 1 July, 2019 to 24 April, 2020) electronic attendance records were provided for review. And 12 months' (from July 2019 to February 2020) payroll records were provided for review.

6. According to the attendance records provided by the facility.

1) In February 2020 (current month), the average weekly working hours of 15 randomly selected employees were 48 hours; the maximum weekly working hours of 15 randomly selected employees were 48 hours (all 15 selected employees).

2) In December 2019 (random month), the average weekly working hours of 15 randomly selected employees were 59 hours; the maximum weekly working hours of 15 randomly selected employees were 60 hours (all 15 selected employees).

3) In October 2019 (random month), the average weekly working hours of 15 randomly selected employees were 58 hours; the maximum weekly working hours of 15 randomly selected employees were 60 hours (all 15 selected employees).

Remark:

1) The APSCA number of the lead auditor is RA 21700426

2) Below documents were not uploaded because:
There are no agencies used by the facility, which makes the agency labour contract not applicable; There are no contractors used by the facility, which makes the contractor license not applicable and there are no Government waivers obtained by the facility; No Collective bargaining agreements were set in the facility;.

3) The facility had stopped to rent the building and the glass making equipment in the building from the landlord named Zhejiang Qiguang Warehouse Machine Co., Ltd. The facility told auditor that now glass making process was managed by the landlord, and employees working there were also belonged to landlord, the audited facility was purchased the glass from Zhejiang Qiguang Warehouse Machine Co., Ltd. The purchase order and the delivery records were provided for review. Through the facility tour and employee interview, employees confirmed the above situation. So this 3-storey building was out of the audit scope in the audit.

Performance area 8: No Child Labour
The facility had established the written policy that prohibits the hiring of underage workers in compliance with both local laws and retailers ethical sourcing standards. Through facility tour and employee interview, no underage employee was found in the facility. The facility would check all applicants' identification card for verifying their age. The facility maintained all employees' personnel files which included age identification documents, recent photos, emergency contact information, hiring date and etc and provided them for review. No underage employee was found in the facility. The youngest employee found in the facility was 17 years old. No deviation was observed in this Performance Area.

Performance area 9: Special protection for young workers
The facility had established a written policy concerning protection of juvenile employees such as no overtime work, night shift work or harmful position work would be arranged for juvenile employees. Through document review, facility tour and employee interview, one juvenile employee was used in the facility. No deviation was observed in this Performance Area.

Performance area 10: No Precarious Employment
All employees were hired by the facility directly. The facility signed labor contracts with all employees in the facility within one month to comply with the law. No apprentices and probationary workers were hired in the facility. The labor contracts were in local language (Chinese) and all employees could understand it. One copy of the signed labor contract was provided for all employees. No deviation was observed in this Performance Area.

Ratings Summary



Auditee's background information			
Auditee's name :	Linhai Tona Sanitary Ware Co., Ltd.	Legal status :	Private Limited
Local Name :	临海市朵纳卫浴有限公司	Year in which the auditee was founded :	2008
Address :	Tingshan, Yanjiang Town, Linhai, Taizhou, Zhejiang, China	Contact person (please select) :	Jianhua Feng
Province :	Zhejiang	Contact's Email :	215772570@qq.com
City :	Taizhou	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) :	Not applicable
GPS coordinates :	N 28°42'3.39", E 121°18'55.02"	Total turnover (in Euros) :	35000000.00
Sector :	Non-Food	Of which exports % :	90.00
Industry :	Accessories	Of which domestic market % :	10.00
If other, please specify :		Production volume :	30,000 sets per month
Product Group :	bathroom and kitchen utensiles	Production cost calculation :	No
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Sanitary ware, such as bathroom cabinet		

Auditee's employment structure at the time of the audit		
Total number of workers :	433	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	278	155
Temporary workers	0	0
In management positions	30	8
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	205	88
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	278	155
Production based workers	0	0
With shifts at night	4	0
Unionised	278	155
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

1- Followup Audit [Audit Id - 178924] Audit Date: 20/04/2020 PA Score: D

Deadline date:31/12/2020

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The facility had set up some management procedures to implement the amfori BSCI Code of Conduct, but not all policies were properly implemented. One senior management was appointed to ensure that the amfori BSCI values and principles were followed in a satisfactory manner. The facility had monitored significant business partners and also had a good overview of the significant business partners and their level of alignment with the amfori BSCI COC. Based on satisfactory evidence, the facility partially respects this principle because:

企业建立了确保amfori BSCI行为准则有效实施的管理制度, 但是不是所有制度都得以有效实施; 企业指定了一名高级管理人员以确保充分遵循amfori BSCI价值和原则要求; 企业对主要商业伙伴进行了监督, 并对其遵守amfori BSCI行为守则的水平有一个较好的理解。基于令人满意的证据, 企业部分尊重amfori BSCI的本条原则, 原因是:

- 1.1 - Not corrected The facility had set up management procedures to implement the amfori BSCI Code of Conduct, but not all policies were properly implemented, such as, findings were raised in the following Performance areas: Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety, Protection of the Environment and Ethical Business Behavior . It partially respected Performance area 1.1.

未整改 企业建立了确保amfori BSCI COC有效实施的管理制度, 但是不是所有制度都得以有效实施, 比如, 在如下绩效领域: 工人参与度与保护、公平报酬、体面的工作时间、职业健康与安全、环境保护及商业道德行为都存在审核发现点。这部分尊重绩效区域1.1.

- 1.3 - Corrected The facility had provided enough evidences to demonstrate that they had developed management system, policies or procedures on how to select current and future significant business partners and how to monitor current and future significant business partners' social performance align with amfori BSCI of requirements. In addition, the facility provided the valid labor contracts and personnel file including the ID card copies of all kitchen staff for review.

已整改 企业已提供足够的证据表明其建立了相关的管理系统、政策、和程序来甄选现在以及将来的重要商业合作伙伴, 以及对现在和将来的商业合作伙伴在社会责任的表现是否符合amfori BSCI的要求进行监督。另外, 企业提供了所有厨工有效的劳动合同和入职档案(包含身份证复印件)供审核。

- 1.4 - Not corrected The facility's workforce capacity is not properly organized to meet the expectations of the delivery order and/or contracts. Through document review, auditor found that the facility's workforce capacity is not properly organized to meet the expectations of the delivery order and contracts, because the finding 'Overtime hours exceeded the legal requirement' was found in this audit. It does not respect the performance area 1.4.

未整改 企业没有合理的组织人力资源以满足订单和合同的要求。通过文件审核, 审核员发现企业没有合理的组织人力资源以满足订单和合同的要求, 因为加班时间超过法规要求的问题在本次审核中被发现。这尚未尊重绩效区域1.4

Remarks from Auditee:

Full Audit [Audit Id - 160236] Audit Date: 19/08/2019 PA Score: E

Deadline date:30/06/2020

Good practices

None observed

Areas of improvement

The facility had set up some management procedures to implement the amfori BSCI Code of Conduct, but not all policies were properly implemented. Some findings were found in this audit. One manager was responsible for their alignment with amfori BSCI COC. the facility did not provide enough evidences to demonstrate that they had developed management system, policies or procedures on how to select current and future significant business partners and how to monitor current and future significant business partners' social performance align with amfori BSCI of requirements. The facility's workforce capacity was not properly organized to meet the expectations of the delivery order and/or contract. Based on satisfactory evidence, the facility partially respected this principle, because of the reason:

企业建立了确保amfori BSCI COC有效实施的管理制度, 但是不是所有制度都得以有效实施; 企业指定了高级经理来负责遵循amfori BSCI价值和原则要求; 企业没有足够的证据表明其建立了相关的管理系统、政策、和程序来甄选现在以及将来的重要商业合作伙伴, 以及对现在和将来的商业合作伙伴在社会责任的表现是否符合amfori BSCI的要求进行监督。基于令人满意的证据, 企业部分尊重本条原则, 原因是:

- 1.1 - The amfori BSCI management system was established but not implemented effectively, such as the facility conducted the internal assessments of its social compliance system, but some obvious findings were not raised in the internal assessments, such as findings of health and safety on site, insufficient social insurance participated and etc. And no effective corrective and preventive actions were implemented. It partially respected the Performance area 1.1.

企业建立了amfori BSCI管理系统但没有得到有效的施行, 比如企业进行了社会责任内部审核, 但是一些很显而易见的发现点都没有在内审过程中发现, 如现场存在的健康安全问题的, 参加社会保险不足等, 且企业也没有采取有效的纠正和预防措施。其部分尊重绩效区域1.1.

- 1.3 - In this audit, the facility did not provide enough evidences to demonstrate that they had developed management system, policies or procedures on how to select current and future significant business partners and how to monitor current and future significant business partners' social performance align with amfori BSCI of requirements. Moreover, the facility subcontracted the kitchen services (including 3 kitchen staffs) to a company; however, the provided labour contracts of these kitchen only had kitchen staff's signature, no company's signature or official seal, and the provided personal files had no ID copy. During facility tour, no child labour found in the kitchen. It partially respected the Performance area 1.3.

此次审核发现, 企业没有足够的证据表明其建立了相关的管理系统、政策、和程序来甄选现在以及将来的重要商业合作伙伴, 以及对现在和将来的商业合作伙伴在社会责任的表现是否符合amfori BSCI的要求进行监督。此外, 企业将食堂服务外包给一家餐饮公司(3名厨工), 但是企业提供的合同中仅有厨工的签字, 没有餐饮公司的签字或者盖章, 提供的个人档案中没有包含身份证复印件。部分尊重绩效区域1.3.

- 1.4 - The facility could not provide the latest 12 months' production accounting planning. It did not respect the Performance area 1.4. 企业未能提供过去12个月的产能核算和规划。其尚未尊重绩效区域1.4.

Remarks from Auditee

Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 178924] Audit Date: 20/04/2020 PA Score: C	Deadline date:30/09/2020
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>There was 4 worker representatives in the facility who was elected by all employees. Last election was conducted in December 2019. The worker representative and facility management conducted meetings periodically to communicate workplace issues. The suggestion box was established in the facility, also grievance procedure was established. The training on amfori BSCI COC had been arranged for all employees in the facility. Through facility tour, amfori BSCI COC was posted in workshop. However, the facility did not define long term goals to protect workers according to the amfori BSCI Code of Conduct. Based on satisfactory evidence, the facility partially respects this principle because: 企业内有4名由全体员工选举的员工代表，最近一次选举是在2019年12月进行的。员工代表与企业管理人员定期召开会议来沟通工作当中的问题。企业内设立了意见箱，并建立了申诉制度，企业对全厂所有员工安排了有关amfori BSCI行为准则内容的培训。通过现场走访，amfori BSCI行为准则已经张贴在了车间内。但是企业没有制定保护工人的长期目标。基于令人满意的证据，企业部分尊重amfori BSCI的本条原则，原因是：</p> <p>2.2 - Not corrected The facility did not define long term goals to protect workers according to the amfori BSCI Code of Conduct. It did not respect the Performance area 2.2 未整改 企业没有按照amfori BSCI行为守则明确保护工人的长期目标 其尚未尊重绩效区域2.2</p> <p>2.4 - New finding Through the employee interview, although the facility had provided the training for all employees, but workers' representative and employees were not aware of amfori BSCI code of conduct It partially respected Performance area 2.4 新问题 通过员工访谈，尽管企业提供了amfori BSCI行为准则的培训给全体员工，但是工人代表和工人不了解amfori BSCI的行为准则。其部分尊重绩效区域2.4。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 160236] Audit Date: 19/08/2019 PA Score: A	Deadline date:30/06/2020
Good practices None observed	
Areas of improvement <p>Internal and External Communication Procedure and Employee Appeal Procedure were established. Suggestion boxes were installed in the workshops, and the facility used suggestion box as the way to complain. Training on labor law, factory rules were provided to workers. However, gaps have been identified in implementation. Based on satisfactory evidence, the facility partially respected this principle, because of the reason: 企业建立内外部沟通程序以及员工投诉处理程序。车间设置了意见箱，以意见箱作为申诉的主要途径。企业提供了关于劳动法规、工厂规定等的培训给员工。然而，发现企业在实施中仍存在与该章节要求之间的差距。基于令人满意的证据，企业部分尊重本条原则，原因是：</p> <p>2.2 - Auditor noted that the facility had defined long term goals to protect employees, but the employees and employee representatives were not involved in setting the long-term goal. It partially respected the Performance area 2.2. 审核员发现企业建立了一份保护工人的长期目标，但是该长期目标的制定员工和员工代表并未参与。其部分尊重绩效区域2.2。</p>	
Remarks from Auditee	
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 178924] Audit Date: 20/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Not audit.	
AREAS OF IMPROVEMENT: Not audit. This is Follow up audit. 未审核，本次审核是跟进审核。	
Remarks from Auditee:	
Full Audit [Audit Id - 160236] Audit Date: 19/08/2019 PA Score: A	Deadline date:
Good practices None observed	
Areas of improvement None observed 未发现不符合项	
Remarks from Auditee	

Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 178924] Audit Date: 20/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Not audit.	
AREAS OF IMPROVEMENT: Not audit. This is Follow up audit. 未审核，本次审核是跟进审核。	
Remarks from Auditee:	
Full Audit [Audit Id - 160236] Audit Date: 19/08/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None observed	
<u>Areas of improvement</u>	
None observed 未发现不符合项	
<u>Remarks from Auditee</u>	

Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 178924] Audit Date: 20/04/2020 PA Score: C	Deadline date:31/12/2020
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>Through document review and employee interview, the facility had paid at least local minimum wage to all employees. Employees were paid before 25th of each month for the wage of last month by cash. The facility had procedures in place for employees to question wages paid and obtain adjustment to their pay if necessary. They also received pay stubs with details information of working hours and wages when facility paid wages. Employees could easy get how the wages calculated. The facility had paid at least 150 percent and 200 percent of normal rate wage for overtime work on normal work days and rest days, no overtime work on statutory holidays. Based on satisfactory evidence, the facility partially respects this principle because: 通过员工访谈及文件审核, 企业最少支付了相当于当地最低工资标准的基本工资给所有员工。员工的工资会以现金形式在每个月的25日之前发放上个月的工资。企业建立了相关程序允许员工在必要的时候质疑和向企业申请调整他们的工资。员工在收到工资的同时会收到表明他们的工作时间和工资等一系列细节的工资条以使员工能清楚知道他们工资是如何计算出来的。对于正常工作日加班, 企业支付员工相当于基本工资的1.5倍, 对于周末加班, 企业支付员工相当于基本工资的2倍, 企业没有安排员工在法定节假日加班。基于令人满意的证据, 企业部分尊重amfori BSCI的本条原则, 原因是:</p> <p>5.1 - Corrected During this audit, through corss checking the production records (such as daily production records, delivery records and inspection records), attendance records and payroll records, no inconsistency was found, the facility provided the accurate and complete records for review. Through reviewing the attendance records and payroll records, the minimum wages provided by the facility exceeded the law requirement. 已整改 在本次审核中, 通过交叉比对企业生产资料(如生产日报表, 检验报表及出入库记录), 考勤记录及工资记录, 没有发现不一致情况, 企业提供了完整准确的考勤供审核。通过查看员工考勤及工资记录, 员工的最低工资高于法律标准。</p> <p>5.4 - 1. Not corrected Through document review and management interview, auditor found that the facility had no idea of evaluation the local living wage, and they did not complete the survey or calculating of the local living wage before the audit. It did not respect the Performance area 5.4 2. Corrected During this audit, through corss checking the production records (such as daily production records, delivery records and inspection records), attendance records and payroll records, no inconsistency was found, the facility provided the accurate and complete records for review. Through reviewing the attendance records and payroll records, the facility had provided sufficient remuneration that allows the employees to meet a decent living standard. 1. 未整改 通过文件审核及管理层访谈, 审核员发现企业没有意识去评估当地的最低生活需求工资, 也没有在审核前完成最低生活需求工资的调查和计算, 其尚未尊重绩效区域5.4 2. 已整改 在本次审核中, 通过交叉比对企业生产资料(如生产日报表, 检验报表及出入库记录), 考勤记录及工资记录, 没有发现不一致情况, 企业提供了完整准确的考勤供审核。通过查看员工考勤及工资记录, 企业已支付足够的报酬使员工达到体面生活标准。</p> <p>5.5 - Not corrected Insufficient social insurance participated. Through reviewing the social insurance receipts during the recent 12 months, auditor found that in February 2020 (current month of social insurance), out of all 430 employees (4 out of 430 employees were retired employee, no dispatched employee and newly joined employee) in the facility, 213 out of 430 (49.53%) employees had participated in basic endowment insurance, basic medical insurance, unemployment insurance, maternity insurance, all 430 employees had participated in employment injury insurance. Through the employee interview, employees who did not participated in the social insurance was all due to the personal reasons. It did not respect Performance area 5.5, and did not comply with requirement of Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state. 未整改 社会保险参保不足。通过查看企业最近12个月的社保收据, 审核员发现2020年2月(社保当前月), 企业所有的430名员工中(其中4人为退休员工, 没有新进员工及劳务派遣员工), 其中213名员工(49.53%)参加了养老保险, 医疗保险, 失业保险, 生育保险, 所有430名员工工伤保险。通过员工访谈, 员工没有参加社会保险都是出于个人原因。其尚未尊重绩效区域5.5, 且尚未符合《中华人民共和国社会保险法》第十条, 职工应当参加基本养老保险, 由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险, 由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险, 由用人单位缴纳工伤保险费, 职工不缴纳工伤保险费。第四十四条 职工应当参加失业保险, 由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险, 由用人单位按照国家规定缴纳生育保险费, 职工不缴纳生育保险费。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 160236] Audit Date: 19/08/2019 PA Score: E	Deadline date:30/06/2020
Good practices None observed	
Areas of improvement <p>The minimum wage could not be verified during the audit because there were inconsistency records between production records and attendance records. Based on the provided payroll records: 1. The basic wages paid to employees were higher than the local minimum wage. 2. The facility had paid 150 percent and 200 percent of normal rate wage for overtime work on normal working days and rest days respectively. No overtime work was arranged holidays.3. Employees received wages at about 25 days after the working period, which was within 30 days after the wage calculation period.4. According to document review and employee interview, the facility had provided employees with all mandatory benefits per local/national law. And based on social insurance document, not all employees had participated in social insurance. Based on satisfactory evidence, the main facility did not respect this principle because: 该次审核中的最低工资支付情况因找到生产资料与考勤之间不一致导致无法判断, 根据企业提供的资料, 显示如下: 1. 员工的基本工资高于最低工资标准。2. 企业给工作日加班和休息日加班的员工分别支付了平时工资的1.5倍和2倍, 法定假日没有加班。3. 企业在25天内领到工资。4. 根据文件审核和员工访谈, 企业法律规定的福利待遇, 如年假、产假等。且根据的社保付款凭证显示, 企业并非所有员工参加社会保险。基于令人满意的证据, 企业部尚未尊重该原则, 原因如下:</p> <p>5.1 - The minimum wages of all employees could not be verified due to the following evidences: 1) Based on the material used records, which was obtained from accessory warehouse, which showed that the following employees getting facility clothes on the following dates with employees' signatures: employee A on June 15, 2019; employee B on June 1, 2019, employee C on June 2, 2019, employee D, employee E and employee F on May 4, 2019, employee G on March 16, 2019. But the provided attendance records showed that all employees were off duty on these dates. 2) Based on the delivery out records, which was obtained from accessory warehouse, which showed that the following employees delivered out on</p>	

the following dates: Employee H and employee I on August 18, 2019, employee J and employee K on August 17, 2019. But the provided attendance records showed that all employees were off duty on these dates. 3) Based on the provided machine maintenance record, it showed that employee L had machine maintenance records on June 22, 2019, employee M had machine maintenance records on June 22, 2019, employee N had machine maintenance records on July 6, 2019, July 13, 2019, July 20, 2019 and July 27, 2019. But the provided attendance records showed that all employees were off duty on these dates. It did not respect the Performance area 5.1, and did not comply with PRC Labour Law article 48, Wages paid to labourers by the employing unit shall not be lower than the local standards on minimum wages. Opinion of the Ministry of Labour on Several Questions concerning the Implementation of the Labour Law (1995) article 57, employees, including those who are in probationary, training or internship period, shall not be paid lower than the local minimum standard.

企业所有员工的最低工资无法判断, 因以下原因: 1) 经现场走访, 审核员发现辅料仓库获得的领料单显示, 有以下员工在以下日期有领用厂服记录, 且有员工签字: 员工A在2019年6月15日, 员工B在2019年6月1日, 员工C在2019年6月2日, 员工D、E、F在2019年5月4日, 员工G在2019年3月16日。但是企业提供的考勤显示, 该员工在以上日期均是休息的。2) 在现场走访, 审核员发现辅料仓库获得的出库单显示, 有以下员工在以下日期有出库记录, 员工H和员工I在2019年8月18日; 员工J和员工K在2019年8月17日。但是企业提供的考勤显示, 该员工在以上日期均是休息的。3) 根据企业提供的设备保养记录显示, 员工L在2019年6月22日有保养设备记录, 员工M在2019年6月22日有保养设备记录, 员工N在2019年7月6日, 7月13日, 7月20日, 7月27日有保养记录。但是企业提供的考勤显示, 该员工在以上日期均是休息的。其尚未尊重绩效区域5.1, 且不符合《中华人民共和国劳动法》第48条, 用人单位支付劳动者的工资不得低于当地最低工资标准。劳动部关于印发《关于贯彻执行〈中华人民共和国劳动法〉若干问题的意见》的通知第57条, 劳动者与用人单位形成或建立劳动关系后, 试用、熟练、见习期间, 在法定工作时间内提供了正常劳动, 其所在的用人单位应当支付其不低于最低工资标准的工资。

5.4 - 1) The facility did not aware of living wages and did not know how to calculate the living wages. It did not respect the Performance area 5.4 2) There was no satisfactory evidence that the facility provided sufficient remuneration that allows the employees to meet a decent living standard due to the following evidences: 1) Based on the material used records, which was obtained from accessory warehouse, which showed that the following employees getting facility clothes on the following dates with employees' signatures: employee A on June 15, 2019; employee B on June 1, 2019, employee C on June 2, 2019, employee D, employee E and employee F on May 4, 2019, employee G on March 16, 2019. But the provided attendance records showed that all employees were off duty on these dates. 2) Based on the delivery out records, which was obtained from accessory warehouse, which showed that the following employees delivered out on the following dates: Employee H and employee I on August 18, 2019, employee J and employee K on August 17, 2019. But the provided attendance records showed that all employees were off duty on these dates. 3) Based on the provided machine maintenance record, it showed that employee L had machine maintenance records on June 22, 2019, employee M had machine maintenance records on June 22, 2019, employee N had machine maintenance records on July 6, 2019, July 13, 2019, July 20, 2019 and July 27, 2019. But the provided attendance records showed that all employees were off duty on these dates. It did not respect the Performance area 5.4.

1) 企业不清楚最低生活保障工资, 也不知道怎么核算最低生活保障工资。其尚未尊重绩效区域5.4。2) 没有充分证据表明企业支付足够的报酬使员工达到体面生活标准, 因以下原因: 1) 经现场走访, 审核员发现辅料仓库获得的领料单显示, 有以下员工在以下日期有领用厂服记录, 且有员工签字: 员工A在2019年6月15日, 员工B在2019年6月1日, 员工C在2019年6月2日, 员工D、E、F在2019年5月4日, 员工G在2019年3月16日。但是企业提供的考勤显示, 该员工在以上日期均是休息的。2) 在现场走访, 审核员发现辅料仓库获得的出库单显示, 有以下员工在以下日期有出库记录, 员工H和员工I在2019年8月18日; 员工J和员工K在2019年8月17日。但是企业提供的考勤显示, 该员工在以上日期均是休息的。3) 根据企业提供的设备保养记录显示, 员工L在2019年6月22日有保养设备记录, 员工M在2019年6月22日有保养设备记录, 员工N在2019年7月6日, 7月13日, 7月20日, 7月27日有保养记录。但是企业提供的考勤显示, 该员工在以上日期均是休息的。其尚未尊重绩效区域5.4。

5.5 - Insufficient social insurance participated. Through document review, auditor reviewed the social insurance receipts from August 2018 to July 2019, based on the social insurance receipt of July 2019 (current month), there were total 429 employees in the facility, only 249 employees (58%) had participated in basic endowment insurance, unemployment insurance and maternity insurance, only 243 employees (56%) had participated in basic medical insurance, and all 429 employees (100%) had participated in employment injury insurance. The facility did not buy commercial insurance for any employees. And partial employees, who did not participate in social insurance, did not want to participate in social insurance. It did not respect the Performance area 5.5, and did not comply with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state. 社会保险参保不足。通过文件审核, 审核员查看了2018年8月到2019年7月的社保收据, 根据2019年7月(当前月)的社保收据显示, 企业共有429名员工, 仅249名员工(58%)参加了养老保险, 生育保险和失业保险, 仅243名员工(56%)参加了医疗保险, 全部429名员工(100%)参加了工伤保险。企业未给员工购买商业保险。经管理人员访谈和员工访谈, 其余未参加保险的员工因个人不愿意参加保险未参加保险。其尚未尊重绩效区域5.5, 且不符合《中华人民共和国社会保险法》第十条, 职工应当参加基本养老保险, 由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险, 由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险, 由用人单位缴纳工伤保险费, 职工不缴纳工伤保险费。第四十四条 职工应当参加失业保险, 由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险, 由用人单位按照国家规定缴纳生育保险费, 职工不缴纳生育保险费。

Remarks from Auditee

Performance Area 6 : Decent Working Hours

1- Followup Audit [Audit Id - 178924] Audit Date: 20/04/2020 PA Score: D Deadline date:31/12/2020

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

Electronic attendance machine was used to record attendance status, employees swiped the IC card when they were duty on or duty off. All employees worked for 1 shift, the normal working hours was 8 hours per day (from 7:30 to 16:30 with 1 hour's lunch break from 11:30 to 12:30) and 40 hours per week from Monday to Friday. And overtime would be arranged in rest days if necessary, but at least 1 day off per every 7 days was ensured. The maximum daily overtime hours was 2 hours and maximum monthly overtime hours was 78 hours. Through employees interview, the workshop manger would not prohibit the employees to have a rest, to go to toilet or to go to drink. Based on satisfactory evidence, the facility partially respects this principle because:

企业使用电子考勤系统记录员工的出勤情况，员工在上班和下班时都需要刷IC考勤卡。企业所有员工是一班制，正常工作时间是（早上7:30至下午16:30，中间从11:30至12:30有1小时午休），每周正常工作从周一至周五5天。如果需要，企业会安排员工在周末加班，但是会保证每7天内有一天休息。最大日加班时间是2小时，最大月加班时间是78小时。通过员工访谈，企业的车间主管不会干扰员工在工作期间有短暂休息，去喝水或者上厕所。基于令人满意的证据，被审核方部分尊重amfori BSCI的本条原则，原因是：

6.1 - Corrected. During this audit, through corss checking the production records (such as daily production records, delivery records and inspection records), attendance records and payroll records, no inconsistency was found, the facility provided the accurate and complete records for review. Through reviewing the attendance records and payroll records, the normal working hours of all employees were 8 hours per day and 40 hours per week.

已整改。在本次审核中，通过交叉比对企业的生产资料（如生产日报表，检验报表及出入库记录），考勤记录及工资记录，没有发现不一致情况，企业提供了完整准确的考勤供审核。通过查看员工考勤及工资记录，所有员工的正常工作时间为每天8小时，每周40小时。

6.2 - 1. New finding. Overtime hours exceeded the legal requirement. Through document review, auditor found that: 1) In December 2019 (random month), the monthly overtime hours of all 15 employees randomly selected were 78 hours. 2) In October 2019 (random month), the monthly overtime hours of all 15 employees randomly selected were 74 hours. It did not respect the Performance area 6.2, and does not comply with PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours. 2. Corrected. During this audit, through corss checking the production records (such as daily production records, delivery records and inspection records), attendance records and payroll records, no inconsistency was found, the facility provided the accurate and complete records for review.

1. 新问题。加班时间超过法规要求。通过文件审核，审核员发现1) 在2019年12月份（随机月），随机抽取的所有15名员工的月加班时间为78小时。2) 在2019年10月份（随机月），随机抽取的所有15名员工的月加班时间为74小时。其尚未尊重绩效区域6.2，且不符合《中华人民共和国劳动法》第41条，用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时；因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。2. 已整改。在本次审核中，通过交叉比对企业的生产资料（如生产日报表，检验报表及出入库记录），考勤记录及工资记录，没有发现不一致情况，企业提供了完整准确的考勤供审核。

6.4 - Corrected During this audit, through corss checking the production records (such as daily production records, delivery records and inspection records), attendance records and payroll records, no inconsistency was found, the facility provided the accurate and complete records for review. Through reviewing the attendance records and payroll records, the maximum consecutive working days of all employees were 6 days.

已整改。在本次审核中，通过交叉比对企业的生产资料（如生产日报表，检验报表及出入库记录），考勤记录及工资记录，没有发现不一致情况，企业提供了完整准确的考勤供审核。通过查看员工考勤及工资记录，所有员工最长连续工作6天。

Remarks from Auditee:

Full Audit [Audit Id - 160236] Audit Date: 19/08/2019 PA Score: E Deadline date:30/06/2020

Good practices

None observed

Areas of improvement

The auditor noted that the facility used finger print attendance records system to record employee attendance situation. The working hours and overtime wage could not be verified because there were inconsistence records were found between production records and attendance records. Based on the provided attendance records and payroll records: 1. Through document review and employee interview, normal working hours are 8 hours per day from Monday to Friday and 40 hours per week. 2. 12 months and 18 days' attendance records from July 1, 2018 to August 18, 2019 and 12 months payroll records from July 2018 to June 2019 were provided for review, 20 samples were selected from June 2019 (current month), 20 samples were selected from March 2019 (random month) and 20 samples were selected from December 2018 (random month). Based on the provided attendance records, the daily overtime hours of the employees ranged from 0 to 3 hours, the monthly overtime hours were less than 36 hours. 3. Through document review and employee interview, employees are entitled to at least one day off in every consecutive seven days period; the maximum consecutive working days were 6 days. Based on satisfactory evidence, the main facility did not respect this principle because:

审核员发现企业使用指纹考勤系统记录员工出勤情况。但是此次的工作时间和加班工资因发现生产资料与考勤记录的不一致而无法判断。通过企业提供的资料显示如下：1. 通过文件审核和员工访谈，正常工作时间为自周一至周五每天8小时每周40小时。2. 企业提供了2018年7月1日至2019年8月18日的考勤记录和2018年7月至2019年6月的工资记录供审核。在2019年6月（当前月）随机选取了20个样本，在2019年3月（随机月）随机选取了20个样本，在2018年12月（随机月）随机抽取了20个样本。基于提供的资料显示，企业员工的日加班为0-3小时，月加班未超过36小时。3. 通过文件审核和员工访谈，员工7天内至少休息1天，最长连续工作天数为6天。基于令人满意的证据，企业尚未尊重该原则，原因如下：

6.1 - The working hours of all employees could not be verified due to the following evidences: 1) Based on the material used records, which was obtained from accessory warehouse, which showed that the following employees getting facility clothes on the following dates with employees' signatures: employee A on June 15, 2019; employee B on June 1, 2019, employee C on June 2, 2019, employee D, employee E and employee F on May 4, 2019, employee G on March 16, 2019. But the provided attendance records showed that all employees were off duty on these dates. 2) Based on the delivery out records, which was obtained from accessory warehouse, which showed that the following employees delivered out on the following dates: Employee H and employee I on August 18, 2019, employee J and employee K on August 17, 2019. But the provided attendance records showed that all employees were off duty on these dates. 3) Based on the provided machine maintenance record, it showed that employee L had machine maintenance records on June 22, 2019, employee M had machine maintenance records on June 22, 2019, employee N had machine maintenance records on July 6, 2019, July 13, 2019, July 20, 2019 and July 27, 2019. But the provided attendance records showed that all employees were off duty on these dates. It did not respect the Performance area 6.1, and did not comply with Decision of the State Council on Revision of the "Provisions of the State Council on Employees' Working Time" Article 3, the normal working hour of employees shall be 8 hours a day and 40 hours per week.

企业所有员工的工作时间无法判断，因以下原因：1) 经现场走访，审核员发现辅料仓库获得的领料单显示，有以下员工在以下日期有领用厂服记录，且有员工签字：员工A在2019年6月15日，员工B在2019年6月1日，员工C在2019年6月2日，员工D、E、F在2019年5月4日，员工G在2019年3月16日。但是企业提供的考勤显示，该员工在以上日期均是休息的。2) 在现场走访，审核员发现辅料仓库获得的出库单显示，有以下员工在以下日期有出库记录，员工H和员工I在2019年8月18日；员工J和员工K在2019年8月17日。但是企业提供的考勤显示，该员工在以上日期均是休息的。3) 根据企业提供的设备保养记录显示，员工L在2019年6月22日有保养设备记录，员工M在2019年6月22日有保养设备记录，员工N在2019年7月6日，7月13日，7月20日，7月27日有保养记录。但是企业提供的考勤显示，该员工在以上日期均是休息的。其尚未尊重绩效区域6.1，且不符合《国务院关于修改〈国务院关于职工工作时间的规定〉的决定》第3条，职工每日工作8小时、每周工作40小时。

- 6.2 - The overtime hours and overtime wages of all employees could not be verified due to the following evidences: 1) Based on the material used records, which was obtained from accessory warehouse, which showed that the following employees getting facility clothes on the following dates with employees' signatures: employee A on June 15, 2019; employee B on June 1, 2019, employee C on June 2, 2019, employee D, employee E and employee F on May 4, 2019, employee G on March 16, 2019. But the provided attendance records showed that all employees were off duty on these dates. 2) Based on the delivery out records, which was obtained from accessory warehouse, which showed that the following employees delivered out on the following dates: Employee H and employee I on August 18, 2019, employee J and employee K on August 17, 2019. But the provided attendance records showed that all employees were off duty on these dates. 3) Based on the provided machine maintenance record, it showed that employee L had machine maintenance records on June 22, 2019, employee M had machine maintenance records on June 22, 2019, employee N had machine maintenance records on July 6, 2019, July 13, 2019, July 20, 2019 and July 27, 2019. But the provided attendance records showed that all employees were off duty on these dates. It did not respect the Performance area 6.2, and did not comply with PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours. The PRC Labour Law article 44, the employing unit shall, according to the following standards, pay labourers remuneration higher than those for normal working hours under any of the following circumstances: 1) to pay no less than 150% of the normal wages if the extension of working hours is arranged; 2) to pay no less than 200% of the normal wages if the extended hours are arranged on days of rest and no deferred rest can be taken; and 3) to pay no less than 300% of the normal wages if the extended hours are arranged on statutory holidays.

企业员工的加班时间和加班工资无法判断，因以下原因：1) 经现场走访，审核员发现辅料仓库获得的领料单显示，有以下员工在以下日期有领用厂服记录，且有员工签字：员工A在2019年6月15日，员工B在2019年6月1日，员工C在2019年6月2日，员工D、E、F在2019年5月4日，员工G在2019年3月16日。但是企业提供的考勤显示，该员工在以上日期均是休息的。2) 在现场走访，审核员发现辅料仓库获得的出库单显示，有以下员工在以下日期有出库记录，员工H和员工I在2019年8月18日；员工J和员工K在2019年8月17日。但是企业提供的考勤显示，该员工在以上日期均是休息的。3) 根据企业提供的设备保养记录显示，员工L在2019年6月22日有保养设备记录，员工M在2019年6月22日有保养设备记录，员工N在2019年7月6日，7月13日，7月20日，7月27日有保养记录。但是企业提供的考勤显示，该员工在以上日期均是休息的。其尚未尊重绩效区域6.2，且不符合《中华人民共和国劳动法》第41条，用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时；因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。《中华人民共和国劳动法》第44条，有下列情形之一的，用人单位应当按照下列标准支付高于劳动者正常工作时间工资的工资报酬：（一）安排劳动者延长工作时间的，支付不低于工资的百分之一百五十的工资报酬；（二）休息日安排劳动者工作又不能安排补休的，支付不低于工资的百分之二百的工资报酬；（三）法定休假日安排劳动者工作的，支付不低于工资的百分之三百的工资报酬。

- 6.4 - It could not be verified whether the facility granted employees the right to at least one day off in every seven days, due to the following evidences: 1) Based on the material used records, which was obtained from accessory warehouse, which showed that the following employees getting facility clothes on the following dates with employees' signatures: employee A on June 15, 2019; employee B on June 1, 2019, employee C on June 2, 2019, employee D, employee E and employee F on May 4, 2019, employee G on March 16, 2019. But the provided attendance records showed that all employees were off duty on these dates. 2) Based on the delivery out records, which was obtained from accessory warehouse, which showed that the following employees delivered out on the following dates: Employee H and employee I on August 18, 2019, employee J and employee K on August 17, 2019. But the provided attendance records showed that all employees were off duty on these dates. 3) Based on the provided machine maintenance record, it showed that employee L had machine maintenance records on June 22, 2019, employee M had machine maintenance records on June 22, 2019, employee N had machine maintenance records on July 6, 2019, July 13, 2019, July 20, 2019 and July 27, 2019. But the provided attendance records showed that all employees were off duty on these dates. It did not respect the Performance area 6.4, and did not comply with PRC Labour Law article 38, the employing unit shall guarantee that its staff and employees have at least one day off in a week.

无法判断企业是否赋予员工至少在七天内休息一天的权利，因以下原因：1) 经现场走访，审核员发现辅料仓库获得的领料单显示，有以下员工在以下日期有领用厂服记录，且有员工签字：员工A在2019年6月15日，员工B在2019年6月1日，员工C在2019年6月2日，员工D、E、F在2019年5月4日，员工G在2019年3月16日。但是企业提供的考勤显示，该员工在以上日期均是休息的。2) 在现场走访，审核员发现辅料仓库获得的出库单显示，有以下员工在以下日期有出库记录，员工H和员工I在2019年8月18日；员工J和员工K在2019年8月17日。但是企业提供的考勤显示，该员工在以上日期均是休息的。3) 根据企业提供的设备保养记录显示，员工L在2019年6月22日有保养设备记录，员工M在2019年6月22日有保养设备记录，员工N在2019年7月6日，7月13日，7月20日，7月27日有保养记录。但是企业提供的考勤显示，该员工在以上日期均是休息的。其尚未尊重绩效区域6.4，且不符合《中华人民共和国劳动法》第38条，用人单位应当保证劳动者每周至少休息一日。

Remarks from Auditee

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 178924] Audit Date: 20/04/2020 PA Score: B

Deadline date:31/12/2020

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

1. General Health and Safety management –Mr. Jianhua Feng/ Office Director is appointed as Health and Safety representative for the site. Potable water was freely available in all areas. Sufficient toilets segregated by gender were available at all times to workers. Ventilation, temperature and lighting were adequate for all production processes. EHS committee was established in the facility and regular meeting was conducted quarterly. EHS training on machine operating, PPE wearing and fire safety were provided for all employees. 2. Fire Safety - Enough fire extinguishers, fire hydrants and fire alarms was installed in most workshops and warehouse. Enough exit sign and emergency lights were installed in the whole facility. Sufficient safety exits were available for each area. All safety exits were kept clear and unlocked during working hours. Evacuation plan was posted in each area. Fire fighting drill and fire evacuation drill was arranged for all employees in the production area twice per year. 3. Machine safety – The maintenance personnel had checked all production machines regularly. All production employees had been trained how to operated machines properly before operation. 4. Electrical safety - The facility had signed one part-time agreement with one electrician and his electrician certificate was available for review. 5. Medical services - There were adequate first aid kits in each production area and all of them were well stocked. There were 8 qualified first aiders in the facility, whose training certificates were provided for review. Based on satisfactory evidence, the facility partially respects this principle because:
 1. 一般健康和安全管理——冯建华/行政主管被任命为健康安全代表。饮用水是免费提供的。提供了不同性别使用的足够洗手间，工人随时可以使用。通风、温度和照明是足够的。企业成立了健康安全委员会，并每季度召开一次会议。设备安全操作、PPE佩戴和消防方面的健康安全培训也提供了所有员工。2. 消防安全——大部分车间和仓库均配备了足够的灭火器、消防栓和消防警铃；安全出口标识和应急灯均有安装。所有区域均有足够的逃生出口，且这些出口在工作时间均保持畅通。疏散图张贴在了所有区域。消防灭火和疏散演习在生产区域每年组织两次，所有员工均有参加。3. 机器安全——维修人员定期检查所有的生产机器。所有生产员工在都参加了如何正确操作机器的培训。4. 电气安全——企业与一名电工签署了兼职协议，且提供了其电工证供审核。5. 医疗服务——在每个生产区域有足够的急救药箱且装有足够的急救药品。企业有8名有资质的急救员，且提供了其培训证明供审核。基于令人满意的证据，企业部分尊重amfori BSCI的本条原则，原因是：
- 7.2 - New finding Through the document review and employee interview, the workers or worker representatives did not participate in recognizing and evaluating the risk of occupational health and safety around the facility. It partially respected Performance area 7.2
新问题 通过现场走访及员工访谈，工人及工人代表没有参与识别及评估企业的职业健康及安全的风险。其部分尊重绩效区域7.2。
- 7.3 - Not corrected The facility carried out risk assessments for safety, healthy and hygienic working conditions, but it was not sufficient, such as based on the risk assessments report, the report did not include the safety of warehouse, etc.. It partially respected the Performance area 7.3.
未整改 企业进行了健康安全风险评估，但是不够充分。如根据风险评估报告，企业并未评估到以下风险：仓库的储存安全问题等等。其部分尊重绩效区域7.3。
- 7.5 - Corrected 1. Through the document review, the facility had conducted the recent fire drills in April 2020 and the records had included the actual employee number and actual evacuation time. 2. Through the document review and employee interview, auditor found that the trainings provided by the facility were effective.
已整改 1. 通过文件审核，企业于2020年4月进行最新一次的消防演习，演习记录已包含准确的参加员工人数及疏散用时。2. 通过文件审核及员工访谈，企业提供的培训是有效的。
- 7.6 - Corrected Through the facility tour, all employees wood making workshop and polishing workshop wore the PPE provided by the facility properly when working.
已整改 通过现场走访，所有木加工车间及抛光车间的员工均在工作时间正确佩戴了企业提供的劳动防护用品。
- 7.7 - 1. Not corrected No record for distribution, use and disposal of chemicals. During facility tour and document review, the facility used some chemicals on site, such as glue, paint, thinner, etc. But the facility had no record for distribution, use and disposal of chemicals. It did not respect the Performance area 7.7. 2. Corrected 1). Through the facility tour, the facility provided the secondary containers for all chemicals used or stored in the facility. 2). Through the facility tour, the facility provided the safety label for all chemicals used or stored in the facility. 3). Through the facility tour, the anti-explosive light was installed in the chemical warehouse.
1. 未整改 无化学品分配、使用和弃置记录。经现场走访和文件审核，企业在现场有使用一些化学品，比如油漆、稀释剂、胶水等，但是企业未能提供这些化学品的分配、使用和弃置记录。其尚未尊重绩效区域7.7。2. 已整改 1). 通过现场走访，企业提供了二次容器给所有在企业使用或储存的化学品。2). 通过现场走访，企业提供了安全标签给所有在企业使用或储存的化学品。3). 通过现场走访，企业已在化学品仓库内安装了防爆灯。
- 7.11 - 1. New finding Through facility tour, auditor noted partial goods in warehouses were directly leaned against the wall and post. It did not respect Performance area 7.11 and did not comply with Article 6.8 of General Rules for Fire Safety Management of Storage Occupancies: Objects shall be piled up in the storeroom as per the following requirements: 1. The distance between the top of any pile and the roof shall not be smaller than 0.3m (for any "人"-shaped building, the distance shall be counted from the crossbeam); 2. The distance between the objects and the illumination lamps shall not be smaller than 0.5m; 3. The distance between the objects and the wall shall not be smaller than 0.5m; 4. The distance between any pile of objects and the pole shall not be smaller than 0.3m; 5. The distance between any two piles of objects shall not be smaller than 1m.
2. Corrected Through the facility tour and document review, the facility had not rent that one 3-storey building now, and the facility provided the valid fire certificates of all buildings they used for review.
1. 新问题 通过现场巡查，审核员发现企业仓库的部分货物挨墙靠柱存放。其尚未尊重绩效区域7.11且不符合《仓储场所消防安全管理通则》GA1131-2014 6.8 库房内堆放物品应满足以下要求：1 堆垛上部与楼板、平屋顶之间的距离不小于0.3m（人字屋架从横梁算起）；2 物品与照明灯具之间的距离不小于0.5m；3 物品与墙之间的距离不小于0.5m；4 物品堆垛与柱之间的距离不小于0.3m；5 物品堆垛与堆垛之间的距离不小于1m。2. 已整改 通过现场走访及文件审核，企业已停止租用那栋3层建筑，并且企业提供了所有在使用的建筑的有效的消防验收供审核。
- 7.15 - Corrected Through the facility tour, the facility provided the emergency lights for all emergency staircases in the facility.
已整改 通过现场走访，企业提供了应急灯给所有的应急疏散楼梯。
- 7.17 - 1. New finding During facility tour, auditor found that there were 3 cargo lifts in the facility, but the cargo lift management certificate had expired since November 11, 2019. It partially respected the Performance area 7.17, and did not comply with Regulations on Safety Supervision of Special Appliance article 38, the operator of special appliances (mentioned in Article 2, such as boiler, compressing equipment, lift, lifting appliance, Operators and managers of special vehicles in the factory (onsite) shall undergo relevant examination and qualifications to obtain special appliances certificate from the Special Appliance Quality Safety Monitoring department before operating those appliances. 2. Corrected The facility provided the valid license of the only one welder for review.
1. 新问题 在现场巡查时，审核员发现企业有3部货梯，但企业的货梯管理员证书于2019年11月11日过期。其部分尊重绩效区域7.17，且不符合《特种设备安全监察条例》第38条，第三十八条 锅炉、压力容器、电梯、起重机械、客运索道、大型游乐设施、场（厂）内专用机动车辆的作业人员及其相关管理人员（以下统称特种设备作业人员），应当按照国家有关规定经特种设备安全监督管理部门考核合格，取得国家统一格式的特种设备作业人员证书，方可从事相应的作业或者管理工作。2. 已整改 企业提供了唯一1名焊工有效的焊工证供审核。
- 7.21 - Corrected Through the document review, the facility provided the valid Food Operation Permit for review.
已整改 通过文件审核，企业提供了有效的厨房的食品经营许可证供审核。
- 7.23 - Remark: The facility did not provide the transportation for employees.

备注：企业没有提供交通工具给员工。

7.24 - Not corrected Testing result of occupational hazards factors exceeded standard. During facility tour, auditor noted that based on the testing report of occupational hazardous factor, the thickness of dimethylbenzene in painting workshop exceeded the limit of national standard, the thickness of wood dust in 1 polishing department and 1 hollowed-out washing department exceeded the limit of national standard. It partially respected the Performance area 7.24, and did not comply with the PRC Law of Prevention and Control of Occupational Diseases Article 26, the employer shall assign dedicated person(s) to carry out day-to-day monitoring of the occupational hazard factors and make sure that the monitoring system is kept in normal working conditions. The employer shall, in accordance with the regulations of the safety supervision and administration department under the State Council, have the occupational hazard factor(s) tested and evaluated regularly at workplace. The results of testing and evaluation shall be kept in files of occupational health, reported regularly to the safety supervision and administration department and announced to the workers. The occupational hazard factor(s) shall be tested and evaluated by the occupational health technical service institutions set up in accordance with the law and authenticated as qualified by the production safety supervision and administration department under the State Council or the production safety supervision and administration department under the local government of or above the level of district-constituted municipalities base on their duty. The testing and evaluation made by such institution shall be objective and truthful. In case that the occupational hazard factor(s) at workplace do not conform to the national standard and requirements on occupational health, the employer shall immediately adopt appropriate measures to keep them under control. If they still cannot meet the standard or requirements, the operation where such factors exist, shall be stopped. The operation can be resumed only after the factors are kept under control and meet the standards and requirements after the rectification.

未整改 职业危害因素检测结果不符合法规的要求。在现场巡查，审核员发现根据企业提供的职业危害因素检测报告中显示，喷漆车间的二甲苯的浓度超过了法规规定的限值，一个打磨岗位和一个镗洗岗位的木粉尘的浓度超过了法规规定的限值。其部分尊重绩效区域7.24，且不符合《中华人民共和国职业病防治法》第二十六条，用人单位应当实施由专人负责的职业病危害因素日常监测，并确保监测系统处于正常运行状态。用人单位应当按照国务院安全生产监督管理部门的规定，定期对工作场所进行职业病危害因素检测、评价。检测、评价结果存入用人单位职业卫生档案，定期向所在地安全生产监督管理部门报告并向劳动者公布。职业病危害因素检测、评价由依法设立的取得国务院安全生产监督管理部门或者设区的市级以上地方人民政府安全生产监督管理部门按照职责分工给予资质认可的职业卫生技术服务机构进行。职业卫生技术服务机构所作检测、评价应当客观、真实。发现工作场所职业病危害因素不符合国家职业卫生标准和卫生要求时，用人单位应当立即采取相应治理措施，仍然达不到国家职业卫生标准和卫生要求的，必须停止存在职业病危害因素的作业；职业病危害因素经治理后，符合国家职业卫生标准和卫生要求的，方可重新作业。

Remarks from Auditee:

Full Audit [Audit Id - 160236] Audit Date: 19/08/2019 PA Score: D

Deadline date:30/06/2020

Good practices

None observed

Areas of improvement

The facility had established health and safety committee in the facility and would conduct the meeting termly. 1.Machine: There were total 158 machines in the facility. The facility had established policy of using machine safely, and during facility tour, all machines had safety guards. 2. Chemical: the facility used some chemical on site, such as painting oil, thinner, etc. The facility did not set effective secondary containment for chemical and also did not post safety label on the containers of chemical. 3. Hazardous factor: During facility tour, hazardous factors existed in painting workshop, banding workshop, polishing workshop, etc. And the facility provided evaluation report of occupational hazardous factors for review, but there were 2 items in the facility exceeded the limit of national standard. And the facility had conducted occupational health examination for all employees, who contacted hazardous factor during working time. 4. Fire safety: During facility tour, the facility had installed enough fire extinguishers and fire hydrants in each workplace. The facility installed fire alarms in each floor. And all safety exits had been installed exit signs and all evacuation passage had posted evacuation indication signs. All fire exits were open during working time. Auditor tested fire alarm and fire hydrant on site, and the fire alarm and fire hydrant were in working. The facility installed emergency lights in all areas in the facility except two evacuation stairs in one 3-storey building. 5. First aid: During facility tour, the facility put one first aid kit in each workshop and warehouse. There were sufficient first aid medicines in the kit. And total 2 first aiders were arranged in the facility. Based on satisfactory evidence, the facility partially respected this principle, because of the reason:

企业建立了健康安全委员会，会定期召开会议。1.机器安全：企业共有158台机器，经现场走访，企业的所有机器均有相应的防护措施。2.化学品：经现场走访，企业使用了一些化学品，比如油漆、稀释剂等，企业未张贴安全标识，未设置有效的二次容器在现场。3.危害因素：经现场走访，企业的喷漆车间、封边车间、打磨车间等等车间存在职业危害因素，企业提供了职业危害因素检测报告，且安排了所有接触职业危害因素的员工做了职业健康检查，但是提供的职业危害因素检测报告中显示有2个点不符合法规要求。4.消防安全：经现场走访，企业提供了足够的灭火器和消防栓在各个车间，仓库，每层均设置了消防警铃，所有的安全出口均设置了安全出口标识，所有的疏散通道均有疏散指示标识；企业的基本上所有的安全出口均在工作过程中打开；审核员现场测试了消防警铃和消防栓，消防警铃和消防栓均可正常使用。企业每个区域均安装了应急灯，但是未在1栋3层的2个疏散楼梯内安装。5.急救：企业在每个车间和仓库中均设置了急救箱，急救箱内配备了足够的应急药物。企业安排了2名急救人员在现场。基于令人满意的证据，企业部分尊重本条原则，原因是：

7.3 - The facility carried out risk assessments for safety, healthy and hygienic working conditions, but it was not sufficient, such as based on the risk assessments report, the report did not include the safety of chemical, etc.. It partially respected the Performance area 7.3.

企业进行了健康安全风险评估，但是不够充分。如根据风险评估报告，企业并未评估到以下风险：化学品安全等等。其部分尊重绩效区域7.3。

7.5 - 1) The facility had conducted fire drill on March 20, 2019 and October 15, 2018. But based on the records of fire drill, auditor noted that there was no actual employee number and actual evacuation time in the records. It partially respected the Performance area 7.5. 2) The training was not effective. Through document review, auditor noted that the facility had arranged employees to train on PPE wearing, but during facility tour, there was finding of PPE, it showed that the training was not effective. It partially respected the Performance area 7.5.

1) 企业2019年3月20日和2018年10月15日分别安排了消防演习，根据消防演习记录，审核员发现消防记录中没有参与演习的具体人数和具体的疏散时间。其部分尊重绩效区域7.5。2) 培训不到位。经文件审核，审核员发现企业安排了员工进行了防护用品使用的培训，但是经现场走访，防护用品方面仍存在有问题，这表明该培训做的并不到位。其部分尊重绩效区域7.5。

7.6 - Employees did not properly wear PPE (Personal Protective Equipment). During auditee tour, auditor noted that 30% employees (contacted with high noise) working in wooded working workshop and polishing workshop did not wear earplugs or anti-dust masks, which were provided by the facility. It partially respected the Performance area 7.6, and did not comply with the Law of the PRC on Work Safety article 42, manufacturing units shall provide personal protective equipment to employees. Manufacturing units shall supervise and train employees to ensure they properly wear and use the personal protective equipment.

员工未按要求佩戴劳动防护用品。在现场巡查时，审核员发现企业30%木工加工员工和打磨员工（接触噪声）没有佩戴企业提供的耳塞和防尘口罩。其部分尊重绩效区域7.6，且不符合《中华人民共和国安全生产法》第42条，生产经营单位必须为从业人员提供符合国家标准或者行业标准的劳动防护用品，并监督、教育从业人员按照使用规则佩戴、使用。

7.7 - 1) Hazardous chemicals, such paint, thinner and etc., were used on site and stored in warehouse, but the distribution, use and disposal of chemicals were not properly recorded. It partially respected the Performance area 7.7. 2) 1.Safety facilities for hazardous chemicals were not compliant with legal requirement. During auditee tour, auditor noted that the auditee used simple plank frames as secondary containment for chemicals (such as oil paints) in warehouse and workshop, which did not work against of leakage. 2. No explosion-proof light was installed in chemical warehouse. During auditee tour, auditor noted that the light in the chemical warehouse (such as oil paints) on 1/F of one 5-stoey building was not explosion-proof light. It partially respected the Performance area 7.7, and did not comply with Regulations on the Safety Management of Dangerous Chemicals article 20, The units producing, storing dangerous chemicals shall, according to the categories and hazardous

characteristics of the dangerous chemicals they producing, storing, set up the corresponding safety facilities and equipments for monitoring, aeration, protection against exposure to sun, temperature adjusting, fireproof, fire fighting, flameproof, pressure discharging, prevention of toxicants, neutralization, moistureproof, protection against thunder, protection against static, antiseptis, prevention of leakage, protection dams or segregated operations, etc.. In addition, the units shall carry out maintenance and caring regularly according to the national standards, industrial standards or the relevant provisions of the State, thus to guarantee the safety operations of facilities and equipments. 3) No safety label for hazardous chemical. During auditee tour, auditor noted that there was no safety label for chemical (such as cleaner) using at inspection workshop on 3/F of one 3-storey production building, which were stored in beverage bottles. It partially respected the Performance area 7.7, and did not comply with Regulations on the Safe Use of Chemicals in Workplace, Article 12 The unit, which uses chemical, shall set up identification label for all chemicals in using. For dangerous chemical, a safety label shall be applied and MSDS be provided for worker.

1) 企业使用和存放危险化学品如油漆、稀释剂等, 但企业没有化学品分配、使用和处置的记录。其部分尊重绩效区域7.7。2) 1.危险化学品储存的安全设施不符合要求。在现场巡查时, 审核员发现企业车间和仓库的化学品(例如油漆)使用简易木框作为二次容器, 起不到防泄漏的作用。2.化学品仓库没有防爆灯。在现场巡查时, 审核员发现企业1栋5层厂房1楼化学品仓库(例如油漆)内的灯不是防爆灯。其部分尊重绩效区域7.7, 且不符合《危险化学品安全管理条例》第二十条, 生产、储存危险化学品的单位, 应当根据其生产、储存的危险化学品的种类和危险特性, 在作业场所设置相应的监测、监控、通风、防晒、调温、防火、灭火、防爆、泄压、防毒、中和、防潮、防雷、防静电、防腐、防泄漏以及防护围堤或者隔离操作等安全设施、设备, 并按国家标准、行业标准或者国家有关规定对安全设施、设备进行经常性维护、保养, 保证安全设施、设备的正常使用。生产、储存危险化学品的单位, 应当在其作业场所和安全设施、设备上设置明显的安全警示标志。3) 危险化学品没有安全标识。在现场巡查时, 审核员发现在生产楼3楼检验车间装在饮料瓶里的化学品(例如清洁剂)没有安全标识。其部分尊重绩效区域7.7, 且不符合《工作场所安全使用化学品规定》第十二条, 使用单位使用的化学品应有标识, 危险化学品应有安全标签, 并向操作人员提供安全技术说明书。

7.11 - No details of fire certificate or registered record was provided. During facility tour, auditor noted that the facility rented one 3-storey building and 1F and 3F of one 3-storey building from another facility beside the audited facility, the facility provided the fire registration of these two buildings, but could not provide the identifying code to prove the details of the fire registration. It partially respected the Performance area 7.11, and did not comply with PRC Fire Prevention Law article 11, the Ministry of Public Security of the State Council prescribes, for those densely populated places and special construction works, design documents shall be submitted to public security organs for safety review. Public security fire control institutions shall be responsible for the result. Article 13 the project completed with fire control design in accordance with the requirements of the State Technical Standards on Fire Control for Engineering Construction shall go through acceptance check and filing as stated below: 1. as is stated in Article 11, construction units shall apply to the public security fire control institutions for fire control acceptance check. 2. Other construction works and construction units shall file with public security fire control institutions and public fire control institutions shall conduct random inspection. Construction projects which are supposed to go through fire control acceptance check but do not or considered unqualified shall not be put into use. Other projects considered unqualified after acceptance check in accordance with law shall not be put into use.

企业没有提供消防验收/备案的具体信息供审阅。在现场巡查时, 审核员发现企业租赁隔壁工厂的1栋3层和1栋3层的1层和3层, 企业提供了消防备案, 但是未能提供备案验证码以证明消防验收的具体信息。其部分尊重绩效区域7.11, 且不符合《中华人民共和国消防法》第十一条 国务院公安部门规定的大型的人员密集场所和其他特殊建设工程, 建设单位应当将消防设计文件报送公安机关消防机构审核。公安机关消防机构依法对审核的结果负责。第十三条 按照国家工程建设消防技术标准需要进行消防设计的建设工程竣工, 依照下列规定进行消防验收、备案: (一) 本法第十一条规定的建设工程, 建设单位应当向公安机关消防机构申请消防验收; (二) 其他建设工程, 建设单位在验收后应当报公安机关消防机构备案, 公安机关消防机构应当进行抽查。依法应当进行消防验收的建设工程, 未经消防验收或者消防验收不合格的, 禁止投入使用; 其他建设工程经依法抽查不合格的, 应当停止使用。

7.15 - Lack of emergency light. During auditee tour, auditor noted that no emergency light was installed at both two staircases of one 3-storey warehouse building. It partially respected the Performance area 7.13, and did not comply with Code of Design on Building Fire Protection and Prevention (GB50016-2014) article 10.3.1, Emergency lighting shall be installed in the following places at civil buildings, factory buildings and warehouses of Category C, except for residential buildings at a height less than 27m: 1. Enclosed staircases, smoke-proof staircases and their anterooms, and anterooms or shared anterooms of fire elevators, emergency passageway, refuge storey (room); 2. Assembly occupancies such as auditorium, exhibition hall, multi-functional hall, and business hall, dining hall, teleorium with a building area more than 200m²; 3. Underground and semi-underground public places with building area more than 100m²; 4. Evacuation passages at public buildings; 5. Workplaces and evacuation passages at densely populated factory buildings.

缺少应急灯。在现场巡查时, 审核员发现在1栋3层的仓库的全部2个疏散楼梯内没有安装应急灯。其部分尊重绩效区域7.15, 且不符合《建筑设计防火规范》(GB50016-2014)第10.3.1条, 除建筑高度小于27m的住宅建筑外, 民用建筑、厂房和丙类仓库的下列部位应设置疏散照明: 1. 封闭楼梯间、防烟楼梯间及其前室、消防电梯间的前室或合用前室、避难走道、避难层(间); 2. 观众厅、展览厅、多功能厅及建筑面积大于200m²的营业厅、餐厅、演播室等人员密集的场所; 3. 建筑面积大于100m²的地下或半地下公共活动场所; 4. 公共建筑内的疏散走道; 5. 人员密集的厂房内的生产场所及疏散走道。

7.17 - No license for operators engaged in special task. During management interview, there was one welder in the facility. However, the facility could not provide the welder certificate for review. It partially respected the Performance area 7.13, and did not comply with PRC Labor Law article 55, laborers engaged in special tasks must receive specialized training and acquire a license for such tasks.

特种作业人员证件过期。经过管理层访谈, 审核员发现企业使用了1名焊工, 但是没有提供焊工证以供审核。其部分尊重绩效区域7.13, 且不符合《中华人民共和国劳动法》第55条, 从事特种作业的劳动者必须经过专门培训并取得特种作业资格。

7.21 - The facility did not obtain the catering service license for its kitchen. During facility tour, auditor noted that one kitchen and canteen located at 1F of one 5-storey building. But the facility did not obtain the catering service license. It did not respect the Performance area 7.21, and did not comply with Administrative Measures on Food Operation Permission Article 4, Food operation permission shall follow the principle of one permit for one site. Namely, one Food Operation Permit shall be obtained prior to the food operator engages in food business operations in a particular site.

企业的食堂没有取得餐饮服务许可证。在现场巡查时, 审核员发现企业的1栋5层的1层有一个食堂, 但是未取得该食堂的餐饮服务许可证。其尚未尊重绩效区域7.21, 且不符合《食品经营许可管理办法》第4条, 食品经营许可实行一地一证原则, 即食品经营者在一个经营场所从事食品经营活动, 应当取得一个食品经营许可证。

7.23 - Remark: the facility did not provide transportation for employees.

备注: 企业没有给员工提供交通。

7.24 - Testing result of occupational hazards factors exceeded standard. During facility tour, auditor noted that based on the testing report of occupational hazardous factor, the thickness of dimethylbenzene in painting workshop exceeded the limit of national standard, the thickness of wood dust in 1 polishing department and 1 hollowed-out washing department exceeded the limit of national standard. It partially respected the Performance area 7.24, and did not comply with the PRC Law of Prevention and Control of Occupational Diseases Article 26, the employer shall assign dedicated person(s) to carry out day-to-day monitoring of the occupational hazard factors and make sure that the monitoring system is kept in normal working conditions. The employer shall, in accordance with the regulations of the safety supervision and administration department under the State Council, have the occupational hazard factor(s) tested and evaluated regularly at workplace. The results of testing and evaluation shall be kept in files of occupational health, reported regularly to the safety supervision and administration department and announced to the workers. The occupational hazard factor(s) shall be tested and evaluated by the occupational health technical service institutions set up in accordance with the law and authenticated as qualified by the production safety supervision and administration department under the State Council or the production safety supervision and administration department under the local government of or above the level of district-constituted municipalities base on their duty. The testing and evaluation made by such institution shall be objective and truthful. In case that the occupational hazard factor(s) at workplace do not conform to the national standard and requirements on occupational health, the employer shall immediately adopt appropriate measures to keep them under control. If they still cannot meet the standard or requirements, the operation where such factors exist, shall be stopped. The operation can be resumed only after the factors are kept under control and meet the standards and requirements after the rectification.

职业危害因素检测结果不符合法规的要求。在现场巡查, 审核员发现根据企业提供的职业危害因素检测报告中显示, 喷漆车间的二甲苯的浓度超过了法规规定的限值, 一个打磨岗位和一个抛光岗位的面粉浓度超过了法规规定的限值。其部分符合绩效区域7.24, 且不符合《中华人民共和国职业病防治法》第二十六条, 用人单位应当实施由专人负责的职业病危害因素日常监测, 并确保监测系统处于正常运行状态。用人单位应当按照国务院

安全生产监督管理部门的规定，定期对工作场所进行职业病危害因素检测、评价。检测、评价结果存入用人单位职业卫生档案，定期向所在地安全生产监督管理部门报告并向劳动者公布。职业病危害因素检测、评价由依法设立的取得国务院安全生产监督管理部门或者设区的市级以上地方人民政府安全生产监督管理部门按照职责分工给予资质认可的职业卫生技术服务机构进行。职业卫生技术服务机构所作检测、评价应当客观、真实。发现工作场所职业病危害因素不符合国家职业卫生标准和卫生要求时，用人单位应当立即采取相应治理措施，仍然达不到国家职业卫生标准和卫生要求的，必须停止存在职业病危害因素的作业；职业病危害因素经治理后，符合国家职业卫生标准和卫生要求的，方可重新作业。

Remarks from Auditee

Performance Area 8 : No Child Labour

1- Followup Audit [Audit Id - 178924] Audit Date: 20/04/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

None observed

未发现

Remarks from Auditee:

Full Audit [Audit Id - 160236] Audit Date: 19/08/2019 PA Score: A

Deadline date:

Good practices

None observed

Areas of improvement

None observed

未发现不符合项

Remarks from Auditee

Performance Area 9 : Special protection for young workers

1- Followup Audit [Audit Id - 178924] Audit Date: 20/04/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

None observed

未发现

9.1 - Corrected Through the document review and employee interview, the only one juvenile employee had been registered at the local labour bureau by the facility.
 已整改 通过文件审核及员工访谈，企业唯一的一名未成年工已在当地的劳动部门进行登记。

Remarks from Auditee:

Full Audit [Audit Id - 160236] Audit Date: 19/08/2019 PA Score: A

Deadline date:30/06/2020

Good practices

None observed

Areas of improvement

Through facility tour and document review, the facility hired 1 young worker. The facility arranged the young worker to conduct health examination, but the facility did not register the young worker in local Human Resources Bureau. Through facility tour and employee interview, the facility had not arranged these young workers to work in prohibited posts. Based on satisfactory evidence, the facility partially respected this principle because: 经现场走访和文件审核，企业招聘了1名未成年工，企业安排了该未成年进行了体检，但是未能安排该员工到当地的人事资源局进行登记。经现场走访和员工访谈，企业未安排该员工在有毒有害的岗位进行工作。基于令人满意的证据，企业部分尊重该原则，原因如下：

9.1 - Juvenile employees were not registered. Through document review, auditor noted that the facility employed 1 juvenile employee. During interview with the employee, they confirmed that the employee was 16 years old. However, the employee had not been registered at the local labour bureau by the facility. It partially respected the Performance area 9.1 and did not comply with the Regulations for the Special Protection of Juvenile Employees (Document No.498) article 9, employment of juvenile employees should be registered.
 企业没有为未成年工办理登记。在文件审阅时，审核员发现企业有1个未成年工。通过与该名员工访谈，确认该员工的年龄为16岁；但是企业没有在当地劳动部门为该未成年工办理登记。其部分尊重绩效区域，且不符合《未成年工特殊保护规定 劳部发（1994）498号》第9条，对未成年工的使用和特殊保护实行登记制度。用人单位招收使用未成年工，除符合一般用工要求外，还须向所在地的县级以上劳动行政部门办理登记。

Remarks from Auditee

Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 178924] Audit Date: 20/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: None observed 未发现	
<p>10.2 - Corrected Through the document review, the labor contracts of all employees had included all elements required by local law. 已整改 通过员工访谈, 企业员工的劳动合同中已包含所有法律要求的要素。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 160236] Audit Date: 19/08/2019 PA Score: B	Deadline date:30/06/2020
<u>Good practices</u>	
None observed	
<u>Areas of improvement</u>	
<p>The facility signed labor contracts with all the hired employees. And all 20 selected employees interviewed said that they had one labor contract. And the facility noticed the occupational factor and the result of the factor to the employees, who contacted occupational factor during working time. But the provided labor contracts had insufficient item. Based on satisfactory evidence, the facility partially respected this principle, because: 企业跟企业中的所有员工均签订了劳动合同。且所有随机抽取的20名员工均表示他们有一份合同副本由员工本人保管。企业已告知具体的职业危害因素及后果给接触职业危害因素的员工。但是企业提供的劳动合同中项目不足。基于令人满意的证据, 企业部分尊重本条原则, 原因是:</p> <p>10.2 - The labour contract lacked of necessary terms. Through document review, auditor noted that all 20 selected labor contracts provided by facility did not include the following items: 1) legal representative or major person-in-charge; 2) The work time, rest and vacation. It did not respect the Performance area 10.2, and did not comply with PRC Employment Contract Law article 17, an employment contract shall include the following clauses: 1) The employer's name, domicile, legal representative or major person-in-charge; 2) The employee's name, domicile, number of identity card or number of any other valid identity certificate; 3) The time limit for the employment contract; 4) The work contents and address; 5) The work time, rest and vacation; 6) The remunerations; 7) The social security; 8) The employment protection, work conditions, and protection against and prevention of occupational harm; and 9) Other items that shall be included in the employment contract under any law or regulation. Apart from the essential clauses as prescribed in the preceding paragraph, the employer and the employee may, in the employment contract, stipulate the probation period, training, confidentiality, supplementary insurances, welfares and treatments, as well as other items. 劳动合同缺少必备的条款。通过文件审核, 审核员发现随机抽取的20份劳动合同没有包括以下内容: 1) 用人单位的法定代表人或者主要负责人; 2) 工作时间和休息休假。其尚未尊重绩效区域10.2, 且不符合《中华人民共和国劳动合同法》第17条, 劳动合同应当具备以下条款: (一) 用人单位的名称、住所和法定代表人或者主要负责人; (二) 劳动者的姓名、住址和居民身份证或者其他有效身份证件号码; (三) 劳动合同期限; (四) 工作内容和工作地点; (五) 工作时间和休息休假; (六) 劳动报酬; (七) 社会保险; (八) 劳动保护、劳动条件和职业危害防护; (九) 法律、法规规定应当纳入劳动合同的其他事项。劳动合同除前款规定的必备条款外, 用人单位与劳动者可以约定试用期、培训、保守秘密、补充保险和福利待遇等其他事项。</p>	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 178924] Audit Date: 20/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Not audit.	
AREAS OF IMPROVEMENT: Not audit. This is Follow up audit. 未审核, 本次审核是跟进审核。	
Remarks from Auditee:	
Full Audit [Audit Id - 160236] Audit Date: 19/08/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None observed	
<u>Areas of improvement</u>	
None observed 未发现不符合项	
Remarks from Auditee:	

Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 178924] Audit Date: 20/04/2020 PA Score: A	Deadline date:30/09/2020
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: The facility had established the procedure to identify environmental regulations and laws regularly, and the list of identified environmental regulations and laws was provided for review. However, the facility had not established the grievance mechanism related to the environmental concerns of communities around the facility. Based on satisfactory evidence, the facility partially respected this principle because: 企业建立了环境法律法规的定期识别机制, 并提供了识别出的环境法律法规清单供审核。然而, 企业没有建立有关周围社区的环境问题的申诉机制。基于令人满意的证据, 企业部分尊重amfori BSCI的本条原则, 原因是: 12.1 - Not corrected Through the document review and management interview, auditor found that the facility did not establish the grievance mechanism related to the environmental concerns of communities around the facility. It partially respected the Performance area 12.1 Corrected Through the document review, the facility had stopped the glass cutting and glass polishing process, and the facility provided the complete and valid Environmental Impact Assessment for review. 未整改 通过文件审核及管理人员访谈, 审核员发现企业没有建立有关周围社区的环境问题的申诉机制。其部分尊重绩效区域12.1 已整改 通过文件审核, 企业已停止了玻璃裁切及玻璃抛光工序, 并且企业提供了完整有效的环境影响报告供审核。 12.2 - Corrected The facility provided the complete and updated local environmental law for review. 已整改 企业以提供完整的更新的环境法律法规供审核。 12.3 - Corrected 1. Through the document review, the facility had stopped the glass cutting and glass polishing process, and the facility provided the complete and valid Environmental Impact Assessment Approval for review. 2. Through the document review, the facility had stopped the glass cutting and glass polishing process, and the facility provided the complete and valid environmental protection acceptance checks report for review. 已整改 1. 通过文件审核, 企业已停止了玻璃裁切及玻璃抛光工序, 并且企业提供了完整有效的环境影响报告的批复供审核。 2. 通过文件审核, 企业已停止了玻璃裁切及玻璃抛光工序, 并且企业提供了完整有效的环境保护竣工验收报告供审核。 12.4 - Corrected 1. Through the facility tour, all hazardous wate were stored in a independent hazardous waste warehouse. 2. The facility had provided the label for hazardous wastes in hazardous waste warehouse. 已整改 1. 通过现场走访, 企业所有的危险废弃物均储存在一个独立的危险废弃物仓库。 2. 通过现场走访, 企业提供了危险废弃物标识给危险废物仓库。	
Remarks from Auditee:	
Full Audit [Audit Id - 160236] Audit Date: 19/08/2019 PA Score: D	Deadline date:30/06/2020
Good practices None observed	
Areas of improvement The products were bathroom cabinets, the processes were cutting, banding, drilling, polishing, painting, glass cutting, glass polishing, assembly and packing, there was waste gas, waste water and hazardous wastes generated from manufacturing. The facility provided Environmental Impact Assessment (EIA) report, EIA approval and environmental protection acceptance checks report for review, but the provided document did not include the processes of glass cutting and glass polishing. Through facility tour, the facility had no obvious influence to the environment beside the facility. And the facility had not identified the significant impacts and environmental implications associated to its activity. Based on satisfactory evidence, the facility partially respected this principle, because of the reason: 企业的产品为浴室柜, 主要工序为开料、封边、打孔、打磨、油漆、玻璃切割、玻璃打磨、组装和包装, 生产过程中产生了废水、废气和危险废弃物。经现场走访, 企业未造成周边环境显著的破坏影响。企业提供了环境影响评价报告, 环评批复和环境竣工验收, 但是提供的文件中未包玻璃切割和玻璃打磨工序。企业未识别对周边的环境影响。基于令人满意的证据, 企业部分尊重本条原则, 原因是: 12.1 - 1) The facility had not identified the significant impacts and environmental implications associated to its activity, and there was no grievance mechanism in place to address the environmental concerns of surrounding communities. It did not respect the Performance area 12.1. 2) No updated Environmental Impact Assessment for the facility. Through facility tour, the products in the facility were bathroom Cabinet, the processes were cutting, banding, drilling, polishing, painting, glass cutting, glass polishing, assembly and packing. But the provided EIA report did not include the processes of glass cutting and glass polishing, and the facility did not update the EIA report. It partially respected the Performance area 12.1, and did not comply with the PRC Environmental Impact Assessment Law Article 16, the state conducts systematic management over the Environmental Impact Assessment of construction projects in accordance with the degree of impact on the environment. Construction units shall compile Environmental Impact Report, Environmental Impact Report Form or fill out Environmental Impact Registration Form (hereinafter referred to as Environmental Impact Assessment Documents) under the following rules: (1) For those that may cause heavy environmental impact, Environmental Impact Report shall be compiled, and the environmental impact produced shall be fully assessed. (2) For those that may cause slight environmental impact, Environmental Impact Report Form shall be compiled, and the environmental impact produced shall be analyzed or specially assessed. (3) For those that have very little environmental impact and do not need any Environmental Impact Assessment, Environmental Impact Registration Form shall be filled out. The construction projects' systematic management directory of Environmental Impact Assessment is made and published by the environmental protection administration agency under the State Council. 1) 企业未识别其商业活动的重大影响以及对环境造成的后果, 且企业没有建立有关周围社区环境问题的申诉机制。其尚未尊重绩效区域12.1。 2) 企业没有对其建设项目进行环境影响评价。在现场巡查时, 审核员发现企业生产的产品为浴室柜, 主要工序为开料、封边、打孔、打磨、油漆、玻璃切割、玻璃打磨、组装和包装。但是企业提供的环评中没有包括玻璃切割和玻璃打磨工序, 企业没有更新的环评报告。其部分尊重绩效区域12.1, 且不符合《中华人民共和国环境影响评价法》第16条, 国家根据建设项目对环境的影响程度, 对建设项目的环境影响评价实行分类管理。建设单位应当按照下列规定组织编制环境影响报告书、环境影响报告表或者填报环境影响登记表(以下统称环境影响评价文件): (一)可能造成重大环境影响的, 应当编制环境影响报告书, 对产生的环境影响进行全面评价; (二)可能造成轻度环境影响的, 应当编制环境影响报告表, 对产生的环境影响进行分析或者专项评价; (三)对环境的影响很小、不需要进行环境影响评价的, 应当填报环境影响登记表。建设项目的环境影响评价分类管理名录, 由国务院环境保护行政主管部门制定并公布。 12.2 - Insufficient collected local environmental law. During document review, auditor noted that the facility had collected some local environmental law, but did not update, such as the facility did not collect the updated local environmental law in 2017. It partially respected the Performance area 12.2. 收集到的环境法律法规不足。经文件审核, 审核员发现企业已经收集到了当地的环境法律法规, 但是未及时进行更新, 比如没有收集到2017年更新的关于环保的法律法规。其部分尊重绩效区域12.2。 12.3 - 1) No approval of Environmental Impact Assessment (EIA) for processes expanded. During facility tour, auditor noted that the facility had expanded glass cutting process and glass polishing process. (However, during document review, the facility could not provide the EIA approval for expanded construction project for review. It partially respected the Performance area 12.3, and did not comply with The PRC Environmental Impact	

Assessment Law article 24, after the approval of the construction projects' Environmental Impact Assessment Documents, in case of any changes in the nature, scale, site, production process or measures of preventing pollution and ecological damage, construction units concerned shall re-submit the construction projects' Environmental Impact Assessment Documents for the application. 2) No environmental protection acceptance checks report for expanded glass cutting process and glass polishing process. During facility tour, auditor noted that the facility had expanded glass cutting process and glass polishing process. However, during document review, the facility could not provide the environmental protection acceptance check approval for their construction project of the expanded glass cutting process and glass polishing process for review. It partially respected the Performance area 12.3, and did not comply with the Measures for the Administrative Regulation on Environmental Protection of Construction Projects Article 17, After the completion of the construction project which requires compiling Environmental Impact Report or Environmental Impact Report Form, the construction entity shall carry out inspection and acceptance for the ancillary environmental protection facilities and compile the acceptance report in according with the standards and procedures provided by the administrative department of environmental protection of the State Council. During the process of inspection and acceptance of the environmental protection facilities, the construction entity shall, strictly according to facts, inspect, monitor and record the status of the construction and adjustment of environmental protection facilities. Falsification is prohibited. The construction entity shall make the acceptance check report available to the public according to law, except it is required to keep confidential according to the provisions of the State.

1) 新增生产工艺未取得环境影响评价批复。在现场巡查时, 审核员发现企业增加了玻璃切割和玻璃打磨工序, 但是在文件审阅中, 企业无法提供该新增生产工艺项目的环境影响审查批复供审阅。其部分尊重绩效区域12.3, 且不符合《中华人民共和国环境影响评价法》第24条, 建设项目的环境影响评价文件经批准后, 建设项目的性质、规模、地点、采用的生产工艺或者防治污染、防止生态破坏的措施发生重大变动的, 建设单位应当重新报批建设项目的环境影响评价文件。2) 企业没有新增工艺建设项目的环境保护竣工验收。在现场巡查时, 审核员发现企业新增了玻璃切割和玻璃打磨工序, 但是经文件审核, 企业未能提供该新增工艺建设项目的环境竣工验收报告。其部分尊重绩效区域12.3, 且不符合《建设项目环境保护管理条例》第十七条, 编制环境影响报告书、环境影响报告表的建设项目竣工后, 建设单位应当按照国务院环境保护行政主管部门规定的标准和程序, 对配套建设的环境保护设施进行验收, 编制验收报告。建设单位在环境保护设施验收过程中, 应当如实查验、监测、记载建设项目环境保护设施的建设和调试情况, 不得弄虚作假。除按照国家规定需要保密的情形外, 建设单位应当依法向社会公开验收报告。

- 12.4 - 1) Hazardous wastes were stored inappropriate. During facility tour, auditor noted that the facility stored hazardous wastes at open area without any protective measure, such as empty painting containers, were generated from painting workshop. It partially respected the Performance area 12.4, and did not comply with Standard for Pollution Control on Hazardous Waste Storage GB 18597-20016.2.4, sites for storage of containers for liquid and semi-solid hazardous wastes must have corrosion-resistant hardened ground, without cracks on the surface. 6.2.5 Aprons for blocking leakage shall be designed. The volumetric capacity of the ground and aprons shall be no less than the maximum capacity of the largest container or 1/5 of total load of the stored chemicals. 6.3.9 The piles of hazardous wastes should be able to resist wind, rain and sunrays. 2) No label for hazardous wastes storage places. During facility tour, auditor noted that storage places of hazardous wastes (such as waste paint oil containers) without label. It partially respected the Performance area 12.4, and did not comply with the PRC Law of Prevention and Treatment of Environmental Pollution by Solid Wastes Article 52, identification signs of hazardous wastes shall be set up for containers and packing materials of hazardous wastes as well as the facilities and places for the collection, storage, transportation and disposal of hazardous wastes.
- 1) 危险废物储存不符合要求。在现场巡查时, 审核员发现企业直接将危险废弃物存放在露天地面上, 例如喷漆车间产生的空油漆桶等。其部分尊重绩效区域12.4, 且不符合《危险废物贮存污染控制标准》GB 18597-2001 6.2.4, 用以存放装载液体、半固体危险废物容器的地方, 必须有耐腐蚀的硬化地面, 且表面无裂隙。6.2.5 应设计堵截泄漏的裙脚, 地面与裙脚所围建的容积不低于堵截最大容器的最大储量或总储量的五分之一。6.3.9 危险废物堆要防风、防雨、防晒。2) 危险废物贮存场所没有设置识别标志。在现场巡查时, 审核员发现企业贮存危险废弃物的场所(例如废化学品空桶)没有设置任何危险废物识别标志。其部分尊重绩效区域12.4, 且不符合《中华人民共和国固体废物污染环境防治法》第52条, 对危险废物的容器和包装物以及收集、贮存、运输、处置危险废物的设施、场所, 必须设置危险废物识别标志。

Remarks from Auditee

Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 178924] Audit Date: 20/04/2020 PA Score: C	Deadline date:30/09/2020
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>The facility had established the ethical business behavior policy and the policy were communicated to employees. Some production records such as daily production records, material delivery in and out records and etc. had been reviewed and checked with the attendance records, meanwhile through employee interview, no inconsistency was found. The working hours and wages could be verified in current assessment. Based on satisfactory evidence, the facility partially respects this principle because: 企业建立了商业道德制度并对员工做了交流培训。审核员查看了部分生产记录, 比如生产日报表、仓库出入库记录等, 并将这些记录与考勤记录核对, 且通过员工访谈, 没有发现不一致的情况, 企业的工作时间和工资可以验证。基于令人满意的证据, 企业部分尊重amfori BSCI的本条原则, 原因是:</p> <p>13.1 - New finding Through the document review and employee interview, auditor found that the facility did not provide the business ethics training for employees who were in the high risk position. It partially respects the Performance area 13.1 新问题 通过文件审核及员工访谈, 审核员发现企业没有针对高风险岗位的员工进行商业道德方面的定期培训。其部分尊重绩效区域13.1</p> <p>13.2 - Corrected During this audit, through corss checking the production records (such as daily production records, delivery records and inspection records), attendance records and payroll records, no inconsistency was found, the facility provided the accurate and complete records for review. 已整改 在本次审核中, 通过交叉比对企业生产资料(如生产日报表, 检验报表及出入库记录), 考勤记录及工资记录, 没有发现不一致情况, 企业提供了完整准确的考勤供审核。</p> <p>13.4 - New finding The facility had not established procedure to collect, uses and otherwise processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements. It does not respect BSCI Performance area 13.4. 新问题 企业没有建立程序以按照隐私和信息安全法和监控要求收集、使用和进行了合理谨慎的处理。其尚未尊重绩效区域13.4.</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 160236] Audit Date: 19/08/2019 PA Score: B	Deadline date:30/06/2020
Good practices None observed	
Areas of improvement <p>1.The facility identified the situations and activities where acts of corruption, extortion or bribery were most likely to occur in its context.2. During the opening meeting, the assessor had explained the anti-bribery policy of Intertek and BSCI, and the facility had signed on the document. During the opening meeting. No bribery case was happened during this assessment.3.During this audit, auditor found that there were inconsistency records found between production records and attendance records. Based on satisfactory evidence, the main facility partially respects this principle because: 1. 企业识别了最可能发生贪污、勒索或贿赂行为的情形和活动。2. 在首次会议的时候审核员解释了禁止贿赂的制度, 企业签了同意文件。审核过程中没有发生贿赂情况。3. 但是审核过程中, 发现企业的生产资料和考勤记录存在不一致的情况。基于令人满意的证据, 企业部分尊重该原则, 原因如下:</p> <p>13.2 - The working hours, minimum wage and overtime wage could not be verified due to the following evidences: 1) Based on the material used records, which was obtained from accessory warehouse, which showed that the following employees getting facility clothes on the following dates with employees' signatures: employee A on June 15, 2019; employee B on June 1, 2019, employee C on June 2, 2019, employee D, employee E and employee F on May 4, 2019, employee G on March 16, 2019. But the provided attendance records showed that all employees were off duty on these dates. 2) Based on the delivery out records, which was obtained from accessory warehouse, which showed that the following employees delivered out on the following dates: Employee H and employee I on August 18, 2019, employee J and employee K on August 17, 2019. But the provided attendance records showed that all employees were off duty on these dates. 3) Based on the provided machine maintenance record, it showed that employee L had machine maintenance records on June 22, 2019, employee M had machine maintenance records on June 22, 2019, employee N had machine maintenance records on July 6, 2019, July 13, 2019, July 20, 2019 and July 27, 2019. But the provided attendance records showed that all employees were off duty on these dates. It did not respect the Performance area 13.2.</p> <p>该次审核中工作时间, 最低工资, 加班工资等无法判断, 因以下原因: 1) 经现场走访, 审核员发现辅料仓库获得的领料单显示, 有以下员工在以下日期有领用厂服记录, 且有员工签字: 员工A在2019年6月15日, 员工B在2019年6月1日, 员工C在2019年6月2日, 员工D、E、F在2019年5月4日, 员工G在2019年3月16日。但是企业提供的考勤显示, 该员工在以上日期均是休息的。2) 在现场走访, 审核员发现辅料仓库获得的出库单显示, 有以下员工在以下日期有出库记录, 员工H和员工I在2019年8月18日; 员工J和员工K在2019年8月17日。但是企业提供的考勤显示, 该员工在以上日期均是休息的。3) 根据企业提供的设备保养记录显示, 员工L在2019年6月22日有保养设备记录, 员工M在2019年6月22日有保养设备记录, 员工N在2019年7月6日, 7月13日, 7月20日, 7月27日有保养记录。但是企业提供的考勤显示, 该员工在以上日期均是休息的。其尚未尊重绩效区域13.2.</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	20/04/2020	178924	D	C	A	A	C	D	B	A	A	A	A	A	C	C
Full Audit	19/08/2019	160236	E	A	A	A	E	E	D	A	A	B	A	D	B	D

Producer Photos



External photo(s) of the production unit(s)
Facility building.jpg



External photo(s) of the production unit(s)
Facility door.jpg



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



Photo first aid facilities
First aid kit.jpg



Photo of chemical storage room (if applicable)
Chemical warehouse.jpg



Photo of fire safety equipment
Emergency light and exit sign 2.jpg



Photo of fire safety equipment
Evacuation indicate sign.jpg



Photo of fire safety equipment
Evacuation plan.jpg



Photo of fire safety equipment
Fire alarm.jpg



Photo of fire safety equipment
Fire hydrant and fire extinguishers 2.jpg



Photo of fire safety equipment
Tested fire alarm.jpg



Photo of fire safety equipment
Tested fire hydrant.jpg



Photo of non-conformity
Goods were directly leaned against the wall and post.jpg



Photo of the canteen (if applicable)
Canteen.jpg



Photo of the canteen (if applicable)
Kitchen.jpg



Photo of the code of conduct on display
Code of conduct.jpg



Photo of the sanitary facilities
Drinking water.jpg



Photo of the sanitary facilities
Washing room.jpg



Photo of the inside of the main production hall
Accessory warehouse.jpg



Photo of the inside of the main production hall
Air emission treatment equipment.jpg



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



Photo of the inside of the main production hall
Banding workshop.jpg



Photo of the inside of the main production hall
Cargo lift.jpg



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



Photo of the inside of the main production hall
Drilling workshop.jpg



Photo of the inside of the main production hall
Electric box.jpg



Photo of the inside of the main production hall
Eye wash station 1.jpg



Photo of the inside of the main production hall
Finished goods warehouse.jpg



Photo of the inside of the main production hall
Forklift.jpg

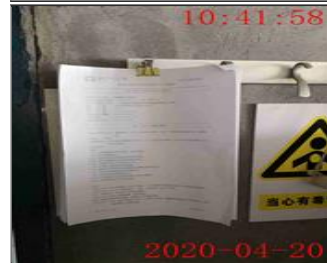


Photo of the inside of the main production hall
MSDS.jpg



Photo of the inside of the main production hall
No smoking sign.jpg



Photo of the inside of the main production hall
Packing material warehouse.jpg



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



Photo of the inside of the main production hall
Polishing workshop.jpg



Photo of the inside of the main production hall
Semi-finished goods warehouse.jpg



Photo of the inside of the main production hall
Spraying paint workshop.jpg



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



Photo of the inside of the main production hall
Warning sign.jpg



Photo of the inside of the main production hall
Wastewater treatment equipment.jpg



Photo of the inside of the main production hall
Anti-explosive light installed in the chemical warehouse.jpg



Photo of the inside of the main production hall
Chemical with label.jpg



Photo of the inside of the main production hall
Emergency light installed in the staircase.jpg



Photo of the inside of the main production hall
Employee wore the ear plugs and anti-dust mask when working.jpg



Photo of the inside of the main production hall
Label for hazardous waste warehouse.jpg



Photo of the inside of the main production hall
Secondary container for chemical.jpg

