

Auditee : [Redacted] Co., Ltd.

Audit Date From : 08/12/2016


Audit Date To : 09/12/2016

Expiry Date of the Audit : Please refer to the producer profile in the BSCI platform

Auditing Company : CTI (Centre Testing International Corporation)

Auditor's Name(s) : Peter Chen(Lead), Iverson Lee

Auditing Branch (if applicable) :



BSCI Audit Summary Report

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

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

This is an extract of the BSCI Audit Report, which is available in the BSCI Platform. © Foreign Trade Association (FTA), 2013 - The English version is the legally binding One.

Rating Definitions



Rating	A combination of ratings per performance area where:	Consequence																																													
A OUTSTANDING	<ul style="list-style-type: none"> o Minimum 7 performance area rated A o No Performance area rated C, D or E <p>These are three examples:</p> <table border="1"> <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><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>A</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>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> </table>	A	A	A	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	B	A	A	A	A	A	A	A	A	B	B	B	B	B	B	B	The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.
A	A	A	A	A	A	A	A	A	A	A	A	A	A	A																																	
A	A	A	A	A	A	A	A	A	A	A	B	B	B	B																																	
A	A	A	A	A	A	A	A	B	B	B	B	B	B	B																																	
B GOOD	<ul style="list-style-type: none"> o Maximum 3 performance area rated C o No performance area rated D or E <p>These are three examples:</p> <table border="1"> <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><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>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></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>B</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	A	B	B	B	B	B	B	B	B	A	A	A	A	A	A	B	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C	The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.
A	A	A	A	A	A	A	B	B	B	B	B	B	B	B																																	
A	A	A	A	A	A	B	B	B	B	B	B	B	B	C																																	
B	B	B	B	B	B	B	B	B	B	B	C	C	C	C																																	
C ACCEPTABLE	<ul style="list-style-type: none"> o Maximum 2 performance areas rated D o No performance area rated E <p>These are three examples:</p> <table border="1"> <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>C</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>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</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>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	C	C	C	C	C	A	A	A	A	A	A	B	B	B	B	C	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	C	C	D	D	The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.
A	A	A	A	A	A	A	A	A	A	C	C	C	C	C																																	
A	A	A	A	A	A	B	B	B	B	C	C	C	C	D																																	
C	C	C	C	C	C	C	C	C	C	C	C	C	D	D																																	
D INSUFFICIENT	<ul style="list-style-type: none"> o Maximum 6 performance area rated E <p>These are three examples:</p> <table border="1"> <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>D</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>C</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	D	D	D	D	A	A	A	B	B	B	C	C	C	C	D	D	D	D	E	D	D	D	D	D	D	D	D	E	E	E	E	E	E	E	The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.
A	A	A	A	A	A	A	A	A	A	A	D	D	D	D																																	
A	A	A	B	B	B	C	C	C	C	D	D	D	D	E																																	
D	D	D	D	D	D	D	D	E	E	E	E	E	E	E																																	
E UNACCEPTABLE	<ul style="list-style-type: none"> o Minimum 7 performance areas rated E <p>These are three examples:</p> <table border="1"> <tr><td>A</td><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><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><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><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	E	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	E	E	E	E	BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners
A	A	A	A	A	A	A	E	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	E	E	E	E																																	
Zero Tolerance	A Zero Tolerance issue was identified (see Annex 5)	Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.																																													

Main Auditee Information



Name of producer :	[Redacted]		
DBID number :	[Redacted]		
Audit ID :	71287		
Address :	[Redacted]		P.R.
	Of China. Foshan		
Province :	Guangdong	Country :	China
Management Representative :	[Redacted]		
Contact person :	[Redacted]	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	other soft goods (please specify)
Product Type :	stationery		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input 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
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 : 09/12/2017

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	C	B	D	A	A	A	A	A	B	B

Executive summary of audit report

[Redacted] Co., Ltd. is located at [Redacted] Guangdong Province, P.R. Of China. This is a limited company. The total land area occupied by the facility is about 10,440 square meters. They have started their operation at the existing location since 2000.

A total of 227 employees including 174 female employees and 53 male employees are currently working in the factory. The ages are ranged from 22-59 years old. There are 165 production employees and 62 non-production employees. The proportion of local employees to migrant employees is 124 to 103. All employees are hired by the factory directly. There were 227 employees present on the day of audit.

In view of the facilities, the factory consists of half of 1/F and 2/F, whole 3/F and 4/F of one block of 4-storey production building, and one 3-storey of canteen and kitchen building. No dormitory is provided to workers.

The employees work for 5 days a week in one shift. The normal working hours are from 8:00 to 17:00 with 1 hour's break from 12:00 to 13:00. Electronic Attendance System is used for time keeping and every employee should make their attendance themselves when they go in and out the workshop. Employees' wages are calculated on an hourly-rated basis and paid monthly at the 30th of next month by cash. The peak season is unobviously in the factory.

Additional Auditor Remarks:

- 1). Working hour records from November 1, 2015 to December 8, 2016 and payroll records from November 2015 to October 2016 were provided for review.
- 2). The local minimum wage standard was set as RMB1510 per month or RMB8.68 per hour (1510/21.75/8) since May 1, 2015.
- 3). There were another factory named [Redacted] Co., Ltd rented the rest of 1/F and 2/F of the production building from the auditee.

Ratings Summary



Auditee's background information

Auditee's name :	[REDACTED] Co., Ltd.	Legal status :	Ltd company
Local Name :	[REDACTED]	Year in which the auditee was founded :	2000
Address :	[REDACTED] Guangdong Province, P.R. Of China.	Contact person (please select) :	[REDACTED]
Province :	Guangdong	Contact's Email :	[REDACTED]
City :	Foshan	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	Cantonese
Country :	China	Website of auditee (if applicable) :	NONE
GPS coordinates :	NONE	Total turnover (in Euros) :	2300000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	10,000 piece per month
Product Group :	other soft goods (please specify)	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	stationery		

Auditee's employment structure at the time of the audit

Total number of workers :	227	Total number of workers in the production unit to be monitored (if applicable) :	0
		MALE WORKERS	FEMALE WORKERS
Permanent workers		53	174
Temporary workers		0	0
In management positions		23	39
Apprentices		0	0
On probation		0	0
With disabilities		0	0
Migrants (national citizens)		30	73
Migrants (foreign citizens)		0	0
Workers on the permanent payroll		53	174
Production based workers		0	0
With shifts at night		0	0
Unionised		0	0
Pregnant		-	0
On maternity leave		-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 71287] Audit Date: 08/12/2016 PA Score: D

Deadline date:09/02/2017

GOOD PRACTICES:
 NONE

AREAS OF IMPROVEMENT:

Based on site observation, management and workers' interview and document review, the auditee had pointed one manager to ensure the BSCI program are followed in satisfactory manner. And the BSCI Code of Conduct had been posted on site for employees' knowledge. The producer had established a qualified suppliers list. They required all suppliers to sign a commitment regarding social responsibility. For main suppliers, they conducted on-site assessment to evaluate their performance and the relevant report and corrective action were kept for tracking. However, based on satisfactory evidence, the main auditee did not respect this principle.

根据现场观察、管理层及员工访谈、文件审核,受审核方有指定1名管理层来确保BSCI项目执行情况。现场有张贴BSCI行为准则,方便员工了解。受审核方建立了一份合格供应商名单。他们要求所有的供应商签一份社会责任承诺书。对于主要的供应商,他们会进行现场评估其供应商的表现,并保存相关的报告及整改资料以便跟进。但是,基于令人满意的证据,主要受审核方没有完全尊重这个原则。

- 1.1 - It was noted that social management system was not implemented effectively, and some Performance area(2, 4, 5, 6, 7, 12, 13) need to improve. 管理体系不完善,在执行领域(2, 4, 5, 6, 7, 12, 13)需要改善。
- 1.4 - It was noted that the auditee did not control or anticipate production processes reduces unnecessary overtime when not impact quality. 工厂没有控制并预期在生产过程中减少不影响质量的不必要的加班。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 71287] Audit Date: 08/12/2016 PA Score: C

Deadline date:09/02/2017

GOOD PRACTICES:
 NONE

AREAS OF IMPROVEMENT:

Based on site observation, management and workers' interview and document review, the auditee had established the management procedure to ensure the workers involvement and information exchange on workplace issue. The auditee established annual training plan to provide training to employees to know their right and responsibility. However, based on satisfactory evidence, the main auditee did not respect this principle.

根据现场观察、管理层及员工访谈、文件审核,受审核方有建立程序来选举员工代表,确保员工的参与及在工作问题上的交流。受审核方制定了年度的培训计划,提供培训让员工了解自己的权利与职责。但是,基于令人满意的证据,主要受审核方没有完全尊重这个原则。

- 2.2 - It was noted that no long term goals or detailed step were established to protect workers according to the BSCI Code of Conduct. 工厂未根据BSCI行为准则定义长期目标及具体步骤来保护员工。
- 2.5 - It was noted that the auditee did not estimate and take action to improve the effectiveness of the grievance mechanism. 受审核方未评估和采取措施以提高申诉机制的有效性。

Remarks from Auditee:

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

Full Audit [Audit Id - 71287] Audit Date: 08/12/2016 PA Score: A

Deadline date:

GOOD PRACTICES:
 NONE

AREAS OF IMPROVEMENT:

Based on site observation, management and workers' interview and document review, there was no labor union, but there were employee representatives voted by all employees in the auditee. Current 3 employee representatives were voted by all employees in 2016. The meeting between employee representatives and management was conducted each quarter. Employees could raise their concerns through suggestion box, employee representatives or management directly. Based on satisfactory evidence, the main auditee respected this principle.

根据现场观察、管理层及员工访谈、文件审核,受审核方没有工会,但是有由所有员工选举的员工代表。本届3名员工代表于2016年由所有员工选举产生。员工代表与管理层每季度开一次会。工人可以通过意见箱、工人代表,或直接向管理层反映自己的意见。基于令人满意的证据,主要受审核方尊重这个原则。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 71287] Audit Date: 08/12/2016 PA Score: C	Deadline date: 09/02/2017
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, the auditee established the Anti-discrimination policy and implemented it accordingly. Management and workers stated that the auditee prohibited pregnancy testing as a condition of employment or continued employment. Through documents review (such as personnel files, labor contracts, payroll records, attendance records and resignation records), management interview and workers interview, no evidence showed that discrimination existed in the company. However, based on satisfactory evidence, the main auditee did not respect this principle. 根据现场观察、管理层及员工访谈、文件审核, 受审核方有建立反歧视的政策, 并按要求执行。管理层及员工称被审核方严禁把做怀孕测试作为雇佣或继续雇佣的条件。通过文件审核(如人事档案、劳动合同、工资表、考勤记录及辞工记录)、管理层访谈、员工访谈, 未发现歧视。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。 4.2 - It was noted that the auditee did not conduct satisfaction surveys on the grievance mechanism. 工厂没有就投诉机制做满意度调查。	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 71287] Audit Date: 08/12/2016 PA Score: B	Deadline date: 09/02/2017
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, employees were paid no less than local minimum wage, the company paid 150%, 200% and 300% of normal rate wages for overtime hours on normal working days, rest days and official public holidays respectively. Through labour contracts review, management interview and employees interview, employees were paid on hourly rate basis at the end of each month by cash. Furthermore, the company would provide benefits such as sick leave, annual leave, childbearing leave and work-related injury leave, etc according to local law requirement. However, based on satisfactory evidence, the main auditee did not respect this principle. 根据现场观察、管理层及员工访谈、文件审核, 员工的工资不低于当地的最低工资, 受审核方在平日加班、休息日及法定假日加班分别支付正常工资的1.5倍、2倍、3倍。通过查看劳动合同、管理层访谈及员工访谈, 员工工资是计时的, 在每月月底发放现金。此外, 公司按法规要求提供福利, 如病假、年假、产假及工伤假等。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。 5.4 - The auditee did not consider the living wage when they paid wages to employees. As the management representative, they were not clear how to calculate living wage. 工厂支付员工工资时没有考虑员工最低生活需求。工厂的管理代表不清楚怎样计算最低生活需求工资。	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 71287] Audit Date: 08/12/2016 PA Score: D	Deadline date: 09/02/2017
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, the auditee had established working hours policy and procedure. Verified with worker interview, all workers worked on voluntary basis. According to the randomly selected 16 samples' records, the regular working hours were 8 hours per day and 40 hours per week; the maximum daily overtime hours were 2.5 hours, the maximum weekly working hours were 58.5 hours, the maximum monthly overtime hours were 87 hours. The maximum continuous working days were 6 days. However, based on satisfactory evidence, the main auditee did not respect this principle. 根据现场观察、管理层及员工访谈、文件审核, 受审核方有建立工时政策、程序。员工访谈确认, 员工加班是自愿的。根据随机抽取的16个样本记录显示, 正班工时为每天8小时, 每周40小时; 日加班时间最多为2.5小时, 每周工作时间最多为58.5小时, 每月加班时间最多为87小时, 最多连续工作6天。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。 6.2 - It was noted that out of the monthly overtime hours of 16 randomly selected workers, 16 workers ranged from 75-75.5 hours in October 2016, ranged from 86-87 hours in August 2016 and ranged from 73-75.5 hours in March 2016; According to the labor of the people's republic of China law provisions of article 41th 审核中发现, 在随机抽取的16名员工中, 16人的月加班时间在2016年10月为75-75.5小时, 在2016年8月为86-87小时, 在2016年3月为73-75.5小时; 依据《中华人民共和国劳动法》第41条。	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 71287] Audit Date: 08/12/2016 PA Score: A

Deadline date: 09/02/2017

GOOD PRACTICES:
NONE

AREAS OF IMPROVEMENT:

Based on site observation, management and workers' interview and document review, the main auditee had established policy and procedure on health and safety and implement it accordingly, such as one manager was appointed to in charge of health and safety issues, safety training provided to employees regularly. Fire facilities such as fire extinguishers, fire hydrant, fire alarm system, emergency light and exit signs, etc were installed and inspected monthly. Twice fire drills were conducted per year. There were 4 qualified first aiders in the company, and first aid kits were available in each workshop. The company claimed that all personnel have the right to remove themselves from imminent danger without seeking prior permission from the company, which was verified by worker interview. Drinking water was provided freely to all workers. However, based on satisfactory evidence, the main auditee did not respect this principle.

根据现场观察、管理层及员工访谈、文件审核,受审核方有建立健康安全政策及程序并按要求执行,如:指定一名管理层负责健康安全事宜,定期给员工提供安全培训,消防设施如灭火器、消防栓、应急灯、安全出口标等已安装并每月检查,消防演习每年两次,公司有4个有资质的急救员,每个车间设有药箱。公司称所有人在遇到危险时可以不经许可先逃离危险,这些通过员工访谈有确认。饮用水免费提供给所有员工。但是,基于令人满意的证据,主要受审核方没有完全尊重这个原则。

7.7 - It was noted that no anti-leakage containment for chemicals stored in chemical warehouse. According to Regulation for Safety of Dangerous Chemical article 16.
工厂化学品仓库存放的化学品未设置二次容器。依据《危险化学品安全管理条例》第十六条。

7.11 - It was noted that no Building Construction Safety Assessment Report was provided for review. According to Fire Prevention Law of the People's Republic of China, Article 13.
没有厂房的工程竣工验收报告给予查阅。依据《中华人民共和国消防法》2008,第13条。

7.22 - It was noted that no hand soap or toilet paper were provided in workers' toilet.
工厂工人卫生间没有提供肥皂及卫生纸。

Remarks from Auditee:

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 71287] Audit Date: 08/12/2016 PA Score: A

Deadline date

GOOD PRACTICES:
NONE

AREAS OF IMPROVEMENT:

Based on site observation, management and workers' interview and document review, the auditee had established procedure regarding prohibition child labor and remedial measure on child labor. As per procedure on hiring and HR management, the company would authenticate ID cards through eye-measurement, interview, physical appearance comparison. The copy of identification card for all employees would be kept in personnel file. During this audit, through documents review (reviewing personnel file, identification card and roster, etc), workers interview and management interview, there was no child labor and young worker identified. The youngest worker hired by the company was 22 years old. Based on satisfactory evidence, the main auditee respected this principle.

根据现场观察、管理层及员工访谈、文件审核,受审核方有建立禁止使用童工的程序及童工补救措施。依照程序及HR管理层,公司会通过目视、访谈、与员工比对应方式去鉴别身份证。每位员工的身份证的复印件保存在人事档案里。在本次审核中,通过文件审核(如人事档案、身份证、员工花名册等)、员工访谈及管理层的访谈,没有发现童工及未成年工。最小员工的年龄是22岁。基于令人满意的证据,主要受审核方有尊重这个原则。

Remarks from Auditee:

Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 71287] Audit Date: 08/12/2016 PA Score: A

Deadline date

GOOD PRACTICES:
NONE

AREAS OF IMPROVEMENT:

Based on site observation, management and workers' interview and document review, the auditee had established procedure regarding Young Worker Protection Management Procedure and implemented it accordingly. No young worker was found during this audit. The youngest worker hired by the company was 22 years old. Based on satisfactory evidence, the main auditee respected this principle.

根据现场观察、管理层及员工访谈、文件审核,受审核方有建立未成年工人保护程序,并按要求执行。本次审核,未发现未成年工。最小员工的年龄是22岁。基于令人满意的证据,主要受审核方尊重这个原则。

Remarks from Auditee:

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 71287] Audit Date: 08/12/2016 PA Score: A	Deadline date
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, the auditee had established procedure regarding Hiring Procedure and implemented it accordingly. The auditee signed labor contract with each employees within one week after hiring and employees obtained one copy. Based on satisfactory evidence, the main auditee respected this principle. 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立雇佣程序, 并按要求执行。受审核方在员工入职一周内与每位员工签订劳动合同, 同时会给一份复印件给员工。基于令人满意的证据, 受审核方尊重这个原则。	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 71287] Audit Date: 08/12/2016 PA Score: A	Deadline date
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, the auditee had established procedure regarding on prohibition bonded labor and implemented it accordingly. No deposit or ID card was withheld by the auditee. No illegal disciplinary measure was noted in this audit. No bonded labor was found during this audit. Based on satisfactory evidence, the main auditee respected this principle. 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立强迫劳动程序, 并按要求执行。受审核方没有收押金或扣押证件。没有发现违法的纪律处罚。本次审核, 未发现强迫劳动。基于令人满意的证据, 主要受审核方尊重这个原则。	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 71287] Audit Date: 08/12/2016 PA Score: B	Deadline date: 09/02/2017
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, the auditee had established the procedure to ensure its business model in line with local environmental law. However, based on satisfactory evidence, the main auditee did not respect this principle. 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立程序来确保其生产活动符合当地环境法规。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。 12.1 - The auditee did not identify the significant impacts and environmental implications according to its identification procedure. 工厂没有根据识别程序识别重要的环境影响因素。	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 71287] Audit Date: 08/12/2016 PA Score: B	Deadline date: 09/02/2017
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, the auditee had established Anti-bribery And anti-corruption Procedure, and they had given training to employees for this issue. However, based on satisfactory evidence, the main auditee did not respect this principle. 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立反贿赂及反腐败的程序, 并给员工提供相关的培训。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。 13.4 - It was noted that the auditee did not establish procedure to collect, use and processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements. 被审核方没有建立程序以合理谨慎的方式, 按照隐私和信息安全法和法规要求收集、使用和处理个人信息。	
Remarks from Auditee:	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	08/12/2016	71287	D	C	A	C	B	D	A	A	A	A	A	B	B	C



Producer Photos



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



Photo of non-conformity
No secondary container in chemicals warehouse.JPG



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



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



Photo of the canteen (if applicable)
Kitchen.JPG



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



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



Photo of the code of conduct on display
BSCI COC poster.JPG



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



Photo first aid facilities
First aid kit.JPG



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



Photo of the personal protection equipments (if applicable)
Worker with proper PPEs.JPG



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



Photo of the inside of the main production hall
Eye washing equipment.JPG



Photo of the sanitary facilities
Attendance recording machine.JPG

