Auditee :	[redacted]
Audit Date From :	**21/01/2019**
Audit Date To :	**23/01/2019**
Expiry Date of the Audit :	**Please refer to the producer profile in the amfori BSCI platform**
Auditing Company :	**TUEV SUD**
Auditor's Name(s) :	**Neal Mo(Lead)**
Auditing Branch (if applicable) :	**TUV SUD China**

amfori BSCI
Trade with purpose

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
A **Very Good**	• Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E These are three examples: A A A A A A A A A A A A A A A A A A A A A A A B B B A A A A A A A B B B B B B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
B **Good**	• Maximum 3 Performance Areas rated C • No Performance Areas rated D or E These are three examples: A A A A A A B B B B B B B A A A A A B B B B B B B C B B B B B B B B B B C C C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
C **Acceptable**	• Maximum 2 Performance Areas rated D • No Performance Areas rated E These are three examples: A A A A A A A A A C C C C A A A A A B B B B C C C D C C C C C C C C C C C D D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
D **Insufficient**	• Maximum 6 Performance Areas rated E These are three examples: 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	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
E **Unacceptable**	• Minimum 7 Performance Areas rated E These are three examples: A A A A A A E E E E E E E A A B B C D E E E E E E E E E E E E E E E E E E E E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
Zero Tolerance	**A Zero Tolerance issue was identified [see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol]**	**Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.**

Main Auditee Information

Name of producer :	[redacted]		
DBID number :	[redacted]		
Audit ID :	[redacted]		
Address :	[redacted]		
Province :	**Guangdong**	Country :	**China**
Management Representative :	**Chunmei** [redacted]		
Contact person:	**Chunmei** [redacted]	Sector :	**Non-Food**
Industry Type :	**Accessories**	Product group :	**other accessories (please specify)**
Product Type :	**packing bags, stationery bag**		

Audit Details

Audit Range :	☒ Full Audit	☐ Follow-up Audit	
Audit Scope :	☒ Main Auditee	☐ Main Auditee & Farms	
Audit Environment :	☒ Industrial	☐ Agricultural	☐ Small Producer
Audit Announcement :	☒ Fully-Announced	☐ Fully-Unannounced	☐ Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or con ingencies (if applicable) :	none		
Overall ra ing :	C		
Need of follow-up :	Yes	If YES, by :	23/01/2020

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	A	A	A	B	D	A	A	A	A	A	A	A

Executive summary of audit report

[Location and size]:
The audited company is located a [redacted], Guangdong, China
The company was established on September 4, 2003. The business license number is [redacted].
The total land area is about 5000 square meters, with construction area of 6659 square meters.

[Structure of facility]:
Within the premises, the audited factory occupied one 3-storey production building, one 3-storey canteen and one 5-storey dormitory building.
The productive opera ion included was cutting, paper cut ing, sewing, gluing, electronical pressing, zip process, packing.

[Employee analysis]:
There were 197 employees working in the factory.
Among hem 121 were production employees and 76 were non-produc ion employees. 10 workers were migrant and 187 workers were local. 64 were male employees and 133 were female employees.

[Summary of working hour]:
Timecard records from December 2017 to January 2019 were provided for review and hose mon hs of September, October and November 2018 were selected as samples. There was no obvious peak season in the factory.
Employees used fingerprint scan system to record their working hour information. Normal weekly working hour was 40. There was 1 shift in the factory except for security guards, from 8:00am-12 00pm, 1:30pm-5:30pm. There were 3 shifts for security guards. The 1st shift was from 8 00am-4:00pm, the 2nd shift was from 4:00pm to 12:00am and the 3rd shift was from 0:00am-8:00am. 2 hours of weekday overtime per day and 8 hours of rest day overtime per week were conducted. No statutory holiday overtime was conducted. Reasonable rest breaks and the 7th day of rest were guaranteed. The maximum daily working time was 10 hours (8 hours regular+2 hours overtime) per day and maximum weekly working time was 56 hours (40 hours regular time + 16 hours over ime) and maximum monthly overtime was 62 hours. The overtime was paid by 150% and 200% of normal rate for weekday and rest day overtime, respectively.

[Summary of compensation]:
Payroll from December 2017 to November 2018 were provided for review and those months of September, October and November 2018 were selected as samples.
Workers were paid by hourly rate. Wages were issued at the 25th day of each month by cash. The minimum wage was guaranteed based on local minimum wage standards. The lowest basic wages paid for workers were RMB2000 per month, which was higher than local minimum wage of RMB1410 per month.
The overtime was paid by 150% and 200% of normal rate for weekday and rest day overtime, respectively. No mandatory holiday overtime was conducted.
No illegal deduction was made.

[Summary of interview]:
Worker interview were conducted by individual and in group.
Randomly selected 17 employees, no complaint was raised.

[Special scene during on site observed]:
1. No agency workers or contractors were used so no agency labor contract or contractor license was available.
2. No collective bargaining agreement was concluded in the factory so no collective bargaining agreement was available.
3. No inconsistency regarding working information was detected so no inconsistencies between timecard records and production records were available.
4. The business address on BSCI platform is [redacted], and is of some difference with the address on the business license, which is [redacted]. The management explained that these two addresses refer to the same loca ion.

Ratings Summary

Auditee's background information			
Auditee's name :	[redacted]	Legal status :	**Limited Company**
Local Name :	[redacted]	Year in which the auditee was founded :	**2003**
Address :	[redacted]	Contact person (please select) :	**Chunmei** [redacted]
Province :	**Guangdong**	Contact's Email :	[redacted]
City :	[redacted]	Auditee's official language(s) for written communica ions :	**Chinese**
Region :	**North East Asia**	Other relevant languages for the auditee :	**English**
Country :	**China**	Website of auditee (if applicable) :	**N/A**
GPS coordinates :	[redacted]	Total turnover (in Euros) :	**6000000.00**
Sector :	**Non-Food**	Of which exports % :	**100.00**
Industry :	**Accessories**	Of which domestic market % :	**0.00**
If other, please specify :		Produc ion volume :	**700000 pieces per month**
Product Group :	**other accessories (please specify)**	Produc ion cost calculation :	**Yes**
If other, please specify :		Lost time injury calculation cost :	**Yes**
Product Type :	**packing bags, stationery bag**		

Auditee's employment structure at the time of the audit

Total number of workers : **197** Total number of workers in the production unit to be monitored (if applicable) : **0**

	MALE WORKERS	FEMALE WORKERS
Permanent workers	64	133
Temporary workers	0	0
In management positions	20	12
Appren ices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	4	6
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	64	133
Production based workers	0	0
With shifts at night	6	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 - [redacted] Audit Date: 21/01/2019 PA Score: D — Deadline date:31/12/2019

GOOD PRACTICES:
No good practice was observed.

AREAS OF IMPROVEMENT:

The factory had established BSCI social compliance policy and procedures. The system was generally implemented in the factory and its main business partners. The management understood the importance of BSCI requirements to the operation of business and therefore one senior manager, who had general understanding of BSCI standards, was designated for the establishment, implementation and maintenance of the BSCI system. To monitor and evaluate the social compliance performance, internal BSCI audits were conducted in the audited factory and its main business partners. Informa ion regarding BSCI issues were shared between management and workers periodically. However, gaps have been identified in implementation.
当前工厂已经建立起了一套BSCI社会责任政策和程序。工厂已基本在厂内和其主要合作伙伴中执行BSCI体系。工厂认识到BSCI要求对于企业经营的重要性并任命了一名对BSCI要求比较了解的高级管理人员来负责BSCI系统的建立、施行和维护。为了监控和检验企业的社会责任表现，工厂与其主要合作伙伴均定期进行内部BSCI审核。涉及BSCI事项的交流也在管理层与员工间定期进行。但是在执行的过程当中还是存在以下差距：

1.1 - The factory had implemented BSCI system but still needed continuous improvement because findings were still detected in some performance areas.
工厂已经实施了BSCI体系，但是由于在部分执行领域仍有发现点，需要进行持续改善。

1.4 - The factory had conducted capacity assessment for production arrangement, but excessive monthly overtime still occurred.
工厂进行了产能评估以进行生产安排，但是仍然存在月加班超时的情况。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - [redacted] Audit Date: 21/01/2019 PA Score: A — Deadline date:30/04/2019

GOOD PRACTICES:
No good practice was observed.

AREAS OF IMPROVEMENT:

The BSCI system had been established in the factory, which covered workers' involvement and protection. The factory held exchange mee ing and BSCI training regularly with worker representatives to discuss BSCI issues and to enhance employees' understanding of their labor rights. The grievance mechanism was set up. Employees might raise their grievances through suggestion box, worker representative and directly communica ion with management. Currently no grievances were raised per the interview and document review. However, gaps have been identified in implementation.
审核中发现，工厂已经建立起了BSCI体系，体系包含了员工参与和员工保护的部分。工厂定期与员工代表举行交流会议和BSCI培训去讨论BSCI相关的事项和增强员工对其自身劳工权利的了解。工厂建立起了申诉机制。员工可以通过意见箱、员工代表和直接与管理沟通的方式去提出申诉。根据访谈和文件查阅，当前并没有收到申诉。但是在执行的过程当中还是存在以下差距：

2.5 - The factory had set up grievance mechanism and provided training to workers, but they did not conduct satisfaction survey for the mechanism.
工厂已经建立了申诉机制并提供了培训给员工，但是他们没有对机制进行满意度调查。

Remarks from Auditee:

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

Full Audit [Audit Id - [redacted] Audit Date: 21/01/2019 PA Score: A — Deadline date:

GOOD PRACTICES:
No good practice was observed.

AREAS OF IMPROVEMENT:

The factory had established procedures to guarantee he rights of freedom of association and collective bargaining. There were 2 worker representatives who was elected by workers freely. Workers were not restricted or suffered any unfair treatment by the factory on organizing, joining and vo ing for a legal worker organiza ion and collective bargaining. Workers and worker representatives might communicate without any restriction and interruption. Curren ly, no collective bargaining existed in the factory.
工厂已建立起了程序去保障结社自由和集体谈判的权利。厂内有2名由员工自由选举出来的员工代表。工厂不会对员工组织、参加和投票一个合法工人组织和行使集体谈判进行限制或任何的不公对待。员工与员工代表之间的沟通并不会受到限制或破坏。当前厂内没有进行集体谈判事项。

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - [redacted] Audit Date: 21/01/2019 PA Score: A — Deadline date:

GOOD PRACTICES:
No good practice was observed.

AREAS OF IMPROVEMENT:

The factory had established procedures to prevent discrimination from happening. For example, the hiring procedure guaranteed that recruitment was only based on skills but not other conditions. The remuneration policy regulated hat workers at the same position were entitle for equal payment, etc. Training for no discrimination was provided to management and workers. Grievance mechanism for reporting discrimination was provided to workers too. Currently no discrimination was reported.
工厂已建立政策和程序去防止歧视情况的发生。譬如，招聘政策确保招聘只基于技能而不是其他的情况；工资福利政策确保同工同酬原则等。禁止歧视的培训也提供给了管理人员和员工。工厂也向员工提供了举报歧视情况的申诉机制。当前并无员工进行歧视申诉。

Remarks from Auditee:

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - [redacted] Audit Date: 21/01/2019 PA Score: B — Deadline date:31/12/2019

GOOD PRACTICES:
No good practice was observed.

AREAS OF IMPROVEMENT:

The factory had established payment system based on BSCI standards and local law requirements. Workers were paid by hourly rate. Wages were issued at the 25th day of each month by cash. The minimum wage was guaranteed based on local minimum wage standards. The lowest basic wages paid for workers were RMB2000 per month, which was higher than local minimum wage of RMB1410 per month. Wages were issued imely and sufficiently to workers. Pay slips were provided so that workers could understand the composition of their wages. No illegal deduction was made. However, gaps have been identified in implementation.
工厂已基于BSCI标准和当地法规要求建立起了一套薪酬系统。员工以时薪制支付。工资在每月25号通过现金发放。员工最低工资根据当地最低则工资标准进行了保障。员工最低月薪为2000元，高于当地每月1410元的最低工资标准。工资准时、足额发放给员工。工厂提供工资条给员工以使员工明白其工资构成。厂内没有违法扣款的情况。但是在执行的过程当中还是存在以下差距：

5.4 - The paid wages had met local decent living wage standard, but the factory still did not have sufficient understanding of local decent living wage standards.
工厂支付的工资已经满足了当地的体面生活工资标准，但是工厂仍然对当地的体面生活工资标准认识不够充分。

5.5 - The social insurance receipts from October to December 2018 were sampled to verify. All workers were permanent. 54.8% workers were covered with retirement insurance, work-related injury insurance, unemployment insurance, medical insurance and maternity insurance. Per interview, workers did not join social insurance mainly because they were not willing to. One commercial group accident insurance was provided to 30.3% workers, which was valid from July 27, 2018 to July 26, 2019. This is in violation PRC Labor Law article 72 and article 73.
对2018年10月至12月的社保发票进行了抽样查验。所有员工均为正式工。54.8%的员工参加了养老、工伤、失业、医疗、生育保险。根据访谈，员工没有参加社保的主要原因是员工没有意愿参加。工厂提供了一份商业团体意外险给54.8%的员工，有效期从2018年7月27日至2019年7月26日。

Remarks from Auditee:

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - [redacted] Audit Date: 21/01/2019 PA Score: D — Deadline date:31/12/2019

GOOD PRACTICES:
No good practice was observed.

AREAS OF IMPROVEMENT:

The working hour schedule was set by he factory. Worker used fingerprint scan system to record their working hour information. Normal weekly working hour was 40. There was 1 shift in the factory except for security guards, from 8 00am-12 00pm, 1:30pm-5:30pm. There were shifts for security guards. The 1st shift was from 8:00am-4:00pm, he 2nd shift was from 4:00pm to 12:00am and the 3rd shift was from 0:00am-8:00am. 2 hours of weekday overtime per day and 8 hours of rest day overtime per week were conducted. No statutory holiday overtime was conducted. Reasonable rest breaks and he 7th day of rest were guaranteed. The maximum daily working time was 10 hours (8 hours regular+2 hours overtime) per day and maximum weekly working time was 56 hours (40 hours regular time + 16 hours overtime). Workers were paid by 150% and 200% of regular rate for weekday and rest day overtime, respectively. Overtime work was conducted voluntarily per the interview. However, gaps have been identified in implementation.
工厂建立了工时制度。审核发现，员工使用刷指纹系统记录工时信息。每周正常工作时间为40小时。除了保安，其余所有员工只上一个班次，从上午8点到中午12点，下午1点半到下午5点半。保安为3班。第一班从上午8点到下午4点，第二班从下午4点到晚上12点，第三班从凌晨0点到上午8点。员工每天加班2小时，周末加班8小时。法定节假日没有加班的情况。合理的休息时间和第七天休息均得到保证。日上班时间最长为10小时（8小时正班时间+2小时加班时间），周上班时间最长为56小时（40小时正班时间+16小时加班时间）。员工平时及周末加班费分别以正常工资的150%及200%支付。根据访谈，加班是自愿性质。但是在执行的过程当中还是存在以下差距：

6.2 - 17 out of 17 sampled workers' monthly overtime exceeded 36 hours in September and October 2018, and 16 out of 17 sampled workers' monthly overtime exceeded 36 hours in November 2018. The maximum monthly over ime reached 62 hours in September 2018. This is in violation of PRC Labor Law article 41.
17名抽样员工中，17名员工在2018年9、10月份以及16名员工在2018年11月份的月加班时间均超过了36小时，最多在2018年9月达到了62小时。

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - [redacted] Audit Date: 21/01/2019 PA Score: A — Deadline date:30/04/2019

GOOD PRACTICES:

No good practice was observed.

AREAS OF IMPROVEMENT:

The factory had established procedures in accordance with BSCI standards and local law requirements on occupational health and safety and implemented the system properly. Regular internal risk assessment was conducted. Regular health and safety training was provided to some employees too. Written accident and emergency procedure was set and emergency drills were conducted. Overall fire and safety conditions were acceptable in workshop. Firefighting equipment, such as fire extinguishers, fire hydrants, etc. were functional and sufficiently available in the factory. Sufficient safety exits were provided in workshops. Clear evacuation signs and emergency lights were provided. Evacuation paths were not blocked and wide enough for evacuation. First aid supplies were provided in workshop. Clean drinking water and rest rooms were always accessible without restric ions. The dormitory and canteen were clean and spacious for use. The temperature, humidity and ligh ing were controlled in satisfactory level in the factory. However, gaps have been identified in implementation. (Remark: No transportation was provided to workers.)
工厂基于BSCI标准和当地法规对于职业健康和安全的要求已建立了程序并基本上实施了该体系。工厂进行了定期的内部风险评估，同时也提供定期的职业健康安全培训给部分员工。工厂建立了书面的意外紧急预案并进行了应急演习。工厂整体消防安全状况可以接受。如灭火器消防栓等的消防设施在厂内功能正常、配置足够。车间有足够的安全出口。清晰的逃生标识和应急灯也有提供。逃生通道不受堵、宽度足够逃生。厂内提供了急救用品。干净的饮用水和卫生间不受限制的提供给员工。宿舍和饭堂干净宽敞。厂内温、湿度以及光照均控制在令人满意的水平。但是在执行的过程当中还是存在以下差距:(备注:工厂没有提供交通工具给员工。)

7.1 - The factory generally followed occupational heal h and safety regulations, but still need improvement on work safety. This is in violation of BSCI standards.
工厂总体遵守职业健康安全法规，但仍需要在工作安全方面进行改善。

7.3 - 1. The factory had conducted internal occupational risk assessment, but the occupa ional disease hazardous factor test was not conducted. This is in violation of Provisions on the Supervision and Administration of Occupational Health at Work Sites Ar icle 20. 2. About 20 workers in gluing section required occupational heal h check, but the factory only provided occupational health check to 5 workers. This is in violation of PRC Occupational Disease Prevention Law article 35.
1.工厂进行了内部的职业风险评估，但是没有进行职业病危害因素评估。2 胶水车间大约有20名员工需要进行职业健康体检，但是工厂只提供给了其中5名员工。

7.6 - All workers were wearing chemical-proof masks and around 80% workers were wearing rubber gloves, but there were still 20% workers not wearing rubber gloves in gluing section. This is in violation of PRC Safety Manufacturing Law article 42.
胶水车间所有员工佩戴了防化学品口罩，约80%的员工佩戴了橡胶手套，但是仍然有20%的员工没有佩戴橡胶手套。

7.17 - 1. The factory had inspected the cargo lift regularly, but could not provide the cargo lift operator's certificate for review. This is in violation of PRC Labor Act (1995), Article 55. 2. One paper cutting machine was not equipped with pulley guards and he other cut ing machines were equipped with pulley guards in cut ing section. This is in violation of Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene.
1.工厂定期对货梯进行检验，但是未能提供货梯操作工证进行查看。2.开料车间有一部切纸机没有安装皮带轮保护罩，其余的切纸机均安装了皮带轮保护罩。

7.24 - The dormitory was clean, safe and spacious to live in, but no lockable space was provided in dormitory. This is in violation of Code of Design on Dormitory Building Fire Protection and Prevention JGJ36-2005 (Effective from February 1, 2006), Ar icle 4.2 3.
宿舍干净、安全、宽敞，但是宿舍里没有提供可上锁的储物柜。

Remarks from Auditee:

Performance Area 8 : No Child Labour

Full Audit [Audit Id - [redacted] Audit Date: 21/01/2019 PA Score: A — Deadline date:

GOOD PRACTICES:

No good practice was observed.

AREAS OF IMPROVEMENT:

The factory had established procedure to prevent recruitment of child labor. A remediation procedure was also set up to handle child labor issue. The age verification procedure, including crossing age verification method, was used during hiring process to confirm no hiring of child labor. The factory maintained the copies of all workers' age documents. Grievance mechanism for child labor issue was set up too. Currently the youngest worker in the factory was 17 years old.
审核发现，工厂建立了程序去防止雇佣到童工。工厂同时建立了童工补救措施去处理童工问题。在招聘中会使用到年龄核实程序，包括交叉确认等方法去确认不会招聘到童工。工厂保留了所有员工的年龄文件复印件。工厂建立起了童工问题申诉机制。当前工厂最年轻员工为17岁.

Remarks from Auditee:

Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - [redacted] Audit Date: 21/01/2019 PA Score: A — Deadline date:30/04/2019

GOOD PRACTICES:
No good practice was observed.

AREAS OF IMPROVEMENT:

The factory had established procedures to protect young workers. Risk assessment for use of young workers was also conducted. The youngest worker in the factory was 17 years old. Young workers were arranged in work positions without occupational hazards and health check was provided. However, gaps have been iden ified in implementation.
工厂建立了程序去保护未成年工。工厂就雇用未成年工在厂工作的情形进行了风险评估。当前厂内年纪最少的员工为17岁。未成年工被安排在不存在职业危害的岗位，工厂也提供了体检给未成年工。但是在执行的过程当中还是存在以下差距：

9.1 - The factory had established young worker protection procedure. Young workers were assigned job in work posi ion without occupa ional hazards. Health check was provided to young workers. However, the factory did not register with local labor department for 2 young workers. This is in violation of PRC Regulations for the Special Protection of Juvenile Employees (Document No.498) ar icle 9.
工厂建立了保护未成年工的程序，未成年工分配的工作岗位没有职业危害，工厂提供了体检给未成年工，但是，工厂没有为2名未成年工在当地劳动部门进行备案。

Remarks from Auditee:

Performance Area 10 : No Precarious Employment

Full Audit [Audit Id - [redacted] Audit Date: 21/01/2019 PA Score: A — Deadline date:31/12/2019

GOOD PRACTICES:
No good practice was observed.

AREAS OF IMPROVEMENT:

The factory had established a procedure based on BSCI standards and local law requirements to protect employment relationship. All workers signed labor contracts in one month and a copy of labor contract was provided to each worker. Clear contract items were stipulated on labor contracts which was understandable to workers. There was no evidence to show he factory tried any unfair employment method to reduce its obligations.
工厂已根据BSCI的标准和当地法规要求建立了保护雇佣关系的程序。所有员工都会在工作的一个月内签订劳动合同，同时工厂会提供一份劳动合同副本给员工。劳动合同详细列明了雇佣信息，合同条文为员工所理解。没有任何证据显示工厂是同通过不公平的雇佣方式去减少其义务。

10.1 - Though labor contracts were provided to workers, he factory did not cover all workers with social insurance as stipulated on labor contracts. This is in violation of PRC Labor Contract Law (2008), Article 17.
虽然员工均有劳动合同，但是工厂没有按照合同约定让所有员工覆盖社会保险。

Remarks from Auditee:

Performance Area 11 : No Bonded Labour

Full Audit [Audit Id - [redacted] Audit Date: 21/01/2019 PA Score: A — Deadline date:

GOOD PRACTICES:
No good practice was observed.

AREAS OF IMPROVEMENT:

The factory had established a procedure based on BSCI standards and local law requirements to prevent bonded labor. Workers might leave the factory freely and no personal documents were withheld by the factory. Training regarding identifying and reporting bonded labor was provided to management and workers periodically. There was no bonded labor detected during the audit.
工厂基于BSCI的标准和当地法规要求建立了防止强迫劳工的政策和程序。工厂能自由离开工厂，并且工人的个人证件不会被工厂扣押。工厂定期定期给管理人员和员工提供强迫劳工的识别与报告的培训。在这次审核中没有发现强迫劳工的情况。

Remarks from Auditee:

Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - [redacted] Audit Date: 21/01/2019 PA Score: A — Deadline date:31/12/2019

GOOD PRACTICES:
No good practice was observed.

AREAS OF IMPROVEMENT:

The factory had established an environment protection policy and procedure based on BSCI standards and local law requirements. The factory had conducted environment impact assessment for its business ac ivities and obtained approval from the environment department. regarding environment protec ion was provided to workers. However, gaps have been identified in implementa ion.
工厂基于BSCI的标准和当地法规要求建立了环境保护的政策和程序。工厂已就其经营活动进行了环境影响评估并获得了当地环保部门的批准。针对环境保护的培训也有提供给员工。但是在执行的过程当中还是存在以下差距:

12.1 - The factory had conducted environmental assessment and obtained he approval from environmental department, but they did not monitor waste discharge regularly. This is in violation of Measures for the Administration of Environmental Surveillance Ar icle 21.
工厂进行过了环境影响评估并获得了环境部门的批复，但是他们没有对废物的排放进行定期监测。

Remarks from Auditee:

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - [redacted] Audit Date: 21/01/2019 PA Score: A — Deadline date:

GOOD PRACTICES:
No good practice was observed.

AREAS OF IMPROVEMENT:

The factory had established a procedure to strive for ethical business behavior. Common non-e hical behavior, such as corruption, extortion, bribery, etc. was identified and the factory showed zero tolerance to any of these non-e hical behavior. Training for ethical business activity was provided to workers. Based on onsite observa ion, interview and the provided documents, the factory provided consistent information for this audit and no non-ethical behavior was observed.
工厂建立了商业道德规范的程序。最常见的一些不道德商业行为，如贪污、勒索、贿赂等被识别出来。工厂对任何这些行为均采取实施零容忍态度。工厂也为员工提供了道德商业行为的培训。根据现场观察、访谈和所提供的文件，工厂在审核中提供一致性的信息。当前审核没有发现不道德商业行为。

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	21/01/2019	[redacted]	D	A	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos

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

Photo of non conformity
Insufficient social insurance coverage.JPG

Photo of the inside of the main production hall
Packing section 1.JPG

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

Photo of non conformity
Missing pulley guard.JPG

Photo of the inside of the main production hall
Packing section 2.JPG

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

Photo of non conformity
Not wearing rubber gloves.JPG

Photo of the inside of the main production hall
Paper cutting section.JPG

Photo first aid facilities
Eye wash station.JPG

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

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

Photo first aid facilities
First aid kit.JPG

Photo of the canteen (if applicable)
Canteen.JPG

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

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

Photo of the dormitories (if applicable)
Dormitory building.JPG

Photo of the inside of the main production hall
Warehouse.JPG

Photo of fire safety equipment
Fire alarm.JPG

Photo of the dormitories (if applicable)
Dormitory room.JPG

Photo of the inside of the main production hall
Zip process section.JPG

Photo of fire safety equipment
Fire extinguishers.JPG

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

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

Photo of fire safety equipment
Fire hydrant.JPG

Photo of the inside of the main production hall
Electrical pressing section.JPG

Photo of the sanitary facilities
Drinking water.JPG

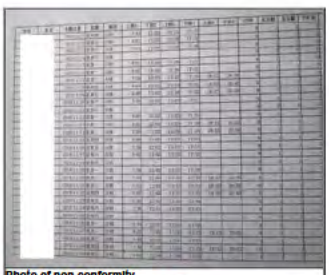

Photo of non conformity
Excessive monthly overtime a.JPG

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

Photo of the sanitary facilities
Toilets.JPG

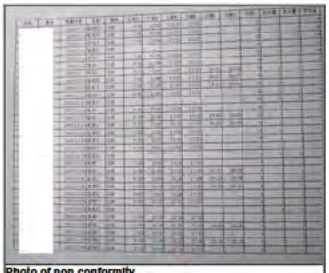

Photo of non conformity
Excessive monthly overtime b.JPG

Photo of the inside of the main production hall
Gluing section a.JPG

Photo of the code of conduct on display
Postad BSCI Code of Conduct.jpg

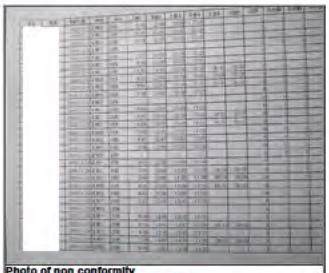

Photo of non conformity
Excessive monthly overtime c.JPG

Photo of the inside of the main production hall
Gluing section b.JPG