Auditee :	[redacted]
Audit Date From :	**01/04/2021**
Audit Date To :	**02/04/2021**
Expiry Date of the Audit :	**Please refer to the producer profile in the amfori BSCI platform**
Auditing Company :	**QIMA Limited**
Auditor's Name(s) :	**Neal Mo(Lead)**
Auditing Branch (if applicable) :	

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 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 C C C C A A A A A B B B C C C D 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 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 :	[redacted]	Country :	**China**
Management Representative :	[redacted]		
Contact person:	[redacted]	Sector :	**Non-Food**
Industry Type :	**Accessories**	Product group :	**Personal Accessories**
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 rating :	C		
Need of follow-up :	Yes	If YES, by :	02/04/2022

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	A	D	A	A	A	A	A	A	A

Executive summary of audit report

[Location and size]:
The audited company of [redacted] is located at [redacted] China
The company was established on September 4, 2003. The business license number is [redacted]
The total construction area was about 8100 square meters.

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

[Employee analysis]:
There were 97 employees working in the factory.
Among them 64 were production employees and 33 were non-production employees. 4 workers were migrant and 93 workers were local. 30 were male employees and 67 were female employees.

[Summary of working hour]:
Timecard records from March 2020 to March 2021 were provided for review and those months of December 2020, January 2021 and February 2021 were selected as samples. There was no obvious peak season in he factory.
Employees used fingerprint scan system to record their working hour informa ion. 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, 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 over ime per week were conducted. No statutory holiday over ime was conducted. Reasonable rest breaks and the 7 h day of rest were guaranteed. The maximum daily working time was 10 hours (8 hours regular+2 hours over ime) per day and maximum weekly working time was 54 hours (40 hours regular time + 14 hours overtime) and maximum monthly overtime was 58 hours. The overtime was paid by 150% and 200% of normal rate for weekday and rest day overtime, respectively.

[Summary of compensation]:
Payroll from March 2020 to February 2021 were provided for review and those mon hs of December 2020, January 2021 and February 2021 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 RMB2200 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 11 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 referred to the same location. The location was not so clear when the company was established as showed on the business license.
5. Auditor name: Neal Mo, APSCA registra ion number: RA21700750.

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) :	[redacted]
Province :	[redacted]	Contact's Email :	[redacted]
City :	[redacted]	Auditee's official language(s) for written communica ions :	Chinese
Region :	North East Asia	O her relevant languages for the auditee :	N/A
Country :	China	Website of auditee (if applicable) :	N/A
GPS coordinates :	[redacted]	Total turnover (in Euros) :	2000000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Accessories	Of which domestic market % :	0.00
If other, please specify :		Produc ion volume :	150000 pieces per month
Product Group :	Personal Accessories	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 : 97 Total number of workers in the produc ion unit to be monitored (if applicable) : 0

	MALE WORKERS	FEMALE WORKERS
Permanent workers	30	67
Temporary workers	0	0
In management positions	5	2
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	3	1
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	30	67
Production based workers	0	0
With shifts at night	4	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: 01/04/2021 PA Score: D Deadline date:31/03/2022

GOOD PRACTICES:
No good practice was observed.

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. 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 herefore 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. Information regarding BSCI issues were shared between management and workers periodically. However, gaps have been identified in implementa ion.
总体观察显示工厂在该执行领域部分符合BSCI的要求。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, such as PA/5/6/7.
工厂已经实施了BSCI体系，但是由于在5/6/7等的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: 01/04/2021 PA Score: A Deadline date:31/07/2021

GOOD PRACTICES:
No good practice was observed.

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. The BSCI system had been established in the factory, which covered workers' involvement and protection. The factory held exchange meeting 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 heir grievances hrough suggestion box, worker representa ive and directly communication with management. Currently no grievances were raised per he interview and document review. However, gaps have been identified in implementation.
总体观察显示工厂在该执行领域部分符合BSCI的要求。审核中发现，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 hey did not conduct satisfaction survey for the mechanism. In addition, one suggestion box was set next to the security room but not a more private place.
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。同时，有一个意见箱设置在保安室旁边，而不是一个更具隐私的地方。

Remarks from Auditee:

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

Full Audit [Audit Id - [redacted] Audit Date: 01/04/2021 PA Score: A Deadline date:

GOOD PRACTICES:
No good practice was observed.

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee fulfilled the requirement of this performance area. The factory had established procedures to guarantee the rights of freedom of association and collective bargaining. There were 2 worker representa ives who was elected by workers freely. Workers were not restricted or suffered any unfair treatment by the factory on organizing, joining and voting for a legal worker organization and collec ive bargaining. Workers and worker representatives might communicate without any restriction and interruption. Curren ly, no collective bargaining existed in the factory.
总体观察工厂符合该执行领域的要求。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: 01/04/2021 PA Score: A Deadline date:

GOOD PRACTICES:
No good practice was observed.

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee fulfilled the requirement of this performance area. 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 condi ions. The remuneration policy regulated hat workers at the same position were enti le 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 discrimina ion was reported.
总体观察工厂符合该执行领域的要求。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: 01/04/2021 PA Score: A Deadline date:31/07/2021

GOOD PRACTICES:
No good practice was observed.

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. 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 mon h by cash. The minimum wage was guaranteed based on local minimum wage standards. The lowest basic wages paid for workers were RMB2200 per mon h, which was higher than local minimum wage of RMB1410 per month. Wages were issued timely and sufficien ly to workers. Pay slips were provided so that workers could understand the composition of their wages. No illegal deduction was made. Social insurance was provided for all workers. However, gaps have been identified in implementa ion.
总体观察显示工厂在该执行领域部分符合BSCI的要求。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2200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。所有员工参加了社会保险。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。

Remarks from Auditee:

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - [redacted] Audit Date: 01/04/2021 PA Score: D Deadline date:31/03/2022

GOOD PRACTICES:
No good practice was observed.

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. The working hour schedule was set by the 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, 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 over ime 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 54 hours (40 hours regular time + 14 hours over ime). 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 iden ified in implementation.
总体观察显示工厂在该执行领域部分符合BSCI的要求。工厂建立了工时制度。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54小时（40小时正班时间+14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 - 11 out of 11 sampled workers' monthly over ime exceeded 36 hours in January 2021; 10 out of 11 sampled workers' monthly overtime exceeded 36 hours in December 2020. The maximum monthly overtime reached 58 hours in January 2021. (PRC Labor Law article 41)
11名抽样员工中，全部员工在2021年1月份以及有10名员工在2020年12月份的月加班时间均超过了36小时，最多在2021年1月达到了58小时。

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - [redacted] Audit Date: 01/04/2021 PA Score: A Deadline date:31/07/2021

GOOD PRACTICES:

No good practice was observed.

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. The factory had established procedures in accordance wi h 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 restrictions. The dormitory and canteen were clean and spacious for use. The temperature, humidity and lighting were controlled in satisfactory level in the factory. However, gaps have been identified in implementation. (Remark: No transportation was provided to workers.)
总体观察显示工厂在该执行领域部分符合BSCI的要求。工厂基于BSCI标准和当地法规对于职业健康和安全的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 partially followed occupa ional health and safety regulations, but still need improvement on work safety.
工厂部分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 occupational disease hazardous factor test was not conducted. This is in violation of Provisions on the Supervision and Administration of Occupa ional Health at Work Sites Article 20. 2. The factory did not provide any occupational health check to workers in gluing and silk-printing sections wi h chemical hazards.(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.工厂没有提供职业健康体检给存在化学品危害的胶水车间和丝印车间的员工。

7.6 - Workers in electronical pressing section were wearing earplugs. However, workers were not wearing rubber gloves and only were wearing disposable dust-proof masks but not chemical-proof masks in gluing and silk-printing sections. (PRC Safety Manufacturing Law article 42)

电压车间员工佩戴了耳塞，但是胶水和丝印车间的员工没有佩戴橡胶手套，且佩戴的口罩是一次性的防尘口罩，而非防化学品口罩。

7.7 - Chemicals were stored in secondary containment but were not properly lablelled in storage area. (Regulation For Chemical Usage Safety in Workplace, Article 12)
存储区的化学品存放于二次容器内，但是没有进行合理的标识。

7.17 - Special applicances were inspected regularly, but the emergency stop buttons were not clearly marked for 2 cutting machines in cutting section.
特种设备进行了定期检验，但是裁床车间有2部裁床机器的急停按钮没有清楚标识出来。

Remarks from Auditee:

Performance Area 8 : No Child Labour

Full Audit [Audit Id - [redacted] Audit Date: 01/04/2021 PA Score: A Deadline date:

GOOD PRACTICES:

No good practice was observed.

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee fulfilled the requirement of this performance area. The factory had established procedure to prevent recruitment of child labor. A remedia ion procedure was also set up to handle child labor issue. The age verifica ion 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 28 years old.
总体观察工厂符合该执行领域的要求。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28岁.

Remarks from Auditee:

Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - [redacted] Audit Date: 01/04/2021 PA Score: A Deadline date:

GOOD PRACTICES:
No good practice was observed.

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee fulfilled the requirement of this performance area. During he audit, it was noted that the factory had established policies and procedure to identify young workers. A procedure regarding working conditions of young workers was also established to handle young worker issue and minimize the risks in case young workers were hired in the future. Curren ly no young worker was hired in the factory and the youngest worker in the factory was 28 years old.
总体观察工厂符合该执行领域的要求。审核发现工厂建立了政策和程序去识别未成年工。一个针对未成年工工作条件的程序也建立起来去处理将来雇佣未成年工涉及的事项和降低风险。当前并无未成年工在工厂内，年纪最少的员工年龄为28岁。

Remarks from Auditee:

Performance Area 10 : No Precarious Employment

Full Audit [Audit Id - [redacted] Audit Date: 01/04/2021 PA Score: A Deadline date:

GOOD PRACTICES:
No good practice was observed.

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee fulfilled the requirement of this performance area. 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 s ipulated on labor contracts which was understandable to workers. There was no evidence to show the factory tried any unfair employment method to reduce its obligations.
总体观察工厂符合该执行领域的要求。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。

Remarks from Auditee:

Performance Area 11 : No Bonded Labour

Full Audit [Audit Id - [redacted] Audit Date: 01/04/2021 PA Score: A Deadline date:

GOOD PRACTICES:
No good practice was observed.

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee fulfilled the requirement of this performance area. 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 he audit.
总体观察工厂符合该执行领域的要求。工厂基于BSCI的标准和当地法规要求建立了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: 01/04/2021 PA Score: A Deadline date:31/03/2022

GOOD PRACTICES:
No good practice was observed.

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. 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 activities and obtained approval from he environment department. regarding environment protection was provided to workers. However, gaps have been identified in implementation.
总体观察显示工厂在该执行领域部分符合BSCI的要求。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：

12.3 - The factory had conducted environmental assessment and obtained the approval from environmental department, but hey did not provide the final acceptance of comple ion of environmental projects for review. (Article 17 of Regula ion on Adminitration for Environental Protection of Construction Project)
工厂进行过了环境影响评估并获得了环境部门的批复，但是未能提供环境项目竣工验收文件进行查看。

Remarks from Auditee:

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - [redacted] Audit Date: 01/04/2021 PA Score: A — Deadline date:

GOOD PRACTICES:

No good practice was observed.

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee fulfilled the requirement of this performance area. The factory had established a procedure to strive for ethical business behavior. Common non-ethical behavior, such as corruption, extortion, bribery, etc. was identified and the factory showed zero tolerance to any of these non-ethical behavior. Training for ethical business ac ivity was provided to workers. Based on onsite observation, interview and the provided documents, the factory provided consistent information for this audit and no non-ethical behavior was observed.

总体观察工厂符合该执行领域的要求。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	01/04/2021	[redacted]	D	A	A	A	A	D	A	A	A	A	A	A	A	C

Producer Photos

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

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

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

Photo first aid facilities
eye wash station test.JPG

Photo first aid facilities
eye wash station.JPG

Photo first aid facilities
first aid kit.JPG

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

Photo of fire safety equipment
evacuation directional sign.JPG

Photo of fire safety equipment
evacuation plot plan.JPG

Photo of fire safety equipment
fire alarm.JPG

Photo of fire safety equipment
fire extinguishers.JPG

Photo of fire safety equipment
fire hydrant test.JPG

Photo of fire safety equipment
fire hydrant.JPG

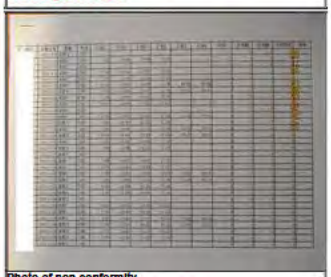

Photo of non conformity
excessive monthly overtime a.JPG

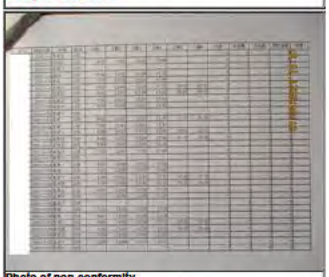

Photo of non conformity
excessive monthly overtime b.JPG

Photo of non conformity
excessive monthly overtime c.JPG

Photo of non conformity
missing label for emergency stop button.JPG

Photo of non conformity
missing labels for chemicals.JPG

Photo of non conformity
not wearing rubber gloves and chemical proof mask.JPG

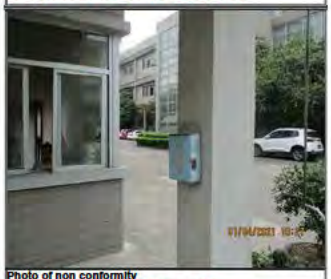

Photo of non conformity
suggestion box near security room.JPG

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

Photo of the canteen (if applicable)
canteen.JPG

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

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

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

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

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

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

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

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

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

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

Photo of the inside of the main production hall
silk printing section.JPG

Photo of the personal protection equipments (if applicable)
worker wearing earplugs.JPG

Photo of the sanitary facilities
drinking water.JPG

Photo of the sanitary facilities
toilets.JPG