Auditee :	[redacted]
Audit Date From :	**19/09/2018**
Audit Date To :	**19/09/2018**
Expiry Date of the Audit :	**Please refer to the producer profile in the amfori BSCI platform**
Auditing Company :	**TUEV Rheinland**
Auditor's Name(s) :	**Rocky Gao(Lead)**
Auditing Branch (if applicable) :	**TUV Rheinland 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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This is an extract of the amfori BSCI Audit Report, which is available in the amfori BSCI Platform. © amfori, 2018 - The English version is the legally binding One.

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 :	**Zhejiang**	Country :	**China**
Management Representative :	[redacted]		
Contact person:	[redacted]	Sector :	**Non-Food**
Industry Type :	**Construction**	Product group :	**Furnitures**
Product Type :	**Outdoor leisure chair**		

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 :	19/09/2019

Rating per Performance Area (PA)

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

Executive summary of audit report

[redacted] and the 3 blocks of buildings were owned by [redacted]

The No. 1 building was a block of 2-storey building, the 1st floor was used by [redacted] and he 2nd floor was used as warehouse and assembly line by [redacted]

The No. 2 building was a block of 4-storey building and total area was about 6000m2; the auditee rented the whole No. 2 building from [redacted] The 1st floor was used as metalworking workshop and raw material storage, the 2nd floor was used as of ice, cut ing workshop and sewing workshop, the 3rd floor was used as assembly workshop and the 4th floor was used as finished products warehouse.

The No. 3 building was a block of 1-storey building which was used as coating workshop and cutting workshop by [redacted]

Based on site observa ion, management interview and worker interview, he auditee used he No. 2 building individually, the auditee didn't share workshops or workers wi h the other two factories.

The management was posi ive and cooperative. The management permitted auditor take photos, review documents, interview workers confiden ially. The management signed finding report without opposition and claimed would like to be continuous improvement. The management confirmed that peak season was not obvious. The auditee didn't provide transporta ion, canteen and dormitory.

The main product manufactured by the auditee was outdoor leisure chair; the main production processes included metalworking, cutting, sewing, assembly and packing, the coating and electroplating were sub-contracted.

Remark: 1) The auditee was founded in 11 January 2011. The auditee moved from previous registered [redacted] to current location on 24 April 2015. As claimed by the management, the previous production area was about 3km away, and there was no any production area and workers located at the previous registered address.
2) The registered address of [redacted] was [redacted] The registered address of [redacted], where was about 4km away from the audit scope, the principal of [redacted] confirmed they no business relationship with the auditee.

Ratings Summary

Auditee's background information			
Auditee's name :	[redacted]	Legal status :	**Limited Company**
Local Name :	[redacted]	Year in which the auditee was founded :	**2011**
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 (Putonghua)**
Region :	**North East Asia**	Other relevant languages for the auditee :	**None**
Country :	**China**	Website of auditee (if applicable) :	[redacted]
GPS coordinates :	[redacted]	Total turnover (in Euros) :	**7500000.00**
Sector :	**Non-Food**	Of which exports % :	**80.00**
Industry :	**Construction**	Of which domestic market % :	**20.00**
If other, please specify :		Produc ion volume :	**100000pcs per month**
Product Group :	**Furnitures**	Produc ion cost calculation :	**Yes**
If other, please specify :		Lost time injury calculation cost :	**Yes**
Product Type :	**Outdoor leisure chair**		

Auditee's employment structure at the time of the audit

Total number of workers : **95** Total number of workers in the production unit to be monitored (if applicable) : **0**

	MALE WORKERS	FEMALE WORKERS
Permanent workers	0	0
Temporary workers	45	50
In management positions	3	2
Appren ices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	35	37
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	45	50
Production based workers	0	0
With shifts at night	0	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report

Performance Area 1 : Social Management System and Cascade Effect

1- Followup Audit [Audit Id - [redacted] Audit Date: 19/09/2018 PA Score: D — Deadline date:19/03/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on site observation, document review, management interview, worker representative interview and worker interview, the auditee had set up social responsibility procedures, manual and organization chart according to the amfori BSCI Code of conduct and local laws. Zengxiang JIN, he production manager who was appointed as management representative for BSCI implement. The auditee conducted internal audit and management review, explained and communicated amfori BSCI Code of conduct and TOI with its significant business partners, the significant business partners included sub-suppliers and sub-contractors. The amfori BSCI management representative confirmed the auditee finished cutting, sewing, metalworking, assembly and packing in own production area, the coating and electroplating processes were sub-contracted, and he auditee did not use service provider. 1.3 Closed. Based on document review and management interview, the auditee had explained and communicated amfori BSCI Code of conduct and TOI with the coa ing and electroplating sub-contractor, also the auditee had monitored their social responsibility performance since previous audit.
基于现场观察、文件查阅、管理层访谈、员工代表访谈和员工访谈，被审核方根据amfori BSCI行为守则和当地法律法规建立了社会责任的程序文件、手册和组织架构，生产厂长金增祥被任命为管理者代表来BSCI的实施。被审核方开展了内审和管理评审，把amfori BSCI行为守则和商业伙伴专用实施条款和重要的商业伙伴进行了解释和沟通，重要的商业伙伴包括供应商和分包商。amfori BSCI管理者代表确认被审核方本厂完成裁剪、车缝、金工、装配和包装，喷涂和电镀生产工序分包，被审核方没有使用服务提供商。1.3 关闭，基于文件查阅和管理层访谈，被审核方自上次审核后，把amfori BSCI行为守则和商业伙伴专用实施条款同喷涂和电镀的分包商进行了解释和沟通，并监控了它们的社会责任表现。

1.1 - The auditee didn't set up effec ive management system to implement the requirement of amfori BSCI Code of conduct and local laws. 1) amfori BSCI management representative confirmed that they did not check social insurance purchase ratio and control overtime working hours according to he requirement of amfori BSCI Code of Conduct. 2) Workers and worker representative were not informed their responsibility in implement of amfori BSCI Code of Conduct, were not received the arrangement in implement of amfori BSCI Code of Conduct, e.g.: to conduct occupational disease health check. 3) The auditee had set up amfori BSCI procedure files, however the auditee had not set up systemic planning to supervise and implement the established procedure files, e.g.: how to control working hours, etc.
被审核方没有建立有效的管理系统来实施amfori BSCI行为守则和当地法律法规的要求。1)amfori BSCI管理者代表确认被审核方没有按照amfori BSCI行为守则的要求去检查社保的购买情况以及加班工时的管控情况;2)访谈中员工和员工代表确认他们并未被告知在amfori BSCI执行中的职责，也为收到开展这些职责的安排，如:开展职业病健康体检;3)被审核方建立了amfori BSCI的程序文件，但是被审核方没有根据指定的程序文件建立系统性规划来监督和执行，比如:如何监控工时等。

1.4 - The auditee had set up written workforce planning procedure; however the auditee did not implement it, since the management confirmed that hey could not provide written workforce planning record for review.
被审核方建立了书面的产能规划程序，但是被审核方并没有去执行，因为管理层确认无法提供书面的产能规划记录以供审核。

Remarks from Auditee:

Full Audit [Audit Id - 109232] Audit Date: 09/10/2017 PA Score: D — Deadline date:10/04/2018

Good practices

Areas of improvement

Based on site observa ion, document review, management interview, worker representative interview and worker interview, the factory established the social responsibility procedures, manual and organization chart according to he BSCI Code of conduct and local laws. [redacted] the production manager who was appointed as management representative for BSCI implement. The factory conducted internal audit and management review on 21 February 2017.
基于现场观察、文件查阅、管理层访谈、员工代表访谈和员工访谈，工厂根据BSCI行为守则和当地法律法规建立了社会责任的程序文件、手册和组织架构，生产厂长金增祥被任命为管理者代表来BSCI的实施，工厂在2017年2月21日开展了内审和管理评审。

1.1 - The factory didn't established effective management system to implement the requirement of BSCI Code of conduct and local laws. Based on management interview and document review, he factory established procedure files according to BSCI Code of conduct and local laws, e.g.: working ime policy, social benefit policy, etc. However the factory didn't have systemic planning to obey and implement, e.g.: not purchase social insurance for all employees, not manage and control monthly overtime.
工厂没有建立有效的管理系统来实施BSCI行为守则和当地法律法规的要求。基于管理层访谈和文件查阅，工厂依据BSCI行为守则和当地法律法规建立了程序文件，如工时制度和福利制度，但是工厂没有对遵守和执行有系统的规划，比如:社保购买不全，没有管控月加班时间。

1.3 - Based on document review, the factory established the procedure to monitor its sub-suppliers and sub-contractors, and the factory managed and controlled its significant sub-suppliers (e.g.: aluminum and cloth sub-suppliers) effectively; however the factory didn't monitor social performance of its significant sub-contractors. For example: the coating and electroplating processes were sub-contracted, however the factory didn't push and explain BSCI Coc and TOI to he sub-contractors, and didn't conduct secondary party audit in he sub-contractors. The management claimed since negligence.
基于文件查阅，工厂建立了管控供应商和分包商的程序。工厂对于重要供应商(如铝材和布的供应商)进行了有效的管控，但是工厂没有对重要的分包商的社会责任表现进行监控，比如:工厂的喷涂和电镀工序是分包的，但是工厂没有把BSCI行为守则和实施条款传达并解释给分包商，也没有在分包商方开展二方审核，管理层解释是由于疏忽。

1.4 - The factory didn't have a good capacity planning to meet the expectations of the delivery order led to workers had excessive overtime work in every past 12 months.
工厂没有一个完善的产能计划去完成预期的订单交货以致于员工在过去12个月每个月的月加班均超时。

Remarks from Auditee

Performance Area 2 : Workers Involvement and Protection

1- Followup Audit [Audit Id - [redacted] Audit Date: 19/09/2018 PA Score: A — Deadline date:19/03/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on site observation, document review, management interview, worker representative interview and worker interview, the auditee had set up communication policy between the management and workers and worker representative. All the workers could communicate, complaint or grievance wi h management via suggestion box, face to face or through worker representa ive. The communication records between he management and worker representative were provided. The auditee had set up training policy and provided rights and responsibilities training to each worker. amfori BSCI Code of Conduct was posted on in each floor.
基于现场观察、文件查阅、管理层访谈、员工代表访谈和员工访谈，被审核方建立了管理层和员工以及员工代表之间的沟通机制，所有员工可以和管理通过意见箱，面对面以及通过员工代表进行沟通、投诉或者申诉，被审核方提供了管理层和员工代表间的沟通记录。被审核方建立了培训机制，并提供员工权利和义务的培训，每层都张贴了amfori BSCI行为守则。

2.2 - The auditee had set up long term goals to protect workers according to amfori BSCI Code of conduct and local laws since previous audit; however he auditee had no detailed schedule to reach the goals, e.g.: excessively overtime, social insurance issue and occupational disease health check issue, etc.
被审核方自上次审核后根据amfori BSCI行为守则和当地法律法规建立了保护员工的长期目标，但是没有具体的时间表，如：超时加班、社保问题、职业病健康体检问题等。

Remarks from Auditee:

Full Audit [Audit Id - [redacted] Audit Date: 09/10/2017 PA Score: B — Deadline date:10/04/2018

Good practices

Areas of improvement

Based on site observa ion, document review, management interview, worker representative interview and worker interview, the factory established communication policy between the management and workers and worker representative. All the workers could communicate with management via suggestion box, face to face or through worker representative. The communication records between the management and worker representative were provided. The factory established training policy and provided rights and responsibilities training to each worker.
基于现场观察、文件查阅、管理层访谈、员工代表访谈和员工访谈，工厂建立了管理层和员工以及员工代表之间的沟通机制，所有员工可以和管理通过意见箱，面对面以及通过员工代表进行沟通，工厂提供了管理层和员工代表间的沟通记录。工厂建立了培训机制，并提供员工权利和义务的培训。

2.2 - Based on document review and management interview, the factory didn't define long term goals to protect workers according to BSCI Code of conduct, local law and status of industry, e.g.: not provided social insurance to all employees, monthly overtime was excessive, not provided occupational disease health check, etc.
工厂没有根据BSCI行为守则、当地法律法规以及行业现状等制定保护员工的长期的目标，如：社保没有全员覆盖、月加班超时、没有提供职业病体检等。

Remarks from Auditee

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

1- Followup Audit [Audit Id - [redacted] Audit Date: 19/09/2018 PA Score: A — Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The PA was not covered in this follow up audit. 本绩效区域没有包含在本次跟进审核。

Remarks from Auditee:

Full Audit [Audit Id - [redacted] Audit Date: 09/10/2017 PA Score: A — Deadline date:

Good practices

Areas of improvement

Based on site observa ion, document review, management interview, worker representative interview and worker interview, the factory respected the rights of freedom of associa ion and collective bargaining. There was no trade union in the factory. 2 workers were elected worker representa ive on 09 January 2017.
基于现场观察、文件查阅、管理层访谈、员工代表访谈和员工访谈，工厂尊重员工自由结社和集体谈判的权利，工厂里没有工会，2名员工在2017年1月9日当选员工代表。

Remarks from Auditee

Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - [redacted] Audit Date: 19/09/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: The PA was not covered in this follow up audit. 本绩效区域没有包含在本次跟进审核。	
Remarks from Auditee:	
Full Audit [Audit Id - [redacted] Audit Date: 09/10/2017 PA Score: A	Deadline date:
Good practices	
Areas of improvement Based on site observa ion, document review, management interview, worker representative interview and worker interview, the factory established written "No discrimination" procedure, Bo GAO, the general manager was responsible for it. As claimed by the management, the factory prohibited any forms of discrimination. 基于现场观察、文件查阅、管理层访谈、员工代表访谈和员工访谈，工厂建立了书面的"禁止歧视"程序，总经理高波负责，管理层声称，工厂禁止任何形式的歧视。	
Remarks from Auditee	

Performance Area 5 : Fair Remuneration

1- Followup Audit [Audit Id - [redacted] Audit Date: 19/09/2018 PA Score: B — Deadline date:19/03/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on site observation, document review, management interview, worker representative interview and worker interview, the auditee had set up social benefit procedure and employee manual according to amfori BSCI Code of conduct and local laws. The auditee had defined paid annual leave, statutory holiday, sick leave, marriage leave, maternity leave and funeral leave in the employee manual. The local minimum wage standard sets RMB1660, equivalent to RMB9.54 per hour before 01 December 2017 and sets RMB1800 per month, equivalent to RMB10 34 per hour after 01 December 2017. Based on the 6 sampled payrolls from October 2017 to August 2018 (the wage of September 2017 was reviewed in previous audit); it was observed that wage was calculated by monthly rate and he minimum monthly rate was RMB2200, the payment calculation period was natural month, the wage was paid by cash on 10th of the following month with pay slip, no workers earned salary under minimum wage, and no any fine or illegal deduction in the wage, the auditee provided paid annual leave, paid holidays to workers.
基于现场观察、文件查阅、管理层访谈、员工代表访谈和员工访谈，被审核方依据amfori BSCI行为守则和当地法律法规建立了社会福利程序和员工手册，被审核方在员工手册中规定了带薪年休假、法定假日、病假、婚假、产假以及丧假。当地的最低工资标准在2017年12月1日前是人民币1660元，相当于人民币9 54元/小时，在2017年12月1日后是人民币1800元，相当于人民币10.34元，基于抽样的6个从2017年10月到2018年8月的工资表（上次审核时工资发到2017年9月份），发现工资是月薪制，最低月薪为人民币2200元，工资的计算周期是自然月，工资是在下个月10日现金发放，工资单同时提供，没有员工的收入低于最低工资，工资里没有罚款和非法扣款，被审核方提供了带薪年假和法定假。

5.4 - The auditee provided local minimum wage standard; however he auditee did not evaluate local basic living wage, and did not conduct fair remuneration collec ion and calculation.
被审核方提供了当地的最低工资标准，但是没有评估当地的基本生活工资，也没有进行公平需求工资的收集和计算。

5.5 - The auditee purchased social insurance for employees, but not covered all employees. Based on line check in tax website, by the end of 19 September 2018, out of total 95 employees, 64 employees were not provided endowment insurance, medical insurance, maternity insurance and unemployment insurance. (Reference law: Social Insurance Law of P.R.C, Article 10, Article 23, Ar icle 44, Article 53) Remark: 1) All 95 employees were provided work related injury insurance in local HR and Social Security Bureau. 2) The management confirmed he auditee would like to purchase social insurance to worker. However most workers (migrant workers) abandoned social insurance voluntarily, because: workers had purchased rural insurance, it was not convenience to transfer social insurance to hometown once resign, etc. The auditee had not collected or managed the information of workers' participation of rural insurance. 3) Interviewed workers confirmed they abandoned social insurance voluntarily, since hey had purchased rural insurance before entry. 4) The employees who had no social insurance included migrant workers and local workers (joined the factory more than a month), no casual worker and retired worker.

被审核方给员工购买了社会保险，但是没有覆盖全部的员工。基于税务网站的在线核实，截止到2018年9月19日，全部95名员工中，有64名员工没有购买养老保险、医疗保险、生育保险和失业保险。(参考法律法规:《中华人民共和国社会保险法》第10、23、44及53条》)备注:1)全部95名员工均在当地人力资和社会保障局购买了工伤保险。2)管理层确认被审核方愿意给员工购买社保，但是大部分员工(外地工人)主动放弃社保，因为:已经购买了农保，离职后不方便转回老家等。但是工厂目前没有对员工缴纳农保的情况进行收集和管理。3)访谈的工人确认他们自愿放弃社保，因为他们入职前已经购买了农保。4)没有社保的员工既有外地员工也有本地员工(入职已满一个月)，没有临时工和退休返聘工。

Remarks from Auditee:

Full Audit [Audit Id - [redacted] Audit Date: 09/10/2017 PA Score: C — Deadline date:10/04/2018

Good practices

Areas of improvement

Based on site observa ion, document review, management interview, worker representative interview and worker interview, the local minimum standard set at RMB1660 per month equivalent to RMB9.54 per hour (1660/21.75/8) after 1 November 2015, he factory had set up employee manual referred to BSCI Code of conduct and local laws, in the employee manual, he factory listed out paid date, terms of payment, income structure, annual leave, sick leave, maternity leave, etc. Payrolls of 12 samples from October 2016 to September 2017 were reviewed randomly, it was observed that wage was calculated by monthly rate and the minimum monthly rate was RMB2050, he payment calculation period was natural month, the wage was paid by cash on 10th of following month wi h pay slip. The wage of September 2017 was paid on 07 October 2017. The annual leave was provided.
基于现场观察、文件查阅、管理层访谈、员工代表访谈和员工访谈，当地的最低工资2015年11月1日后是人民币1660元(相当于人民币9.54元/小时)，工厂依据BSCI行为守则及当地的法律法规制定了员工手册，员工手册中列出了发薪日、支付方式、工资构成、年休假、病假和产假等。12个员工从2016年10月到2017年9月的工资表随机抽查，发现工资是月薪制，最低月薪为人民币2050元，工资的计算周期是自然月，工资是在下个月10日现金发放，工资单同时提供，2017年9月份的工资是在2017年10月7日发放，工厂提供了员工年休假。

5.4 - Based on management interview, the factory didn't conduct the fair remuneration collection and calcula ion, so it was necessary to identify possible gaps existing between the actual remunera ion and the fair remuneration figure during the audit.
基于管理层访谈，工厂没有进行公平需求工资信息的收集和计算，因此审核中无法识别其实际支付的工资和公平需求工资之间的差距。

5.5 - Based on the social insurance receipt review and social insurance online checking for the past 12 months, the factory didn't purchase social insurance for all employees. By the end of 10 October 2017, in Yongkang HR & Social Security Bureau, 20 out of 95 employees were provided endowment insurance, medical insurance, unemployment insurance and maternity insurance; 53 out of 95 employees were provided work related injury insurance. (Reference law: Social Insurance Law of the People's Republic of China, Article 10, Article 23, Article 33, Article 44, Article 53)
基于过往12个月的社保支付凭证以及在线核实，工厂没有给全部员工购买社会保险，截止到2017年10月10日，在永康市人力资源和社会保障局，工厂的95名员工中，20名员工购买了养老、医疗、失业和生育保险，53名员工购买了工伤保险。(参考法律法规:《中华人民共和国社会保险法》第10、23、33、44及53条》)

Remarks from Auditee

Performance Area 6 : Decent Working Hours

1- Followup Audit [Audit Id - [redacted] Audit Date: 19/09/2018 PA Score: D — Deadline date:19/03/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on site observation, document review, management interview, worker representative interview and worker interview, the auditee had set up working ime procedure and employee manual according to amfori BSCI Code of conduct and local laws. IC card was used to record each in and out. The auditee provided 6 sampled attendance records from 01 October 2017 to 19 September 2018. Normal working hour: 07:30-11:00, 12:30-17:00, and if needed, 2 hours' overtime was arranged from 18:00 to 20:00. Workers worked 8 hours a day and 40 hours a week, maximum overtime work 2 hours per day, Saturday was arranged as overtime, Sunday was guaranteed as the rest day, maximum overtime work 14 hours per week, guarantee at least one day rest per week, maximum overtime work 64 hours per month. Workers worked overtime voluntarily, the overtime compensa ion was paid legally. (150% of normal rate for overtime on working day; 200% of normal rate for overtime on weekend which couldn't take working days off; 300% of normal rate for overtime on holiday).
基于现场观察、文件查阅、管理层访谈、员工代表访谈和员工访谈，被审核方依据amfori BSCI行为守则和当地法律法规建立了工时程序和员工手册，IC卡记录考勤，被审核方提供了6个抽样的从2017年10月1日到2018年9月19日的考勤记录，正常的工作时间：07:30-11:00, 12:30-17:00，如果需要加班，时间从18:00到20:00，工人们每天工作8个小时，每周工作40个小时，每天最多加班2个小时，星期六是安排加班，星期日休息，每周最多加班14个小时，一周有一天休息，每月最多加班64个小时。员工自愿加班，加班费依法足额支付（平时加班1.5倍工资，周末加班如果不能安排调休的2倍工资，法定假加班3倍工资）。

6.2 - Based on he attendance records from 01 October 2017 to 19 September 2018, it was observed that he sampled workers had excessively monthly over ime in past 11 months. And 3 monthly attendance records (August 2018, May 2018 and December 2017) of 6 sampled workers were sampled and reviewed randomly, it was observed that: 1) 6 out of 6 sampled workers had excessively over ime in August 2018, and 6 out of 6 workers worked overtime of 52 hours a mon h; 2) 6 out of 6 sampled workers had excessively overtime in May 2018, and 6 out of 6 workers worked overtime of 50 hours a month; 3) 6 out of 6 sampled workers had excessively overtime in December 2017, and 6 out of 6 workers worked overtime of 64 hours a mon h. (The maximum monthly overtime was 34 hours from 01 September 2018 to 18 September 2018). The management confirmed the auditee had set up overtime control procedure which was not implemented strictly to meet delivery. Also the established electrical attendance system had no alert function when monthly overtime exceeded limit. Workers and worker representative confirmed hat he auditee did not controlled monthly overtime stric ly, but maximum daily overtime was no more han 2 hours. (Reference law: Labor Law of the P.R.C, Article 41)
基于2017年10月1日到2018年9月19日的考勤查阅，发现抽样工人在过去的11个月里月加班超时。随机抽样的6名员工3个月的考勤（2018年8月、2018年5月和2017年12月）发现如下：1）2018年8月抽样的6名员工的月加班超时，6名员工的月加班时间为52个小时；2）2018年5月抽样6名员工的月加班超时，6名员工的月加班时间为50个小时；3）2017年12月抽样的6名员工的月加班超时，6名员工的月加班时间为64个小时。（2018年9月1日到9月18日的最大加班时间为34个小时）。管理层确认被审核方建立了加班控制程序但是为了满足交货期并没有去严格执行，建立的电子考勤系统在月加班超时时也没有预警功能。员工和员工代表确认被审核方并不严格控制月加班时间，但一天最多加班2个小时。（参考法律法规：《中华人民共和国劳动法》第41条）

Remarks from Auditee:

Full Audit [Audit Id - [redacted] Audit Date: 09/10/2017 PA Score: D — Deadline date:10/04/2018

Good practices

Areas of improvement

Based on site observa ion, document review, management interview, worker representative interview and worker interview, the factory had set up employee manual referred to BSCI Code of conduct and local laws, in the employee manual, the factory listed out working hour, overtime compensation, etc. IC card was used to record each in and out, normal working time: 07:30-11 00, 12:30-17:00, and if needed, worked overtime from 18:00 to 20:00, 8 hours per day and 5 days per week, maximum overtime work 2 hours per day, Saturday was arranged as overtime, Sunday was guaranteed as the rest day, maximum overtime work 16 hours per week, guarantee at least one day rest per week, maximum overtime work 58 hours per month, the overtime compensation was paid legally.
基于现场观察、文件查阅、管理层访谈、员工代表访谈和员工访谈，发现工厂依据BSCI行为守则及当地的法律法规制定了员工手册，在员工手册中列出了工作时间、加班补偿等。电子卡用来记录考勤，正常上班时间：07:30-11:00, 12:30-17:00，如果需要加班，时间从18:00到20:00，每周5天，每天8个小时，每天最多加班2个小时，星期六是安排加班，星期日休息，每周最多加班16个小时，一周有一天休息，每月最多加班58个小时，加班费依法足额支付。

6.2 - The factory didn't establish effective system to control overtime, although the monthly overtime was excessive. Based on management interview and employee manual review, the factory defined hat maximum daily overtime was 2 hours from 18:00 to 20:00, didn't define how to manage and control he mon hly overtime and how to do when he monthly overtime exceeded the compliance, which was conformed to the worker interview. 3 monthly attendance records (September 2017, April 2017 and December 2016) for 12 sampled workers' in the past 12 months randomly, it was observed that (1) 12 out of 12 sampled workers had overtime work of 58 hours a month in September 2017; (2) 12 out of 12 sampled workers had overtime work of 56 hours a month in April 2017; (3) 12 out of 12 sampled workers had overtime work of 58 hours a month in December 2016. (The maximum overtime was 8 hours from 01 October 2017 to 09 October 2017) (Reference law: Labor Law of the P.R.C, Article 41)
工厂没有有效的系统去控制加班时间，尽管月加班时间超时。基于管理层访谈和员工手册查阅，工厂规定了每天最大的加班时间是2个小时，从18 00到20:00，但是并没有对月加班时间总量进行管控以及月加班超时时如何处理，这和员工访谈保持了一致。从过往12个月里抽样的12名员工3个月的考勤（2017年9月、2017年4月和2016年12月），发现（1）2017年9月12个抽样的月加班时间为58个小时；（2）2017年4月抽样12名员工的月加班时间为56个小时；（3）2016年12月抽样的12名员工的月加班时间为58个小时。（2017年10月1日到10月9日，最大的加班时间是8个小时）（参考法律法规：《中华人民共和国劳动法》第41条）

Remarks from Auditee

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - [redacted] Audit Date: 19/09/2018 PA Score: A — Deadline date:19/11/2018

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on site observation, document review, management interview, worker representative interview and worker interview; there was no systemic safety risk in the auditee. The auditee had set up OHS policy, organization chart and training material. Mr. Zengxiang JIN, the production manager was responsible for it. The auditee provided documents including but not limited to risk assessment, usage training of PPE, fire drill records (the latest one was conducted on 20 April 2018), position training, MSDS, Fire Safety Inspection Certificate, Building Construction Inspection Certificate, electrical installation inspection record, first aider certificate (3 first aiders, issued by Yongkang 6 h People Hospital, for period from May 2016 to May 2019), elevator annual test report and operator certificate, emergency agreement, test report of drinking water etc. The auditee provided proper personal protective equipment to workers, and workers were wearing PPE while operating. PPE wearing reminder posted on site; chemical was maintained properly; first aid kit was provided in each floor; emergency contact was posted in each workshop; fire alarm, fire ex inguishers and fire hydrants were installed and inspected monthly; evacuation routes were not blocked and evacuation plans were posted in production workshop; emergency lights and exit marks were installed properly and inspected mon hly in production workshops; machine operation procedure was posted in the production workshop. The factory didn't provide canteen, transportation and dormitory. 7.1 Partially Closed. The auditee conducted occupational hazard factor test in May 2018, and the test report was issued by CTI on 21 May 2018. The result was acceptable. 7.2 Closed. Based on social insurance receipts and application form review on tax website, management interview and worker interview, the auditee had purchased work related injury insurance for all 95 employees in local HR and Social Security Bureau. 7.17 Closed.The test report of the one and only crane (rated load, 5T) was provided for review, the test report was issued by Jinhua Special Equipment Test Center on 12 September 2018 and the period ofvalidity until to October 2020.

基于现场观察、文件查阅、管理层访谈、员工代表访谈和员工访谈，被审核方内没有系统性的安全风险，被审核方建立了职业健康安全的方针、组织架构和培训材料，由生产厂长金增祥先生负责。被审核方提供的文件不限于风险评估、个人防护用品使用培训、消防演习记录(最近一次是在2018年4月20日)、岗位培训、化学品安全使用说明书、消防验收、竣工验收、用电安全检查记录、急救员证(3名急救员，永康市第六人民医院签发，有效期从2016年5月到2019年5月)、电梯年检报告和操作员证、急救协议、饮用水检测报告等。被审核方提供了正确的个人防护用品，员工在操作时正确佩戴，劳保用品佩戴提醒现场张贴，化学品正确维护，每个楼层配备了急救药箱，紧急联络人及方式张贴在每个车间，消防警铃、灭火器和消防栓安装到位并每月检查，逃生线路畅通无阻，逃生示意图张贴在每个车间，应急灯和安全出口标识安装正确并每月检查，机器操作规程张贴到位，被审核方不提供食堂、交通以及宿舍。7.1 部分关闭，被审核方在2018年5月开展了职业危害因素检测，检测报告由宁波市华测检测技术有限公司在2018年5月21日签发。检测结果合格。7.2 关闭，基于税务网站的社保扣费凭证和申报表查阅，管理层访谈和员工访谈，被审核方在当地的人力资和社会保障局给全部95名工人购买了工伤保险。7.17 关闭，唯一的一部行车(额定载重5吨)的检测报告提供审核，检测报告由金华市特种设备检测中心在2018年9月12日签发，有效期至2020年10月。

7.1 - The auditee didn't provide pre-service, in-service and job leaving occupational health check to metalworking workers who worked in a noise environment. Interviewed workers confirmed they knew noise hazard and the ear plugs would reduce noise harm; the management claimed hey would conduct would provide occupational disease health check in the future. (Laws and Regula ions: Occupation Disease Prevention Law of P.R.C, Ar icle 35)
被审核方没有给工作在噪声环境里金工员工提供岗前、在岗和离职时的职业健康检查。访谈的员工确认他们知道噪音危害，但是耳塞会减小噪音危害，管理层声称将来会提供职业病体检。(参考法律法规:《中华人民共和国职业病防治法》第35条)

7.17 - 1) Based on site observation and management interview, the auditee had weeded out the cutting machines detected in previous audit; however it was observed that 2 punching machines were not equipped with belt encasement on belt pulley in metalworking workshop on 1st floor. (Laws and Regula ions: General rules of design on health and safety of produc ion facility (GB5083-1999), Article 6.1 2) 2) Based on site observation, he one and only crane missed its protective hasp in metalworking workshop of 1st floor. (Laws and Regulations: The General Design Principles for the Safety and Sanitation of Production Devices (1999), Ar icle 6.1.4) Interviewed workers confirmed no work related injury occurred before, and the management claimed they would reinforce on site safety protection.
1)基于现场观察和管理层访谈，被审核方已经淘汰了上次审核中发现的裁断机，然而1楼金工车间有2台冲孔机的皮带轮没有防护罩。(参考法律法规:《生产设备安全卫生设计总则》(GB5083-1999)第6.1.2条) 2)基于现场观察，1楼金工车间的唯一一部行车吊钩上的保护扣缺失。(参考法律法规:生产设备安全卫生设计总则 (GB5083-1999) 第 6.1.4条)访谈的工人确认工厂没有发生过工伤，管理层声称会加强现场的防护。

7.22 - Based on site observa ion and management interview, the auditee did not install privacy door in male toilets from 1st to 4th floors, the management claimed it was difficult to install privacy door in male toilet, since the space was limited.
基于现场观察和管理层访谈，被审核方没有在1到4楼的男洗手间安装隐私门，管理层表示因为空间有限男洗手间难以安装隐私门。

Remarks from Auditee:

Full Audit [Audit Id - [redacted] Audit Date: 09/10/2017 PA Score: A — Deadline date:10/12/2017

Good practices

Areas of improvement

Based on site observa ion, document review, management interview, worker representative interview and worker interview; there was no systemic safety risk in he factory. Because the factory had set up OHS policy, organization chart and training material. Zengxiang JIN, the production manager was responsible for it. The factory provided documents including but not limited to risk assessment, usage training of PPE, fire drill, position training, MSDS, Fire Safety Inspec ion Certificate, Building Construction Inspection Cer ificate, electrical installation inspection record, first aider cer ificate (3 first aiders), special equipment testing qualified report (elevator), emergency agreement, test report of drinking water etc. The proper personal protective equipment was provided to workers with proper warning in production workshop; chemical was maintained properly; first aid kit was provided in each workshop; emergency contact was posted in each workshop; fire alarm, fire extinguishers and fire hydrants were installed and inspected monthly in production workshops; evacuation routes were not blocked and evacuation plans were posted in production workshop; emergency lights and exit marks were installed properly and inspected monthly in production workshops; machine opera ion procedure was posted in the production workshop. The factory didn't provide canteen, transportation and dormitory.
基于现场观察、文件查阅、管理层访谈、员工代表访谈和员工访谈，工厂内没有系统性的安全风险，因为:工厂建立了职业健康安全的方针、组织架构和培训材料，由生产厂长金增祥负责。工厂提供的文件不限于风险评估、个人防护用品使用培训、消防演习、岗位培训、化学品安全使用说明书、消防验收、竣工验收、用电安全检查记录、急救员证(3名急救员)、特种设备合格检验报告(电梯)、急救协议、饮用水检测报告等。生产车间里正确的个人防护用品提供并佩戴，警示标明，化学品正确维护，每个车间配备了急救药箱，紧急联络人及方式张贴在每个车间，生产车间内消防警铃、灭火器和消防栓安装到位并每月检查，逃生线路畅通无阻，逃生示意图张贴在每个车间，应急灯和安全出口标识安装正确并每月检查，机器操作规程张贴到位，工厂不提

供食堂、交通以及宿舍。

7.1 - 1) The factory didn't provide pre-service, in-service and job leaving occupational health check to punching workers who worked in noise environment. (Laws and Regula ions: Occupation Disease Prevention Law of P.R.C, Article 35) 2) The factory didn't conduct the occupational hazards factors testing. (For example: the noise level at punching position) (Laws and Regulations: Provisions on the Supervision and Administration of Workplace Occupational Health, Ar icle 20)
1)工厂没有给工作在噪声环境里冲压的员工提供岗前、在岗和离职时的职业健康检查。(参考法律法规:《中华人民共和国职业病防治法》第35条) 2)工厂没有开展职业危害因素检测。(如:冲压岗位的噪音。)(参考法律法规:《工作场所职业卫生监督管理规定》第20条)

7.2 - 53 out of 95 employees had participated in work related injury insurance in Yongkang HR & Social Security Bureau. The factory didn't purchase work related injury insurance for the o her 42 employees, e.g.: commercial injury insurance, etc. (Reference law: Social Insurance Law of he People's Republic of China, Article 33)
工厂95名员工中有53名员工在永康市人力资源和社会保障局购买了工伤保险，工厂没有为其他42名员工购买工伤保险，如商业险意外伤害险等。(参考法律法规:《中华人民共和国社会保险法》第33条)

7.17 - 1) Based on site observation, it was observed that 1 out of 2 cutting machines was not equipped with belt encasement on belt pulley in metalworking workshop on 1st floor. (Laws and Regulations: General rules of design on heal h and safety of production facility (GB5083-1999), Article 6.1.2) 2) Based on site observation, the one and only crane missed its protective hasp in metalworking workshop of 1st floor. (Laws and Regulations: The General Design Principles for the Safety and Sanitation of Production Devices (1999), Ar icle 6.1.4) 3) Based on document review and management interview, there was no inspection report for the one and only crane(rated load, 5T) in metalworking workshop on 1st floor. (Laws and Regulations: Regulations on Safety Supervision over Special Equipment, Ar icle 28)
1)基于现场观察，1楼金工车间的2台裁断机有1台裁断机的皮带轮没有防护罩。(参考法律法规:《生产设备安全卫生设计总则》(GB5083-1999)第6.1.2条) 2)基于现场观察，1楼金工车间的唯一一部行车吊钩上的保护扣缺失。(参考法律法规:生产设备安全卫生设计总则 (GB5083-1999) 第 6.1.4条) 3)基于文件查阅和管理层访谈，1楼金工车间唯一的一部额定载重5吨的行车没有检测报告。(参考法律法规:《特种设备安全监察条例》第28条)

7.22 - Based on site observation, it was observed that all male toilets were not equipped privacy doors from 1st to 4th floors. (Reference law: Hygienic standards for the design of industrial enterprises (GBZ 1-2010), 7 3.4)
基于现场观察，1到4楼所有男洗手间均没有隐私门。(参考法律法规:《工业企业设计卫生标准》GBZ 1-2010:7.3.4)

Remarks from Auditee

Performance Area 8 : No Child Labour

1- Followup Audit [Audit Id - [redacted] Audit Date: 19/09/2018 PA Score: A Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The PA was not covered in this follow up audit. 本绩效区域没有包含在本次跟进审核。

Remarks from Auditee:

Full Audit [Audit Id - [redacted] Audit Date: 09/10/2017 PA Score: A Deadline date:

Good practices

Areas of improvement

Based on site observa ion, document review, management interview, worker representative interview and worker interview, the factory established "No Child Labor" procedure and child labor remedy procedure. In the established procedure, the factory defined that less than 16 years old was a child labor according to local law. Bo GAO, the general manager was responsible for it. The management claimed that the factory never hired child labor before. There was no child labor defected in the factory during the audit.
基于现场观察、文件查阅、管理层访谈、员工代表访谈和员工访谈，工厂制定了"禁用童工"程序和童工补救程序，在建立的程序中，工厂依据法律定义了低于16周岁的员工就是童工，由总经理高波负责。管理层声称工厂从来没有雇佣过童工，审核中工厂内也没有发现童工。

Remarks from Auditee

Performance Area 9 : Special protection for young workers

1- Followup Audit [Audit Id - [redacted] Audit Date: 19/09/2018 PA Score: A — Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The PA was not covered in this follow up audit. 本绩效区域没有包含在本次跟进审核。

Remarks from Auditee:

Full Audit [Audit Id - [redacted] Audit Date: 09/10/2017 PA Score: A — Deadline date:

Good practices

Areas of improvement

Based on site observa ion, document review, management interview, worker representative interview and worker interview, the factory established "Young worker Protection Procedure" according to BSCI Code of conduct and local laws. In the protection procedure, the age between 16 years old and 18 years old was young worker, the factory didn't reject to hire young worker, should provide health check to the young worker before starting to work free of charge and provided OHS training, etc. There was no young worker in the factory. The youngest worker was born on 03 March 1999 and joined the factory on 03 July 2017.
基于现场观察、文件查阅、管理层访谈、员工代表访谈和员工访谈，工厂依据BSCI行为守则和当地法律法规建立了"青年工人保护程序"，在保护程序中，年龄在16到18周岁的员工为青年工人，工厂不能拒绝招聘青年工人，应该免费提供青年工人入职前体检和提供职业健康安全培训等。工厂内没有未成年工人，最年轻的的员工是1999年3月3日出生，2017年7月3日入职。

Remarks from Auditee

Performance Area 10 : No Precarious Employment

1- Followup Audit [Audit Id - [redacted] Audit Date: 19/09/2018 PA Score: A — Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The PA was not covered in this follow up audit. 本绩效区域没有包含在本次跟进审核。

Remarks from Auditee:

Full Audit [Audit Id - [redacted] Audit Date: 09/10/2017 PA Score: A — Deadline date:

Good practices

Areas of improvement

Based on site observa ion, document review, management interview, worker representative interview and worker interview, the factory established recruitment procedure and employee manual according to BSCI Code of conduct and local laws. The factory signed labor contract with each worker directly in two copies. One copy was kept by the factory and the other copy was kept by the worker. The labor contract listed he workplace, working hour, wage calculation, payment, probation period, termination of employment and rights and duties of both parties, etc. The labor contract was written by local language. There were no dispatched workers, migrant workers, apprentice workers and temporary workers in the factory.
基于现场观察、文件查阅、管理层访谈、员工代表访谈和员工访谈，工厂依据BSCI行为守则和当地法律法规建立了招聘制度和员工手册，工厂直接和每个员工签订劳动合同，一式两份，工厂保持一份，员工持有一份，劳动合同上包含了工作场所、工作时间、工资计算、工资支付、试用期、终止合同已经双方的权利和义务等，劳动合同由当地语言写成，工厂里没有派遣工、外劳、学徒以及临时工。

Remarks from Auditee

Performance Area 11 : No Bonded Labour

1- Followup Audit [Audit Id - [redacted] Audit Date: 19/09/2018 PA Score: A — Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The PA was not covered in this follow up audit. 本绩效区域没有包含在本次跟进审核。

Remarks from Auditee:

Full Audit [Audit Id - [redacted] Audit Date: 09/10/2017 PA Score: A — Deadline date:

Good practices

Areas of improvement

Based on site observa ion, document review, management interview, worker representative interview and worker interview, the factory established "No Bonded Labor" procedure[redacted], the general manager was responsible for it. As claimed by the management, the factory never retain the workers' resident ID or other papers, never forced workers worked overtime, never used prison labor and prohibited physical harassment or verbal abuse.
基于现场观察、文件查阅、管理层访谈、员工代表访谈和员工访谈，工厂建立了"禁止强迫劳动"程序，由总经理高波负责，管理层声称工厂从不扣押工人们的身份证和其它证件，从不强迫工人们加班，从不使用监狱工，禁止肢体骚扰和言语虐待。

Remarks from Auditee

Performance Area 12 : Protection of the Environment

1- Followup Audit [Audit Id - [redacted] Audit Date: 19/09/2018 PA Score: A — Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The PA was not covered in this follow up audit. 本绩效区域没有包含在本次跟进审核。

Remarks from Auditee:

Full Audit [Audit Id - [redacted] Audit Date: 09/10/2017 PA Score: A — Deadline date:

Good practices

Areas of improvement

Based on site observa ion, document review, management interview, worker representative interview and worker interview, the factory established environment policy and organiza ion chart. Zengxiang JIN, the production manager was responsible for it. The factory established water save policy, conducted environment influence iden ification and provided the relevant records. The Construc ion Project Environmental Impact Assessment Form was edited on 18 May 2015, which approved by Yongkang Environment Protection Bureau on 16 June 2015. The hazardous waste was collected by "Jinhua Laiyiyuan Environment Protection Science & Technology Development Co., Ltd.", the collective agreement was signed on 13 January 2017 for period from 13 January 2017 to 12 January 2018. The transfer duplicate was provided for review. There was no industrial waste water produced during he production process.
基于现场观察、文件查阅、管理层访谈、员工代表访谈和员工访谈，工厂建立了环境方针和由生产厂长金增祥负责的组织架构，工厂制定了节水正常，开展了环境影响识别并提供了相关记录，建设项目环境影响报告在2015年5月18日编制，永康市环境保护局在2015年6月16日批复，危废由金华市莱逸园环保科技开发有限公司回收，回收协议在2017年1月13日签署，期限从2017年1月13日到2018年1月12日，转运联单提供审核，生产过程中没有工业废水产生。

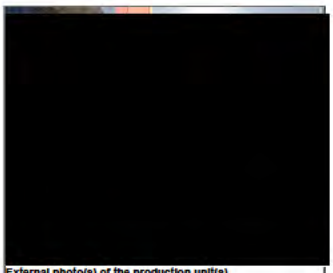
Remarks from Auditee

Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - [redacted] Audit Date: 19/09/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: The PA was not covered in this follow up audit. 本绩效区域没有包含在本次跟进审核。	
Remarks from Auditee:	
Full Audit [Audit Id - [redacted] Audit Date: 09/10/2017 PA Score: A	Deadline date:
Good practices	
Areas of improvement Based on site observa ion, document review, management interview, worker representative interview and worker interview, the factory established anti-corrup ion procedure, anti-commercial bribery procedure, personal privacy management policy according to BSCI Code of conduct and local laws. The factory prohibited any act of corrup ion, extortion, embezzlement, or in any form of bribery in its activities. The personal information was protected well. 基于现场观察、文件查阅、管理层访谈、员工代表访谈和员工访谈，工厂依据BSCI行为守则和当地法律法规建立了反腐败程序、反商业贿赂程序和个人隐私管理程序，工厂在其自身的经营中禁止任何形式的贪污、敲诈勒索、侵占、贿赂，个人信息得到有效保护。	
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	19/09/2018	[redacted]	D	A	A	A	B	D	A	A	A	A	A	A	A	C
Full Audit	09/10/2017	[redacted]	D	B	A	A	C	D	A	A	A	A	A	A	A	C

Producer Photos



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

Photo of fire safety equipment
Emergency light Exit sign.JPG

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

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

Photo of fire safety equipment
Evacuation plan.JPG

Photo of the sanitary facilities
Drinking water.JPG

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

Photo of fire safety equipment
Fire alarm.JPG

Photo of the inside of the main production hall
7.1 Corrective evidence Occupational hazard factor test report.JPG

Photo of the inside of the main production hall
Attendance recorder.JPG

Photo of fire safety equipment
fire extinguisher.JPG

Photo of the inside of the main production hall
7.17 Corrective evidence test report of crane.JPG

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

Photo of fire safety equipment
Fire hydrant.JPG

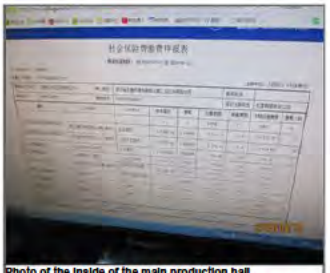


Photo of the inside of the main production hall
7.2 Corrective evidence Work related injury insurance covered all 35 employees.JPG

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

Photo of fire safety equipment
Fire water pressure test.JPG

Photo of non conformity
2.2 No schedule in long term goals.JPG

Photo of the inside of the main production hall
Metalworking workshop (1).JPG

Photo first aid facilities
Eye washing facility.JPG

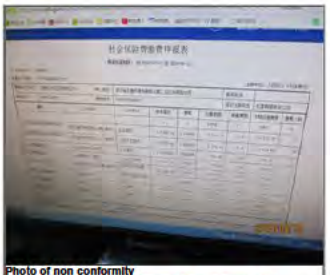


Photo of non conformity
5.5 Social insurance not covered all employees.JPG

Photo of the inside of the main production hall
Metalworking workshop (2).JPG

Photo first aid facilities
First aid kit.JPG

Photo of non conformity
7.17 No belt encasement.JPG

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

Photo of the code of conduct on display
amfori BSCI coc.JPG

Photo of non conformity
7.17 No protective hasp.JPG

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

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

Photo of non conformity
7.22 No privacy door.JPG