Auditee :	[redacted]
Audit Date From :	**22/10/2019**
Audit Date To :	**24/10/2019**
Expiry Date of the Audit :	**Please refer to the producer profile in the amfori BSCI platform**
Auditing Company :	**TUEV Rheinland**
Auditor's Name(s) :	**Alma Xu(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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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 B 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 :	**Fujian**	Country :	**China**
Management Representative :	[redacted]		
Contact person:	[redacted]	Sector :	**Non-Food**
Industry Type :	**Textiles, clothing, leather**	Product group :	**other soft goods (please specify)**
Product Type :	**picnic bag, picnic rug, cooler bag and outdoor leisure goods**		

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 :	24/10/2020

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

Executive summary of audit report

[redacted] was located at [redacted] Fujian Province, China. ([redacted]).
Based on management interview and site observa ion, there was one factory (Company C) and two other companies (A & B) and some other tenants in the same site. A and B were trading-type company without production activity at site. Through management interview, the company A was the holding company of company C and company B. The three companies share the same shareholders but operated independently.
There was no shared management and workers between A,B,C and other tenants. The tenants such as trading companies and tech. companies rented office rooms from property owner.
According to the information on amfori BSCI platform and management interview, [redacted] (Company C) was the old name in amfori BSCI platform and also was the old name of this factory at site. Company C was the auditee's full control shareholders since March 2019. The management confirmed that the factory was renamed as [redacted] and the factory was operated by [redacted] since March 2019. There was no produc ion activities under company C now. Due to the address, worker and management, shareholder, boss, production activities were not changed, this full audit was conducted under Old DBID, but just changed the auditee name from [redacted] to [redacted]

The layout was as follows:
Honesty building(诚信楼) No. 1 production building: 1F/ Cut ing, Weaving webbing, handwork area, 2F/ Company A, 3F&4F/ Sewing workshop, 5F& 6F/ Finished goods warehouse.
Harmony building（和谐楼）No.3 production building: 1F/Raw material and accessories warehouse, 2F/Company A, 3F/under decoration（Company B, also the property owner）, 4-6F/Rented by trading companies and tech. companies.
No.5 production building（5号楼）: 1F/ Raw material storage, high frequency lamination workshop, 2F/Company A, 3F/Packing material warehouse, accessories area
Service building（服务楼）No.4 comprehensive building: 1F/Reception (used by company A), 2F/ the auditee's office, 3F/Mee ing room, show room (used by company A), 4F& 5F used by company B
Innovation building（创新楼）No.2 office building: Company B.
No shared management and workers among those companies. No canteen, dormitory and transportation facilities were provided by the auditee.
The audited scope included No.1 building except 2nd floor, 1F in No.3 and No.5 production buildings except 2F and the 2F of the No.4 comprehensive building.
The factory specialized in manufacture of picnic bag, picnic rug, cooler bag and outdoor leisure goods. The main processes was as follow: High frequency lamination, Cutting, Weaving webbing, Sewing, Inspection and Packing.
No outsourcing process and No subcontracted service. 4 security guards were employed by the auditee. As confirmed with factory management, the peak season was not obvious in heir industry. The factory was cooperative and demonstrated a willingness to improve all issues found during the audit. All production areas were open for investigation.

Remark:
1. Name of the auditor: Alma Xu, APSCA registration number: 21701885.
2. The factory did not use contractor, which makes the contractor license/permit not applicable. The factory did not have collective bargain agreements, which makes the collective bargain agreements not applicable. The factory did not obtain government waivers such as Comprehensive Working Hours System waiver, social insurance waiver and etc., which makes the government waivers not applicable.
3. No finding raised in PA3/PA4/PA8/PA9/PA11/PA12/PA13. The worker representatives were freely elected by workers. Workers could raise any complaints through worker representa ives, sugges ion box, etc. There was no trade union in factory and no collective bargaining agreement available. No discrimination, child labour, illegal employment and forced labour were detected in factory. No young workers working in this factory, but the factory established management procedures about special protection for young workers. No inconsistency information or une hical behaviour was detected.
4. During site observation and management interview, no waste water or gas generated. The auditee was not required to obtain pollutant discharge permit currently according to Pollution discharge permit management category of Specific pollution sources.

Ratings Summary

Auditee's background information

Auditee's name :	[redacted]	Legal status :	Limited company
Local Name :	[redacted]	Year in which the auditee was founded :	2018
Address :	[redacted]	Contact person (please select) :	[redacted]
Province :	Fujian	Contact's Email :	[redacted]
City :	Xiamen	Auditee's official language(s) for written communica ions :	Chinese
Region :	North East Asia	O her relevant languages for the auditee :	English
Country :	China	Website of auditee (if applicable) :	N/A
GPS coordinates :	[redacted]	Total turnover (in Euros) :	25000000.00
Sector :	Non-Food	Of which exports % :	90.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	10.00
If other, please specify :		Produc ion volume :	bags: 1000000 pieces/year, rugs:200000 pieces/year
Product Group :	other soft goods (please specify)	Produc ion cost calculation :	Yes
If other, please specify :	picnic bag, picnic rug, cooler bag and outdoor leisure goods	Lost time injury calculation cost :	Yes
Product Type :	picnic bag, picnic rug, cooler bag and outdoor leisure goods		

Auditee's employment structure at the time of the audit

Total number of workers : 394 Total number of workers in the produc ion unit to be monitored (if applicable) : 0

	MALE WORKERS	FEMALE WORKERS
Permanent workers	163	231
Temporary workers	0	0
In management positions	4	4
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	113	179
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	163	231
Production based workers	0	0
With shifts at night	2	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: 22/10/2019 PA Score: D Deadline date:20/10/2020

GOOD PRACTICES:
None observed 未发现

AREAS OF IMPROVEMENT:

The auditee had assigned [redacted] /Manager as a management representative to ensure daily operations work in line with amfori BSCI Code of Conduct and Terms of implementa ion. According to amfori BSCI management representa ive interview, he management representa ive understood the importance of their own good social performance for its clients and the benefit of having a social management system in place. The auditee established the social accountability management manual and procedure based on he amfori BSCI Code of Conduct and terms of implementation. [redacted] /Personnel Supervisor was in charge of the follow-up of grievance mechanism, human resources, amfori BSCI values and principles training etc.The auditee expected their significant business partners implemented he amfori BSCI standards. The auditee also conducted the second party audit for heir significant business partners and kept the related records. The auditee had communicated the amfori BSCI Code of Conduct and Terms of Implementation to their significant business, such as raw material supplier, accessories supplier, packaging materials supplier etc. The auditee had signed the commitment of social accountability with their significant supplier and retained the communication evidence with the significant business partners, such as the signed amfori BSCI Code of Conduct and Terms of Implementa ion. The auditee had established supplier and subcontractor management procedure for their significant business partners. The auditee had carried out the second party audit on basis of amfori BSCI Code of Conduct and TOI to monitor the performance of heir significant business partners periodically.
被审核方任命经理李正煌为管理者代表确保每日的运营遵照amfori BSCI行为准则和商业伙伴专用实施条款。 根据amfori BSCI管理者代表的访谈，管理者代表能理解使其客户有良好社会绩效的重要性和有合适的社会管理体系的好处。被审核方基于amfori BSCI行政准则和商业伙伴专用实施条款建立社会责任管理手册和程序。 被审核方同时也任命人事主管黄建玲负责跟进申诉机制，人力资源，amfori BSCI价值和原则的培训等。 审核方期望其重要商业合作伙伴采用amfori BSCI标准。 被审核方同时也对其主要商业合作伙伴进行了第二方的评价并保存相关的记录。被审核方已经将amfori BSCI行为准则和商业伙伴专用实施条款传达给其主要商业合作伙伴。例如：原料供应商，辅料供应商，包材供应商等。被审核方已经与其主要商业合作伙伴签署了社会责任承诺书并保留了对主要商业合作伙伴的沟通证据。例如，由商业合作伙伴签署的amfori BSCI行为准则和商业伙伴专用实施条款。 被审核方为其主要的商业合作伙伴建立了供应商和分包商的管理程序。被审核方对其重要商业合作伙伴进行定期的第二方的审核以监察其表现。

1.1 - The auditee had established the social responsibility management manual and procedures based on amfori BSCI principle and local legal requirement, such as the working hours control procedure, wages and benefit management procedure and occupational health and safety management procedure. However, management deficiency was noted, for example, insufficient payment of social insurance, more than 36 hours of overtime per month, health and safety management was ineffective etc.

被审核已经建立了基于amfori BSCI原则和当地法律法规的社会责任管理手册和程序文件, 例如, 工作时间控制程序，工资福利程序和职业健康与安全管理程序，但是仍有管理缺失，例如社保缴交不足，月加班超过36小时，健康安全管理不到位等。

1.3 - Based on management interview and document review, he auditee conducted annual social compliance assessment for their business partners, but they did not cover all performance area, such as construction safety, environment issues, business ethic etc..

通过管理层访谈和文件评审，受审核方对其业务伙伴进行年度社会合规性评估，但并未涵盖建筑安全、环境问题、商业道德等绩效领域。

1.4 - Though there was a workforce evaluation and production planning procedure in the factory, factory did not conduct proper workforce evaluation and production planning, and it was noted that workers monthly over ime exceed the legal limitation every month from September 2018 till now.
虽然工厂有制定了劳动力评估以及生产规划程序，但是工厂没有进行恰当的劳动力评估以及生产规划，发现从2018年9月至今，工人的每一个月的月加班时间超出了法律限制。

Remarks from Auditee:
NONE

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - [redacted] Audit Date: 22/10/2019 PA Score: C Deadline date:31/12/2019

GOOD PRACTICES:
None observed未发现

AREAS OF IMPROVEMENT:

2.2 - Based on worker interview and worker representa ive interview, hey did not know long term goals.The auditee had provided documentary long term goals for check but did not invite the worker and worker representative to join in setting the goal.

根据工人访谈和工人代表访谈，他们不知道长期目标，受审核方提供了书面的长期目标供审核，但没有邀请工人和工人代表参与制定目标。

2.4 - The management organized amfori BSCI training for all workers regularly, but during worker interview, about 60% of workers said hey were so busy for produc ion that did not care the content of amfori BSCI and did not know he detail requirement such as business ethic, discrimination etc..

管理层定期组织对所有员工进行amfori bsci培训，但在员工访谈中，约有60%的员工表示，他们忙于生产，不关心amfori bsci的内容，不知道其具体要求比如：商业道德，歧视等。

2.5 - The auditee established grievance mechanism and trained all workers about this procedure, but did not obtain any complaints or suggestion. During interview, about 20% of workers did not know he grievance mechanism and he auditee did not evaluate he effectiveness of grievance mechanism.

受审核方建立了申诉机制，对全体员工进行了申诉程序培训，但未收到任何投诉或建议。在访谈过程中，约有20%的员工不了解申诉机制，被审核方也没有对申诉机制的有效性进行评估。

Remarks from Auditee:
NONE

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

Full Audit [Audit Id - [redacted] Audit Date: 22/10/2019 PA Score: A Deadline date:

GOOD PRACTICES:
None observed未发现

AREAS OF IMPROVEMENT:

Remarks from Auditee:
NONE

Performance Area 4 : No Discrimination

Full Audit [Audit Id - [redacted] Audit Date: 22/10/2019 PA Score: A Deadline date:

GOOD PRACTICES:
None observed 未发现

AREAS OF IMPROVEMENT:

Remarks from Auditee:
NONE

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - [redacted] Audit Date: 22/10/2019 PA Score: B Deadline date:31/10/2019

GOOD PRACTICES:

The auditee filled he fair remuneration scan before audit.被审核方在审核之前填写了公平报酬扫描图。

AREAS OF IMPROVEMENT:

The auditee established the policy of wage payments and welfare according to amfori BSCI requirement. The finance department collected local minimum wages policy which was the local minimum wage was RMB 1700/month (equal to RMB9.77/hour) since 1 July 2017. The management knew the requirement hat he actual paid wage should not be less than the legal minimum wage. The actual minimum wage was RMB9.78/Hour. The workers obtained wage on every 25th for previous mon h by bank transfer. All workers were paid by hourly rate. The pay slips were provided to workers to confirm before the pay date. Payrolls and bank receipts from September 2018 to August 2019 were reviewed. The overtime working was paid as per legal requirement: 150%, 200% and 300% of normal rate would be compensated for overtime on normal working days, rest day and statutory holidays. The workers have rest on statutory holiday. No disciplinary deduction was charged to workers. The housing subsidy, post allowance and full attendance award were provided for all workers. The auditee provided social insurance and commercial insurance for parts of workers.

受审核方根据amfori BSCI的要求制定了工资支付和福利政策。财务部门收集了当地最低工资政策，自2017年7月1日起，地方最低工资为1700元/月（相当于9.77元/小时）。管理层知道实际支付的工资不得低于法定最低工资的要求。实际最低工资为9.78元/小时。工人们上个月每25日通过银行转账领取上个月的工资。所有工人的工资都是按小时计算的。工资单是在发薪日前提供给工人确认的。审查了2018年9月至2019年8月的工资单和银行收据。加班费按法定标准支付：正常工作日、休息日、法定节假日加班按正常工资的150%、200%、300%给予补偿。工人们在法定假日休息。工人没有受到纪律处分。为所有工人提供住房补贴，职务补贴和全勤奖。被审核方为部分职工提供社会保险和商业保险。

5.5 - There were 394 employees working in this factory. There was no new recruited workers and there were 23 retired staffs until he audit day. The auditee should purchase social insurance for 371 employees currently. Based on social insurance payment receipts in past 12 months and the information in October 2019 on social insurance website, management interview and employee interview, 312 out of 371 employees were not provided with endowment insurance, maternity insurance, medical insurance, unemployment insurance and injury insurance. During interview, Most of workers said they came from rural and purchased rural insurance, but the interviewed management said hey did not calculate the numbers of workers who purchased rural insurance. The management declared that they would make improvement continually. Reference Law and Regulation: Article 72 & 73 of Labor Law of the People Republic of China. Remark: The auditee purchased commercial insurance for 158 employees who were not provided with social insurance. The contract validated from 25 April 2019 to 24 April 2020.

这家工厂有394名员工。截至审核当日，无新进工人，有离退休职工23人。受审核方目前应为371名员工购买社会保险。根据过去12个月的社会保险缴费收据和2019年10月的社会保险网站的信息、管理层访谈和员工访谈的信息，371名员工中有312人没有养老保险，生育保险，医疗保险，失业保险和工伤保险。访谈过程中，大部分工人称他们来自农村，购买了农村保险，但接受采访的管理层表示，他们没有计算购买农村保险的工人人数。管理层称他们将不断改进。参考法律法规：《中华人民共和国劳动法》第七十二条、第七十三条。备注：被审核方给158未参加社保的工人购买了商业保险， 合同从2019年4月25日生效截止至2020 年4月24日。

Remarks from Auditee:

NONE

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - [redacted] Audit Date: 22/10/2019 PA Score: D Deadline date:20/10/2020

GOOD PRACTICES:
None observed 未发现

AREAS OF IMPROVEMENT:

The auditee established working hour control policy and working overtime voluntarily policy. Normal working hour was 8 hours per day and 40 hours per week. Finger printing attendance recording system was used to record workers' working hours. Only one shift for all workers excluding security guard: for the production workers: 07:30-12 00, 13:00-16:30, overtime working: 17:30-19:30. For the office staffs: 08:30-12:00, 13:30-18:00; three shifts were arranged for security guard: 08:00-16:00, 16 00-24:00, and 24:00-08:00. During the worker interview, workers confirmed hat hey worked overtime voluntarily. Time records from 1 September 2018 to audit date(23 October 2019)were provided and all sampled workers working hours were reviewed. Maximum 2 hours overtime per day, maximum 18 hours over ime per week. The auditee guaranteed 1 day off after 6 days consecutive working days. Sunday was fixed rest day. The auditee did not encourage workers to work OT but if the order is urge, OT will be arranged on basis of employee's willingness. Based on employee's interview, the employees would like to work OT to obtain more wage and did not complain with he auditor about he working hour's arrangement. During site tour, no workers looked tired during working period.
被审核方建立了工时管控政策和加班资源政策。正常工作时间为每天8小时和每周40小时。指纹扫描考勤系统用于记录考勤。所有员工除了保安一班制：生产工人：07:30-12:00，13:00-16:30，加班：17:30-19:30；办公室职员：08:30-12:00,13:30-18:00，保安三班倒：08:00-16:00,16:00-24:00,24 00-08:00。经访谈，工人加班自愿。2018年9月1日至审核日（2019年10月23日）的考勤记录提供给了审核。每天最大日加班2小时，每周最大加班18小时。被审核方每连续工作六天休息一天，周日为固定休息日。被审核方不鼓励工人加班但是若订单紧迫，加班基于工人自愿原则来安排。根据员工访谈，工人想通过加班获取更多工资，且未对审核员抱怨工作时间的安排。走场过程，工作时间内无工人看起来疲惫。

6.2 - The auditee did not have effective system to control its overtime work compliance. The auditee had established the workers 'overtime-working control procedure; the procedure stipulated that workers' daily overtime working hours was not more than 3 hours and monthly overtime working hours was less han 36 hours. The working hour record system couldn't alert when overtime near or over the limits. The interviewed HR department said that the auditee considered the delivery order but did not consider the compliance of working hours. The interviewed workers said they knew he legal requirement but they preferred to work OT to earn OT wage. According to the working hours record from 1 September 2018 to the audit date, workers maximum daily OT was 2 hours, workers' maximum monthly OT ranged from 40 to 84 hours. The maximum mon hly OT was 84 hours, which was in August 2019 . 25 sampled workers attendance records in three sampled months (March 2019,May 2019 and August 2019) reviewed showed hat: 1) In March 2019, 24 out of 25 sampled workers monthly overtime working hours exceeded 36 hours and 4 out of 25 sampled workers monthly over ime working hours up to 82 hours. 2) In May 2019, 24 out of 25 sampled workers mon hly over ime working hours exceeded 36 hours and 5 out of 25 sampled workers monthly overtime working hour up to 76 hours. 3) In August 2019, 24 out of 25 sampled workers monthly overtime working hours exceeded 36 hours and 3 out of 25 sampled workers mon hly overtime working hours up to 84 hours. Remark: The maximum monthly OT in September 2019 was 72 hours, the maximum OT from 1 October 2019 to 23 October 2019 was 50 hours. Reference law: China Labour Law, article 41.

被审核方没有有效的系统去控制加班，被审核方建立了员工加班工作时间控制程序，该程序要求员工日加班时间不超过3小时和月加班工作时间少于36小时，但是，公司的考勤系统没办法预警当其加班时间快超过或已经超过要求时，受访的人事部称被审核方考虑货期未考虑到工时的合规性，受访工人称他们知晓法规要求但是宁愿加班获取加班费，根据2018年9月1日至审核当日的工时记录，工人的日加班最大是2小时，工人月加班超时范围从40小时到84小时，最大月加班是84小时，是在2019年8月。25名抽样的员工3个月抽样考勤记录（2019年3月，2019年5月和2019年8月）显示：(1) 2019年3月,25名员工中有24名 员工的月加班工作时间超过36小时且25名员工中4名员工的月加班达到最大加班时间82小时。 (2) 2019年5月, 25名员工中有24名员工的月加班工作时间超过36小时且25名员工中有5名员工的月加班达到最大加班时间76小时。 (3) 2019年8月, 25名员工中24员工的月加班工作时间超过36小时且25名员工中3名员工的月加班达到最大加班时间84小时。备注：2019年9月最大加班时间是72小时。2019年10月1日至2019年10月23日最大加班是50小时.参考法律法规：中华人民共和国劳动法第四十一条。

Remarks from Auditee:
NONE

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - [redacted] Audit Date: 22/10/2019 PA Score: A Deadline date:31/03/2020

GOOD PRACTICES:
None observed 未发现

AREAS OF IMPROVEMENT:

The auditee set up the OHS system. The auditee appointed one special staff to collect laws and regulations on occupational health and safety related to their activities. The factory assigned [redacted] / Production director to be in charge of occupational heal h and safety matters. The environment of he workplace maintained in suitable humidity, temperature and sufficient ligh ing. The EHS committee carried out the EHS mee ing periodically. The recent mee ing was conducted in October 2019. Occupational health and safety training had been provided to workers by orientation training and refresh training program such as operation safely, fire drill, PPE usage, chemical safety, electricity safety etc. Workers had right to remove herself or himself from imminent danger without seeking permission from their management. The occupational hazards notification cards and PPE warning signs were posted in the workshop, which the occupational hazards exist. First aid facilities such as first aid kits were provided at the workplace and the accident case would be recorded accordingly. There was no injury accident case occurred. The auditee provided adequate potable water at workplace for free drinking and au horised qualified institution to monitor he water quality. Firefighting facilities had been installed and inspected mon hly, such as fire alarm system, fire extinguishers, emergency lights, evacua ion exit sign etc. Evacua ion routes were unblocked and evacuation maps were posted at each production floor. The auditee carried out he fire drills twice per year and the latest one was conducted in June 2019. Fire plans, reports, attendance records and photos were reviewed. The auditee used two cargo lifts. The auditee provided the special equipment use registration certificates, annual inspection reports and management certificates for review. The auditee did not provide dormitory, canteen or transportation facility to workers.
被审核方建立了职业健康与安全管理体系。被审核方任命了专人负责收集与其相关活动的职业健康与安全方面的法律法规。生产主管王文聪负责职业健康与安全项目的执行。工作场所的环境保持合适的湿度、温度和充足的照明。环境健康与安全委员会定期进行环境健康与安全的会议。最近一次会议在2019年10日。职业健康与安全培训通过新员工培训和定期的更新培训传递给员工比如安全操作，消防演习，劳保用品使用，化学品安全，电气安全等。员工有权从重大危险发生时立即撤离而不需要经过管理人员的许可。在有职业危害因素的车间都有张贴职业危害因素告知卡和劳保用品警示标识。作业场所提供了急救设施比如药箱。工伤事故都会被记录，至今未发生工伤事故。被审核方提供了足够的饮水设施给员工免费饮用。并且授权有资质单位检测水质。 消防设施已经进行了安装和定期的检查，例如消防报警系统、灭火器、应急照明，安全出口灯具等。车间逃生路线不受堵，逃生计划图在生产的每楼层张贴。被审核方每年进行两次消防演习，最近一次是在2019年6月进行。消防逃生演习的计划，报告，出席记录和图片被提供查阅。被审核方使用了2台货梯。被审核方提供了特种设备使用登记证，年检报告和管理员证书供查看。被审核方未提供了宿舍，食堂和交通工具给工人。

7.1 - 1.The auditee appointed one staff to collect and update the applicable laws, but some laws were not newest version,for example, Fire Protection Law of the People's Republic of China(2009),not he version in 2019. 2.Based on document review and management interview, the auditee authorized qualified unit to monitor he indoor air quality and noise in April 2019, but they did not monitor dust and noise in weaving webbing workshop and cutting workshop. Reference law: Provisions on the Supervision and Administration of Occupational Health at Work Sites, Article 20.
1. 被审核方任命了一名文员收集和更新适用的法律法规，但是一些法律不是最新版本，例如《中华人民共和国消防法》（2009年），而不是2019年的版本。 2. 根据文件审核和管理层访谈，被审核方于2019年4月委托有资质单位监测车间的空气质量和噪声，但是他们未监测织带车间和裁断车间的粉尘和噪声。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 - Not all workers were provided with injury insurance. EHS committee was established at site and monitor the OHS issues at site. The auditee provided OHS training to workers periodically to enhance the workers' safety awareness and self-rescue skills. Based on employee interview and management interview, there was no industrial accidents occurred before. The auditee provided social injury insurance for 59 employees and provided commercial insurance for 158 employees who were not covered in social insurance system. Therefore, 177 out of 394 workers were not provided with injury insurance. Reference law: Social Insurance Law of the People's Republic of China, Article: 33.
不是所有工人有提供工伤保障。环境健康安全委员会有成立，监管厂区职业健康安全事宜。受审核方定期对工人进行职业健康安全培训，提高工人的安全意识和自救技能。根据员工访谈和管理层访谈，以前没有发生过工伤事故。被审核方给59名工人提供了社会工伤保险，给158名未缴纳社保的工人提供了商业保险，因此全厂394人中有 177名工人未提供工伤保障。参考法：《中华人民共和国社会保险法》，第33条。

7.6 - Based on site observa ion, two workers did not wear steel gloves when operating cutting machine whose blade was not covered. Reference Law: Production Safety Law of the People's Republic of China. Article 42.
现场观察，两名工人在操作裁剪机时候未佩戴钢丝手套，该机台的刀片是裸露的。参考法律法规：中华人民共和国安全生产法 第四十二条。

7.11 - Based on management interview and site observation, the extension construction on the 6F of No.1 building was about 2000 square meters. The extension construction was completed in 2015.However, the auditee did not provide the completed construction inspection report for check. There was no fire safety certificate or report provided by he factory, either. The management said they need more time to make correction. According to site observa ion, the building maintained well and sound in good condition and the auditee equipped sufficient fire facilities in he extension parts. Reference law: PRC Construction Law Article 61 and PRC Fire Preven ion Law article 13.

根据管理层访谈和现场观察，1号楼的六楼的扩建工程于2015年竣工，扩建工程面积约2000平米。 被审核方未能提供建筑竣工验收供查看,也没有提供任何的消防安全的证明或者报告。受访的管理层称需要更多时间来整改。根据现场观察，建筑物维护良好且保持良好的状况，被审核方在扩建部分配置了足够的消防设施。参考法律：中华人民共和国建筑法第六十一条和中华人民共和国消防法第13条。

7.17 - Based on site observa ion, some machines missed safety guard device. For example, about 10% of sewing machines without completed belt guards, one polishing machine's rolling part was exposed in machine repairing area, about 10% of bartack machines were not equipped with glass baffle to protect eyes. Reference Law: General rules of design on health and safety of production facility (GB5083-1999) article 6.1.2 and 6.1.6.

根据现场观察，一些机台缺失安全防护装置。比如，约10%的针车缺失完整的皮带防护罩，机修区域一台砂轮机滚动部位裸露， 约10%的打枣机缺失玻璃挡板保护眼睛。参考相关法律法规： 生产设备安全卫生设计总则(GB5083-1999)第6.1.2条和第6.1.6条。

7.22 - Based on site observa ion, there was no soap or elimina ion instrument of odor or flies equipped in toilets. Reference law: Hygienic standards for he design of industrial enterprises 7.3.4.
根据现场观察，厕所里没有提供肥皂和排臭防蚊蝇装置。参考法律法规，工业企业设计卫生标准 第7.3.4条。

Remarks from Auditee:
NONE

Performance Area 8 : No Child Labour

Full Audit [Audit Id - [redacted] Audit Date: 22/10/2019 PA Score: A Deadline date:

GOOD PRACTICES:
None observed 未发现

AREAS OF IMPROVEMENT:

Remarks from Auditee:
NONE

Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - [redacted] Audit Date: 22/10/2019 PA Score: A Deadline date:

GOOD PRACTICES:
None observed 未发现

AREAS OF IMPROVEMENT:

Remarks from Auditee:
NONE

Performance Area 10 : No Precarious Employment

Full Audit [Audit Id - [redacted] Audit Date: 22/10/2019 PA Score: A Deadline date:30/11/2019

GOOD PRACTICES:
None observed 未发现

AREAS OF IMPROVEMENT:

10.2 - Based on reviewing the labour contracts, it was noted hat no occupational hazards notification for relevant operators was in place, such as weaving workers, high frequency processing workers, cutting workers etc.. Reference Law: Ar icle 33 of Law of the People's Republic of China on Prevention and Control of Occupational Diseases.
根据劳动合同审阅，发现工厂没有对有害岗位进行职业危害告知， 如织带工人，高频加工工人，裁断工人等。参考法律法规：中华人民共和国职业病防治法,第三十三条。

Remarks from Auditee:
NONE

Performance Area 11 : No Bonded Labour

Full Audit [Audit Id - [redacted] Audit Date: 22/10/2019 PA Score: A Deadline date:

GOOD PRACTICES:
None observed 未发现

AREAS OF IMPROVEMENT:

Remarks from Auditee:
NONE

Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - [redacted] Audit Date: 22/10/2019 PA Score: A Deadline date:

GOOD PRACTICES:
None observed 未发现

AREAS OF IMPROVEMENT:

Based on site observa ion and management interview, the main process was cutting, sewing, high frequency lamina ion, inspection, packing. There was no industry wastewater and waste air emission generated during the production process. The auditee established environment protection policy and energy saving policy. The auditee conducted regular training for all employees on environmental protection. The latest training was conducted in September 2019. Zhenghuang Li/Manager was assigned to be responsible for continuous improvements in their environmental performance. The auditee provided environmental impact registration form of construction project. There was no requirement of obtaining he pollutant discharge permit. The waste living water discharged to the local municipal sewage pipe network. No obvious pollution found in this factory.
根据现场观察和管理层访谈，主要的生产工序是裁断，针车，高频复合，检验，包装，生产过程中不产生工业废水和废气。被审核方建立了环境保护和节约能源政策。被审核方定期对所有员工进行了关于环保的培训。最近一次培训是在2019年9月。经理李正煌被任命为环境领域持续改善的负责人。被审核方提供了建设项目环境影响登记表。没有要求获取排污许可证。生活废水排放至当地市政污水管网。在工厂没有发现明显的污染情况。

Remarks from Auditee:
NONE

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - [redacted] Audit Date: 22/10/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None observed 未发现	
AREAS OF IMPROVEMENT:	
Remarks from Auditee: NONE	

Summary

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	22/10/2019	[redacted]	D	C	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

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
First aid kit.JPG

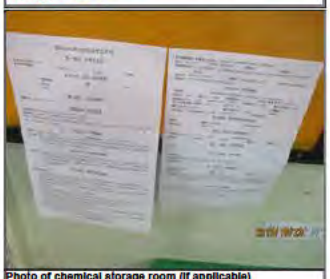

Photo of chemical storage room (if applicable)
MSDS.JPG

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

Photo of fire safety equipment
Evacuation indicator.JPG

Photo of fire safety equipment
Evacuation map.JPG

Photo of fire safety equipment
Exit mark and emergency light.JPG

Photo of fire safety equipment
Fire alarm.JPG

Photo of fire safety equipment
Fire extinguishers.JPG

Photo of fire safety equipment
Fire hydrant tested.JPG

Photo of fire safety equipment
Fire hydrant.JPG

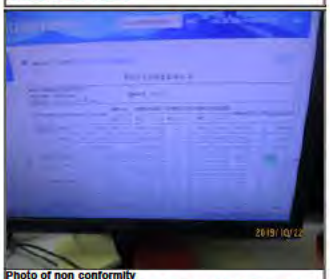

Photo of non conformity
NC5.5 and 7.2.Not all workers were provided with social insurance.JPG

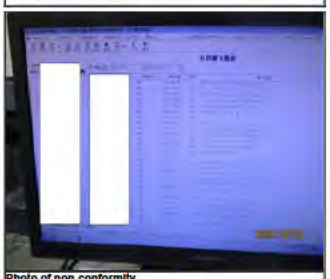

Photo of non conformity
NC6.2.Monthly OT exceeded 36 hours.jpg

Photo of non conformity
NC7.1.The law list was not newest version.JPG

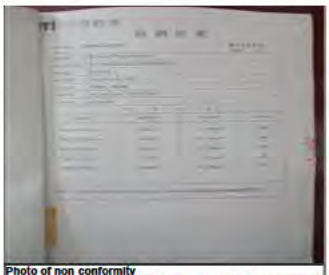

Photo of non conformity
NC7.1.The ocupational hazards monitoring did not cover all areas.JPG

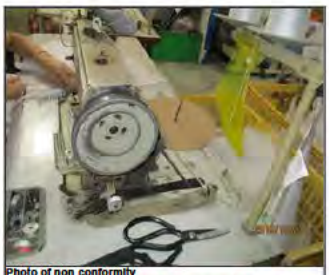

Photo of non conformity
NC7.17.No belt guard for sewing machine.JPG

Photo of non conformity
NC7.17.No cover for rolling part.JPG

Photo of non conformity
NC7.17.No eyeguard for sewing machine.JPG

Photo of non conformity
NC7.22.No hands washing articles in toilets.JPG

Photo of non conformity
NC7.6.The workers did not wear protective gloves during operating cutting machine.JPG

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

Photo of the inside of the main production hall
Accessories area.JPG

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

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

Photo of the inside of the main production hall
Finished goods area .JPG

Photo of the inside of the main production hall
High frequency lamination.JPG

Photo of the inside of the main production hall
Inspection area.JPG

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

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

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

Photo of the inside of the main production hall
Weaving webbing .JPG

Photo of the sanitary facilities
Drinking water.JPG

Photo of the sanitary facilities
Toilets.JPG