
Auditee :	Zhejiang ERA Solar Technology Co., Ltd.
Audit Date From :	15/08/2019
Audit Date To :	16/08/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV SUD
Auditor's Name(s) :	Michael Gao(Lead)
Auditing Branch (if applicable) :	TUV SUD China



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																																							
<p>A Very Good</p>	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated A No Performance Areas rated C, D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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																													
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<p>B Good</p>	<ul style="list-style-type: none"> Maximum 3 Performance Areas rated C No Performance Areas rated D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr> </table>	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	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p>C Acceptable</p>	<ul style="list-style-type: none"> Maximum 2 Performance Areas rated D No Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	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	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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																													
<p>D Insufficient</p>	<ul style="list-style-type: none"> Maximum 6 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	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	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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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																													
<p>E Unacceptable</p>	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	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	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
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																													
<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

Main Auditee Information



Name of producer :	Zhejiang ERA Solar Technology Co., Ltd.		
DBID number :	361635		
Audit ID :	160034		
Address :	Sihai Road, Economic Development Zone, Huangyan Taizhou		
Province :	Zhejiang	Country :	China
Management Representative :	Ms. Xu Zhili / Operation Management Manager		
Contact person:	Jianming Zheng	Sector :	Non-Food
Industry Type :	Accessories	Product group :	other accessories (please specify)
Product Type :	Solar component and Solar lights		

Audit Details



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	C		
Need of follow-up :	Yes	If YES, by : 16/08/2020	

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

[Location and size]:

The factory was established since January 15, 2006, the business license number: 913310037844231903, the valid period was from January 15, 2006 - long term, the factory address was Sihai Road, Economic Development Zone, Huangyan, Taizhou, Zhejiang, China. The area was about 12,000 square meters.

[Structure of facility]:

Within the premises, the audited factory used one 3-storey building as office area, 1F of two 2-storey buildings as workshops and warehouses, two 2-storey buildings and two 1-storey buildings as workshops and warehouses, 1F of one 3-storey building as canteen and 2F of one 6-storey dormitory building as dormitory.

The main products were Solar component and Solar lights.

The production processes included incoming materials inspection, plastic injection, welding, assembling and packing.

[Employee analysis]:

Currently 407 employees are working in the company. Among them 282 are production employees and 125 are non-production employees. Out of 407 employees, 148 are males and 259 are females. All employees are permanent employees. 217 employees are migrant employees from other provinces in China.

[Summary of working hour]:

The factory used fingerprint attendance machine to record workers' working time.

The factory provided the attendance records from September 1, 2018 to the audit date, and 12 sampled employees' attendance records of April 2019, May 2019 and June 2019 were reviewed. All employees worked for 5 days (from Monday to Friday) in a week. Security guards worked in 3 shifts: 8:00-16:00 or 16:00-24:00 or 0:00-8:00, canteen staffs worked in 1 shift: 9:00-14:00, 15:30-18:30, plastic injection workers worked in 2 shifts: 7:30-15:30 or 15:30-23:30, other employees worked in 1 shift: 7:30-11:30; 13:30-17:30. 2 hours overtime was arranged on working days and 2 times per week, 8 hours overtime was arranged on Saturday regularly. No overtime on Sundays or statutory holidays. No obvious peak season was available in the factory. No inconsistency was observed between attendance records and production records.

The maximum working time was 10 hours (8 hours regular time + 2 hours overtime) per day, 52 hours (40 hours regular time + 12 hours overtime) per week.

The maximum weekly overtime hours were 12 hours, the maximum monthly overtime hours were 48 hours.

[Summary of compensation]:

The factory provided payroll records from September 2018 to June 2019, and 12 sampled employees' payroll records of April 2019, May 2019 and June 2019 were reviewed, wages were issued no later than 25th of following month by cash. The lowest basic wage paid to employees was RMB14.94 per hour, which was higher than the local legal minimum wage standards: RMB1,800 per month, RMB10.34 per hour since December 1, 2017. The overtime was paid as 150% and 200% of normal rate for the overtime on weekdays and Saturday respectively. No deduction and withholding were made from wages.

[Summary of interview]:

Worker interview were conducted by individual and in group.

Randomly selected 12 employees, no complaint was raised.

[Special scene during on site observed]:

1. There were 14 buildings in the audited location and all the buildings belonged to Zhejiang ERA Solar Technology Co Ltd, all the other buildings and floors were rented to Zhejiang Gongyuan Electric Appliance Co Ltd except the buildings and areas used by Zhejiang ERA Solar Technology Co Ltd, the business license and lease contract were provided, so this audit only covered the areas used by Zhejiang ERA Solar Technology Co Ltd.

2. No contractor or agency was used by the factory, which made the contractor license and agency labor contract not applicable.

3. No government waiver was obtained by the factory, which made the government waiver not applicable.

4. No collective bargaining agreement was available in the factory, which made the collective bargaining agreement not applicable.
5. This Follow Up audit did not cover PA12, so environmental license was not uploaded.
6. Auditor: Michael Gao, APSCA number: 21700825.

Ratings Summary



Auditee's background information			
Auditee's name :	Zhejiang ERA Solar Technology Co., Ltd.	Legal status :	Ltd company
Local Name :	浙江公元太阳能科技有限公司 (913310037844231903)	Year in which the auditee was founded :	2006
Address :	Sihai Road, Economic Development Zone, Huangyan	Contact person (please select) :	Jianming Zheng
Province :	Zhejiang	Contact's Email :	676608191@qq.com
City :	Taizhou	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	English
Country :	China	Website of auditee (if applicable) :	http://www.erasolar.cn
GPS coordinates :	N28°40'24" E121°18'58"	Total turnover (in Euros) :	23000000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Accessories	Of which domestic market % :	0.00
If other, please specify :		Production volume :	10,000,000 pieces per month
Product Group :	other accessories (please specify)	Production cost calculation :	No
If other, please specify :	Solar component and Solar lights	Lost time injury calculation cost :	Yes
Product Type :	Solar component and Solar lights		

Auditee's employment structure at the time of the audit		
Total number of workers :	407	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	148	259
Temporary workers	0	0
In management positions	5	6
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	87	130
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	148	259
Production based workers	0	0
With shifts at night	9	0
Unionised	148	259
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

1- Followup Audit [Audit Id - 160034] Audit Date: 15/08/2019 PA Score: D

Deadline date:31/12/2019

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:

The factory had established SA8000 management manual, management procedures and management rules to comply with BSCI requirement and local law requirement. The factory appointed Ms. Xu Zhili / Operation Management Manager as social compliance management representative. The factory conducted system internal audit and management review once per year, the latest internal audit was conducted in November 2018 and the latest management review was conducted in December 2018. The signed BSCI COC, TOI and social compliance assessment records of significant business partners were provided for audit. No home worker or subcontractor was used by the factory. However, gaps had been identified in the performance area. Corrective actions: PA1.1-The latest internal audit was conducted in November 2018 and the latest management review was conducted in December 2018.

工厂已经建立了SA8000管理手册、管理程序和管理制度来遵守BSCI要求和当地法规要求。工厂任命徐智利/运营管理部经理作为社会责任管理者代表。工厂每年进行一次体系内审和管理评审,最近一次内审是在2018年11月,最近一次管理评审是在2018年12月。重要合作伙伴签署的BSCI COC, TOI和社会责任评估记录都有提供给审核。工厂没有使用家庭工或分包商。但是,在该执行领域仍然存在差距。纠正措施:PA1.1-最近一次内审是在2018年11月,最近一次管理评审是在2018年12月。

- 1.1 - The factory had established SA8000 management manual, management procedures and management rules, but the procedures and rules were not implemented effectively and some performance areas still needed improvements, such as PA2, PA5, PA6, etc.
工厂已经建立了SA8000管理手册、管理程序和管理制度,但是该程序和制度没有被有效执行且一些执行领域仍需要改善,比如PA2、PA5、PA6等。
- 1.4 - The factory did not establish the procedures regarding cost calculation and production planning, and no cost calculation and production planning records were provided. Furthermore, excessive monthly overtime worked by employees in all sampled months.
工厂没有建立成本核算及产能规划的程序,也未提供成本核算及产能规划的记录。另外,所有抽样月份都存在员工月加班超时的情况。

Remarks from Auditee:

Full Audit [Audit Id - 132208] Audit Date: 28/08/2018 PA Score: D

Deadline date:28/02/2019

Good practices

None

Areas of improvement

The overall observation shows that the auditee does not fulfill the BSCI requirement of this performance area. The factory had established social compliance policy and procedures based on BSCI standards, which included anti-discrimination, hiring, dealing with grievances, occupational health and safety, training workers and etc. The factory had nominated one senior manager Mr. Zheng Jianming/Manager for the establishment, implementation and maintenance of the BSCI system. However, gaps have been identified in implementation:

总体观察显示被审核方在该执行领域不符合BSCI的要求。审核发现工厂已经基于BSCI的标准建立起了一套社会责任政策和程序,该程序包含了包括反歧视、招聘、申诉系统、职业健康安全、员工培训等内容。工厂指定了一名高级管理人员(郑建铭先生/经理)来负责BSCI系统的建立、施行和维护。但是在执行的过程当中还是存在以下差距:

- 1.1 - The factory had set up a system of social responsibility, and conformed to BSCI requirements and relevant local law requirements in most performance areas. However, some performance areas should be improved, such as: workers involvement and protection, decent working hours, etc. Furthermore, the factory did not conduct internal monitoring and social management system review.
工厂建立了社会责任体系,在大部分执行领域符合了BSCI要求和相关的法规要求。但一些领域仍需要提高,如:员工参与及保护、体面工作时间等。另外,工厂也没有进行内审和管理评审。
- 1.4 - The factory did not establish the procedures regarding cost calculation and production planning, and the cost calculation and production planning records were not provided for review. Furthermore, excessive overtime worked by employees.

工厂没有建立成本核算及产能规划的程序,也未提供成本核算及生产计划的记录,另外存在员工加班超时的情况。

Remarks from Auditee

Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 160034] Audit Date: 15/08/2019 PA Score: C	Deadline date:30/11/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>BSCI COC in local language was displayed in noticeboard. The factory had established Trade Union and all employees had joined in the union. The factory had established worker representative procedures, 6 worker representatives were available in the factory, who were elected by workers themselves on August 12, 2019, the election records and regular meeting records were provided for review. The factory had established worker grievance procedure and installed suggestion box in workshops. The factory had established employee manual, the training about factory rules and employee manual was provided to all employees in May 2019. The factory provided new employee induction training to all new employees, which included factory rules, machine safety, PPE usage methods, etc. However, gaps had been identified in implementation.</p> <p>当地语言的BSCI行为准则张贴在宣传栏中。工厂已经建立了工会且所有员工都已经加入了工会。工厂已经建立了员工代表程序。工厂有6个员工代表,他们是由员工自己在2019年8月12日选举出来的,工厂提供了选举记录和定期会议记录给审核。工厂已经建立了员工申诉程序并在车间安装了意见箱。工厂已经建立了员工手册,工厂在2019年5月给全体员工提供了关于厂规厂纪和员工手册的培训。工厂给所有新员工都提供新员工入职培训,包括厂规厂纪、机器安全、个人防护用品使用方法等。但是,在执行的过程中还是有差距。</p> <p>2.2 - The factory did not define long term goals to protect workers, including how to reduce overtime hours, improve social insurance coverage, etc. 工厂没有制定长期目标以保护员工,包括如何降低加班时间、提高社保参保率等。</p> <p>2.4 - BSCI COC in local language was displayed in noticeboard. However, the interviewed worker representative was not clear about the content of BSCI. 当地语言的BSCI行为准则张贴在宣传栏中。但是,受访的员工代表不了解BSCI的内容。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 132208] Audit Date: 28/08/2018 PA Score: B	Deadline date:28/02/2019
Good practices None	
Areas of improvement <p>The overall observation shows that the auditee partially fulfills the BSCI requirement of this performance area. There are worker representatives at the factory and they have regular meeting with the management team to communicate on workplace issues. The employees and management are trained on topics like health and safety, rights and responsibilities etc. The interviewees are aware of their general rights and responsibilities. Employees might raise their grievances through suggestion box, worker representative and directly communicated with their direct leader or senior management. However, gaps have been identified in implementation.</p> <p>总体观察显示工厂在该执行领域部分符合BSCI的要求。工厂有员工代表,员工代表与工厂管理层会定期沟通工作相关的事务。工厂有给管理人员及员工提供培训,培训主题包括工作安全及卫生、劳工权益及责任等。受访员工也清楚他们所享有的基本权利及应承担的基本义务。员工可以通过意见箱、员工代表、与其直接领导或高层管理沟通的方式去提出申诉。但是在执行的过程当中还是存在以下差距:</p> <p>2.2 - The factory didn't define long term goals to protect workers according to the BSCI values and principles or its BSCI performance, including how to reduce overtime hours, improvements of social insurance compliance and etc.</p> <p>工厂没有根据BSCI使命或意愿或其BSCI表现去定义长期的目标去保护员工,比如降低加班时间,提高社保参保等。</p>	
Remarks from Auditee	

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 160034] Audit Date: 15/08/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: Not Rated	
Remarks from Auditee:	
Full Audit [Audit Id - 132208] Audit Date: 28/08/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee fulfills the BSCI requirement of this performance area. It was noted that the factory had established policies to guarantee the rights of freedom of association and collective bargaining. Per the workers' and workers' representative's statement, they were not limited or they didn't encounter other unfair treatment by the factory on forming, joining and voting for a legal worker organization and collective bargaining. The communication between workers and workers' representatives was not restricted per the interview.</p> <p>总体观察显示被审核方在该执行领域符合BSCI的要求。工厂建立起了政策去保证自由结社和集体谈判的权利。根据员工和员工代表的陈述,工厂对于员工成立、参加和投票一个合法工人组织和集体谈判没有任何限制和其他的不公平对待。访谈显示员工与员工代表之间的沟通并无受限。</p>	
<u>Remarks from Auditee</u>	
Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 160034] Audit Date: 15/08/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: Not Rated	
Remarks from Auditee:	
Full Audit [Audit Id - 132208] Audit Date: 28/08/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee fulfills the BSCI requirement of this performance area. The factory had established procedures and policies of no discrimination. Based on onsite observation, workers interview and document checking, no discrimination issue was found.</p> <p>总体观察显示被审核方在该执行领域符合BSCI的要求。工厂已经建立了禁止歧视的程序文件和政策。现场观察,员工访谈和文件查阅均未发现歧视的问题。</p>	
<u>Remarks from Auditee</u>	

Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 160034] Audit Date: 15/08/2019 PA Score: B	Deadline date:31/10/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Compensation and wage procedure was established in the factory. The local legal minimum wage standard was RMB1,800 per month, RMB10.34 per hour since December 1, 2017. The wage was calculated by hourly rate and the wage was paid to employees no later than 25th of following month by cash. Per the sampled payrolls, the minimum wage in the factory was RMB14.94 per hour, which was higher than the local legal minimum wage standard. Per the leave rules, the factory provided paid annual leave, paid sick leave, paid marriage leave, paid maternity leave, paid paternity leave, paid funeral leave, etc. to employees. Per workers interview, no fine rule was available in the factory. However, gaps had been identified in this performance area.</p> <p>工厂建立了薪酬工资程序。当地法定最低工资标准是2017年12月1日后每月1800元，每小时10.34元。工厂的工资是时薪制计算的，工资在不晚于下个月25号以现金发放给员工。从抽样的工资表得知，工厂的最低工资是每小时14.94元，高于当地法定最低工资标准。从假期制度得知，工厂给员工提供了带薪年假、带薪病假、带薪婚假、带薪产假、带薪陪产假、带薪丧假等。从员工访谈得知，工厂没有罚款制度。但是，在该执行领域仍然存在差距。</p> <p>5.4 - Although the actual pay in the factory was comply with local law requirement, but the factory management was not clear about the decent living wage and local living cost. 工厂的实际工资符合当地法规要求，但是工厂管理人员不了解体面生活工资和当地生活成本。</p> <p>5.5 - There were total 407 employees in the factory (5 out of 407 employees were employed after retired, 10 out of 407 employees joined in July 2019 and August 2019, no temporary/dispatch employee), auditor checked the social insurance receipts of April 2019, May 2019 and June 2019, per the social insurance receipts of June 2019, the factory only provided retirement insurance, medical insurance, unemployment insurance and maternity insurance for 267 employees, the coverage was 68%; Injury insurance for all employees, the coverage was 100%. The factory provided personal commercial injury insurance to the 5 employees who were employed after retired with time frame from July 12, 2019 to July 11, 2020, the coverage was 1%. Per interview, the employees were unwilling to purchase social insurance as they had to pay the personal part for social insurance if purchased. Labor Law of the People's Republic of China (1994), Article 72 & Article 73. 工厂一共有407人(其中5人为退休返聘员工，10人在2019年7月和2019年8月进厂，无临时工/派遣工)，审核员查看了2019年4月、2019年5月和2019年6月的社保收据，2019年6月社保收据显示工厂只为267人提供了养老保险、医疗保险、失业保险和生育保险，参保率68%；为所有人提供了工伤保险，参保率100%。工厂为5个退休返聘员工提供了周期为2019年7月12日到2020年7月11日的个人商业意外保险，参保率1%。从访谈得知，员工不愿意购买社保是因为如果购买他们需要支付社保的个人部分。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 132208] Audit Date: 28/08/2018 PA Score: B	Deadline date:28/02/2019
<u>Good practices</u>	
The facility calculated the living wage. 工厂计算了生活工资。	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee partially fulfills the requirements of this performance area. The auditee established the employee manual referred to BSCI Code of Conduct and local laws, including but not limited pay date, terms of payment, income structure, and etc. The local minimum standard was set at RMB1800 per month since December 2017, and RMB1660 per month before December 2017. Payrolls of 20 samples from May 2018 to July 2018 were reviewed randomly. Based on the 20 sampled payrolls reviewed, the minimum wage paid by the auditee was RMB14.94 per hour (equal to RMB2600 per month). The payment cycle was natural month. Wage was paid in cash on around 25th of following month. The pay slip was provided to workers. However, gaps were identified in implementation.</p> <p>总体观察显示工厂部分符合该执行领域的要求。被审核方依据BSCI行为守则及当地的法律法规制定了员工手册，内容不限于发薪日、支付方式、工资构成等。当地的最低工资自2017年12月起为人民币1800元每月，2017年12月前是人民币1660元每月。随机抽取了20位员工从2018年5月到2018年7月的工资表抽查，依据抽样的20份工资单，工厂的最低时薪为人民币14.94元（等同于2600元每月），工资的支付周期是自然月，工资是在下个月25号左右以现金发放，工资单同时提供。但是，仍有部分不足：</p> <p>5.5 - Not all the employees are covered by social insurance. There are currently 483 employees hired at the facility. As per the provided social insurance records, 262 employees are covered by social insurance and all employees are covered by injury insurance. (China Labor Law, Article 72&73).</p> <p>员工社保购买不足。工厂现有员工483人，根据所提供的社保记录，工厂为262人购买了社会保险，为所有人购买了工伤保险。</p>	
Remarks from Auditee	

Performance Area 6 : Decent Working Hours	
1- Followup Audit [Audit Id - 160034] Audit Date: 15/08/2019 PA Score: D	Deadline date:31/12/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory had established Working Hour Management Procedure, which defined that the normal working time was 40 hours per week, 8 hours per day and 5 days per week. Security guards worked in 3 shifts: 8:00-16:00 or 16:00-24:00 or 0:00-8:00, canteen staffs worked in 1 shift: 9:00-14:00, 15:30-18:30, plastic injection workers worked in 2 shifts: 7:30-15:30 or 15:30-23:30, other employees worked in 1 shift: 7:30-11:30; 13:30-17:30. Fingerprint attendance machine was used to record workers' working time. Per the sampled attendance records and payroll records, the maximum overtime hours were 2 hours per day, 12 hours per week and 48 hours per month, all sampled workers had at least one day off in a week, 2 hours overtime was arranged on weekdays and 2 times per week, 8 hours overtime was arranged on most Saturdays, no overtime on Sunday or Statutory holidays. 150% of normal wage was provided for overtime on weekdays and 200% of normal wage was provided for overtime on Saturdays. However, gaps were identified in implementation.</p> <p>工厂已经建立了工作时间管理程序,定义了正常工作时间为每周40小时,每天8小时每周5天。保安上班3班制:8:00-16:00或16:00-24:00或0:00-8:00,食堂员工上班1班制:9:00-14:00,15:30-18:30,注塑员工上班2班制:7:30-15:30或15:30-23:30,其他员工上班1班制:7:30-11:30;13:30-17:30。工厂使用指纹考勤机来记录员工的工作时间。从抽样的考勤记录和工资记录得知,工厂的最大日加班时间为2小时,最大周加班时间为12小时,最大月加班时间为48小时,所有抽样员工每周至少能休息1天,员工工作日加班2小时,一周2次,大部分周六都加班8小时,周日和法定假日无加班。工作日加班工厂支付1.5倍基本工资,周六加班工厂支付2倍基本工资。但是,在执行的过程中还是有差距。</p> <p>6.2 - 12 workers' attendance records and payroll records of April 2019, May 2019 and June 2019 were sampled, it was noted that 10 of the 12 sampled workers' monthly overtime hours exceeded 36 hours in aforementioned months, which was 38 hours in April 2019 and May 2019, 48 hours in June 2019. Labor Law of the People's Republic of China (1994), Article 41. 抽取了12名工人2019年4月,2019年5月和2019年6月的考勤及工资记录,发现12个抽样工人中的10个在上述月份的月加班时间均超过36小时,分别是2019年4月和2019年5月的38小时,2019年6月的48小时。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 132208] Audit Date: 28/08/2018 PA Score: D	Deadline date:28/02/2019
Good practices None	
Areas of improvement <p>The overall observation shows that the auditee did not fulfill the requirements of this performance area. The auditee established the employee manual referred to BSCI Code of Conduct and local laws, including but not limited to working hours, overtime compensation, and etc. Electronic attendance system was used to record time in & out. The normal working time was 8 hours per day and 5 days per week. One shift was arranged for all production workers. If needed, 2 hours overtime work was arranged on some workdays, and 8 to 10 hours overtime work was arranged on some Saturdays. Sunday was guaranteed as the rest day. The overtime compensation was paid legally. However, gaps were identified in implementation.</p> <p>总体观察显示工厂在该执行领域没有符合BSCI的要求。工厂根据BSCI行为准则和当地法律法规建立了员工手册,包括并不仅限于工作时间,加班报酬等。工厂使用电子考勤记录员工进出时间。正常工作时间为每天8小时,每周5天。所有生产员工都是一班制。如有必要,一些工作日会安排2小时的加班,一些周六会有8到10小时的加班。周日休息。加班费都按照法律足额支付,但是在执行的过程当中还是存在以下差距:</p> <p>6.2 - Workers' monthly overtime hours exceeded legal requirement. The factory provided workers' attendance records from August 1, 2017 to audit date and payroll records from August 2017 to July 2018 for review, from which 20 workers' attendance records and payroll records of May 2018, June 2018 and July 2018 were sampled for review, based on which it was noted that all sampled workers' monthly overtime hours exceeded 36 hours in above mentioned months, and were up to 84 hours, 72 hours and 74 hours. (Article 41 of Labor Law of the People's Republic of China.)</p> <p>工人的月加班超过法律要求。工厂提供了工人2017年8月1日至审核当天的考勤记录以及2017年8月至2018年7月的工资记录,根据从中抽取的20名工人2018年5月,2018年6月和2018年7月的考勤及工资记录,发现所有抽样工人的月加班在上述月份中都超过了36小时,最大分别达到84小时,72小时,74小时。</p>	
Remarks from Auditee	

Performance Area 7 : Occupational Health and Safety	
1- Followup Audit [Audit Id - 160034] Audit Date: 15/08/2019 PA Score: A	Deadline date:31/10/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory had established EHS manual and provided training about EHS manual to all employees; Drinking water was provided to workers; All escape routes and emergency exits were kept unblocked; Emergency light and exit sign were installed above each emergency exit; Fire alarm was installed on each floor of factory buildings; Sufficient fire extinguishers and fire hydrants were installed in the factory; Evacuation plan was posted near each emergency exit; Elevator certificates and annual inspection reports of elevators were provided; Forklift certificate and annual inspection report of forklift was provided; Electrician certificate was provided; Fire drill was conducted in the factory twice per year and the latest one was conducted in June 2019; Risk assessment records on occupational health and safety were provided; Sufficient first aid boxes were provided in the factory; Sufficient medicines were provided each first aid box; 7 qualified first aiders were available in the factory, the first aid certificates were provided; Toilets were kept clean and privacy doors were installed in toilets; The dormitory was kept clean and personal locker was provided in dormitory; The catering service permit of canteen and health certificates of canteen staffs were provided; Secondary containers were provided for the storage of chemicals; MSDSs of chemicals were posted in chemicals usage area. However, gaps had been identified in implementation. 7.23 N/A. No transportation was provided by the auditee. Corrective action: PA7.7-Secondary containers were provided for the storage of chemicals; MSDSs of chemicals were posted in chemicals usage area.</p> <p>工厂已经建立了环境健康安全手册且工厂给全体员工提供了关于环境健康安全手册的培训;工厂提供了饮用水给员工;工厂所有的疏散通道和紧急出口都保持畅通;每个紧急出口上方都安装了应急灯和安全出口标识;工厂建筑的每层楼都安装了火警铃;工厂安装了足够的灭火器和消防栓;每个紧急出口附近都张贴了逃生疏散图;工厂提供了电梯证和电梯年检报告;工厂提供了叉车证和叉车年检报告;工厂提供了电工证;工厂每年举行2次消防演习,最近一次是在2019年6月;工厂提供了职业健康安全风险评估记录;工厂提供了足够的急救药箱;每个急救药箱中都提供了足够的药品;工厂有7名具有资质的急救员并提供了急救员证书;厕所保持的很干净且厕所里安装了隐私门;宿舍保持的很干净且宿舍里提供了个人的柜子;工厂提供了食堂的餐饮服务许可证和食堂员工的健康证;工厂有提供二次容器来存放化学品;化学品使用区有张贴化学品的物质安全资料表。但是,在执行的过程中还存在差距。7.23不适用。被审核方没有提供交通工具。纠正措施:PA7.7-工厂有提供二次容器来存放化学品;化学品使用区有张贴化学品的物质安全资料表。</p> <p>7.1 - The factory complied with occupational health and safety regulations in most areas, but some areas still needed to be improved, such as PA7.3, PA7.6, etc. 工厂在大部分区域都遵守职业健康安全法规,但有一些地方仍需改善,例如PA7.3、PA7.6等。</p> <p>7.3 - The factory had obtained occupational disease hazardous factor testing report, however, the factory only provided occupational health checkups to partial employees who were contacting with occupational hazardous factors during working. PRC Law on Prevention and Control of Occupational Diseases (2002) Amendment (2017), Article 35. 工厂已经取得了职业病危害因素检测报告,但是,工厂只给部分工作时接触职业危害因素的员工提供了职业健康体检。</p> <p>7.6 - The factory had established PPE procedure and provided relevant PPEs to workers, but welding workers and washing workers did not wear masks during working. PRC Work Safety Law (2002), Amendment (2014), Article 42. 工厂已经建立了个人防护用品程序且给员工提供了相关的个人防护用品,但是焊接员工和清洗员工工作时没有佩戴口罩。</p> <p>7.9 - PPE warning signs were not posted in workshops. 车间没有张贴个人防护用品警告标识。</p> <p>7.22 - The toilet was kept clean and installed with privacy doors, but no basic supplies were provided in toilets, such as soap, toilet papers, etc. 工厂厕所保持的干净且安装了隐私门,但是厕所里没有提供基本备品,如肥皂、厕纸等。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 132208] Audit Date: 28/08/2018 PA Score: A	Deadline date:29/12/2018
Good practices None	
Areas of improvement <p>The overall observation showed that the auditee partially fulfilled the BSCI requirement of this performance area. The auditee established policies and procedures on occupational health and safety based on BSCI standards and local law requirements. Regular health and safety training was provided to employees on work station safety, machine safety, fire evacuation, use of fire fighting equipment, use of PPE, etc. Fire drills were conducted twice per year and last drill was conducted on 21 April, 2018. Safety exits were unlocked. Evacuation plans were posted at production workshop. Emergency escape routes were installed with directional signs. Safety exits were installed with emergency lights and exit signs. Sufficient first aid supplies and first aiders were available at the factory. The illumination, temperature, humidity, space and sanitation were adequate to ensure the health and safety of workers. (Remark: No public transportation was provided to employees). However, gaps had been identified in implementation.</p> <p>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建立了政策和程序。在工作场所安全、机器安全、消防疏散及消防器材使用、劳保用品使用等方面为工人提供了定期的职业健康培训给员工。消防演习一年进行2次,最近一次是在2018年4月21日进行。工厂的安全出口没有被上锁。疏散图张贴在生产车间。应急通道有安装疏散指示标识,安全出口有安装应急灯和出口标识。工厂有足够的急救用品和急救员。工作场所的照明、温度、湿度、空间、卫生足以确保工人的健康和安。 (备注:工厂没有给员工提供公共交通)但是在执行的过程中还是存在以下差距:</p> <p>7.1 - The factory had established policies and procedures based on BSCI standards and local law requirements for occupational health and safety. But the factory didn't completely observe applicable occupational health and safety (OHS) regulations for some health and safety findings were observed. 工厂基于BSCI标准和当地法规对于职业健康和安全的要求建立了政策和程序。但是由于在健康安全方存在发现点,因此工厂没有完全遵守所用的法规法规。</p> <p>7.6 - Although the factory has established the PPE procedure, provided the PPE and relevant training to employees. However, the washing workers did</p>	

	not wear masks during working hours. (Production Safety Law of the People's Republic of China effective on 1 Dec 2014 Article 42)
	尽管工厂建立了个人防护用品程序, 提供了相关劳保用品及培训, 但是清洗操作工在工作时间没有佩戴口罩。
7.7 -	1. MSDS was not provided in the workshop where glue was used. (Regulation For Chemical Usage Safety in Work Place clause 27) 2. Around 20% chemicals in workfloors and in chemical warehouse were not provided with secondary containment. (Regulation for Safety of Dangerous Chemical, Article 20)
	1. 工厂使用化学品(如胶水)的区域未张贴MSDS。2. 约20%的车间使用的化学品以及化学品仓库的化学品没有配备二次容器。
7.9 -	PPE warning signs were not posted in work floors.
	车间未张贴提醒佩戴防护用品的警告标语。
7.22 -	The toilet is clean and installed with privacy door, but no basic supplies are provided.
	厕所干净且安装了隐私门, 但是没有提供基本备品。
<u>Remarks from Auditee</u>	

Performance Area 8 : No Child Labour

1- Followup Audit [Audit Id - 160034] Audit Date: 15/08/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Not Rated

Remarks from Auditee:

Full Audit [Audit Id - 132208] Audit Date: 28/08/2018 PA Score: A

Deadline date:

Good practices

None

Areas of improvement

The overall observation shows that the auditee fully fulfills the requirement of this performance area. Child labor forbidden policy and remedial policies were established in the factory. HR related officer was aware of the recruitment process including robust age-verification mechanisms, they would check the ID strictly during the hiring process to ensure that no child labor was hired. No child labor was hired in the factory with confirmation.

总体观察显示被审核方在该执行领域符合BSCI的要求。工厂建立了禁止使用童工政策和童工补救措施。负责招聘的相关HR人员清楚关于年龄识别的雇佣流程, 通过身份证件核查每名员工的年龄确保童工不被录用。经核查确定工厂没有雇佣童工。

Remarks from Auditee

Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 160034] Audit Date: 15/08/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: Not Rated	
Remarks from Auditee:	
Full Audit [Audit Id - 132208] Audit Date: 28/08/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The overall observation showed that the auditee fulfills the requirement of this performance area. During the 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. Currently no young worker was hired in the factory and the youngest worker in the factory was 19 years old.</p> <p>总体观察显示被审核方在该执行领域符合BSCI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未成年工事项和降低风险。当前并无未成年工在工厂内, 年纪最小的员工年龄为19岁。</p>	
Remarks from Auditee	

Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 160034] Audit Date: 15/08/2019 PA Score: A	Deadline date:31/10/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory had established employee manual, the training about factory rules and employee manual was provided to all employees in May 2019. The factory provided new employee induction training to all new employees, which included factory rules, machine safety, PPE usage methods, etc. The factory signed labor contract with each employee within one month after employment and copy of the labor contract was provided to employee, the content of labor contract was comply with BSCI requirement and local law requirement, the contract period was 3 years. No dispatched workers, seasonal workers, migrant workers from other countries, summer job workers, apprentice workers and temporary workers were hired by the factory. However, gaps had been identified in implementation.</p> <p>工厂已经建立了员工手册, 工厂在2019年5月给全体员工提供了关于厂规厂纪和员工手册的培训。工厂给所有新员工都提供新员工入职培训, 包括厂规厂纪、机器安全、个人防护用品使用方法等。工厂在每个员工入职一个月内与员工签订劳动合同, 并且提供劳动合同副本给员工, 劳动合同的内容符合BSCI要求和当地法规要求, 合同期限为3年。工厂没有雇佣派遣工、季节工、外国劳工、暑期工、学徒工以及临时工。但是, 在执行的过程中还是有差距。</p> <p>10.1 - There were total 407 employees in the factory (5 out of 407 employees were employed after retired, 10 out of 407 employees joined in July 2019 and August 2019, no temporary/dispatch employee), the factory signed labor contracts with all employees, auditor checked the social insurance receipts of April 2019, May 2019 and June 2019, per the social insurance receipts of June 2019, the factory only provided retirement insurance, medical insurance, unemployment insurance and maternity insurance for 267 employees, the coverage was 68%; Injury insurance for all employees, the coverage was 100%.</p> <p>工厂一共有407人(其中5人为退休返聘员工, 10人在2019年7月和2019年8月进厂, 无临时工/派遣工), 工厂与所有员工都签订了劳动合同, 审核员查看了2019年4月、2019年5月和2019年6月的社保收据, 2019年6月社保收据显示工厂只为267人提供了养老保险、医疗保险、失业保险和生育保险, 参保率68%; 为所有人提供了工伤保险, 参保率100%。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 132208] Audit Date: 28/08/2018 PA Score: A	Deadline date:28/02/2019
<u>Good practices</u> None	
<u>Areas of improvement</u> <p>The overall observation shows that the auditee partially fulfills the requirement of this performance area. As per interview, all hired workers signed labor contracts within one month with the audited factory and they were provided with copy of labor contract. No foreign migrant worker, agency worker or temporary worker are used at the factory. However, gaps have been identified in implementation.</p> <p>总体观察工厂部分符合该执行领域的要求。受访员工表示工厂会与所有员工在一个月内签订劳动合同, 且有给员工提供一份劳动合同。工厂没有使用外国劳工, 劳务派遣工及临时工。但是在执行的过程当中还是存在以下差距:</p> <p>10.1 - No precarious employment requirement was not adequately fulfilled due to not all employees were covered by social insurance. Details please refer to PA5.</p> <p>由于工厂没有给所有员工购买社保, 无不稳定就业的要求没有完全达到。详情请参考PA5。</p>	
<u>Remarks from Auditee</u>	

Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 160034] Audit Date: 15/08/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: Not Rated	
Remarks from Auditee:	
Full Audit [Audit Id - 132208] Audit Date: 28/08/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee fulfills the requirement of this performance area. The factory has established a policy based on BSCI standards and local law requirements to identify and prevent forced labor. Training regarding identifying and reporting forced labor was provided to workers periodically. The age documents like ID cards are kept by the workers themselves. No deposit is required. The employees could leave the factory freely during non-working hours. There was not any form of forced labor observed or reported during the audit.</p> <p>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识别和防止强迫劳工的政策和程序。定期给员工提供强迫劳工的识别与报告的培训。如身份证等年龄文件由员工自己持有，没有收取押金。员工在非工作时间可以自由离开工厂。在这次审核中没有发现或者得到报告强迫劳工的情况。</p>	
<u>Remarks from Auditee</u>	
Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 160034] Audit Date: 15/08/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: Not Rated	
Remarks from Auditee:	
Full Audit [Audit Id - 132208] Audit Date: 28/08/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The overall observation showed that the auditee fulfilled the requirement of this performance area. The factory had obtained environmental impact assessment report, approval document of environmental impact assessment report, environmental protection acceptance checks report for completed construction project. The factory had obtained monitoring report of waste water and noise, report No. JZ17-11-005. The factory had signed hazardous waste disposal contract with a licensed company. The factory had obtained the local environment law list. No waste was found to be dumped in natural environments, or burned in open fires.</p> <p>总体观察显示被审核方符合该执行领域的要求。工厂已经取得了环境影响评估报告及批复，和建设项目环境保护竣工验收报告。工厂已经取得了废水和噪音监测报告，报告编号JZ17-11-005。工厂与有资质的单位签订了危废回收合同。工厂已经取得了当地环境法规清单。未发现工厂直接倾倒废物或焚烧废物。</p>	
<u>Remarks from Auditee</u>	

Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 160034] Audit Date: 15/08/2019 PA Score: A	Deadline date:30/11/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory had established anti-corruption / anti-bribery rule. The factory had conducted risk assessment about labor and ethic. Based on site observation, interview and document checking, no any non-ethical behavior was observed. The factory had established worker personal privacy information secrecy management rule. However, gaps had been identified in implementation. 工厂已经建立了反腐败/反贿赂规定。工厂已经进行了劳工和道德的风险评估。据现场观察、访谈和文件查阅，本次审核未发现任何不道德的行为。工厂已经建立了员工个人隐私信息保密管理制度。但是，在执行的过程中还是有差距。</p> <p>13.1 - The factory had established anti-corruption / anti-bribery rule, but the factory did not identify the situations and activities where acts of corruption, extortion or bribery were most likely to occur in its normal production activity. 工厂已经建立了反腐败/反贿赂规定，但是工厂未能识别在其日常生产活动中最可能发生腐败，勒索或贿赂的情形和活动。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 132208] Audit Date: 28/08/2018 PA Score: A	Deadline date:29/12/2018
<u>Good practices</u> None	
<u>Areas of improvement</u> <p>The overall observation shows that the auditee partially fulfills the BSCI requirement of this performance area. The factory established anti-bribery policy. Based on site tour, interview and document review, no any corruption behaviour was found. The privacy protection and personal information safety policy was also established by the factory. However, gaps have been identified in implementation:</p> <p>总体观察显示被审核方在该执行领域部分符合BSCI的要求。工厂建立了反贿赂政策。基于现场走访，访谈和文件审核，未发现腐败行为。工厂也建立了个人隐私保护和个人信息安全的政策。但是在执行的过程当中还是存在以下差距：</p> <p>13.1 - The factory established anti-bribery policy, but the factory did not identify the situations and activities where acts of corruption, extortion or bribery were most likely to occur in its normal production activity.</p> <p>工厂建立了反腐政策，但是未能识别在其日常生产活动中会导致腐败，勒索或贿赂发生的情况。</p>	
<u>Remarks from Auditee</u>	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	15/08/2019	160034	D	C	A	A	B	D	A	A	A	A	A	A	A	C
Full Audit	28/08/2018	132208	D	B	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos



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

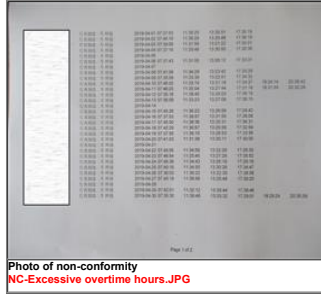


Photo of non-conformity
NC-Excessive overtime hours.JPG



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



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

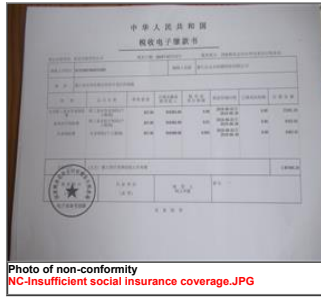


Photo of non-conformity
NC-Insufficient social insurance coverage.JPG



Photo of the inside of the main production hall
Plastic injection workshop.JPG

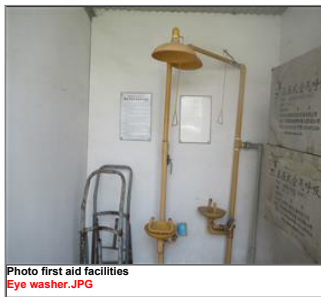


Photo first aid facilities
Eye washer.JPG



Photo of non-conformity
NC-Washing workers did not wear masks.JPG



Photo of the inside of the main production hall
Remediation-MSDSs of chemicals were posted in chemicals usage area.JPG



Photo first aid facilities
First aid box.JPG



Photo of non-conformity
NC-Welding workers did not wear masks.JPG



Photo of the inside of the main production hall
Remediation-Secondary containers were provided for the storage of chemicals.JPG

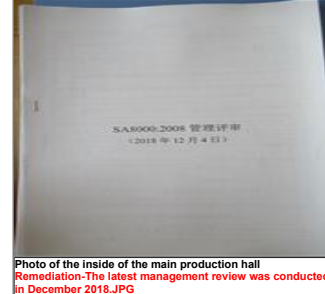
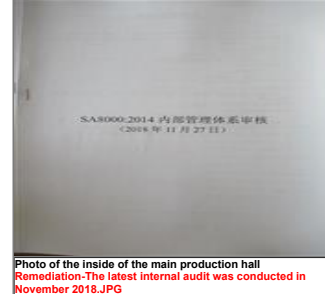




Photo of fire safety equipment
Fire extinguishers and fire hydrant.JPG



Photo of the inside of the main production hall
Fingerprint attendance machine.JPG



Photo of the sanitary facilities
Toilets.JPG



Photo of fire safety equipment
Fire hydrant testing.JPG