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Auditee :	Guangzhou TeMeisheng Electronics Co.,Ltd.
Audit Date From :	16/04/2020
Audit Date To :	17/04/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Jevons Qiu(Lead)
Auditing Branch (if applicable) :	SGS CHINA

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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																																							
<b>A</b> <b>Very Good</b>	<ul style="list-style-type: none"><li>• Minimum 7 Performance Areas rated A</li><li>• No Performance Areas rated C, D or E</li></ul> These are three examples: <table><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	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
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																													
<b>B</b> <b>Good</b>	<ul style="list-style-type: none"><li>• Maximum 3 Performance Areas rated C</li><li>• No Performance Areas rated D or E</li></ul> These are three examples: <table><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	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
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																													
<b>C</b> <b>Acceptable</b>	<ul style="list-style-type: none"><li>• Maximum 2 Performance Areas rated D</li><li>• No Performance Areas rated E</li></ul> These are three examples: <table><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	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
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																													
<b>D</b> <b>Insufficient</b>	<ul style="list-style-type: none"><li>• Maximum 6 Performance Areas rated E</li></ul> These are three examples: <table><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>D</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	D	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.
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	D	E	E	E	E	E																													
<b>E</b> <b>Unacceptable</b>	<ul style="list-style-type: none"><li>• Minimum 7 Performance Areas rated E</li></ul> These are three examples: <table><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	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
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																													
<b>Zero Tolerance</b>	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 :	Guangzhou TeMeisheng Electronics Co.,Ltd.		
DBID number :	379131		
Audit ID :	177934		
Address :	No2 Nanxian Rd. Jianggao,Baiyun Guangzhou		
Province :	Guangdong	Country :	China
Management Representative :	XIAO Kailiang		
Contact person:	Kailiang XIAO	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Home appliances
Product Type :	Speaker		

## Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input 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 : 17/04/2021

## 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	B	A	A	A	A	A	A

## Executive summary of audit report

1. Business license No.: 91440111673497840B valid from 8 May 2008 to long term.
2. The factory consisted of one 3-floor production building, one flat warehouse building, one 5-floor office building and one 6-floor dormitory building. It covered about 31000 SQM.
3. The auditee specialized in manufacturing speaker and its main production processes were manual insertion, automatic inspection, tin immersing, assembly and packing.
4. The management allowed auditors to visit and take photos for all areas of the factory, review production records, all attendance records and payroll records. Workers interview were conducted in confidential and independent place without any interference. all interviewees were cooperated with auditor. Normally they were satisfied with the factory.

### Remark:

1. The factory does not apply for working hours waiver so that documented valid authorization to make exemptions of working hours is not applicable.
2. The factory does not used subcontractor so that written declaration of commitment of subcontractors is not applicable.
3. Auditor information: Jevons QIU, APSCA No.: RA21702037

## Ratings Summary



Auditee's background information			
Auditee's name :	Guangzhou TeMeisheng Electronics Co.,Ltd.	Legal status :	Co., Ltd.
Local Name :	广州特美声电器有限公司 (91440111673497840B)	Year in which the auditee was founded :	2008
Address :	No2 Nanxian Rd. Jianggao,Baiyun	Contact person (please select) :	Kailiang XIAO
Province :	Guangdong	Contact's Email :	gzxiaokai@126.com
City :	Guangzhou	Auditee's official language(s) for written communications :	Mandarin
Region :	North East Asia	Other relevant languages for the auditee :	NONE
Country :	China	Website of auditee (if applicable) :	NONE
GPS coordinates :	23.2498560000,113.2122930000	Total turnover (in Euros) :	12144264.00
Sector :	Non-Food	Of which exports % :	60.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	40.00
If other, please specify :		Production volume :	360000
Product Group :	Home appliances	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Speaker		

Auditee's employment structure at the time of the audit		
Total number of workers :	98	Total number of workers in the production unit to be monitored (if applicable) : 0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	63	35
Temporary workers	0	0
In management positions	3	1
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	44	19
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	47	30
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

Full Audit [Audit Id - 177934] Audit Date: 16/04/2020 PA Score: D

Deadline date:16/12/2020

#### GOOD PRACTICES:

Nil

#### AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 1. The factory set up amfori BSCI policy and procedure. For example, the procedures on hiring, working hours, wages and benefits, subcontracting, dealing with grievances, training workers, promoting ethical behaviour, etc were established by the factory. The factory established completed amfori BSCI management system including plan-do-check action-cycle, and conducted internal audit and management review on amfori BSCI management system. XIAO Kailiang / management representative was amfori BSCI representative and took whole charge of amfori BSCI affairs in the factory. Based on interview with him and document review, he had sufficient power and competence to implement amfori BSCI management system. The factory signed amfori BSCI COC commitments and assessed social performances for all its significant business partners based on the amfori BSCI requirement. Moreover, the factory had calculated production capacity and provided production scheduling for review. However, gaps had been identified in implementation:

综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂建立了amfori BSCI社会责任政策和程序，例如程序中包括招聘，工作时间，工资福利，分包，申诉系统，员工培训，反腐败等内容。工厂已建立完整的amfori BSCI管理系统，其中也包括计划-执行-检查-改善循环，并进行了相应的内审和管理评审来监督amfori BSCI管理体系的运行。肖开亮/管理代表被工厂指定为amfori BSCI负责人，统筹整个工厂的amfori BSCI事务。根据其访问及文件审查，其有足够的权限来推行amfori BSCI系统并有足够能力来实施amfori BSCI管理系统。工厂和他的关键商业伙伴根据amfori BSCI要求签署了amfori BSCI行为守则承诺书并评估了社会责任绩效。此外，工厂有做产能计算，并提供产能规划记录。但也发现工厂执行上有差距：

- 1.1 -** The main auditee partially respected this principle because some defects of the amforiBSCI management system effectiveness were found during the audit, such as: 1) The occupational health and safety findings on risk assessment, power safety management and occupational hazard factor assessment, etc. 2) The workforce capacity evaluation did not focus on legal requirement on working time so that the workers' overtime exceeded legal requirement systematically.

工厂未完全遵守该原则，因为审核中发现了一些amforiBSCI管理有效性的问题，例如：1）风险评估、用电管理、职业危害监测等方面的职业健康安全方面的问题点。2）工厂的产能评估时没有关注工作时间的法律符合性导致加班时间系统性超出法律要求。

- 1.4 -** The main auditee partially respected this principle because the factory evaluated cost and workforce capacity, but the manufacture plans, such as the plan record of 24 Feb. 2020 did not focus on working hour's legal requirement.

工厂未完全遵守该原则，因为工厂评估了生产成本和产能，但工厂的生产计划单，如2020年2月24日计划单是没有关注工作时间的法律符合性。

#### Remarks from Auditee:

### Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 177934] Audit Date: 16/04/2020 PA Score: A

Deadline date:16/12/2020

#### GOOD PRACTICES:

Nil

#### AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation showed the auditee partially fulfilled the requirement of performance area 2. Two worker representatives were elected freely and the representatives had meeting with the management per season. The factory set long term goals to protect workers. According to interview statement with worker representative and workers, they were familiar with workplace-related issues, their labor right e.g. the law, work contracts, job description, working rules. The factory also provided on-board training on workers' right to workers. The latest annual training was conducted on 02/03/2020. The auditee had a grievance mechanism: the mechanism consisted of worker representative and an open-door policy on coming up with suggestion directly to workers' supervisor. However, gaps had been identified in implementation:

综合概况：整体观察显示被审核方部分符合该绩效区域的要求。2名员工被选举为员工代表，代表每季度和管理层开会。工厂设置了保护工人的长期目标。根据员工代表及员工的访谈信息，员工代表以及员工都很清楚工厂场所相关信息，以及员工的劳工权利，例如劳动法，劳动合同，工作描述以及厂纪厂规等。工厂会给员工提供关于员工权利的入职培训。最近一次年度培训在2020年03月02日。工厂已建立了申诉系统，员工可通过员工代表或直接向主管进行沟通等方式提供投诉。但也发现工厂执行上有差距：

- 2.2 -** The main auditee partially respected this principle because the factory provided long term goal record to protect workers according to the amforiBSCI Code of Conduct which set on 19 May 2019, but it did not collect evidences of year 2019 and 2020 to indicate the compliance status. 工厂未完全遵守该原则，因为工厂提供了2019年5月19日根据amforiBSCI行为守则设置的保护工人长期目标，但是工厂没有收集2019年和2020年的符合证据以显示符合状态。

#### Remarks from Auditee:



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

Full Audit [Audit Id - 177934] Audit Date: 16/04/2020 PA Score: A

Deadline date:

#### GOOD PRACTICES:

Nil

#### AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee fulfilled the requirement of performance area 3. Two worker representatives were elected freely and the representatives had meeting with the management per season. No collective bargain agreement was concluded between the factory and workers, but the factory did not prevent workers from bargaining for the agreement. Based on statement of worker representative, he was not discriminated by the factory. He had access to workers and workplace freely. The factory provided trainings on The rights of Freedom of Association and Collective Bargaining for all workers. The latest annual training was conducted on 02/03/2020.

综合概况: 整体观察显示被审核方符合该绩效区域的要求。2名员工被选举为员工代表, 代表每季度和管理层开会。工厂和员工无集体谈判协议, 但工厂也未阻止员工有意愿的时候和工厂谈判。根据员工代表的访谈员工代表不会被歧视, 他可以随时进入车间和员工沟通。工厂为所有员工提供了结社自由与集体谈判权的培训。最近一次年度培训在2020年03月02日。

#### Remarks from Auditee:

### Performance Area 4 : No Discrimination

Full Audit [Audit Id - 177934] Audit Date: 16/04/2020 PA Score: A

Deadline date:

#### GOOD PRACTICES:

Nil

#### AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation showed the auditee fulfilled the requirement of performance area 4. The factory made one policy on anti-discrimination. The policy defined that the factory would not discriminate workers by race, gender and ages etc. The factory conducted risk assessment on No Discrimination and made prevention measures. According to statement with workers, workers could use the grievance system through telling worker representatives once workers' right was infringed. The policy on discipline measures made by the factory was in line with legal and amfori BSCI requirement. The factory provided trainings on No Discrimination for all workers. The latest annual training was conducted on 02/03/2020.

综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了反歧视的政策, 反歧视政策中表明工厂不会因为种族, 性别, 年龄等原因对员工区别对待。工厂进行了关于反歧视的风险评估并制定了预防措施。并且依照员工访谈, 若员工的权利受到任何侵害, 员工可以通过员工代表反馈的形式进行投诉。通过查看工厂的惩戒措施程序, 其描述的措施均符合法规和amfori BSCI要求。工厂为所有员工提供了不歧视的培训。最近一次年度培训在2020年03月02日。

#### Remarks from Auditee:

### Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 177934] Audit Date: 16/04/2020 PA Score: B

Deadline date:16/12/2020

#### GOOD PRACTICES:

Nil

#### AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfilled the requirement of performance area 5. The factory set up wages and benefit paying system, which included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave, etc. Based on the wages from Mar. 2019 to Feb. 2020, the minimum wage was RMB2400 per month, which met the legal requirement. What's more, the factory paid position allowance for workers. No deduction was identified according to wage records of workers. The factory paid all expense of social insurances. All these processes and evidences were cross checked by document review, worker interview and management interview. However, gaps had been identified in implementation:

综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂制定了工资支付政策和福利政策, 福利政策包括给员工提供法定节假日, 病假, 年假, 婚假, 产假等假期。根据工厂提供的2019年3月至2020年2月的工资记录显示, 工厂给员工支付的最低工资是每月2400元/月, 符合当地最低工资的法规要求, 并且员工有岗位津贴。根据员工的工资记录, 员工工资没有扣款。工厂为员工支付了所有社保费用。以上过程均用文件, 访谈等方式进行核实过。但也发现工厂执行上有差距:

**5.3 -** The main auditee partially respected this principle because the factory set position allowance as RMB80-200 per month. But the factory did not have training plan on skill training to different positions, seniority with difference skills needed in the factory.

工厂未完全遵守该原则, 因为工厂设置了80-200元每月的岗位补贴, 但是工厂没有针对有不同岗位, 工龄和技能要求的员工的技能培训计划。

**5.5 -** The main auditee did not respect this principle because 1) The factory did not provide legal social insurance for some workers: only 65 out of 98 (66%) employees were provided social insurances. Moreover, the factory provided commercial accident insurance for all employees. The valid date was from 12 Dec. 2019 to 11 Dec. 2020. The factory claimed the employees who were not provided social insurances had paid for New Rural Cooperative Insurance by themselves. But the factory did not collect relevant information. 2) The factory only provided paid annual leave based on the working length in this factory, instead of grand total working length. The factory claimed they did not collect the grand total working length of workers.

工厂未遵守该原则, 因为1) 工厂没有为部分员工提供社会保险: 工厂只为98名员工中的65人(66%)提供了社会保险。另外工厂为剩余的员工购买了商业意外保险, 有效期限为2019年12月12日至2020年12月11日。工厂表示没有购买社保的员工自行购买新农保, 但是工厂没有保留这方面的依据。2) 工厂仅按照本厂工作年限提供带薪年假, 而不是累计工作年限。工厂表示没有收集工人累计工作年限数据。

#### Remarks from Auditee:

**Performance Area 6 : Decent Working Hours**

Full Audit [Audit Id - 177934] Audit Date: 16/04/2020 PA Score: D

Deadline date:16/12/2020

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

Consolidated finding: The overall observation shows the auditee partially fulfilled the requirement of performance area 6. The factory made a policy of working hour system and controlled working hours. According to the policy and implementation records, all employees worked 8 hours per day and 5 days per week. Based on the working time records from 1 Mar. 2019 to 15 Apr. 2020, most of employees worked in day shift (8:30~12:00, 13:30~18:00). The cooks worked in day shift (10:00~14:00, 15:30~17:30). All employees rest one day per week at least. The factory records attendance data through fingerprinting attendance system. The factory arranged workers to work overtime sometimes and workers had right to choose working overtime or not. Workers can take a rest during the work time when they felt tired. The factory paid its workers 150% and 200% of normal wages as overtime wages on weekday and weekend. All this processes and implementation can be verified by interview and document review. However, gaps of overtime had been identified in implementation:

综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂制定了工时政策并控制工作时间。依照政策以及工厂实际的执行情况，所有工人每周工作5天，每天8小时。根据2019年3月1日至2020年4月15日的考勤，多数员工常白班(8:30~12:00, 13:30~18:00)，厨工常白班(10:00~14:00, 15:30~17:30)。所有员工每周至少休息一天。工厂通过指纹考勤机记录考勤。工厂会依据生产订单安排员工进行加班，员工可自愿选择是否加班。并且员工在工间如果觉得疲惫，可自由选择休息几分钟。工厂支付150%和200%的平时工资作为平时和周末的加班工资。以上均已从员工访谈以及文件信息等方面进行核实。但也发现工厂执行上有差距：

- 6.2 -** The main auditee did not respect this principle because the monthly OT hours exceeded legal requirement. All sampled employees' monthly OT hours exceeded 36 hours; the maximum was 70 hours in Aug. 2019.

工厂未遵守该原则，因为员工月加班超过法规要求。所有抽样的员工的月加班超过法规要求的36小时，最大2019年8月为70小时。

**Remarks from Auditee:**



## Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 177934] Audit Date: 16/04/2020 PA Score: B

Deadline date:16/10/2020

### GOOD PRACTICES:

Nil

### AREAS OF IMPROVEMENT:

7.23 N/A, The factory did not provide transportation to workers. Consolidated finding: The overall observation showed the auditee partially fulfilled the requirement. The committee of health and safety was set up. And XIAO Kailiang was responsible for the affairs of health and safety. For fire safety, the factory ensured adequate fire hydrants, extinguishers and fire alarms. All fire safety facilities were checked by safety specialist per month. Hydrant, emergency light and fire alarm were effective during the testing. For mechanism safety, all processes of operation safety procedure were set up. All workers were well trained to operate it correctly. The factory obtained MSDS of all chemicals. According to worker statement, worker understood well of the risk of mechanism. The factory also set up emergency procedure and trained adequate first aider. The factory also provided on-board training periodical training on health and safety to workers. The latest annual training was conducted on 02/03/2020. The first aid box was also available in every workshop. Clean potable water was also provided. The factory cleaned the water heating facilities periodically to ensure hygienic. The factory provided canteen and dormitory. And the dormitory were in good condition. However, gaps had been identified in implementation as follows:

7.23 不适用, 工厂没有为工人提供工作交通。综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂创建了健康安全委员会, 由肖开亮负责整体的健康与安全。在消防安全方面, 工厂给所有车间足够消防栓, 消防警铃和灭火器等, 并且安全专员每月都会检查。审核时测试, 消防栓、应急灯和消防警铃都是有效的。在机械安全方面, 工厂制定了所有工序的安全操作规程, 并且给员工提供了培训以防范安全的风险。工厂保存了所有化学品的MSDS。通过访谈车间的员工, 员工很了解岗位的机械安全。工厂制定了急救政策, 工厂给每个车间配备了药箱, 而且工厂内有足够急救员。工厂会给员工提供健康安全的入职培训和定期培训。最近一次年度培训在2020年03月02日。工厂也提供了饮用水给员工, 且工厂定期清洗饮用水加热设施保证安全卫生。工厂提供了食堂和宿舍。宿舍情况良好。但也发现工厂执行上有差距:

- 7.1 - The main auditee partially respected this principle because the management representative responsible for health and safety was not familiar with the legal and amforiBSCI requirement on health and safety, and lead to some issues were raised in health and safety section, such as: risk assessment, power safety management and occupational hazard factor assessment, etc.  
工厂未完全遵守该原则, 因为健康安全管理者代表不了解法规和amforiBSCI对健康安全的要求, 导致健康安全方面出现问题, 例如: 风险评估、用电管理、职业危害监测等。
- 7.3 - The main auditee partially respected this principle because 1) The factory carried out one simple risk assessment for safe, healthy and hygienic working conditions, but the assessment was not covered some key processes, including tin immersing and sound test. 2) The factory did not provide pre-job and off-work occupational health examination to the workers who contacted occupational hazards.  
工厂未完全遵守该原则, 因为1) 工厂进行了一个简单的健康安全风险评估, 这个评估没有覆盖部分关键工序, 包括浸锡和声音测试。2) 工厂没有为接触职业病危害的员工安排入职和离职职业健康体检。
- 7.6 - The main auditee did not respect this principle because 1) The factory only provided hygienic mask for the workers who used yellow adhesive and manual soldering workers. 2) The factory did not provide ear-plug to the workers worked nearby sound test.  
工厂未遵守该原则, 因为1) 工厂为使用黄胶的工人和手焊工人提供的是卫生口罩。2) 工厂没有提供耳塞个声音测试附近工位的工人。
- 7.7 - The main auditee partially respected this principle because 1) No MSDS was available in chemical warehouse. 3) One bucket of cleaning detergent in chemical was not set leaking proof facility.  
工厂未完全遵守该原则, 因为1) 化学品仓没有物料安全数据表。2) 化学品仓中一桶抹机水没有设置防泄漏装置。
- 7.13 - The main auditee did not respect this principle because the sampled two power boxes which needed to open external covers and turn switches. But these boxes were not installed inner covers to prevent operator to touch electrified components. The factory claimed all switch boxes were not set inner covers.  
工厂未遵守该原则, 因为抽样两个电箱(220伏)需要打开面板操作, 但是这两个电箱都没有内盖防止接触带电部件。工厂表示电箱都没有内盖。
- 7.21 - The main auditee partially respected this principle because the factory did not set pest proof facilities for all windows and doors of kitchen.  
工厂未完全遵守该原则, 因为工厂没有为所有的窗户和门安装了防虫设施。
- 7.22 - The main auditee partially respected this principle because the factory did not provide soap / liquid soap and tissue in toilet.  
工厂未完全遵守该原则, 因为工厂没有在厕所提供肥皂/洗手液和纸巾。
- 7.25 - The main auditee did not respect this principle because the factory did not provide annual occupational hazard factor assessment report.  
工厂未遵守该原则, 因为工厂没有提供职业危害因素监测报告。

### Remarks from Auditee:

## Performance Area 8 : No Child Labour

Full Audit [Audit Id - 177934] Audit Date: 16/04/2020 PA Score: A

Deadline date:

### GOOD PRACTICES:

Nil

### AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation showed the auditee fulfilled the requirement of performance area 8. The policy of recruiting was set up by the factory. It stipulated the factory refused to recruit the worker whose age below 16 years old. The factory had established procedure on crossing check workers' age. And the recruitment specialists had been trained and well known how to cross check workers' age when workers' age is doubtful. The factory established remediation measure of child labor in order to set up measure of recruiting child labor incidentally. The factory provided trainings on Special protection for young workers and No Child Labour for all workers. The latest annual training was conducted on 02/03/2020. After checking all personnel files of workers, no child labor was identified in the factory.

综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了合适的招聘政策, 规定工厂不招聘16岁以下的工人。工厂已经建立年龄核实体系, 并且招聘专员获得培训并了解如何交叉审核可疑的员工年龄。工厂制定了童工补救措施以防万一发现童工的应对措施。工厂为所有员工提供了未成年工保护和雇佣童工的培训。最近一次年度培训在2020年03月02日。在审核过程中, 通过查阅所有员工的人事资料, 未发现有任何童工存在。

### Remarks from Auditee:

## Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 177934] Audit Date: 16/04/2020 PA Score: A

Deadline date:16/10/2020

### GOOD PRACTICES:

Nil

### AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation showed the auditee partially fulfilled the requirement of performance area 9. The policy of young worker protection was made by the factory. The factory understood the legal requirement of young workers according to interview with management. No young worker was identified in the factory. The factory provided trainings on Special protection for young workers and No Child Labour for all workers. The latest annual training was conducted on 02/03/2020. However, gaps had been identified in implementation:

综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂制定了未成年工的保护政策, 工厂了解如何依照法规要求保护未成年工。在审核过程中, 未发现未成年工的存在。工厂为所有员工提供了未成年工保护和雇佣童工的培训。最近一次年度培训在2020年03月02日。但也发现工厂执行上有差距:

- 9.1 -** The main auditee partially respected this principle because the factory conducted one simple risk assessment for young worker protection, but the assessment did not cover some key processes, including tin immersing and sound test.  
工厂未完全遵守该原则, 因为工厂进行了一个简单的未成年工保护风险评估, 但没有建立风险评估记录没有包含部分关键工序, 包括浸锡和声音测试。

### Remarks from Auditee:

## Performance Area 10 : No Precarious Employment

Full Audit [Audit Id - 177934] Audit Date: 16/04/2020 PA Score: A

Deadline date:16/10/2020

### GOOD PRACTICES:

Nil

### AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation showed the auditee partially fulfilled the requirement of performance area 10. Labor contracts were all concluded between the factory and workers. The contracts statement included the description of working hours, training, rest time and leave etc. The factory provided a copy of contract to every worker. Based on interview statement of workers, workers understood well of the content of labor contract. The factory provided trainings on No Precarious Employment for all workers. The latest annual training was conducted on 02/03/2020. However, gaps had been identified in implementation as follows:

综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂和每个员工均签订了劳动合同, 劳动合同的内容包括工时, 培训, 休息时间和假期, 报酬和支付条件。工厂提供了一份劳动合同副本给员工。通过员工访谈, 员工均了解劳动合同内容。工厂为所有员工提供了无缺乏保障就业的培训。最近一次年度培训在2020年03月02日。但也发现工厂执行上有差距:

- 10.2 -** The main auditee partially respected this principle because the factory did not sign non-fixed term labor contract with the workers who had signed labor contracts with factory not less than three times.  
工厂未完全遵守该原则, 因为工厂和已经签订3次及以上劳动合同的员工圈定无固定期限劳动合同。

### Remarks from Auditee:

## Performance Area 11 : No Bonded Labour

Full Audit [Audit Id - 177934] Audit Date: 16/04/2020 PA Score: A

Deadline date:

### GOOD PRACTICES:

Nil

### AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee fulfilled the requirement of performance area 11. The factory established the procedure on anti-forced labor. The discipline policy was also in line with legal requirement. According to onsite observation and statement of workers and management, workers confirmed that there was no evidence of forced labor showed in the factory, for example, they could resign according to legal requirement and they could leave the factory freely without being searched. The factory provided trainings on No Bonded Labour for all workers. The latest annual training was conducted on 02/03/2020. No inhumane or degrading treatment was found during the audit and according to interview with workers.

综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了反强迫劳动的程序, 工厂的惩戒政策也是符合法律法规要求。依据现场观察和管理层、员工访谈, 员工也很清晰地表明工厂内无强迫劳动的现象, 例如员工可以依照法规要求提出辞工而不会被克扣工资, 并且可以自由离开工厂。工厂为所有员工提供了反强迫劳动的培训。最近一次年度培训在2020年03月02日。员工也未遇到任何被侮辱或非人道的待遇。

### Remarks from Auditee:

**Performance Area 12 : Protection of the Environment**

Full Audit [Audit Id - 177934] Audit Date: 16/04/2020 PA Score: A

Deadline date:

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

Consolidated finding: The overall observation showed the auditee fulfilled the requirement of performance area 12. The factory had established procedures on Protection of Environment. The water used by the factory came from municipal water. The factory had established procedure on Energy and Water Saving procedure and kept statistic logs of water consumption. The factory obtained Pollution Discharge Permit. Based on observation and permit, the main pollutions were domestic sewage, waste gas and solid waste. The factory transferred hazardous waste to license hazardous waste treatment agency. The factory conducted pollution discharged monitoring test periodically to ensure its pollution discharge in line with legal requirement.

综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂建立了环境保护的程序。工厂主要使用当地市政提供的自来水。工厂建立了节约能源和水资源的程序并保留了水资源消耗统计记录。工厂获得了排污许可证。根据现场观察和许可证, 主要污染是生活废水、废气和固体废弃物。工厂将所有的危险废弃物转移给了有资质的危废处理商。工厂定期监控污染物的排放确保排放符合法律要求。

**Remarks from Auditee:****Performance Area 13 : Ethical Business Behaviour**

Full Audit [Audit Id - 177934] Audit Date: 16/04/2020 PA Score: A

Deadline date:16/10/2020

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

Consolidated finding: The overall observation showed the auditee partially fulfilled the requirement of performance area 13. The policy on anti-corruption was established. The factory provided trainings on Ethical Business Behaviour for all workers. The latest annual training was conducted on 02/03/2020. The factory conducted risk assessment about Ethical Business. No misrepresentation was provided by the factory and all information could be cross checked. However, gaps had been identified in implementation:

综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。公司创建了反腐败的政策。工厂为所有员工提供了商业道德的培训。最近一次年度培训在2020年03月02日。工厂进行了道德的商业行为的风险评估。审核过程中, 公司提供的数据也均可通过其它方面进行核实, 公司未提供任何不实信息。审核时也未发现有任何泄密的负面现象。但也发现工厂执行上有差距:

- 13.1 -** The main auditee partially respected this principle because the factory conducted Ethical Business Behaviour risk assessment in Jan. 2020, but the prevention measures of all risks were the same, such as setting supervisory phone and conduct joint meeting, etc.

工厂未完全遵守该原则, 因为工厂2020年1月做了商业道德的风险评估, 但所有风险的预防措施都是相同的, 例如设置监督电话和设置联席会议等。

**Remarks from Auditee:**

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	16/04/2020	177934	D	A	A	A	B	D	B	A	A	A	A	A	A	C

**Producer Photos**



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



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



Photo of the inside of the main production hall  
Tin immersing.JPG



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



Photo of the dormitories (if applicable)  
Bedroom.JPG



Photo of the inside of the main production hall  
Warning signs.JPG



Photo first aid facilities  
Eye washing tap.JPG



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



Photo of the personal protection equipments (if applicable)  
Dust proof mask.JPG



Photo first aid facilities  
First aid kit with guideline.JPG



Photo of the dormitories (if applicable)  
Toilet with shower facility.JPG



Photo of the personal protection equipments (if applicable)  
PPE reminding sign and occupational hazard notice.JPG



Photo of fire safety equipment  
Emergency light and safe exit sign.JPG



Photo of the inside of the main production hall  
Accessory warehouse.JPG



Photo of the sanitary facilities  
Potable water.JPG





Photo of fire safety equipment  
Emergency light test.JPG



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



Photo of the sanitary facilities  
Toilet.JPG



Photo of fire safety equipment  
Evacuation plan.JPG



Photo of the inside of the main production hall  
Automatic insertion.JPG



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



Photo of fire safety equipment  
Evacuation sign.JPG



Photo of the inside of the main production hall  
Component assembly.JPG



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



Photo of fire safety equipment  
Extinguishers hydrant and fire alarm.JPG



Photo of the inside of the main production hall  
Final assembly line.JPG



Photo of non-conformity  
NC-No inner cover for switch box.JPG



Photo of fire safety equipment  
Fire alarm test.JPG



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



Photo of non-conformity  
NC-No pet proof facility for kitchen.JPG



Photo of fire safety equipment  
Fire-fighting facilities for dormitory.JPG



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



Photo of non-conformity  
NC-One bucket of cleaning detergent without leaking proof facility.JPG



Photo of fire safety equipment  
Hydrant test.JPG



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



Photo of non-conformity  
NC-The factory only provided social insurances for some employees.jpg



Photo of the canteen (if applicable)  
Canteen.JPG



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

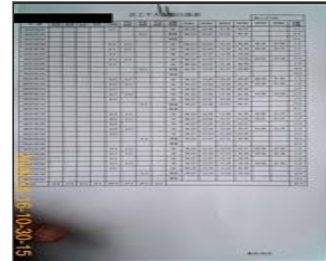


Photo of non-conformity  
NC-The monthly overtime hours exceeded legal requirement.jpg



Photo of the canteen (if applicable)  
Kitchen.JPG



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



Photo of non-conformity  
NC-The worker who used adhesive wore hygienic mask.JPG