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|-----------------------------------|---|
| Auditee :                         | <b>Dongguan Anhong Electronic Technology Co.,Ltd</b>                    |
| Audit Date From :                 | <b>10/07/2020</b>   |
| Audit Date To :                   | <b>10/07/2020</b>   |
| Expiry Date of the Audit :        | <b>Please refer to the producer profile in the amfori BSCI platform</b> |
| Auditing Company :                | <b>Intertek</b>   |
| Auditor's Name(s) :               | <b>Vic Li(Lead)</b>   |
| Auditing Branch (if applicable) : | <b>Intertek South China - Shenzhen</b>                                  |

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This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.  
Access [www.bsciplatform.org](http://www.bsciplatform.org), for entitled users only.

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**Rating Definitions**



| Rating   | A combination of ratings per Performance Area where:  | Consequence   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |  |
|--|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|--|
| <p style="text-align: center;"><b>A</b></p> <p style="text-align: center;"><b>Very Good</b></p>    | <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> <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 |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |  |
| A  | A   | A   | A | A | A | A | B | B | B | B | B | B |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |  |
| <p style="text-align: center;"><b>B</b></p> <p style="text-align: center;"><b>Good</b></p>         | <ul style="list-style-type: none"> <li>• Maximum 3 Performance Areas rated C</li> <li>• No Performance Areas rated D or E</li> </ul> <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>                                   |
| 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 style="text-align: center;"><b>C</b></p> <p style="text-align: center;"><b>Acceptable</b></p>   | <ul style="list-style-type: none"> <li>• Maximum 2 Performance Areas rated D</li> <li>• No Performance Areas rated E</li> </ul> <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 style="text-align: center;"><b>D</b></p> <p style="text-align: center;"><b>Insufficient</b></p> | <ul style="list-style-type: none"> <li>• Maximum 6 Performance Areas rated E</li> </ul> <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> |
| 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 style="text-align: center;"><b>E</b></p> <p style="text-align: center;"><b>Unacceptable</b></p> | <ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated E</li> </ul> <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 style="text-align: center;"><b>Zero Tolerance</b></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 :          | Dongguan Anhong Electronic Technology Co.,Ltd  |                 |                     |
| DBID number :               | 402901   |                 |                     |
| Audit ID :                  | 186206   |                 |                     |
| Address :                   | Floor 2, No.19 ,DeZhong Technology Park, Dalingbian Road, Shahu Community, Tangxia Town Dongguan |                 |                     |
| Province :                  | Guangdong  | Country :       | China               |
| Management Representative : | Mr. Tang Longcheng / Assistant of General Manager  |                 |                     |
| Contact person:             | Longcheng Tang   | Sector :        | Non-Food            |
| Industry Type :             | Mechanical and electrical engineering  | Product group : | Electrical supplies |
| Product Type :              | baby monitor, dash camera, webcam, hunting camera and smart doorbell                             |                 |                     |

**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 : 10/07/2021                       |   |

| 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                                | C    | A    | A    | C    | D    | A    | A    | A    | A     | A     | A     | A     |

**Executive summary of audit report**

**Producer Background**  
 Dongguan Anhong Electronic Technology Co., Ltd. was located at Floor 2, No.19 ,DeZhong Technology Park, Dalingbian Road, Shahu Community, Tangxia Town, Dongguan City, Guangdong Province, China. This was a private company. The total land area occupied by the facility was 1500 square meters. They had started their operation at the existing location in 2017.  
 A total of 49 employees include 18 female employees and 31 male employees. The ages ranged from 18-54 years old and currently there was no juvenile employee working in the facility. There are 42 production employees and 7 non-production employees. There are 3 local employees from Guangdong province and all 46 migrant employees come from other provinces in China, such as Guangxi, Yunnan, Henan, Hunan and Hubei. There are 49 employees present on the day of audit.  
 In view of the facilities, the facility occupied part of the second floor of one 5-storey building as workshop, warehouse and office, and one 4-storey building as dormitory. No dormitory or canteen or kitchen was product. The main production processes were assembly, inspection and packing.  
 The production capacity was 25,000 pieces per month. The main machines used in the facility were soldering tools and assembly lines and so on. And the main products were electronic products, such as baby monitor, dash camera, webcam, hunting camera and smart doorbell.  
**Remark:**  
 1. This is a full initial audit. So the attendance records from 11th June, 2019 to 10th July, 2020 were provided for review in this audit. Based on the provided attendance records and interview, all workers worked in one shift. And the normal working hour was from 08:00 to 17:30 with 1.5 hours' lunch break from 11:30 to 13:00 for production employees. The normal working hour was from 08:30 to 18:00 with 1.5 hours' lunch break from 12:00 to 13:30 for office staff. And the normal working hour was from 08:00 to 17:30 with 1.5 hours' lunch break from 12:00 to 13:30 for employees in engineering and QC and warehouse departments. Usually, the employees in production workshops worked overtime 2 hours from Monday to Friday. And the employees had 8 hours overtime on Saturday normally. The working hours were recorded by finger printing attendance machine system. Sunday was guaranteed as the rest day. The peak season was not obvious every year as per facility management.  
 2. The payroll records from June 2019 to May 2020 were reviewed in this audit. Based on the provided payroll records, employees' wages were calculated on an hourly-rated basis. The lowest basic wages were RMB1720 per month that was equal to legal requirement. For overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on weekdays and rest days respectively. No overtime was arranged on public holidays. Employees were paid by cash on or before 20th of each month after the previous wage calculation cycle.  
 3. The business license information as following: local facility name: 东莞市安鸿电子科技有限公司, License number: 91441900MA4X2CCP9E.  
 4. There was no nonconformance observed in below Performance areas: PA3, PA4, PA8, PA9, PA10, PA11, PA12 and PA13.  
 a. Performance areas 3: The facility had written policies that recognize and respect the right of employees to exercise their lawful rights of free association. All employees had right to organize and participated in trade union in accordance with local law. One employee committee with elected employee representative existed in the facility. The free election was held without restriction from facility management. Employees could report concerns through suggestion box and employee representative communication. Through the employee interview, the facility conducts discussions with the workers representatives in an open manner and within the terms of local law. The minutes were available for review.  
 b. Performance areas 4: There was no discrimination in hiring, compensation and benefits, access to training, promotion, termination, etc., and the facility provided the same pay to male/female employees.  
 c. Performance areas 8: Child Labor policies and procedures were communicated to Human Resources personnel through formal awareness session by the HR Supervisor. Training includes brain storming and case sharing of recruitment personnel to further strengthen their ability of cross checking of age documentations. The facility would collect, check and retain the proof age document-Identification Card from all potential employees. And the facility would authenticate ID cards through document review, interview and physical appearance comparison. The regular information such as birthdates, recruitment date, education background and working experiences, background of family, emergency contact number were fully filled in personnel files.  
 d. Performance areas 9: There was no juvenile worker in the facility. Furthermore, the facility had also established procedures for protection of juvenile workers, such as registration, regular health examination, did not arrange juvenile worker to hazard work position, etc.  
 e. Performance area 10: The facility signed labor contracts with all employees within 30 days after employment. Employees had a copy of the contract in their own language. The facility had taken relevant orientation training when hiring. No temporary employee was noted in the facility. And one retired worker had also signed related agreement.  
 f. Performance areas 11: There was no forced, bonded or involuntary prison labour in the facility. Employees were not required to pay any deposits or leave their ID cards to the employer. Employees could free to leave their working stations once their shifts end and were free to leave their employer if they notified in writing 30 days in advance after probation period or 3 days in advance within probation period.  
 g. Performance areas 12: The facility had established a written environmental policy. One senior management was responsible for continuous improvements in their environmental performance. Furthermore, the facility had provided Environmental Impact registration record for review.

h. Performance areas 13: The facility had established procedure to actively oppose any act of corruption, extortion or embezzlement, or in any form of bribery in its activities, had kept accurate information regarding its own activities, structure and performance, and had collected, used and processed personal information with reasonable care in accordance with privacy and information security laws and regulatory requirements.

5. There are no agencies used by the auditee, which makes the agency labour contract and contractor license not applicable.

6. There are no government waivers used by the auditee, which makes the waivers not applicable.

7. During facility tour, it was noted that the auditee was only occupied part of the second floor of one 5-storey production building. Besides the auditee, there were other 5 facilities located at the same building. Yongma Metal and Plastic Products Co., Ltd. occupied the 1/F of the same building with the audited facility, which produced plastic and metal product. Lingke Electronic Products Co., Ltd. occupied the other part of 2/F of the same building, which produced electronic products. Niuhuier Trading Co., Ltd. occupied the 3/F of the same building. And all 3/F was used as warehouse by Niuhuier. Dongguan Yangxin Plastic and Metal Products Co., Ltd. occupied the 4/F of the same building, which produced plastic products. And Dongguan Yicai Technology Co., Ltd. occupied 5/F of the same building, which produced electronic products.

The audited facility had own facility badges and uniforms. All the other 5 facilities had own individual business licenses and independent management system. During employee interview and management interview, employees of the audited facility and other 5 facilities did not commingle to use. The audited facility did not use the kitchen, canteen and dormitory. The meal and housing issue were handled by employees themselves.

8. Auditor Vic Li APSCA registration number: RA 21700627

**Ratings Summary**



| <b>Auditee's background information</b> |  |   |                               |
|---|--|---|-------------------------------|
| Auditee's name :                        | <b>Dongguan Anhong Electronic Technology Co.,Ltd</b>   | Legal status :  | <b>Company Limited</b>        |
| Local Name :                            | <b>东莞市安鸿电子科技有限公司<br/>(91441900MA4X2CCP9E)</b>  | Year in which the auditee was founded :                     | <b>2017</b>                   |
| Address :                               | <b>Floor 2, No.19 ,DeZhong Technology Park,<br/>Dalingbian Road, Shahu Community,<br/>Tangxia Town</b> | Contact person (please select) :                            | <b>Longcheng Tang</b>         |
| Province :                              | <b>Guangdong</b>   | Contact's Email :   | <b>13825767475@139.com</b>    |
| City :                                  | <b>Dongguan</b>  | Auditee's official language(s) for written communications : | <b>Chinese</b>                |
| Region :                                | <b>North East Asia</b>   | Other relevant languages for the auditee :                  | <b>Nil</b>                    |
| Country :                               | <b>China</b>   | Website of auditee (if applicable) :                        | <b>Nil</b>                    |
| GPS coordinates :                       | <b>N22°45'54", E114°3'13"</b>  | Total turnover (in Euros) :                                 | <b>3000000.00</b>             |
| Sector :                                | <b>Non-Food</b>  | Of which exports % :  | <b>0.00</b>                   |
| Industry :                              | <b>Mechanical and electrical engineering</b>   | Of which domestic market % :                                | <b>100.00</b>                 |
| If other, please specify :              |  | Production volume :   | <b>25000 pieces per month</b> |
| Product Group :                         | <b>Electrical supplies</b>   | Production cost calculation :                               | <b>No</b>                     |
| If other, please specify :              |  | Lost time injury calculation cost :                         | <b>No</b>                     |
| Product Type :                          | <b>baby monitor, dash camera, webcam,<br/>hunting camera and smart doorbell</b>                        |   |                               |

| <b>Auditee's employment structure at the time of the audit</b> |           |  |                       |
|--|-----------|--|-----------------------|
| Total number of workers :                                      | <b>49</b> | Total number of workers in the production unit to be monitored (if applicable) : | <b>0</b>              |
|  |           | <b>MALE WORKERS</b>  | <b>FEMALE WORKERS</b> |
| Permanent workers  | <b>31</b> |  | <b>18</b>             |
| Temporary workers  | <b>0</b>  |  | <b>0</b>              |
| In management positions  | <b>1</b>  |  | <b>0</b>              |
| Apprentices  | <b>0</b>  |  | <b>0</b>              |
| On probation   | <b>0</b>  |  | <b>0</b>              |
| With disabilities  | <b>0</b>  |  | <b>0</b>              |
| Migrants (national citizens)                                   | <b>28</b> |  | <b>18</b>             |
| Migrants (foreign citizens)                                    | <b>0</b>  |  | <b>0</b>              |
| Workers on the permanent payroll                               | <b>31</b> |  | <b>18</b>             |
| Production based workers                                       | <b>0</b>  |  | <b>0</b>              |
| With shifts at night   | <b>0</b>  |  | <b>0</b>              |
| Unionised  | <b>0</b>  |  | <b>0</b>              |
| Pregnant   | <b>-</b>  |  | <b>0</b>              |
| On maternity leave   | <b>-</b>  |  | <b>0</b>              |



**Finding Report**



**Performance Area 1 : Social Management System and Cascade Effect**

Full Audit [Audit Id - 186206] Audit Date: 10/07/2020 PA Score: D

Deadline date:08/01/2021

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

The overall observation shows that the auditee partially fulfills the requirements of this performance area. The BSCI management system was established in facility. The facility had established policies and procedures of 13 performance areas according to BSCI Code. One senior management representative had been appointed in charging of implement of BSCI management system. Based on management interview, BSCI management representative knew clear about BSCI new Code. The facility had established supplier social performance management system including establishing supplier management policy on BSCI, selecting the supplier according to the audit result, monitoring the social performance of supplier periodically. Monitoring records for suppliers were provided during the audit. The facility had realistically calculated the costs of production and delivery times. The working hour management system has been established in facility. However, 2 findings were identified in this performance area, please refer to relevant checkpoint for details.

整体观察显示被审核方部分遵循该绩效区域的要求。工厂已建立BSCI管理系统，工厂根据BSCI行为准则的要求制定了13个绩效区域的政策和程序的文件，企业指定了一名BSCI管理者代表，根据管理层访谈，BSCI管理者代表清楚了解新的BSCI行为准则。工厂已建立了供应链社会责任管理系统包括建立供应商管理政策，按照BSCI要求筛选并监控供应商社会责任绩效，审核过程中提供了供应商监控记录。工厂了解如何计算生产产能和订单周期，工厂已建立工时管理系统。但是，在此部分有发现2个问题点，具体参考相关的检查点。

- 1.1 -** The defect of the management system effectiveness resulted in the issues on PA2, PA5, PA6, PA7 and management system. Law/COC: In accordance with BSCI 1.1 requirement, the facility should set up an effective management system to implement the BSCI Code of Conduct. 管理体系有效性存在缺失以致于工厂在PA2, PA5, PA6, PA7以及管理系统上有问题。法规/行为准则：依据BSCI 1.1的要求，企业应建立有效的管理系统来执行BSCI的行为守则。
- 1.4 -** The auditee's workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts due to the overtime hours exceeding the local law requirement. Please refer to checkpoint #6.2 for details. Law/COC: In accordance with BSCI Social Requirements, the auditee's workforce capacity should be properly organized to meet the expectations of the delivery order and/or contracts. 受审核方的劳动力没有被正确安排以满足客人订单的期望，因为员工加班时间超出了法律的规定，具体参考检查点6.2。法规/行为准则：根据BSCI社会责任要求，受审核方的劳动力需要被正确安排以满足客人订单的期望。

**Remarks from Auditee:**

Nil

**Performance Area 2 : Workers Involvement and Protection**

Full Audit [Audit Id - 186206] Audit Date: 10/07/2020 PA Score: C

Deadline date:08/01/2021

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

The main auditee posted BSCI COC in public; the auditee established effective grievance mechanism for individuals and communities, and communicated with employees; workers understood the grievance mechanism based on the interviews. Interviewed employees understood their right and responsibilities. However, 2 findings were identified in this performance area and please refer to relevant checkpoint for details. 被审核方张贴BSCI行为准则在现场；被审核方建立了有效的针对个人和利益相关方的申述机制，并传达给员工；访谈中工人理解申诉机制。受访员工理解他们的权利和职责。但是在此部分有发现2个问题点，具体参考相关的检查点。

- 2.2 -** According to document review, the facility has established the target of social responsibility according to the local law and BSCI Code of Conduct. But workers and worker representative were not involved in the establishing of long-term target. Law/COC: In accordance with BSCI Social Requirements, the auditee should define long term goals to protect workers according to BSCI COC. 根据文件审核，企业根据当地法律和BSCI行为准则制定了社会责任目标，但员工和员工代表未参与到长期目标的制定中。法规/行为准则：根据BSCI社会责任要求，受审核方需要根据BSCI要求制定长期目标来保护工人。
- 2.4 -** According to interview and document review, management, workers and workers' representatives had been trained for the BSCI values and principles. But all interviewees were not aware of the BSCI values and principles. Law/COC: In accordance with BSCI requirement, the facility should provide BSCI training to all levels of employees in the facility and ensure they well know BSCI requirement. 根据访谈及文件审阅，管理人员，员工和员工代表接受了BSCI行为守则的培训，但被访谈人员不熟悉BSCI价值和原则。法规/行为准则：依据BSCI社会责任要求，企业应该提供充分的BSCI的培训给各阶层的员工，并确保他们很好的知悉BSCI的要求。

**Remarks from Auditee:**

Nil

|   |                          |
|---|--------------------------|
| <b>Performance Area 3 : The rights of Freedom of Association and Collective Bargaining</b>  |                          |
| Full Audit [Audit Id - 186206] Audit Date: 10/07/2020 PA Score: A   | Deadline date:           |
| <b>GOOD PRACTICES:</b><br>Nil   |                          |
| <b>AREAS OF IMPROVEMENT:</b><br>No nonconformance was observed.<br>没有发现不符合项。  |                          |
| <b>Remarks from Auditee:</b><br>Nil   |                          |
| <b>Performance Area 4 : No Discrimination</b>   |                          |
| Full Audit [Audit Id - 186206] Audit Date: 10/07/2020 PA Score: A   | Deadline date:           |
| <b>GOOD PRACTICES:</b><br>Nil   |                          |
| <b>AREAS OF IMPROVEMENT:</b><br>No nonconformance was observed.<br>没有发现不符合项。  |                          |
| <b>Remarks from Auditee:</b><br>Nil   |                          |
| <b>Performance Area 5 : Fair Remuneration</b>   |                          |
| Full Audit [Audit Id - 186206] Audit Date: 10/07/2020 PA Score: C   | Deadline date:08/01/2021 |
| <b>GOOD PRACTICES:</b><br>Nil   |                          |
| <b>AREAS OF IMPROVEMENT:</b><br>Based on the provided payroll records, auditor found that all employees' wages were calculated on hourly-rated basis. The lowest basic wages were RMB1720 per month that was in line with local law's requirement. For overtime wages, 150%, 200% and 300% of basic wages were paid to employees for their overtime hours on workdays, rest days and public holidays respectively. Employees were paid by cash on or before 20th of each month after the previous wage calculation cycle. The facility had provided social benefits such as marriage leave and child-bearing leave, etc to eligible employees. However, 2 findings were identified in this performance area, please refer to relevant checkpoints for details.<br>根据企业提供的工资表,发现所有员工工资按计时方式计算。员工最低基本工资为1720元每月,等同于当地法规标准。工作日加班,周末以及法定假日加班分别按1.5倍,2倍以及3倍基本工资计算。员工工资按月在次月20日前以现金方式发放。工厂有提供婚假和产假等法律规定的福利给相关人员。但是,在此部分有发现2个问题点,具体参考相关的检查点。   |                          |
| <p><b>5.4 -</b> The facility did not calculate local basic needs wage and was not aware of basic needs wage for decent standard of living. Law/COC: In accordance with the requirement of BSCI 5.4, the auditee should provide sufficient remuneration that allows workers to meet a decent standard of living.<br/>企业未计算当地员工过上体面生活的基本需求工资,也不了解当地过上体面生活的基本需求工资。法规/行为准则:根据BSCI审核清单B5.4要求,企业应该提供足够的福利待遇让员工过上体面的生活。</p> <p><b>5.5 -</b> Through document review the social insurance receipt from July 2020, auditor found that only 12 out of 49 employees had participated in basic endowment insurance, unemployment insurance, maternity insurance, medical insurance and employment injury insurance. Remark: 1) Interviewed workers stated that they did not want to participate in social insurance; 2) No temporary or dispatch workers were used. No newly joined worker and 1 retiree was working in the facility; Law/COC: In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state.<br/>通过文件审核2020年7月的社会保险收据,审核员发现企业的49名直接招聘员工中,只有12人参加养老保险,失业保险,生育保险,医疗保险和工伤保险。备注:1)面谈员工表示不愿意参加社保;2)企业没有雇用临时工和劳务派遣工,当前没有新进员工,有1名退休返聘员工;法规/行为准则:依据《中华人民共和国社会保险法》第十条,职工应当参加基本养老保险,由用人单位和职工共同缴纳基本养老保险费。第二十三条职工应当参加职工基本医疗保险,由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条职工应当参加工伤保险,由用人单位缴纳工伤保险费,职工不缴纳工伤保险费。第四十四条职工应当参加失业保险,由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条职工应当参加生育保险,由用人单位按照国家规定缴纳生育保险费,职工不缴纳生育保险费。</p> |                          |
| <b>Remarks from Auditee:</b><br>Nil   |                          |



| <b>Performance Area 6 : Decent Working Hours</b>  |                          |
|---|--------------------------|
| Full Audit [Audit Id - 186206] Audit Date: 10/07/2020 PA Score: D   | Deadline date:08/01/2021 |
| <b>GOOD PRACTICES:</b><br>Nil   |                          |
| <b>AREAS OF IMPROVEMENT:</b><br><p>Based on the provided attendance records, auditor found that finger printing attendance recording systems were used for time keeping and every employee should scan their fingers when they went in and out the facility. The peak season was not obvious of each year in the facility. Workers worked overtime voluntarily. The employees could enjoy at least one day off after six consecutive working days. However, 1 finding was identified in this performance area, please refer to relevant checkpoint for details.</p> <p>根据企业提供的考勤表，审核员发现工厂采用指纹识别考勤系统来记录考勤，所有员工在上下班均需扫描指纹。每年生产淡季不明显。员工按个人意愿加班。并且每连续工作6天至少休息1天。但是，在此部分有发现1个问题点，具体参考相关的检查点。</p> <p><b>6.2 -</b> Through document review, auditor noted that the monthly overtime hours of 7 out of 8 randomly selected employees were 72 hours in May 2020 (current month); the monthly overtime hours of 7 out of 8 randomly selected employees were 76 hours in December 2019 (random month) and the monthly overtime hours of 7 out of 8 randomly selected employees were 84 hours in August 2019 (random month). Law/COC: In accordance with the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.</p> <p>通过文件审核，审核员发现在抽取的2020年5月（当前月），随机抽取的8人中的7人月加班为72小时。在抽取的2019年12月份（随机月），随机抽取的8人中7人的月加班为76小时；在2019年8月份（随机月），随机抽取的8人中7人的月加班为84小时。法规/行为准则：依据《中华人民共和国劳动法》第41条，用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时；因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。</p> |                          |
| <b>Remarks from Auditee:</b><br>Nil   |                          |

**Performance Area 7 : Occupational Health and Safety**

Full Audit [Audit Id - 186206] Audit Date: 10/07/2020 PA Score: A

Deadline date:08/01/2021

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

The facility maintained a comfortable temperature throughout the work floor. The electrical system was in a good condition. All switches in the electrical control panels have been labeled with warning sign. All safety exits were affixed both exit signs and emergency lights, the work floor was installed with fire alarm system, and all fire fighting equipments were inspected once a month. All safety exits were kept unblocked. Sufficient first aid kits stocked with necessary supplies were provided in workshop. Drinkable water was available in workshop. Employees had received regular and recorded health & safety training such as fire drill etc. However, 6 findings were identified in this performance area and please refer to relevant checkpoints for details. Remark for 7.7: No hazardous chemical was used in the facility. Remark for 7.21: The facility had provided kitchen or canteen to workers during previous audit. But the facility did not provide kitchen or canteen to workers. Remark for 7.23: No transportation was provided by the facility.

企业有保持舒适的工作环境。电力系统良好，所有电箱开关有张贴警示标示。所有安全出口有安装出口标识和应急灯，车间有安装消防警铃，所有消防设施每月点检一次。所有安全出口都是保持畅通无阻的状态。车间配有急救箱和饮用水台。工人有定期接受健康安全培训如消防演习等。但是，在此部分有发现6个问题点，具体参考相关的检查点。针对7.7的备注：企业未使用危险化学品。针对7.21的备注：工厂没有提供餐厅和厨房给员工。针对7.23的备注：工厂未提供交通给员工。

**7.1 -** 1.The facility did not effectively implemented health and safety system and law requirement, detailed as the findings of PA7. Law/COC: In accordance with BSCI Social Requirement 7.1, the facility should be in observance of occupational health and safety regulations applicable for its activities and set up an effective management system to implement the BSCI Code of Conduct. 2. Through facility tour, auditor found that there were 2 employees contacting with soldering in assembly workshop on the second floor of one 5-storey production building. However, the facility did not conduct occupational health examination of pre-job and post job for them. Local Law: In accordance with the PRC Law of Prevention and Control of Occupational Diseases Article 35, the employer shall conduct regular occupational health examination for those labourers who are engaged in works with occupational hazard(s) as required by production safety supervision and administration department and public health administrative department under the State Council. The occupational health examination shall be conducted before labourers start to take the post, in the course of the work and after leave the post and the employer shall provide the results of the occupational health examinations to labourers in written. The expenses of the occupational health examination shall be borne by employers. The employer shall not arrange labourers to engage in the work with occupational hazard(s) prior to the pre-post occupational health examination, or labourers with any occupational prohibition to engage in the prohibited work from them. Once the occupational health examination indicates that employee is suffering from the occupational damage in relation to his or her occupation, the employer shall transfer such a labourer out of his or her original post, and allocate him or her in a proper way. The employer shall not rescind or terminate the labour contracts signed with those employees without the occupational health examination at time of leaving the post. The occupational health examination shall be conducted by the medical and health care institutions authorized by the medical administrative department of provincial people's government or above. 3. No training certificate of safety production knowledge and management skill for the principal in charge in the facility. During document review, auditor found that the facility could not provide the training certificate of safety production knowledge and management skill of the principal in charge for review. Law/COC: In accordance with the Law of the PRC on Work Safety Article 24, The principal in charge and persons for the management of work safety in production and business entities have to have the knowledge about work safety and the competence for the management, which are commensurate with the production and business activities of these entities. The principal in charge and persons for the management of work safety in production and business entities that produce, trade or store hazardous articles, and mines, metal smelting, building construction, and road transport shall only be appointed to the posts after they pass the examinations in their knowledge about work safety and their competence in the management conducted by the competent departments for work safety supervision and administration. No fees shall be charged for taking such examinations. Entities that produce or store hazardous articles, and mines, metal smelting shall have certified safety engineer to work on the management of work safety.

1.企业未有效的执行法规的要求和健康安全体系，详情请见PA7的发现点。法规/行为准则：依据BSCI社会责任要求7.1，企业应遵守适用于该企业的职业健康和安全的守则，建立有效的管理系统来满足BSCI行为守则。2.通过现场走访，发现1栋5层生产楼2楼组装车间有2名员工接触焊锡，但工厂未提供岗前和离岗的职业健康体检给他们。法规要求：依据《中华人民共和国职业病防治法》第三十五条，对从事接触职业病危害的作业的劳动者，用人单位应当按照国务院安全生产监督管理部门、卫生行政部门的规定组织上岗前、在岗期间和离岗时的职业健康检查，并将检查结果书面告知劳动者。职业健康检查费用由用人单位承担。用人单位不得安排未经上岗前职业健康检查的劳动者从事接触职业病危害的作业；不得安排有职业禁忌的劳动者从事其所禁忌的作业；对在职业健康检查中发现有与所从事的职业相关的健康损害的劳动者，应当调离原工作岗位，并妥善安置；对未进行离岗前职业健康检查的劳动者不得解除或者终止与其订立的劳动合同。职业健康检查应当由省级以上人民政府卫生行政部门批准的医疗卫生机构承担。3.企业主要负责人未取得安全生产知识和管理能力培训证书。在文件审核时，企业无法提供该企业主要负责人的安全生产知识和管理能力培训证书供审阅。法规/行为准则：依据《中华人民共和国安全生产法》第24条，生产经营单位的主要负责人和安全生产管理人员必须具备与本单位所从事的生产经营活动相应的安全生产知识和管理能力。危险物品的生产、经营、储存单位以及矿山、金属冶炼、建筑施工、道路运输单位的主要负责人和安全生产管理人员，应当由主管的负有安全生产监督管理职责的部门对其安全生产知识和管理能力考核合格。考核不得收费。危险物品的生产、储存单位以及矿山、金属冶炼单位应当有注册安全工程师从事安全生产管理工作。

**7.2 -** Insufficient employment injury insurance participated. Through document review, auditor found that the facility had not purchased any injury insurance for 37 employees. Law/COC: In accordance with BSCI Social Requirement 7.2, the facility should improve workers' protection in case of accident, including through compulsory insurance schemes to implement the BSCI Code of Conduct.

工伤保险参保不足。通过文件审核，企业没有为37名员工购买任何工伤保险。法规/行为准则：依据BSCI社会责任要求7.2，企业应提高员工的保护措施来应对可能出现的工伤，包括执行强制工伤保险的计划来满足BSCI行为守则。

**7.22 -** Lack of suppliers in the toilet. During the facility tour, auditor found that toilets in the production area did not have soap or paper supplies. Law/COC: In accordance with BSCI Social Requirement 7.22, toilets should be equipped with necessary supplies such as soap and paper and working locks.

厕所缺少物品。通过现场走访，审核员发现企业在厕所中没有提供肥皂和厕纸。

**7.24 -** During facility tour, auditor found that hazardous factors existed in assembly workshop on the 2/F at Production Building where hazardous factors existing in soldering process. However, the facility could not provide evaluation report of occupational hazardous factors for review. Law/COC: In accordance with Provisions on the Supervision and Administration of Workplace Occupational Health Article 20, An employing entity with occupational hazards shall entrust an occupational health technical service agency with corresponding qualification to conduct evaluation on occupational hazard factors at least once every year. An employing entity with severe occupational hazards shall, in addition to the above requirement, entrust an occupational health technical service agency with corresponding qualification to conduct assessment on occupational hazard status at least once every three years. The results of the evaluation and assessment shall be kept in archive, reported to local administration department of work safety, and announced to the workers.

在现场巡查时，审核员发现在生产楼二楼装配车间有焊锡工序，存在职业危害因素。但是，企业未能提供该作业场所的职业危害因素监测报告供审阅。法规/行为准则：依据《工作场所职业卫生监督管理规定》第二十条，存在职业危害的用人单位，应当委托具有相应资质的职业卫生技术服务机构，每年至少进行一次职业危害因素检测。职业危害严重的用人单位，除遵守前款规定外，应当委托具有相应资质的职业卫生技术服务机构，每三年至少进行一次职业危害现状评价。检测、评价结果应当存入本单位职业卫生档案，并向安全生产监督管理部门报告和劳动者公布。

**Remarks from Auditee:**

|  |                |
|--|----------------|
| Nil  |                |
| <b>Performance Area 8 : No Child Labour</b>                                  |                |
| Full Audit [Audit Id - 186206] Audit Date: 10/07/2020 PA Score: A            | Deadline date: |
| <b>GOOD PRACTICES:</b><br>Nil  |                |
| <b>AREAS OF IMPROVEMENT:</b><br>No nonconformance was observed.<br>没有发现不符合项。 |                |
| <b>Remarks from Auditee:</b><br>Nil  |                |
| <b>Performance Area 9 : Special protection for young workers</b>             |                |
| Full Audit [Audit Id - 186206] Audit Date: 10/07/2020 PA Score: A            | Deadline date: |
| <b>GOOD PRACTICES:</b><br>Nil  |                |
| <b>AREAS OF IMPROVEMENT:</b><br>No nonconformance was observed.<br>没有发现不符合项。 |                |
| <b>Remarks from Auditee:</b><br>Nil  |                |
| <b>Performance Area 10 : No Precarious Employment</b>                        |                |
| Full Audit [Audit Id - 186206] Audit Date: 10/07/2020 PA Score: A            | Deadline date: |
| <b>GOOD PRACTICES:</b><br>Nil  |                |
| <b>AREAS OF IMPROVEMENT:</b><br>No nonconformance was observed.<br>没有发现不符合项。 |                |
| <b>Remarks from Auditee:</b><br>Nil  |                |
| <b>Performance Area 11 : No Bonded Labour</b>                                |                |
| Full Audit [Audit Id - 186206] Audit Date: 10/07/2020 PA Score: A            | Deadline date: |
| <b>GOOD PRACTICES:</b><br>Nil  |                |
| <b>AREAS OF IMPROVEMENT:</b><br>No nonconformance was observed.<br>没有发现不符合项。 |                |
| <b>Remarks from Auditee:</b><br>Nil  |                |
| <b>Performance Area 12 : Protection of the Environment</b>                   |                |
| Full Audit [Audit Id - 186206] Audit Date: 10/07/2020 PA Score: A            | Deadline date: |
| <b>GOOD PRACTICES:</b><br>Nil  |                |
| <b>AREAS OF IMPROVEMENT:</b><br>No nonconformance was observed.<br>没有发现不符合项。 |                |
| <b>Remarks from Auditee:</b><br>Nil  |                |

| <b>Performance Area 13 : Ethical Business Behaviour</b>                      |                |
|--|----------------|
| Full Audit [Audit Id - 186206] Audit Date: 10/07/2020 PA Score: A            | Deadline date: |
| <b>GOOD PRACTICES:</b><br>Nil  |                |
| <b>AREAS OF IMPROVEMENT:</b><br>No nonconformance was observed.<br>没有发现不符合项。 |                |
| <b>Remarks from Auditee:</b><br>Nil  |                |

**Summary**



| Audit Type | Date       | Audit Id | PA1 | PA2 | PA3 | PA4 | PA5 | PA6 | PA7 | PA8 | PA9 | PA10 | PA11 | PA12 | PA13 | Overall Rating |
|------------|------------|----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|----------------|
| Full Audit | 10/07/2020 | 186206   | D   | C   | A   | A   | C   | D   | A   | A   | A   | A    | A    | A    | A    | C              |

**Producer Photos**



External photo(s) of the production unit(s)  
facility name.jpg



External photo(s) of the production unit(s)  
main gate.jpg



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



Photo first aid facilities  
first aid kit.jpg



Photo of fire safety equipment  
emergency assembly point.jpg



Photo of fire safety equipment  
evacuation plan map.jpg



Photo of fire safety equipment  
evacuation route mark.jpg



Photo of fire safety equipment  
exit with exit sign 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.jpg



Photo of fire safety equipment  
no smoking sign.jpg



Photo of fire safety equipment  
test of emergency light.jpg



Photo of fire safety equipment  
test of fire hydrant.jpg

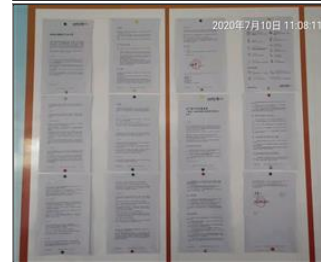


Photo of the code of conduct on display  
BSCI post.jpg





Photo of the inside of the main production hall assembly.jpg



Photo of the inside of the main production hall attendance recorder.jpg



Photo of the inside of the main production hall drinkable water.jpg



Photo of the inside of the main production hall electricity box with warning sign.jpg



Photo of the inside of the main production hall finished goods warehouse.jpg



Photo of the inside of the main production hall IQC.jpg



Photo of the inside of the main production hall packing.jpg



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



Photo of the inside of the main production hall suggestion box.jpg



Photo of the personal protection equipments (if applicable) employee with PPE.jpg



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



Photo of the sanitary facilities toilet.jpg