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Auditee :	<b>Quanzhou Hengkai Bags Co., Ltd.</b>
Audit Date From :	<b>10/04/2021</b>
Audit Date To :	<b>10/04/2021</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>QIMA Limited</b>
Auditor's Name(s) :	<b>Kida Yan(Lead)</b>
Auditing Branch (if applicable) :	

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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																																							
<p><b>A</b> <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><b>B</b> <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>
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B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p><b>C</b> <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																													
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C	C	C	C	C	C	C	C	C	C	C	D	D																													
<p><b>D</b> <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><b>E</b> <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><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 :	<b>Quanzhou Hengkai Bags Co., Ltd.</b>		
DBID number :	<b>334093</b>		
Audit ID :	<b>208116</b>		
Address :	<b>No.84, Chongshun Street, Economic And Technological Development Zone, Quanzhou</b>		
Province :	<b>Fujian</b>	Country :	<b>China</b>
Management Representative :	<b>Ms. Li Dongmei</b>		
Contact person:	<b>Dongmei Li</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Textiles, clothing, leather</b>	Product group :	<b>hangbags, belts and shoes</b>
Product Type :	<b>Bags</b>		

**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 type="checkbox"/> Fully-Announced	<input checked="" 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 : 10/04/2022	

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

Executive summary of audit report
<p>[Location and size]: The auditee named Quanzhou Hengkai Bags Co., Ltd, Business License No. was (913505020843111120) was located at No.84, Chongshun Street, Economic And Technological Development Zone, Quanzhou City, Fujian Province, China. This was a Limited company. The total floor area occupied by the facility was about 12800 square meters. The facility is established in November 2013 and main products were bags. In view of the facilities, the facility rented one 6-storey building and one temporary 1-storey building used as production floors, warehouse, one 5-storey building used as office and showroom, one 5-storey building used as dormitory, kitchen and canteen were available on the 1F of the 5-storey dormitory building.</p> <p>[Structure of facility]: The main products manufactured by the facility are bags. The main production processes are listed as follows: Cutting, Sewing, Inspection, and Packing.</p> <p>[Employee analysis]: There were 208 employees working in the factory including 92 males and 116 females, 130 migrants and 78 local residents. All employees were permanent employees. All workers were above 18 years old.</p> <p>[Summary of working hours]: The factory used electronic attendance system to record their working time. There were no peak months in the factory in the past 12 months. The factory provided the working time records from Mar 2020 to audit date for review. 10 sampled workers' attendance records from Feb 2021 (current month), Nov 2020 (random month), and July 2020 (random month) were selected for checking. The peak months were not obvious in the past 12 months. The normal working hours were 8 hours a day and 40 hours a week. Except the security guards and kitchen staffs, all the other workers from production department and some non-direct production workers form maintenance, production development, production department worked in one shift from 8:00 to 12:00 and 14:00-18:00; All employees were guaranteed with at least one day off after working 6 consecutive days.</p> <p>[Summary of compensation]: The local minimum wage was RMB1720 per month since Jan 2020. The factory provided payroll records from Mar 2020 to Feb 2021 for review. 10 sampled workers' payroll records from Feb 2021 (current month), Nov 2020 (random month), and July 2020 (random month) were selected for checking. Wages of employee were paid at the 30th of the next month by cash with wage stubs issued to employees. The basic wage was RMB1720 per month which was higher than local minimum wage standard. For overtime wages, the factory paid 200% and 300% of normal wage for overtime working on rest days and statutory holidays. All production employees were paid by hourly rate.</p> <p>[Summary of Interview]: Worker interviews were conducted individually and in group. Randomly selected 10 employees for interview and no complaint was raised.</p> <p>[Special scene during on site observed]: Nil</p> <p>Remark: 1, There are no agencies used by the auditee, which makes the agency labour contract not applicable. 2, There are no government waivers obtained by the auditee which no local law required. 3, No inconsistencies between time register and production records were found during this audit. 4, APSCA Registration Number for auditors Kida Yan is RA21703954</p>

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>Quanzhou Hengkai Bags Co., Ltd.</b>	Legal status :	<b>Limited Company</b>
Local Name :	泉州恒凯箱包有限公司	Year in which the auditee was founded :	<b>2013</b>
Address :	<b>No.84, Chongshun Street, Economic And Technological Development Zone,</b>	Contact person (please select) :	<b>Dongmei Li</b>
Province :	<b>Fujian</b>	Contact's Email :	<b>wtz@hengyuanbags.com</b>
City :	<b>Quanzhou</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>None</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>Not applicable</b>
GPS coordinates :	<b>N24.8762, E118.5711</b>	Total turnover (in Euros) :	<b>15000000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>100.00</b>
Industry :	<b>Textiles, clothing, leather</b>	Of which domestic market % :	<b>0.00</b>
If other, please specify :		Production volume :	<b>300000 pieces per month</b>
Product Group :	<b>hangbags, belts and shoes</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :		Lost time injury calculation cost :	<b>No</b>
Product Type :	<b>Bags</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>208</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>92</b>	<b>116</b>
Temporary workers		<b>0</b>	<b>0</b>
In management positions		<b>3</b>	<b>5</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>60</b>	<b>70</b>
Migrants (foreign citizens)		<b>0</b>	<b>0</b>
Workers on the permanent payroll		<b>92</b>	<b>116</b>
Production based workers		<b>0</b>	<b>0</b>
With shifts at night		<b>4</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**

1- Followup Audit [Audit Id - 208116] Audit Date: 10/04/2021 PA Score: D

Deadline date:10/06/2021

**GOOD PRACTICES:**

None.

**AREAS OF IMPROVEMENT:**

Follow-up audit (10/04/2021): The overall observation showed that the auditee partially fulfills the requirement of this performance area, the factory has established social responsible policy and procedure according to requirements of amfori BSCI Code of Conduct, the procedure including such as hiring, working hours and wages management, health and safety management, employee grievances and business ethics, etc. The factory has designated a senior manager, for the establishment, implementation and maintenance of the BSCI system. Consideration about BSCI Code of Conduct compliant ability was taken for the business partner selection in procedure. Information regarding BSCI issues were communicated between managements and workers regularly. However, gaps were identified in implementation

跟进审核 (2021年04月10日): 总体而言工厂部分地满足该项目的要求。被审核方建立了基于amfori BSCI要求的社会责任政策和程序如招聘, 工资工时管控、健康安全管理、员工申诉, 商业道德等, 并指定了一名的高级管理人员来负责BSCI系统的建立、施行和维护。程序文件显示工厂在商业伙伴的选择中考虑了其社会责任表现。涉及BSCI事项的交流定期在管理层与员工间举行。但是在执行过程中仍有不足:

**1.1 -** Follow-up audit (10/04/2021): The previous finding had not been corrected completely. The auditee partially respects this principle because the facility had established a system of social responsibility, conducted internal assessment and management review, and conformed to BSCI requirements and relevant local law requirements in most performance areas, however, some performance areas should be improvement, Such as: Workspace Occupational Healthy and Safety; Working hours etc.

跟进审核 (2021年04月10日): 上次发现的问题没有全部改善。被审核方部分遵循该准则: 尽管工厂建立了社会责任体系, 进行了内审及管理评审, 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: 作业现场的职业健康安全; 加班超时等。

**1.4 -** Follow-up audit (10/04/2021): The previous finding had not been corrected completely. As per document review, the factory conducted cost calculation and production capacity evaluation. The production planning ensures all employees enjoy one day off after 6 consecutive working days. However, the monthly overtime hours worked by workers exceeded the local law.

跟进审核 (2021年04月10日): 上次发现的问题没有全部改善。文件审核发现, 工厂进行了成本计算和产能评估。生产计划有保证员工连续上班6天后休息一天。但是员工的月加班时间超过法规的要求。

**Remarks from Auditee:**

Full Audit [Audit Id - 177419] Audit Date: 13/04/2020 PA Score: D

Deadline date:12/04/2021

**Good practices**

Nil

**Areas of improvement**

Written social manual and procedures were set up and Mr. Bing Zhou/Administration manager was appointed to ensure that the amfori BSCI values and principles are followed in a satisfactory manner. The facility communicated this Code to all employees by training and bulletin board posting. The facility had conducted internal audit and management review to review internal performance regularly. The facility also communicated the Code to their significant business partners and had monitored their significant business partners' social performance. However, there was gap identified in implementation. Please refer to specific question for the finding.

企业有建立amfori BSCI行为守则的管理体系包括管理手册和程序, 有委派周兵/行政经理以确保充分遵循amfori BSCI价值和原则要求, 有通过培训和公告将此行为准则传达给员工。企业通过定期内部审核和管理评审来评估其表现。企业也有将amfori BSCI行为准则向其重要商业合作伙伴传达且有监控他们的重要商业合作伙伴的社会责任表现。然而, 在执行中仍有发现差距的地方, 具体请参考相关检查点。

**1.1 -** Through document review and management interview, auditor found that the facility had not fully set up an effective BSCI management system. Because many issues were detected regarding Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety, No Precarious Employment in this audit. Law/COC: In accordance with amfori BSCI Social Requirement 1.1, the facility should set up an effective management system to implement the amfori BSCI Code of Conduct.

通过文件查阅和管理人员访谈, 发现企业并未建立起有效的BSCI社会责任管理体系。因为在审核中发现了关于工人参与度和保护、公平报酬、体面劳动时间、职业健康与安全、无缺乏保障就业等方面的许多问题。法规/行为准则: 依据amfori BSCI社会责任要求1.1, 企业应建立有效的管理系统来满足amfori BSCI行为守则。

**1.4 -** Through document review and management interview, auditor found that the facility did not properly organize its workforce to meet the expectations of the delivery order and/or contracts. It was noted that employees' monthly overtime hours exceeded the local legal requirement in the reviewed months. Law/COC: In accordance with amfori BSCI requirement 1.4, the facility should properly organize the workforce capacity to meet the expectations of the delivery order and/or contracts.

通过文件查阅和管理人员访谈, 发现企业没有有效组织其劳工来达成交付订单和/或合同的预期。在查阅的月份中, 员工的月加班时间超过当地法律规定的情况。法规/行为准则: 依据amfori BSCI 1.4的要求, 企业应合理组织其劳工来满足订单和合同交付的预期。

**Remarks from Auditee**

Nil



<b>Performance Area 2 : Workers Involvement and Protection</b>	
1- Followup Audit [Audit Id - 208116] Audit Date: 10/04/2021 PA Score: B	Deadline date:10/06/2021
<b>GOOD PRACTICES:</b> None.	
<b>AREAS OF IMPROVEMENT:</b>	
<p>Follow-up audit (10/04/2021): The overall observation showed that the auditee partially fulfills the BSCI requirement of this performance area. During this audit, it was noted that the social compliance policy and procedures had been established based on BSCI standards and covered workers involvement and protection in the factory. Exchange meeting and BSCI training were held regularly to discuss factory issues regarding BSCI requirements and enhance employees' understanding of BSCI standards. The BSCI standards were also taken into business operation, such as workshop safety, timely and sufficient payment. Furthermore, the factory had established channels for grievances. Employees might raise their grievances through suggestion box, worker representative and directly communication with the senior management. The interviewed employees reported that the auditee had established grievance mechanism such as suggestion box installed in the workshop, worker representative, or directly to their supervisor, etc. They stated that they had nothing to appeal, and they were satisfied with all aspects of the auditee. The management staff was kind to workers generally. And through workers interview, all workers stated that they were aware of their rights and responsibilities. However, gaps have been identified in implementation.</p> <p>跟进审核（2021年04月10日）：总体观察显示被审核方部分地满足该项目的要求。工厂基于BSCI标准建立了社会责任政策和程序，其中包含了员工参与和保护的部分。工厂定期举行交换看法的会议和BSCI培训去讨论厂内与BSCI要求相关的事项和加强员工对BSCI的了解。BSCI的要求也结合到实践工作中，如车间安全、准时足额支付报酬等。另外，工厂建立了申诉的渠道。员工可以通过意见箱、员工代表和直接与高层管理沟通的方式去提出申诉。访谈到的员工表示被审核方建立了申诉机制如设立了意见箱、员工代表或者直接和主管沟通等，但是他们没有什么需要申诉，对被审核方的各个方面都挺满意，管理层对员工的态度友善。通过员工访谈，员工表示了解他们的权利和职责。但是在执行的过程当中还是存在以下差距：</p> <p><b>2.2 -</b> Follow-up audit (10/04/2021): The previous finding had not been corrected completely. It was noted that the auditee had established long term goals of social accountability, but the long-term goals were not in cooperation with workers and workers representatives, and target time was not defined. Law/COC: In accordance with BSCI Social Requirement 2.2. 跟进审核（2021年04月10日）：上次发现的问题没有全部改善。审核发现被审核方建立了社会责任长期目标，但长期目标不是被审核方跟员工和员工代表合作完成，且未规定目标完成时间。</p> <p><b>2.4 -</b> Follow-up audit (10/04/2021): The previous finding had not been corrected completely. Though BSCI training was provided to workers and relevant BSCI standards were posted in workshops, through workers' interview, it was noted that all of interviewed workers still did not have sufficient understanding of BSCI standards. Law/COC: In accordance with amfori BSCI Social Requirement 2.4. 跟进审核（2021年04月10日）：上次发现的问题没有全部改善。审核发现企业虽然有给员工提供BSCI培训，相关的BSCI标准也有张贴在车间，但经面谈发现，所有的面谈员工对于BSCI标准的了解仍然不足。</p>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 177419] Audit Date: 13/04/2020 PA Score: B	Deadline date:01/12/2020
<b>Good practices</b>	
Nil	
<b>Areas of improvement</b>	
<p>There were workers representatives in the facility and relevant election procedures and records were provided for review. amfori BSCI Code of Conduct was displayed on the notice board in the production area. Provided documents indicated that the facility provided regular training to management staffs as well as workers on BSCI requirements and other specific requirements like human resources, OHS and the grievance mechanism. The facility periodically conducted internal communication meetings with worker representatives regarding workplace-related issues, and also had set up grievance mechanism which allowed workers to use the mechanism via suggestion box, worker representatives or senior management directly. However, gaps were identified in this performance area, please refer to relevant checkpoints for details.</p> <p>工厂选举了员工代表，并提供了相关的选举程序和记录。amfori BSCI行为准则张贴在生产区域的公告栏内。所提供的文件资料显示工厂有定期给管理人员及员工提供关于BSCI要求以及其他具体诸如人力资源、职业健康安全和投诉机制等的培训。工厂定期安排管理层代表和员工代表就工作场所相关的问题进行内部沟通；同时，建立了员工申诉机制，允许员工通过意见箱、员工代表或者直接找管理者代表反映问题或者意见。但是，在此部分有发现缺陷，具体参考相关的检查点。</p> <p><b>2.2 -</b> The auditee had defined long term goals to protect workers according to the amfori BSCI values and principles or its amfori BSCI performance. However, the long term goals did not reflect a step-wise approach toward making sustainable improvements, for example, how to reduce overtime hours by step-wise approach. Law/COC: In accordance with amfori BSCI Social Requirement 2.2, the auditee should define long term goals to protect workers and workers representatives. 被审核方根据amfori BSCI使命和愿意或其amfori BSCI表现去定义长期的目标保护员工。然而该长期保护计划未反映做出可持续改进的渐进式方法。例如，如何采用渐进式的方法减少加班工作时间。法规/行为准则：依据amfori BSCI社会责任要求2.2，企业应明确定义跟员工和员工代表合作的长期目标来保护员工和员工代表。</p> <p><b>2.4 -</b> Though BSCI training was provided to workers and relevant BSCI standards were posted in workshops, through workers' interview, it was noted that all of interviewed workers still did not have sufficient understanding of BSCI standards. Law/COC: In accordance with amfori BSCI Social Requirement 2.4, the facility should build sufficient competence among management, employees and employee representatives to successfully embed responsible practice in the business activities. 审核发现企业虽然有给员工提供BSCI培训，相关的BSCI标准也有张贴在车间，但经面谈发现，所有的面谈员工对于BSCI标准的了解仍然不足。法规/行为准则：根据amfori BSCI社会责任要求2.4，企业应建立有效系统来嵌入管理层，员工和员工代表的义务和权利。</p>	
<b>Remarks from Auditee</b>	
Nil	

<b>Performance Area 3 : The rights of Freedom of Association and Collective Bargaining</b>	
1- Followup Audit [Audit Id - 208116] Audit Date: 10/04/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None.	
<b>AREAS OF IMPROVEMENT:</b> Follow-up audit (10/04/2021): This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. 跟进审核 (2021年04月10日): 此次为跟进审核, 此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated.	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 177419] Audit Date: 13/04/2020 PA Score: A	Deadline date:
<u>Good practices</u> Nil.	
<u>Areas of improvement</u> No nonconformance was observed. 没有发现不符合点。	
<u>Remarks from Auditee</u>	
<b>Performance Area 4 : No Discrimination</b>	
1- Followup Audit [Audit Id - 208116] Audit Date: 10/04/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None.	
<b>AREAS OF IMPROVEMENT:</b> Follow-up audit (10/04/2021): This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. 跟进审核 (2021年04月10日): 此次为跟进审核, 此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated.	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 177419] Audit Date: 13/04/2020 PA Score: A	Deadline date:
<u>Good practices</u> Nil.	
<u>Areas of improvement</u> No nonconformance was observed. 没有发现不符合点。	
<u>Remarks from Auditee</u>	



**Performance Area 5 : Fair Remuneration**

1- Followup Audit [Audit Id - 208116] Audit Date: 10/04/2021 PA Score: C Deadline date:10/06/2021

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

Follow-up audit (10/04/2020): The overall observation shows that all employees' wages were calculated on hourly rate and paid in cash on the 30th of each month after the previous wage calculation cycle. Based on the payroll records review, the lowest basic wages were RMB1720 per month, which was higher than the legal requirement. For overtime wages, 150%, 200% and 300% of basic wages were paid to employees for their overtime hours on workdays, rest days and statutory holidays respectively. All employees were provided with written and understandable information about their employment conditions in respect to wages before they enter employment. Benefits such as annual leave were provided to employees as per legal requirement. However, gaps have been identified in implementation, please refer to relevant checkpoint for details.

跟进审核（2021年04月10日）：整体情况显示工人的工资都是按小时计算并在次月30号以现金形式发放。根据所提供的工资表，最低每月1720元的基本工资，高于当地的最低工资标准，加班工资分别按照150%，200%和300%支付平时，周末和节假日。员工在入职就接受了关于工资福利待遇的介绍，法律规定的福利待遇也提供了，如年假等。但是，在实际的执行过程还有不足，具体参考相关的检查点。

**5.4 -** Follow-up audit (10/04/2021): The previous finding had not been corrected completely. It was noted the auditee did not have a system to assess the local living wage, and the auditee did not conduct survey or calculate the data of local living wage. Law/COC: In accordance with BSCI Social Requirements 5.4.

跟进审核（2021年04月10日）：上次发现的问题没有全部改善。审核发现被审核方没有系统去评估当地的体面生活工资，没有计算或调查体面生活工资数据。

**5.5 -** Follow-up audit (10/04/2021): The previous finding had not been corrected completely. It was noted up to latest social insurance participated month (Mar 2021), only 40 out of 208 employees (with 4 retired employees) had participated in basic endowment insurance and employment injury insurance,unemployment insurance, maternity insurance and basic medical insurance. Remark: The factory provided one commercial group accident insurance for all employees. No rural pension insurance for review. The auditee did not provide the reason for employees not joining the social insurances. Law/COC: In accordance with the Social Insurance Law of the People's Republic of China, Article 10 ,Article 23, Article 33 , Article 53.

跟进审核（2021年04月10日）：上次发现的问题没有全部改善。审核发现，截止到最近一个社保参保月份(2021年3月)，208名员工中(4名退休员工)，仅40名员工参加养老保险和工伤保险，失业保险，医疗保险和生育保险。工厂为全体员工提供了一份团体意外伤害险。

**Remarks from Auditee:**

Full Audit [Audit Id - 177419] Audit Date: 13/04/2020 PA Score: C Deadline date:12/04/2021

**Good practices**

Nil

**Areas of improvement**

Through reviewing the payroll records, auditor found that all employees wages were calculated on hourly rated basis. The lowest basic wages was RMB 11.49 per hour , which was higher than the local requirement RMB 9.89 per hour. For overtime wages, 150%, 200% and 300% of basic wages were paid to employees for their overtime hours on workdays, rest days and statutory holidays respectively. Employees were paid by cash on or before 30th day of each month after the previous wage calculation cycle. The facility had provided social benefits such as annual leave and child-bearing leave, etc to eligible employees. However, 2 finding were identified in this performance area and please refer to relevant checkpoint for details.

根据企业提供的工资表，审核员发现所有员工工资按时薪方式计算。员工最低基本工资为人民币每小时11.49元，高于当地法规标准人民币每小时9.89元。工作日加班,周末加班和节假日加班分别按1.5倍,2倍和3倍的基本工资计算。员工工资按月在次月30日当天以现金形式发放。企业有提供年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。

**5.4 -** During management interview, auditor found that the facility management did not understand the living wage of local area and did not know how to evaluate and calculate the living wage. Law/COC: In accordance with BSCI social requirement 5.4, the facility should have a good understanding to living wage and know how to evaluate and calculate the living wage.

通过管理层面谈，审核员发现企业不了解当地的生活工资，不清楚如何评估计算生活工资。法规/行为准则：依据BSCI社会责任要求5.4，企业应该了解当地的生活工资，并清楚如何评估计算生活工资。

**5.5 -** In this audit, the facility provided social receipts from January 2020 to March 2020. Through review of social insurance receipts in March 2020, auditor found that only 41 out of 199 employees (20.60%) had participated in basic endowment insurance, unemployment insurance, employment injury insurance, maternity insurance and medical insurance. The facility purchased one Group Commercial Insurance for employees, which validity from 2 April 2020 to 1 April 2021, and cover 210 employees. Remark: 1. The facility management did not understand how many employees were covered by rural pension insurance; 2. Interviewed employees stated they had joined rural pension insurance so they would not buy social insurance scheme again. 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.

在本次审核中企业提供了从2020年1月到2020年3月的社保收据。通过2020年3月社保收据审核，审核员发现企业的199个员工中，只有41名员工(20.60%)参加养老保险、失业保险、工伤保险、生育保险和医疗保险。企业购买了1份团体商业保险，有效期1年从2020年4月2日到2021年4月1日，覆盖210名员工。备注：1、企业管理层不了解共多少名员工参加了新农保；2、面谈的员工声称他们已参加了新农保，所以不愿再参加社保。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。

<u>Remarks from Auditee</u>	
Nil	
<b>Performance Area 6 : Decent Working Hours</b>	
1- Followup Audit [Audit Id - 208116] Audit Date: 10/04/2021 PA Score: D	Deadline date:10/06/2021
<u>GOOD PRACTICES:</u> None	
<u>AREAS OF IMPROVEMENT:</u> <p>Follow-up audit (10/04/2021): The overall observation showed that the auditee partially respects the requirement of this performance area. The factory established policy and procedure for working hours. The factory recorded workers' working time by finger print system, the regular working time was in line with legal requirement, the overtime premium were paid as per legal requirement, proper breaking was provided on every working day, the 7th day rest was provided for workers. However, on the audit day, the auditee was found that there were still some issues should be improved.</p> <p>跟进审核（2021年04月10日）：整体观察表明，受审核方部分尊重这个执行领域的要求。工厂建立了工作时间的政策和程序，工厂用指纹考勤记录员工工作时间，正班时间，加班费符合当地法律要求。工作日有合理的休息时间，保证员工每周休息一天。但是，在审核当天，被审核方被发现还存在一些需要改进的问题。</p> <p><b>6.2 -</b> Follow-up audit (10/04/2021): The previous finding had not been corrected completely. Through document review, auditors found that the monthly overtime hours of 10 out of 10 randomly selected employees were 26 hours in Feb 2021 (current month),10 out of 10 randomly selected employees were 74 hours in Nov 2020 (random month),10 out of 10 randomly selected employees were 78 hours in July 2020 (random month) . In accordance with the PRC Labour Law article 44</p> <p>跟进审核（2021年04月10日）：上次发现的问题没有全部改善。通过文件审核，审核员发现在抽取的2021年2月份（当前月）的考勤中，10名随机抽取的员工中有10人的月加班时间为26小时，2020年11月份（当前月）的考勤中，10名随机抽取的员工中有10人的月加班时间为74小时，2020年7月份（随机月）的考勤中，10名随机抽取的员工中有10人的月加班时间为78小时。</p>	
<u>Remarks from Auditee:</u>	
Full Audit [Audit Id - 177419] Audit Date: 13/04/2020 PA Score: D	Deadline date:12/04/2021
<u>Good practices</u>	
Nil.	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee partially fulfills the requirement of this performance area. The facility appointed Mr. Bing Zhou/Administration manager to be responsible for communicating, deploying and monitoring the working hour system to ensure the working hour within the local law and amfori BSCI Code of Conduct. Finding of excessive monthly overtime hours was noted, please refer to 6.2 for details. Satisfactory evidence showed that overtime was voluntary. Based on the provided attendance records and employee interview, it was noted that the normal working hour of all samples were 8 hours per day and 40 hours per week.</p> <p>整体观察表明，被审核方部分满足该部分要求。企业指定了周兵/行政经理来负责沟通、部署和监控工时制度，以确保工作时间符合法规和amfori BSCI行为守则；但是有发现工作时间超过法规要求的情况，请参考6.2。满意的证据表明加班是自愿的。根据提供的考勤记录和员工访谈，得知正常工作时间为每天8小时，每周40小时。</p> <p><b>6.2 -</b> Overtime hours exceeded the legal requirement. Through document review, auditor found that the monthly overtime hours of 16 out of 16 randomly selected employees were 76 hours in December 2019 (random month); monthly overtime hours of 16 out of 16 randomly selected employees were 72 hours in September 2019 (random month). Remark: 16 out of 16 randomly selected employees were 34 hours in February 2020 (current month), which not exceed law requirement due to CNY holiday extended and outbreak of COVID-19. 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>加班时间超过法规要求。通过文件审核，审核员发现在抽取的2019年12月份（随机月）的考勤中，16名随机抽取的员工中的16名的月加班时间为76小时；2019年9月份（随机月）的考勤中，16名随机抽取的员工中的16名的月加班时间为72小时。由于春节假期和新冠疫情影响，工厂假期延长，2020年2月份（随机月）的考勤中，16名随机抽取的员工中的16名的月加班时间为34小时，没有超过法规要求。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>	
<u>Remarks from Auditee</u>	
Nil	

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

1- Followup Audit [Audit Id - 208116] Audit Date: 10/04/2021 PA Score: A Deadline date:10/06/2021

**GOOD PRACTICES:**

None.

**AREAS OF IMPROVEMENT:**

Follow-up audit (10/04/2021):The overall observation shows that the auditee partially fulfills the requirements of this performance area. The auditee had established policies and procedures on occupational health and safety based on amfori BSCI standards and local law requirements. The auditee regularly carried out risk assessments for safe, healthy and hygienic working conditions, and used the risk assessments to develop and maintain an action plan which contains all the necessary measures to promote and maintain safe, healthy and hygienic working conditions. Regular health and safety training were provided to employees on work station safety, machine safety, use of PPE, fire evacuation, fire-fighting etc. Written accident and emergency procedures were developed and implemented. Accident and injuries reporting procedure was established and followed effectively and accident was required to be recorded and kept as per requirements, and no accident happened since established. OHS procedure documented workers; right to remove workers themselves from imminent danger and the right was well-informed to workers by training. Fire-fighting equipment such as fire hydrants, fire extinguishers, fire alarms were available and well maintained in the factory. Escape routes and aisles and emergency exits were fully and simultaneously unblocked and unlocked. Exit signs and evacuation indicating signs were properly installed inside factory building and well-functioning and verified once per month. Proper evacuation plans were posted inside workshops and warehouses. Production machines were maintained by contracted company regularly and maintenance records were kept. Written emergency procedures were established and communicated to workers, and adequate qualified first aiders and first aid kits were available in the factory. The washing facilities and adequate restrooms were always accessible without restriction. The space, illumination was adequate for the health and safety of workers. (Remark: 7.23The factory did not provide transportation for employees. ). However, gaps were identified in implementation:

跟进审核（2021年04月10日）： 总体而言被审核方部分符合该执行领域的要求。工厂基于amfori BSCI标准和当地法规对于职业健康和安全的建立了政策和程序。 被审核方定期针对安全、健康、卫生工作条件进行了风险评估，并且运用风险评估来开发和维持一个包含能够促进和维护安全、健康和卫生的工作条件的所有必要措施的改善计划。在工作场所安全、机器安全、劳保用品适用、消防疏散及防火安全等方面为工人提供了定期的职业健康培训给员工。建立并执行了事故应急程序。建立并执行了工伤汇报程序，要求记录并保留了工伤记录，自成立以来未发生过工伤事故。职业健康安全程序中规定了工厂尊重工人在迫切危险发生时可无需批准离开的权利，并将该权利通过培训的方式传达给了工人。消防器材如消防栓、灭火器警铃安装适当，并对其进行了有效维护。工厂的逃生路线和走廊及紧急出口未被堵塞、未被上锁。安全出口指示及疏散指示适当安装在厂房内，且运行良好，一个月检查一次。适当的消防平面图张贴在了车间和仓库内。生产机器安装由协议公司定期维护保养并保留有维护保养记录。建立了书面的急救程序并将之传达给了工人，有足够的经培训合格的急救人员以及充足的急救药品。洗漱设施和充足的卫生间不受限制的提供。工作场所的空间、照明足以确保工人的健康和安全的。(注，7.23,工厂没有给员工提供交通。)。但是在执行过程中仍有不足:

7.1 - Follow-up audit (10/04/2021): The previous finding had not been corrected completely. It was noted that findings against occupational health and safety regulations were found in PA7, please refer to relevant checkpoints for details. Law/COC: 1. In accordance with BSCI Social Requirement 7.1

跟进审核（2021年04月10日）： 上次发现的问题没有全部改善。虽然工厂建立了职业健康安全方面的程序和相关制度，但是工厂在实际的执行过程中还存在问题

7.7 - Follow-up audit (10/04/2021): The previous finding had been corrected completely. During facility tour, auditor found that secondary containment was provided for all chemicals stored in chemical storage area or used in production workshop such as lubricant oils.

跟进审核（2021年04月10日）： 上次发现的问题全部改善。在现场巡查时，审核员发现化学品存放区域和生产现场所有化学品按要求设置防泄漏安全措施。

7.17 - Follow-up audit (10/04/2021): The previous finding had not been corrected completely. The previous finding had not been corrected completely. It was noted that the belt guard installed for rolling part of about 3 sewing machines in sewing workshop was incomplete, no needle shield was installed at all computer sewing machines in sewing workshop. Law/COC: National Safety Technical Code for Electric Equipments-GB19517-2009, 2.3.3.

跟进审核（2021年04月10日）： 上次发现的问题没有全部改善。审核发现针车车间有约3部针车的皮带罩不全，针车车间的电脑车均没有护眼挡板。

7.22 - Follow-up audit (10/04/2021): The previous finding had not been corrected completely. Adequate toilet was provided in the factory and installed with privacy door, but no soap or tissue was available at the toilet.

跟进审核（2021年04月10日）： 上次发现的问题没有全部改善。被审核方部分遵循该准则：厂内有足够的洗手间并且装有隐私门，但是没有提供肥皂和厕纸。

**Remarks from Auditee:**

Full Audit [Audit Id - 177419] Audit Date: 13/04/2020 PA Score: A Deadline date:01/10/2020

**Good practices**

Nil.

**Areas of improvement**

During plant tour, it was found that training records on personal protective equipment usage were reviewed. Fire early warning system was installed and inspected monthly. Sufficient fire extinguishers and fire hydrants were installed and inspected monthly. Emergency lights and exit marks were installed properly and inspected monthly. The evacuation drills were conducted twice per year. Evacuation routes were not blocked and evacuation plans were posted at each workshop. Sufficient first aid kits were provided in workshops. The drinking water test report was provided for review. However, gaps have been identified in implementation.

在现场巡查中发现，企业给员工进行个人防护用品使用的培训。企业安装了消防预警系统，足够的灭火器，消防栓，应急灯和出口标志，且每月进行了检查。消防演习每年进行了两次。每个车间粘贴了消防逃生图，巡查中所有的逃生通道畅通。企业车间里提供了急救药箱。企业提供了饮用水测试报告给评估。然而，在实施过程中存在一些差距。

7.1 - Through document review, facility tour and employee interview, it was noted that the auditee was not in line with the occupational health & safety regulations because some gaps were noted. Please refer to the relevant checkpoints in PA 7 for details. Law/COC: In accordance with amfori BSCI Social Requirement 7.1, The auditee should observe applicable occupational health and safety (OHS) regulations.

通过文件审核、现场走访和员工面谈，发现被审核方没有符合职业健康安全的相关规定，因为发现了一些差距，请详见PA7的相关问题点。法规/行

为准则: 根据amfori BSCI社会责任要求7.1,企业应遵守适用的职业健康和安全法规。

- 7.7 - Safety facilities for hazardous chemicals were not compliant with legal requirement. During facility tour, auditor found that no secondary containment was provided for all chemicals stored in chemical storage area or used in production workshop such as lubricant oils. Law/COC: In accordance with Regulations on the Safety Management of Dangerous Chemicals article 20, The units producing, storing dangerous chemicals shall, according to the categories and hazardous characteristics of the dangerous chemicals they producing, storing, set up the corresponding safety facilities and equipments for monitoring, aeration, protection against exposure to sun, temperature adjusting, fireproof, fire fighting, flameproof, pressure discharging, prevention of toxicants, neutralization, moistureproof, protection against thunder, protection against static, antiseptis, prevention of leakage, protection dams or segregated operations, etc.. In addition, the units shall carry out maintenance and caring regularly according to the national standards, industrial standards or the relevant provisions of the State, thus to guarantee the safety operations of facilities and equipments.  
 危险化学品储存的安全设施不符合要求。在现场巡查时, 审核员发现化学品存放区域和生产现场所有化学品没有按要求设置防泄漏安全措施。法规/行为准则: 依据《危险化学品安全管理条例》第二十条, 生产、储存危险化学品的单位, 应当根据其生产、储存的危险化学品的种类和危险特性, 在作业场所设置相应的监测、监控、通风、防晒、调温、防火、灭火、防爆、泄压、防毒、中和、防潮、防雷、防静电、防腐、防泄漏以及防护围堤或者隔离操作等安全设施、设备, 并按照国家标准、行业标准或者国家有关规定对安全设施、设备进行经常性维护、保养, 保证安全设施、设备的正常使用。生产、储存危险化学品的单位, 应当在其作业场所和安全设施、设备上设置明显的安全警示标志。
- 7.17 - 1.Machines without protective devices. During facility tour, auditor found that no belt guard was installed for around 20% sewing machines in production workshop. 2. During facility tour, auditor found that no needle shield was equipped for all linking sewing machines in the facility. Law/COC: 1. In accordance with Law of the PRC on Work Safety article 33, The design, manufacture, installation, application, inspection, maintenance, repair of and safety facilities shall comply with the national or industrial standards. Manufacturing units shall maintain and inspect the safety facilities regularly to ensure they are in good working conditions. Maintenance and inspection records should be properly maintained and assigned to relevant staff. 2. In accordance with GB19517-2009 article 2.3.3 Adequate measures shall be implemented to prevent anyone from touching or getting close to dangerous moving parts while the electric equipment is in normal operation, to prevent metal craps and dust from flying off, to prevent liquid and gas from overflowing, and to avoid extremely high or low temperature of the equipment's outside.  
 1. 设备缺少安全防护装置。在现场巡查时, 审核员发现企业生产车间约20%针车没有安装完整的皮带防护罩。2. 在现场巡查时, 审核员发现企业合包针车没有安装护眼挡板。法规/行为准则: 1. 依据《中华人民共和国安全生产法》第33条, 安全设备的设计、制造、安装、使用、检测、维修、改造和报废, 应当符合国家标准或者行业标准。生产经营单位必须对安全设备进行经常性维护、保养, 并定期检测, 保证正常运转。维护、保养、检测应当作好记录, 并由有关人员签字。2. 依据《国家电气设备安全技术规范》-GB19517-2009第2.3.3条应采取适当的措施, 避免电气设备正常使用时接触或接近危险的运动部件, 避免金属屑、粉尘的飞溅, 避免液体、气体的溢出, 避免外壳灼热或低温。
- 7.22 - It was noted the factory did not provide soap or paper in toilet. Law/COC: In accordance with BSCI Social Requirement 7.22, toilets should be equipped with necessary supplies such as private door, soap and paper.  
 现场审核发现工厂的厕所没有提供清洁手的用品及纸巾。法规/行为准则: 依据BSCI社会责任要求7.22, 被审核方应在卫生间配置足够物品如肥皂和厕纸。
- 7.23 - Remark: No transportation was provided by the auditee.  
 备注: 被审核方没有提供交通给员工。

**Remarks from Auditee**

Nil

**Performance Area 8 : No Child Labour**

1- Followup Audit [Audit Id - 208116] Audit Date: 10/04/2021 PA Score: A

Deadline date:

**GOOD PRACTICES:**

None.

**AREAS OF IMPROVEMENT:**

Follow-up audit (10/04/2021): This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated.  
 跟进审核 (2021年04月10日): 此次为跟进审核, 此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated。

**Remarks from Auditee:**

Full Audit [Audit Id - 177419] Audit Date: 13/04/2020 PA Score: A

Deadline date:

**Good practices**

Nil.

**Areas of improvement**

No nonconformance was observed.  
 没有发现不符合点。

**Remarks from Auditee**

<b>Performance Area 9 : Special protection for young workers</b>	
1- Followup Audit [Audit Id - 208116] Audit Date: 10/04/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None.	
<b>AREAS OF IMPROVEMENT:</b> Follow-up audit (10/04/2021): This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. 跟进审核（2021年04月10日）：此次为跟进审核，此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated.	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 177419] Audit Date: 13/04/2020 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil.	
<u>Areas of improvement</u>	
No nonconformance was observed. 没有发现不符合点。	
<u>Remarks from Auditee</u>	
<b>Performance Area 10 : No Precarious Employment</b>	
1- Followup Audit [Audit Id - 208116] Audit Date: 10/04/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None observed	
<b>AREAS OF IMPROVEMENT:</b> Follow-up audit (10/04/2021): The overall observation shows that the auditee fully fulfills the requirements of this performance area.Labor contracts were signed between the auditee and employees within one month after employment, one copy was issued to the employee. Employees understood the employment relationship between the auditee and themselves. No agency was used by main auditee.  跟进审核（2021年04月10日）：总体而言被审核方整体符合该执行领域的要求。所有员工入职一月之内与被审核方之间签订了劳动合同，一份合同副本发给了员工。员工理解与被审核方的雇佣关系。被审核方未使用人事代理机构。  <b>10.2 -</b> Follow-up audit (10/04/2021): The previous finding had been corrected completely. It was noted that the auditee had signed written agreement with those retirees. 跟进审核（2021年04月10日）：上次发现的问题已全部改善。审核发现被审核方有4名退休返聘人员，被审核方与这些退休返聘人员都签订书面协议。	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 177419] Audit Date: 13/04/2020 PA Score: B	Deadline date:01/10/2020
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
The overall observation shows that the auditee partially fulfills the requirement of this performance area. The auditee would sign labour contract with employees within one month and one copy of the labour contract was provided to the employees. The facility's policy, practices, procedures on regular employment, wages and working hours etc were effectively communicated to employees before hiring.However,one finding was noted in this audit. 整体观察表明，被审核方部分满足该部分要求。被审核方会在员工入职一个月内与员工签订劳动合同，并且提供一份复印件给员工。入职之前，企业会就企业政策、规章制度、工资、工作时间等方面与员工进行充分沟通。然而，本次审核发现了1个问题点。  <b>10.2 -</b> Through document review, auditor found that the facility had 192 employees and 7 retirees hired to work again, but the facility did not sign written agreement with these retirees hired to work again. Law/COC: In accordance with the Notice about Issues on Implementing Employment Contract System (Ministry of Labor Document [1996] No. 354) Article 13, When the retiree, who is enjoying pension benefits, will be hired to work again, the employer shall sign a written agreement with him to explicitly define the rights and obligations including job duties, remuneration, health care, labor protection in the course of employment. 通过文件审核，审核员发现企业共有192名员工和7名退休返聘人员，但企业没有与这些退休返聘人员签订书面协议。法规/行为准则：依据《关于实行劳动合同制度若干问题的通知》（劳部发[1996]354号）第13条，已享受养老保险待遇的离退休人员被再次聘用时，用人单位应当与其签订书面协议，明确聘用期内的工作内容、报酬、医疗、劳保待遇等权利和义务。	
<u>Remarks from Auditee</u>	
Nil	



<b>Performance Area 11 : No Bonded Labour</b>	
1- Followup Audit [Audit Id - 208116] Audit Date: 10/04/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None.	
<b>AREAS OF IMPROVEMENT:</b> Follow-up audit (10/04/2021): This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. 跟进审核（2021年04月10日）：此次为跟进审核，此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated。	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 177419] Audit Date: 13/04/2020 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil.	
<u>Areas of improvement</u>	
No nonconformance was observed. 没有发现不符合点。	
<u>Remarks from Auditee</u>	
<b>Performance Area 12 : Protection of the Environment</b>	
1- Followup Audit [Audit Id - 208116] Audit Date: 10/04/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None.	
<b>AREAS OF IMPROVEMENT:</b> Follow-up audit (10/04/2021): This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. 跟进审核（2021年04月10日）：此次为跟进审核，此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated。	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 177419] Audit Date: 13/04/2020 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil.	
<u>Areas of improvement</u>	
No nonconformance was observed. 没有发现不符合点。	
<u>Remarks from Auditee</u>	



<b>Performance Area 13 : Ethical Business Behaviour</b>	
1- Followup Audit [Audit Id - 208116] Audit Date: 10/04/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None.	
<b>AREAS OF IMPROVEMENT:</b> Follow-up audit (10/04/2021): This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. 跟进审核（2021年04月10日）：此次为跟进审核，此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated。	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 177419] Audit Date: 13/04/2020 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil.	
<u>Areas of improvement</u>	
No nonconformance was observed. 没有发现不符合点。	
<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	10/04/2021	208116	D	B	A	A	C	D	A	A	A	A	A	A	A	C
Full Audit	13/04/2020	177419	D	B	A	A	C	D	A	A	A	B	A	A	A	C

Producer Photos



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

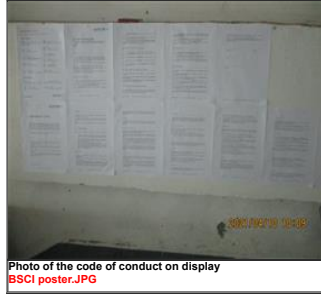


Photo of the code of conduct on display BSCI poster.JPG



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



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



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



Photo of the sanitary facilities drinking water.JPG



Photo first aid facilities Eye washing equipment test.JPG



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



Photo of the sanitary facilities Toilet.JPG



Photo first aid facilities first aid kit.JPG



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

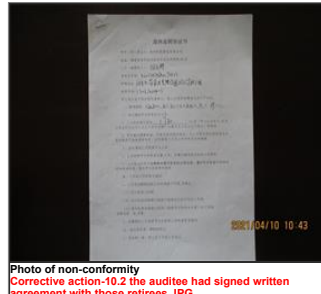


Photo of non-conformity Corrective action-10.2 the auditee had signed written agreement with those retirees.JPG



Photo of fire safety equipment emergency light with safety sign.JPG



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



Photo of non-conformity Corrective action-7.7 Secondary container provided for the chemical.JPG



Photo of fire safety equipment evacuation map.JPG



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

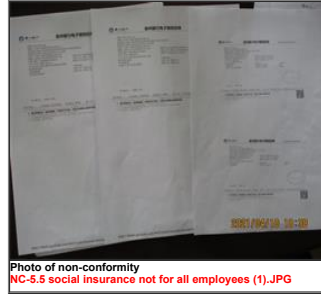


Photo of non-conformity NC-5.5 social insurance not for all employees (1).JPG



Photo of fire safety equipment fire alarm.JPG



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

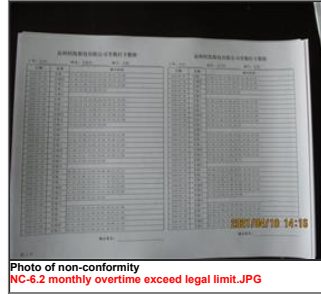


Photo of non-conformity NC-6.2 monthly overtime exceed legal limit.JPG



Photo of fire safety equipment fire extinguishers.JPG



Photo of the inside of the main production hall workshop- packing.JPG



Photo of non-conformity NC-7.17 machines were not installed the needle guards.JPG



Photo of fire safety equipment fire hydrant testing.JPG



Photo of the inside of the main production hall workshop- cutting.JPG



Photo of non-conformity NC-7.17 machines were not installed the pulley guards.JPG



Photo of the canteen (if applicable) canteen.JPG



Photo of the inside of the main production hall workshop- sewing.JPG



Photo of non-conformity NC-7.22 toilets was not equipped with necessary supplies.JPG