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Auditee :	<b>DongGuan QuanChuang Handbag Material Co.,Ltd.</b>
Audit Date From :	<b>22/08/2019</b>
Audit Date To :	<b>22/08/2019</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>Lucy Gong(Lead)</b>
Auditing Branch (if applicable) :	<b>Intertek South China - Shenzhen</b>

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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>
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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>
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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																													
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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																													
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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 QuanChuang Handbag Material Co.,Ltd.		
DBID number :	372156		
Audit ID :	160466		
Address :	NO.46 ZongDui Road, AiLingKanCountry, DaLingShan Town, Dongguan		
Province :	Guangdong	Country :	China
Management Representative :	Mr. Li Zhanpeng		
Contact person:	Zhanpeng Li	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	handbags, belts and shoes
Product Type :	Handbags and handbags materials		

**Audit Details**



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	C		
Need of follow-up :	Yes	If YES, by : 22/08/2020	

**Rating per Performance Area (PA)**

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	B	A	A	B	D	A	A	A	A	A	A	A

**Executive summary of audit report**

**Producer Background**

DongGuan QuanChuang Handbag Material Co., Ltd is located at NO.46 ZongDui Road, AiLingKanCountry, DaLingShan Town, DongGuan City, GuangDong Province, China. The total land area occupied by the facility is about 3000 square meters. They have been in their operation at the existing location since October 2013.

A total of 174 employees including 93 female employees and 81 male employees are currently working in the facility. The ages range from 19-69 years old. There are 120 production employees and 54 non-production employees. There are 33 local employees of Guangdong province and 141 migrant employees. Migrant employees mostly come from other provinces in China, such as Guangxi, Hunan and etc.

In view of the facilities, the facility occupied one 3-storey building as production floor, warehouse and office and one 4-storey building as dormitory. Canteen and kitchen was provided for employees and located on 1/F of the dormitory building.

The main products manufactured by the facility cover handbags and handbags materials. The main production processes are listed as follows: Cutting, sewing, molding, inspection and packing

The production capacity is 125,000 pieces /month. Total machines per type are: Totally 132 sets of machines, including 75 sets of sewing machine, 9 sets of cutting machine, 11 sets of oven and 6 set of riveting machine etc.

**Remark:**

1. The attendance records from September 6, 2018 to August 22, 2019 were provided for review at this audit. Based on the provided attendance records, production employees worked in 1 shift. The normal working hours were from 8:00 to 17:30 with 1.5 hours' lunch break from 12:00 to 13:30. Employees from security guard department worked in three shifts. The first shift was from 08:00 to 16:00, the second shift was from 16:00 to 24:00, the third shift was from 0:00-08:00. Most of employees usually worked from Monday to Friday with 2 overtime hours per day and 5 days per week. Finger printing attendance system was used for time keeping for all employees, and scan their finger when they went in and out the workshop. The peak season was not obvious in the facility.

2. The payroll records from August 2018 to June 2019 were reviewed at this audit. Based on the provided payroll records, all employees' wages were calculated on an hourly-rated basis. The lowest basic wages required by law were RMB1720 per month equal to 9.89 per hour since July 1, 2018. The lowest basic wages paid by the facility were RMB 2050 per month, which was higher than legal requirement. For overtime wages, the facility paid employees overtime wage at 150%, 200% and 300% of basic wages when employees worked overtime hours on weekdays, rest days and public holidays respectively. Employees were paid by cash on or before 30th of each month after the previous wage calculation cycle.

3. The business license information as following: local facility name: 东莞市权创手袋材料有限公司, license number: 9144190008109110XW.

4. There are no collective bargaining agreement in the facility, which makes the collective bargaining agreement not applicable.

5. There is no agency used by the auditee, which makes the agency labour contract not applicable.

6. The auditor name and APSCA number: Lucy Gong, RA21700329

7. Comments for each Performance Area (PA) were listed as below:

PA 1: Findings were raised. Please refer to PA 1 for details;

PA 2: Finding was raised. Please refer to PA 2 for details;

PA 3: 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.

PA 4: 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.

PA 5: Finding was raised. Please refer to PA 5 for details;

PA 6: Finding was raised. Please refer to PA 6 for details;

PA 7: Findings were raised. Please refer to PA 7 for details;

PA 8: 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.

PA 9: 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.

PA 10: 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.

PA 11: 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.  
PA 12: 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.  
PA 13: 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.

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>DongGuan QuanChuang Handbag Material Co.,Ltd.</b>	Legal status :	<b>Limited Company</b>
Local Name :	<b>东莞市权创手袋材料有限公司 (9144190008109110XW)</b>	Year in which the auditee was founded :	<b>2013</b>
Address :	<b>NO.46 ZongDui Road, AiLingKanCountry, DaLingShan Town,</b>	Contact person (please select) :	<b>Zhanpeng Li</b>
Province :	<b>Guangdong</b>	Contact's Email :	<b>sales03@qcbags.cn</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>N/A</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>None</b>
GPS coordinates :	<b>N22°53'22"; E113°49'29"</b>	Total turnover (in Euros) :	<b>3775000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>60.00</b>
Industry :	<b>Textiles, clothing, leather</b>	Of which domestic market % :	<b>40.00</b>
If other, please specify :		Production volume :	<b>125,000 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>Yes</b>
Product Type :	<b>Handbags and handbags materials</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>174</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>81</b>	<b>93</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>7</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>67</b>	<b>54</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>81</b>	<b>93</b>	
Production based workers	<b>0</b>	<b>0</b>	
With shifts at night	<b>3</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 - 160466] Audit Date: 22/08/2019 PA Score: D

Deadline date:22/02/2020

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The facility had set up a management system to implement the BSCI Code of Conduct, and had appointed manager as management representative to ensure that the BSCI values and principles are followed in a satisfactory manner. Furthermore, the facility communicated this Code to all employees by various training and bulletin board. The facility conducted internal BSCI self-assessment and internal audit to identify and improve the problem every year, and the internal audit checklist and summary was provided. However, a gap was identified in this performance area, please refer to relevant checkpoint for details.

工厂有建立执行BSCI行为守则的管理体系,任命经理为社会责任管理者代表,以确保充分遵循BSCI价值和原则要求,并且通过各种培训和公告将此行为准则传达给员工。工厂每年执行BSCI自我评估及内审以识别及改善问题,提供了内审检查表及总结报告。但是,在此部分有发现缺陷,具体参考相关的检查点。

**1.1 -** New finding. The facility had set up the management procedures to implement the BSCI Code of Conduct. But not all policies were properly implemented, such as overtime hours exceeded the legal limit, the benefits provided with the workers were not sufficient, issues on health & Safety. Please refer to Performance Area 1, 2, 5, 6 and 7 for details. In accordance with BSCI Social Requirement, there should be satisfactory evidence that the auditee has set up an effective management system to implement the BSCI Code of Conduct.

新问题点,企业建立了确保BSCI有效实施的管理制度,但是不是所有制度都得以有效实施,比如员工的工作时间超出法律规定,部分福利没有提供足够,健康安全等问题。具体请参阅PA 1,2,5,6和7。依据BSCI社会责任要求,企业必须有满意证据显示企业有建立有效的管理体系来执行BSCI行为准则。

**1.4 -** The finding had not been corrected. The auditee's workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts due to monthly overtime hours exceeding the local law requirement based on provided attendance records. Please refer to checkpoint #6.2 for details. 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.

问题点未改善,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,因为员工月加班时间超出了法律的规定,具体参考检查点6.2。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:**

Full Audit [Audit Id - 132740] Audit Date: 03/09/2018 PA Score: C

Deadline date:05/03/2019

Good practices

Nil

Areas of improvement

The facility had set up a management system to implement the BSCI Code of Conduct, and had appointed a senior manager to ensure that the BSCI values and principles are followed in a satisfactory manner. Furthermore, the facility communicated this Code to all employees by various training and bulletin board and to their suppliers by training. However, a gap was identified in this performance area, please refer to relevant checkpoint for details.

工厂有建立执行BSCI行为守则的管理体系,有委派高级经理以确保充分遵循BSCI价值和原则要求,并且通过各种培训和公告将此行为准则传达给员工和供应商。但是,在此部分有发现缺陷,具体参考相关的检查点。

**1.4 -** The auditee's workforce capacity was not properly organised 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. In accordance with BSCI Social Requirements, the auditee's workforce capacity should be properly organised 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,因为员工的加班时间超出了法律的规定,具体参考检查点6.2。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

<b>Performance Area 2 : Workers Involvement and Protection</b>	
1- Followup Audit [Audit Id - 160466] Audit Date: 22/08/2019 PA Score: B	Deadline date:22/02/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The facility had taken specific steps to make workers aware of their rights and responsibilities and had established an effective operational-level grievance mechanism for individuals and communities. However, gaps were identified in this performance area, please refer to relevant checkpoints for details. 企业制定了具体方案来确保员工知道他们的权利和义务。企业为员工和社团建立了有效的可执行的申诉机制。但是, 在此部分有发现缺陷, 具体参考相关的检查点。 <b>2.4 -</b> The finding had not been corrected. Though BSCI training was provided to workers and relevant BSCI standards were posted in workshops, workers still did not have sufficient understanding of BSCI standards. In accordance with BSCI requirement 2.4, the facility should provide BSCI training to all levels of employees in the facility and ensure they well know BSCI requirement. 问题点未改善。虽然有给员工提供BSCI培训, 相关的BSCI标准也有张贴在车间, 但员工对于BSCI标准的了解仍然不足。依据BSCI 2.4的要求, 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。	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 132740] Audit Date: 03/09/2018 PA Score: B	Deadline date:05/03/2019
<u>Good practices</u> Nil	
<u>Areas of improvement</u> The facility posted BSCI Code of Conduct in notice board for employees reading. Furthermore, the facility had set an effective operational-level grievance mechanism to protect workers' benefit. The mechanism consists of using suggestion boxes, worker representative or direct talk with management level. Suggestion box was equipped at an appropriate location. However, one finding was identified in this performance area, please refer to relevant checkpoint for details. 企业有在公告栏张贴BSCI行为守则, 另外企业有建立有效运行的申诉机制以保护员工利益。员工可以通过意见箱、员工代表和直接向高层管理沟通的方式去提出申诉。意见箱设置在一个合适的位置。但是, 在此部分有发现一个问题点, 具体参考相关的检查点。 <b>2.4 -</b> Though BSCI training was provided to workers and relevant BSCI standards were posted in workshops, workers still did not have sufficient understanding of BSCI standards. In accordance with BSCI requirement 2.4, the facility should provide BSCI training to all levels of employees in the facility and ensure they well know BSCI requirement. 虽然有给员工提供BSCI培训, 相关的BSCI标准也有张贴在车间, 但员工对于BSCI标准的了解仍然不足。依据BSCI 2.4的要求, 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。	
<b>Remarks from Auditee</b>	
<b>Performance Area 3 : The rights of Freedom of Association and Collective Bargaining</b>	
1- Followup Audit [Audit Id - 160466] Audit Date: 22/08/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None observed	
<b>AREAS OF IMPROVEMENT:</b> 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. 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 - 132740] Audit Date: 03/09/2018 PA Score: A	Deadline date:
<u>Good practices</u> Nil	
<u>Areas of improvement</u> No finding was detected. 未发现问题点。	
<b>Remarks from Auditee</b>	



<b>Performance Area 4 : No Discrimination</b>	
1- Followup Audit [Audit Id - 160466] Audit Date: 22/08/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None observed	
<b>AREAS OF IMPROVEMENT:</b> 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. 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 - 132740] Audit Date: 03/09/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
No finding was detected. 未发现问题点。	
<u>Remarks from Auditee</u>	

<b>Performance Area 5 : Fair Remuneration</b>	
1- Followup Audit [Audit Id - 160466] Audit Date: 22/08/2019 PA Score: B	Deadline date:22/02/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The payroll records from August 2018 to June 2019 were reviewed at this audit. The facility had made its own regulations and rules on wages and benefits based on the legal requirements and BSCI Code of Conduct. As per sampled payroll and attendance records, facility paid 150%,200% and 300% of regular wage rate for overtime hours on weekdays, rest days and public holidays. The facility paid wages about on 30th of each month for the preceding month and payslips were also provided to workers each month. No monetary fines or other illegal deductions were detected in payroll records. Meanwhile, the facility provided required benefits such as paid annual leave to all eligible workers. However, gaps were identified in this performance area, please refer to relevant checkpoints for details.</p> <p>本次审核,查看了2018年8月至2019年6月的工资表。工厂基于法律规定和规则以及BSCI行为守则制定了工资和福利制度。根据所抽样员工的工资和考勤记录发现,工厂在工作日加班,周末加班以及法定假加班会支付正常工资的150%,200%以及300%作为加班费。工厂每月30日左右发放工资且有工资条提供。在工资表中没有发现罚款或者其他非法扣款。同时,工厂为所有符合条件的员工提供了带薪年假。但是,在此部分有发现缺陷,具体参考相关的检查点。</p> <p><b>5.4 -</b> The finding had been corrected. During document review, auditor found that the facility had investigated and calculated Basic Needs Wage. The calculated local Basic Needs Wage was RMB1723.3 per month. The paid minimum wage for employees was RMB2050 per month, which was higher than the calculated local Basic Needs Wage. 问题点已改善。文件审核时发现,企业有调查基本需求工资,并计算出工厂当地基本需求工资为人民币1723.3每月。工厂支付给员工的最低基本工资为人民币2050每月,高于计算的基本需求工资。</p> <p><b>5.5 -</b> The finding had not been corrected. Through reviewing social insurance document of July 2019, auditor found that only 51 out of 174 employees (29.31%) had participated in employment injury insurance, medical insurance, basic maternity insurance, endowment insurance and unemployment insurance. Remark: 1) Interviewed workers stated that they did not want to participate in social insurance; 2) The facility had purchased commercial accident insurance for 69 employees with valid period from September 6, 2018 to September 5, 2019. 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. 问题点未改善。通过查看2019年7月的社保资料,审核员发现企业的174名员工中,只有51人参加了工伤保险,医疗保险,生育保险,养老保险和失业保险。备注:1)面谈员工表示不愿意参加社保;2)企业有为69名员工购买商业意外伤害险,有效期为2018年9月6日至2019年9月5日。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>	
Full Audit [Audit Id - 132740] Audit Date: 03/09/2018 PA Score: C	Deadline date:05/03/2019
<b>Good practices</b> Nil	
<b>Areas of improvement</b> <p>All employees' wages were calculated on hourly-rated basis. The lowest basic wages were RMB10.06 per hour that was higher than 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 on public holidays respectively. Employees were paid by cash on or before 30th of each month after the previous wage calculation cycle. Furthermore, the facility had provided social benefits such as annual leave and child-bearing leave, etc to eligible employees. However, two findings were identified in this performance area, please refer to relevant checkpoint for details. 所有员工工资按计时方式计算。员工最低基本工资为每小时人民币10.06元,高于当地法规标准。工作日加班,周末加班和法定假加班分别按1.5倍,2倍和3倍基本工资计算。员工工资按月在次月30日以现金形式发放。并且,工厂有提供年假和产假等法律规定的福利给相关人员。但是,在此部分有发现两个问题点,具体参考相关的检查点。</p> <p><b>5.4 -</b> The facility management was not aware of Basic Needs Wage. Based on the provided payroll records, the facility paid at least RMB10.06 per hour for employees for the normal working hours, which was higher than the local minimum wage standard. 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. 企业对Basic Needs Wage没有了解。基于企业提供的工资表,工厂给员工按照最低每小时10.06元人民币支付对应的正班工作时间,高于当地最低工资标准。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> Insufficient social insurance participated. Through reviewing the social insurance receipt of August 2018, auditor found that only 34 out of 145 employees (23.45%) had participated in employment injury insurance, unemployment insurance, basic endowment insurance, maternity insurance and basic medical insurance. 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. 社会保险参保不足。通过查看2018年8月的社保收据,审核员发现企业的145名员工中,只有34人(23.45%)参加工伤保险,失业保险,养老保险,生育保险和医疗保险。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</p>	

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。	
Remarks from Auditee	
<b>Performance Area 6 : Decent Working Hours</b>	
1- Followup Audit [Audit Id - 160466] Audit Date: 22/08/2019 PA Score: D	Deadline date:22/02/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The attendance records from September 6, 2018 to August 22, 2019 were provided for review. The facility had made its own working hour regulations and rules based on the legal requirements and BSCI Code of Conduct. As per on site observation and documents review, the facility used finger print attendance system to record all workers' working hours including overtime hours. As per sampled payroll and attendance records, it was found that all workers worked for 8 hours a day and 5 days a week as regular working hours. And the factory also provided orientation training to new hired workers about the rules on working hours and etc. However, a gap was identified in this performance area, please refer to relevant checkpoint for details.</p> <p>本次审核查看了2018年9月6日至2019年8月22日的考勤。工厂根据法律要求以及BSCI要求建立了工作时间规章制度。工厂采用指纹考勤系统记录员工的工作时间包括加班时间。根据所抽样员工的工资和考勤记录发现,所有员工的正常工作时间为每天8小时,每周5天。同时工厂给新进的员工入职培训有包括关于工作时间的规定。但是,在此部分有发现缺陷,具体参考相关的检查点。</p> <p><b>6.2 -</b> The finding had not been corrected. Through document review, auditor found that the monthly overtime hours of 8 out of 8 randomly selected employees were 70 hours in June 2019, the monthly overtime hours of 8 out of 8 were 82 hours in March 2019 and the monthly overtime hours of 8 out of 8 were 38-40 hours in February 2019. 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>问题未改善:通过文件审核,审核员发现在抽取的2019年6月的考勤中,8名随机抽取的员工中8人的月加班时间为70小时;2019年3月的考勤中,8名随机抽取的员工中8人的月加班时间为82小时;2019年2月的考勤中,8名随机抽取的员工中8人的月加班时间为38-40小时。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>	
Remarks from Auditee:	
Full Audit [Audit Id - 132740] Audit Date: 03/09/2018 PA Score: D	Deadline date:05/03/2019
Good practices	
Nil	
Areas of improvement	
<p>Finger printing attendance recording system is used for time keeping and every employee should scan their finger when they go in and out the facility. The peak season was not obvious in the facility. Workers worked overtime voluntarily. Employees worked 0-2 hours overtime on normal working days and 8 hours overtime on Saturdays normally. Employees could enjoy at least one day off after six consecutive working days. However, a gap was identified in this performance area, please refer to relevant checkpoint for details.</p> <p>企业采用指纹考勤记录方式,所有员工在上下班均需扫描指纹。企业无明显的淡旺季。员工按个人意愿加班。员工通常每天加班0-2小时及周六加班8小时,每连续工作6天至少休息1天。但是,在此部分有发现缺陷,具体参考相关的检查点。</p> <p><b>6.2 -</b> Overtime hours exceeded the legal requirement. Through document review, auditor found that the monthly overtime hours of 14 out of 16 employees were 76 hours in July 2018 (Most current month), 15 out of 16 employees were 40-72 hours in April 2018 (random month) and the monthly overtime hours of 16 out of 16 employees were 40-82 hours in December 2017 (random month). 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2018年7月(当前月)的考勤中,16名随机抽取的员工中14人的月加班时间为76小时,2018年4月(随机月)的考勤中,16名随机抽取的员工中15人的月加班时间为40-72小时;2017年12月(随机月)的考勤中,16名随机抽取的员工中16人的月加班时间为40-82小时。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>	
Remarks from Auditee	

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

1- Followup Audit [Audit Id - 160466] Audit Date: 22/08/2019 PA Score: A

Deadline date:22/02/2020

**GOOD PRACTICES:**

None

**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 labelled with warning sign. The facility posted the evacuation plans with "You Are Here" sign on the work floor, which indicated escape routes and the location of the fire extinguishers, etc. 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. 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, gaps were identified in this performance area, please refer to relevant checkpoints for details. For Checkpoint 7.23, the facility did not provide transportation to employees.

工厂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。工厂车间有张贴逃生平面图，上面有指明“我的位置”、逃生路径和灭火器位置等。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。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，在此部分有发现缺陷，具体参考相关的检查点。对于7.23点，企业未提供交通给员工。

- 7.1 - 1. The finding had not been corrected. It was noted that there were findings against occupational health and safety regulations in PA7, please refer to relevant checkpoints for details. In accordance with BSCI Social Requirement 7.1, the auditee should observe applicable occupational health and safety (OHS) regulations. 2.The finding had been corrected. During document review, auditor found that the facility had provided the certificate of safety production knowledge and management skill for persons for the management of work safety in the facility for review. 3. The finding had not been corrected. During facility tour, auditor found that 5 employees in workshop were working with hazardous chemicals such as glue. However, no periodic occupational health examination reports which required by law for these 5 employees were provided for review. 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 undertaken by the Medical and Health Institutions with Practicing Licence of Medical Institution. The Health Administrative Department shall strengthen the standardization management of occupational health examination. The specific administrative measures shall be formulated by the Health Administrative Department of State Council.  
1.问题点未改善。审核发现企业在健康领域有存在不符合职业健康和安全法规的问题点，详情请见相关检查点。根据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。2.问题点已改善。文件审核时发现，企业有提供安全管理人员的安全生产知识和管理能力培训证书供审阅。3.问题点未改善。在现场巡查时，审核员发现企业在车间工作的5名员工接触胶水等危险化学品。但是，企业未能提供该5名员工按法规要求的定期职业健康检查报告供审核员审阅。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取得《医疗机构执业许可证》的医疗卫生机构承担。卫生行政部门应当加强对职业健康检查工作的规范管理，具体管理办法由国务院卫生行政部门制定。
- 7.2 - The finding had not been corrected. Through reviewing social insurance document of July 2019, auditor found that only 51 out of 174 employees (29.31%) had participated in employment injury insurance. Remark: 1) Interviewed workers stated that they did not want to participate in social insurance; 2) The facility had purchased commercial accident insurance for 69 employees with valid period from September 6, 2018 to September 5, 2019. 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.  
问题点未改善。通过查看2019年7月的社保资料，审核员发现企业的174名员工中，只有51人参加了工伤保险。备注：1)面谈员工表示不愿意参加社保；2)企业有为69名员工购买商业意外伤害险，有效期为2018年9月6日至2019年9月5日。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。
- 7.3 - The finding had been corrected. During document review, auditor found that the facility had carried out regular risk assessment for safe, healthy and hygienic working conditions including evaluating and identifying the infectious and non- infectious disease risk.  
问题点已改善。文件审核时发现，企业有针对安全、健康和卫生工作条件进行定期风险评估，同时有识别和评估传染病和非传染的风险以及采取的预防措施。
- 7.5 - The finding had been corrected. During document review, auditor found that the facility had provided the operator management certificate of cargo lift for review.  
问题点已改善。文件审核时发现，企业有提供电梯安全管理员的证书供审阅。
- 7.7 - The finding had not been corrected. During facility tour, auditor found that no secondary containment was installed for 50% chemicals (including glue etc.) used and stored in the facility. 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.

问题点未改善。在现场巡查时，审核员发现企业50%的化学品(包括胶水等)没有按要求设置防泄漏的安全措施。根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 - The finding had not been corrected. During facility tour, auditor found that no safety guard was installed for rolling part of 2 out of 60 sewing machines used in sewing workshop, no eye needle guard was installed for all sewing machines. 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.

问题点未改善。在现场巡查时，审核员发现生产楼针车部使用的60台针车中2台针车没有皮带轮保护罩，所有的针车都没有护眼针罩。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。

7.21 - New findings. 1. During facility tour, auditor found that 1st floor of dormitory building was used as kitchen and canteen, but there was no pest control there such as mosquito killing lamp and mosquito screen. In accordance with the PRC Law on Food Safety Article 33, Food productions and trading shall conform to food safety standards and the following requirements: 2) Be equipped with equipments or facilities which is suitable for the varieties and quantities of food to be produced or traded. Corresponding equipments or facilities for disinfection, dressing, lavatory, daylighting, lighting, ventilation, food preservation, dust prevention, fly-proof, rat-proof, insect prevention, washing, waste water treatment, garbage and waste storage. 2. During facility tour, auditor found that one kitchen and canteen located at 1/F of one 4-storey dormitory building. But the facility did not obtain the Food Operation Permit. In accordance with the Administrative Measures on Food Operation Permission Article 4, Food operation permission shall follow the principle of one permit for one site. Namely, one Food Operation Permit shall be obtained prior to the food operator engages in food business operations in a particular site.

新问题点。1. 在现场巡查时，审核员发现企业宿舍楼一楼用作餐厅和厨房，但没有采取虫害防治措施，厨房和餐厅内没有安装灭蝇灯和防蝇纱窗。依据《中华人民共和国食品安全法》第33条，食品生产经营应当符合食品安全标准，并符合下列要求：(二)具有与生产经营的食品品种、数量相适应的生产经营设备或者设施，有相应的消毒、更衣、盥洗、采光、照明、通风、防腐、防尘、防鼠、防虫、洗涤以及处理废水、存放垃圾和废弃物的设备或者设施。2. 在现场巡查时，审核员发现企业一栋4层宿舍楼的一楼用作餐厅和厨房，但企业都没有取得食品经营许可证。依据《食品经营许可管理办法》第4条，食品经营许可实行一地一证原则，即食品经营者在一个经营场所从事食品经营活动，应当取得一个食品经营许可证。

**Remarks from Auditee:**

Full Audit [Audit Id - 132740] Audit Date: 03/09/2018 PA Score: A

Deadline date:05/03/2019

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 with both exit signs and emergency lights, the work floor was installed with fire hydrant, fire sprinkler, fire alarm and all fire fighting equipments were inspected once a month. The facility posted the evacuation plans on the work floors, which indicated escape routes, the location of fire extinguishers and fire hydrants, etc. 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, the latest fire drill was conducted in April 2018. However, gaps have been identified in implementation, please refer to relevant checkpoints for details. Remark for 7.23: No transportation was provided by the facility.

工厂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，车间有安装消防栓，消防喷淋，消防警铃，所有消防设施每月点检一次。工厂车间有张贴逃生平面图，上面有指明逃生路径、灭火器和消防栓位置等。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，最近一次消防演习在2018年4月举行。此部分有发现缺陷，具体参考相关的检查点。备注：7.23：企业未提供交通给员工。

7.1 - 1) It was noted that there were findings against occupational health and safety regulations in PA7, please refer to relevant checkpoints for details. In accordance with BSCI Social Requirement 7.1, the auditee should observe applicable occupational health and safety (OHS) regulations. 2) No certificate of safety production knowledge and management skill for persons for the management of work safety in the facility. During document review, auditor found that the facility could not provide the certificate of safety production knowledge and management skill for persons for the management of work safety in the facility for review. 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. 3) No occupational health examination was provided to partial employees engaged in post with occupational disease hazards. During facility tour, auditor found that 5 employees working in workshop were working with hazardous chemicals such as glue. However, no periodic occupational health examination reports which required by law for 4 out of 5 employees were provided for review. 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 undertaken by the Medical and Health Institutions with Practicing Licence of Medical Institution. The Health Administrative Department shall strengthen the standardization management of occupational health examination. The specific administrative measures shall be formulated by the Health Administrative Department of State Council.

1) 审核员发现企业在健康领域有存在不符合职业健康和安全法规的问题点，详情请见相关检查点。根据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。2) 企业安全管理人员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安全管理人员的安全生产知识和管理能力培训证书供审阅。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

	<p>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。3)企业没有为部分从事职业性危害作业的职工提供职业健康检查。在现场巡查时,审核员发现企业5人在车间工作的员工接触胶水等危险化学品。但是,企业未能提供该5名员工中的4人按法规要求的定期职业健康检查报告供审核员审阅。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取得《医疗机构执业许可证》的医疗卫生机构承担。卫生行政部门应当加强对职业健康检查工作的规范管理,具体管理办法由国务院卫生行政部门制定。</p> <p><b>7.2 -</b> Insufficient employment injury insurance participated. Through reviewing the social insurance receipt of August 2018, auditor found that only 34 out of 145 employees (23.45%) had participated in employment injury insurance. In accordance with the Social Insurance Law of the P1eople's Republic of China, 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. 工伤保险参保不足。通过查看2018年8月的社保收据,审核员发现企业的145名员工中,只有34人(23.45%)参加工伤保险。依据《中华人民共和国社会保险法》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。</p> <p><b>7.3 -</b> Auditor found that the facility carried out regular risk assessment for safe, healthy and hygienic working conditions, but did not include the infectious or non- infectious disease evaluated or identified in the risk assessment. In accordance with BSCI 7.3 requirement, the facility should regularly carry out proper risk assessments for safe, healthy and hygienic working conditions. 审核员发现企业有针对安全、健康和卫生工作条件进行定期风险评估,但没有识别和评估传染病和非传染的风险以及采取的预防措施。依据BSCI 7.3的要求,企业应该针对安全、健康和卫生工作条件进行定期全面的风险评估。</p> <p><b>7.5 -</b> No certificate for special appliance operator. During facility tour, auditor found the facility used one cargo lift, however the facility could not provide the operator management certificate for cargo lift for review. In accordance with Regulations on Safety Supervision of Special Appliance article 38, the operator of special appliances (mentioned in Article 2, such as boiler, compressing equipment, lift, lifting appliance, Operators and managers of special vehicles in the factory (onsite) shall undergo relevant examination and qualifications to obtain special appliances certificate from the Special Appliance Quality Safety Monitoring department before operating those appliances. 特种设备管理人员未取得作业证书。在现场巡查时,审核员发现企业有使用一台电梯,但企业无法提供电梯安全管理员的证书供审阅。依据《特种设备安全监察条例》第38条,第三十八条 锅炉、压力容器、电梯、起重机械、客运索道、大型游乐设施、场(厂)内专用机动车辆的作业人员及其相关管理人员(以下统称特种设备作业人员),应当按照国家有关规定经特种设备安全监督管理部门考核合格,取得国家统一格式的特种作业人员证书,方可从事相应的作业或者管理工作。</p> <p><b>7.7 -</b> Safety facilities for hazardous chemicals were not compliant with legal requirement. During facility tour, auditor found that no secondary containment was installed for 50% chemicals (including glue etc.) used and stored in the facility. 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,审核员发现企业50%的化学品(包括胶水等)没有按要求设置防泄漏的安全措施。根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。</p> <p><b>7.17 -</b> Machines without protective devices. During facility tour, auditor found that no safety guard was installed for rolling part of 5 out of 60 sewing machines used in sewing workshop. 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. 设备缺少安全防护装置。在现场巡查时,审核员发现生产楼针车部使用的60台针车中5台针车的没有皮带轮保护罩。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。</p>
Remarks from Auditee	

<b>Performance Area 8 : No Child Labour</b>	
1- Followup Audit [Audit Id - 160466] Audit Date: 22/08/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None observed	
<b>AREAS OF IMPROVEMENT:</b> 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. 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 - 132740] Audit Date: 03/09/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
No finding was detected. 未发现问题点。	
<u>Remarks from Auditee</u>	
<b>Performance Area 9 : Special protection for young workers</b>	
1- Followup Audit [Audit Id - 160466] Audit Date: 22/08/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None observed	
<b>AREAS OF IMPROVEMENT:</b> 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. 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 - 132740] Audit Date: 03/09/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
No finding was detected. 未发现问题点。	
<u>Remarks from Auditee</u>	

<b>Performance Area 10 : No Precarious Employment</b>	
1- Followup Audit [Audit Id - 160466] Audit Date: 22/08/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None observed	
<b>AREAS OF IMPROVEMENT:</b> 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. 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 - 132740] Audit Date: 03/09/2018 PA Score: A	Deadline date:
<u>Good practices</u> Nil	
<u>Areas of improvement</u> No finding was detected. 未发现问题点。	
<u>Remarks from Auditee</u>	
<b>Performance Area 11 : No Bonded Labour</b>	
1- Followup Audit [Audit Id - 160466] Audit Date: 22/08/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None observed	
<b>AREAS OF IMPROVEMENT:</b> 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. 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 - 132740] Audit Date: 03/09/2018 PA Score: A	Deadline date:
<u>Good practices</u> Nil	
<u>Areas of improvement</u> No finding was detected. 未发现问题点。	
<u>Remarks from Auditee</u>	



<b>Performance Area 12 : Protection of the Environment</b>	
1- Followup Audit [Audit Id - 160466] Audit Date: 22/08/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None observed	
<b>AREAS OF IMPROVEMENT:</b> 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. 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 - 132740] Audit Date: 03/09/2018 PA Score: A	Deadline date:
<u>Good practices</u> Nil	
<u>Areas of improvement</u> No finding was detected. 未发现问题点。	
<u>Remarks from Auditee</u>	
<b>Performance Area 13 : Ethical Business Behaviour</b>	
1- Followup Audit [Audit Id - 160466] Audit Date: 22/08/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None observed	
<b>AREAS OF IMPROVEMENT:</b> 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. 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 - 132740] Audit Date: 03/09/2018 PA Score: A	Deadline date:
<u>Good practices</u> Nil	
<u>Areas of improvement</u> No finding was detected. 未发现问题点。	
<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	22/08/2019	160466	D	B	A	A	B	D	A	A	A	A	A	A	A	C
Full Audit	03/09/2018	132740	C	B	A	A	C	D	A	A	A	A	A	A	A	C

**Producer Photos**





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



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



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

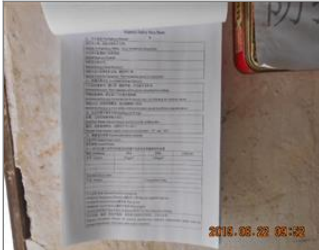


Photo of chemical storage room (if applicable)  
MSDS.JPG



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



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



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



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



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

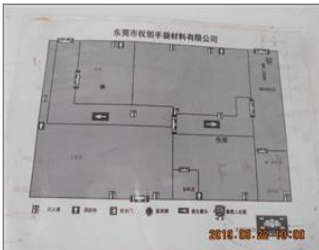


Photo of fire safety equipment  
Evacuation map.JPG



Photo of the sanitary facilities  
Toilet.JPG



Photo of non-conformity  
No needle guard was installed.JPG



Photo of fire safety equipment  
Evacuation sign.JPG



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



Photo of non-conformity  
No safety guard for rolling part.JPG



Photo of fire safety equipment  
Fire extinguishers.JPG



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



Photo of non-conformity  
No secondary containment for chemical.JPG