
Auditee :	Desonic Electronics Company Limited
Audit Date From :	09/05/2019
Audit Date To :	09/05/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	BureauVeritas
Auditor's Name(s) :	Danny Xu(Lead)
Auditing Branch (if applicable) :	



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

Main Auditee Information



Name of producer :	Desonic Electronics Company Limited		
DBID number :	390562		
Audit ID :	150800		
Address :	No. 10, Qingtang North Road, Xiaojinkou Huizhou		
Province :	Guangdong	Country :	China
Management Representative :	Wen Ze Wu		
Contact person:	Wen Ze Wu	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Electrical supplies
Product Type :	Consumer Electronics- Audio Products		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	C		
Need of follow-up :	Yes	If YES, by :	09/05/2020

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

Executive summary of audit report

At the beginning of the audit, Mr. Liu Feng/Production Manager, Ms. Liu Ya Li/HR Manager, Ms. Liu Qiong/HR Clerk, Mr. Xu Jing Kun/Worker Representative attended the opening meeting.

The factory was established on December 12, 2015 and specialized in the manufacture of Audio Products. Business license number was 91441302MA4UKJYP3R. Factory name in English was Desonic Electronics Company Limited. Factory local name was "惠州市德声源电子有限公司". Factory address in English was No. 10, Qingtang North Road, Xiaojinkou, Huizhou, Guangdong, China. Factory local address was "惠州市小金口街道办青塘北路10号厂房". The factory consisted of the 2nd and 3rd floor of one 5-storey production building. No employee dormitory or canteen was provided to employees.

The main production processes in the factory included assembling, inspection and packing. There were a total of 46 employees with 30 production workers and 16 non-production staffs in the factory. No outsourced worker was noted in the factory. The youngest employee noted during this audit was 19 years old. According to factory management representation, peak season in the factory was not obvious.

The factory adopted finger printing system to record employees' working hours. There was only one working shift for employees and the working hour was 8:00 to 12:00 and 13:30 to 17:30. Employees' wages were paid at the 20th each month after the payment period by cash. Per payroll review and interviews with management and employees, all employees were paid by hourly rate.

During the audit, 15 employees' time records and payrolls were sampled as follows for working hour and wage testing: 5 sample employees from current paid month March 2019, 5 sample employees from September 2018 and 5 sample employees from month of December 2018. Besides, auditor sampled 5 sample employees from current complete attendance month April 2019. It was noted that all sampled employees were paid at least RMB 8.91 per hour for normal working hours, which met the local minimum wage of 8.91 per hour since July 1, 2018. Based on the samples, all employees were compensated with no less than 150% and 200% of normal wages for overtime hours on regular days and rest days respectively, which was compliance with legal requirement. No overtime was noted in the statutory holiday. According to the sampled time records, the maximum monthly overtime hours were 84 hours while maximum daily overtime hours were 2 hours. All sampled employees obtained at least one day off every seven consecutive days.

According to the social insurance payment receipt provided by factory management, it was noted that 8 out of 46 employees (17.39%) were provided with pension, accident, medical (including maternity) and unemployment insurance in April 2019. Factory provided commercial insurance 45 employees, the valid period was from March 8, 2019 to March 7, 2020.

Further, 5 employees were selected for private interviews from different workshops. No negative comment was issued during employee interviews. Interviewed employees were satisfied with the working environment, compensation, working hour and management team in the factory.

During the closing meeting, auditor provided the factory representatives with a general overview and explained all of the findings to them. Mr. Wu Wen Ze/General Manager and Mr. Xu Jing Kun / Worker Representative signed the onsite CAP and agreed to take corrective action.

Remark:

1. The auditee rented the production area and office area from local committee and occupied the 2nd and 3rd floor of one 5-storey production building. As per factory management representation, factory tour and document review, there were another four companies located in the same building with separate business licenses, management system, attendance and payroll system, workforces. No worker exchange was found. The rental contract was also provided for review. As a result, the other four companies were not included in the audit scope. The layout of the building was as below:

1F: Hui Zhou City Rui Ying Biao Shi Co., Ltd; Hui Zhou City Xin Xin Fa Mao Yi Co., Ltd.

2F: Desonic Electronics Company Limited (Auditee)

3F: Desonic Electronics Company Limited (Auditee)

4F: Hui Zhou City Jia Sheng Da Fu Shi Co., Ltd.

5F: Hui Zhou Jing Hui Dian Zi Co., Ltd.

2. There were no agencies used by the auditee, which made the agency labor contract not applicable. No Government Waivers or Collective Bargaining Agreements was available.

3. Audit Company: Bureau Veritas Consumer Products Service

Audit Company APSCA Number: 11600002

Lead Auditor Name: Danny Xu

APSCA Auditor Registered Number: 21701130

Ratings Summary



Auditee's background information			
Auditee's name :	Desonic Electronics Company Limited	Legal status :	Limited Company
Local Name :	惠州市德声源电子有限公司(统一社会信用代码 91441302MA4UKJYP3R)	Year in which the auditee was founded :	2015
Address :	No. 10, Qingtang North Road, Xiaojinkou	Contact person (please select) :	Wen Ze Wu
Province :	Guangdong	Contact's Email :	Wesley@desonic.cn.com
City :	Huizhou	Auditee's official language(s) for written communications :	Mandarin
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	None
GPS coordinates :	N23°9'43"; E114°24'51"	Total turnover (in Euros) :	2000000.00
Sector :	Non-Food	Of which exports % :	95.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	5.00
If other, please specify :		Production volume :	15000 pieces per month
Product Group :	Electrical supplies	Production cost calculation :	No
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Consumer Electronics- Audio Products		

Auditee's employment structure at the time of the audit		
Total number of workers :	46	Total number of workers in the production unit to be monitored (if applicable) :
	MALE WORKERS	FEMALE WORKERS
Permanent workers	25	21
Temporary workers	0	0
In management positions	10	6
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	12	13
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	25	21
Production based workers	0	0
With shifts at night	0	0
Unionised	0	0
Pregnant	-	1
On maternity leave	-	0

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

Full Audit [Audit Id - 150800] Audit Date: 09/05/2019 PA Score: C

Deadline date:09/02/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation showed that the partial respected the requirement of this performance area. Per document review, management interview and employees' private interview, it was noted that the main auditee had established social compliance management policies, procedures, manuals and organization structure to implement BSCI code of conduct. The main auditee had communicated the BSCI code with its significant suppliers by providing the copy of BSCI code of conduct to them. However, gaps were identified in implementation.

整体观察表明,受审核方部分满足这个PA的要求。通过文件查阅、管理层访谈和员工访谈,审核发现工厂建立了社会责任管理方针,程序,手册及组织架构来执行BSCI行为规范。工厂将BSCI行为准则发送给了其重要供应商并在遵守行为准则方面进行了沟通。但在实际执行中这个PA仍存在问题。

- 1.4 -** The factory did not recruit enough employees or organize its workforce capacity to meet the expectations of the delivery order and/or contracts, so that employees' overtime hours exceeded legal limit. BSCI Code of Conduct: The auditee should organize its workforce capacity to meet the expectations of the delivery order and/or contracts. Employees could refuse to work for overtime freely, without penalty. Employees were compensated with overtime wage in accordance with legal requirement. Factory management represented that they would take corrective action as soon as possible.

审核发现工厂没有足够的员工或者进行良好的生产组织来达成交付订单和/或合同预期,以至于员工月加班超出法律规定。BSCI行为守则:被审核方(生产商)组织其劳工来达成交付订单和/或合同预期和要求。员工可以自由地拒绝加班工作,没有被处罚。工厂按照法规要求支付了加班费。工厂表示会尽快做出整改。

Remarks from Auditee:

None

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 150800] Audit Date: 09/05/2019 PA Score: A

Deadline date:09/06/2019

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The main auditee partially respects this principle because: The auditee had updated worker complaint management procedure and worker representative election procedure in 2018, and worker representatives were selected by the workers in 2018, communication meeting between management and worker representatives meeting was conducted regularly. According to interview with worker representative and workers, they were familiar with workplace-related issues, their labor right e.g. the law, work contracts, job description, working rules, the factory also provided on-board training on workers' right to workers. It had been noted that the auditee had an effective grievance mechanism: the mechanism consisted of using suggestion boxes, worker representatives and an open door policy on coming up with suggestion directly to workers' supervisor. It was confirmed through review the documentation and interview with workers. However, minor gap was identified in implementation.

被审核方部分尊重BSCI的本条原则,原因是:工厂已建立了员工投诉管理程序和员工代表选举程序,工人在2018年选举了员工代表,管理层和员工代表定期举行沟通会议,根据工会代表及员工的访谈信息,员工代表以及员工都很清楚工厂场所相关信息,以及员工的劳工权利,例如劳动法,劳动合同,工作描述以及厂纪厂规等。同时工厂会为员工提供关于员工权利的入职培训。审核过程发现,工厂已建立了申诉系统,员工可通过意见箱,员工代表或直接和主管进行沟通等方式提供投诉。所有这些过程均通过文件以及访谈来核实。但工厂在BSCI体系执行上仍存在较小差距。

- 2.5 -** It was noted that the factory had established or participated in an effective grievance mechanism for individuals, the grievance mechanism allowed worker to lodge suggestions or complaints related to the workers' rights, and individuals had alternative ways for lodging a complaint, such as through worker representative or directly to the management. However, the factory had not set up a channel for local communities' coming up with its suggestions or complaints to management for improvement. BSCI Code of Conduct: The auditee establishes or participates in an effective grievance mechanism for individuals and communities. Factory management represented that they would take corrective action as soon as possible.

审核员发现工厂建立和参与了有效的个人申诉机制,申诉机制赋予了工人提出建议,投诉的权利,并且开放了可替代的投诉方式,例如通过向工人代表或直接向管理层投诉。但是,工厂尚未创建给当地社区提供申诉的渠道。BSCI行为守则:被审核方(生产商)建立或参与了有效的个人和团体申诉机制。工厂表示会尽快做出整改。

Remarks from Auditee:

None

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

Full Audit [Audit Id - 150800] Audit Date: 09/05/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The main auditee fully respects this principle because: Written policy on freedom of association and collective bargaining was established, and communicated to all workers by training. The worker representatives were selected by workers. The interviewed workers confirmed that the auditee respected their right to freely elect their representatives. Right of association or collective bargaining was not restricted.

被审核方完全尊重BSCI的本条原则, 原因是: 被审核方建立了自由结社及集体谈判的书面政策, 通过培训的方式传达给了所有员工。被访谈的员工确认工厂尊重员工自由选举了员工代表的权利。自由结社和集体谈判的权利未受到限制。

Remarks from Auditee:

None

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 150800] Audit Date: 09/05/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The main auditee fully respects this principle because: No discrimination was noted in the factory, the auditee had established Non-discrimination policy and procedure. During worker interviews, it was found that there was no unequal, abuse, unusual disciplinary practices, and there were no preference on the religion, origin, political affiliation or age, gender or social background.

被审核方完全尊重BSCI的本条原则, 原因是: 工厂未发现歧视, 被审核方已建立了禁止歧视政策和管理程序。访谈中员工反映在被审核方工厂里, 没有不平等, 虐待, 不寻常的纪律处分, 且没有对宗教, 出身, 政治派别或年龄, 性别或社会背景有偏见。

Remarks from Auditee:

None

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 150800] Audit Date: 09/05/2019 PA Score: C

Deadline date:09/02/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation showed that the factory partial respected the requirement of this performance area. Per document review, management interview and employees' private interview, it was noted that the local legal minimum wage standard was RMB 8.91 per hour since July 1, 2018. All the employees were paid met minimum wage standard (at least RMB 8.91 per hour). Wages were paid by cash at the 20th of the following month according to legal requirement; employees would make a signature in the wage records which was also cross verified during worker's interview. No illegal or unreasonable deduction had been identified through document review or reported by the interviewed workers. However, gaps were identified in implementation.

整体观察表明, 受审核方部分满足这个PA的要求。通过文件查阅、管理层访谈和员工访谈, 审核发现当地法定最低工资标准是在2018年7月1日之后是8.91元/时。所有员工工资都满足了该标准(至少人民币8.91元/时)。每月工资在下个月20日以现金的方式发放。员工有在工资表上签字(在员工访谈中对上述事实进行了交叉验证)。通过员工访谈及记录查询没有发现任何形式的不合理扣款。然而在实际执行中仍存在一些差距。

5.4 - Through document review, management, workers representative & employees' interview, it was noted that the factory management did not know how to calculate the local living wage. BSCI Code of Conduct: The auditee provides sufficient remuneration that allows workers to meet a decent living standard. Factory management represented that they would take corrective action as soon as possible.

审核员发现工厂管理层不知道如何评估当地的基本需求工资。BSCI行为守则: 被审核方(生产商)提供让工人达到体面生活标准的足够报酬。工厂表示会尽快做出整改。

5.5 - According to the social insurance payment receipt provided by factory management, it was noted that 8 out of 46 employees (17.39%) were provided with pension, accident, medical (including maternity) and unemployment insurance in April 2019. In accordance with Article 73 of the Labor Law of the People's Republic of China Factory provided commercial insurance 45 employees, the valid period was from March 8, 2019 to March 7, 2020. No social insurance waiver was obtained. No evidence proof that the insufficient coverage of social insurance was caused by the employees' unwillingness to participate in the program. Local government department did not mandatorily require factory provided all five types of social insurance to all employees. Factory management represented that they would take corrective action as soon as possible.

审核员发现工厂的社会保险覆盖不足。根据厂方提供的2019年4月社会保险缴费单据显示工厂为8/46名员工(17.39%)购买了养老, 工伤, 医疗(含生育)和失业保险。根据《中华人民共和国劳动法》第73条 工厂为45名员工购买了商业保险, 时间从2019年3月8日到2020年3月7日。工厂没有获得任何社保证明。没有记录显示员工不愿意购买社保。当地政府部门没有强制要求工厂为所有员工购买所有五种保险。工厂表示会尽快做出整改。

Remarks from Auditee:

None

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 150800] Audit Date: 09/05/2019 PA Score: D

Deadline date:09/02/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The main auditee partially respects this principle because: The factory made a policy of working hour system and controlled working hours. According to the policy and implementation records, workers worked 8 hours per day, 5 days per week. The factory arranged workers working on normal day extension and saturday, workers had right to choose working overtime or not. All this processes and implementation can be verified by interview and document review. Factory admitted that they were unable to control the overtime hours within local law limit, but they had clearly communicated working hour policy to all employees through employee handbook. Interviewed employees confirmed that they could choose to overtime working or not.

被审核方部分尊重BSCI的本条原则, 原因是: 工厂制定了工时政策, 依照政策以及工厂实际的执行情况, 员工每天上班8小时, 每周5天。工厂会安排工人在晚上和周六加班, 员工可自愿选择是否加班。以上均已从员工访谈以及文件信息等方面进行核实。工厂承认目前无法完全做到加班时间控制在法律规定范围内, 但是, 工厂会通过员工手册向员工传达了工厂关于工作时间的政策。面谈的员工证实加班是自愿的。

6.2 - It was noted that 20 out of 20 sample population employees worked in excess of the statutory overtime hour limits. A review of 20 sample population employees' time records (5 sample employees from current paid month March 2019, 5 sample employees from December 2018 and 5 sample employees from September 2018); Besides, auditor selected 5 samples from the current time completed month April 2019 yielded the following: a) 5 out of 5 sample population employees' monthly overtime in September 2018 reached 84 hours; b) 5 out of 5 sample population employees' monthly overtime in December 2018 reached 81-83 hours; c) 5 out of 5 sample population employees' monthly overtime in March 2019 reached 83 hours; d) 5 out of 5 sample population employees' monthly overtime in April 2019 reached 57-61 hours; In accordance with Article 41 of the Labor Law of the PRC Employees could refuse to work for overtime freely, without penalty. Employees were compensated with overtime wage in accordance with legal requirement. Factory management represented that they would take corrective action as soon as possible.

审核员从厂方提供的考勤记录中抽取20个样本(从最近工资支付月2019年3月, 从2018年12月, 从2018年9月各抽取5个样本), 另外从考勤完整工资未发月2019年4月抽取5名, 发现共有20名员工加班时间超出了法定标准, 具体为: a) 5/5名抽样员工在2018年9月的加班时间为84小时, b) 5/5名抽样员工在2018年12月的加班时间为81-83小时, c) 5/5名抽样员工在2019年3月的加班时间为83小时, d) 5/5名抽样员工在2019年4月的加班时间为57-61小时。根据《中华人民共和国劳动法》第41条。员工可以自由地拒绝加班工作, 没有被处罚。工厂按照法规要求支付了加班费。工厂表示会尽快做出整改。

Remarks from Auditee:

None

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 150800] Audit Date: 09/05/2019 PA Score: A

Deadline date:09/11/2019

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The main auditee partially respects this principle because: The committee of health and safety was set up by the factory. There was a designated person responsible for the affairs of health and safety. And the factory had assessed the risk of workshop. For fire safety, the factory ensured enough extinguishers, hydrants, emergency light and fire alarm in the workshop. All these facilities of fire safety were checked monthly. For mechanism safety, all processes of operation were set up, and workers were well trained to operate it correctly. According to the interviewee statement, workers understood the risk of mechanism. And the factory also set up emergency procedure and adequate trained first aiders for providing the service of first aid. The first aid kit was also available in the workshop. Clean potable water was also provided, the factory conducted water test regularly. No transportation was provided to workers. However, minor gap was identified in implementation.

被审核方部分尊重BSCI的本条原则,原因是:工厂创建了员工的健康安全委员会,由指定人员负责整体的健康与安全。工厂按照车间情况对工厂内部进行了健康安全风险评估。同时工厂给车间配备了足够的消防设施,例如灭火器,消防栓,应急灯,消防警铃等,并且工厂每月都会进行检查。在机械安全方面,工厂针对有机械安全风险的岗位都制定了相应的操作规程,并且给员工提供了培训以防范这方面的风险。在急救政策方面,工厂制定了急救政策,工厂给每个车间配备了药箱,而且工厂内有足够急救员。同时,工厂也提供了饮用水给员工,员工可随时喝水,且工厂定期检测饮用水保证了饮用水的安全卫生。工厂未提供交通工具给工人。但工厂在BSCI体系执行上仍存在较小差距。

7.1 - The factory had established the Occupational Health and Safety Management Procedure based on OHS regulations. However, the factory did not involve workers and their representatives in drafting and enforcing its internal procedure on occupational health and safety. The auditee observes applicable occupational health and safety (OHS) regulations. Factory management represented that they would take corrective action as soon as possible.

工厂基于职业健康安全法规建立了职业技术健康和安全管理程序,但是,工厂未让工人及其代表参与拟定并执行职业技术健康和安全管理程序。BSCI行为守则:被审核方(生产商)遵守适用的职业健康与安全法规。工厂表示会尽快做出整改。

7.5 - It was noted that the factory provided the occupational health checks to employees in workshop who were in contact with hazardous materials (e.g. dust and benzene series) yearly. However, the occupational health checks were not provided to employees before they take the posts or leave the posts. In accordance with Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases. Without occupational health checks of before employees take the posts or leave the posts, occupational diseases may not be detected timely and harmful to employees' health. Factory management stated that they would take improvements as soon as possible.

审核员发现厂方有每年为在车间接触有毒有害物质(例如:粉尘,苯系物)的员工提供职业健康体检,但工厂并没有组织这些员工在上岗前和离岗时进行职业健康体检。根据《中华人民共和国职业病防治法》第35条。由于缺少上岗前或离岗时职业健康检查,员工的健康情况未能有效保护。厂方反映将尽快改善。

7.6 - It was noted that 1 out of 1 employee who was in contact with glue on the 2nd floor of production building was not wearing rubber gloves. This violated Article 42 of Law of the People's Republic of China on Production Safety. Employees who in contact with hazardous material were not wearing properly PPE might affect the health of body. Factory management represented that they will take improvement as soon as possible.

审核发现生产楼2楼车间1/1个接触胶水的员工没有佩戴橡胶手套。违反《中华人民共和国安全生产法》第42条 接触胶水的员工没有佩戴橡胶手套会对身体健康造成影响。工厂代表反映立即改善。

7.7 - It was noted that no safety label was marked on 1 out of 2 detergent containers being used in the workshop on the 2nd floor of production building. In accordance with Article 14 of the Regulation For Chemical Usage Safety in Work Place The factory had provided training to employees who handled chemicals regarding the use of chemicals. Factory management represented that they would take corrective action as soon as possible.

审核员发现生产楼2楼车间1/2瓶抹机水没有张贴安全标签。根据《工作场所安全使用化学品规定》第14条 工厂有对使用化学品的员工提供化学品使用培训。工厂表示会尽快做出整改。

7.11 - It was noted that factory management was unable to provide the special equipment registration for all 1 cargo lift being used in the factory to auditor for review. This violated Article 25 of Safety Monitoring Regulation of Special Equipment. Special equipment was lack of regular registration. Factory management stated that they would take improvements as soon as possible.

工厂发现工厂有1台载货电梯,但工厂未能提供其特种设备使用登记。根据《特种设备安全监察条例》第25条 特种设备缺乏有效的登记。工厂反映会尽快改善。

7.23 - No transportation was provided to employees.

Remarks from Auditee:

None

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 150800] Audit Date: 09/05/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The main auditee fully respects this principle because: The factory established its child labor forbidden policy. It was noted that the HR related officer had to check the ID and age during the hiring process. Through management interview, worker representative interview and employee interview, all knew the child labor forbidden policy and confirmed no child labor in the factory. The youngest employee noted during this audit was 19 years old.

被审核方完全尊重BSCI的本条原则,原因是:工厂建立了禁止童工政策。负责招聘的相关HR人员知道他们必须严格核实新近员工的年龄。员工面谈,员工代表面谈和管理层面面谈都证实清楚的知晓禁止童工政策并且确定工厂没有童工。最小年龄为19岁。

Remarks from Auditee:

None

Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 150800] Audit Date: 09/05/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The main auditee fully respects this principle because: The factory had established related policies to ensure young workers' working time and not to contact with hazardous materials. Worker representative stated that the factory held training and meetings to take special care for young workers. No young worker was found in the factory.

被审核方完全尊重BSCI的本条原则, 原因是: 工厂建立了完整的未成年工保护政策, 包括工作时间和禁止未成年工接触有毒化学品等等。员工代表还表示, 会举行定期的会议, 来提醒特别关照未成年工。工厂没有未成年工。

Remarks from Auditee:

None

Performance Area 10 : No Precarious Employment

Full Audit [Audit Id - 150800] Audit Date: 09/05/2019 PA Score: B

Deadline date:09/06/2019

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The main auditee partially respects this principle because: The factory had established clear recruit policies to respect local law requirements. Confirmed through employee and employee representative interview, most of them need to sign standard labor contracts with factory and they kept one labor contract. However, based on satisfactory evidence, gaps were identified in implementation.

被审核方部分尊重BSCI的本条原则, 原因是: 工厂建立了清楚地招聘程序来遵守当地的法规要求。通过员工和员工代表面谈, 确认大部分员工进厂时必须签标准的劳动合同, 并且他们自己都留有一份合同。但在实际执行中仍存在差距。

10.3 - It was noted that occupational disease might result in the work process of some employees in the factory (e.g. employees in contact with benzene series might result in benzene poison). However, the facts, harmful effects, consequences of occupational diseases were neither communicated to relevant employees nor indicated in their employment contracts. In accordance with Article 33 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases. Factory management represented that they would take corrective action as soon as possible.

审核员发现工厂的一些工作过程有可能产生职业病(例如: 车间的员工有接触苯系物可能导致苯中毒等)。但是工厂并没有与员工沟通可能会产生职业病的危害及其后果等, 也没有在劳动合同中写明。根据《中华人民共和国职业病防治法》第33条 工厂表示会尽快做出整改。

Remarks from Auditee:

None

Performance Area 11 : No Bonded Labour

Full Audit [Audit Id - 150800] Audit Date: 09/05/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The main auditee fully respects this principle because: Based on site tour, document review and interview, the auditee didn't limit the employees' freedom including resignation or ask for leave from the factory. The inhumane or degrading treatment, corporal punishment, mental or physical coercion and/or verbal abuse never occurred. There was no prison labor or forced labor. No ID card or wage was withheld by factory. It was observed that workers were working without pressure. Disciplinary measures were all reasonable: Verbal warning, warning letter and termination.

被审核方完全尊重BSCI的本条原则, 原因是: 基于现场走访, 文件评估和访谈, 被审核方没有限制员工的自由, 包括离职或请假。工人从未受到不人道或有辱人格的待遇、体罚、精神或肉体胁迫和/或辱骂。工厂里没有监狱劳工或强迫劳动。工厂没有扣留工人的身份证和工资。员工在工厂里工作没有压力。处罚措施是合理的, 处罚措施包括: 口头警告, 警告信和解雇。

Remarks from Auditee:

None

Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - 150800] Audit Date: 09/05/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The main auditee fully respects this principle because: Environmental impact assessment document was provided for review. During plant tour, it was found waste was not dumped in natural environments, or burned on open fires. No obvious pollution found in this factory. The hazardous waste was disposed by a qualified contractor. The factory did not receive any fines from local environment bureau ever since. The factory established related environmental policies, collected and updated environmental laws periodically to respect local law requirements.

被审核方完全尊重BSCI的本条原则, 原因是: 工厂提供了环境影响评价文件供查阅。现场参观未发现废弃物直接倾倒入自然环境中或者明火燃烧。现场未发现明显污染现象。工厂的危险废弃物通过有资质的回收商回收。工厂从来没有收到过当地环保部门的处罚。工厂建立了相关的环境方针政策, 并且定期收集更新环境法规来保证遵守当地的法律要求。

Remarks from Auditee:

None

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 150800] Audit Date: 09/05/2019 PA Score: B

Deadline date:09/06/2019

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation showed that the factory partial respected the requirement of this performance area. Per factory tour, document review, management interview and employees' private interview, it was noted that the auditee has set up appropriate measures to ensure and demonstrate no corruption, extortion, embezzlement, bribery, falsified information or misrepresentation in the supply chain. The auditee identified the situations and activities where acts of corruption, extortion or bribery were most likely to occur in its context and policies/procedures against any act of corruption and takes active measures to prevent and remediate them. However, based on satisfactory evidence, gaps were identified in implementation.

整体观察表明, 受审核方部分满足这个PA的要求。通过文件查阅、管理层访谈和员工访谈, 审核发现工厂建立了合适的管理措施来确保及明确在供应链中不能存在行贿受贿, 挪用盗用公款, 贪腐, 提供虚假资料, 虚报等行为。在管理制度中明确了在哪些方面可能存在贪腐, 挪用公款或者贿赂等行为以及相应的预防管理措施。但是在实际执行中仍存在问题。

13.4 - Per document review and management interview, it was noted that the facility didn't establish the policy or procedure for its collecting, using or otherwise processing personal information with reasonable care. Please refer to BSCI PA 13.4 Personal information protect was very important element to protect employees. The facility management represented that they protected employees' personal information in practice, but they didn't document the files.

经过文件查阅和管理层访谈, 审核发现工厂没有建立关于收集个人隐私信息保密的政策或程序。请参看BSCI 13.4 个人隐私保护是保护员工的一种方式。工厂管理层表示在实际执行中是有对员工的隐私进行保护的, 只是没有保存相关的文件。

Remarks from Auditee:

None

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	09/05/2019	150800	C	A	A	A	C	D	A	A	A	B	A	A	B	C

Producer Photos



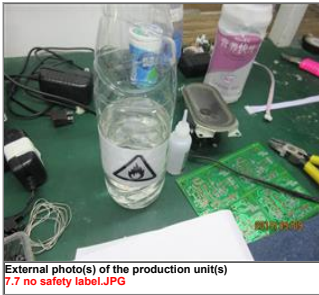
External photo(s) of the production unit(s)
7.6 not wearing rubber gloves.JPG



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



External photo(s) of the production unit(s)
inspection section.JPG



External photo(s) of the production unit(s)
7.7 no safety label.JPG



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



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



External photo(s) of the production unit(s)
amfori BSCI COC.JPG



External photo(s) of the production unit(s)
fire alarm.JPG



External photo(s) of the production unit(s)
safety exit sign and emergency light.JPG



External photo(s) of the production unit(s)
assembling section.JPG



External photo(s) of the production unit(s)
fire extinguishers.JPG



External photo(s) of the production unit(s)
spot welding.JPG



External photo(s) of the production unit(s)
drinking water supply.JPG



External photo(s) of the production unit(s)
fire hydrant testing.JPG



External photo(s) of the production unit(s)
suggestion box.JPG

