
Auditee :	Qun Long Co.,Ltd. Linghai Industrial Area Branch
Audit Date From :	04/11/2019
Audit Date To :	05/11/2019
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), Summer Luo
Auditing Branch (if applicable) :	



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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: A B B B A A A A A A A B 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.
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: 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.
C Acceptable	<ul style="list-style-type: none"> • Maximum 2 Performance Areas rated D • No Performance Areas rated E These are three examples: 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 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.
D Insufficient	<ul style="list-style-type: none"> • Maximum 6 Performance Areas rated E These are three examples: 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	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
E Unacceptable	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated E These are three examples: A A A A A A E E E E E E E A A B B C D E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
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 :	Qun Long Co.,Ltd. Linghai Industrial Area Branch		
DBID number :	395438		
Audit ID :	166492		
Address :	No. 201, Building 1, Qunxing Industrial Park, North Side of Qingping Road, Ling Hai Industrial Zone, Cheng Hai Shantou		
Province :	Guangdong	Country :	China
Management Representative :	Duo Yun Tian		
Contact person:	Duo Tian Tian	Sector :	Non-Food
Industry Type :	Toys and Games	Product group :	toys
Product Type :	Plastic Toys		

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 : 05/11/2020	

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

Executive summary of audit report

At the beginning of the audit, Mr. Tian Duo Yun/Factory Director and Mr. Jia Ao Xiang/Worker Representative attended the opening meeting.

The factory was established on July 13, 2017 and specialized in the manufacture of plastic toys. Business license number was 91440515MA4WU2L9XQ. Factory name in English was Qun Long Co., Ltd. Ling Hai Industrial Area Branch. Factory local name was “汕头市澄海区群隆塑胶制品有限公司第二分公司”. Factory address in English was No. 201, Building 1, Qunxing Industrial Park, North Side of Qingping Road, Ling Hai Industrial Zone, Cheng Hai, Shan Tou, Guang Dong, China. Factory local address was “汕头市澄海区岭海工业区清平路北侧群兴工业园1幢201号”. The factory consisted of one 7-storey production building, one 9-storey production building and one 6-storey dormitory with a canteen on the part of 1st floor and another part of 1st floor was vacant. (Remark: There was one 7-storey production building was vacant and it was occupied by the landlord)

The main production processes in the factory included injection, assembling and packing. There were a total of 237 employees with 187 production workers and 50 non-production staffs in the factory. No outsourced worker was noted in the factory. The youngest employee noted during this audit was 18 years old. According to factory management representation, peak season in the factory was not obvious.

The factory adopted finger printing system and face identification system to record employees' working hours. There was only one working shift for employees (excluding the injection department and security guards) and the working hour was 8:00 to 12:00 and 13:30 to 17:30. Injection department had 2 shifts, which was from 8:00 to 20:00 and 20:00 to 8:00. Security guards had 3 shifts, which was from 8:00 to 16:00, 16:00 to 24:00 and 24:00 to 8:00. Employees' wages were paid before 20th of 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: 15 samples from current paid month of September 2019, 15 samples from March 2019 and 15 samples from January 2019; In addition, auditors sampled 5 employees from current complete attendance month October 2019. It was noted that all sampled employees were paid at least RMB 8.91 per hour for normal working hours, which was in compliance with 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% and 300% of normal wages for overtime hours on regular days and rest days and statutory holiday respectively, which was compliance with legal requirement. According to the sampled time records, the maximum monthly overtime hours were 96 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 28 out of 237 employees (11.81%) were provided with accident insurance, unemployment insurance, maternity insurance and pension insurance, no employee was provided with medical insurance in October 2019. (Remark: the social insurance of the auditee's employees were included in their parent company)

Further, 15 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. Tian Duo Yun/Factory Director and Mr. Jia Ao Xiang/Worker Representative signed the onsite CAP and agreed to take corrective action.

Remark:

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

2. Audit Company: Bureau Veritas Consumer Products Service
Audit Company APSCA Number: 11600002
Lead Auditor Name: Danny Xu
APSCA Auditor Registered Number: 21701130
Member Auditor Name: Summer Luo
APSCA Auditor Registered Number: 21700194



Ratings Summary



Auditee's background information			
Auditee's name :	Qun Long Co.,Ltd. Linghai Industrial Area Branch	Legal status :	Limited Company Branch
Local Name :	汕头市澄海区群隆塑胶制品有限公司第二分公司	Year in which the auditee was founded :	2017
Address :	No. 201, Building 1, Qunxing Industrial Park, North Side of Qingping Road, Ling Hai Industrial Zone, Cheng Hai	Contact person (please select) :	Duo Tian Tian
Province :	Guangdong	Contact's Email :	3005977160@qq.com
City :	Shantou	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	None
GPS coordinates :	N 23°25'49"; E116°50'41"	Total turnover (in Euros) :	16000000.00
Sector :	Non-Food	Of which exports % :	80.00
Industry :	Toys and Games	Of which domestic market % :	20.00
If other, please specify :		Production volume :	35000 pieces per month
Product Group :	toys	Production cost calculation :	No
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Plastic Toys		

Auditee's employment structure at the time of the audit		
Total number of workers :	237	Total number of workers in the production unit to be monitored (if applicable) :
	MALE WORKERS	FEMALE WORKERS
Permanent workers	145	87
Temporary workers	0	0
In management positions	30	20
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	121	64
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	148	89
Production based workers	0	0
With shifts at night	0	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 166492] Audit Date: 04/11/2019 PA Score: D

Deadline date:05/08/2020

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仍存在在问题。

- 1.3 - It was noted that the canteen service was subcontracted to other companies, and the factory had maintained the contracts, personnel files, payroll records and time records of the kitchen workers for review. However, according to the time records provided, it was noted that 1 out of 1 sampled kitchen worker's monthly overtime in March 2019 reached 40 hours, which exceeded the legal limit of 36 hours per month. BSCI Code of Conduct: The auditee knows who it's significant business partners are and assesses how they understand and apply the BSCI Code of Conduct. The factory had established a business partner selection and management procedure. The factory would conduct periodic social compliance monitoring for its business partners and a commitment to be compliance with the BSCI standard was signed by the business partners. Factory management represented that they would take corrective action as soon as possible.

工厂的厨工外包至其他公司, 工厂保留了厨工相关的劳动合同, 人事资料, 工资和考勤记录供查看。但是根据工厂提供的厨工的考勤记录, 审核员发现1/1名抽样厨工在2019年3月的加班时间达到40小时, 超出法律36小时/月的规定。BSCI行为守则: 被审核方(生产商)了解谁是主要商业伙伴, 并评估他们如何理解和应用BSCI行为守则。工厂有建立商业合作伙伴选择和管理程序, 并且对主要商业合作伙伴进行定期社会责任评估。工厂的商业合作伙伴有签署社会责任承诺书。工厂表示会尽快做出整改。

- 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 - 166492] Audit Date: 04/11/2019 PA Score: A

Deadline date:05/08/2020

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, 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2019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。同时工厂会给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 suggestion box, 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, 例如通过意见箱, 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 - 166492] Audit Date: 04/11/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No Labor union was established in the auditee, but worker representative was also selected by workers themselves. The selection records were provided for review. The workers also claimed that they could express their opinions to their supervisor or worker representative directly. The suggestion box was also used by the workers. According to the Grievance Mechanism established by the facility, while it was compliant from the worker, they would collect the information from the worker confidentiality, investigate and feedback to the compliant worker or published to all workers after the process complete. 被审核方没有成立工会, 但员工自行选出了员工代表。员工表示他们可以直接向主管或员工代表反映问题, 也可以使用意见箱。根据被审核方建立的申诉制度, 在收到员工投诉的情况下, 负责人会在保密的情况下向申诉员工收集意见, 在调查后反馈给投诉的员工或公示给全厂员工。	
Remarks from Auditee: None	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 166492] Audit Date: 04/11/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee had established the anti-discrimination policy and procedure. The auditee regulated that there was no discrimination based on age, race, gender, marriage status, union affiliation, and pregnancy status, HIV or Hepatitis B testing at Hiring. It was noted that worker was not required to provide the health check report upon on boarding. There was no discrimination about religion, origin, political affiliation or age when recruiting process and working process. Workers were provided with anti-discrimination training. New hired workers were also provided with relevant training upon hiring. During this audit, no discrimination case was found in the auditee. 被审核方建立了禁止歧视的政策和程序。被审核方规定在招聘时不可以涉及关于年龄, 种族, 性别, 婚姻状况, 是否加入工会, 怀孕测试, 爱滋病, 乙肝携带者等歧视。工人在入职时候不用提供体检报告; 在入职时和工作中也无宗教, 出身, 政治和年龄等歧视。工人接受了禁止歧视的培训, 新入职工人在进厂时候也接受了相关培训。本次审核没有发现被审核方有歧视的情况存在。	
Remarks from Auditee: None	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 166492] Audit Date: 04/11/2019 PA Score: B	Deadline date:05/08/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the factory partially fulfilled the requirement of this performance area. The factory 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, factory paid 150% and 200% and 300% of regular wage rate for overtime hours on weekdays and rest days and statutory holidays to workers, which were in compliance with legal requirements. The factory paid wages on time before the 20th 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 factory provided required benefits such as paid annual leave to all eligible workers. However, the gaps have been identified in implementation. 整体观察表明, 工厂部分履行对该区域要求。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, 工厂在工作日加班和周末加班和法定节假日加班会支付正常工资的150%, 200%和300%作为加班费。工厂每月20号之前准时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。然而, 在实施过程中仍有差距。 5.5 - According to the social insurance payment receipt provided by factory management, it was noted that 28 out of 237 employees (11.81%) were provided with accident insurance, unemployment insurance, maternity insurance and pension insurance, no employee was provided with medical insurance in October 2019. In accordance with Article 73 of the Labor Law of the People's Republic of China 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. 根据厂方提供的2019年10月社会保险缴费单据显示工厂28/237名员工(11.81%)购买了工伤, 失业, 生育和养老保险, 没有为员工购买医疗保险。根据《中华人民共和国劳动法》第73条。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 - 166492] Audit Date: 04/11/2019 PA Score: D

Deadline date:05/08/2020

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 47 out of 50 sample population employees worked in excess of the statutory overtime hour limits. A review of 50 sample population employees' time records (15 samples from current paid month of September 2019, 15 samples from March 2019 and 15 samples from January 2019), in addition, auditors sampled 5 employees from current complete attendance month October 2019 yielded the following: a) 14 out of 15 sample population employees' monthly overtime in September 2019 reached 72-96 hours, b) 14 out of 15 sample population employees' monthly overtime in March 2019 reached 80-92 hours, c) 14 out of 15 sample population employees' monthly overtime in January 2019 reached 56-66 hours, d) 5 out of 5 sample population employees' monthly overtime in October 2019 reached 72-80 hours, which exceeded the legal limit of 36 hours per month. 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.

根据厂方提供的工时记录,审核员发现员工加班时间超出了法定标准。审核员从厂方提供的工资记录中抽取45个样本(从最近工资支付月2019年9月,从2019年3月,从2019年1月各抽取15个样本),另外从当前完整考勤月份抽取2019年10月抽取5个,发现共有47名员工加班时间超出了法定标准,具体为:a) 14/15名抽样员工在2019年9月的加班时间为72-96小时, b) 14/15名抽样员工在2019年3月的加班时间为80-92小时, c) 14/15名抽样员工在2019年1月的加班时间为56-66小时, d) 5/5名抽样员工在2019年10月的加班时间为72-80小时,超过每月加班时间不能超过36小时的法律规定。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 - 166492] Audit Date: 04/11/2019 PA Score: B	Deadline date:05/01/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The entire workplace was clean and tidy. Drinking water was provided free for workers. Fire extinguishers, fire hydrant, safety exits and emergency lights were installed properly in the facility. The fire hydrant was testing during the audit. All routes and stairway were clean in the facility. Through employee interview, the facility had conducted twice fire safety drills for employees in last 12 months. And trainings of facility rule were conducted for employees by the facility management. All randomly selected employees knew how to use the fire equipment and where to go when fire was happen. As no transportation was provided to employees and the employees went home by themselves. However, gaps had been identified in implementation.</p> <p>被审核方整个生产区域都比较干净和整洁。提供了免费的饮用水。消防设施已经安装，现场也对消防栓进行测试，全部通道也是通畅的。被审核方也进行了每年2次的消防演习，并且被审核方的规章制度也已经向员工进行了培训，员工都表示他们清楚如何使用灭火器和火灾发生时的处理措施。因被审核方未提供交通给员工，员工下班后自行回家。然而，在实际执行过程中仍然存在问题。</p> <p>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的内部程序。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。</p> <p>7.2 - According to the social insurance payment receipt provided by factory management, it was noted that 28 out of 237 employees (11.81%) were provided with accident insurance in October 2019. In accordance with Article 73 of the Labor Law of the People's Republic of China Factory management represented that they would take corrective action as soon as possible. 根据厂方提供的2019年10月社会保险缴费单据显示工厂为28/237名员工（11.81%）购买了工伤保险。根据《中华人民共和国劳动法》第73条 工厂表示会尽快做出整改。</p> <p>7.5 - It was noted that the factory had not provided the occupational health checks to all employees in the injection workshop who were in contact with hazardous materials (e.g. noise and dust) yearly. 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, occupational diseases may not detected timely and harmful to employees' health. Factory management stated that they would take improvements as soon as possible. 审核员发现厂方没有每年为在注塑车间接触有毒有害物质（例如：噪声，粉尘）的所有员工提供职业病体检。根据《中华人民共和国职业病防治法》第35条。由于缺少职业健康检查，员工的健康情况未能有效保护。厂方反映将尽快改善。</p> <p>7.6 - It was noted that 10 out of 10 assembling employees and 15 out of 15 injection employees worked under noise condition, but not wearing earplugs. 1 out of 1 material crushing employee did not wear earplugs or dust-proof mask. 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. 审核当天10/10名装配员工和15/15名注塑员工在噪声环境下工作，但没有佩戴耳塞。1/1个碎料员工没有佩戴耳塞和防尘口罩。违反《中华人民共和国安全生产法》第42条。接触有毒有害物质的员工没有佩戴劳保用品会对身体健康造成影响。工厂代表反映立即改善。</p> <p>7.7 - It was noted that there was no anti-leakage facility (e.g. secondary container) for the 1 out of 1 barrel alcohol being used on the 5th floor of production building B. In accordance with article 20 of Regulation for Safety of Hazardous Chemical. Without secondary container, the chemical would has a risk of spilling out into the environment. Factory management represented that they would take corrective action as soon as possible. 审核员发现工厂没有为存放在B栋5楼的1桶酒精设置防渗漏设施/二次容器。根据《危险化学品安全管理条例》第20条 化学品没有二次容器，有泄漏到环境的风险。工厂代表反映立即改善。</p> <p>7.23 - No transportation was provided.</p>	
Remarks from Auditee: None	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 166492] Audit Date: 04/11/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The policy of recruiting was set up by the auditee. It stipulated the auditee refused to recruit the worker whose age below 16 years old. The auditee had established procedure on crossing check workers' age. And the recruitment specialists had been trained and well known how to cross check workers' age when workers' age is doubtful. The auditee established remediation measure of child labor in order to set up measure of recruiting child labor incidentally. After checking all personnel files of workers, no child labor was identified in the auditee.</p> <p>被审核方制定了合适的招聘政策，规定被审核方不招聘16岁以下的工人。被审核方已经建立年龄核实体系，并且招聘专员获得培训并了解如何交叉审核可疑的员工年龄。被审核方制定了童工补救措施以防万一发现童工的应对措施。在审核过程中，通过查阅所有员工的人事资料，未发现有任何童工存在。</p>	
Remarks from Auditee: None	

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 166492] Audit Date: 04/11/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee had set up the social policy and procedures on young workers' protection. Although there was no young worker working in the auditee currently, the auditee had a clear understanding that young workers were more vulnerable than most workers and stipulated a series of protection rules for young workers, such as, young workers should be adequately protected against any harmful working condition, should not be engaged in night shifts, should have access to effective grievance mechanism, and should be properly trained on OHS, etc. 被审核方建立了有关未成年工保护的社会责任政策和程序。尽管被审核方目前没有使用未成年工，但对于未成年工的保护仍有充分的认知，且制定了一系列的未成年工保护规定，比如：不得安排未成年工从事有毒有害的工作，不得安排未成年工上晚班，需要给未成年工提供有效的申诉渠道，需要给未成年工提供有关健康安全的培训等等。	
Remarks from Auditee: None	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 166492] Audit Date: 04/11/2019 PA Score: B	Deadline date:05/12/2019
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. injection employees in contact with dust and noise). 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: 注塑车间的员工有接触粉尘和噪声等)。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 - 166492] Audit Date: 04/11/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: 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 - 166492] Audit Date: 04/11/2019 PA Score: C	Deadline date:05/08/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the factory partially respected the requirement of this performance area. Per document review, management interview and employees' private interview, it was noted that the auditee continuously identified the significant impacts and environmental implications associated to its activity, and established the proper procedure to ensure integration of local environmental law into the business performance. However, based on satisfactory evidence, gaps were identified in implementation.</p> <p>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,审核发现被审核方持续识别其商业活动的重大影响及对环境造成的后果,并且建立了合适程序来确保其商业模式中结合了当地环境法规。但是在实际执行中仍存在一些问题。</p> <p>12.1 - It was noted that the factory could not provide the report of environmental impacts, the report form of environmental impacts or the registration form of environmental impacts of the construction of the facility for review. In accordance with the Article 16 of Law of the People's Republic of China on Appraising of Environment Impacts. Factory did not obtain the law required environmental documents before their operation. Factory management represented they would take action later. 审核员发现工厂未能提供环评文件供查阅。根据《中华人民共和国环境影响评价法》第16条 工厂未有按照法律要求取得相关环保文件。工厂反映会采取行动改善。</p> <p>12.3 - 1. The factory could not provide the approval document of environment impact assessment for review. This violates Article 22 of Law of the People's Republic of China. Factory did not obtain the law required environmental documents before their operation. Factory management represented they would take action later. 2. The factory could not provide the approval document for on-site inspection and acceptance of completed environmental protection facilities for review. In accordance with Article 17 of the Regulations on Environmental Protection Check and Acceptance for Completed Construction Project Factory did not obtain the law required environmental documents before their operation. Factory management represented they would take action later. 1. 本次审核工厂未能提供环评批复文件。根据《中华人民共和国环境影响评价法》第22条.工厂未有按照法律要求取得相关环保文件。工厂反映会采取行动改善。 2. 本次审核工厂未能提供建设项目竣工环境保护验收文件。根据《建设项目竣工环境保护验收管理办法》第17条。工厂未有按照法律要求取得相关环保文件。工厂反映会采取行动改善。</p>	
Remarks from Auditee: None	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 166492] Audit Date: 04/11/2019 PA Score: A	Deadline date:05/12/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>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.</p> <p>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索贿,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一些问题。</p> <p>13.4 - Per document review and management interview, it was noted that the factory didn't establish the information safety management procedure. Please refer to BSCI PA 13.4 Information safety was very important to the auditee. The facility management represented that they protected information safety in practice. But they didn't document these files. 经过文件查阅和管理层访谈,审核发现工厂没有制订信息安全管理程序。请参看BSCI 13.4 信息安全对维护资料信息的完整性非常重要。工厂表示在实际执行中有对信息的安全性进行管控。</p>	
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	04/11/2019	166492	D	A	A	A	B	D	B	A	A	B	A	C	A	C

Producer Photos



