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Auditee :	<b>Shenzhen D-fast Technology Co., Ltd</b>
Audit Date From :	<b>02/01/2020</b>
Audit Date To :	<b>03/01/2020</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>Intertek</b>
Auditor's Name(s) :	<b>Alexander Wang(Lead)</b>
Auditing Branch (if applicable) :	<b>Intertek South China - Shenzhen</b>

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This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.  
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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<p><b>A</b> <b>Very Good</b></p>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated A</li> <li>No Performance Areas rated C, D or E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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A	A	A	A	A	A	A	B	B	B	B	B	B																													
<p><b>B</b> <b>Good</b></p>	<ul style="list-style-type: none"> <li>Maximum 3 Performance Areas rated C</li> <li>No Performance Areas rated D or E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p><b>C</b> <b>Acceptable</b></p>	<ul style="list-style-type: none"> <li>Maximum 2 Performance Areas rated D</li> <li>No Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	C	C	C	C																													
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><b>D</b> <b>Insufficient</b></p>	<ul style="list-style-type: none"> <li>Maximum 6 Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	E	E	E	E	E	E	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	A	D	D	D																													
A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	E	E	E	E	E	E																													
<p><b>E</b> <b>Unacceptable</b></p>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
<p><b>Zero Tolerance</b></p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

**Main Auditee Information**



Name of producer :	Shenzhen D-fast Technology Co., Ltd		
DBID number :	398076		
Audit ID :	172229		
Address :	A301, Gangyi Factory, No. 27, Baolong Road, Lianhe Industrial Zone, Nanyue Community, Baolong Street, Longgang District, Shenzhen City		
Province :	Guangdong	Country :	China
Management Representative :	Yang Guangtao/facility director		
Contact person:	Feiyan Ma	Sector :	Non-Food
Industry Type :	Others	Product group :	Others
Product Type :	Electric 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 : 03/01/2021	

Rating per Performance Area (PA)												
PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	B	A	A	B	D	B	A	A	A	A	A	A

**Executive summary of audit report**

Shenzhen D-fast Technology Co., Ltd.(the business license number is 91440300349973390X) is located at A301, Gangyi Factory, No. 27, Baolong Road, Lianhe Industrial Zone, Nanyue Community, Baolong Street, Longgang District, Shenzhen City, Guangdong Province, China. This was a privately owned Company. The total land area occupied by the facility is 1650 square meters. They have established in August 2015 and moved their operation to the current location since 25 September 2019. A total of 79 employees including 48 female employees and 31 male employees are currently working in the facility. The facility consists the 3rd floor of the production building B (totally 4-storey)as office, and the 3rd floor of the production C (totally 4-storey)as warehouse and production. No dormitory, kitchen or canteen was provided for employees.

The main products manufactured by the facility cover bluetooth earphone and wireless earphone. The main production processes are listed as follows: Soldering, assebmly, inspection and packing. The production capacity is 150,000 sets per month.

Attendance records from 25 September 2019 to 3 January 2020 (audit day) were reviewed in this audit. All production employees worked for 5 days a week from Monday to Friday in one shift, which was 08:00-12:00, 13:30-17:30. Employees sometimes worked overtime 2 hours per day and 8 hours on Saturday. Facial or finger print attendance recording systems are used for time keeping and every employee should scan their face or finger print when they go in and out the facility. As per facility management interview, the peak season was not obvious.

Payroll records from September 2019 to December 2019 were reviewed in this audit. All employees'wages were calculated on hourly-rated basis. The lowest basic wages were RMB13 per hour, which was higher than the local minimum wage standard. For overtime wages, 150%, 200% and 300% of basic wages were paid to employees for their overtime hours on workdays, rest days and public holidays respectively. Employees were paid by cash on 2nd of each month after the previous wage calculation cycle.

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

PA 1: Finding was raised. Please refer to PA 1 for details.

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

PA 3: The facility has set up a written procedure about employee representative election. It was noted that they had freely elected employee representatives. Through interviewed with the employee representative, they fully understood their responsibility. Employees could raise their concerns through suggestion box and communicating with their directly supervisors, etc.

PA 4: The facility has set up a written policy about no discrimination, which indicated that it would not discriminate against any worker based on race, color, age, gender, sexual orientation, disability, religion, union membership, marital status, etc. in hiring and employment practices. The facility provided the same pay to male/female employees. Employees claimed that no discrimination case happened before;

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: Finding was raised. Please refer to PA 7 for details.

PA 8: The facility has set up a written policy to ensure no child labor will be used. During facility tour, document review and employee interview, there were no child labor was found in the facility. Furthermore, the facility had also established prohibition of child labor and child labor remediation procedures to ensure that if any active underage worker was found, follow up actions on remediation would be conducted.

PA 9: There was no juvenile worker found during this audit. Furthermore, the facility had also established procedures for protection of juvenile workers, such as regular health examination and did not arrange juvenile worker to hazard work position, etc;

PA 10: All employees in the facility were hired by the facility directly. The facility signed labor contracts in local language with all employees within 30 days

after employment, the content of labor contracts were in local language and compliance with local legal requirement. A copy of the contract had been provided to employees.

PA 11: The facility has set up a written policy to ensure that no any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labor was used. All employees were hired directly. No evidence showed that employees were treated inhumane or degrading treatment, corporal punishment, mental or physical coercion or verbal abuse.

PA 12: The facility had established a written environmental policy. Environment Management System was established in the facility. Risk assessment on environment was also conducted by the facility. The facility had obtained necessary environment permits such as Environmental Impact Assessment (EIA) and EIA approval.

PA 13: The auditee has set up a written anti-corruption policy and a documented procedure to encourage employees to report unethical behavior. Relevant integrity training were provided to all employees especially management. During this audit, no corruption, extortion or bribery case was found.

Remarks: 1. The Contractor license/permit, Government waivers, Agency labour contract, Collective bargaining agreements was not applicable at the facility. Thus there was no relevant picture uploaded in the report.

2. Remarks: As per business records address, the relevant renting contract and interview, the facility only occupied the 3rd floor of the production building B (totally 4-storey)as office, and the 3rd floor of the production C (totally 4-storey)as warehouse and production. The other floors of the production building was rented by the other facilities (which were producing plastic products and package products). On the audit days, there was no shared employees, production or any business relationship detected between these facilities. thus the audit only covered the audited facility.

3. APSCA Registration number for Alexander Wang: RA21703602.

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>Shenzhen D-fast Technology Co., Ltd</b>	Legal status :	<b>Limited Company</b>
Local Name :	深圳市速迅数码科技有限公司	Year in which the auditee was founded :	<b>2015</b>
Address :	<b>A301, Gangyi Factory, No. 27, Baolong Road, Lianhe Industrial Zone, Nanyue Community, Baolong Street, Longgang District,</b>	Contact person (please select) :	<b>Feiyan Ma</b>
Province :	<b>Guangdong</b>	Contact's Email :	<b>sales@D-Fast.com.cn</b>
City :	<b>Shenzhen City</b>	Auditee's official language(s) for written communications :	<b>Chinese</b>
Region :	<b>North East Asia</b>	Other relevant languages for the auditee :	<b>Nil</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>N/A</b>
GPS coordinates :	<b>N22°41'47" E114°16'52"</b>	Total turnover (in Euros) :	<b>10000000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>90.00</b>
Industry :	<b>Others</b>	Of which domestic market % :	<b>10.00</b>
If other, please specify :	<b>bluetooth earphone and wireless earphone</b>	Production volume :	<b>150000 sets per month</b>
Product Group :	<b>Others</b>	Production cost calculation :	<b>No</b>
If other, please specify :	<b>bluetooth earphone and wireless earphone</b>	Lost time injury calculation cost :	<b>No</b>
Product Type :	<b>Electric products</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>79</b>	Total number of workers in the production unit to be monitored (if applicable) :	<b>0</b>
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>	
Permanent workers	<b>31</b>	<b>48</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>6</b>	<b>7</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>29</b>	<b>41</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>31</b>	<b>48</b>	
Production based workers	<b>0</b>	<b>0</b>	
With shifts at night	<b>0</b>	<b>0</b>	
Unionised	<b>0</b>	<b>0</b>	
Pregnant	<b>-</b>	<b>0</b>	
On maternity leave	<b>-</b>	<b>0</b>	

**Finding Report**



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

Full Audit [Audit Id - 172229] Audit Date: 02/01/2020 PA Score: D

Deadline date:03/04/2020

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The overall observation shows that the facility had established a management system for BSCI. The facility provided organizational chart to implement this system, Responsibility for meeting the legal and client code requirements was shared between the Personnel supervisor and the Health& Safety supervisor. Appointed a senior manager as management representative to ensure that the BSCI values and principles are followed and the facility posted BSCI'S COC in bulletin board and conducted training this content to all employees and suppliers regularly. Implementation of any necessary changes was then given to the individual department heads after agreement with the facility manager, this system was effective. However, gaps have been identified in implementation, please refer to relevant checkpoint for details.

企业的整体情况显示企业有建立BSCI行为守则的管理体系, 有完整的组织架构来执行这个系统,定期收集最新的法律法规和客户的行为手册,通过整合后传达给人事和健康安全负责人。委派一名高级经理作为管理者代表负责以确保BSCI价值和原则要求得以贯彻, 并且在公告栏张贴BSCI的行为守则和通过定期的培训传达BSCI的要求给员工和供应商。执行过程中的任何改变都将由企业负责人传达给各部门的负责人, 系统是有效的。但是, 在实际的执行过程还有不足, 具体参考相关的检查点。

**1.1 -** As per document review, factory tour, worker and worker representative and management interview, it was found that BSCI new Code was not carried out effectively, which resulted in the issues on management system, working hour, Remuneration, H&S, etc. Law/ COC: In accordance with BSCI COC, the facility should set up an effective management system to implement the amfori BSCI COC.

根据文件审核,现场走厂, 员工和员工代表面谈和管理层面谈, 发现被审核方(生产商)BSCI新准则未得到有效执行, 以致于工厂在管理系统、工时、福利以及健康安全等有问题。法律/客户行为准则: 工厂应根据BSCI的要求建立及执行有效的管理体系。

**1.4 -** As per document review, worker and worker representative and management interview, the facility had set up the workforce planning to reduce the overtime, however, the workforce planning was not effective, because most sampled employees worked overtime hours exceeding the local law requirement. Please refer to checkpoint #6.2 for details. In accordance with BSCI 1.4 requirement, the facility should set up effective workforce planning that allows the auditee to reduce overtime in compliance with local law.

根据文件审核,员工和员工代表面谈和管理层面谈, 企业有建立人力资源加班时间的控制计划, 但是此计划没有有效地实施, 因为大部分抽取的员工加班时间超过当地法规要求。具体参考检查点6.2。依据BSCI 1.4的要求, 企业应建立有效的人力资源加班时间的控制计划,确保加班时间符合当地法规要求。

**Remarks from Auditee:**

Nii

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

Full Audit [Audit Id - 172229] Audit Date: 02/01/2020 PA Score: B

Deadline date:03/04/2020

**GOOD PRACTICES:**

Nii

**AREAS OF IMPROVEMENT:**

The facility posted amfori BSCI Code of Conduct in notice board for employees reading, and the facility also provided regular training on right and obligation and general social compliance requirement to employees and management. Furthermore, the facility had set an effective operational-level grievance mechanism to protect workers' benefit. However, gap was identified in implementation. Please refer to relevant checkpoint for details.

企业在公告栏张贴amfori BSCI行为守则供员工参考, 并提供定期培训让员工与管理了解权利义务与社会责任的基本要求。另外企业有建立有效运行的申诉机制以保护员工利益。然而, 工厂在该领域的实施存在缺陷之处, 详细情况请参考相应的问题点。

**2.4 -** Though BSCI standards were posted in public bulletin board, through workers' interview, it was noted that all interviewed employees still did not have sufficient understanding of BSCI standards. In accordance with BSCI 2.4 requirement, the auditee should build sufficient competence to successfully embed responsible practices in the business operation. This refers to managers, workers and workers representatives.

企业虽把BSCI标准张贴在公告栏, 但经面谈发现,所有面谈员工对于BSCI标准的了解仍然不足。依据BSCI2.4的要求, 企业应该充分培养下列人士的能力, 以便在业务经营中成功结合责任规范, 包括经理、工人和工人代表。

**Remarks from Auditee:**

Nii

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

Full Audit [Audit Id - 172229] Audit Date: 02/01/2020 PA Score: A

Deadline date:

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

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

**Remarks from Auditee:**

<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 172229] Audit Date: 02/01/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> No nonconformance was observed. 没有发现不符合。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 172229] Audit Date: 02/01/2020 PA Score: B	Deadline date:03/04/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The overall observation shows that all employees' wages were calculated on hourly rate and paid in cash on the 2nd of each month after the previous wage calculation cycle. Based on the payroll records review, the lowest basic wages were RMB13 per hour, which was higher than the legal requirement. For overtime wages, 150%, 200% and 300% of basic wages were paid to employees for their overtime hours on workdays, rest days and statutory holidays respectively. All employees were provided with written and understandable information about their employment conditions in respect to wages before they enter employment, Benefits such as annual leave were provided to employees as per legal requirement. However, gaps have been identified in implementation , please refer to relevant checkpoint for details.</p> <p>整体情况显示工人的工资都是按小时计算并在次月2号以现金形式发放。根据所提供的工资表,最低每小时13元的基本工资,高于当地的最低工资标准,加班工资分别按照150%, 200%和300%支付平时,周末和节假日.员工在入职就接受了关于工资福利待遇的介绍,法律规定的福利待遇也提供了,如年假等.但是,在实际的执行过程还有不足,具体参考相关的检查点.</p> <p><b>5.4 -</b> The facility did not have a mechanism to provide sufficient remuneration that allows workers to meet a decent living standard. Law/COC: In accordance with BSCI requirement, the auditee should provide sufficient remuneration that allows workers to meet a decent living standard. 工厂未建立机制支付足够的报酬使工人达到体面生活标准。法规/行为准则: 依据BSCI的要求,被审核方(生产商)应支付足够的报酬使工人达到体面生活标准。</p> <p><b>5.5 -</b> Through reviewing the social insurance document in December 2019, 16 out of 79 employees had participated in basic endowment insurance, 55 out of 79 employees had participated in employment injury insurance, maternity insurance, basic medical insurance and unemployment insurance. Law/COC: In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state.</p> <p>通过查阅在2019年12月社保资料发现企业的79名员工中有16人参加了养老保险,79名员工中有55人参加了工伤保险,生育保险,医疗保险和失业保险。法规/行为准则: 依据《中华人民共和国社会保险法》第十条,职工应当参加基本养老保险,由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险,由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险,由用人单位缴纳工伤保险费,职工不缴纳工伤保险费。第四十四条 职工应当参加失业保险,由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险,由用人单位按照国家规定缴纳生育保险费,职工不缴纳生育保险费。</p>	
<b>Remarks from Auditee:</b> Nil	



<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 172229] Audit Date: 02/01/2020 PA Score: D	Deadline date:03/04/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The overall observation shows that 1)Face or finger print scanning system was used for time keeping and every employee should record when they go in and out the workshop. 2) As per management, there was no apparent peak season at the facility. 3) Based on the attendance and payroll records reviewed, employees could enjoy at least one day off after six consecutive working days. However, gaps have been identified in implementation, please refer to relevant checkpoint for details.</p> <p>整体情况显示1)企业使用刷面部或指纹系统来记录员工的上下班时间，工人进出车间都要记录自己的进出时间。2)管理人员表示，工厂没有明显的旺季。3)根据提供的考勤记录显示,员工每6天休息一天;但是,在实际的执行过程还有不足,具体参考相关的检查点。</p> <p>6.2 - Through document review, auditor found that the monthly overtime hours of 11 out of 11 randomly selected employees were 76 hours in December 2019 (current month), 11 out of 11 randomly selected employees were 82 hours in November 2019 (randomly selected month) and 11 out of 11 randomly selected employees was 74 hours in October 2019 (randomly selected month). Law/COC: In accordance with the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.</p> <p>通过文件审核, 审核员发现在2019年12月份(当前月) 11名抽样的员工中有11名的月加班时间为76小时, 2019年11月份(随机挑选月) 11名抽样的员工中有11名的月加班时间为82小时, 2019年10月份(随机挑选月) 11名抽样的员工中有11名的月加班时间为74小时. 法规/行为准则: 依据《中华人民共和国劳动法》第41条, 用人单位由于生产经营需要, 经与工会和劳动者协商后可以延长工作时间, 一般每日不得超过一小时; 因特殊原因需要延长工作时间的, 在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时, 但是每月不得超过三十六小时。</p>	
<b>Remarks from Auditee:</b> Nil	

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

Full Audit [Audit Id - 172229] Audit Date: 02/01/2020 PA Score: B

Deadline date:03/04/2020

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The facility posted the evacuation plans with "You Are Here" sign on the work floors, which indicated escape routes, the location of fire extinguishers and fire hydrants, etc. The firefighting equipments were inspected on monthly rated. The electrical system of the facility was in a good condition. All switches in the electrical control panels had been labelled with warning sign. Hot water was available in the facility. Employees had received regular and recorded health and safety training such as fire drill etc. However, gap was identified in implementation. Please refer to relevant checkpoint for details.

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、灭火器和消防栓位置等。消防设施每月点检一次。工厂的电力系统良好，所有配电箱开关有张贴警示标示。也有提供热水给员工。工人有定期接受健康安全培训如消防演习等。然而，工厂在该领域的实施存在缺陷之处，详细情况请参考相应的问题点。

- 7.1 - 1) During documents review, employee and management interview, auditor found the facility was not fully in compliance with legal requirements on occupational health and safety, (For details, please refer to other sub chapter under Performance Area 7.) In accordance with BSCI Social Requirement, the facility should work in line with all the regulations on occupational health and safety. 2) During facility tour, auditor found that a total of 10 employees were working in soldering sections contacting with hazardous factors (tin dust). However, no periodic occupational health examination reports which required by law for those 10 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 laborers 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 laborers 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 laborers in written. The expenses of the occupational health examination shall be borne by employers. The employer shall not arrange laborers to engage in the work with occupational hazard(s) prior to the pre-post occupational health examination, or laborers 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 laborer out of his or her original post, and allocate him or her in a proper way. The employer shall not rescind or terminate the labor 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 License 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)审核发现企业在社会责任职业健康和安全方面未完全遵守关于健康安全的法定要求（详细分别见绩效评估区域第7部分其他项目）。依据BSCI社会责任要求，被审核方应符合职业健康和安全方面的所有法规要求。2）在现场巡查时，审核员发现后焊区域有10名员工有接触职业危害因素（锡尘）。但是，企业未能提供该10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 - Based on the social insurance coverage status of December 2019, it was noted that 24 out of 79 employees did not participate in employment injury insurance. Remark: The facility did not provide commercial injury insurance either. In accordance with the Social Insurance Law of the People'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.  
基于2019年12月的社保记录，发现受审核方共有79员工，其中有24名员工未参加工伤保险。备注：企业也未购买商业的工伤保险。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。
- 7.6 - During facility tour, auditor found that a total of 10 employees working in the soldering area only wore the one-off masks instead of the dust masks. Law/COC: In accordance with Law of the PRC on Work Safety article 42, manufacturing units shall provide personal protective equipment to employees. Manufacturing units shall supervise and train employees to ensure they properly wear and use the personal protective equipment. 在现场巡查时，审核员发现在后焊区域共10名员工作业时只佩戴了一次性口罩，而不是防尘口罩。法规/行为准则：依据《中华人民共和国安全生产法》第42条，生产经营单位必须为从业人员提供符合国家标准或者行业标准的劳动防护用品，并监督、教育从业人员按照使用规则佩戴、使用。
- 7.13 - As per document review and interview, it was noted that the certificate for the electrician was expired on 26 June 2019. Law: In accordance with the PRC Labor Law article 55, laborers engaged in special tasks must receive specialized training and acquire a license for such tasks. 根据所提供的资料及访问，发现电工的证件于2019年6月26号过期。法规要求：依据《中华人民共和国劳动法》第55条，从事特种作业的劳动者必须经过专门培训并取得特种作业资格。
- 7.21 - Remark: The facility did not provide canteen to workers.  
备注：企业没有提供食堂给工人。
- 7.23 - Remark: The facility did not provide transportation to workers.  
备注：企业没有提供交通给工人。
- 7.24 - During facility tour, auditor found that occupational health hazardous factors (such as tin dust) existed in soldering area. However, the facility could not provide evaluation report of occupational hazardous factors for review. Law: In accordance with Provisions on the Supervision and Administration of Workplace Occupational Health Article 20, An employing entity with occupational hazards shall entrust an occupational health technical service agency with corresponding qualification to conduct evaluation on occupational hazard factors at least once every year. An employing entity with severe occupational hazards shall, in addition to the above requirement, entrusts an occupational health technical service agency with corresponding qualification to conduct assessment on occupational hazard status at least once every three years. The results of the evaluation and assessment shall be kept in archive, reported to local administration department of work safety, and announced to the workers. 在现场巡查时，审核员发现在后焊区域有职业健康危害因素（比如锡尘）存在，但是，企业未能提供该作业场所的职业危害因素监测报告供审阅。法规要求：依据《工作场所职业卫生监督管理规定》第二十条，存在职业病危害的用人单位，应当委托具有相应资质的职业卫生技术服务机构，每年至少进行一次职业病危害因素检测。职业病危害严重的用人单位，除遵守前款规定外，应当委托具有相应资质的职业卫生技术服务机构，每三年至少进行一次职业病危害现状评价。检测、评价结果应当存入本单位职业卫生档案，并向安全生产监督管理部门报告和劳动者公布。

**Remarks from Auditee:**

Nil

<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 172229] Audit Date: 02/01/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> No nonconformance was observed. 没有发现不符合。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 172229] Audit Date: 02/01/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> No nonconformance was observed. 没有发现不符合。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 172229] Audit Date: 02/01/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> No nonconformance was observed. 没有发现不符合。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 172229] Audit Date: 02/01/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> No nonconformance was observed. 没有发现不符合。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 172229] Audit Date: 02/01/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> No nonconformance was observed. 没有发现不符合。	
<b>Remarks from Auditee:</b>	

<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 172229] Audit Date: 02/01/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> No nonconformance was observed. 没有发现不符合。	
<b>Remarks from Auditee:</b>	

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	02/01/2020	172229	D	B	A	A	B	D	B	A	A	A	A	A	A	C

Producer Photos





Photo of chemical storage room (if applicable)  
eye wash equipment.jpg



Photo of non-conformity  
NC-improper PPE wearing.jpg



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



Photo of chemical storage room (if applicable)  
MSDS posted.jpg



Photo of the code of conduct on display  
COC posted.jpg



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



Photo of fire safety equipment  
evacuation indicator.jpg



Photo of the inside of the main production hall  
assembly and packing line.jpg



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



Photo of fire safety equipment  
evacuation plot plan.jpg



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



Photo of the sanitary facilities  
wash room.jpg