
Auditee :	Guangzhou Sbox Leather Products Limited
Audit Date From :	15/08/2018
Audit Date To :	15/08/2018
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	ABS
Auditor's Name(s) :	Jack (Hai-Feng) DONG(Lead)
Auditing Branch (if applicable) :	ABS QE China



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>A</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	A	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	A	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 :	Guangzhou Sbox Leather Products Limited		
DBID number :	372639		
Audit ID :	131074		
Address :	West side workshop, Second floor, No.1 building, No. 33 Hongmian Avenue, Xiuquan street, Huadu District, Guangzhou		
Province :	Guangdong	Country :	China
Management Representative :	Ms. Tang Meili		
Contact person:	Tang Meili	Sector :	Non-Food
Industry Type :	Accessories	Product group :	other accessories (please specify)
Product Type :	Computer backpack, camera bag, inner bag, mobile phone cover		

Audit Details



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	C		
Need of follow-up :	Yes	If YES, by :	15/08/2019

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

Executive summary of audit report

This was a fully-announced follow up audit for Guangzhou Sbox Leather Products Limited 广州市雨点皮具制品有限公司(91440101MA59NDGQXH), which was located at West side workshop, Second floor, No.1 building, No. 33 Hongmian Avenue, Xiuquan street, Huadu District, Guangzhou, Guangdong, China. (中国广东广州市花都区秀全街红棉大道33号1栋2楼西厂房).

The factory was established on 26/05/2017. The auditor verified the business license with the address, legal entity representative, business scope, and other information according to website <http://www.gsxt.gov.cn/>. The local factory name and address was same as above.

The auditee only occupied the west part of 2/F of one 2-storey production building (named Production Building No.1) and part of 3/F (Room No. 307 and 308) of one 4-storey office building. Total construction areas of the auditee used were approximately 1,099 square meters. The auditee rented its buildings from Guangzhou City Huadu Keda Electronic Co., Ltd. The lease contract and business license of landlord were provided for review. The rest areas of 2/F and other floor of Production Building No.1 was leased to another factory named Guangzhou City Meideng Electronic Co., Ltd by landlord, which specialized in electronic products. There were around totally 18 factories located in the same industrial park. Based on the factory management and onsite observation, there were no any business relationship and employee exchange between the auditee and other factories.

A total of 30 employees were currently working at the factory, which included 7 male employees and 23 female employees. The ethnic backgrounds of employees were all Chinese, 21 employees were migrated from other provinces, such as Hunan, Sichuan and etc. All workers were recruited by the factory directly. The age of employees was ranged from 25 to 52 years old. According to management and provided records, the factory used finger printing system to record workers' working hours. Workers in the factory worked for 5 days a week from Monday to Friday, in one shift. The regular working hours were from 8:30 to 12:00 and 13:30 to 18:00, 2 regular overtime hours of 19:00 to 21:00 were conducted for 5 times a week and 8 rest day overtime hours on Saturday were also arranged generally. Wages for all employees were calculated on monthly rated basis. The regular overtime hours and rest day overtime hours were paid at 150% and 200% of regular rate, respectively. Employees were paid at 5th of each month for previous payment cycle by cash. As per factory management, there was no obvious peak production month in the factory. There was no organized union in the factory, but two employee representatives were elected by all employees on May 14, 2018.

The factory specialized in the manufacture of computer backpack, camera bag, inner bag, mobile phone cover. Their capacity was approximately 110,000 pieces per month. Production activities are mainly including cutting, sewing, inspection and packing.

According to the 10 sampled employees' payroll records from September 2017 to July 2018 and attendance records from September 2017 to the audit day (the payroll records of August 2017 were reviewed in last audit), it was noted that the minimum monthly wage of the sample workers was RMB 2,100 in July 2018 and RMB 1,895 from September 2017 to June 2018, which was equal to the local legal minimum monthly rate standards (Remark: the local legal minimum monthly wage raised from RMB 1895 to RMB 2100 on July 1, 2018). And the sample workers' maximum overtime hour was 2 hours a weekday, 8 hours a rest day, 0 hours a holiday, 18 hours a week and 84 hours a month in the sampled months. The most consecutive working days without rest was 6.

It was noted that only 12 out of 30 employees were enrolled in pension insurance, medical insurance, child-bearing insurance, unemployment insurance and occupational injury insurance. The auditee provided commercial accident insurance to another 14 employees.

All the findings were discussed with the management in the closing meeting. The factory signed the onsite finding report, BSCI COC & TOI. The auditor reminded the factory that they should submit the Remediation Plan into the BSCI Platform within 60 days. The management was receptive of all the findings and gave the willingness to take appropriate corrective actions.

The performance areas needed improvement were PA1, PA2, PA4, PA5, PA6, PA7, PA8, PA10, PA12 and PA13.

Ratings Summary



Auditee's background information			
Auditee's name :	Guangzhou Sbox Leather Products Limited	Legal status :	Limited company
Local Name :	广州市雨点皮具制品有限公司 (91440101MA59NDGQXH)	Year in which the auditee was founded :	2017
Address :	West side workshop, Second floor, No.1 building, No. 33 Hongmian Avenue, Xiuquan street, Huadu District,	Contact person (please select) :	Tang Meili
Province :	Guangdong	Contact's Email :	purchasing@gzsbox.com
City :	Guangzhou	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°24'30" E 113°9'51"	Total turnover (in Euros) :	4000000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Accessories	Of which domestic market % :	0.00
If other, please specify :	Bags	Production volume :	110,000 pieces per month
Product Group :	other accessories (please specify)	Production cost calculation :	Yes
If other, please specify :	Bags	Lost time injury calculation cost :	No
Product Type :	Computer backpack, camera bag, inner bag, mobile phone cover		

Auditee's employment structure at the time of the audit		
Total number of workers :	30	Total number of workers in the production unit to be monitored (if applicable) : 30
	MALE WORKERS	FEMALE WORKERS
Permanent workers	7	23
Temporary workers	0	0
In management positions	0	3
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	5	16
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	7	23
Production based workers	7	20
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

1- Followup Audit [Audit Id - 131074] Audit Date: 15/08/2018 PA Score: D

Deadline date:15/11/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Status of Follow up audit on August 15, 2018: The main auditee set up CSR management manual and procedures, conducted the CSR management review annually; the main auditee also evaluated their suppliers annually on the performance of social compliance. Ms. Tang Meili / Assistant of General Manager was appointed as BSCI management representative and responsible for ensuring that the BSCI values and principles were followed in a satisfactory manner. Ms. Tang Meili promised that the main auditee would keep moving on BSCI program. However, based on satisfactory evidence, the main auditee partially respect this principle. The last finding 1.1 and 1.4 was still opened. Last finding 1.3 was corrected, the factory had set up supplier management procedures to implement the BSCI Code of Conduct and also conducted onsite assessment for its all suppliers.

2018年8月15日跟进审核情况: 被审核方建立了社会责任管理手册和程序, 每年进行社会责任管理评审; 被审核方每年评估其供应商在社会责任方面的表现。被审核方任命总经理助理唐美丽作为管理者代表确保BSCI有关的价值以及原则有效执行。唐美丽表示被审核方会在BSCI项目上进行持续改善。但基于令人满意的证据, 被审核方部分尊重BSCI的本条原则。上次问题点1.1和1.4仍未改善。上次问题点1.3已经关闭, 审核发现工厂有建立供应商管理程序, 且对所有供应商进行了现场评估。

1.1 - The main auditee partially respected this principle because BSCI new Code was not carried out effectively, which resulted in the issues on management system, working hour, Remuneration, H&S, etc.
生产商部分遵守该原则, 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。

1.4 - It was noted that although the auditee established production capacity calculation procedure, the auditee's workforce capacity was not properly organized to meet the expectations of the delivery orders or contracts, which led to overtime hours exceeding legal requirement.
评估中发现工厂建立了产能评估程序, 但是没有合理规划产能以满足订单交期或合同的预期, 从而导致加班时间超过法定要求。

Remarks from Auditee:

Accept and will take corrective action.

Full Audit [Audit Id - 107542] Audit Date: 04/09/2017 PA Score: D

Deadline date:04/11/2017

Good practices

None

Areas of improvement

The main auditee set up CSR management manual and procedures, conducted CSR internal audit and management review annually; the main auditee evaluated their suppliers annually on the performance of social compliance. Ms. Tang Meili/ General Manager Assistant was appointed as BSCI management representative and responsible for ensuring that the BSCI values and principles were followed in a satisfactory manner. Ms. Tang Meili understood the requirements of BSCI based on the interview, and she stated that the main auditee would keep moving on BSCI program. However, based on satisfactory evidence, the main auditee partially respected this principle.

被审核方建立了社会责任管理手册和程序, 每年进行社会责任内审以及管理评审; 被审核方每年评估其供应商在社会责任方面的表现。被审核方任命唐美丽小姐/ 总经理助理作为管理者代表确保BSCI有关的价值以及原则有效执行。唐美丽小姐理解BSCI的要求, 并表示被审核方会在BSCI项目上进行持续改善。但基于令人满意的证据, 被审核方部分尊重BSCI的本条原则。

1.1 - Through document review, site observation, management, worker representative and workers' interview, the factory had set up some management procedures to implement the BSCI Code of Conduct. But not all policies were properly implemented, such as overtime hours exceeded the legal limited, the benefits provided with the workers were not sufficient.
工厂建立了确保BSCI有效实施的管理制度, 但是不是所有制度都得以有效实施, 比如员工的工作时间超出法律规定, 部分福利没有提供足够。

1.3 - Through document review, site observation, management, worker representative and workers' interview, the factory had set up supplier management procedures to implement the BSCI Code of Conduct. However, no assessment was conducted for all its supplier.
审核发现工厂有建立供应商管理程序, 但没有对供应商进行评估。

1.4 - Through document review, management, worker representative and workers' interview, it was noted that the auditee did not effectively evaluate the production capacity, human resource and equipment status against the delivery requirement to avoid the excessive overtime work.
通过文件审核, 管理者, 员工代表和员工访谈, 发现被审核方接受订单时未能根据客户的交货期, 及时有效的评估自己的生产能力, 人员和设备情况, 以避免出现加班超时的情况。

Remarks from Auditee

Accept and will take corrective action.

Performance Area 2 : Workers Involvement and Protection

1- Followup Audit [Audit Id - 131074] Audit Date: 15/08/2018 PA Score: C

Deadline date:15/11/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Status of Follow up audit on August 15, 2018: Based on site observation, management and workers' interview and document review, the auditee had established the management procedure to ensure the workers involvement and information exchange on workplace issue. The auditee established annual training plan to provide training to employees to know their right and responsibility. However, based on satisfactory evidence, the main auditee partially respect this principle. The last findings of 2.2 and 2.4 were still opened. New finding 2.5 was detected.

2018年8月15日跟进审核情况: 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立程序来选举员工代表, 确保员工的参与及在工作问题上的交流。受审核方制定了年度的培训计划, 提供培训让员工了解自己的权利与职责。但基于令人满意的证据, 被审核方部分尊重BSCI的本条原则, 上次问题点2.2和2.4仍未改善。且发现新问题点2.5。

2.2 - As per document review, management and workers interview, it was noted that although the factory established the target of social responsibility according to the local law and BSCI Code of Conduct, the factory did not define the target time and the step-by-step approach toward sustainable improvements.

根据文件查阅、管理和员工访谈, 发现工厂虽然有根据当地法律法规和BSCI行为准则制定社会责任目标, 但是没有定义目标时间及如何逐步达到该目标的机制。

2.4 - The main auditee partially respected this principle because the interviewed workers and representative did not have good awareness about BSCI or other social compliances although the auditee provided the training records for review.

生产商部分遵守该原则, 被审核方虽然提供了一些培训记录, 但是被访谈的员工和员工代表对于BSCI或者其他的社会责任没有概念。

2.5 - The main auditee partially respected this principle because although the grievance procedure provided by the factory mentioned anonymous complain was collected by suggestion box, no any grievance record was collected in the recent one year and the auditee did not conduct investigation about it. Besides, although the grievance procedure provided by the factory mentioned anonymous complain was collected by suggestion box, auditor found the suggestion box was set at the entrance of office, which could not help workers to make complains or suggestions in private or anonymous.

生产商部分遵守该原则, 工厂建立了匿名的申诉渠道, 可以通过意见箱收集申诉记录, 但是工厂近一年未收集到任何申诉记录, 工厂并未开展任何调查。此外, 尽管工厂提供了申诉机制表示员工可以通过意见箱进行申诉, 但是审核员发现意见箱设置在办公室门口, 无法确保员工申诉的隐私性。

Remarks from Auditee:

Accept and will take corrective action.

Full Audit [Audit Id - 107542] Audit Date: 04/09/2017 PA Score: B

Deadline date:04/11/2017

Good practices

None

Areas of improvement

The main auditee provided BSCI relevant trainings for all employees and posted BSCI COC in public; the auditee established effective grievance mechanism for individuals and communities, and communicated with employees; workers understood the grievance mechanism based on the interviews. Interviewed employees understood their right and responsibilities. However, based on satisfactory evidence, the main auditee partially respected this principle.

被审核方给全体员工提供了BSCI相关的培训, 并张贴BSCI行为准则在现场; 被审核方建立了有效的针对个人和利益相关方的申诉机制, 并传达给员工; 访谈中工人理解申诉机制。受访员工理解他们的权利和职责。但是基于令人满意的证据, 被审核方部分尊重BSCI的本条原则。

2.2 - Through document review, management, workers representative & employees' interview, it was noted that though the factory had established the target of social responsibility according to the local law and BSCI Code of Conduct, however, the factory did not define the target time toward sustainable improvements.

工厂已制定社会责任目标, 但没有目标时间。

2.4 - Through document review, management, workers representative & employees' interview, it was noted that, though the facility posed the BSCI Code of Conduct publicly, provided BSCI training with all employees, workers were not quite aware of BSCI values and principles.

工厂有提供进行关于社会责任的培训的记录, 有张贴BSCI的行为准则, 但是员工并不知道社会责任的要求和BSCI的要求。

Remarks from Auditee

Accept and will take corrective action.

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 131074] Audit Date: 15/08/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: This part was not rated during this follow up audit. 此部分未纳入审核范围。	
Remarks from Auditee: None	
Full Audit [Audit Id - 107542] Audit Date: 04/09/2017 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> The factory has established procedure to ensure the right of workers to form legal union in a free and democratic way, and workers' right to bargain collectively was respected. The provided meeting records of workers representative indicated that the factory would not prevent workers representatives from accessing or interacting with workers in the workplace. One interviewed worker representative also stated that their right of freedom of assembly was respected. Based on satisfactory evidence, the main auditee respects this principle. 工厂有建立程序以确保工人以自由和民主的方式组建工会的权利，工人的集体谈判权是被尊重的。提供的员工代表会议记录表明工厂不会阻碍工人代表在工作场所与工人接触和互动。一名访谈的员工代表表示工厂尊重其自由集会的权利。基于令人满意的证据，被审核方尊重BSCI的本条原则。	
Remarks from Auditee None	
Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 131074] Audit Date: 15/08/2018 PA Score: B	Deadline date:15/11/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Status of Follow up audit on August 15, 2018: The main auditee established anti-discrimination procedure and no evidence showed employees were discriminated on recruitment, training, promotion and among different gender, age etc. No any threatening, abusive, exploitative behavior and sexual harassment etc. was found. All interviewed workers said they were treated equally. However, based on satisfactory evidence, the main auditee partially respect this principle. New finding 4.2 was detected during this follow up audit. 2018年8月15日跟进审核情况：被审核方建立了反歧视程序，没有证据显示员工在招聘、培训、升迁以及不同性别、年龄等方面被歧视。没有发现公司涉及任何威胁、辱骂、剥削和性骚扰等行为。被访谈的员工表示受到公平对待。但基于令人满意的证据，被审核方部分尊重BSCI的本条原则，本次跟进审核发现新问题点4.2。 4.2 - Based on satisfied evidence, the main auditee partially respects this principle 4.2 because the suggestion box was placed in an open area, which could not not ensue the employee to report by privacy method when they meet the discrimination. 基于令人满意的证据，受审核方部分尊重了本原则的4.2，因为意见箱设置在开放区域，当发生歧视或类似情形时，无法确保其可以以相对较私密的方式进行汇报。	
Remarks from Auditee: Accept and will take corrective action.	
Full Audit [Audit Id - 107542] Audit Date: 04/09/2017 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> The factory has established discrimination procedure and there was no evidence to show workers will be discriminated in recruitment, training, and promotion and among different gender, age etc. There was no evidence to show that the company engaged in any behavior of threatening, abusive, exploitative and sexually coercive. All interviewed workers stated that they were treated equally. Based on satisfactory evidence, the main auditee respects this principle. 工厂建立了反歧视程序文件和没有证据显示的工人会歧视在招聘、培训、升迁以及不同性别、年龄等。没有证据显示公司涉及任何威胁、辱骂、剥削和性骚扰的行为。被访谈的员工表示受到公平对待。基于令人满意的证据，被审核方尊重BSCI的本条原则。	
Remarks from Auditee Accept and will take corrective action.	

Performance Area 5 : Fair Remuneration

1- Followup Audit [Audit Id - 131074] Audit Date: 15/08/2018 PA Score: C

Deadline date:15/11/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Status of Follow up audit on August 15, 2018: The main auditee established Remuneration Management Procedure. No illegal deduction is detected per the records and testimonies. Employees are satisfied with the wage and benefits. Payrolls of September 2017 to July 2018 were provided for review. The wages were paid by cash on 5th of each month for previous payment cycle. Pay slip was provided to employees. Based on 10 sampled employees' payrolls and attendance records, the wages were paid by monthly rate and the minimum monthly wage was RMB 1895 from September 2017 to June 2018 and RMB 2100 in July 2018, which was equal to the local legal minimum wage standard. The auditee paid 150% and 200% of normal wage to employees for overtime work on normal working days and rest days, respectively. The auditee provided paid leaves to all employees. However, based on satisfactory evidence, the main auditee partially respect this principle. Last findings 5.4 and 5.5 were still open.

2018年8月15日跟进审核情况: 被审核方制定了薪资管理程序。不存在任何违法扣款, 员工对工资和福利满意。工厂提供了2017年9月到2018年7月的工资表查看。工资于每月5日以现金支付。有工资条提供给员工。依据10名抽样员工的工资表和考勤, 工资按月薪支付, 最低月工资2017年9月到2018年6月为1895元和2018年7月为2100元, 达到法定最低工资标准。被审核方按正常工资的150%和200%的比率支付员工在正常工作日和休息日的加班工资。被审核方提供了有薪假给所有员工。但基于令人满意的证据, 被审核方部分尊重BSCI的本条原则。上次问题点5.4和5.5仍未改善。

5.4 - The main auditee has no idea of assessment on the local decent living wage standard.
被审核方没有意识去评估当地体面生活需求工资水平。

5.5 - It was noted that a total of 30 employees were eligible to receive five types of social insurances in August 2018 according to the law. However, through review of social insurance enrollment list and receipts, only 12 employees were enrolled in pension insurance, medical insurance, child-bearing insurance, unemployment insurance and occupational injury insurance. The auditee provided commercial accident insurance to another 14 employees.

在此次审核过程中, 通过查看社保花名册和社保收据, 审核员发现2018年8月在30名符合参保条件的员工中, 只有12名员工参加了养老保险、医疗保险、生育保险、失业保险和工伤保险。被审核方给另外14名员工提供了商业意外保险。

Remarks from Auditee:

Accept and will take corrective action.

Full Audit [Audit Id - 107542] Audit Date: 04/09/2017 PA Score: B

Deadline date:04/11/2017

Good practices

None

Areas of improvement

The factory had established Remuneration Management Procedure. All employees were paid monthly and all wages were calculated on hourly rate. Payrolls from June 2017 to August 2017 were provided and reviewed. The wages were paid by cash before 5th per month. Pay slip was provided to employees. According to the review of the 10 sample employees' payroll records and attendance records (4 samples from the most recent month of August 2017, 3 samples from random month of July 2017, and 3 samples from random month of June 2017), the minimum wage of the sample workers was minimum wage of the sample workers was RMB 1895 per month, which were not less than the local minimum wage RMB 1895 / month or RMB 10.89/ hour since May 1, 2015. The company paid 150%, 200% and 300% of normal rate to workers for overtime on normal working days, rest days and holidays respectively, which complied with local law requirement. No deduction was used for disciplinary measure. The company provided paid annual leave to all employees. However, based on satisfactory evidence, the main auditee partially respects this principle. 工厂制定了薪资管理程序。所有员工均按月5日之前以现金的方式支付员工的月薪工资。工资单有提供给员工。2017年6月至2017年8月的工资单在审核中提供评审。当地最低工资自2015年5月1日起, 调整为1895元/月即10.89元/小时。根据工资单, 工厂支付给员工的最低工资为1895元/月, 符合或高于当地最低工资标准。工厂将会按150%, 200% 和 300%的比率支付工人在正常工作时间、休息日和法定假日的加班工资, 符合法规的要求。没有任何扣减是处于惩戒的目的。工厂提供了有薪年假给所有员工。但是基于令人满意的证据, 被审核方部分尊重BSCI的本条原则。

5.4 - Through document review, management, workers representative & employees' interview, it was noted that the factory have no idea of evaluation the local living wage, and they have not done any survey or calculating of the local living wage before the audit.
工厂没有意识去评估当地的最低生活需求工资, 也没有在审核前完成最低生活需求工资的调查和计算。

5.5 - Through document review, management, workers representative & employees' interview, it was noted that total 29 directed recruited employees in the factory. Per the receipt of August 2017, it was noted that 7 out of 29 employees were provided with the pension insurance, occupational injury insurance, medical insurance, child-bearing insurance and unemployment insurance. 14 employees were provided by commercial insurance.
审核发现工厂目前共有29名员工。7名员工购买了养老保险, 工伤保险, 医疗保险, 生育保险及失业保险。14名员工提供了商业意外险。

Remarks from Auditee

Accept and will take corrective action.

Performance Area 6 : Decent Working Hours

1- Followup Audit [Audit Id - 131074] Audit Date: 15/08/2018 PA Score: D

Deadline date:15/11/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Status of Follow up audit on August 15, 2018: The main auditee established Working Hour Management Procedure which defined that regular working hours were 8 hours per day and 40 hours per week. The main auditee used finger-printing system to record working hours. Their regular work days were from Monday to Friday. Based on the records of 10 sampled workers, workers' maximum overtime hours were 2 hours per day, 18 hours per week and 84 hours per month; the longest consecutive working days without rest were 6. No overtime work was arranged on statutory holidays. The peak season in the factory was not obvious. No one looked tired during the working time, no worker injured due to the overtime working during last 12 months, no forced labor was found, all the overtime hours were voluntary and no sub-contractor or home worker was found. However, based on satisfactory evidence, the main auditee partially respect this principle. Last finding 6.2 was still open.

2018年8月15日跟进审核情况: 被审核方制定了工作时间管理程序, 规定公司实行每天8小时、每周40小时的标准工时制。被审核方使用指纹系统记录员工的工作时间。正常的工作时间为周一至周五。根据10名抽样员工的记录, 最大加班时间为每天2小时、每周18小时和每月84小时; 最长的连续工作天数是6天。未安排法定假日加班。工厂淡季不明显。未发现员工工作中表现疲劳, 且过去12个月没有员工因为加班发生工伤, 无强迫劳动情形, 所有加班都出于自愿, 未发现分包或者家庭工。但是基于令人满意的证据, 被审核方部分尊重BSCI的本条原则。上次问题点6.2仍未改善。

6.2 - Based on 10 sample workers' time records, it was noted that 10 out of 10 randomly selected workers' monthly overtime hours were 76 hours in July 2018 (current month), 10 out of 10 randomly selected workers' monthly overtime hours were 64-84 hours (the monthly overtime of 5 workers reached 84 hours) in March 2018 (random month) and 10 out of 10 randomly selected workers' monthly overtime hours were 68 hours in October 2017 (random month) which exceeded legal overtime limit of 36 hours per month.

审核发现根据10名员工的考勤记录, 2018年7月份(当前月)随机抽样的10名员工中有10名的月加班为76小时, 2018年3月(随机月)随机抽样的10名员工中有10名的月加班时间为64-84小时(5名员工的月加班达到84小时)和2017年10月(随机月)随机抽样的10名员工中有10名的月加班时间为68小时。超过法定要求的月加班时间36小时。

Remarks from Auditee:

Accept and will take corrective action.

Full Audit [Audit Id - 107542] Audit Date: 04/09/2017 PA Score: D

Deadline date:04/11/2017

Good practices

None

Areas of improvement

The factory has established Working Hour Management Procedure which defined that the normal working hour is 40 hours per week, maximum 3 hours overtime per day from Monday to Friday. The factory used finger print scan system to register workers' attendance status. Their regular work days were from Monday to Friday with 8 hours per day. The sampled workers' maximum over time hours was 3 hour a weekday, 8 hours a rest day, 19.5 hours a week, 89 hours a month in the testing months. The longest consecutively working days was 6 days in the testing periods. Though 10 out of 10 sample workers' monthly overtime hours were over the legal limited 36 hours per month, from the holistic approach, it did not impact other performance areas. No one looks tired in the working time, no worker injured due to the overtime working during the last 12 months, no forced labor was noted, all the overtime hours were voluntary, no sub-contractor or home worker noted. However, based on satisfactory evidence, the main auditee partially respects this principle.

工厂制定了工作时间管理程序, 文件规定公司实行正常工作时间是每周40小时, 周一至周五每天不超3小时。工厂使用电子卡扫描系统记录员工的考勤。正常的工作时间为周一至周五每天8小时。抽样员工最大加班时间为3小时/工作日, 8小时/休息日, 19.5小时/周, 89小时/月, 最长连续上班时间为6天。但是基于令人满意的证据, 被审核方部分尊重BSCI的本条原则。

6.2 - Through document review, management, workers representative & employees' interview and site observation, based on 10 sampled employees' time records (4 samples from the most recent month of August 2017 and 3 samples from July 2017 and June 2017 respectively), it was noted that 10 out of 10 sampled workers' monthly overtime hours were over the legal limited 36 hours per month and the maximum overtime hours were 81.5, 89 and 64 from August 2017, July 2017 and June 2017 respectively. In accordance with of the Labor Law of the PRC Article 41

根据2017年8月4名抽样员工, 2017年7月和2017年6月各3名抽样员工共计10名员工的考勤记录, 显示2017年8月, 2017年7月, 2017年6月共有10名抽样员工的月加班超出法律规定的36小时, 最大月加班分别为81.5, 89和64小时。

Remarks from Auditee

Accept and will take corrective action.

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 131074] Audit Date: 15/08/2018 PA Score: B

Deadline date:15/11/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Status of Follow up audit on August 15, 2018: The main auditee established health and safety procedure, the Assistant of General Manager, Ms. Tang Meili was appointed to be responsible for health and safety affairs; periodical health and safety check were conducted. Adequate fire extinguishers, fire alarm and fire hydrant were installed in production areas. Adequate evacuation aisles were provided on production floors; adequate first aid kits were equipped and qualified first aiders were available in main auditee. Clean drinking water was free access to all employees. However, based on satisfactory evidence, the main auditee partially respected this principle. Last findings 7.2 and 7.17 were still open. Currently, no high-speed sewing machines were used at factory, thus no safety eye-shield was needed. Last finding 7.11 was transferred to 7.25b. And new findings 7.1, 7.3, 7.4 and 7.25a were detected during this follow up audit. Remark: The auditee did not provide transportation, dormitory, canteen or kitchen for employees.

2018年8月15日跟进审核情况: 被审核方建立了有效的健康和安全管理, 并任命总经理助理唐美丽负责健康和安全管理; 定期组织安全检查。生产区域配备了足够的灭火器、消防警铃和消防栓, 生产区域规划了足够的逃生通道。被审核方配备了足够的急救药品和有资质的急救员。每名员工可免费饮用清洁的饮用水。但是, 基于令人满意的证据, 被审核方部分尊重BSCI的本条原则。上次审核中的发现点7.2和7.17仍未改善。目前工厂已经没有高速针车, 所以不需要安装护眼挡板。上次问题点7.11转移到7.25b。且本次跟进审核发现新问题点7.1, 7.3, 7.4和7.25a。备注: 被审核方没有为员工提供交通工具、宿舍、餐厅和厨房。

- 7.1 - It was noted that the collected occupational health and safety regulations applicable for its activities was inadequate.
工厂收集的职业技能安全有关的最新法律法规不完善。
- 7.2 - The auditee provided occupational injury insurance to 12 out of 30 employees and compulsory accident insurance to 14 out of 30 employees, while no occupational injury insurance or compulsory accident insurance was provided to the rest 4 employees. (Remark: the compulsory accident insurance contract has one year's validity and would be expired on August 30, 2018)
被审核方给30名员工中的12名提供了职业工伤保险和30名员工中的14名提供了强制意外险, 但是没有给其余4名员工购买职业工伤保险或强制意外险。(备注: 商业意外险的合同有效期为一年, 将于2018年8月30日到期)
- 7.3 - a) It was noted that the auditee did not conduct the regular testing of occupational hazardous factors in the production areas. b) The auditee did not conduct risk assessment in the areas of transmittable disease or non-transmittable disease.
a) 审核员发现工厂没有在生产区域进行职业危害因素定期检测。b) 审核发现工厂没有进行传染病和非传染病方面的风险评估。
- 7.4 - It was noted that workers or worker representatives were not involved in the occupational health and safety risk assessment.
员工或员工代表未参与职业健康安全风险评估。
- 7.17 - It was noted that 3 sewing machines in sewing section were missing the pulley guard.
审核发现针车部门的3台缝纫机没有安装皮带保护罩。
- 7.25 - a) It was noted that the auditee has not yet equipped the temperature meter and set up the records to ensure the temperature in workshop was suit for the workers activities. b) The part raw materials, semi-finished product and materials in the storage areas were placed against walls directly.
a) 被审核方没有在车间安装温度计并且建立温度记录来评估车间温度, 确保员工工作环境的适宜性。b) 储存区域的部分原材料、半成品和物料直接靠着墙体堆放。

Remarks from Auditee:

Accept and will take corrective action.

Full Audit [Audit Id - 107542] Audit Date: 04/09/2017 PA Score: A

Deadline date:04/11/2017

Good practices

None

Areas of improvement

The factory had established an effective system regarding health and safety and appointed one senior manager to be responsible for the health and safety affairs. Periodical health and safety check were conducted. Numerous fire equipment were available throughout the work floors. The whole condition of work floors was kept in good. The factory has a spacious, clean and bright work space. Adequate working space, adequate lighting, safe passage were in place. The walkways were clear of tripping hazards and other obstructions. There were two different paths from every workplace. The factory has signed the agreement with a nearby hospital, provided the first aid kits in workshop. (Remark: The factory did not provide transportation and dormitory with workers.) The drinking water was free access to all employees. However, based on satisfactory evidence, the main auditee partially respects this principle.

工厂建立了有效的员工健康和安全管理, 并任命一位高级管理人员负责健康和安全管理。定期组织安全检查。车间配备大量的消防设施。健康安全条件整体不错。工厂与临近医院签署了就医协议, 在车间有提供急救药箱。向员工提供饮用水。(备注: 工厂没有给员工提供交通及住宿服务。)基于令人满意的证据, 被审核方部分尊重BSCI的本条原则。

- 7.2 - Through site observation, manager interview, worker interview and document review, it was noted that there was 8 out of 29 employees were not provided with occupational injury insurance. In accordance with Social Insurance Law of the People's Republic of China Article 33
审核发现工厂没有为8名员工提供工伤保险。
- 7.11 - Through factory tour, management, workers representative & employees' interview, it was noted that partial production in the production storage were stored against to the wall. In accordance with Article 18 of Rules for Warehouse Fire Prevention Safety Management
部分成品直接靠墙堆放。
- 7.17 - Through site observation, management interview, worker and worker representative interview, it was noted there is no up and down safety pulley guards installed for 30% sampled sewing machines in sewing section, in additional, there is no safety eye-shields installed for 40% sewing machines. In accordance with PRC Safety Manufacturing Law article 33
审核发现车缝车间有30%的针车缺少上下皮带轮保护罩, 另外40%针车没有安装护眼挡板。

Remarks from Auditee

Accept and will take corrective action.

Performance Area 8 : No Child Labour	
1- Followup Audit [Audit Id - 131074] Audit Date: 15/08/2018 PA Score: A	Deadline date:15/11/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Status of Follow up audit on August 15, 2018: The auditee had established prohibiting child labor procedures and child labor remedial procedure. Ms. Tang Meili / Assistant of General Manager was in charge of employee recruitment and she would authenticate ID cards through eye-measurement, interview and physical appearance comparison. The auditee maintained the ID copies of all of the 10 sampled workers in their personnel files. The auditee provided trainings on child labor prohibition, age verification mechanism and child labor remedial procedure to human resources and production department. No child labor was detected, and the youngest worker in the auditee was 25 years old. However, based on satisfactory evidence, the main auditee partially respected this principle. New finding 8.2 was detected during this follow up audit.</p> <p>2018年8月15日跟进审核情况: 被审核方建立了禁止使用童工程序和童工拯救程序。总经理助理唐美丽负责员工招聘, 她会通过目视、访谈和员工比对等方式去鉴别身份证。工厂在所有10个抽样员工的个人档案中保存了他们的身份证复印件。工厂给人力资源部门和生产部门提供了禁止使用童工、年龄识别机制和童工拯救程序的培训。没有发现童工, 工厂目前最小年龄是25岁。但是基于令人满意的证据, 主要受审核方部分尊重这个原则。本次跟进审核发现新的问题点8.2。</p> <p>8.2 - It was noted that there was missing working experience, clear photo or emergency contact information etc. in randomly selected personnel files. 审核发现工厂随机选取查看的人事档案里缺少如工作经验, 清晰的照片和紧急联系人等信息。</p>	
Remarks from Auditee: Accept and will take corrective action.	
Full Audit [Audit Id - 107542] Audit Date: 04/09/2017 PA Score: A	Deadline date:
Good practices None	
Areas of improvement <p>The factory has established formal child labor prohibition policy to prohibit using children labor below 16 years old and there was specific child labor save procedure. HR staff would verify the ID card of employees to verify their age. Through factory tour, there was no child labor looking face noted. Though the most recent employee roster and personnel files, the youngest worker in facility was 18 years old. Based on satisfactory evidence, the main auditee respects this principle.</p> <p>工厂建立了有效的制度确保不会雇佣童工, 并且建立了有效的童工拯救程序。招聘人员在招聘过程中将检查员工的有效身份证件, 审核现场没有发现童工, 最小工人18岁。基于令人满意的证据, 被审核方基本尊重BSCI的本条原则。</p>	
Remarks from Auditee None	
Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 131074] Audit Date: 15/08/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>This part was not rated during this follow up audit. 此部分未纳入审核范围。</p>	
Remarks from Auditee: None	
Full Audit [Audit Id - 107542] Audit Date: 04/09/2017 PA Score: A	Deadline date:
Good practices None	
Areas of improvement <p>The factory has established formal young workers policy in order to compliance with the legal requirement, and also should not be arranged overtime work or night work. Through factory tour, there was no juvenile worker looking face noted. Though the most recent employee roster and personnel files, the youngest worker in facility was 18 years old. Specific risk assessment on young workers had been conducted. Based on satisfactory evidence, the main auditee respects this principle.</p> <p>工厂建立了有效的程序以确保未成年工将按法规要求进行体检, 并不会从事夜班以及在有毒有害岗位工作, 加班或者夜班工作。现场观察, 并没有发现未成年工, 最小工人为18岁。工厂对未成年工进行了风险评估。基于令人满意的证据, 被审核方基本尊重BSCI的本条原则。</p>	
Remarks from Auditee None	

Performance Area 10 : No Precarious Employment

1- Followup Audit [Audit Id - 131074] Audit Date: 15/08/2018 PA Score: B

Deadline date:15/11/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Status of Follow up audit on August 15, 2018: Labor contracts were signed between the main auditee and all employees within one month of hiring, one copy of labor contract was also issued to each employee; employees understood the employment relationship between the main auditee and themselves; no labor agency was used by main auditee. However, based on satisfactory evidence, the main auditee partially respected this principle. New finding 10.1 was detected in this follow up audit.

2018年8月15日跟进审核情况: 所有员工入职一月之内与被审核方之间签订了劳动合同, 每位员工有提供一份劳动合同副本; 员工理解与被审核方的雇佣关系; 被审核方未使用人事代理机构。但是, 基于令人满意的证据, 被审核方部分尊重BSCI的本条原则。本次跟进审核发现新的问题点10.1。

10.1 - The auditee did not provide enough benefits or security, which were clear defined in the labor contracts or labor laws, to all employees e.g. only 12 out of 30 employees were enrolled in pension insurance, medical insurance, child-bearing insurance, unemployment insurance and occupational injury insurance.

虽然合同中规定了社会保障的内容, 但是工厂没有给所有雇员提供足够的保障。例如, 只有30名员工中的12名员工参加了养老保险、医疗保险、生育保险、失业保险和工伤保险。

Remarks from Auditee:

Accept and will take corrective action.

Full Audit [Audit Id - 107542] Audit Date: 04/09/2017 PA Score: A

Deadline date:

Good practices

None

Areas of improvement

Valid labor contracts were signed between the factory and employees within one month of hiring. No illegal item was indicated in the labor contracts. Employees understand the employment relationship between the factory and themselves. Based on satisfactory evidence, the main auditee respects this principle.

所有员工入职一月之内与工厂之间签订了有效的劳动合同。合同中不存在不合理条款。员工理解与工厂的劳资关系。基于令人满意的证据, 被审核方基本尊重BSCI的本条原则。

Remarks from Auditee

None

Performance Area 11 : No Bonded Labour

1- Followup Audit [Audit Id - 131074] Audit Date: 15/08/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

This part was not rated during this follow up audit.

此部分未纳入审核范围。

Remarks from Auditee:

None

Full Audit [Audit Id - 107542] Audit Date: 04/09/2017 PA Score: A

Deadline date:

Good practices

None

Areas of improvement

The factory has established procedure not to engage in or support the use of forced or compulsory labor. The factory established all applicable disciplinary procedures in writing and the disciplinary training was provided for all employees. No forced labor, harassment or abuse was detected in the facility. Based on satisfactory evidence, the main auditee respects this principle.

工厂建立程序确保企业不会涉及和支持使用强迫劳动, 工厂建立了书面的惩戒程序文件并提供相应的培训。工厂不存在强迫劳工、骚扰或虐待员工的情况。基于令人满意的证据, 被审核方基本尊重BSCI的本条原则。

Remarks from Auditee

None

Performance Area 12 : Protection of the Environment

1- Followup Audit [Audit Id - 131074] Audit Date: 15/08/2018 PA Score: B

Deadline date:15/11/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Status of Follow up audit on August 15, 2018: Based on site observation, management and workers' interview and document review, the auditee had established the procedure to ensure its business model in line with local environmental law. However, based on satisfactory evidence, the main auditee did not fully respect this principle. Last finding 12.1b was still open and new finding 12.2 was detected. Last finding 12.1a and 12.3 were corrected. For last finding 12.1a, the auditee had conducted the environment monitoring including boundary noise. For last finding 12.3, Environmental Impact Registration Form was provided for review during this follow up audit.

2018年8月15日跟进审核情况: 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立程序来确保其生产活动符合当地环境法规。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。上次问题点 12.1b 仍未改善, 且发现新的问题点 12.2。上次问题点 12.1a 和 12.3 已经改善。关于上次问题点 12.1a, 工厂已提供环境方面包括厂界噪声的监测报告供审阅。关于上次问题点 12.3, 此次跟进审核中环境影响登记表有提供审阅。

12.1 - The main auditee did not identify the impacts and environmental implications associated to its activity.

受审核方未评估其生产活动对外界环境的影响。

12.2 - It was noted that the collected environment law and regulations applicable for its activities was incomplete.

工厂收集的环境有关的最新法律法规不完整。

Remarks from Auditee:

Accept and will take corrective action.

Full Audit [Audit Id - 107542] Audit Date: 04/09/2017 PA Score: C

Deadline date:04/11/2017

Good practices

None

Areas of improvement

The factory established the procedure to protect the environment. No environmental pollution concern was detected in the facility. However, based on satisfactory evidence, the main auditee partially respects this principle.
工厂建立了环境保护程序。审核现场未发现污染环境的行为。基于令人满意的证据, 被审核方部分尊重BSCI的本条原则。

12.1 - a. Through document review, site observation, management and workers' interview, it was noted that the factory did not provide a monitoring report of noise from production process. In accordance with Article 23 of Law of the PRC on the prevention and control of pollution from environmental noise b. Through document review, site observation, management and workers' interview, it was noted that there was no environment assessment and identification provided for review.

a. 审核发现工厂没有提供环境方面的监测如噪声报告供审阅。b. 审核发现工厂没有提供环境风险评估及识别供审阅。

12.3 - Through document review, site observation, management and workers' interview, it was noted that the factory did not provide Environmental Impact Report, Environmental Impact Report Form or fill out Environmental Impact Registration Form for review. In accordance with PRC Environmental Impact Assessment Law Article 16

工厂没有提供环境影响报告书、环境影响报告表或者填报环境影响登记表供审阅。

Remarks from Auditee

Accept and will take corrective action.

Performance Area 13 : Ethical Business Behaviour

1- Followup Audit [Audit Id - 131074] Audit Date: 15/08/2018 PA Score: A

Deadline date:15/11/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Status of Follow up audit on August 15, 2018: The auditee established relevant business ethics procedures, including anti-bribery procedure and rewards ethical behavior policy. The auditee identified ethics risk and taken preventive action; training on business ethics was provided to raise awareness of the employees from key positions. However, based on satisfactory evidence, the main auditee partially respected this principle. New finding 13.4 was detected in this follow up audit.

2018年8月15日跟进审核情况: 被审核方建立了商业道德相关程序, 包括了反贿赂程序和商业道德奖励政策。被审核方识别了商业道德风险, 制定了预防措施。提供了商业道德相关培训给关键岗位员工, 以提升其商业道德意识。但是基于令人满意的证据, 主要受审核方部分尊重这个原则。此次跟进审核发现新问题点13.4。

- 13.4 -** The auditee did not develop mechanism or system to collect and use personal information with reasonable care.
被审核方没有有效的程序或机制来保护个人隐私。

Remarks from Auditee:

Accept and will take corrective action.

Full Audit [Audit Id - 107542] Audit Date: 04/09/2017 PA Score: A

Deadline date:

Good practices

None

Areas of improvement

Auditor reviewed the payroll and attendance records provided by factory management, cross checked these records with other time related records such as inspection records, warehouse records, production records, and interviewed workers, to corroborate the information in the payroll and attendance records provided by factory management. No inconsistency records were noted between the records reviewed and employee interview results. Based on satisfactory evidence, the main auditee respects this principle.

审核员审核了工资表和考勤记录, 工厂也提供其它一些记录, 如检查记录, 仓库进出库记录, 生产日报表和员工进行了访谈, 没有发现不一致的记录。基于令人满意的证据, 被审核方基本尊重BSCI的本条原则。

Remarks from Auditee

None

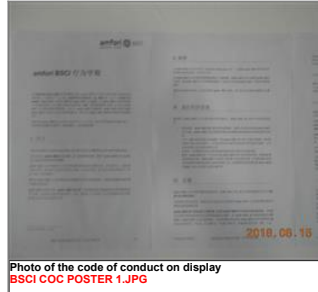
Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	15/08/2018	131074	D	C	A	B	C	D	B	A	A	B	A	B	A	C
Full Audit	04/09/2017	107542	D	B	A	A	B	D	A	A	A	A	A	C	A	C

Producer Photos





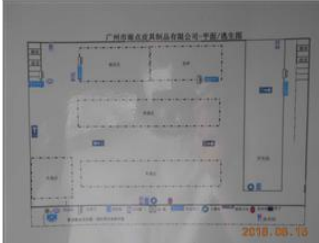


Photo of fire safety equipment
Evacuation plot plan.JPG



Photo of the inside of the main production hall
Drinkable water supply.JPG



Photo of non-conformity
Semi finished products placed against wall.JPG



Photo of fire safety equipment
Evacuation sign along the aisle of workshop.JPG



Photo of the inside of the main production hall
Electrical control panel with warning sign.JPG



Photo of non-conformity
Sewing machine missing pulley guard.JPG



Photo of fire safety equipment
Evacuation sign and emergency light in the staircase of production building.JPG



Photo of the inside of the main production hall
Finished product warehouse.JPG



Photo of non-conformity
Suggestion box set in office area.JPG