
Auditee :	Guangdong Xinlexin Education and Culture Co., Ltd
Audit Date From :	28/05/2019
Audit Date To :	28/05/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	Joy Ma(Lead)
Auditing Branch (if applicable) :	Intertek South China - Shenzhen



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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<p>A Very Good</p>	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated A No Performance Areas rated C, D or E <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>
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>B Good</p>	<ul style="list-style-type: none"> Maximum 3 Performance Areas rated C No Performance Areas rated D or E <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>
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>C Acceptable</p>	<ul style="list-style-type: none"> Maximum 2 Performance Areas rated D No Performance Areas rated E <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>D Insufficient</p>	<ul style="list-style-type: none"> Maximum 6 Performance Areas rated E <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>
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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>E Unacceptable</p>	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated E <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>Zero Tolerance</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 :	Guangdong Xinlexin Education and Culture Co., Ltd		
DBID number :	379361		
Audit ID :	152663		
Address :	Industrial zone, Gounei, Lianxia Town, Chenghai District, Shantou		
Province :	Guangdong	Country :	China
Management Representative :	Biyang Wang		
Contact person:	Biyang Wang	Sector :	Non-Food
Industry Type :	Plastic Industry	Product group :	Other plastic like products (please specify)
Product Type :	Bricks 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 type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input checked="" 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 : 28/05/2020	

Rating per Performance Area (PA)

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

Executive summary of audit report

Guangdong Xinlexin Education and Culture Co., Ltd (the business license number is 9144051570804800X4) was a private owned company. They have established and started their operation since June 2000. The total land area was 2529 square meters. A total of 49 employees including 35 female employees and 14 male employees are currently working in the facility. The facility consists of one 7-storey building (U shape) used as office, production floor and warehouse. One 6-storey dormitory building with canteen and kitchen on 1F is provided.

The main products manufactured by the facility are bricks toys.
The main production processes are listed as follows: injection moulding, assembly and packing.
The production capacity is 100000 pieces per month.
The machines in the facility included injection moulding machines, packing machines and etc.

Attendance records from May 1, 2018 to May 28, 2019 (audit day) were reviewed in this audit. Except the injection moulding department, all employees worked for 5 days a week from Monday to Friday in one shift, which was 8:00-12:00 and 13:30-17:30. Injection moulding department had 2 shifts which are 8:00-12:00 13:00-17:00 and 20:00-24:00, 1:00-5:00. Payroll records from May 2018 to April 2019 were reviewed in this audit.

Auditor APSCA No.: RA21700017

Remark: There are no agencies or contactors used by the auditee, which makes the agency labour contract or contractor license/permit not applicable. Besides, collective bargaining agreements are not applicable. The environmental approval could not be provided.

Comments for each Performance Area (PA) without finding were listed as below:

PA 2: Effective operation-level grievance mechanism in facility was set up such as suggestion box, employee representatives election by the workers themselves and direct communication with management.

PA 3: There were worker representatives freely elected in the facility, but there was no union in the facility. The facility did not interfere with employees' right to join legal associations and take part in their activities. Employees could raise their concerns through suggestion box and communicating with their supervisors directly, etc.

PA 4: There was no discrimination in hiring, compensation and benefits, access to training, promotion, termination, etc. and the facility provided the same pay to male/female employees.

PA 8: There were no children working in the facility. Furthermore, the facility had also established remedial procedures to provide for further protection in case children are found to be working.

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

PA 10: The facility signed labor contracts with all employees within 30 days after employment. Employees had a copy of the contract in their own language. The facility had taken relevant orientation training when hiring. No temporary employee was noted in the facility.

PA 11: Employees were not required to pay any deposits or leave their origin ID cards to the employer. Employees could feel free to leave their working stations once their shifts end, and were free to leave their employer if they notified in writing 30 days in advance after probation period or 3 days in advance within probation period.

PA 13: The facility had made the anti-corruption and anti-corruption policies and procedures.

Ratings Summary



Auditee's background information			
Auditee's name :	Guangdong Xinlexin Education and Culture Co., Ltd	Legal status :	Limited Company
Local Name :	广东新乐新科教文化股份有限公司 (9144051570804800X4)	Year in which the auditee was founded :	2000
Address :	Industrial zone, Gounei, Lianxia Town, Chenghai District,	Contact person (please select) :	Biying Wang
Province :	Guangdong	Contact's Email :	372348564@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) :	www.xinlexin.com
GPS coordinates :	N23°29'24. E116°47'20	Total turnover (in Euros) :	6475174.00
Sector :	Non-Food	Of which exports % :	50.00
Industry :	Plastic Industry	Of which domestic market % :	50.00
If other, please specify :		Production volume :	100000 pieces per month
Product Group :	Other plastic like products (please specify)	Production cost calculation :	Yes
If other, please specify :	Bricks Toys	Lost time injury calculation cost :	No
Product Type :	Bricks Toys		

Auditee's employment structure at the time of the audit			
Total number of workers :	49	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	14	35	
Temporary workers	0	0	
In management positions	1	2	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	9	32	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	14	35	
Production based workers	0	0	
With shifts at night	5	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 - 152663] Audit Date: 28/05/2019 PA Score: D	Deadline date:28/08/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The facility conducted the internal and supplier audits for social responsibility annually, and the issues in the audits were followed up and corrected by management representative. However, gaps were identified in this performance area, please refer to relevant checkpoints for details. 工厂每年进行内部和对供应商的社会责任审核, 并对审核中发现问题, 由管理者代表进行跟踪改善并落实。但是, 在此部分有发现缺陷, 具体参考相关的检查点。 1.1 - The facility did not implement all procedures properly, such as working hours. In accordance with BSCI 1.1 requirement, the facility should set up an effective management system to implement the BSCI Code of Conduct. 工厂部分程序未正确执行, 比如工作时间等。依据BSCI 1.1的要求, 企业应建立有效的管理系统来执行BSCI的行为守则。 1.4 - As the monthly overtime hours of the employees exceeded the local law requirement, the facility's workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts. In accordance with BSCI 1.4 requirement, the facility should set up effective workforce planning that allows the facility to reduce overtime to be in compliance with the local law. 员工的月加班时间超出了法律的规定, 所以受审核方的劳动力没有被正确安排以满足客人订单的期望。依据BSCI 1.4的要求, 企业建立有效的加班时间控制计划, 确保加班时间符合当地法律的要求。	
Remarks from Auditee: None	
Performance Area 2 : Workers Involvement and Protection	
Full Audit [Audit Id - 152663] Audit Date: 28/05/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No finding was observed. 没有发现问题点	
Remarks from Auditee:	
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 152663] Audit Date: 28/05/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No finding was observed. 没有发现问题点	
Remarks from Auditee:	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 152663] Audit Date: 28/05/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No finding was observed. 没有发现问题点	
Remarks from Auditee:	

Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 152663] Audit Date: 28/05/2019 PA Score: C	Deadline date:28/08/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The wages and benefit management procedure had been established. The lowest basic wages were RMB1550 per month that was conform to local law's requirement. Employees were paid by cash on or before 30th of each month after the previous wage calculation cycle. The wages for all employees were calculated on hourly-rated basis. For overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively, and no overtime work was conducted on public holidays. Besides, the facility had provided social benefits such as annual leave to eligible employees. However, gaps have been identified in implementation, please refer to relevant checkpoints for details.</p> <p>工厂已经建立了工资和福利管理程序。员工最低基本工资为每月人民币1550元，符合当地法规标准。员工工资按月在次月30号或之前以现金形式发放。所有员工工资按计时方式计算。工作日加班和周末加班分别按1.5倍和2倍基本工资计算，法定假无加班。并且，工厂有提供年假等法律规定的福利给相关人员。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>5.4 - There was no such mechanism to provide sufficient remuneration that allows workers to meet a decent living standard in the facility. In accordance with BSCI Social Requirement 5.4, 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。根据BSCI社会责任要求5.4，工厂应建立机制支付足够的报酬使工人达到体面生活标准。</p> <p>5.5 - There were 49 employees in May 2019. Through reviewing the social insurance document of May 2019, auditor found that 48 out of 49 employees(97.9%) had participated in employment injury insurance, maternity insurance, unemployment insurance and basic endowment insurance. No employee(0%) participated in basic medical insurance. 100 employees(100%) participated in the commercial injury insurance. The facility intended to provide social insurance for workers, however workers intend not to join the social insurance. In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state. 2019年5月企业有49名员工。通过查看2019年5月的社保文件，审核员发现企业的49名员工中，48人(97.9%)参加工伤保险、生育保险、失业保险和养老保险。无员工(0%)参与医疗保险。100名员工(100%)参与商业性工伤保险。企业愿意为所有员工提供社会保险，可是员工不愿参与。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>	
Remarks from Auditee: None	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 152663] Audit Date: 28/05/2019 PA Score: D	Deadline date:28/08/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The standard working hours for employees in this facility were 8 hours per day, 40 hours per week, and the employees had at least 1 day off in a week based on the samples. Finger print attendance recording system was used for time keeping and every employee should print their fingers when they go in and out the facility. As per facility management interview, the peak season was not obvious. Workers worked overtime voluntarily. However, a gap has been identified in implementation, please refer to relevant checkpoint for details.</p> <p>工厂正常工作时间是8小时一天，一周40小时。抽样员工至少一周休息一天。企业采用指纹识别记录考勤，所有员工在上下班均需按指纹。根据管理层访谈，旺季不明显。员工按个人意愿加班。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 - The monthly overtime hours of all 8 randomly selected employees were 80-82 hours in April 2019(current month), 90 hours in December 2018(random month) and 83-86 hours in September 2018(random month). In accordance with the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours. 所有8名抽样的员工2019年4月份(当前月)的月加班时间为80-82小时,2018年12月份(随机月)的月加班时间为90小时,2018年9月份(随机月)的月加班时间为83-86小时。依据《中华人民共和国劳动法》第41条，用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时；因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。</p>	
Remarks from Auditee: None	

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 152663] Audit Date: 28/05/2019 PA Score: A

Deadline date:28/08/2019

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on onsite observation, warning signs, buildings safety, special equipment safety, electrical safety, fire safety system, machinery safety, first aid kit and drinking water are maintained in compliance with legal requirement. However, gaps have been identified in implementation, please refer to relevant checkpoints for details.

根据现场观察, 警示标识、建筑安全、特种设备安全、电气安全、消防系统、机械设备安全、急救箱和饮用水等符合法规要求, 并定期维护。但是, 在实际的执行过程还有不足, 具体参考相关的检查点。

- 7.1 - 1) Auditor found that the facility could not provide the training records / certificate of safety production knowledge and management skill for the principal in charge and persons for the management of work safety for review. 2) Findings were found in this PA, please refer to relevant checkpoints for details. Law/COC: 1) In accordance with the Law of the PRC on Work Safety Article 24, The principal in charge and persons for the management of work safety in production and business entities have to have the knowledge about work safety and the competence for the management, which are commensurate with the production and business activities of these entities. The principal in charge and persons for the management of work safety in production and business entities that produce, trade or store hazardous articles, and mines, metal smelting, building construction, and road transport shall only be appointed to the posts after they pass the examinations in their knowledge about work safety and their competence in the management conducted by the competent departments for work safety supervision and administration. No fees shall be charged for taking such examinations. Entities that produce or store hazardous articles, and mines, metal smelting shall have certified safety engineer to work on the management of work safety. 2) In accordance with BSCI Social Requirements 7.1: The auditee should observe applicable occupational health and safety (OHS) regulations.
1) 企业无法提供该企业主要负责人和安全管理人员的安全生产知识和管理能力培训记录/证书资格证书供审阅。2) 此部分有发现问题点, 具体参考相关检查点。法规/行为准则: 1) 依据《中华人民共和国安全生产法》第24条, 生产经营单位的主要负责人和安全生产管理人员必须具备与本单位所从事的生产经营活动相应的安全生产知识和管理能力。危险物品的生产、经营、储存单位以及矿山、金属冶炼、建筑施工、道路运输单位的主要负责人和安全生产管理人员, 应当由主管的负有安全生产监督管理职责的部门对其安全生产知识和管理能力考核合格。考核不得收费。危险物品的生产、储存单位以及矿山、金属冶炼单位应当有注册安全工程师从事安全生产管理工作。2) BSCI要求7.1: 被审核方(生产商)应遵守适用的职业健康和安法规。
- 7.2 - Remark: There were 49 employees in May 2019. Through reviewing the social insurance document of May 2019, auditor found that 48 out of 49 employees(97.9%) had participated in employment injury insurance. 100 employees(100%) participated in the commercial injury insurance.
备注: 2019年5月企业有49名员工。通过查看2019年5月的社保文件, 审核员发现企业的49名员工中, 48人(97.9%)参加工伤保险。100名员工(100%)参与商业性工伤保险。
- 7.5 - During facility tour, auditor found that there were two cargo lifts in the facility; however the facility could not provide the operator certificate for review. In accordance with Regulations on Safety Supervision of Special Appliance article 38, the operator of special appliances (mentioned in Article 2, such as boiler, compressing equipment, lift, lifting appliance, Operators and managers of special vehicles in the factory (onsite) shall undergo relevant examination and qualifications to obtain special appliances certificate from the Special Appliance Quality Safety Monitoring department before operating those appliances.
在现场巡查时, 审核员发现企业有两部电梯, 但企业无法提供电梯操作员证书供查看。依据《特种设备安全监察条例》第38条, 第三十八条 锅炉、压力容器、电梯、起重机械、客运索道、大型游乐设施、场(厂)内专用机动车辆的作业人员及其相关管理人员(以下统称特种设备作业人员), 应当按照国家有关规定经特种设备安全监督管理部门考核合格, 取得国家统一格式的特种作业人员证书, 方可从事相应的作业或者管理工作。
- 7.7 - During facility tour, auditor found that there was no secondary container installed for 4 barrels of lubricant oil on 1F of production building. In accordance with Regulations on the Safety Management of Dangerous Chemicals article 20, The units producing, storing dangerous chemicals shall, according to the categories and hazardous characteristics of the dangerous chemicals they producing, storing, set up the corresponding safety facilities and equipments for monitoring, aeration, protection against exposure to sun, temperature adjusting, fireproof, firefighting, flameproof, pressure discharging, prevention of toxicants, neutralization, moistureproof, protection against thunder, protection against static, antiseptis, prevention of leakage, protection dams or segregated operations, etc. In addition, the units shall carry out maintenance and caring regularly according to the national standards, industrial standards or the relevant provisions of the State, thus to guarantee the safety operations of facilities and equipments.
审核中发现工厂生产楼1楼4桶润滑油没有设置二次容器。依据危险化学品安全管理条例第二十条, 生产、储存危险化学品的单位, 应当根据其生产、储存的危险化学品的种类和危险特性, 在作业场所设置相应的监测、监控、通风、防晒、调温、防火、灭火、防爆、泄压、防毒、中和、防潮、防雷、防静电、防腐、防泄漏以及防护围堤或者隔离操作等安全设施、设备, 并按照国家标准、行业标准或者国家有关规定对安全设施、设备进行经常性维护、保养, 保证安全设施、设备的正常使用。生产、储存危险化学品的单位, 应当在其作业场所和安全设施、设备上设置明显的安全警示标志。
- 7.21 - During factory tour, auditors found that one out of 2 cooks working in the kitchen did not wear headgear or mask during work. In accordance with PRC Law on Food Safety Article 33, Food productions and trading shall conform to food safety standards and the following requirements: 8) Personnel for food production and trading shall maintain personal hygiene, and shall, while producing or trading in food, clean their hands, wear clean work clothes and headgear; Nontoxic and clean containers, utensils and equipments shall be used for selling unpacked and ready-to-eat foods.
现场巡查时审核员发现, 厨房的2名厨师中的一名在工作时无穿戴工作帽及口罩。根据《中华人民共和国食品安全法》第三十三条 食品生产经营应当符合食品安全标准, 并符合下列要求: (八) 食品生产经营人员应当保持个人卫生, 生产经营食品时, 应当将手洗净, 穿戴清洁的工作衣、帽等; 销售无包装的直接入口食品时, 应当使用无毒、清洁的容器、售货工具和设备。
- 7.23 - Remark: The facility did not provide transportation to workers.
备注: 工厂没有给员工提供交通。
- 7.24 - During facility tour, auditor found that hazardous factors existed at regrinding section in the injection moulding department with dust. However, the facility could not provide evaluation report of occupational hazardous factors for review. 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, 审核员发现注塑车间碎料房产生粉尘, 存在职业危害因素。但是, 企业未能提供该作业场所职业危害因素监测报告供审阅。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:

None

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 152663] Audit Date: 28/05/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No finding was observed. 没有发现问题点	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 152663] Audit Date: 28/05/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No finding was observed. 没有发现问题点	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 152663] Audit Date: 28/05/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No finding was observed. 没有发现问题点	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 152663] Audit Date: 28/05/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No finding was observed. 没有发现问题点	
Remarks from Auditee:	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 152663] Audit Date: 28/05/2019 PA Score: B	Deadline date:28/08/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Environmental protective procedures were established in the factory. Environmental trainings were provided to the workers. However, a gap was identified in this performance area, please refer to relevant checkpoint for details. 工厂建立了环境保护政策, 并给员工提供了相关的培训。然而在此部分有发现缺陷, 具体参考相关的检查点。 12.3 - The facility could not provide the Environmental Impact Assessment (EIA) approval. In accordance with The PRC Environmental Impact Assessment Law article 22, The construction unit shall submit the Environmental Impact Report or Environmental Impact Report Form of the construction project to the authorized environmental protection administrative department in charge in accordance with the regulations of the State Council for examination and approval. The state implements register management for Environmental Impact Registration Form. 企业没有提供建设项目环境影响审查批复。根据《中华人民共和国环境影响评价法》第22条, 建设项目的环境影响报告书、报告表, 由建设单位按照国务院的规定报有审批权的环境保护行政主管部门审批; 国家对环境影响登记表实行备案管理。	
Remarks from Auditee: None	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 152663] Audit Date: 28/05/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No finding was observed. 没有发现问题点	
Remarks from Auditee:	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	28/05/2019	152663	D	A	A	A	C	D	A	A	A	A	A	B	A	C

Producer Photos





Photo of fire safety equipment
evacuation map.jpg



Photo of the dormitories (if applicable)
dormitory room.jpg



Photo of the inside of the main production hall
injection moulding department.jpg



Photo of fire safety equipment
exit sign and emergency light.jpg



Photo of the dormitories (if applicable)
wash room.jpg



Photo of the inside of the main production hall
notice board.jpg



Photo of fire safety equipment
fire extinguishers fire alarm and hydrant.jpg



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



Photo of the inside of the main production hall
packing department.jpg



Photo of fire safety equipment
no smoking sign.jpg



Photo of the sanitary facilities
toilet.jpg



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



Photo of non-conformity
no secondary container.jpg



Photo of the inside of the main production hall
assembly department.jpg