
Auditee :	Shenzhen Leagend Optoelectronics Co., LTD.
Audit Date From :	31/08/2018
Audit Date To :	31/08/2018
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	ALGI
Auditor's Name(s) :	Hallie Xiao(Lead)
Auditing Branch (if applicable) :	ALGI China



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Rating Definitions



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

Main Auditee Information



Name of producer :	Shenzhen Leagend Optoelectronics Co., LTD.		
DBID number :	382617		
Audit ID :	132639		
Address :	Room 401, 4th Floor, Building 3, Dacheng Industrial Park, Jihua Street, Longgang District, Shenzhen		
Province :	Guangdong	Country :	China
Management Representative :	Mr. Sun Yuansheng / General Manager		
Contact person:	Yuansheng Sun	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Other engineering (please specify)
Product Type :	Automobile on-board diagnostic system		

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 : 31/08/2019	

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	A	B	D	B	A	A	A	A	A	B

Executive summary of audit report

SHENZHEN LEAGEND OPTOELECTRONICS CO., LTD. (Local Name: 深圳市励骏光电有限公司, Uniform Code of Social Credit: 9144030077559991XW) is located at Room 401, 4th Floor, Building 3, Dacheng Industrial Park, Jihua Street, Longgang District, Shenzhen City, China. The factory was established in 2005 and moved to current location in 2017. The factory specializes in the manufacturing of automobile on-board diagnostic system. Main production activities include aging, testing, assembly and packing. No production process or service was subcontracted.

The factory currently occupied the 4th floor of one 5-storey production building (Building No. 3 in the industrial park) with the total construction area of approximately 2,400 square meters. No dormitory, kitchen or canteen was provided to workers. On the audit day, there were total 36 employees in the factory of which 11 employees were production workers. As per management interview, peak season in the factory is not obvious.

Based on documents review and management interview, it was noted that all employees in the factory are paid by hourly rate. Wages are paid in cash on 7th day of each month for the preceding month. The factory uses finger-printing system to keep record of all employees' working hours. All employees work in one shift and the regular working hours for production workers are from 8:30 to 17:30 with lunch break from 12:30 to 13:30, and for office staff are from 9:00 to 18:30 with lunch break from 12:00 to 13:30. Normal working days are from Monday to Friday. Overtime work is usually arranged for 2 hours a day from 18:30 to 20:30 on weekdays and for 8 hours a day on Saturdays.

During the current audit, payroll records from August 2017 to July 2018 and attendance records from August 1, 2017 to the audit date were provided for review. The auditor randomly selected 10 samples from July 2018 (Current month), and 8 samples from each of March 2018 and December 2017 for verification.

Remark:

The local legal minimum wage standard is RMB 2030 per month (or equivalent to RMB 11.67 per hour) before June 2017, RMB 2130 per month (or equivalent to RMB 12.24 per hour) from June 2017 to July 2018 and RMB 2200 per month (or equivalent to RMB 12.64 per hour) since August 2018.

Ratings Summary



Auditee's background information			
Auditee's name :	Shenzhen Leagend Optoelectronics Co., LTD.	Legal status :	Limited Company
Local Name :	深圳市励骏光电有限公司	Year in which the auditee was founded :	2005
Address :	Room 401, 4th Floor, Building 3, Dacheng Industrial Park, Jihua Street, Longgang District,	Contact person (please select) :	Yuansheng Sun
Province :	Guangdong	Contact's Email :	leagend@hjcsr.com
City :	Shenzhen	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	English
Country :	China	Website of auditee (if applicable) :	None
GPS coordinates :	N 22°38'20, E 114°5'29	Total turnover (in Euros) :	3000000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	0.00
If other, please specify :		Production volume :	150,000 pieces per year
Product Group :	Other engineering (please specify)	Production cost calculation :	Yes
If other, please specify :	Automobile on-board diagnostic system	Lost time injury calculation cost :	No
Product Type :	Automobile on-board diagnostic system		

Auditee's employment structure at the time of the audit			
Total number of workers :	36	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	26	10	
Temporary workers	0	0	
In management positions	6	2	
Apprentices	0	0	
On probation	2	0	
With disabilities	0	0	
Migrants (national citizens)	26	10	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	26	10	
Production based workers	26	10	
With shifts at night	0	0	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 132639] Audit Date: 31/08/2018 PA Score: D

Deadline date:31/08/2019

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation showed that the factory partially fulfilled the requirement of this performance area. The factory had set up a series of procedures and policies that states their mission, vision and objectives to match the BSCI Code of Conduct and their dedication to comply with social responsibilities. The established procedures and records had included the overall social responsibility policies which consist of anti-discrimination, freedom of association, no child labor, protection for young workers, wages and benefits, working hours, occupational health and safety, environment protection, anti-corruption and etc.; appointment documents for BSCI affair and various of training records such as legal requirements training, health and safety training and etc. The factory had nominated a management staff for the establishment, implementation and maintenance of the BSCI system. However, gaps had been identified in implementation:

整体观察显示,工厂目前部分履行对该区域的要求。工厂建立了表明其使命、愿景和目标的且符合BSCI行为准则和社会责任需要的程序和政策。建立的程序和政策包括总体的社会责任政策比如反歧视、自由结社、不雇佣童工、未成年工保护、工资和福利、工作时间、职业健康安全、环境保护、反腐败等,以及BSCI事宜任命书,以及各种培训记录比如法规培训、健康安全培训等。工厂指定了一名管理人员来负责BSCI系统的建立、施行和维护。然而,在实际执行过程中仍然存在问题:

- 1.1 - The factory did not have an effective management system regarding Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety and Ethical Business Behavior. (For details, please refer to Performance Area 2, 5, 6, 7 and 13 respectively.)

工厂在工人参与和保护、公平报酬、体面的工作时间、职业健康和安全以及道德的商业行为方面缺少有效的管理。(详细分别见第2、5、6、7和13部分。)

- 1.4 - The workforce capacity in the factory was not assessed and properly planned to match delivery order contracts' expectations, as excessive overtime hours were detected in all sampled months. For details, please refer to 6.2.

工厂没有对现有员工产能是否可以按时完成客户订单数量进行有效评估和合理计划,以致于每一个抽样月份都发现有超时加班。具体加班信息请参见6.2。

Remarks from Auditee:

Nil

Performance Area 2 : Workers Involvement and Protection	
Full Audit [Audit Id - 132639] Audit Date: 31/08/2018 PA Score: C	Deadline date:31/12/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the factory partially fulfilled the requirement of this performance area. There were workers' representatives in the factory and relevant election procedures and records were provided for review. BSCI Code of Conduct was displayed on the notice board in the production area. All interviewed workers had a good understanding of their rights and responsibilities. The factory periodically conducted internal communication meetings with workers and workers' representatives regarding workplace-related issues, and also had set up grievance mechanism which allowed workers to use the mechanism via suggestion box, workers' representatives or senior management directly. However, gaps had been identified in implementation:</p> <p>整体观察显示, 工厂目前部分履行对该评估区域的要求。工厂选举了员工代表, 并提供了相关的选举程序和记录。BSCI行为准则张贴在生产区域的公告栏内。通过员工访谈, 发现所有被访谈员工很清楚自己的权利和义务。工厂定期安排管理层代表和员工以及员工代表就工作场所相关的问题进行内部沟通; 同时, 建立了员工申诉机制, 允许员工通过意见箱、员工代表或者直接找管理者代表反映问题或者意见。然而, 在实际执行过程中仍然存在问题:</p> <p>2.2 - The factory had established long-term goals to protect workers in accordance with BSCI values and principles, but the long-term goals did not reflect a step-by-step approach toward sustainable improvements, nor reflected that workers and workers representatives were genuinely involved in defining those goals.</p> <p>工厂有建立依照BSCI价值和原则来保护员工的长期目标, 但是这些目标没有体现出循序渐进地去实现可持续的改进, 也没有体现出员工及员工代表有参与制定这些目标。</p> <p>2.4 - Although the factory had posted BSCI Code of Conduct on site and provided relevant training records, all interviewed workers were not aware of the social responsibility requirements.</p> <p>尽管工厂在现场张贴了BSCI的行为守则, 也提供了相关的培训记录供审核, 但受访员工均表示不了解社会责任的相关要求。</p> <p>2.5 - The factory's written procedure for the grievance mechanism did not clearly define the following elements: 1) A person responsible for its administration; 2) Potential conflicts of interest and how to overcome them (e.g. if a grievance is against the person who administers the mechanism); 3) Timelines to address grievances; 4) Processes for appeals and escalation, which provide additional guarantees that the factory will address the grievance; 5) Communication processes to ensure that workers and community members have access to the grievance mechanism. This includes workers representatives, seasonal, migrant, temporary, young and female workers; 6) Regular surveys on user satisfaction with the grievance procedure; 7) Record system of lodged grievances, including how they were investigated and addressed.</p> <p>工厂申诉机制的书面程序没有明确规定: 1) 负责日常管理人员; 2) 潜在的利益冲突以及如何克服该类冲突 (如对机制管理人员提出的申诉); 3) 提出申诉的时效性; 4) 上诉和发展过程, 这为工厂提出申诉提供额外保证; 5) 确保工人和团体成员可行使申诉机制的沟通过程, 这包括工人代表、季节性工人、外来工、临时工、青年工人和女工; 6) 用户对申诉程序满意度的常规调查; 7) 提出申诉的记录系统, 包括如何进行调查和说明。</p>	
Remarks from Auditee: Nil	
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 132639] Audit Date: 31/08/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>None observed.</p> <p>The overall observation showed that the factory currently fulfilled the requirements of this performance area. The factory had set up the social policy regarding freedom of association and collective bargaining, which allowed workers to participate associations on their own will if legally permitted and prohibited discriminating those workers for any identity. Workers' representatives were not discriminated but had free access to workers and were encouraged to communicate with workers regarding anything about workers' rights and obligations. The factory facilitated meetings between workers and workers' representatives like the arrangement of meeting time and places.</p> <p>无不符合项发现。</p> <p>整体观察显示, 工厂目前满足该评估区域的要求。工厂建立了有关自由结社和集体谈判的社会责任政策, 尊重员工自由参加法律允许的团体或组织的自由和权利, 而且禁止对这些员工有任何歧视的行为。员工代表没有受到歧视, 而是可以自由地接近员工并被鼓励积极与员工沟通有关其权利和义务的任何问题。工厂积极促进员工与员工代表的会议比如安排会议时间、提供会议场地等。</p>	
Remarks from Auditee: N/A	

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 132639] Audit Date: 31/08/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: None observed. The overall observation showed that the factory fulfilled the requirement of this performance area. The factory had set up the social policy of no discrimination which prohibited discriminating workers for any identity, sex, age, background and etc. Workers had equal opportunities to work overtime, get promotion and receive training. The factory trained human resources department and supervisors that disciplinary measures or dismissals cannot occur based on workers' complaints and workers had no fear of reprisals to submit complaints about infringements of their rights. Disciplinary policy and measures were established within legal frames. 无不符合项发现。 整体观察显示, 工厂目前满足该评估区域的要求。工厂建立了反歧视的社会责任政策, 禁止对员工的身份、性别、年龄、背景等进行任何形式的歧视行为。员工有平等加班、晋升和接受培训的机会。工厂有给人力资源部门及各部门主管培训, 强调不能因员工申诉而处罚员工, 员工也表示不担心因为申诉而被报复。工厂的奖惩政策和措施符合法律要求。	
Remarks from Auditee: N/A	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 132639] Audit Date: 31/08/2018 PA Score: B	Deadline date:31/08/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the factory partially fulfilled the requirement of this performance area. The factory had made its own regulations and rules on wages and benefits based on the legal requirements and BSCI Code of Conduct. As per sampled payroll and attendance records, it was found that the lowest basic wage among samples was RMB 2130 per month and the factory paid 150% and 200% of regular wage rate for overtime hours on weekdays and rest days to workers, which were in compliance with legal requirements. The factory paid wages on 7th each month for the preceding month and payslips were also provided to workers each month. No monetary fines or other illegal deductions were detected in payroll records. However, the gaps have been identified in implementation: 整体观察表明, 工厂部分履行对该区域要求。工厂基于法律规定和规则以及BSCI行为守则制定了工资和福利制度。根据所抽样员工的工资和考勤记录发现, 抽样人员中最低的基本工资为2130元/月, 工厂在工作日加班和周末加班会支付正常工资的150%和200%作为加班费。工厂每月7号发放工资且有工资条提供。在工资表中没有发现罚款或者其他非法扣款。然而, 在实施过程中仍有差距: 5.4 - Wages (including allowance and bonus) paid to all sampled workers in December 2017, March 2018 and July 2018 ranged between RMB 2680 and RMB 3480 per month, lower than the local Living Wage standard of Shenzhen City. The Living Wage standard in Shenzhen City is RMB 4373.28 per month. 所有抽样员工在2017年12月、2018年3月及2018年7月的工资(包括补贴和奖金)处于人民币2680至人民币3480每月, 均低于当地基本生活需求工资的标准。深圳市的基本生活需求工资为每个月人民币4373.28。 5.5 - Not all employees were provided with social insurance. As per reviewing the participation status on line via the local official social insurance system, it was noted that in August 2018, there were total 36 employees, including 2 employees who had reached retirement age, but only 33 out of the 36 employees were provided with pension, industrial injury, medical, unemployment and maternity insurance. The rest one worker was not newly hired but not enrolled in the social insurance scheme. The factory did not provide commercial insurance to any worker. (This violated the PRC Labor Law article 72 and 73.) 社保没有覆盖到所有员工。根据查看社保系统的在线台账发现, 2018年8月工厂一共有36名员工, 包括两名已到退休年龄的员工, 但仅33名员工参加了养老、工伤、医疗、失业和生育保险。剩下一名员工不是新进厂员工但是没有参加社保。工厂没有给任何员工提供商业保险。(该项违反了《中华人民共和国劳动法》第72、73条的要求。)	
Remarks from Auditee: Nil	

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 132639] Audit Date: 31/08/2018 PA Score: D

Deadline date:31/08/2019

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation showed that the factory partially fulfilled the requirement of this performance area. The factory had made its own working hour regulations and rules based on the legal requirements and BSCI Code of Conduct. As per on site observation and documents review, the factory used finger-printing system to record all workers' working hours including overtime hours. As per sampled payroll and attendance records, it was found that all workers worked for 8 hours a day and for 5 days a week as regular working hours. Overtime working was usually arranged for no more than 3 hours a day on weekdays and for 10 hours a day on Saturdays. One rest day in every 7-day period was guaranteed. And the factory also provided orientation training to new hired workers about the rules on working hours and etc. However, gaps had been identified in implementation:

整体观察显示,工厂目前部分履行对该区域的要求。工厂根据法律要求以及BSCI要求建立了工作时间规章制度。工厂采用指纹考勤系统记录员工的工作时间包括加班时间。根据所抽样员工的工资和考勤记录发现,所有员工的正常工作时间为每天8小时,每周工作五天。加班通常在工作日不超过每天三小时,周六不超过10小时,且能确保连续工作六天后休息一天。同时工厂给新进的员工入职培训有包括关于工作时间的规定。然而,在实际执行过程中仍然存在问题:

- 6.2 - As per the provided time records, it was noted that the monthly overtime working hours of 8 out of 8 sampled workers ranged between 80 and 86 hours in December 2017, of 8 out of 8 sampled workers ranged between 70 to 84 hours in March 2018 and of 10 out of 10 sampled workers ranged between 76 and 78 hours in July 2018 (Current month), exceeding the legal limit of 36 hours per month. (This violated the PRC Labor Law article 41.)

根据提供的考勤记录,发现2017年12月所有抽样8名员工的月加班时间为80至86小时,2018年3月份所有抽样8名员工的月加班时间为70至84小时,2018年7月份所有抽样10名员工的月加班时间为76到78小时,超过了法律规定的每月加班不超36小时。(该项违反了《中华人民共和国劳动法》第41条的要求。)

Remarks from Auditee:

Nil

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 132639] Audit Date: 31/08/2018 PA Score: B

Deadline date:31/12/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation showed that the factory partially fulfilled the requirement of this performance area. The factory had made its own health and safety regulations and rules based on the legal requirements and BSCI Code of Conduct and also established OHS committee. The factory had appointed specialized management staff to take charge of the OHS affairs and provided periodical health and safety training to workers regarding such as medical emergency treatment, PPE usage, chemical safety, machine operation, fire drill exercises and etc. Furthermore, the factory provided sufficient toilets, first aid kits, and qualified drinking water, and etc to workers. However, gaps had been identified in implementation:

Remark: 1) 7.21: The factory currently did not provide dormitory, kitchen or canteen to workers. 2) 7.23: The factory currently did not provide transportation to workers.

整体观察显示,工厂目前部分履行对该区域的要求。工厂根据法律要求以及BSCI的要求建立了健康安全规定和守则,同时也建立了环境健康安全委员会。工厂委任专门的管理层代表负责健康安全事宜并定期给员工举行关于健康安全的培训,比如医疗救护培训、个人防护用品培训、化学品安全培训、机器设备操作培训、消防演习等。另外,工厂给员工提供了足够的洗手间、急救药箱、合格的饮用水等。然而,在实际执行过程中仍然存在问题:

备注:1)7.21:工厂目前没有给员工提供宿舍和饭堂。2)7.23:工厂目前没有给员工提供交通工具。

- 7.1 - 1. Although the factory had set up its own occupational health and safety regulations and procedures, the actual practice throughout the factory was not fully in compliance due to the following non-compliance symptom noticed in this performance area.

2. Part of materials and finished products in warehouses were stored against the wall. ((This violated Rules Concerning Warehouse Safety and Fire Control article 18.)

1. 虽然工厂建立了职业健康安全方面的程序和相关制度,但是工厂在实际的执行过程中还存在问题。
2. 工厂仓库的部分物料和成品靠墙摆放。(该项违反了《仓库防火安全管理规划》第18条的要求。)
- 7.2 - Not all employees were provided with injury insurance. As per reviewing the participation status on line via the local official social insurance system, it was noted that in August 2018, there were total 36 employees, including 2 employees who had reached retirement age, but only 33 out of the 36 employees were provided with industrial injury insurance. The factory did not provide commercial insurance to any worker.

工伤保险没有覆盖到所有员工。根据查看社保系统的在线台账发现,2018年8月工厂一共有36名员工,包括两名已到退休年龄的员工,但仅33名员工参加了工伤保险。工厂没有给任何员工提供商业保险。
- 7.3 - 1. The factory did not provide occupational health examination to soldering workers who were exposed to soldering dust. (This violated the PRC Law of Prevention and Control of Occupational Diseases article 35.)

2. The factory's current risk assessment did not cover the risks of fire safety, the public area of the industrial zone, as well as the high frequency packaging machine in the packing line. Meanwhile, the provided risks control plan did not cover all risks identified but only part of them.

1. 工厂没有给接触焊锡烟尘的员工提供职业健康检查。(该项违反了《中华人民共和国职业病防治法》第三十五条的要求。)
2. 工厂当前的风险评估中没有评估消防的风险、所在工业区公共区域的风险以及包装线上高周波机器的风险;同时,工厂的风险控制计划仅针对已经识别出来的部分风险,而非全部风险。
- 7.6 - The soldering worker working at the repairing station was not provided with dust-proof mask. (This violated Law of the PRC on Work Safety article 42.)

工厂没有给车间维修台一名焊锡的工人提供防尘口罩。(该项违反了《中华人民共和国安全生产法》第42条的要求。)
- 7.7 - A container with industrial alcohol used at the repairing station was not labelled with identification. (This violated the Regulation of Chemical Safety Usage in Workplace, Article 12.)

工厂维修台使用的一小瓶工业酒精没有标识。(该项违反了《工作场所安全使用化学品规定》(劳部发[1996]423号)第12条的要求。)
- 7.11 - The factory provided the copy of the fire service inspection record of the production building, but the inspection was done in 2004, while the factory was moved to the location in 2017 but did not apply for record for the fire inspection from the local fire service authorization. (This violated PRC Fire Prevention Law article 11 and 13.)

工厂提供了其所在生产楼的消防验收意见书的复印件,但该验收是在2004年,而工厂于2017年搬到该地址之后没有向当地消防部门申请消防备案。(该项违反了《中华人民共和国消防法》第十一条、第十三条的要求。)
- 7.16 - The layout of the posted evacuation plot plan in the workshop did not match with the actual layout. Meanwhile, no emergency evacuation assembly point was identified in the factory area or marked on the evacuation plan.

<p>7.17 -</p>	<p>工厂车间张贴的逃生图布局与实际布局不相符,同时,工厂没有指定或在逃生图上标明紧急疏散集合点。</p> <p>There were two cargo lifts used by the factory but the factory failed to provide the cargo lift operator's special operation license for review. (Remark: the factory had provided an elevator safety management certificate.) (This violated Regulations on Safety Supervision of Special Appliance article 38.)</p> <p>工厂有使用两台货梯但没有提供货梯操作工的特种设备操作证。(注:工厂有提供一个电梯安全管理证书供审核。)(该项违反了《特种设备安全监察条例》第38条的要求。)</p>
<p>Remarks from Auditee: Nil</p>	
<p>Performance Area 8 : No Child Labour</p>	
<p>Full Audit [Audit Id - 132639] Audit Date: 31/08/2018 PA Score: A Deadline date:</p>	
<p>GOOD PRACTICES: None</p>	
<p>AREAS OF IMPROVEMENT: None observed.</p> <p>The overall observation showed that the factory currently fulfilled the requirement of this performance area. The factory had set up the social policy and procedures on no child labor, age verification mechanism, recruitment procedures and remedial procedures in case children were found. And the factory maintained the personnel files including workers' profiles and copies of age documents for all workers. Through documents review, factory walk-through and worker interviews, no children were found working in the factory currently.</p> <p>无不符合项发现。</p> <p>整体观察显示,工厂目前履行了对该区域的要求。工厂建立了有关禁止使用童工的社会责任政策和程序、年龄核对机制、招聘程序以及童工补救政策等。同时工厂也保留了所有员工的人事档案以及年龄文件的复印件等。通过文件审核、现场走访以及员工访谈,没有发现工厂有使用童工。</p>	
<p>Remarks from Auditee: N/A</p>	
<p>Performance Area 9 : Special protection for young workers</p>	
<p>Full Audit [Audit Id - 132639] Audit Date: 31/08/2018 PA Score: A Deadline date:</p>	
<p>GOOD PRACTICES: None</p>	
<p>AREAS OF IMPROVEMENT: None observed.</p> <p>The overall observation showed that the factory fulfilled the requirement of this performance area. The factory had set up the social policy and procedures on young workers' protection and also conducted risk assessment for young workers. Although there was no young worker working in the factory currently, the factory had a clear understanding that young workers were more vulnerable than most workers and stipulated a series of protection rules for young workers, such as, young workers should be adequately protected against any harmful working condition, should not be engaged in night shifts, should have access to effective grievance mechanism, and should be properly trained on OHS, etc.</p> <p>无不符合项发现。</p> <p>整体观察显示,工厂目前履行了对该区域的要求。工厂建立了有关未成年工保护的社会责任政策和程序,并对未成年工人做了风险评估。尽管工厂目前没有使用未成年工,但对于未成年工的保护仍有充分的认知,且制定了一系列的未成年工保护规定,比如:不得安排未成年工从事有毒有害的工作,不得安排未成年工上晚班,需要给未成年工提供有效的申诉渠道,需要给未成年工提供有关健康安全培训,等等。</p>	
<p>Remarks from Auditee: N/A</p>	

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 132639] Audit Date: 31/08/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: None observed. The overall observation showed that the factory fulfilled the requirement of this performance area. The factory had set up hiring procedures and provided orientation training to workers about their legal rights and responsibilities regarding such as wages and benefits, working hours, occupational health and safety, disciplinary measures, and etc. As per documents review, on-site observation and worker interviews, it was noted that there were no temporary workers, home workers or students at school ages hired by the factory and the factory also did not use dispatched workers. At the same time, the factory signed labor contracts with all workers and also provided copies of the labor contracts to all workers. 无不符合项发现。 整体观察显示, 工厂目前履行了对该区域的要求。工厂建立了招聘程序并给新进员工提供了关于合法权利与义务的入职培训, 比如有关工资福利、工作时间、职业健康安全、惩戒措施等。通过文件审核, 现场审核以及员工访谈, 发现工厂没有使用临时员工、家庭工人以及学生工, 所有员工都是工厂直接招聘, 没有使用劳务派遣工。同时, 工厂和所有员工都签订了劳动合同并给员工提供了一份劳动合同副本。	
Remarks from Auditee: N/A	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 132639] Audit Date: 31/08/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: None observed. The overall observation showed that the factory fulfilled the requirement of this performance area. The factory had set up the social policy and procedures on no bonded labor and special training was provided to management particularly supervisors and those in human resources department. As per factory regulations and worker interviews, it was confirmed that workers chose the factory freely without monetary deposit or original personal documents withheld. The factory only kept copies of workers' identification card for documentation purpose in personnel files. There was no restriction on workers' movement, and workers could access to drinking water or toilet facilities as they desired and left the factory freely when they were off duty. All overtime hours were arranged on workers' voluntary basis, and workers could resign from the factory with a one-month prior notice to the factory management. Through on-site observation and worker interviews, no corporal punishment, mental or physical coercion or verbal abuse was found. The factory implemented escalating disciplinary procedures, like verbal warning, written warning and terminations, etc. to discipline workers and explained the details to workers in factory rules. No monetary fines were detected in the disciplinary procedures. 无不符合项发现。 整体观察显示, 工厂目前履行对该区域的要求。工厂建立了关于禁止强迫劳动的社会责任政策和程序, 且为管理人员尤其是主管和人力资源部门的人员提供了专门的培训。通过查看工厂的规章制度以及员工访谈发现, 员工都是自主选择工厂工作, 没有交付押金或者个人证件的原件。工厂仅在人事档案中保留了员工身份证的复印件。员工在工厂内的行动自由, 喝水或使用洗手间或在下班后自由活动都不受限制。加班也是基于员工自愿。如果需要辞职, 只需提前一个月通知管理层即可。通过现场观察和员工访谈, 没有发现体罚、精神或身体胁迫或口头虐待等存在。工厂采用程度逐级提升的惩罚制度, 如口头警告、书面警告、终止合同等来惩罚员工的不恰当行为, 且将这些要求列明在员工手册中。惩处制度中没有发现罚款条款。	
Remarks from Auditee: N/A	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 132639] Audit Date: 31/08/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: None observed The overall observation showed that the factory currently fulfilled the requirement of this performance area. The factory had continuously identified the significant impacts and environmental implications associated to its activities and carried out the impact assessment regularly. Policies and procedures were established to incorporate relevant environmental laws and there was a designated staff responsible for collecting and updating relevant regulations and laws. 无不符合项发现 整体观察显示, 工厂目前履行了对该区域的要求。工厂能持续识别与其经营活动相关的重要环境影响和因素, 并定期进行环境影响评估。根据其适用的环境法规, 建立了相关的政策和程序文件并指定了专门的负责人负责相关环境法规的收集和更新。	
Remarks from Auditee: N/A	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 132639] Audit Date: 31/08/2018 PA Score: B	Deadline date:31/12/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the factory partially fulfilled the requirement of this performance area. The factory had developed relevant policies and procedures against them. During the audit process, all required documents were provided timely and as per cross checking, no inconsistent or falsified information was detected. The factory also established a set of procedures to avoid, investigate and discipline any fraud, falsification and misrepresentation in the supply chain. However, gaps had been identified in implementation: 整体观察显示, 工厂目前部分履行对该区域的要求。工厂制定了相关的反腐败、反贪污的政策和程序。在审核过程中, 工厂及时提供了所要求的所有文件和信息且在交叉核对时没有发现不一致或者伪造的信息。同时, 工厂建立了一系列程序以避免、调查和惩罚任何欺骗、伪造及虚假陈述的行为。然而, 在实际执行过程中仍然存在问题: 13.1 - The factory had developed policies and procedures against any act of corruption, but did not provide relevant training to workers, nor conduct a risk assessment to identify the situations and activities where act of corruption, extortion and embezzlement was most likely to take place. 工厂有建立反腐败反贿赂的政策和程序, 但是没有就该政策和程序对员工进行培训, 同时, 没有进行风险评估以识别出各种可能存在贪污、勒索和侵占的情形及行为。 13.4 - The factory did not establish an effective system to collect, use and process personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements such as personal files, medical records and etc. 工厂没有建立有效机制以合理谨慎的方式, 按照隐私和信息安全法和法规要求收集、使用和处理个人信息比如个人档案、医疗记录等。	
Remarks from Auditee: Nil	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	31/08/2018	132639	D	C	A	A	B	D	B	A	A	A	A	A	B	C

Producer Photos



External photo(s) of the production unit(s)
Building number.JPG



Photo of non-conformity
NC - A container with industrial alcohol used at the repairing station not labelled with identification.JPG



Photo of the inside of the main production hall
Evacuation route.JPG



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



Photo of non-conformity
NC - Materials stored against wall.JPG



Photo of the inside of the main production hall
Factory name.JPG



Photo first aid facilities
First aid kit.JPG



Photo of non-conformity
NC - The layout of the posted evacuation plan not matched with the actual layout and no emergency evacuation assembly point identified.JPG



Photo of the inside of the main production hall
Packing.JPG



Photo of fire safety equipment
Fire alarm.JPG



Photo of non-conformity
NC - The soldering worker working at the repairing station not provided with dust-proof mask.JPG

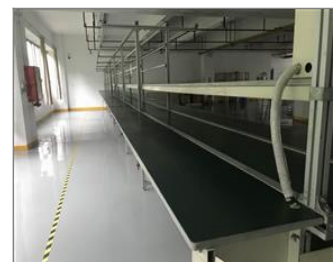


Photo of the inside of the main production hall
Production line idle.JPG



Photo of fire safety equipment
Fire exit with emergency light and exit sign.JPG

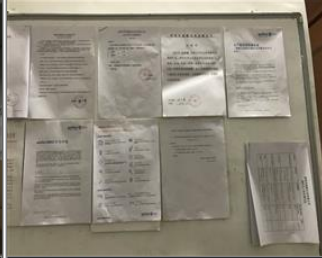


Photo of the code of conduct on display
BSCI Poster.JPG



Photo of the inside of the main production hall
Testing.JPG



Photo of fire safety equipment
Fire extinguishers.JPG



Photo of the inside of the main production hall
Aging room idle.JPG



Photo of the inside of the main production hall
Time recording machine.JPG



Photo of fire safety equipment
Fire hydrant.JPG



Photo of the inside of the main production hall
Assembly.JPG



Photo of the inside of the main production hall
Warehouse.JPG

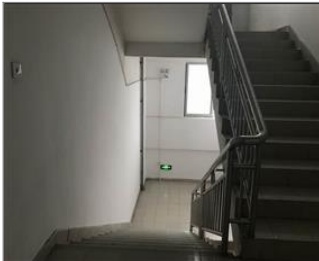


Photo of fire safety equipment
Staircase with emergency light and evacuation indication sign.JPG



Photo of the inside of the main production hall
Drinking water.JPG



Photo of the sanitary facilities
Restroom.JPG