
Auditee :	Dongguan Long Yi Dian Zi Dian Qi Zhi Pin Ltd.
Audit Date From :	16/03/2020
Audit Date To :	16/03/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	Carmen Lee(Lead), Kane Yuan
Auditing Branch (if applicable) :	Intertek South China - Shenzhen



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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 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.
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 :	Dongguan Long Yi Dian Zi Dian Qi Zhi Pin Ltd.		
DBID number :	367490		
Audit ID :	175246		
Address :	Longbeiling Village, Tangxia Town, Dongguan		
Province :	Guangdong	Country :	China
Management Representative :	Mr. Tongqiang Zhao		
Contact person:	Tongqiang Zhao	Sector :	Non-Food
Industry Type :	Toys and Games	Product group :	toys
Product Type :	Toys		

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 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 : 16/03/2021

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

Executive summary of audit report
<p>Dongguan Long Yi Dian Zi Dian Qi Zhi Pin Ltd. (the Uniform Code of Social Credit is 91441900759210281Y) is a private company. The total land area occupied by the facility is about 17,000 square meters. They have been in their operation at the existing location since 2004. A total of 425 employees are currently working in the facility. There are 206 female employees and 219 male employees. In view of the facilities, the facility consists of one 3-storey building and one 4-storey building as production floor, warehouse, office and three 3-storey buildings as dormitory, and one 2-storey building as kitchen and canteen. The main products manufactured by the facility cover toys. The main production processes are listed as follows: Injection, painting, tempo printing, SMT, sewing, assembly, inspection and packing. The production capacity of toys is 30000 pieces per month.</p> <p>The attendance records from November 8, 2019 to March 16, 2020 were provided for review at this audit. Based on the provided attendance records, employees in the injection and SMT department worked in two shifts: the first shift of injection department was from 8:00 to 20:00 and the second shift was from 20:00 to 8:00 of next day; The securities worked in two shifts, which was from 7:00 to 19:00 and 19:00 to 7:00. Employees in the other production departments worked in one shift, normal working hours were from 8:00 to 17:30 with 1.5 hours' break from 12:00 to 13:30. The payroll records from October 2019 to January 2020 were provided for review at this audit. Employees' wages are calculated on hourly-rated basis and paid monthly by cash (30%) or bank transfer (70%) in the end of each month.</p> <p>Remark:</p> <ol style="list-style-type: none"> There are no collective bargaining agreement in the facility, which makes the collective bargaining agreement not applicable. There is no agency used by the auditee, which makes the agency labour contract not applicable. The auditor name and APSCA number: Leader auditor/Carmen Lee, RA21700218, Member/Kane Yuan, RA21700261 Comments for each Performance Area (PA) were listed as below: PA 1: Findings were raised. Please refer to PA 1 for details; PA 2: Finding was raised. Please refer to PA 2 for details; PA 3: This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. PA 4: This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. PA 5: Findings were raised. Please refer to PA 5 for details; PA 6: Finding was raised. Please refer to PA 6 for details; PA 7: The electrical systems of the facility were in a good condition. All switches in the electrical control panels have been labelled with warning sign. The facility posted the evacuation plans with "You Are Here" sign on the work floors, which indicated escape routes, the location of fire extinguishers and fire hydrants, etc. All safety exits were installed with exit signs and emergency lights, all work floors were installed with fire alarms, and all firefighting equipment were inspected once a month. First aid kits stocked with necessary supplies were provided in the facility. Drinkable water was available in the facility. Employees had received regular and recorded health & safety training such as fire drill etc. PA 8: Through due diligence to check this performance area, no new finding was found. PA 9: Through due diligence to check this performance area, no new finding was found. PA 10: This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. PA 11: This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. PA 12: This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. PA 13: This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated.

Ratings Summary



Auditee's background information			
Auditee's name :	Dongguan Long Yi Dian Zi Dian Qi Zhi Pin Ltd.	Legal status :	Limited Company
Local Name :	东莞龙怡电子电器制品有限公司 (91441900759210281Y)	Year in which the auditee was founded :	2004
Address :	Longbeiling Village, Tangxia Town,	Contact person (please select) :	Tongqiang Zhao
Province :	Guangdong	Contact's Email :	zhaotq168@sinoratecn.com
City :	Dongguan	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	Nil
Country :	China	Website of auditee (if applicable) :	www.sinorate.com
GPS coordinates :	N22°48'09",E114°01'41"	Total turnover (in Euros) :	15000000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Toys and Games	Of which domestic market % :	0.00
If other, please specify :		Production volume :	30000 pieces per month
Product Group :	toys	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Toys		

Auditee's employment structure at the time of the audit			
Total number of workers :	425	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	219	206	
Temporary workers	0	0	
In management positions	44	14	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	185	179	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	219	206	
Production based workers	0	0	
With shifts at night	52	40	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect	
2- Followup Audit [Audit Id - 175246] Audit Date: 16/03/2020 PA Score: D	Deadline date:15/09/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The facility had set up a management system to implement the BSCI Code of Conduct, and had appointed Mr. Zhao Tong Qiang as management representative to ensure that the BSCI values and principles are followed in a satisfactory manner. Furthermore, the facility communicated this Code to all employees by various training and bulletin board and to their suppliers by training. The facility conducted internal BSCI self-assessment and internal audit to identify and improve the problem every year, and the internal audit checklist and summary was provided. The auditee also had monitored their suppliers; all suppliers had signed social commitment and were regularly monitored by the auditee. However, a gap was identified in this performance area, please refer to relevant checkpoint for details.</p> <p>工厂有建立执行BSCI行为守则的管理体系,任命赵同强为社会责任管理者代表,以确保充分遵循BSCI价值和原则要求,并且有通过各种培训和公告将此行为准则传达给员工和供应商。工厂每年执行BSCI自我评估及内审以识别及改善问题,提供了内审检查表及总结报告。被审核方也已对其供应商进行监控;所有的供应商均签订了社会责任承诺书,并且被审核方也定期评估其供应商的社会责任表现。但是,在此部分有发现缺陷,具体参考相关的检查点。</p> <p>1.1 - Not corrected. As per document review, facility tour, employee and employee representative and management interview, it was found that BSCI Code was not carried out effectively, which resulted in the non-compliance on Remuneration, working hours etc. In accordance with BSCI 1.1 requirement, the facility should set up an effective management system to implement the amfori BSCI COC. 根据文件审核,现场走厂,员工和员工代表面谈和管理层面谈,发现企业(生产商)BSCI准则未得到有效执行,以致于在福利,工时等问题。依据BSCI 1.1的要求,企业应根据BSCI的要求建立及执行有效的管理体系。</p> <p>1.4 - Not corrected. According to document review, worker and worker representative and management interview, the facility had set up the workforce planning to reduce the overtime, however, the workforce planning was not effective, because most sampled employees worked overtime hours exceeding the local law requirement. Please refer to checkpoint #6.2 for details. In accordance with BSCI 1.4 requirement, the facility should set up effective workforce planning that allows the auditee to reduce overtime in compliance with local law. 根据文件审核,员工和员工代表面谈和管理层面谈,企业有建立人力资源加班时间的控制计划,但是此计划没有有效地实施,因为大部分抽取的员工加班时间超过当地法规要求。具体参考检查点6.2。依据BSCI 1.4的要求,企业应建立有效的人力资源加班时间的控制计划,确保加班时间符合当地法规要求。</p>	
Remarks from Auditee:	
1- Followup Audit [Audit Id - 166860] Audit Date: 07/11/2019 PA Score: D	Deadline date:07/05/2020
Good practices None	
Areas of improvement <p>The facility had set up a management system to implement the BSCI Code of Conduct, and had appointed Mr. Zhao Tong Qiang as management representative to ensure that the BSCI values and principles are followed in a satisfactory manner. Furthermore, the facility communicated this Code to all employees by various training and bulletin board and to their suppliers by training. The facility conducted internal BSCI self-assessment and internal audit to identify and improve the problem every year, and the internal audit checklist and summary was provided. The auditee also had monitored their suppliers; all suppliers had signed social commitment and were regularly monitored by the auditee. However, a gap was identified in this performance area, please refer to relevant checkpoint for details.</p> <p>工厂有建立执行BSCI行为守则的管理体系,任命赵同强为社会责任管理者代表,以确保充分遵循BSCI价值和原则要求,并且有通过各种培训和公告将此行为准则传达给员工和供应商。工厂每年执行BSCI自我评估及内审以识别及改善问题,提供了内审检查表及总结报告。被审核方也已对其供应商进行监控;所有的供应商均签订了社会责任承诺书,并且被审核方也定期评估其供应商的社会责任表现。但是,在此部分有发现缺陷,具体参考相关的检查点。</p> <p>1.1 - The finding had not been corrected. The facility had set up the management procedures to implement the BSCI Code of Conduct. But not all policies were properly implemented, such as overtime hours exceeded the legal limit, the benefits provided with the workers were not sufficient, issues on health & Safety. Please refer to Performance Area 1, 2, 5, 6 and 7 for details. In accordance with BSCI Social Requirement, there should be satisfactory evidence that the auditee has set up an effective management system to implement the BSCI Code of Conduct. 问题点未改善。企业建立了确保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,健康安全等问题。具体请参阅PA 1,2,5,6,和7。依据BSCI社会责任要求,企业必须有满意证据显示企业有建立有效的管理体系来执行BSCI行为准则。</p> <p>1.4 - The finding had not been corrected. As per document review and management interview, the facility had set up the workforce planning to reduce the overtime, however, the workforce planning was not effective, as employees worked overtime hours exceeding the local law requirement. In accordance with BSCI 1.4 requirement, the facility should set up effective workforce planning that allows the auditee to reduce overtime in compliance with local law. 问题点未改善。根据文件审核和管理层面谈,企业有建立人力资源加班时间的控制计划,但是此计划没有有效地实施,因为员工加班时间超过当地法规要求。依据BSCI 1.4的要求,企业应建立有效的人力资源加班时间的控制计划,确保加班时间符合当地法规要求。</p>	
Remarks from Auditee	
Full Audit [Audit Id - 139284] Audit Date: 03/12/2018 PA Score: D	Deadline date:03/03/2019
Good practices None	
Areas of improvement <p>To implement the BSCI Code of Conduct, a social management system was established, and a manager was appointed. The suppliers' performance on social accountability was considered when selecting suppliers. However, gaps were identified in this performance area, please refer to relevant checkpoints for details.</p> <p>为执行BSCI行为守则,工厂建立社会责任管理体系并委派经理。在选择供应商时,工厂考虑到供应商社会责任表现。但是,在此部分有发现缺陷,具体参考相关的检查点。</p> <p>1.1 - No completed system to implement BSCI was available, for example, some issues appeared in working hour and Health&Safety scope. In</p>	

accordance with BSCI 1.1 requirement, the facility should set up an effective management system to implement the BSCI Code of Conduct.
没有完整的系统来实施BSCI。例如工作时间和健康安全方面存在一些问题。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 - The workforce planning was not effective, because overtime hours employees worked exceeded the local law requirement. 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.

企业人力资源加班时间的控制计划没有有效地实施,因为员工的加班时间超过了当地法律的要求。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	
2- Followup Audit [Audit Id - 175246] Audit Date: 16/03/2020 PA Score: A	Deadline date:15/04/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The facility had taken specific steps to make workers aware of their rights and responsibilities and had established an effective operational-level grievance mechanism for individuals and communities. However, gaps were identified in this performance area, please refer to relevant checkpoints for details. 企业制定了具体方案来确保员工知道他们的权利和义务。企业为员工和社团建立了有效的可执行的申诉机制。但是，在此部分有发现问题点，具体参考相关的检查点。 2.4 - Not corrected. As per document review and employee interview, it was noted that the facility had conducted amfori BSCI code of conduct training to all employees, but the interviewed employees did not know the requirements well. In accordance with amfori BSCI 2.4 requirement, the facility should conduct BSCI code training to all employees. 通过文件审核和管理层以及员工面谈，发现企业已经对员工进行amfori BSCI行为守则的培训，但是面谈的员工不清楚要求。依据amfori BSCI 2.4的要求，企业应对员工进行BSCI行为守则的培训	
Remarks from Auditee:	
1- Followup Audit [Audit Id - 166860] Audit Date: 07/11/2019 PA Score: A	Deadline date:07/05/2020
<u>Good practices</u> None	
<u>Areas of improvement</u> The worker representatives had been free elected in the facility. The auditee set up relevant procedure to make workers aware of their rights and responsibilities. The auditee involved and exchanged information on workplace issues with workers and their representatives quarterly. Employees could report any grievance to management through suggestion box, telephone, Email, worker representative or supervisor. However, there were gaps identified in implementation. Please refer to specific question for the finding. 该企业有自由选举员工代表。该企业有建立相关程序使工人了解其权利和责任。该企业有让工人及其代表每季度参加并交流关于工作场所问题的信息。员工可以通过意见箱、电话、邮箱、员工代表等向管理层提出申诉。然而，在执行中仍有发现差距的地方，具体请参考相关检查点。 2.2 - The finding had been corrected. Through document review, facility management interview and workers and worker representatives interview, it was noted that workers and worker representatives were involved into defining long term goals in the facility. 问题点已改善。通过文件审核，工厂管理层访谈，员工及员工代表访谈，员工和员工代表有参与到制定长期目标中。 2.4 - New Finding. Though BSCI training was provided to workers and relevant BSCI standards were posted in workshops, through workers' interview, it was noted that around 50% of interviewed workers still did not have sufficient understanding of BSCI standards. In accordance with amfori BSCI Social Requirement 2.4, the facility should build sufficient competence among management, employees and employee representatives to successfully embed responsible practice in the business activities. 新问题点。审核发现企业虽然有给员工提供BSCI培训，相关的BSCI标准也有张贴在车间，但经面谈发现，约50%的面谈员工对于BSCI标准的了解仍然不足。根据amfori BSCI社会责任要求2.4，企业应建立有效系统来嵌入管理层，员工和员工代表的义务和权利。	
Remarks from Auditee	
Full Audit [Audit Id - 139284] Audit Date: 03/12/2018 PA Score: A	Deadline date:03/03/2019
<u>Good practices</u> None	
<u>Areas of improvement</u> The facility would involve the workers and their representatives on some workplace issues. However, a gap was identified in this performance area, please refer to relevant checkpoint for details. 工厂有邀请其员工和员工代表参与一些工作场所问题。但是，在此部分有发现缺陷，具体参考相关的检查点。 2.2 - Through document review, workers and worker representatives were not involved into defining long term goals in the facility. In accordance with BSCI social requirement 2.2, the facility should define long term goals to protect workers according to BSCI values and principles or its BSCI performance. 通过文件审核，工厂员工及员工代表未参与到制定长期目标中。依据BSCI社会责任要求2.2，企业应依据BSCI使命或愿意或其BSCI表现去定义长期的目标去保护员工。	
Remarks from Auditee None	

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
2- Followup Audit [Audit Id - 175246] Audit Date: 16/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. 此次为跟进审核, 此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated。	
Remarks from Auditee:	
1- Followup Audit [Audit Id - 166860] Audit Date: 07/11/2019 PA Score: A	Deadline date:
<u>Good practices</u> None observed	
<u>Areas of improvement</u> This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. 此次为跟进审核, 此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated。	
<u>Remarks from Auditee</u>	
Full Audit [Audit Id - 139284] Audit Date: 03/12/2018 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> No finding was observed 没有发现问题点	
<u>Remarks from Auditee</u>	
Performance Area 4 : No Discrimination	
2- Followup Audit [Audit Id - 175246] Audit Date: 16/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. 此次为跟进审核, 此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated。	
Remarks from Auditee:	
1- Followup Audit [Audit Id - 166860] Audit Date: 07/11/2019 PA Score: A	Deadline date:
<u>Good practices</u> None observed	
<u>Areas of improvement</u> This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. 此次为跟进审核, 此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated。	
<u>Remarks from Auditee</u>	
Full Audit [Audit Id - 139284] Audit Date: 03/12/2018 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> No finding was observed 没有发现问题点	
<u>Remarks from Auditee</u>	

Performance Area 5 : Fair Remuneration	
2- Followup Audit [Audit Id - 175246] Audit Date: 16/03/2020 PA Score: C	Deadline date:15/09/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>All employees' wages were calculated on hourly-rated basis. The lowest basic wages were RMB1720 per month that met local law's requirement. For overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively. Employees were paid on or before the 30th after the previous wage calculation cycle. Furthermore, the facility had provided social benefits such as annual leave and maternity leave, etc to eligible employees. However, gaps were identified in this performance area, please refer to relevant checkpoints for details.</p> <p>所有员工工资按计时方式计算。员工最低基本工资为每月人民币1720元，等于当地法规标准。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。员工工资按月在次月30日前发放。并且，工厂有提供年假和产假等法律规定的福利给相关人员。但是，在此部分有发现缺陷，具体参考相关的检查点。</p> <p>5.4 - Not corrected. During document review, auditor found that the facility did not have an effective system to assess the local living wage. In accordance with BSCI Social Requirement 5.4, the auditee provides sufficient remuneration that allows employees to meet a decent living standard. 在文件审阅中，审核员发现企业没有有效的系统去评估当地的基本生活工资。依据BSCI社会责任要求5.4，受审核方应提供足够的薪资以允许员工达到体面的生活标准。</p> <p>5.5 - Not corrected. Through document review, auditor found that there were total 425 employees in the facility. Based on the social insurance coverage status of February 2020, it was noted that only 255 employees had participated in basic endowment insurance, maternity insurance, unemployment insurance and employment injury insurance, only 259 had participated in medical insurance. Remark: the facility had provided commercial insurance for all the employees, which is valid to April 20, 2020. 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. 通过文件审核，发现企业共425名员工，基于2020年2月的社保资料，发现仅255人参加了养老保险，生育保险，失业保险和工伤保险，259参加了医疗保险。备注：工厂为所有的员工购买了商业医疗保险，有效期至2020年4月20日。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:	
1- Followup Audit [Audit Id - 166860] Audit Date: 07/11/2019 PA Score: C	Deadline date:07/05/2020
Good practices None	
Areas of improvement <p>The facility 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, facility paid 150%,200% and 300% of regular wage rate for overtime hours on weekdays, rest days and public holidays. The facility paid wages on time on 30th of each month for the preceding month and payslips were also provided to workers each month. No monetary fines or other illegal deductions were detected in payroll records. Meanwhile, the facility provided required benefits such as paid annual leave to all eligible workers. However, gaps were identified in this performance area, please refer to relevant checkpoints for details. 工厂基于法律规定和规则以及BSCI行为守则制定了工资和福利制度。根据所抽样员工的工资和考勤记录发现，工厂在工作日加班，周末加班以及法定假加班会支付正常工资的150%,200%以及300%作为加班费。工厂每月30日准时发放工资且有工资条提供。在工资表中没有发现罚款或者其他非法扣款。同时，工厂为所有符合条件的员工提供了带薪年假。但是，在此部分有发现缺陷，具体参考相关的检查点。</p> <p>5.4 - The finding had not been corrected. The facility had calculated Basic Needs Wage, but calculation method was not right, the Basic Needs Wage was only RMB1198.14 per month for production employees for the normal working hours, which was lower than local minimum wage standard. In accordance with the requirement of BSCI 5.4, the auditee should provide sufficient remuneration that allows workers to meet a decent standard of living. 问题点未改善。企业虽然有计算基本需求工资，但没有运用正确的方式计算，且计算的基本需求工资仅为人民币1198.14每月，低于当地的基本需求工资。根据BSCI审核清单B5.4要求，企业应该提供足够的福利待遇让员工过上体面的生活。</p> <p>5.5 - The finding had not been corrected. Through reviewing social insurance receipt of November 2019, auditor found that only 268 out of 572 employees (46.9%) had participated in employment injury insurance, maternity insurance, basic endowment insurance and unemployment insurance and only 272 out of 572 employees (47.6%) had participated in basic medical insurance. In addition, the facility had purchased group commerce insurance for 540 employees, the implement period is from April 21, 2019 to April 20, 2020. In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state.</p> <p>问题点未改善。通过查看2019年11月的社保收据，审核员发现企业的572名员工中，只有268人(46.9%)参加了工伤保险，生育保险，养老保险以及失业保险，只有272名(47.6%)员工参加了医疗保险。另外，工厂为540名员工购买了商业团体意外险，执行期限从2019年4月21日到2020年4月20日。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</p>	

<p>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>	
<p>Remarks from Auditee</p>	
<p>Full Audit [Audit Id - 139284] Audit Date: 03/12/2018 PA Score: C Deadline date:03/03/2019</p>	
<p>Good practices</p>	
<p>None</p>	
<p>Areas of improvement</p>	
<p>The lowest basic wage was RMB1720 per month that was conform to local law requirement. Employees were paid by cash or bank transfer on or before 30th of each month after the previous wage calculation cycle. All employees' wages 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. 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>员工最低基本工资为每月人民币1720元，符合当地法规标准。员工工资按月在次月30号或之前以现金或银行转帐形式发放。所有员工工资按时薪方式计算。工作日加班、周末加班分别按1.5倍、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 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，工厂未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 - Insufficient social insurance participated. There were 530 employees in November 2018. Through reviewing the social insurance document of November 2018, auditor found that 278 out of 530 employees(52.4%) had participated in employment injury insurance, 279 out of 530 employees(52.6%) had participated in basic medical insurance, 270 out of 530 employees(50.9%) had participated in maternity insurance, and 271 out of 530 employees(51.1%) had participated in unemployment insurance and basic endowment insurance. The facility provided the accidental injury insurance for 700 employees(100%). The valid period of the commercial insurances were from December 31, 2017 to December 30, 2018 and from April 20, 2018 to April 19, 2019 respectively. 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.</p> <p>社会保险参保不足。2018年11月企业有530名员工。通过查看2018年11月的社保文件，审核员发现企业的530名员工中，278人（52.4%）参加工伤保险，279人（52.6%）参加医疗保险，270人（50.9%）参加生育保险，271人（51.1%）参加失业保险和养老保险。工厂为700名员工（100%）参与意外伤害保险，该保险有效期是从2017年12月31日至2018年12月31日及从2018年4月20日至2019年4月19日。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>	
<p>Remarks from Auditee</p>	
<p>None</p>	

Performance Area 6 : Decent Working Hours	
2- Followup Audit [Audit Id - 175246] Audit Date: 16/03/2020 PA Score: D	Deadline date:15/09/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: finger print attendance recording systems are used for time keeping and every employee should print their finger when they go in and out the facility. Workers worked overtime voluntarily. Employees could enjoy at least one day off after six consecutive working days. However, a gap was identified in this performance area, please refer to relevant checkpoint for details. 工厂采用指纹考勤记录方式, 所有员工在上下班均需刷指纹。员工按个人意愿加班, 每连续工作6天至少休息1天。但是, 在此部分有发现缺陷, 具体参考相关的检查点。	
<p>6.2 - Not corrected. Through document review, it was noted that the monthly overtime hours of 12 out of 12 randomly selected samples were 39-176 hours in January 2020 (current month), the monthly overtime hours of 11 out of 12 randomly selected samples were 107.5-132 hours in December 2019. The maximum daily overtime hours were 3.5-4 hours per day from Monday to Friday. In accordance with the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.</p> <p>通过文件审核, 审核员发现在抽取的2020年1月份(当前月)的考勤中, 12名随机抽取的样本中12人的月加班时间为39-176小时; 2019年12月份的考勤中, 12名随机抽取的样本中11人的月加班时间为107.5-132小时。周一到周五的日加班时间最高为3.5-4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:	
1- Followup Audit [Audit Id - 166860] Audit Date: 07/11/2019 PA Score: D	Deadline date:07/05/2020
Good practices None	
Areas of improvement The facility 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 facility used finger print attendance 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 5 days a week as regular working hours. 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, a gap was identified in this performance area, please refer to relevant checkpoint for details. 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, 每周五天。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。但是, 在此部分有发现缺陷, 具体参考相关的检查点。	
<p>6.2 - The finding had not been corrected. Through document review, auditor found that the monthly overtime hours of 12 out of 12 randomly selected employees were 55-104.5 hours and the daily overtime hours of 7 out of 12 were 3.5 hours in September 2019 (Most current month), the monthly overtime hours of 12 out of 12 were 46-124 hours and the daily overtime hours of 5 out of 12 were 3.5 hours in August 2019 and the monthly overtime hours of 11 out of 12 were 64-108 hours and the daily overtime hours of 8 out of 12 were 3.5 hours in April 2019. In accordance with the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.</p> <p>问题点未改善。加班时间超过法规要求。通过文件审核, 审核员发现在抽取的2019年9月(当前月)的考勤中, 12名随机抽取的员工中12人的月加班时间为55-104.5小时, 7人的日加班时间为3.5小时; 2019年8月的考勤中, 12名随机抽取的员工中12人的月加班时间为46-124小时, 5人的日加班时间为3.5小时; 2019年4月的考勤中, 12名随机抽取的员工中11人的月加班时间为64-108小时, 8人的日加班时间为3.5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	
Full Audit [Audit Id - 139284] Audit Date: 03/12/2018 PA Score: D	Deadline date:03/03/2019
Good practices None	
Areas of improvement Standard working hours 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 press their fingers when they go in and out the facility. As per facility management interview, the peak season was from June to October. Workers worked overtime on voluntary basis. However, a gap has been identified in implementation, please refer to relevant checkpoint for details. 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。企业采用指纹记录考勤, 所有员工在上下班均需按指纹。根据管理层访谈, 6月至10月为旺季。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>6.2 - Overtime hours exceeded the legal requirement. The monthly overtime hours of 23 out of 24 randomly selected employees were 87-128 hours in October 2018(current month), all 24 randomly selected employees were 96-140 hours in June 2018(peak month) and all 24 randomly selected employees were 98-148 hours in March 2018 (non-peak month). The daily overtime hours of 18 out of 24 randomly selected employees were 3.5-4 hours in October 2018(current month) and 17 out of 24 randomly selected employees were 4 hours in June 2018(peak 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</p>	

guaranteed. However, the total extension in a month shall not exceed thirty-six hours.

加班时间超过法规要求。24名抽样的员工中有23人2018年10月份（当前月）月加班时间为87-128小时,24名抽样的员工2018年6月份（旺季）月加班时间为96-140小时, 24名抽样的员工2018年3月份（淡季）月加班时间为98-148小时。24名抽样的员工中有18人2018年10月份（当前月）日加班时间为3.5-4小时,有17人2018年6月份（旺季）日加班时间为4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。

Remarks from Auditee

None

Performance Area 7 : Occupational Health and Safety	
2- Followup Audit [Audit Id - 175246] Audit Date: 16/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT:	
No finding was found in this audit. Remark: The facility did not provide transportation to workers. 此次审核, 没有发现不符合项。备注: 针对7.23, 工厂没有提供交通给员工。	
7.1 - Corrected. The facility had been in line with the occupational health & safety regulations, there was no health and safety noncompliance found in this audit. 发现被审核方已经符合职业健康安全的相关法规规定, 此次审核, 没有发现不符合项。	
7.6 - Corrected. The employees working in the paint spraying workshop had worn the provided mask properly. 在现场巡查时, 审核员发现喷涂部门员工已经正确佩戴工厂提供的口罩。	
7.11 - 1) Corrected. The facility had provided original the fire certificate or registered record of all buildings for review. 2) Corrected. The facility had provided original construction certificates of all buildings for review. 1) 企业已经提供所有建筑消防验收报告的原件供审核。 2) 企业已经提供所有建筑竣工验收报告的原件供审核。	
7.14 - 1) Corrected. During facility tour, auditor found that those fire extinguishers on 1F of dormitory building A were functional. 2) Corrected. During facility tour, auditor found that those fire extinguishers were free of sundries in canteen building. 1) 在现场走访过程中, 审核员发现宿舍楼的灭火器为正常状态。2) 在现场巡查时, 审核员发现饭堂的灭火器没有被货物堵塞。	
7.17 - Corrected. During facility tour, auditor found that the needle guards for sewing machines in sewing workshop was in use. 在现场巡查时, 审核员发现针车部门的针车的挡针板正常使用。	
7.22 - Corrected. During facility tour, it was noted that paper and liquid soap had been provided in the toilets for production area. 通过现场走访, 发现企业生产区域的洗手间已经有配备纸巾和洗手液。	
Remarks from Auditee:	
1- Followup Audit [Audit Id - 166860] Audit Date: 07/11/2019 PA Score: D	Deadline date:07/05/2020
Good practices None	
Areas of improvement	
The facility maintained a comfortable temperature throughout the work floor. The electrical system was in a good condition. All switches in the electrical control panels have been labelled with warning sign. The facility posted the evacuation plans with "You Are Here" sign on the work floor, which indicated escape routes and the location of the fire extinguishers, etc. All safety exits were affixed both exit signs and emergency lights, the work floor was installed with fire alarm system, and all fire fighting equipments were inspected once a month. Sufficient first aid kits stocked with necessary supplies were provided in workshop. Drinkable water was available in workshop. Employees had received regular and recorded health & safety training such as fire drill etc. However, gaps were identified in this performance area, please refer to relevant checkpoints for details. For Checkpoint 7.23, the facility did not provide transportation to employees. 工厂有保持舒适的工作环境。电力系统良好, 所有电箱开关有张贴警示标示。工厂车间有张贴逃生平面图, 上面有指明“我的位置”、逃生路径和灭火器位置等。所有安全出口有安装出口标识和应急灯, 车间有安装消防警铃, 所有消防设施每月点检一次。车间配有急救箱和饮用水台。工人有定期接受健康安全培训如消防演习等。但是, 在此部分有发现缺陷, 具体参考相关的检查点。对于7.23点, 企业未提供交通给员工。	
7.1 - 1. The finding had been corrected. Through document review, it was noted that the facility had provided valid training records / certificate of safety production knowledge and management skill for the principal in charge for review. 2. The finding had not been corrected. Through document review, facility tour and employee interview, it was noted that the auditee was not in line with the occupational health & safety regulations because some gaps were noted. Please refer to the relevant checkpoints in PA 7 for details. In accordance with BSCI Social Requirement 7.1, the auditee should be in line with the occupational health & safety regulations. 1.问题点已改善。通过文件审核, 发现企业有提供有效的企业主要负责人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.问题点未改善。通过文件审核、现场走访和员工面谈, 发现被审核方没有符合职业健康安全的相关法规规定, 因为发现了一些差距, 请详见PA7的相关问题点。根据BSCI社会责任要求7.1, 被审核方应该符合职业健康安全的相关规定。	
7.4 - The finding had been corrected. Through document review, facility management interview and workers and worker representatives interview, it was noted that workers and their representative had involved in health and safety risk assessment. 问题点已改善。通过文件审核, 工厂管理层访谈, 员工及员工代表访谈, 审核发现工人和工人代表有受邀参与职业健康安全风险的评估。	
7.6 - New finding. During facility tour, auditor found that 3 out of 5 employees working in the paint spraying workshop did not wear their provided mask properly. In accordance with Law of the PRC on Work Safety article 42, manufacturing units shall provide personal protective equipment to employees. Manufacturing units shall supervise and train employees to ensure they properly wear and use the personal protective equipment. 新问题点。在现场巡查时, 审核员发现5名喷涂部门员工中3名没有正确佩戴工厂提供的口罩。依据《中华人民共和国安全生产法》第42条, 生产经营单位必须为从业人员提供符合国家标准或者行业标准的劳动防护用品, 并监督、教育从业人员按照使用规则佩戴、使用。	
7.11 - New findings. 1. The facility could not provide original the fire certificate or registered record of all buildings for review. In accordance with PRC Fire Prevention Law article 11, the Ministry of Public Security of the State Council prescribes, for those densely populated places and special construction works, design documents shall be submitted to public security organs for safety review. Public security fire control institutions shall be responsible for the result. Article 13 the project completed with fire control design in accordance with the requirements of the State Technical Standards on Fire Control for Engineering Construction shall go through acceptance check and filing as stated below: 1. as is stated in Article 11, construction units shall apply to the public security fire control institutions for fire control acceptance check. 2. Other construction works and construction units shall file with public security fire control institutions and public fire control institutions shall conduct random inspection. Construction projects which are supposed to go through fire control acceptance check but do not or considered unqualified shall not be put into use. Other projects considered unqualified after acceptance check in accordance with law shall not be put into use. 2. The facility could not provide original certificate or report of acceptance checks for completion of all buildings for review. In accordance with the PRC Construction Law Article 61, a construction project handed over for acceptance checks for completion must conform to the prescribed construction project quality standards, be	

<p>provided with complete project technical and economic data and signed project warranty, and be provided with other qualified conditions for completion as prescribed by the state. A construction project may only be handed over for use upon passing the acceptance checks for completion; no construction project shall be handed over for use without going through the acceptance checks for completion or passing the acceptance checks for completion.</p> <p>新问题点. 1. 企业无法提供所有建筑消防验收报告的原件供审核。依据《中华人民共和国消防法》第十一条 国务院公安部门规定的大型的人员密集场所和其他特殊建设工程，建设单位应当将消防设计文件报送公安机关消防机构审核。公安机关消防机构依法对审核的结果负责。第十三条 按照国家工程建设消防技术标准需要进行消防设计的建设工程竣工，依照下列规定进行消防验收、备案：（一）本法第十一条规定的建设工程，建设单位应当向公安机关消防机构申请消防验收；（二）其他建设工程，建设单位在验收后应当报公安机关消防机构备案，公安机关消防机构应当进行抽查。依法应当进行消防验收的建设工程，未经消防验收或者消防验收不合格的，禁止投入使用；其他建设工程经依法抽查不合格的，应当停止使用。2. 企业无法提供所有建筑竣工验收报告的原件供审核。依据《中华人民共和国建筑法》第六十一条，交付竣工验收的建筑工程，必须符合规定的建筑工程质量标准，有完整的工程技术经济资料和经签署的工程保修书，并具备国家规定的其他竣工条件。建筑工程竣工验收合格后，方可交付使用；未经验收或者验收不合格的，不得交付使用。</p> <p>7.14 - New findings. 1. During facility tour, auditor found that 2 out of 8 fire extinguishers on 1F of dormitory building A were over charged. In accordance with PRC Fire Prevention Law article 16 (2), Government offices, social groups, enterprises, public institutions and other entities shall take the following fire safety precautions: Prepare fire protection facilities and equipment according to the national standards and industrial standards, set up fire safety signage, and conduct regular testing and maintenance so as to ensure they are in good condition and working order; 2. During facility tour, auditor found that 2 out of 10 fire extinguishers were blocked by sundries in canteen building. In accordance with the PRC Fire Prevention Law article 28, No entity or individual is allowed to damage, misappropriate or illegally dismantle or stop the use of fire-fighting facility or equipment, to bury, enclose and occupy or cover fire hydrants, or occupy any fire separation, to occupy, block or close any evacuation passage, safety exit or passageway for fire engine. It is not allowed to set barrier on the doors or windows in the assembly occupancies which may hinder people from escaping to safety areas, or fire-fighting and rescue.</p> <p>新问题点. 1. 在现场走访过程中，审核员发现宿舍楼A栋1楼8个灭火器中的2个压力过大。依据《中华人民共和国消防法》第16条(2)，机关、团体、企业、事业等单位应当履行下列消防安全职责：按照国家标准、行业标准配置消防设施、器材，设置消防安全标志，并定期组织检验、维修，确保完好有效；2. 在现场巡查时，审核员发现饭堂总共有10个灭火器，其中2个灭火器被杂物堵塞。依据《中华人民共和国消防法》第28条 任何单位、个人不得损坏、挪用或者擅自拆除、停用消防设施、器材，不得埋压、圈占、遮挡消火栓或者占用防火间距，不得占用、堵塞、封闭疏散通道、安全出口、消防车通道。人员密集场所的门窗不得设置影响逃生和灭火救援的障碍物。</p> <p>7.17 - New finding. During facility tour, auditor found that the needle guards of 3 out of 20 sewing machines in sewing workshop was not in use. In accordance with Law of the PRC on Work Safety article 33, The design, manufacture, installation, application, inspection, maintenance, repair of and safety facilities shall comply with the national or industrial standards. Manufacturing units shall maintain and inspect the safety facilities regularly to ensure they are in good working conditions. Maintenance and inspection records should be properly maintained and assigned to relevant staff.</p> <p>新问题点. 在现场巡查时，审核员发现针车部门的20台针车有3台针车的挡针板没有被使用。依据《中华人民共和国安全生产法》第33条，安全设备的设计、制造、安装、使用、检测、维修、改造和报废，应当符合国家标准或者行业标准。生产经营单位必须对安全设备进行经常性维护、保养，并定期检测，保证正常运转。维护、保养、检测应当作好记录，并由有关人员签字。</p> <p>7.22 - New finding. During facility tour, it was noted that no paper or liquid soap was provided in the toilets for production area. In accordance with amfori BSCI 7.22 requirement, the auditee should provide workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs.</p> <p>新问题点. 通过现场走访，发现企业生产区域的洗手间未配备纸巾和洗手液。依据amfori BSCI 7.22的要求，被审核方应为员工提供满足当地习俗的干净的清洗设施，更衣室与洗手间。</p>
<p>Remarks from Auditee</p>
<p>Full Audit [Audit Id - 139284] Audit Date: 03/12/2018 PA Score: A Deadline date:03/03/2019</p>
<p>Good practices</p>
<p>None</p>
<p>Areas of improvement</p>
<p>The electrical systems were in a good condition. A comfortable temperature was maintained throughout the workplace. The facility posted the evacuation plans on the work floors. All safety exits were installed with exit signs and emergency lights and all firefighting equipments were inspected once per month. Sufficient first aid kits stocked with necessary supplies were provided in the facility. However, gaps were identified in this performance area, please refer to relevant checkpoints for details.</p> <p>工厂电力系统良好，并保持舒适的工作环境。工厂车间有张贴逃生平面图。所有安全出口有安装出口标识和应急灯，所有消防设施每月点检一次。工厂配有急救箱。但是，在此部分有发现缺陷，具体参考相关的检查点。</p> <p>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 for review.. 2) Finding was 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.</p> <p>1) 企业无法提供该企业主要负责人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则。</p> <p>7.2 - Remark: There were 530 employees in November 2018. Through reviewing the social insurance document of November 2018, auditor found that 278 out of 530 employees(52.4%) had participated in employment injury insurance. The facility provided the accidental injury insurance for 700 employees(100%). The valid period of the commercial insurances were from December 31, 2017 to December 30, 2018 and from April 20, 2018 to April 19, 2019 respectively. The facility intended to provide social insurance for workers, however workers intend not to join the social insurance.</p> <p>备注：2018年11月企业有530名员工。通过查看2018年11月的社保文件，审核员发现企业的530名员工中，278人（52.4%）参加工伤保险。工厂为700名员工（100%）参与意外伤害保险，该保险有效期是从2017年12月31日至2018年12月31日及从2018年4月20日至2019年4月19日。企业愿意为所有员工提供社会保险，可是员工不愿参与。</p> <p>7.4 - Workers and their representative were not involved in health and safety risk assessment. In accordance with BSCI Social Requirements, workers</p>

<p>and their representative should involve in health and safety risk assessment. 审核发现工人和工人代表没有受邀参与职业健康安全风险的评估。根据BSCI社会责任要求，工人和工人代表应当参与职业健康安全风险的评估。</p>	
<p>7.23 - Remark: The facility did not provide transportation to workers. 备注：工厂没有给员工提供交通。</p>	
<p><u>Remarks from Auditee</u></p>	
<p>None</p>	
<p>Performance Area 8 : No Child Labour</p>	
<p>2- Followup Audit [Audit Id - 175246] Audit Date: 16/03/2020 PA Score: A Deadline date:</p>	
<p>GOOD PRACTICES:</p>	
<p>None</p>	
<p>AREAS OF IMPROVEMENT:</p>	
<p>Through due diligence to check this performance area, no new finding was found. 基于尽职调查查看了该部分，没有发现新问题。</p>	
<p><u>Remarks from Auditee:</u></p>	
<p>1- Followup Audit [Audit Id - 166860] Audit Date: 07/11/2019 PA Score: A Deadline date:</p>	
<p><u>Good practices</u></p>	
<p>None</p>	
<p><u>Areas of improvement</u></p>	
<p>Through due diligence to check this performance area, no new finding was found. 基于尽职调查查看了该部分，没有发现新问题。</p>	
<p><u>Remarks from Auditee</u></p>	
<p>Full Audit [Audit Id - 139284] Audit Date: 03/12/2018 PA Score: A Deadline date:</p>	
<p><u>Good practices</u></p>	
<p>None</p>	
<p><u>Areas of improvement</u></p>	
<p>No finding was observed 没有发现问题点</p>	
<p><u>Remarks from Auditee</u></p>	

Performance Area 9 : Special protection for young workers	
2- Followup Audit [Audit Id - 175246] Audit Date: 16/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Through due diligence to check this performance area, no new finding was found. 基于尽职调查查看了该部分, 没有发现新问题。	
Remarks from Auditee:	
1- Followup Audit [Audit Id - 166860] Audit Date: 07/11/2019 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> Through due diligence to check this performance area, no new finding was found. 基于尽职调查查看了该部分, 没有发现新问题。	
<u>Remarks from Auditee</u>	
Full Audit [Audit Id - 139284] Audit Date: 03/12/2018 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> No finding was observed 没有发现问题点	
<u>Remarks from Auditee</u>	
Performance Area 10 : No Precarious Employment	
2- Followup Audit [Audit Id - 175246] Audit Date: 16/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. 此次为跟进审核, 此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated。	
Remarks from Auditee:	
1- Followup Audit [Audit Id - 166860] Audit Date: 07/11/2019 PA Score: A	Deadline date:
<u>Good practices</u> None observed	
<u>Areas of improvement</u> This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. 此次为跟进审核, 此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated。	
<u>Remarks from Auditee</u>	
Full Audit [Audit Id - 139284] Audit Date: 03/12/2018 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> No finding was observed 没有发现问题点	
<u>Remarks from Auditee</u>	

Performance Area 11 : No Bonded Labour	
2- Followup Audit [Audit Id - 175246] Audit Date: 16/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. 此次为跟进审核, 此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated。	
Remarks from Auditee:	
1- Followup Audit [Audit Id - 166860] Audit Date: 07/11/2019 PA Score: A	Deadline date:
<u>Good practices</u> None observed	
<u>Areas of improvement</u> This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. 此次为跟进审核, 此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated。	
<u>Remarks from Auditee</u>	
Full Audit [Audit Id - 139284] Audit Date: 03/12/2018 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> No finding was observed 没有发现问题点	
<u>Remarks from Auditee</u>	
Performance Area 12 : Protection of the Environment	
2- Followup Audit [Audit Id - 175246] Audit Date: 16/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. 此次为跟进审核, 此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated。	
Remarks from Auditee:	
1- Followup Audit [Audit Id - 166860] Audit Date: 07/11/2019 PA Score: A	Deadline date:
<u>Good practices</u> None observed	
<u>Areas of improvement</u> This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. 此次为跟进审核, 此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated。	
<u>Remarks from Auditee</u>	
Full Audit [Audit Id - 139284] Audit Date: 03/12/2018 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> No finding was observed 没有发现问题点	
<u>Remarks from Auditee</u>	

Performance Area 13 : Ethical Business Behaviour	
2- Followup Audit [Audit Id - 175246] Audit Date: 16/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. 此次为跟进审核, 此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated。	
Remarks from Auditee:	
1- Followup Audit [Audit Id - 166860] Audit Date: 07/11/2019 PA Score: A	Deadline date:
<u>Good practices</u> None observed	
<u>Areas of improvement</u> The previous finding in last audit was corrected and no new finding was found in this audit. 上次审核发现的问题已改善, 本次未发现新问题点。 13.4 - The finding had been corrected. Through document review, facility management interview and workers and worker representatives interview, it was noted that the facility had established procedure to collect, use and processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements. 问题点已改善. 通过文件审核, 工厂管理层访谈, 员工及员工代表访谈, 审核发现企业有建立程序以合理谨慎的方式, 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。	
Remarks from Auditee	
Full Audit [Audit Id - 139284] Audit Date: 03/12/2018 PA Score: B	Deadline date:03/03/2019
<u>Good practices</u> None	
<u>Areas of improvement</u> The anti-corruption and anti-corruption policies and procedures were set up in the facility. The facility also established a set of procedures to avoid, investigate and discipline any fraud, falsification and misrepresentation in the supply chain. However, a gap was identified in this performance area, please refer to relevant checkpoint for details. 工厂建立了相关的反腐败、反贪污的政策和程序。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。但是, 在此部分有发现缺陷, 具体参考相关的检查点。 13.4 - The auditee did not establish procedure to collect, use and processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements. In accordance with BSCI 13.4, the auditee should establish procedure to collect, use and processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements. 企业没有建立程序以合理谨慎的方式, 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。依据BSCI13.4要求, 被审核方应建立程序以合理谨慎的方式, 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。	
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	16/03/2020	175246	D	A	A	A	C	D	A	A	A	A	A	A	A	C
Follow-up Audit	07/11/2019	166860	D	A	A	A	C	D	D	A	A	A	A	A	A	D
Full Audit	03/12/2018	139284	D	A	A	A	C	D	A	A	A	A	A	A	B	C

Producer Photos



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



External photo(s) of the production unit(s)
Facility gate.JPG



External photo(s) of the production unit(s)
Facility name.JPG



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



Photo first aid facilities
First aid kit.JPG



Photo of chemical storage room (if applicable)
Chemical warehouse.JPG



Photo of fire safety equipment
Emergency light and exit sign.JPG



Photo of fire safety equipment
Evacuation direction sign.JPG



Photo of fire safety equipment
Evacuation map.JPG



Photo of fire safety equipment
Explosion-proof light.JPG



Photo of fire safety equipment
Fire extinguishers.JPG



Photo of fire safety equipment
Fire hydrant and fire alarm.JPG



Photo of fire safety equipment
No smoking sign.JPG



Photo of the code of conduct on display
BSCI code posted in bulletin board.JPG



Photo of the dormitories (if applicable)
Bedroom.JPG



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



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



Photo of the inside of the main production hall
Cutting department.JPG



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



Photo of the inside of the main production hall
Electricity box.JPG



Photo of the inside of the main production hall
Employee wore PPE properly.JPG



Photo of the inside of the main production hall
Finished-goods warehouse.JPG



Photo of the inside of the main production hall
Fire extinguisher was free of blockage.JPG



Photo of the inside of the main production hall
Hand-stitching department.JPG



Photo of the inside of the main production hall
Injection department.JPG



Photo of the inside of the main production hall
Material warehouse.JPG



Photo of the inside of the main production hall
Needle guard was in use.jpg



Photo of the inside of the main production hall
No smoking sign.JPG



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

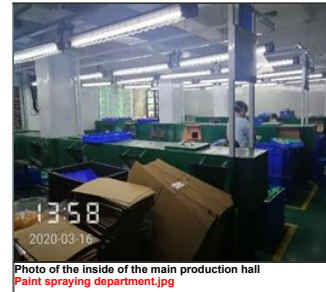


Photo of the inside of the main production hall
Paint spraying department.jpg



Photo of the inside of the main production hall
Pressure of fire extinguisher was adequate.jpg



Photo of the inside of the main production hall
Sewing department.JPG



Photo of the inside of the main production hall
SMT department.JPG



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



Photo of the inside of the main production hall
Suggestion box.JPG



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



Photo of the personal protection equipments (if applicable)
Safety shoes.JPG



Photo of the sanitary facilities
Paper and washing liquid in toilet.JPG



Photo of the sanitary facilities
Toilet.JPG



Photo of the inside of the main production hall
Fire extinguisher was free of blockage.JPG



Photo of the inside of the main production hall
Needle guard was in use.jpg



Photo of the inside of the main production hall
Pressure of fire extinguisher was adequate.jpg



Photo of the canteen (if applicable)
Canteen.JPG



Photo of the canteen (if applicable)
Kitchen.JPG