
Auditee :	Xiamen Fullsun Package Technology Co., Ltd.
Audit Date From :	09/10/2020
Audit Date To :	09/10/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Charles Lin(Lead)
Auditing Branch (if applicable) :	TUV Rheinland China



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



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

Main Auditee Information



Name of producer :	Xiamen Fullsun Package Technology Co., Ltd.		
DBID number :	349272		
Audit ID :	194420		
Address :	No.105, Tong'an Park, Tong'an Centralized Industrial Zone, Tong'an District, Xiamen		
Province :	Fujian	Country :	China
Management Representative :	Qijing Wu		
Contact person:	Qijing Wu	Sector :	Non-Food
Industry Type :	Accessories	Product group :	other accessories (please specify)
Product Type :	Paper bag and paper box		

Audit Details



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural <input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 09/10/2021

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	A	D	A	A	A	A	A	A	A

Executive summary of audit report

The auditee was specialized in the manufacturing of paper bag and paper box. It was located at No.105, Tong'an Park, Tong'an Centralized Industrial Zone, Tong'an District, Xiamen City. 厦门市同安区工业集中区同安园105号.

In the industrial zone, there were many buildings. But the auditee only rented one 5-storey building used as office, production floor and warehouse and the construction area was about 5772 s.q. meters. Only the auditee used the production building and there was no relationship between the auditee and landlord. The landlord provided security guard service. No security guards used by auditee.

The main production process including: cutting, printing, forming, inspecting and packing. No production process was subcontracted. All employees were recruited by auditee directly. No dormitory, kitchen, canteen or transportation facility was provided. There was no child labour or young workers in this factory. As confirmed with management and workers, no obvious peak season in the factory.

During the audit process, the escorts, show fully support and provide sufficient resources to facilitate the audit. Other facility management staffs also demonstrated cooperation with the auditor. The auditee agreed that auditor conduct group and individual interviews with workers confidentially. Workers were chosen within the whole factory freely without any influence by the facility management. Auditor randomly selected workers from different production workshops, sexes, age, and workers' representative for interviews without interrupted. All workers are open and cooperative in the interview during the audit.

All findings had been discussed and communicated to management representative and workers representative during the closing meeting. The management representative agreed all findings, which identified during the audit and signed the onsite finding report.

Remark:

- For the documents which were required to upload to the amfori BSCI platform, some documents were not applicable. No agent labour or contractor was used by this factory, the agency labour contract and contractor document were not applicable. No official waiver was obtained by the auditee, the waiver was not applicable. There was no collective bargaining agreement which make this document was not applicable. Due to this is follow up audit, PA12 was not assessed, the environment related documents were not applicable in this audit.
- It was noted that the address stated in business license provided by factory was: 1/F, 2/F, No.105, Tong'an Park, Tong'an Centralized Industrial Zone, Tong'an District, Xiamen City(厦门市同安区工业集中区同安园105号第一层、第二层). However, the actual audited site was: No.105, Tong'an Park, Tong'an Centralized Industrial Zone, Tong'an District, Xiamen City (厦门市同安区工业集中区同安园105号).
- The previous audit address in amfori BSCI platform was not accurate. Then the auditee updated the factory address in this audit. From No.105, Tong'an Park, Tong'an Centralized Industrial Zone, Xiamen City to No.105, Tong'an Park, Tong'an Centralized Industrial Zone, Tong'an District, Xiamen City. The actual location was not changed since last audit. The management had confirmed to use the updated address in this audit.
- APSCA status of audit team: Charles Lin, registration number: RA 21702572.

Ratings Summary



Auditee's background information			
Auditee's name :	Xiamen Fullsun Package Technology Co., Ltd.	Legal status :	Limited company
Local Name :	厦门市汇晟工贸有限公司(统一社会信用代码: 913502127516171834)	Year in which the auditee was founded :	2003
Address :	No.105, Tong'an Park, Tong'an Centralized Industrial Zone, Tong'an District,	Contact person (please select) :	Qijing Wu
Province :	Fujian	Contact's Email :	david@fullsunpack.com
City :	Xiamen	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	http://www.fullsunpack.com
GPS coordinates :	E:118°7'45", N:24°41'34"	Total turnover (in Euros) :	4000000.00
Sector :	Non-Food	Of which exports % :	90.00
Industry :	Accessories	Of which domestic market % :	10.00
If other, please specify :		Production volume :	35000000 pieces per year
Product Group :	other accessories (please specify)	Production cost calculation :	Yes
If other, please specify :	Paper bag and paper box	Lost time injury calculation cost :	Yes
Product Type :	Paper bag and paper box		

Auditee's employment structure at the time of the audit			
Total number of workers :	89	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	37	52	
Temporary workers	0	0	
In management positions	3	1	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	24	35	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	37	52	
Production based workers	0	0	
With shifts at night	0	0	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

1- Followup Audit [Audit Id - 194420] Audit Date: 09/10/2020 PA Score: D

Deadline date:08/10/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee had established management system to implement the amfori BSCI Code of Conduct. Qijing Wu / General Manager was appointed to be management representative to ensure the amfori BSCI values and principles being implemented. The management representative understood that the good social performance was important for amfori BSCI participants and the importance and benefits of having an effective management system and related procedure in place. The auditee had established the management mechanism to monitor its own significant business partners, including how to select, manage and monitor the social responsibility performance based on the risk. The amfori BSCI COC and TOI were signed before this audit. The auditee established workforce planning and cost accounting procedure. During this follow up audit, 1.1 and 1.4 was open.

被审核方建立了管理系统去保证amfori BSCI行为守则被遵从。吴其敬/总经理为管理者代表负责amfori BSCI的价值和条款的执行。管理者代表明白自身良好的社会表现对amfori BSCI参与方的重要性也理解有效的管理体系和相关的程序存在的好处和重要性。企业建立对重要商业合作伙伴的管理机制，包括基于风险如何挑选，管理及监控其社会责任表现。被审核方在评估前已签了amfori BSCI COC和TOI。受审核方建立了劳动力计划和成本核算程序。此次跟进审核中，1.1和1.4未关闭。

1.1 - The factory did not establish perfect management system to implement amfori BSCI Code of Conduct and legal requirements. 1)Based on management interview, the factory did not establish system on the internal to on-going monitor its social performance and correct all identified findings in previous audit. 2)Based on documents review, the management system was not perfect in implementation which led to some findings were identified yet in the performance area of Workers Involvement and Protection, Fair Remuneration, Working Hours and Health and Safety etc., such as insufficient social insurance, excessive monthly overtime work finding. 3) Based on onsite observation and workers interview, they confirmed some issues in health and safety, such as no pre-job, on-job or post-employment occupational health check etc.

工厂未建立完善的管理体系来执行amfori BSCI的行为守则及法律法规的要求。1) 根据管理层访谈，工厂没有建立有效的内部监管系统去确保其绩效并改进上次审核识别到的所有问题；2) 根据文件审核，工厂的管理体系在执行方面不完善导致此次审核在员工参与和保护，公平报酬，工作时间和健康安全等方面仍然有发现问题，例如社保购买不足，月加班时间超时的问题。3) 根据现场审核和工人访谈，他们确认了健康安全中的一些问题，例如没有岗前，在岗和离岗的职业病体检等。

1.4 - The factory established cost management and capacity procedure, but monthly OT from October 2019 to September 2020 exceeded legal requirement all through identified in PA6.2. The factory didn't have a good capacity planning.

工厂有建立产能和成本的管理程序，但因为PA6.2有发现2019年10月到2020年9月一直都有月加班超出法律要求，所以工厂没有一个完善的产能计划。

Remarks from Auditee:

None

Full Audit [Audit Id - 165529] Audit Date: 22/10/2019 PA Score: D

Deadline date:21/10/2020

Good practices

None

Areas of improvement

The auditee has formulated a social responsibility management manual and procedures in accordance with the amfori BSCI code of conduct. Qijing Wu / General Manager was appointed as the manager's representative to be responsible for the implementation of the values and terms of amfori BSCI. The auditee appoints the person in charge of each executive area of amfori BSCI. Factory posted amfori BSCI Code of Conduct where employees can see it. The workers interviewed said they could read the amfori BSCI Code of Conduct at rest and the auditees provided relevant training to the workers. The audited party has established a system to control the implementation of social responsibility of its business partners and had conducted regular bilateral audits of its business partners. The auditee received the codes of conduct and implementation provisions signed by the business partners and the social responsibility assessment report. The auditee organized the internal audit and management review in March 2019.

被审核方根据amfori BSCI行为准则制定了社会责任管理手册和程序。总经理吴其敬被任命为管理者代表负责amfori BSCI的价值和条款的执行。被审核方给amfori BSCI各个执行领域任命负责人。受访的工人称他们可以在休息时候去阅读amfori BSCI行为准则且被审核方也提供了相关的培训给工人。被审核方建立了系统去管控其商业合作伙伴的社会责任的执行情况，并对其商业伙伴进行了定期的二方审核。被审核方获得了商业合作伙伴签署的行为准则和实施条款以及社会责任评估报告。被审核方于2019年3月组织了内审和管理评审。

1.1 - Based onsite observation and documents review, it was noted that the auditee had established policy and procedures for implementation the amfori BSCI COC on social compliance, including working hours, wages and benefits, EHS, and so on. However, the management system was not completed that non-compliance was identified for implementing the code. According to the management representative, the current system was based on the previous management experience and the operating way of industrial peers. Therefore, there were gaps for carrying out the code and value of the auditee.

基于现场审核以及文件审阅了解到，被审核方建立了政策和程序来实行在社会责任上amfori BSCI的行为准则，如工作时间、工资和福利以及健康安全等。但是，管理系统不够完善导致实施该准则中有不符合项的发现。根据管理者代表，目前的管理系统是根据以往的经验以及同行们的运作方式来实行的。因此被审核方在开展amfori BSCI的行为准则和价值中有偏差。

1.4 - The facility had calculated and analyzed the production rate per production unit. Production capacity was made and planned. However, the facility did not discuss the workforce capacity with production management and the worker representatives to reasonably arrange the production capacity, which causing the monthly overtime exceeded the legal requirement.

工厂对生产单位的生产量有进行计算和分析。工厂有制定生产规划。但是，工厂没有与生产管理人员和员工代表就工厂的产能进行讨论以进行合理的生产计划，导致了月加班超时。

Remarks from Auditee

None

Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 194420] Audit Date: 09/10/2020 PA Score: A	Deadline date:31/01/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee had established the communication channels with the workers and workers' representatives. The amfori BSCI Code of Conduct had been published at the production site and workers could access to read it freely. The auditee provided the training of amfori BSCI Code of Conduct, legal law and regulations, regulation of auditee to workers. The grievance mechanism had been communicated to workers for individuals and communities by training program. During this follow up audit, 2.4 was not closed. 被审核方已经建立了员工和员工代表的沟通渠道。amfori BSCI行为准则已经在生产现场进行公示且员工可以自由的进行阅读。被审核方提供amfori BSCI行为准则、法律法规、被审核方规章制度的培训给员工。申诉机制通过培训已经传达给了员工个人或是团体。在这次跟进审核中，2.4未关闭。 2.4 - The interviewees were not clear about the prospect and content of the amfori BSCI Code. amfori BSCI Code was posted on notice board for workers review by the factory. But about 20% workers were not clear about the value and content of amfori BSCI Code, such as the definition of discrimination. 受访员工不清楚amfori BSCI行为准则的内容及愿景。工厂将amfori BSCI行为准则张贴在公告栏内。但是20%的员工并不清楚amfori BSCI的愿景及内容，如歧视的含义。	
Remarks from Auditee: None	
Full Audit [Audit Id - 165529] Audit Date: 22/10/2019 PA Score: A	Deadline date:31/12/2019
<u>Good practices</u> None	
<u>Areas of improvement</u> The amfori BSCI COC and TOI were public in workshop. The auditee established the grievance mechanism and Qijing Wu / General Manager to be responsible for grievance administration. amfori BSCI行为准则和实施条款张贴在现场。被审核方建立了申诉机制，吴其敬/总经理负责申诉管理。 2.4 - It was noted that about 20% of the interviewed workers were not aware of BSCI code, although the facility posted amfori BSCI code in public and provided the training about amfori BSCI code for all employees. 发现企业有张贴amfori BSCI行为准则并提供了amfori BSCI行为准则的培训给全体员工，但是受访的20%的工人不了解BSCI的行为准则。	
Remarks from Auditee None	
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 194420] Audit Date: 09/10/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NA	
AREAS OF IMPROVEMENT: NOT RATED 未评估	
Remarks from Auditee:	
Full Audit [Audit Id - 165529] Audit Date: 22/10/2019 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> None observed 未发现	
Remarks from Auditee None	

Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 194420] Audit Date: 09/10/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
NA	
AREAS OF IMPROVEMENT:	
NOT RATED 未评估	
Remarks from Auditee:	
Full Audit [Audit Id - 165529] Audit Date: 22/10/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
None observed 未发现	
<u>Remarks from Auditee</u>	
None	

Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 194420] Audit Date: 09/10/2020 PA Score: A	Deadline date:08/10/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The auditee has collected the legal minimum wage documents. The wage records from September 2019 to August 2020 were reviewed. The wage of employees was settled by the way of hourly wage. All workers know that the local minimum wage was RMB1800/ month (equivalent to RMB10.34/ hour) since January 2020. Before that ,the local minimum wage was RMB1700/month, equal to RMB 9.77/Hour.The actual minimum wage paid was RMB 10.34 per hour. The wage was paid by bank transfer on the 25th in next month. The wages and benefits were written into the employee handbook and informed to the workers at the beginning of the factory entering the factory. No illegal or unreasonable deduction. The payslip was provided to the employee. Paid leave has been provided. Employees' overtime pay was compensated according to law. The auditee shall pay the workers 1.5 times, 2 times and 3 times of the basic wage for overtime in peacetime, weekend and holiday. In this follow-up audit, 5.5 was not closed. Remark: The factory salary payment method had changed from cash to bank transfer since November 2019.</p> <p>被审核方收集了法定最低工资文件。查阅了2019年9月至2020年8月的工资记录。员工的工资以时薪工资方式结算。所有工人知道当地最低工资自2020年1月以来为1800元/月（相当于人民币10.34元/小时）。自这之前，当地最低工资是1700元每月，相当于9.77元每小时。实际支付的最低工资是10.34元每小时。每个月25号以转账形式发上月工资。工资福利待遇写入员工手册并在工厂入厂之初被告知给工人。无非法或者不合理扣款。工资单提供给了员工。带薪休假已提供。员工的加班工资依法得到补偿。被审核方按基本工资的1.5倍，2倍及3倍支付工人平时加班，周末加班及假日加班的工资。在这次跟进审核，5.5未关闭。备注：自2019年11月起，工厂工资发放方式由现金改为银行转账。</p> <p>5.5 - It was noted that the factory did not provide social insurance for all employees. There were total 89 workers in factory including 1 worker return to work after retirement. 4 new hires in September 2020. So 84 workers are eligible for the social insurance. The factory provided social insurance receipts from October 2019 to September 2020 for review , it was noted that no endowment insurance, medical insurance, unemployment insurance, maternity insurance and work-related injury insurance were provided to 41 employees in September 2020. Remark: The factory provided group commercial insurance to 52 workers (include uninsured employees). The commercial insurance was valid from May 15, 2020 to May 14, 2021. Based on management interview and workers interview, it was because of some workers did not want to participate in the social insurance. (Law and Regulation: Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44 and 53).</p> <p>评估中发现工厂没有给所有员工缴纳社会保险。工厂有89人，其中包括1个退休返聘员工，2020年9月有4名新进员工，因此工厂需要给84个员工购买社保。工厂提供了2019年10月至2020年9月的社保凭证供审核，在2020年9月，企业未给41名员工提供养老、医疗、失业、生育、工伤保险。备注：工厂给52名员工（包含未参保员工）提供了团体商业意外险。商业保险有效期为2020年5月15日到2021年5月14日。基于管理层访谈和工人访谈，这是由于部分工人不愿意参加社保。（参考法律法规《中华人民共和国社会保险法》第十条、第二十三条、第三十三条、第四十四条、第五十三条）。</p>	
Remarks from Auditee: None	
Full Audit [Audit Id - 165529] Audit Date: 22/10/2019 PA Score: A	Deadline date:21/10/2020
Good practices None	
Areas of improvement <p>The auditee established wage and Welfare Policy and Management Manual according to local law and amfori BSCI requirement that defined the minimum wage, OT wage, sick leave, annual leave, statutory holidays etc. The management knew the requirement that the actual paid minimum wage should not be less than the local minimum wage. The local minimum wage document was collected by the finance staff, which was RMB1700/month, equal to RMB9.77/Hour since July 2017. The management informed all workers of the local minimum wage through training. Through management interview and worker interview, the factory paid to the workers on or before 25th in every month by cash and provided payslip for checking the wage construction and amount. During this audit, the auditee provided the payroll from September 2018 to August 2019. The worker can obtain OT wage legally: 150%, 200% and 300% of normal rate would be compensated for overtime on normal working days, rest day and statutory holidays. The auditee had arranged the leave for the workers on statutory holiday. Paid holidays such as annual leave were provided. No disciplinary deduction charged to workers.</p> <p>被审核方根据当地法律和amfori BSCI规定制定了工资福利政策和管理手册，该手册规定了最低工资、加班工资、病假、年假、法定假期等。管理层知道实际支付的最低工资不应低于当地最低工资的要求。当地最低工资文件由财务人员收集，2017年7月起，每月1700元，相当于每小时9.77元。管理部门通过培训向所有工人告知了当地新的最低工资标准。通过管理层访谈和工人访谈，工厂每月的25号之前给工人发放现金工资并且有提供工资条给工人进行工资结构和数量的核对。在这次审核中，被审核方提供了从2018年9月到2019年8月的工资记录。员工可以依法获得加班工资：被审核方按基本工资的1.5倍，2倍及3倍支付工人平时加班，周末加班及假日加班的工资。被审核方在法定节假日安排工人放假。带薪休假比如带薪年假已提供。无纪律性扣款从员工工资中扣减。</p> <p>5.5 - Till the audit day, there were 2 new employees were hired in recent 30 days and no employees had reached the statutory age of retirement. No agency workers, seasonal workers, apprentice workers and etc. were used by the factory. There were total 98 employees in the factory. So, the factory shall provide pension, unemployment, accident, medical and maternity insurance to 96 workers. According to the social insurance receipts of the past 12 months, and based on the latest record in September 2019, it was identified that the auditee did not provide medical insurance, accident insurance, pension insurance, maternity insurance and unemployment insurance to 34 out of 96 workers. By workers interview, they mentioned that the auditee would like to provide social insurance to workers, but because of individual reason (such as they preferred to gain more money by working instead of being deducted by the social individual fare), some of them did not participated in. The management representative explained that, the factory was always willing to provide social insurance to workers, however, the reluctance of partial workers made it different to realize. Reference law: article 72 and 73 of PRC Labor law. Remark: The factory had purchased commercial insurance for 93 employees, covered the employees who were not purchased accident insurance, which was valid from May 15, 2019 to May 15, 2020.</p> <p>评估发现截至审核当天，工厂在最近30天内有2名新入职的员工，没有员工达到了法定退休年龄，没有派遣工、季节工、学徒工等。工厂总共有98名员工，所以工厂应当为96名员工购买养老、失业、工伤、医疗和生育保险。根据过去12个月的社保凭证以及基于2019年9月最新的数据显示，被审核方没有为96名员工中的34人提供医疗保险，工伤保险，养老保险，生育保险以及失业保险。员工访谈提及，被审核方愿意为员工购买社会保险的，但是因为个人的因素（如员工更倾向于通过工作获取更多的报酬，而不情愿被扣取社保个人费用），一些员工没有参与进去。管理者代表解释，工厂一直都是愿意为员工提供社会保险的，然而部分员工的不参与然其难以实现。参考法规：中华人民共和国劳动法第七十二条和七十三条。备注：工厂为93名员工购买了商业保险，覆盖了没有购买工伤保险的员工，有效期从2019年5月15日至2020年5月15日。</p>	
Remarks from Auditee	

None

Performance Area 6 : Decent Working Hours

1- Followup Audit [Audit Id - 194420] Audit Date: 09/10/2020 PA Score: D

Deadline date:08/10/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee has formulated the control procedure for overtime working hours. The factory uses finger scan machine to record the attendance time of workers. The factory adopts the standard working time system: 8 hours a day, 5 days a week (from Monday to Friday), with at least one day off after six consecutive days of work. Saturday and Sunday were rest days. All employees work in one shift: 08:00-12:00, 13:30-17:30, overtime: 18:00-20:00. Eight hours overtime on Saturday. All workers said they would work overtime voluntarily. The auditee provided the attendance from September 1, 2019 to the audit day for checking. The maximum daily overtime was 2 hours and the maximum weekly overtime was 18 hours. In this follow-up audit, 6.2 was not closed. Remark: The working hours in September 2019 was used to evaluate the wage in September 2019. In this follow-up audit, the auditor evaluated the working hours from October 1, 2019 to the audit date. The working hours of production workers had changed to 08:00-12:00 and 13:30-17:30, since November 2019.

被审核方制定了加班工作时间控制程序。工厂使用指纹识别机记录工人的出勤时间。工厂采取标准工作时间制度：每天8小时，每周5天(周一到周五)，连续六天工作之后至少休息一天。周六日为休息天。所有员工是一班倒：08:00-12:00,13:30-17:30,加班:18:00-20:00。周六加班8小时。所有工人称加班自愿。被审核方提供了2019年9月1日至审核当日的考勤供查看，最大日加班是2小时，最大周加班是18小时。此次跟进审核，6.2未关闭。备注：2019年9月的工时是用于评估2019年9月的工资，此次跟进审核，审核员评估了2019年10月1日至审核当日的工时。生产工人的工作时间自2019年11月起更改为：08:00-12:00,13:30-17:30。

6.2 - The auditee established amfori BSCI management system, benefits regulation and working hour management regulation. However, above mentioned system and regulation were not implement effectively. Because of the finding about the monthly overtime hours exceeded law's regulation was found. Confirmed by management interview, the working hour record system couldn't alert when overtime near or over the limits and the employees could refuse to work overtime. The employees stated the overtime was voluntary. Reviewed 10 sample workers overtime records from October 1 2019 to October 09 2020 provided by the factory, it was noted that all 10 randomly selected workers monthly overtime hours were 48 to 82 hours; the highest were 82 hours which exceeded legal overtime limit: 36 hours per month. Analysis monthly attendance record as below: (1)August of 2020, the monthly overtime hours of all 10 randomly selected employees were 82 hours; (2)April of 2020, the monthly overtime hours of all 10 randomly selected employees were 76 hours; (3)December of 2019, the monthly overtime hours of all 10 randomly selected employees were 76 hours. (Reference law: PRC Labour Law article 41) Remark: Reviewed 10 sample workers monthly overtime working hours were 76 hours in September 2020 and 8 hours in October 1 - 9 of 2020.

被审核方已经建立amfori BSCI管理体系,福利及工时管理制度。但是上述体系和制度没有有效的执行。发现了月加班超过法规要求的问题。基于管理层访谈公司的考勤系统没办法预警当其加班时间快超过或已经超过要求时，员工可以拒绝加班安排。员工表示加班是自愿的。基于抽样10名员工2019年10月1号至2020年10月9号，随机抽样10名员工月加班为48到82小时之间，最高为82小时，超过法定36小时的限制。工时分析月份如下：(1)2020年8月随机抽查的所有10名员工月加班均为82小时；(2)2020年4月随机抽查的10名员工月加班均为76小时；(3)2019年12月随机抽查的10名员工月加班均为76小时；参考法律法规：《中华人民共和国劳动法》第41条 备注：抽样的10名员工，2020年9月的月加班时间为76小时。2020年10月1-9号月加班为8小时。

Remarks from Auditee:

None

Full Audit [Audit Id - 165529] Audit Date: 22/10/2019 PA Score: D

Deadline date:21/10/2020

Good practices

None

Areas of improvement

The auditee had established working hours arrangement and control procedure according to local law and amfori BSCI requirement, which indicated the normal working hour was 8 hours per day and 40 hours per week, daily OT within 3 hours, monthly OT within 36 hours. In addition, the OT wage should be paid legally: 150%, 200% and 300% of normal rate would be compensated for overtime on normal working days, rest day and statutory holidays. Finger scan attendance system was used to record the time in/out. One shift was arranged for all production employees: 08:00-12:00, 13:00-17:00, office clerks was worked in one shift: 08:00-12:00, 13:30-17:30. During the working period, the worker can go to toilets and drinking water area freely and the time for meals were enough. If needed, the worker worked OT from 18:00 to 20:00 on normal working days. 8 hours OT on Saturdays. During the worker interview, workers confirmed that they worked overtime voluntarily and would like to work OT to obtain OT wage. Time records from 1 September 2018 to the morning of audit date (23 October 2019) were provided and all sampled workers' working hours were reviewed. Maximum 2 hours overtime per day, maximum 20 hours overtime per week. All workers can have one day off after 6 days consecutive working days. Sunday was the fixed rest day. During worker interview, the workers were satisfactory with the working hour's arrangement.

被审核方依据当地法律法规和amfori BSCI 的要求建立了工时安排和工时控制程序，规定正常工作时间为每天8小时，每周40小时，日加班时间不超过3小时，月加班时间不超过36小时，并且加班费要依法提供：被审核方按基本工资的1.5倍，2倍及3倍支付工人平时加班，周末加班及假日加班的工资。工厂使用指纹考勤系统记录员工考勤。工厂所有生产员工是一班制：08:00至12:00,13:00至17:00,办公室工人工作时间是一班制：08:00至12:00,13:30至17:30。工作期间工人可以自由去卫生间和饮水区，且用餐时间充足。如果需要，工作日，工人从18:00加班至20:00。周六8小时加班。经访谈，工人加班自愿且宁愿加班来获取加班费。2018年9月1日至审核日（2019年10月23日）早上的考勤记录提供给了审核。每天最大加班2小时，每周最大加班20小时。所有工人能够在每连续工作六天休息一天，周日为固定休息日。员工访谈中，工人对工作时间安排是满意的。

6.2 - Auditor reviewed time records from September 1, 2018 till the audit day and noted that employees worked in excess of the statutory overtime hour limits (36 hours) in all months and the maximum monthly overtime was 94 hours. Auditor selected 15 employees' time records respectively in August 2019, April 2019 and December 2018 and the detailed overtime hours were as follow: 15 out of 15 sampled employees worked in excess of 36 overtime hours per month (i.e. 94 hours) in August 2019; 15 out of 15 sampled employees worked in excess of 36 overtime hours per month (i.e. 82 hours) in April 2019; 15 out of 15 sampled employees worked in excess of 36 overtime hours per month (i.e. 92 hours) in December 2018. Based on interview and document review, the factory had identified excessive overtime issues during internal audit and the factory did not implement effective measures to make continuous improvement to gradually meet the expectation of amfori BSCI COC and local laws. The attendance system did not have excessive working hour pre-warning function. The production arrangement was made based on business needs. The person who was in charge of time records did not manage excessive overtime hours. Workers stated that overtime work in the factory was voluntary and they would like to work overtime to increase income, and the workers said they were satisfied with current workload. Remark: Till October 23, 2019, the maximum monthly overtime hour of all sampled employees in September 2019 was 80 hours and in October 2019 was 40 hours. Reference Law: PRC Labor Law Article 41.

审核员查阅了自2018年9月1日至审核当天的工时记录，发现工厂所有月份的加班时间均超出了法律规定的上限36小时，最多月加班为94小时。审核

员抽取了15名员工在2019年8月，2019年4月和2018年12月的工时记录，发现具体的超时情况如下：15/15员工在2019年8月的加班时间超过每月加班时间不能超过36小时的规定，达到94小时；15/15名员工在2019年4月的加班时间超过每月加班时间不能超过36小时的规定，达到82小时；15/15名员工在2018年12月的加班时间月的超过每月加班时间不能超过36小时的规定，达到92小时。基于访谈和文件查阅，工厂在内审的过程中识别了加班超时的问题，但是工厂没有执行有效的措施进行持续改进以逐步满足amfori BSCI行为守则和当地法规的要求。工厂的考勤系统没有超时预警的功能，生产安排根据业务需求来制定，负责考勤的人员亦没有对超时的现象进行管理。员工反映加班自愿，亦希望通过加班来增加收入，而且，工人对目前的工作量是满意的。备注：截至到2019年10月23日，所有抽样员工在2019年9月份的最大月加班时间为80小时，在2019年10月份为40小时。参考法规：《中华人民共和国劳动法》第41条。

Remarks from Auditee

None

Performance Area 7 : Occupational Health and Safety	
1- Followup Audit [Audit Id - 194420] Audit Date: 09/10/2020 PA Score: A	Deadline date:31/01/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Occupational health and safety procedures have been established and Qijing Wu / General Manager has been appointed to be responsible for health and safety issues. Health and safety committee has been set up. Environmental health and safety meeting was every 3 months. The auditee regularly conducted health and safety training, such as equipment safety, fire drill, electrical safety, etc. The auditee conducted fire drill twice a year and the last one was on August 18, 2020. Fire fighting facilities such as fire extinguishers, hydrants, exit signs, emergency lights, evacuation signs, comply with local requirements. All firefighting equipment had been inspected monthly. Building completion acceptance report and fire acceptance report were provided for review. Through on-site inspection, clean toilet and sanitary drinking water were provided on site. Workers can get it free of charge. Ventilation, light and cleanliness were acceptable. The factory has two first-aid workers. The first-aid kit was available and supplies were sufficient. The factory used two cargo elevators and its annual inspection reports and administrator certificate were provided for review. The factory does not provide kitchen, canteen, dormitory and transportation for workers. In this follow-up audit, 7.1 was closed (The factory had regularly update the collected laws and regulations and relevant list was provided for review). 职业健康和安全程序已经建立，吴其敬 / 总经理被任命负责健康和安全问题。健康安全小组已成立。每3个月召开环境健康安全会议。被审核方定期进行健康安全的培训如设备安全、消防演习，电气安全等；受审核方一年做两次消防演习，上一次于2020年8月18日进行的。消防设施如灭火器，消防栓，安全出口标识，应急灯，疏散指示标示，符合当地要求。所有的消防设备保持月度检查。建筑竣工验收报告和消防验收报告有提供审核。通过现场查看，干净的卫生间和卫生的饮用水在现场有提供。工人可以免费取用。通风、光线和清洁程度都是可以接受的；工厂有2名急救员；都有急救药箱且物品充足；工厂使用了2部货梯，其年检报告和管理员证书有提供审核。工厂未提供厨房，饭堂、宿舍和交通工具给工人。此次跟进审核，7.1关闭（工厂有定期更新收集的法律法规且有提供相关清单供审核）。	
7.1 - No pre-job, on-job and post-employment occupational health check provided for workers exposed to occupational hazards positions, such as printing workers exposed in hazards chemicals or noise factors etc. Reference law: Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, Article 35 工厂未能提供从事有职业病危害工种的人员的岗前，在岗和离岗职业健康体检；如：接触有害化学品、噪音等的印刷工人等。参考法律法规：《中华人民共和国职业病防治法》第三十五条。	
7.7 - It was noted that all used ink were not in 2nd container in printing workshop. Reference Law: Regulation for Safety of Hazardous Chemical, Article 20. 审核发现印刷车间使用的油墨均没有放在二次容器中。参考法律法规：危险化学品安全管理条例 第二十条。	
7.9 - It was noted that there was no warning sign of 'careful scald' near the drinking water area of the factory. According to management and employee interviews, no burns occurred. The management stated that they would post it immediately. Reference law: Work Safety Law of the People's Republic of China (2014), 32 审核发现工厂饮水区附近并没有张贴'小心烫伤'的警示标识。根据管理和员工访谈确认，没有发生过烫伤事故。管理表示会马上进行张贴。参考法律：《中华人民共和国安全生产法》（2014）第三十二条	
Remarks from Auditee: None	
Full Audit [Audit Id - 165529] Audit Date: 22/10/2019 PA Score: A	Deadline date:31/12/2019
Good practices None	
Areas of improvement The auditee appointed one special staff to collect laws and regulations on occupational health and safety related to their activities. The auditee communicated the OHS law and regulation with the workers through training. The Health and Safety Commission was established. Qijing Wu /General manager was in charge of environmental, health and safety issues. During the interview, management said that they attached great importance to health and safety issues, regularly assessed the safety risks in the factory area, and designated control and rectification programs for potential safety problems. The conference on environmental health and safety was held regularly. The last meeting was held in 8 June 2019. The main topic was the spot check of firefighting facilities and the OHS training of employees. It was observed that the fire alarm system, fire extinguishers and fire hydrants were installed correctly and inspected monthly and the number was sufficient. The auditee conducts two fire drills per year and was defined in the relevant procedures. The recent one was conducted on 6 September 2019. Plans, reports, attendance records and pictures are provided for inspection. Through interviews with employees, employees have the right to evacuate immediately from major hazards without the permission of managers. Through fire drills, they learned how to use fire facilities such as fire alarm, fire extinguishers, fire hydrant etc. how to evacuate from the dangerous area in shortest time, how to report dangers. First aid facilities such as first aid kits were provided at the workplace. The auditee recorded the accident case accordingly and there was no accident case occurred in the past year. The auditee provided enough drinking water for employees to drink free of charge. The drinking water test report was also provided. There were two first-aid workers in factory. The first aider will check the first aid supplies. The auditee did not provided kitchen, canteen and dormitory for workers and no transportation facility for workers. 受审核方指定专人负责收集与活动有关的职业健康安全法律法规。受审核方通过培训与员工沟通职业健康安全法律法规。健康与安全委员会成立。吴其敬/总经理负责环境、健康和安全问题。访谈期间，管理层表示对健康安全问题高度重视，定期对厂区的安全风险进行评估并且针对可能发生的安全隐患有制定控制和整改方案。环境健康与安全会议定期举行。最后一次会议于2019年6月8日举行。主要内容是消防设施的抽查和员工职业健康安全培训。据观察，火灾报警系统、灭火器和消防栓安装正确，每月检查一次，数量充足。被审核方每年进行两次消防演习，并在相关程序中进行了规定。最近一次是在2019年9月6日进行的。提供检查计划、报告、出勤记录和照片。通过对员工的访谈，员工有权在未经管理人员许可的情况下立即撤离重大危险源。通过消防演习，他们学习如何使用火警、灭火器、消防栓等消防设施，如何在最短时间内从危险区域疏散，如何报告危险。在工作场所提供急救箱等急救设施。受审核方对事故案例进行了相应记录，去年未发生事故案例。受审核方为员工免费提供了足够的饮用水。还提供了饮用水测试报告。工厂里有2名急救人员。急救人员将检查急救用品。受审核方没有为职工提供了厨房、食堂和宿舍，也没有为职工提供交通设施。	
7.1 - 1. There was one responsible person to collect the applicable OHS laws but some laws not updated timely, e.g. Fire Control Law of the People's Republic of China (2009) not the version in 2019. 2. The factory did not provide pre-job and off job occupational diseases examination for workers who contact dust and noise, such as the printing workers. Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35. 1. 有一人负责健康与安全的法律法规的收集，但是收集的部分法律法规不是最新的，比如中华人民共和国消防法是2009年，非2019年版本的。2. 工厂未对接触粉尘、噪声的工人进行岗前和离岗后职业病检查，如印刷工人等。参考法律法规：中华人民共和国职业病防治法第三十五条。	
7.7 - It was noted that about 30% used ink were not in 2nd container. Reference Law: Regulation for Safety of Hazardous Chemical, Article 20. 审核发现约30%使用的油墨没有放在二次容器中。参考法律法规：危险化学品安全管理条例 第二十条。	

<p>7.9 - No hot surfaces warning for drinking machines where applicable. Reference Law: Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, Article 28 饮水机没有小心烫伤的标识。参考法律法规：中华人民共和国职业病防治法第二十八条</p>	
<p><u>Remarks from Auditee</u></p> <p>None</p>	
<p>Performance Area 8 : No Child Labour</p>	
<p>1- Followup Audit [Audit Id - 194420] Audit Date: 09/10/2020 PA Score: A Deadline date:</p>	
<p>GOOD PRACTICES: NA</p>	
<p>AREAS OF IMPROVEMENT: NOT RATED 未评估</p>	
<p><u>Remarks from Auditee:</u></p>	
<p>Full Audit [Audit Id - 165529] Audit Date: 22/10/2019 PA Score: A Deadline date:</p>	
<p><u>Good practices</u></p> <p>None</p>	
<p><u>Areas of improvement</u></p> <p>None observed 未发现</p>	
<p><u>Remarks from Auditee</u></p> <p>None</p>	
<p>Performance Area 9 : Special protection for young workers</p>	
<p>1- Followup Audit [Audit Id - 194420] Audit Date: 09/10/2020 PA Score: A Deadline date:</p>	
<p>GOOD PRACTICES: NA</p>	
<p>AREAS OF IMPROVEMENT: NOT RATED 未评估</p>	
<p><u>Remarks from Auditee:</u></p>	
<p>Full Audit [Audit Id - 165529] Audit Date: 22/10/2019 PA Score: A Deadline date:</p>	
<p><u>Good practices</u></p> <p>None</p>	
<p><u>Areas of improvement</u></p> <p>None observed 未发现</p>	
<p><u>Remarks from Auditee</u></p> <p>None</p>	

Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 194420] Audit Date: 09/10/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee and all employees have signed labor contracts within one month after their employment, and copies of the labor contracts have been provided to the employees. The auditee has signed open-ended contracts with qualified employees. The terms of the labor contract was formulated in accordance with local laws. According to the site inspection, interview and document review, all the employees are contract workers. During this follow up audit, 10.2 was closed (It was noted that the factory has issued the occupational hazard notification to employees and employees had signed for confirmation). 被审核方和所有员工在其入职后一个月内均签订了劳动合同且有提供劳动合同的副本给员工，被审核方与符合条件的员工签订了无固定期限合同。劳动合同的条款依照当地法律进行制定。根据现场巡查，访谈和文件查阅，全部员工都是合同工。此次跟进审核，10.2关闭(审核发现工厂有将职业危害告知书发放给员工且员工有签字确认)。	
Remarks from Auditee:	
Full Audit [Audit Id - 165529] Audit Date: 22/10/2019 PA Score: A	Deadline date:31/12/2019
<u>Good practices</u> None	
<u>Areas of improvement</u> The auditee established policy to define the no precarious employment and make commitment to avoid precarious employment. The employment relationship in this factory in compliance with national legislation. 被审核方制定了不存在不稳定就业的政策，并承诺避免不稳定就业。本厂的雇佣关系符合国家法规。 10.2 - Based on reviewing the labour contracts, it was noted that no occupational hazards notification for relevant operators was in place, such as printing workers. Reference Law: Article 33 of Law of the People's Republic of China on Prevention and Control of Occupational Diseases. 工人劳动合同审核发现，工厂没有对有害岗位进行职业危害告知，如印刷工，参考法律法规：中华人民共和国职业病防治法，第三十三条	
Remarks from Auditee None	
Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 194420] Audit Date: 09/10/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NA	
AREAS OF IMPROVEMENT: NOT RATED 未评估	
Remarks from Auditee:	
Full Audit [Audit Id - 165529] Audit Date: 22/10/2019 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> None observed 未发现	
Remarks from Auditee None	

Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 194420] Audit Date: 09/10/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NA	
AREAS OF IMPROVEMENT: NOT RATED 未评估	
Remarks from Auditee:	
Full Audit [Audit Id - 165529] Audit Date: 22/10/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The auditee has established the environmental protection management procedure. Waste Disposing Management Procedure was established. The facility established regulations to define to reduce the resource on water and electric using. Environment policy and environment targets were established. There was no waste found to be dumped in natural environments, or burned on open fires. The auditee obtained the environment impact assessment report form and the approval in 2017 and obtained the completion of environmental protection acceptance for construction project and its approval in 2018. The auditee obtained the pollution discharge permit (No.: 3502122018000027) on 18 May 2018. There was air emission and noise discharged from printing workshop, no waste water discharged. And provided the discharged testing report for review, which showed that the all emission were within the limitation.</p> <p>被审核方建立了环境保护管理程序。废弃物处理程序已经建立。工厂建立了节约用水以及节约用电的管理规定。工厂建立了环境方针和目标。评估中未发现企业直接清倒废物或焚烧废物。被审核方于2017年获得了环境影响评估报告表和其批复，且于2018年获得建设项目竣工环保验收及其批复，于2018年5月18日获取了排污许可证（编号：3502122018000027）。印刷车间有废气以及噪声产生，无废水产生，提供了排放检测报告，表明所有的排放都在限值之内。</p>	
Remarks from Auditee	
None	

Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 194420] Audit Date: 09/10/2020 PA Score: A	Deadline date:08/10/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The auditee has established business ethics procedures and personal information confidentiality procedures, and has conducted regular training for employees. The auditee conducted a business ethics risk assessment. According to the production records collected by the workshop site, the attendance records, wage records and employee interviews, no inconsistency was found in this audit. During this follow up audit, 13.2 was not closed.</p> <p>被审核方建立了商业道德规范程序和个人信息保密程序并对员工进行了定期培训。被审核方进行了商业道德风险评估。根据查核车间现场收集的生产记录,提供的员工考勤记录,工资记录和员工访谈,本次审核没有发现不一致。此次跟进审核13.2未关闭。</p> <p>13.2 - It was noted that the address stated in business license provided by factory was: 1/F, 2/F, No.105, Tong'an Park, Tong'an Centralized Industrial Zone, Tong'an District, Xiamen City. However, the actual audited site: No.105, Tong'an Park, Tong'an Centralized Industrial Zone, Tong'an District, Xiamen City (Total 5 storey). As confirmed with factory management explained that the factory did not update the business license timely. Reference law: Article 17 of Enterprises Legal Representative Registration Management Regulation of the People's Republic of China.</p> <p>审核发现工厂提供的营业执照上地址为:厦门市同安区工业集中区同安园105号第一层、第二层;实际经营范围为:厦门市同安区工业集中区同安园105号(共5层)。根据与工厂管理层确认,工厂没有及时更新营业执照。参考法规:《中华人民共和国企业法人登记管理条例》第17条。</p>	
Remarks from Auditee: None	
Full Audit [Audit Id - 165529] Audit Date: 22/10/2019 PA Score: A	Deadline date:31/12/2019
Good practices: None	
Areas of improvement <p>The factory has established a policy based on amfori BSCI standards on ethical business behaviour. Risk assessment of this part was conducted. The established procedures identified and handle non-ethical behaviour and showed zero tolerance. Training on business ethics was provided to management. No unethical behaviour was observed during this audit.</p> <p>工厂基于amfori BSCI要求建立了商业道德规范政策,也有进行此部分的风险评估。程序可以识别和处理不道德的商业行为并实施零容忍措施。工厂提供了商业道德方面的培训给管理层。当前审核没有发现不道德商业行为。</p> <p>13.2 - It was noted that the address stated in business license provided by factory was: 1/F, 2/F, No. 105 Tongan Park, Industrial Zone, Tongan District, Xiamen. However, the actual audited site: No.105, Tong'an Park, Tong'an Centralized Industrial Zone, Xiamen City, Fujian Province, China (Total 5 storey). As confirmed with factory management explained that the factory did not update the business license timely. Reference law: Article 17 of Enterprises Legal Representative Registration Management Regulation of the People's Republic of China.</p> <p>工厂提供的营业执照上地址为:厦门同安工业集中区同安园105号第一层、第二层;实际经营范围为:中国福建省厦门市同安工业集中区同安园105号(共5层)。根据与工厂管理层确认,工厂没有及时更新营业执照。参考法规:《中华人民共和国企业法人登记管理条例》第17条。</p>	
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	09/10/2020	194420	D	A	A	A	A	D	A	A	A	A	A	A	A	C
Full Audit	22/10/2019	165529	D	A	A	A	A	D	A	A	A	A	A	A	A	C

Producer Photos



External photo(s) of the production unit(s)
Address plate.JPG



Photo of fire safety equipment
Fire hydrant.JPG



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



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



Photo of fire safety equipment
Fire hydrant testing.JPG



Photo of the inside of the main production hall
Manual cutting.JPG



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



Photo of non-conformity
Finding 5.5 No five kinds of social insurance for all workers
JPG



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



Photo first aid facilities
Eye wash equipment.JPG

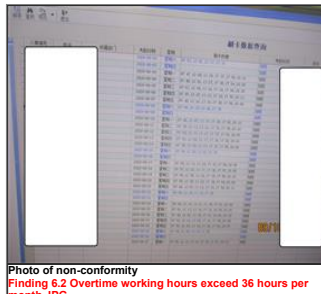


Photo of non-conformity
Finding 6.2 Overtime working hours exceed 36 hours per month.
JPG



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



Photo first aid facilities
First aid kit.JPG



Photo of non-conformity
Finding 7.7 Chemicals were not in 2nd containers.
JPG



Photo of the inside of the main production hall
Paper bag forming.JPG

