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Auditee :	<b>Lianyungang Hongwen Toys Co., Ltd</b>
Audit Date From :	<b>11/05/2020</b>
Audit Date To :	<b>11/05/2020</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>TUEV Rheinland</b>
Auditor's Name(s) :	<b>Daniel Mo(Lead)</b>
Auditing Branch (if applicable) :	<b>TUV Rheinland China</b>

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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
<b>A</b> Very Good	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated A</li> <li>No Performance Areas rated C, D or E</li> </ul> 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>B</b> Good	<ul style="list-style-type: none"> <li>Maximum 3 Performance Areas rated C</li> <li>No Performance Areas rated D or E</li> </ul> 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.
<b>C</b> Acceptable	<ul style="list-style-type: none"> <li>Maximum 2 Performance Areas rated D</li> <li>No Performance Areas rated E</li> </ul> These are three examples: A A A A A A A A C C C C A A A A A 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.
<b>D</b> Insufficient	<ul style="list-style-type: none"> <li>Maximum 6 Performance Areas rated E</li> </ul> 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.
<b>E</b> Unacceptable	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated E</li> </ul> These are three examples: A A A A A A E E E E E E E A A B B C D E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
<b>Zero Tolerance</b>	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 :	Lianyungang Hongwen Toys Co., Ltd		
DBID number :	400677		
Audit ID :	180075		
Address :	No.97 Xiaoguanhu Village, Chengxi Town, Ganyu District Lianyungang		
Province :	Jiangsu	Country :	China
Management Representative :	Houjian Song		
Contact person:	Houjian Song	Sector :	Non-Food
Industry Type :	Toys and Games	Product group :	toys
Product Type :	Plush Toys		

**Audit Details**



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input 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 : 11/05/2021	

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**

Lianyungang Hongwen Toys Co., Ltd was located at No.97 Xiaoguanhu Village, Chengxi Town, Ganyu District, Lianyungang City, Jiangsu Province, China(中国江苏省连云港市赣榆区城西镇小官湖村97号). There was one building in the boundary. The factory rent one 1-storey building(“回” shape) used as office, workshop and warehouse from landlord with the building area of 3980 square meters. The auditee provided the lease contract for review. The landlord had no production in this area. No other company was in the same site.

The main product manufactured by the auditee was plush toys. According to the management, their peak production months were not obvious. Production activities included cutting, sewing, filling, hand sewing, inspection and packing.

The auditee did not provide dormitory, kitchen, canteen or transportation.

No contractor was used by the auditee, which makes the contractor license/permit not applicable.

No agency was used by the auditee, which makes the agency labour contract not applicable.

No government waivers such as Comprehensive Working Hours System waiver, social insurance waiver and etc. were obtained by the auditee, which makes the government waivers not applicable.

No collective bargain agreements existed in the factory, which makes the collective bargain agreements not applicable.

No environmental permit was required by local environmental protection departments, which makes the environmental permit not applicable.

The factory didn't hire any security staff but the factory was locked after work for safety.

Auditor: Daniel Mo, APSCA registration number: 21700032.

The auditee management was cooperative throughout the audit. The auditor did worker interview and took photos freely and the auditee agreed the findings and signed the CAP.

Remark:

1. Due to the impact of the corona virus outbreak, the factory started to work on 2 March 2020.
2. The auditee did not provide the social insurance online query platform because they paid it to the Human Resources and Social Security Bureau directly.

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>Lianyungang Hongwen Toys Co., Ltd</b>	Legal status :	<b>Limited Company</b>
Local Name :	连云港宏文玩具有限公司 (91320707MA1WGBMW70)	Year in which the auditee was founded :	<b>2018</b>
Address :	<b>No.97 Xiaoguanhu Village, Chengxi Town, Ganyu District</b>	Contact person (please select) :	<b>Houjian Song</b>
Province :	<b>Jiangsu</b>	Contact's Email :	<b>15195733448@163.com</b>
City :	<b>Lianyungang</b>	Auditee's official language(s) for written communications :	<b>Chinese</b>
Region :	<b>North East Asia</b>	Other relevant languages for the auditee :	<b>N/A</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>None</b>
GPS coordinates :	<b>N34°49'48" E119°2'7"</b>	Total turnover (in Euros) :	<b>2000000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>80.00</b>
Industry :	<b>Toys and Games</b>	Of which domestic market % :	<b>20.00</b>
If other, please specify :		Production volume :	<b>200,000 pieces per year</b>
Product Group :	<b>toys</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :		Lost time injury calculation cost :	<b>Yes</b>
Product Type :	<b>Plush Toys</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>48</b>	Total number of workers in the production unit to be monitored (if applicable) :	<b>0</b>
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>	
Permanent workers	<b>1</b>	<b>47</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>1</b>	<b>1</b>	
Apprentices	<b>0</b>	<b>0</b>	
On probation	<b>0</b>	<b>0</b>	
With disabilities	<b>0</b>	<b>0</b>	
Migrants (national citizens)	<b>0</b>	<b>0</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>1</b>	<b>47</b>	
Production based workers	<b>0</b>	<b>0</b>	
With shifts at night	<b>0</b>	<b>0</b>	
Unionised	<b>0</b>	<b>0</b>	
Pregnant	<b>-</b>	<b>0</b>	
On maternity leave	<b>-</b>	<b>0</b>	

**Finding Report**



**Performance Area 1 : Social Management System and Cascade Effect**

Full Audit [Audit Id - 180075] Audit Date: 11/05/2020 PA Score: D

Deadline date:10/05/2021

**GOOD PRACTICES:**

None observed.未发现

**AREAS OF IMPROVEMENT:**

The factory established amfori BSCI procedure. Houjian Song was person in charge of social responsibility and responsible for the promotion and operation of social responsibility. The factory established business partner management procedure, conducted social responsibility assessment on suppliers(fabric, tag, carton). Supplies signed amfori BSCI COC and TOI.

工厂建立了amfori BSCI程序文件。宋厚健为社会责任负责人，负责社会责任的推广和运作。工厂建立了商业合作伙伴管理程序，对供应商（比如面料、吊牌、纸箱）进行了社会责任评估，供应商已签署amfori BSCI行为准则和商业伙伴专用实施条款。

**1.1 -** The factory established amfori BSCI procedure, such as fair remuneration, decent working hours. However, there was no effective implementation, such as social insurance not provide for all workers, monthly overtime over 36 hours. Through management interview, there was no corresponding plan to deal with the above problems. Through workers & workers representative interview, they worked overtime and purchased social insurance voluntarily.

工厂建立了amfori BSCI程序，比如公平报酬，体面的工作时间。但是没有有效的执行，比如没有给所有员工提供社会保险，月加班超过36小时。管理层访谈得知，没有制定对应的计划来应对以上问题。员工/员工代表访谈得知，他们自愿加班，社保自愿参与。

**1.4 -** The factory established workforce capacity control procedure, but did not evaluate workforce capacity to complete the requirement of deliver order which led to workers had excessive overtime work against the law for 10 months in the past 13 months. Through management interview, overtime would be arranged when busy, they did not control the overtime.

工厂建立了产能控制程序，但没有评估生产能力完成生产订单要求以致力于在过去的13个月中有10个月都有超过法规要求的加班。管理层访谈得知，忙得时候会安排加班，工厂没有进行加班管控。

**Remarks from Auditee:**

None observed.

**Performance Area 2 : Workers Involvement and Protection**

Full Audit [Audit Id - 180075] Audit Date: 11/05/2020 PA Score: A

Deadline date:10/07/2020

**GOOD PRACTICES:**

None observed.未发现

**AREAS OF IMPROVEMENT:**

The factory conducted worker representative election in March 2020, two workers were elected as worker representatives, the records of election and meeting between worker representatives and managements were provided. The factory established long term objectives to protect workers. amfori BSCI COC & TOI & poster were posted on bulletin board in the factory. The factory established grievance mechanism. Workers had many ways to reflect problems or opinions, for example, through suggestion box, worker representative or factory manager, etc. No complaint in the past one year.

工厂在2020年3月进行了员工代表选举，有2名员工当选为员工代表，提供了选举记录和员工代表与管理层的沟通记录。工厂制定了保护员工的长期目标。amfori BSCI COC & TOI & 海报张贴在厂区公告栏内。工厂建立了申诉机制。员工有多种途径可以反映问题或意见，比如通过意见箱，员工代表或厂长等。过去一年没有申诉发生。

**2.4 -** The amfori BSCI training records in March 2020 was provided by the factory, but 50% of the interviewed workers did not understand the content of amfori BSCI, for example, Workers Involvement and Protection, Special protection for young workers, etc.

工厂虽然提供了2020年3月的amfori BSCI培训记录，但访谈的50%的员工不了解amfori BSCI内容，比如工人参与和保护，保护青年工人等。

**Remarks from Auditee:**

None observed.

**Performance Area 3 : The rights of Freedom of Association and Collective Bargaining**

Full Audit [Audit Id - 180075] Audit Date: 11/05/2020 PA Score: A

Deadline date:

**GOOD PRACTICES:**

None observed.未发现

**AREAS OF IMPROVEMENT:**

The factory established freedom of association and collective bargaining procedure. Worker representative was elected by workers freely, not assigned by the factory. Worker representative was not treated differently by management. Workers representatives could arrange meetings with workers during working hours. There was no collective bargaining agreement.

工厂建立了自由结社及集体谈判程序。员工代表是由工人自由选举的，不是工厂任命的。员工代表没有受到过管理层的差别待遇。员工代表可在工作时间内安排跟工会会面。没有签订集体谈判合约。

**Remarks from Auditee:**

None observed.

<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 180075] Audit Date: 11/05/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None observed.未发现	
<b>AREAS OF IMPROVEMENT:</b> The factory established non-discrimination procedure. Workers would not be treated differently because of province, age, gender, origin, social background, etc. in terms of employment, benefits, training, work arrangement, promotion and demission. Workers could appeal through the grievance mechanism if discrimination happened. 工厂建立了反歧视程序。员工在录用、福利、培训、工作安排、晋升、离职方面不会因为省份、年龄、性别、出身、社会背景等而有区别对待。如果有歧视，可以通过申诉途径进行申诉。	
<b>Remarks from Auditee:</b> None observed.	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 180075] Audit Date: 11/05/2020 PA Score: A	Deadline date:10/05/2021
<b>GOOD PRACTICES:</b> None observed.未发现	
<b>AREAS OF IMPROVEMENT:</b> The factory established the wage and benefit procedure. The legal minimum wage was RMB1620/month(RMB9.31 per hour) since 1 August 2018. Payrolls of 10 workers from April 2019 to March 2020 were selected. The wage was paid on hourly rate and the minimum wage was RMB10.3 per hour. Last month's wage was paid in cash on the 30th of every month. Overtime pay and legal holiday wages were paid legally. No unreasonable penalty was found. Severance wage would be settled on the day the worker leave. The factory provided social insurance to individual workers. 工厂制定了薪资福利程序。当地法定最低工资标准从2018年8月1日调整为RMB1620/月（RMB9.31/小时）。随机抽取了10名员工2019年4月至2020年3月的工资单。工资是按月薪支付的，最低工资为每小时10.3元。在每月30号以现金支付上月工资。加班费和法定节假日工资按照法规要求发放。没有发现不合理的罚款。离职工资在员工离职的当天会结清。工厂给个别的员工提供了社会保险。 <b>5.5 -</b> Not all workers were provided with five kinds of social insurance. Factory provided the social insurance receipts from April 2019 to April 2020. The auditee had 48 workers and 6 of them had reaching retirement age, no new worker. According to the social insurance platform records, in the rest 42 workers, the factory did not purchase the social insurance (injury insurance, retirement insurance, maternity insurance, unemployment insurance and medical insurance) for 39 workers. Through management interview, principle of voluntary payment for social insurance. Reference law: Social Insurance Law of the People's Republic of China; Article 10, Article 23, Article 33, Article 44, Article 53. Remark: 1. Through workers interview, some workers purchased the new rural medical insurance, but the factory did not provide relevant supporting documents. 2. 6 out of the 48 employees had reaching retirement age and could not be provided with legal social insurance. 3. The factory told them the benefits of social insurance while recruiting and asked them to buy, but employees were not willing to purchase the social insurance. 4. All workers were provided with group accident insurance in Zheshang Property and Casualty Insurance Company Limited(valid from 23 April 2020 to 22 April 2021). 不是所有的员工都提供了社保5险。工厂提供了2019年4月至2020年4月的社保缴费收据。工厂有48名员工，其中6名已达到退休年龄，无新进员工。社保记录显示在剩下的42名员工中，有39名员工没有购买社保，包括工伤保险，养老，生育，失业和医疗保险。管理层访谈得知，社保按照自愿缴纳原则。参考法律法规：中华人民共和国社会保险法，第10条，23条，33条，44条和53条。备注：1. 通过员工访谈，部分员工购买了新农保，但是工厂没有提供相关的证明文件。2. 该48名员工中有6名已达到退休年龄，无法按照法律要求参加社保。3. 招聘时工厂已告知员工社保的好处，让其购买，但是员工不愿购买。4. 工厂给所有员工在浙商财产保险股份有限公司购买了团体意外伤害险（有效期自2020年4月23日至2021年4月22日）。	
<b>Remarks from Auditee:</b> None observed.	

<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 180075] Audit Date: 11/05/2020 PA Score: D	Deadline date:10/05/2021
<b>GOOD PRACTICES:</b> None observed.未发现	
<b>AREAS OF IMPROVEMENT:</b> <p>The factory established the policy of working hours. Working hour for all workers was: 07:30-11:30; 13:00-17:00, and overtime from 18:00 to 20:00. Overtime was arranged on Saturday, one day off a week. The factory used IC card attendance system. 10 sampled employees' attendance records from 1 April 2019 to the audit day were selected on-site. Maximum 2 hours overtime per day, 18 hours overtime per week, 84 hours overtime per month. Through workers interview, they worked overtime voluntarily.</p> <p>工厂制定了工时政策。所有员工上班时间为07:30-11:30; 13:00-17:00, 加班从18:00到20:00。周六安排加班, 一周休息一天。工厂用IC卡考勤系统。现场抽取了10个抽样员工从2019年4月1日至审核当天的考勤记录。最大日加班时间2小时, 最大周加班18小时, 最大月加班84小时。员工访谈得知, 加班自愿。</p> <p><b>6.2 -</b> The factory didn't have effective system to control its overtime work compliance and monthly overtime exceeded 36 hours. Through reviewing the attendance records from 1 April 2019 to the audit day, the overtime hours of all months exceeded 36 hours except February, March and April 2020 and maximum reached 84 hours. (1) Through reviewing the attendance records in August 2019, the monthly overtime hours of 10 out of 10 randomly selected employees were 84 hours; (2) Through reviewing the attendance records in December 2019, the monthly overtime hours of 10 out of 10 randomly selected employees were 76 hours; Reference law: PRC Labour Law article 41. Through reviewing the attendance records in March 2020, the monthly overtime hours of 10 out of 10 randomly selected employees were 32 hours. Till to the audit day, the monthly overtime hours of 10 out of 10 randomly selected employees were 8 hours in May 2020. Through management interview, overtime would be arranged when busy, they did not control the overtime. Through workers &amp; workers representative interview, they worked overtime voluntarily.</p> <p>工厂没有有效的系统去控制加班且月加班时间超过36小时。通过查阅2019年4月1日至审核当天的考勤显示, 除了2020年2月3月和4月外的所有月份的月加班时间都超过36小时, 最高月加班时间达到84小时。(1)通过查阅2019年8月, 10名员工考勤显示, 10名员工月加班84小时;(2)通过查阅2019年12月, 10名员工考勤显示, 10名员工月加班76小时; 参考法律法规:《中华人民共和国劳动法》第41条。通过查阅2020年3月, 10名员工考勤显示, 10名员工月加班32小时; 至审核当天, 10名员工考勤显示, 10名员工2020年5月加班8小时。管理层访谈得知, 忙得时候会安排加班, 工厂没有进行加班管控。员工/员工代表访谈得知, 他们自愿加班。</p>	
<b>Remarks from Auditee:</b> None observed.	
<b>Performance Area 7 : Occupational Health and Safety</b>	
Full Audit [Audit Id - 180075] Audit Date: 11/05/2020 PA Score: A	Deadline date:10/07/2020
<b>GOOD PRACTICES:</b> None observed.未发现	
<b>AREAS OF IMPROVEMENT:</b> <p>The factory established health safety procedure. Health and safety committee was created and risk assessments was conducted. The preventive measures was carried out according to the risk assessment. In training, the factory provided HS training to the workers, for example, first aid, fire drill, etc. In occupational disease, the factory monitored the disease hazards factors, provided PPE to the workers free of charge. In equipment, the factory set up the safety rules of cutting and sewing machines, electricity was controlled properly and inspected monthly. In chemical, lubricating oil was stored in second container. In emergency, the factory had first aiders, equipped first aid kits in workshops, signed first aid agreement with hospital near by, work-related Injury Record Sheet was reviewed but no work-related injury happened during the last year, etc. In safety, fire-fighting equipment such as fire hydrants, fire alarms and emergency light, etc. were installed in place, and effective during the random testing. In architecture, the factory provided construction completion registration form and Fire safety approval. In hygiene, drinking water and toilet were provided to workers. The factory did not provide dormitory, kitchen, canteen or transportation.</p> <p>工厂建立了健康安全程序。组建了健康安全委员会, 开展了风险评估。针对风险评估做了相应的预防。在培训方面, 给员工提供了健康安全方面的培训, 比如急救, 消防演习等; 在职业病保护方面, 工厂进行了职业病危害因素监测, 给员工提供了免费的劳保用品; 在设备安全方面, 制定了裁切机和缝纫机的安全操作规则, 电气线路维护良好并每月进行检查; 在化学品方面, 润滑油存放在二次容器中; 在急救方面, 配备了急救员, 给车间配置了急救药箱, 并和附近医院签订了急救协议, 工伤记录显示过去一年内无员工发生工伤等; 在消防安全方面, 消防器材如消防栓、警铃和应急灯等安装到位, 经过随机测试, 都是有效的; 在建筑方面, 工厂提供了消防验收和竣工验收报告; 在卫生方面, 提供干净饮用水和厕所给工人。工厂没有提供宿舍, 厨房, 食堂和班车。</p> <p><b>7.4 -</b> The factory conducted HS risk assessment in April 2020, but did not consult with workers or worker representatives. 工厂在2020年4月开展了健康安全风险评估, 但没有咨询员工或员工代表的意见。</p> <p><b>7.8 -</b> No emergency procedures, emergency contacts or contact information was posted in the factory. 厂区内没有张贴应急处理程序, 紧急联系人和联系方式。</p>	
<b>Remarks from Auditee:</b> None observed.	
<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 180075] Audit Date: 11/05/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None observed.未发现	
<b>AREAS OF IMPROVEMENT:</b> <p>The factory established procedure regarding prohibition child labor and hiring and remediation program. The factory would check ID card when recruiting, and did not recruit employees under the age of 16.</p> <p>工厂建立了禁止使用招聘童工的制度, 也建立了童工补救制度。工厂在招聘时会核对身份证, 不招收16周岁以下的员工。</p>	
<b>Remarks from Auditee:</b> None observed.	



<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 180075] Audit Date: 11/05/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None observed.未发现	
<b>AREAS OF IMPROVEMENT:</b> The factory established protection procedures and risk assessment for young worker. Through document review, site observation and workers interview, there was no young worker in the factory. 工厂建立了未成年工保护程序和风险评估, 通过文件审阅, 现场走访和员工访谈, 没有发现未成年工。	
<b>Remarks from Auditee:</b> None observed.	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 180075] Audit Date: 11/05/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None observed.未发现	
<b>AREAS OF IMPROVEMENT:</b> The factory established the recruitment procedure. The factory would sign labor contract with workers when employee's induction, one copy was kept by each one. The labor contract' content was in compliance with legal requirement. Workers knew about the content of the labor contract. No temporary worker was used in the factory. 工厂建立了招聘程序。工厂会在员工入职时与其签订劳动合同, 双方各保留一份。劳动合同内容符合法规要求。员工基本了解劳动合同内容。工厂没有使用临时工。	
<b>Remarks from Auditee:</b> None observed.	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 180075] Audit Date: 11/05/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None observed.未发现	
<b>AREAS OF IMPROVEMENT:</b> The factory established forbidden bonded labor procedure. Recruitment, overtime and turnover were based on voluntary principles. No deposit was paid or ID was detained. Workers could drink or go to the toilet freely. Workers were free to leave 30 days in advance. No corporal punishment. 工厂建立了禁止强迫劳动的程序。入职、加班和离职都按照自愿原则。员工入职没有缴纳押金或被扣留身份证件。员工可以自由饮水或上厕所, 提前30天可以自由离职。没有体罚现象。	
<b>Remarks from Auditee:</b> None observed.	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 180075] Audit Date: 11/05/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None observed.未发现	
<b>AREAS OF IMPROVEMENT:</b> The factory established the environment management procedure. Environmental impact registration form was put on file, NO. 202032070700000095. The registry showed that the main environmental impacts were: domestic sewage, solid waste and noise. The environmental protection measures adopted were as follows: Domestic sewage was discharged to municipal pipe network through sewage pipe; leftovers was collected and sold, domestic garbage was handled by the sanitation department; Doors and windows with good sound insulation were chosen during production. At present, the local environmental protection department did not require the factory to obtain pollutant discharge permit or register in the national emission permit management information platform. 工厂建立了环境管理程序。环境影响登记表已经完成备案, 备案号202032070700000095。登记表显示主要环境影响是: 生活污水, 固废和噪音。采取的环保措施为: 生活污水经污水管道排放至市政管网; 边角料收集后出售, 生活垃圾由环卫部门统一处理; 生产时采用隔音效果好的门窗。当地环保部门目前没有强制要求工厂取得排污许可证或者在全国排污许可证管理信息平台进行登记。	
<b>Remarks from Auditee:</b> None observed.	

<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 180075] Audit Date: 11/05/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None observed.未发现	
<b>AREAS OF IMPROVEMENT:</b> The factory established the ethical business behaviour procedure and conducted the risk assessment. Suppliers and workers who would be involved in corruption signed the anti-bribery commitment. The factory provided correct data and information during this audit. Factory established information security management procedures to protect personal privacy. 工厂建立了商业道德的程序并进行了风险评估。供应商和可能涉及到腐败的员工都签订了反腐败承诺。工厂提供了准确的记录和信息。工厂建立了信息安全管理程序保护个人隐私。	
<b>Remarks from Auditee:</b> None observed.	

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	11/05/2020	180075	D	A	A	A	A	D	A	A	A	A	A	A	A	C

**Producer Photos**



External photo(s) of the production unit(s)  
auditee address.JPG



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



External photo(s) of the production unit(s)  
auditee overview.JPG



Photo first aid facilities  
first aid kit.JPG



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



Photo of fire safety equipment  
evacuation direction sign.JPG



Photo of fire safety equipment  
evacuation plan map.JPG



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



Photo of fire safety equipment  
fire extinguishers.JPG



Photo of fire safety equipment  
fire hydrant testing.JPG



Photo of fire safety equipment  
fire hydrant.JPG



Photo of non-conformity  
NC-5.5 Insurance not for all workers.JPG



Photo of non-conformity  
NC-6.2 Monthly overtime hours exceeded.jpg



Photo of non-conformity  
NC-7.4 Not consult with workers.JPG



Photo of the code of conduct on display  
amfori BSCI COC and TOI and poster.JPG



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



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



Photo of the inside of the main production hall hand sewing.JPG



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



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



Photo of the inside of the main production hall PPE sign.JPG



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



Photo of the inside of the main production hall raw material warehouse.JPG



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



Photo of the sanitary facilities drinking water.JPG



Photo of the sanitary facilities toilet.JPG