
Auditee :	Sound Crush Company Limited
Audit Date From :	17/07/2020
Audit Date To :	17/07/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Annie Zhu(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																																							
A Very Good	<ul style="list-style-type: none">Minimum 7 Performance Areas rated ANo Performance Areas rated C, D or E These are three examples: <table><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	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
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																													
B Good	<ul style="list-style-type: none">Maximum 3 Performance Areas rated CNo Performance Areas rated D or E These are three examples: <table><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	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
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																													
C Acceptable	<ul style="list-style-type: none">Maximum 2 Performance Areas rated DNo Performance Areas rated E These are three examples: <table><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	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
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																													
D Insufficient	<ul style="list-style-type: none">Maximum 6 Performance Areas rated E These are three examples: <table><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>D</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	D	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.
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	D	E	E	E	E	E																													
E Unacceptable	<ul style="list-style-type: none">Minimum 7 Performance Areas rated E These are three examples: <table><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	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
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																													
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 :	Sound Crush Company Limited		
DBID number :	339615		
Audit ID :	186762		
Address :	Bldg. 8, Xiangyuer Ind. Park, No.8 Longsheng Rd., Longgang District Shenzhen		
Province :	Guangdong	Country :	China
Management Representative :	Yongming Teng		
Contact person:	Xinghui Peng	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Electrical supplies
Product Type :	Bluetooth Sound		

Audit Details


Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural <input type="checkbox"/> Small Producer
Audit Announcement :	<input type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input checked="" type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 17/07/2021

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

Annie ZHU/APSCA Number of leader auditor: 21701863

Sound Crush Company Limited (深圳市创意者科技有限公司) was specialized in the manufacturing of Bluetooth Sound. It was located at Bldg. 8, Xiangyuer Ind. Park, No.8 Longsheng Rd., Longgang, Shenzhen, Guangdong, China (中国广东省深圳市龙岗区龙盛路8号香玉儿工业园8号厂房)

The auditee rent No. 8 with one 4-storey building (construction area was 3427 square meters) for production, warehouse an office. The 1st floor and 4th floor was warehouse, the 2nd floor was office, the 3rd floor was workshop.

Total 50 employees which were recruited directly in the factory. The main process was soldering, assembly and packing. A closing meeting was held with factory representative and all findings were communicated to management along with corresponding corrective action plans, and Yongming Teng/Factory Director signed the CAP and agreed to take corrective actions. No obvious peak season in the factory. No dormitory and meal were provided for free in the factory. The security guards were belong to industrial park.

Remark:

1. No contractors, agency labor, wavier and collective bargaining agreements used in the factory, so the documents such as contractor license/permit, agency labor contract, government waiver and collective bargaining agreements were not upload.
2. The address name in business license was Bldg. 8, Xiangyuer Ind. Park, No.8 Longsheng Rd., Longgang Community, Longgang Street, Longgang District, Shenzhen City (深圳市龙岗区龙岗街道龙岗社区龙盛路8号香玉儿工业园8号厂房), but the address of Bldg. 8, Xiangyuer Ind. Park, No.8 Longsheng Rd., Longgang District, Shenzhen City, Guangdong Province, China (中国广东省深圳市龙岗区龙盛路8号香玉儿工业园8号厂房) was used for this audit, confirmed with management, all the information was referred to the same location, which was No.8 Longsheng Rd.

Ratings Summary


Auditee's background information			
Auditee's name :	Sound Crush Company Limited	Legal status :	Limited company
Local Name :	深圳市创意者科技有限公司 914403000663304169	Year in which the auditee was founded :	2013
Address :	Bldg. 8, Xiangyuer Ind. Park, No.8 Longsheng Rd., Longgang District	Contact person (please select) :	Xinghui Peng
Province :	Guangdong	Contact's Email :	dennis@soundcrush.com
City :	Shenzhen	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	NONE
Country :	China	Website of auditee (if applicable) :	www.soundcrush.com
GPS coordinates :	N22°44'29", E114°15'10"	Total turnover (in Euros) :	13000000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	0.00
If other, please specify :		Production volume :	650000 pcs per year
Product Group :	Electrical supplies	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Bluetooth Sound		

Auditee's employment structure at the time of the audit		
Total number of workers :	50	Total number of workers in the production unit to be monitored (if applicable) : 0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	19	31
Temporary workers	0	0
In management positions	3	1
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	15	22
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	19	31
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

Full Audit [Audit Id - 186762] Audit Date: 17/07/2020 PA Score: D

Deadline date: 16/07/2021

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The factory set up completed policy and procedure on social accountability. For example, the procedures on hiring, working hour, benefit, dealing with grievances, training workers, anti-corruption were established by the factory. Yongming Teng/Factory director was amfori BSCI representative and took whole charge of amfori BSCI affairs in the factory, and the senior manager was familiar with amfori BSCI requirement. The auditee conducted the internal audit and management review annually. The factory had established supplier social performance management system including establishing supplier management policy, selecting the supplier and monitoring the social performance of supplier according to the amfori BSCI requirement, the monitoring records for the suppliers were provided during the audit. The factory had realistically calculated the costs of production and delivery times. However, there were still some gaps in implementation:

工厂建立了完整的社会责任政策和程序，例如程序中包括招聘，工时，福利，申诉处理，员工培训，反腐败等内容。腾永明/厂长被工厂指定为amfori BSCI负责人，统筹整个工厂的amfori BSCI事务，该负责人了解amfori BSCI的要求。被审核方每年进行内审和管理评审。工厂已建立了供应链社会责任管理系统包括建立供应商管理政策，按照amfori BSCI要求筛选并监控供应商社会责任绩效，审核过程提供了供应商监控的记录。但是，在实践中仍然存在一些偏差：

- 1.1 -** The factory established amfori BSCI management system, including time management policy, wage payment policy, environment protection policy and so on, but the monthly OT exceeded 36 hours per month and some issues were found in health and safety. Confirmed with management: 1. did not do self-assessment or review as per amfori BSCI requirements regularly or identify the gaps which were needed to be improved. 2 auditee did not check the overtime working hour's implementation according to the requirement of amfori BSCI and law, then established effective correct action to improve the issues.
工厂建立了amfori BSCI管理体系，包括时间管理政策，工资支付政策，环境保护政策等，但是在每个月的月加班都是超36小时及健康安全中也存在一些问题。与管理层确认：1.未定期针对amfori BSCI要求有做自评或自我检讨，以识别需改进的地方。2.被审核也未按amfori BSCI和法规要求去检查加班执行情况并建立有效的纠正措施来改善问题。
- 1.4 -** The factory had established a process for capacity evaluation, but the management did not comprehensively calculate whether the production cost and delivery performance could complete the customers' order on time for evaluation, so that the monthly overtime of employees exceeded the requirements of regulations.
工厂有建立了关于产能评估的程序，但管理人员没有综合计算生产成本和交货执行情况是否可以按时完成客户订单进行评估，以致于员工月加班时间超过了法规要求。

Remarks from Auditee:

NONE

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 186762] Audit Date: 17/07/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The factory had good management practices about involvement for workers and their representatives in sound information exchange on workplace issues, such as the meeting between worker Rep and management, the latest meeting was hold on 22 June 2020. The factory defined the basic long term goals to protect workers according to amfori BSCI COC. The training plan of 2020 was provided, such as the new comer training, amfori BSCI training, Training for managers, worker representative. Grievance procedure was established and trained to workers. Workers had a good understanding of the legal rights and duties under labour legislation, e.g. overtime compensation, sick leave policy, and annual leave policy.

工厂在工人及其代表能就工作场所问题交换可靠信息方面具有良好的管理规范，比如员工代表和管理层之间的会议，最近一次会议是在2020年6月22日举行的。工厂根据amfori BSCI的行为准则制定了基本的目标保护员工。2020年的培训计划已提供，如新员工培训，amfori BSCI的培训，对管理层和员工代表的培训。申诉程序文件已建立并且培训给员工。员工了解他们在劳工法例下的合法权利和义务，如加班补偿标准，病假政策，年假政策等。

Remarks from Auditee:

NONE

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 186762] Audit Date: 17/07/2020 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u> None observed	
<u>AREAS OF IMPROVEMENT:</u> <p>The auditee respected the right of freedom of association and collective bargaining and did not restrict the activities of worker representatives such as the election, the communication meeting. Based on document review, management interview and worker interview, worker representatives were elected by all employees in 2019, the election was not affected by undesirable interference from the management, and the worker representative carried out the communication meeting. The meeting records were provided for review. The worker representative was not discriminated against and had access to play their roles in the workplace.</p> <p>受审核方尊重结社和集体谈判并没有限制工人代表等活动如选举、沟通会议。根据文件评审、管理层访谈和员工访谈，2019年全体职工选出员工代表，员工代表选举没有受到管理层的干扰，员工代表进行了交流会。会议记录已提供审查。工人代表不受歧视，能够在工作场所发挥作用。</p>	
<u>Remarks from Auditee:</u> NONE	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 186762] Audit Date: 17/07/2020 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u> None observed	
<u>AREAS OF IMPROVEMENT:</u> <p>The factory established policy on anti-discrimination. The policy defined that the factory would not discriminate workers by race, gender and ages etc. Workers had the possibility to submit complaints about infringements of their rights without having to fear reprisals. During worker interviews, there was no discrimination about religion, origin, political affiliation or age when recruiting process and working process.</p> <p>工厂制定了反歧视的政策。反歧视政策中表明工厂不会因为种族，性别，年龄等歧视员工。员工可以提交侵犯他们权利的申诉而不必担心受到报复。通过员工访谈，在招聘和工作过程中，无宗教、出身、政治倾向和年龄等歧视。</p>	
<u>Remarks from Auditee:</u> NONE	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 186762] Audit Date: 17/07/2020 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u> Factory had provided the living wage in the self-assessment files before the audit. 工厂在审核前的自我评估资料中提供了生活工资。	
<u>AREAS OF IMPROVEMENT:</u> <p>The auditee established compensation policy according to local legal requirement. Workers were trained on how to calculate their wages. The auditee knew the minimum wage in this region. Payrolls from July 2019 to June 2020 were provided and 9 samples were randomly selected for review. The minimum wage was RMB 12.64/hour which was equal the local minimum wage requirement (RMB2200/month with equivalence to RMB 12.64/hour (2200/21.75/8)). They were paid by cash on or before 7th of each month. The factory paid other statutory compensation (including mandatory leave and benefits, annual leave and etc.) according to local legal requirement. Reviewed the social insurance records from July 2019 to June 2020 and based on records of June 2020, it was showed all workers joined the five social insurance (retirement, injury, medical, maternity and unemployment insurance). No illegal deduction was deducted from wage. Remark: the social insurance records of June 2020 showed 59 person joined the social insurance, confirmed with management, 9 person were relatives and friends of boss, who were not workers of auditee.</p> <p>被审核方根据法律要求建立了福利政策，并对工人就如何计算工资进行了培训。被审核方了解所在地区最低工资要求。2019年7月至2020年6月的工资表已提供审核，并查看了9名员工的工资。最低工资是每小时12.64元等于当地最低工资标准（每月2200元相当于每小时12.64元 (2200/21.75/8)）。工厂的工资在每月7号或7号前以现金方式支付。包括法定假期工资，年假工资等等。查看了2019年7月至2020年6月的社保记录并且基于2020年6月的记录，显示所有的员工参加了五险（养老，工伤，医疗，生育和失业保险）。没有任何不当的扣款发生。备注：2020年6月的社保记录显示有59人参加社保，与管理层确认，有9人是老板的亲戚和朋友，不是被审核方的员工。</p>	
<u>Remarks from Auditee:</u> NONE	

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 186762] Audit Date: 17/07/2020 PA Score: D

Deadline date:16/07/2021

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

Fingerprint system was used for recording time. According to the working hour's system policy and implementation records, normal working hour was 8 hours per day and 5 days per week. One shift was arranged for all workers: 08:00-12:00, 13:30-17:30. OT was from 18:30 to 20:30. And 150%, 200% and 300% of normal rate would be compensated for overtime on normal working days, Saturday and statutory holidays. Time records from 1 July 2019 to audit day of 9 employees were reviewed randomly. Maximum 2 hours overtime per day, maximum 20 hours overtime per week and maximum 94 hours per month. 1 day off after 6 days consecutive working days was guaranteed. During the worker interview, workers confirmed that they worked overtime voluntarily. However, there were still some gaps in implementation:

指纹系统用于记录工作时间。依照工时政策以及工厂实际的执行情况，正常工作时间为每周5天每天8小时。所有员工是一班制：08:00-12:00，13:30-17:30 加班是从下午6点30到8点30。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。查看了2019年7月1日至审核当天9名员工的考勤记录。每天加班最多2小时，每周最多20小时和每月最多94小时。确保连续工作6天休息1天。通过员工访谈，确认员工是自由选择加班的。尽管如此，在实践中仍然存在一些偏差：

- 6.2 -** The factory did not have an effective system to control overtime. The attendance system in the facility did not give early warning when overtime hours was soon to exceed or already exceeded requirements. The time records from 1 July 2019 to the audit day were available for review. The time records for 9 employees of August 2019, October 2019 and June 2020 were selected for samples respectively. All sampled employees conducted excessive monthly overtime work in each sampled month, with the maximum up to 94 hours, 80 hours and 82 hours, respectively. According to the management interview, the factory arranged overtime work according to the production order, without effective control of overtime work. According to employee interview, overtime work was arranged according to production requirements, and overtime work was voluntary. Reference law: The People's Republic of China labor law Article 41. Note: The maximum monthly overtime was 44 hours in July 2020 (till 17 July 2020).

工厂没有有效的系统去控制加班。工厂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。2019年7月1日至审核当天的考勤记录提供查看。审核从2019年8月，2019年10月和2020年6月的考勤记录中各抽取9名员工的考勤查看，所有抽样员工在每个抽样月份有月加班超时，最大分别为94小时，80小时和82小时。根据管理层访谈，工厂根据生产订单安排加班，没有有效的控制加班。根据员工访谈，加班根据生产需要安排，而且加班是自愿的。参考法律：中华人民共和国劳动法，第四十一条。备注：2020年7月（到7月17日）月加班最大为44小时。

Remarks from Auditee:

NONE

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 186762] Audit Date: 17/07/2020 PA Score: A

Deadline date:17/10/2020

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The auditee had established the health and safety management procedure. And provided the health and safety training such as PPEs use, chemical use and fire drill etc., to all workers. The main facilities in the company were in compliance with local law requirement. Ventilation, lighting and cleanliness of workshops were acceptable. There were 2 first aiders in the factory and auditee signed the medical contract with Shenzhen 3rd People Hospital. The first aid boxes were provided in workshop and warehouse. Employees had the right to remove themselves from imminent danger without seeking permission from the company. No transportation, dormitory and canteen were provided. The last firefighting drill was conducted on 20 May 2020. The toilet and the workshop were kept clean. Drinkable water could be accessed by the workers at any time. Based on onsite observation, there were adequate emergency lightings, fire extinguishers, fire hydrants and fire alarms installed in the production areas and warehouses. Special equipment (one elevator) was registered at local government and inspected according to laws. However, there were still some gaps in implementation:

受审核方建立了健康安全程序，提供了健康安全的培训如PPE使用，化学品使用，消防演习等给所有员工。主要的设施符合当地法规要求。生产车间的通风、照明及清洁程度可以接受。工厂有2名急救员并且与深圳市第三人民医院签署了医疗协议。药箱有提供在车间和仓库，员工有权利在不需要得到公司的允许下让自己远离紧急的危险。没有提供交通工具，宿舍和食堂。2020年5月20日进行了最近一次消防演习。工厂内的厕所以及车间均保持良好的清洁度。员工随时可以接触到饮用水。通过现场观察，在生产区和仓库安装有足够的应急灯、灭火器、消防栓和消防警铃。所有特种设备（一台货梯）已在当地政府备案并依法检验。尽管如此，在实践中仍然存在一些偏差：

- 7.1 -** The process of soldering had hazardous dust and fumes emitted, but the factory didn't monitor its indoor air quality. Reference law: Provisions on the Supervision and Administration of Occupational Health at Work Sites, Article 20

焊锡工序会产生有害的烟尘，但工厂未监测其室内空气质量，参考法律法规：工作场所职业卫生监督管理规定第20条

- 7.17 -** One cargo lift was used by factory, the valid inception report was provided for review, but factory did not provide certificate of the lift administrator. (Reference law and regulation: Special Appliance Quality Safety Monitoring Regulation article 38.

工厂有使用1台货梯，提供了有效的检验报告以供查看，但是工厂未能提供电梯管理人员的资格证书。参考法律法规：特种设备安全监察条例第三十八条。

Remarks from Auditee:

NONE

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 186762] Audit Date: 17/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: The procedure aiming at avoiding any exploitation of children, both directly and indirectly was established. The HR in charge person knew the practice either. The policies and procedures for remediation of child labor was also established. The management knew the worker less than 16 years old hired was illegal. The management would ask each applicant to provide original ID, and if only the copy of ID provided, the management knew how to identify the ID online. 工厂制定了不可以招聘童工，不管直接还是间接误招童工的程序文件。且人事招聘的负责人也了解该要求。同时也建立了童工拯救政策和程序文件。管理层知道雇佣低于16周岁的员工是非法的。在招聘时，管理层会要求入职者提供身份证原件，如果只有复印件提供，管理层也能通过网络来识别。	
Remarks from Auditee: NONE	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 186762] Audit Date: 17/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: The factory established necessary mechanisms to prevent identify and mitigate harm to young workers. In the grievance mechanisms it was regulated that workers can lodge grievances if there was young worker not identified or not protected. Through documents review and on-site observation, no young worker was working in the factory. 工厂建立了必要的管理机制来识别未成年工或者减少对于未成年工的伤害。在申诉机制中规定员工可以向工厂反映未被识别的未成年工或者未成年工未被保护的情况。通过文件审核和现场观察，得知工厂目前没有未成年工	
Remarks from Auditee: NONE	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 186762] Audit Date: 17/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: The factory had established clear recruit policies to respect local law requirements. All employees hired by the factory directly, the factory would sign labor contract with new employee within one month. The contracts statement included the description of working hours, training, rest time and leave, remuneration and terms of payment which were in accordance with legal requirement. The Occupational hazard notification would be noticed to workers. Confirmed through employee and employee representative interview, they need to sign standard labor contracts with factory and they kept one labor contract. No dispatched workers, seasonal workers, migrant workers, summer job workers and temporary workers hired by auditee. 工厂建立了清楚地招聘程序来遵守当地的法规要求。工厂所有员工都是直接招聘，工厂会在员工入职的一个月内与其签订劳动合同。劳动合同的内容包括工时，培训，休息时间和假期，报酬和支付条件，这些内容均符合法规要求。职业危害告知也将会告知到员工。通过员工和员工代表面谈，确认所有员工进厂时必须签标准的劳动合同，并且他们自己都留有一份合同。被审核方没有雇佣派遣工、季节工、外劳、暑期工以及临时工。	
Remarks from Auditee: NONE	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 186762] Audit Date: 17/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: The auditee has established a procedure named Prohibiting Forced Labor and Prison Labor Control Procedure and implemented it, and through on-site observation and interview, no corporal punishment, mental or physical coercion or verbal abuse was found and no bonded, indentured or prison labor was used. The employee can access to the drinking water and toilet freely and they can leave the factory freely after the shift. 工厂建立了禁止强迫性劳工和囚工控制程序并执行。通过现场走访和访谈未发现体罚、精神或身体压迫或口头辱骂等情形。并且没有抵债、契约和监狱工被使用。员工能自由的喝水和上厕所，员工下班后能自由的离开工厂。	
Remarks from Auditee: NONE	

Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - 186762] Audit Date: 17/07/2020 PA Score: A

Deadline date:17/10/2020

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The auditee established the policy and procedure of environment protection and obtained the EIA and approval. Main processes were assembly and packing. In assembly line some waste air were produced from soldering process. The auditee established water resource management procedure to ensure to promote water conservation and water waste reduction. No waste water produced. However, gaps have been identified in implementation: Remark: according the requirement, the factory only needed to conduct the pollution register, and auditee should finish the pollution register before 30 September 2020.

被审核方已经建立了环境保护的政策和程序，并且获得了环评和批复。被审核方主要工序组装包装等；在组装线的焊锡过程中会产生少量废气。被审核方建立了水资源管理程序，来确保提高节水 and 减少废水的能力。没有废水的产生。但是，在实践中仍然存在一些不足：备注：根据要求，被审核方只需要进行排污登记，并且审核方需要在2019年9月30日之前完成排污登记即可。

- 12.4 -** 1.The factory did not transferred the hazardous wastes (such as waste glue and cleaner containers and etc.) to the licensed vendor for disposing. Reference law: Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes Article 57. 2. The factory didn't supervise its waste air emission of soldering on periodic basis. Reference law: Measures for the Administration of Environmental Surveillance , Article 21

1.工厂未将其产生的危险废弃物(如废胶水和清洁剂空桶等)转移给有资质公司处理。参考法律法规：中华人民共和国固体废物污染环境防治法第五十七条 2.公司未监测焊锡废气的排放，以确保其达标排放，参考法律法规：环境监测管理办法第21条

Remarks from Auditee:

NONE

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 186762] Audit Date: 17/07/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The factory had established the business ethic policy for their business integrity and trained to workers. The company stored personnel file with ID information and health examination without public. Based on onsite observation and the provided documents/ records, the factory provided consistent information for this audit and no non-ethical behavior was observed.

工厂建立了商业道德政策对其商业诚信、腐败并且培训给员工。公司将员工个人档案信息和体检信息安全保管未公开存放。根据现场观察和所提供的文件/记录，工厂在审核中提供一致性的信息并且未发现不道德行为。

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
Full Audit	17/07/2020	186762	D	A	A	A	A	D	A	A	A	A	A	A	A	C

Producer Photos



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



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



Photo first aid facilities
Eye washing facility.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 plan.JPG



Photo of fire safety equipment
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

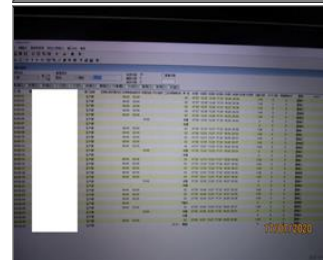


Photo of non-conformity
NC 6.2 Monthly OT exceed 36 hours.JPG



Photo of the code of conduct on display
amfori BSCI COC displayed.JPG



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



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



Photo of the inside of the main production hall
Finished products.JPG



Photo of the inside of the main production hall
Materials warehouse.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
Soldering.JPG



Photo of the sanitary facilities
Drinking water.JPG



Photo of the sanitary facilities
Toilet.JPG