

Monitored Party Xiamen Darius Intelligent Technology Co.,Ltd	amfori ID 156-009357-000	Address 3rd Floor, No.1 Building, No. 889, Xinmin Avenue, Tong'an District, 361100 Xiamen, Fujian Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Intertek
Monitoring Start Date 17/06/2024	Closing Meeting Finished Date 19/06/2024	Submission Date 24/06/2024
Expiration Date 24/06/2026	Announcement Type Semi Announced	
Site Xiamen Darius Intelligent Technology Co.,Ltd.	Site amfori ID 156-009357-003	

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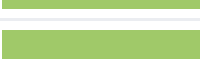
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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	B	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	A	

PA 6: Decent Working Hours	C	
PA 7: Occupational Health and Safety	A	
PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Ken Zeng; APSCA membership number: CSCA 21700262

Name of team auditor (if applicable): None

Name of observers, translators, trainees, advisors/consultants (if applicable): None

Monitoring partner name: Intertek

Audit schedule details: The audit is planned for 1 auditor x 2.5 day.

Announcement Type: Semi-announced

Business partner information:

Xiamen Darius Intelligent Technology Co., Ltd (the audited facility) 厦门岱锐斯智能科技有限公司 (Uniform Code of Social Credit: 91350200MA31GUU54Q) was located at 3rd Floor, No.1 Building, No. 889, Xinmin Avenue, Tong'an District, Xiamen City, Fujian Province, China. This was a privately owned Company and established in February 2018.

The products manufactured in the facility were massagers. The main production processes were listed as follows: assembly, inspection and packing.

Audited location information:

In view of the facilities, the facility rented one 4-storey office building and the 2/F-3/F of one 5-storey production building. The 3/F of one 4-storey office building was used as meal area for office staffs. No dormitory & kitchen was available in the facility. The total occupied area of the auditee was about 6000 square meters. The construction area was about 13764 square meters.

The existing process was as following:

One 4-storey office building

1/F: office, meeting room;

2/F: office, R & D, show room;

3/F: canteen for office staffs, gym,

4/F: idle;

One 5-storey production building:

2/F: assembly & packing workshop, lab, inspection room,

3/F: warehouse, QC department;

The 1/F, 4/F and 5/F were used by other four facilities, these facilities had different business license, products and management team. The facility provided the lease contract for check. The facility claimed that the employees were forbidden to flow with employees of other companies in the same perimeter fencing, and this was also confirmed by employees' interview. So during this audit, we just focused on Xiamen Darius Intelligent Technology Co., Ltd (the audited facility).

Operating shifts and hours:

The attendance records from June 1, 2023 to June 19, 2024 were reviewed at this audit. The employees regularly worked for 8 hours per day and 5 days per week in one shift. For non-production employees, the regular working hours were from 8:00 to 17:30 with 1.5 hours lunch break from 12:00 to 13:30. And for production employees, the regular working hour was from 08:00 to 17:00 with the break from 12:00 to 13:00 and employees sometimes worked 2 hours overtime per day which were from 17:30 to 19:30 and 4 or 8 hours on Saturday based on their will. Fingerprint or face scan attendance system was used for time keeping and employees should scan their fingerprints or faces at the attendance recorder when they went in and out the workshop. The peak season was not obvious as per facility management.

Time recording system:

Fingerprint or face scan attendance system was used for time keeping and employees should scan their fingers when they went in and out the workshop.

Salary payment details:

The payroll records from June 2023 to May 2024 were reviewed at this audit. Employees' wages were calculated on an hourly-rated basis. Through review payroll records and attendance records, the lowest hourly wages were RMB 2350 per

month or equivalent to RMB 13.51 per hour that was higher than the legal requirement. For overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively. No overtime work happened on statutory holidays. Employees were paid by bank transfer before the 15th of each month after the previous wage calculation cycle.

Worker number information:

There were 244 employees (118 males and 126 females) working in the audited facility at present including 206 production workers (102 males and 104 females) and 38 management & office staffs (16 males and 22 females). 96 employees (47 male and 49 females) were local workers from Fujian, 148 employees (71 males and 77 females) were domestic migrant workers from Chongqing, Sichuan province and etc. No foreign employee, pregnant worker, young worker, seasonal worker, temporary worker, disabled worker, home-based worker, interns, apprentices and contractor worker in the facility.

Good practices: Nil

Worker organization details: A worker committee was established in the facility, no union at site.

Circumstances: There was no special circumstance during the audit.

Summary of findings:

PA 1:

1.1 The facility had not fully set up an effective BSCI management system.

1.4 The facility did not properly organize its workforce to meet the expectations of the delivery order and/or contracts.

PA 2:

2.4 Interviewed workers did not know Amfori BSCI standards.

2.5 The grievance mechanism for communities was not available.

PA 5:

5.4 The factory did not establish calculation method for decent living wages.

PA 6:

6.2 Excessive monthly overtime hours was noted.

PA 7:

7.1 The facility was not in line with the occupational health & safety regulations because some gaps were noted.

7.1 No training records / certificate of safety production knowledge and management skill of the principal in charge was available.

7.6 Employees did not wear the provided personal protective equipment.

7.7 No secondary container for chemicals was noted.

7.11 The goods were stored against the walls in the warehouse.

7.22 No soap and paper supplies equipped in the toilet.

PA 12:

12.5 The facility did not have a plan or took measures to reduce use of water resource or other resources.

PA 13:

13.1 Interviewed workers did not have sufficient understanding of the business ethic policy and procedure.

Living wage calculation: #LivingWage Anker methodology is used for Living Wage calculation by auditing company.

Minimum Content MEMO (MEMO (AC's 2018/06 1)

1. There was no government waiver provided by the facility in this audit;

2. There was no collective bargaining agreements in the facility.

3. There was no contractor used by the facility, which made the Contractor license/permit not applicable;

4. There was no agency used by the facility, which makes the agency labour contract not applicable.

SITE DETAILS

Site

Xiamen Darius Intelligent Technology Co.,Ltd.

Site amfori ID

156-009357-003

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Leisure Products

Sub Industry

Leisure Products

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	244	Workers
Legal minimum wage in local currency	2,030	Monthly
Lowest wage paid for regular work at the site	2,350	Monthly
Calculated living wage in local currency	2,198.29	Monthly
Total sample	16	Workers

Other Metrics

Male workers	118	Workers
Female workers	126	Workers
Non-binary workers	0	Workers
Permanent workers - Male	118	Workers
Permanent workers - Female	126	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	4	Workers
Management - Female	3	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	71	Workers
Domestic migrant workers - Female	77	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	118	Workers
Workers hired directly - Female	126	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	8	Workers
Sample - Female	8	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Xiamen Darius Intelligent Technology Co.,Ltd. | Site amfori ID: 156-009357-003

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>1.1</p> <p>Through document review, facility tour and employee interview, the facility had not fully set up an effective BSCI management system. Please refer to the below PA for finding details. Remark: This question was scored partial because the majority of BSCI system was established in the facility.</p> <p>This finding was against amfori BSCI Code of Conduct, Principle on Social Management System.</p>	<p>通过文件查阅、现场走访和员工面谈，企业没有建立起有效的BSCI社会责任管理体系。请参考以下PA的问题点。备注：因为企业已建立了BSCI系统的大部分，所以这个问题部分符合。</p> <p>这个问题点违反Amfori BSCI行为准则，社会管理系统条款。</p>

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>1.4</p> <p>Through document review and management interview, auditor found that the facility did not properly organize its workforce to meet the expectations of the delivery order and/or contracts because some employees' monthly overtime hours exceeded the legal requirement was noted in this audit. Remark: This question was scored partial because the evaluation procedure of the production capacity was established in the facility. However, the facility did not follow it.</p> <p>This finding was against amfori BSCI Code of Conduct, Principle on Social Management System.</p>	<p>通过文件查阅和管理人员访谈，发现企业没有提供证据证明企业有效组织其劳工来达成交付订单和/或合同的预期，因为发现一些员工的月加班超过法律的要求。备注：因为企业已建立了产能评估程序但没有遵守，所以这个问题部分符合。</p> <p>这个问题点违反Amfori BSCI行为准则，社会管理系统条款。</p>



PA 2: Workers Involvement and Protection

Site: Xiamen Darius Intelligent Technology Co.,Ltd. | Site amfori ID: 156-009357-003

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>2.4</p> <p>Through workers' interview, it was noted that around 25% of interviewed workers still did not have sufficient understanding of BSCI standards. Remark: This question was scored partial because the facility provided BSCI training to workers and relevant BSCI code of conduct were posted in workshops.</p> <p>This finding was against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.</p>	<p>通过员工面谈，发现约25%的员工对于BSCI标准的了解不足。备注：因为企业向员工提供了BSCI培训且车间内张贴了BSCI行为准则，所以这个问题部分符合。</p> <p>这个问题点违反Amfori BSCI行为准则，员工参与和保护条款。</p>

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>2.5</p> <p>The facility had established an effective grievance mechanism for workers, however, the grievance mechanism for communities was not available. The question was scored partially because the facility had established the written grievance procedure. However, no one was appoint for the community grievance mechanism.</p> <p>This finding was against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.</p>	<p>企业建立了有效的厂内员工的申诉机制，然而，企业没有建立社区申诉机制。这个问题的评级是部分符合，原因是企业已建立了书面的申诉程序，但没有指定专门的人员负责社区申诉机制。</p> <p>这个问题点违反Amfori BSCI行为准则，员工参与和保护条款。</p>

PA 5: Fair Remuneration

Site: Xiamen Darius Intelligent Technology Co.,Ltd. | Site amfori ID: 156-009357-003

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH	LOCAL LANGUAGE
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Finding

5.4

It was noted that the facility did not establish calculation method for decent living wages and did not identify the gap between actual remuneration and living wage. Remark: The question was scored partially because the regular wage paid by the facility was above living wage calculated by Intertek auditor.

This finding was against amfori BSCI Code of Conduct, Principle on Fair Remuneration.

审核中发现企业尚未建立体面的生活工资的计算方式，且没有识别实际薪酬和生活工资之间的差距。备注：这个问题的评级是部分符合，原因是企业支付的基本工资高于天祥集团评估员计算的生活工资。

这个问题点违反Amfori BSCI行为准则，公平报酬条款。

PA 6: Decent Working Hours

Site: Xiamen Darius Intelligent Technology Co.,Ltd. | Site amfori ID: 156-009357-003

Question: 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

6.2

Through document review, auditor found that the monthly overtime hours of the monthly overtime hours of 3 out of 16 randomly selected employees were 42-48 hours in November 2023 (random month). The question was scored partially as below reasons: (1) Monthly overtime hours of the other 45 attendance records samples were compliance with law requirement (within 36 hours), the facility management explained they had to catch some rush orders in November 2023 which caused the excessive monthly overtime hours. (2) Through document review and management interview, it was noted that the facility had established the working hours management procedure and overtime policy, and the facility knew the legal requirement about overtime work hours. At the same time, the facility had appointed a responsible person and established a working hours record alert system to control overtime working hours.

In accordance with the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such

通过文件审核，审核员发现在抽取的在抽取的2023年11月份（随机月）的考勤中，16名随机抽取的员工中有3名的月加班时间为42-48小时。这个点的评级是部分符合，原因如下：(1)其他45份考勤样本其月加班时间都符合法规要求（36小时以内），企业管理层解释，在2023年11月工厂在赶一些订单导致了月加班超时；(2)通过文件查阅和管理访谈，发现企业建立了工作时间管理程序和加班政策，且企业了解法定加班时间的要求。同时企业有指定了专门的人负责和建立考勤预警系统去控制加班。

依据《中华人民共和国劳动法》第41条，用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时；因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。

Finding

extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.

PA 7: Occupational Health and Safety

Site: Xiamen Darius Intelligent Technology Co.,Ltd. | Site amfori ID: 156-009357-003

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH

LOCAL LANGUAGE

Finding

7.1

1. Through document review, facility tour and employee interview, it was noted that the auditee was not in line with the occupational health & safety regulations because some gaps were noted. Please refer to the relevant checkpoints in PA 7 for details.

2. During document review, auditor found that the facility could not provide the training records / certificate of safety production knowledge and management skill of the principal in charge for review.

Remark: This question was scored partial because the majority of Occupational Health and Safety area was established in the facility.

1. This finding was against amfori BSCI Code of Conduct, Principle on Occupational Health And Safety.

2. In accordance with the Law of the PRC on Work Safety Article 27, The principal in charge and persons for the management of work safety in production and business entities have to have the knowledge about work safety and the competence for the management, which are commensurate with the production and business activities of these entities. The principal in charge and persons for the management of work safety in production and business entities that produce, trade, store or Loading and unloading hazardous articles, and mines, metal smelting, building construction, and road transport shall only be appointed to the posts after they pass the examinations in their knowledge

1. 通过文件审核、现场走访和员工面谈，发现企业没有符合职业健康安全的相关规定，因为发现了一些差距，请详见PA7的相关问题点。

2、在文件审核时，企业无法提供该企业主要负责人的安全生产知识和管理能力培训记录/证书供审阅。备注：因为企业已建立了健康安全系统的大部分，所以这个问题部分符合。

1、这个问题点违反Amfori BSCI行为准则，职业健康安全条款。

2、依据《中华人民共和国安全生产法》第二十七条，生产经营单位的主要负责人和安全生产管理人员必须具备与本单位所从事的生产经营活动相应的安全生产知识和管理能力。危险物品的生产、经营、储存、装卸单位以及矿山、金属冶炼、建筑施工、道路运输单位的主要负责人和安全生产管理人员，应当由主管的负有安全生产监督管理职责的部门对其安全生产知识和管理能力考核合格。考核不得收费。危险物品的生产、储存、装卸单位以及矿山、金属冶炼单位应当有注册安全工程师从事安全生产管理工作。

Finding	
about work safety and their competence in the management conducted by the competent departments for work safety supervision and administration. No fees shall be charged for taking such examinations. Entities that produce, store or store Loading and unloading hazardous articles, and mines, metal smelting shall have certified safety engineer to work on the management of work safety.	

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.6</p> <p>During facility tour, auditor found that 3 out of 5 employees who contacted with the cleaner in assembly & packing workshop did not wear the provided mask and glove. Remark: This question was scored no because the facility did not establish a mechanism of daily checking for PPE wearing.</p> <p>In accordance with Law of the PRC on Work Safety Article 45, Production and business entities shall provide their employees with work protection gears that are up to national standards or industrial specifications, and they shall give instruction to their employees and see to it that they wear or use these gears in accordance with the rules for their use.</p>	<p>现场巡查时，审核员发现组装包装车间5名使用清洁剂员工中的3名未佩戴企业提供的口罩和手套。备注：由于工厂没有对PPE佩戴建立日常检查的机制，所以判定为不符合。</p> <p>依据《中华人民共和国安全生产法》第四十五条，生产经营单位必须为从业人员提供符合国家标准或者行业标准的劳动防护用品，并监督、教育从业人员按照使用规则佩戴、使用。</p>

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.7</p> <p>It was noted that no secondary container was provided for one barrel of acid esters placed in toilet on 2/F of one 5-storey production building. Remark: This question was scored partial because the facility had established chemical management procedure and most chemicals were well managed,</p>	<p>审核发现企业1栋5层厂房二楼的洗手间放置的1桶酸酯没有设置二次容器。备注：由于工厂已建立了化学品管理程序并对大部分化学品进行规范管理，但由于管理人员的疏忽，导致了这个问题，所以这个问题点判定为部分不符合。</p> <p>依据《危险化学品安全管理条例》第二十条，生</p>

Finding	
<p>this problem was caused due to the overlook of facility management.</p> <p>In accordance with Regulations on the Safety Management of Dangerous Chemicals article 20, The units producing, storing dangerous chemicals shall, according to the categories and hazardous characteristics of the dangerous chemicals they producing, storing, set up the corresponding safety facilities and equipments for monitoring, aeration, protection against exposure to sun, temperature adjusting, fireproof, fire fighting, flameproof, pressure discharging, prevention of toxicants, neutralization, moistureproof, protection against thunder, protection against static, antiseptis, prevention of leakage, protection dams or segregated operations, etc.. In addition, the units shall carry out maintenance and caring regularly according to the national standards, industrial standards or the relevant provisions of the State, thus to guarantee the safety operations of facilities and equipments.</p>	<p>产、储存危险化学品的单位，应当根据其生产、储存的危险化学品的种类和危险特性，在作业场所设置相应的监测、监控、通风、防晒、调温、防火、灭火、防爆、泄压、防毒、中和、防潮、防雷、防静电、防腐、防泄漏以及防护围堤或者隔离操作等安全设施、设备，并按照国家标准、行业标准或者国家有关规定对安全设施、设备进行经常性维护、保养，保证安全设施、设备的正常使用。生产、储存危险化学品的单位，应当在其作业场所和安全设施、设备上设置明显的安全警示标志。</p>

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.11</p> <p>The goods were stored against the walls in the warehouse. During facility tour, auditor noted that about 20% of the goods were stored against the walls in the finished product stored area and material warehouse. Remark: The question was scored partially because the other goods were stored properly as per legal requirement, and the facility had established relevant written procedures and monitoring measures, however, the facility did not respect the requirements in the implementation partially.</p> <p>In accordance with the Plan for Warehouse Fire Prevention Safety Management article 18, the area taken up by one stack in warehouse should preferably below 100m². There should be a distance of at least 1m between stacks, at least 0.5m between stacks and the wall and at least 0.3m between stacks and beams or posts. The</p>	<p>企业的仓库中货物靠墙堆放。经现场走访发现，审核员发现企业的成品储存区和材料仓库中约有20%的货物靠墙堆放。备注：这个问题的评级是部分符合，原因是企业仓库中的其余货物有按照法规要求正确堆放，且企业已建立相关书面程序和监控措施，只是在实施过程中部分未遵循其要求。</p> <p>依据《仓库防火安全管理规则》第18条，存物品应当分类、分垛储存，每垛占地面积不宜大于100平方米，垛与垛间距不小于1米，垛与墙间距不小于0.5米，垛与梁、柱的间距不小于0.3米，主要通道的宽度不小于2米。</p>

Finding

width of main passages should be at least 2m.

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH

LOCAL LANGUAGE

Finding

7.22

During the facility tour, auditor found that all the toilets in the production area was clean but did not have soap and paper supplies. Remark: The facility had appointed one person in charge of the toilet hygiene, but she forgot to replenish the soap and paper these days, so this question was scored partial.

This finding was against amfori BSCI Code of Conduct, Principle on Occupational Health And Safety.

通过现场走访，审核员发现企业在生产区内所有厕所干净但没有提供肥皂和厕纸。备注：因为企业已指定专人负责洗手间的卫生，但这两天她忘了补充肥皂和厕纸，所以这个问题部分符合。

这个问题点违反Amfori BSCI行为准则，职业健康安全条款。

PA 12: Protection of the Environment

Site: Xiamen Darius Intelligent Technology Co.,Ltd. | Site amfori ID: 156-009357-003

Question: 12.5 Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?

ENGLISH

LOCAL LANGUAGE

Finding

12.5

Through document review and management interview, It was noted that the facility did not have a plan or took measures to reduce use of water resource or other resources. Remark: This question was scored partial because the facility had set up its own environment manual, but it was not completely implemented.

This finding was against amfori BSCI Code of Conduct, Principle on Protection of the Environment.

通过文件查阅和管理访谈，发现企业未建立计划或采取措施去减少水资源和其他资源的使用。备注：因为企业建立了环境手册但没有完全落实，所以这个问题部分符合。

这个问题点违反Amfori BSCI行为准则，环境保护条款。

PA 13: Ethical Business Behaviour

Site: Xiamen Darius Intelligent Technology Co.,Ltd. | Site amfori ID: 156-009357-003

Question: 13.1 Is there satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise?

ENGLISH

LOCAL LANGUAGE

Finding

13.1

Through workers' interview, it was noted that 2 out of 16 interviewed workers still did not have sufficient understanding of the business ethic policy and procedure. Remark: This question was scored partial because the facility provided the business ethic training to workers but a few workers did not have the full understanding.

This finding was against amfori BSCI Code of Conduct, Principle on Ethical Business Behaviour.

通过员工面谈，发现16个面谈的员工中有2个对于商业道德政策的了解不足。备注：因为企业向员工提供了商业道德培训但一些员工不能完全理解，所以这个问题部分符合。

这个问题点违反Amfori BSCI行为准则，商业道德行为条款