

Monitored Party <b>Shenzhen Tris Vision Technology Co., Ltd.</b>	amfori ID <b>156-067259-000</b>	Address <b>401, No. 17, Liguang New Industrial Zone, Liguang Community, Guanlan Street, Longhua District, Shenzhen, Guangdong Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>Bureau Veritas Hong Kong Limited</b>
Monitoring Start Date <b>05/01/2026</b>	Closing Meeting Finished Date <b>06/01/2026</b>	Submission Date <b>13/01/2026</b>
Expiration Date <b>13/01/2027</b>	Announcement Type <b>Semi Announced</b>	
Site <b>Shenzhen Tris Vision Technology Co., Ltd.</b>	Site amfori ID <b>156-067259-001</b>	

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## OVERALL RATING



## SECTION RATING

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

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

## GENERAL DESCRIPTION

Name of Lead Auditor: Terry Lai; APSCA Membership Number: CSCA 21701187

Name of Team Auditor: N/A

Name of Observers, Translators, Trainees, Advisors/Consultants (if applicable): N/A

Monitoring Partner Name: Bureau Veritas Consumer Products Service

Monitoring Partner APSCA Number: 11600002

Audit Schedule Details: The audit is planned for 1 auditor x 1.5 days.

Business Partner Information: The factory was established on January 6, 2013 and specialized in the manufacture of IPC camera. Business license number was 91440300060288480N. Factory name in English was Shenzhen Tris Vision Technology Co., Ltd. Factory name in Chinese on business license was 深圳市创泽视科技有限公司. Factory address in English was 401, No. 17, Liguang New Industrial Zone, Liguang Community, Guanlan Street, Longhua District, Shenzhen, Guangdong, China. Factory address in Chinese on business license was 深圳市龙华区观澜街道黎光社区黎光新工业区17号401. The main production processes included assembling, inspection and packing.

Audited Location Information: The factory rented and occupied 3F and 4F of one 4-storey production building and 1F, 2F and 3F of one 6-storey dormitory building. Factory canteen located on the 1st floor of the dormitory building. No transportation was provided to employees. The 1F and 2F of the production building, 4F, 5F and 6F of dormitory building were rented by other two factories with independent business licenses and separate management systems. The rental contracts were provided for review. Auditor took a quick tour to the other factories and found their factory names clearly posted onsite. No worker exchange was found. As a result, the audit scope only focused on the rented areas used by the auditee.

The layout of the buildings being used was as below:

Production building:

1F: Used by other factory

2F: Used by other factory

3F: Used by auditee as warehouse

4F: Used by auditee as assembling, inspection, packing and office

Dormitory building:

1F: Used by auditee as canteen

2F-3F: Used by auditee as dormitory rooms

4F-6F: Used by other factories as dormitory rooms

Operating Shifts and Hours: The regular working hours were 8 hours a day and 40 hours a week. Regular working days were Monday to Friday and rest days were Saturday and Sunday. There was only one working shift for employees and working hours were 8:00 to 17:30 with 1.5 hours meal break from 12:00 to 13:30. No vulnerable workers (e.g. pregnant, young, disabled, foreign migrant etc.) were noted in the factory. Based on the samples, the maximum monthly overtime was 82 hours, maximum daily overtime was 2 hours and maximum weekly working hours were 58 hours. The longest consecutive working days were 6 days.

Time Recording System: The factory adopted biometric fingerprint or face detection system to record employees' working hours.

Salary Payment Details: Employees' wages were paid on or before 7th of the following month by bank transfer with wage stubs issued. All employees were paid by hourly rate. Based on the samples, workers were paid RMB14.49 per hour for regular working hours in November 2025, August 2025 and April 2025, which was note less than local minimum wage standard of RMB2520 per month or RMB14.48 per hour since March 1, 2025. All employees were compensated with no less than 150% and 200% of normal wages for overtime hours on regular days and rest days respectively, which was compliance with legal requirement. No overtime was found on statutory holidays.

Worker Number Information: The factory had a total of 92 employees (39 males and 53 females) including 73 production workers (31 males and 42 females) and 19 non-production staffs (8 males and 11 females) in the factory. All employees were from China including 17 local workers (4 males and 13 females) and 75 domestic migrant workers (35 males and 40 females). No foreign migrant, young, pregnant, seasonal, temporary, disabled, home-based, interns, apprentices or contractor workers were noted in the factory. The youngest worker in the factory was 19 years old.

Good Practices: None

Worker Organization Details: There was no union but a worker committee established in the factory. Worker representatives were elected by workers freely. The latest election was in January 2025.

Circumstances: There was no special circumstance during the audit.

Summary of Findings: During the audit, findings were identified in PA1, 2, 5, 6, 7 and 13. Please refer to report for finding details.

Living Wage Calculation: Data of living wage was from GLWC (Global Living Wage Coalition) website.

Remark:

1. No agency or contractor was used by the auditee. No government waiver was obtained by the auditee. No Collective bargaining agreement in the auditee.

2. As of the current project category, production process, scale and pollutant status, the construction project was not included in the environmental impact assessment management scope.

In accordance with the Article 5 of Classified Administration Catalogue of Environmental Impact Assessments for Construction Projects (2021 Revision), construction projects not specified in this catalogue shall not be included in the environmental impact assessment management of construction projects.

3. Attendance person list: Mr. Wu Qiwu / Factory Manager, Mr. Liu Yongfu / Quality Manager, Ms. Yang Xiandi / Officer, Mr. Wang Zongcheng / Safety Officer, Ms. Zhang Yan / Financial Officer, Mr. Chen / Worker Representative.

## SITE DETAILS

Site  
**Shenzhen Tris Vision Technology Co., Ltd.**

Site amfori ID  
**156-067259-001**

### GICS Classification

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Sector <b>Consumer Discretionary</b>	Industry Group <b>Consumer Durables &amp; Apparel</b>	Industry <b>Household Durables</b>
Sub Industry <b>Consumer Electronics</b>		

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

# METRICS

## Key Metrics

Total workforce	92	Workers
Legal minimum wage in local currency	2,520	Monthly
Lowest wage paid for regular work at the site	2,520	Monthly
Calculated living wage in local currency	4,401	Monthly
Total sample	10	Workers

## Other Metrics

Male workers	39	Workers
Female workers	53	Workers
Non-binary workers	0	Workers
Permanent workers - Male	39	Workers
Permanent workers - Female	53	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	6	Workers
Management - Female	1	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	35	Workers
Domestic migrant workers - Female	40	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	39	Workers
Workers hired directly - Female	53	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	4	Workers
Sample - Female	6	Workers
Sample - Non-binary	0	Workers

# FINDINGS



## PA1: Social Management System

Site: Shenzhen Tris Vision Technology Co., Ltd. | Site amfori ID: 156-067259-001

**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
<b>Finding</b>	
<p>Based on management representation, worker / worker representative interview, onsite observation and document review, it was noted that the factory had set up a social management system. However, the social management system was not implemented effectively because deficiency was found in PA1, 2, 5, 6, 7 and 13. This question is rated as Partially because the factory had set up a social management system which covered all 13 performance areas of amfori BSCI and deficiency was only noted in partial performance areas.</p> <p>BSCI Code of Conduct 1.1: The auditee has set up an effective management system to implement the BSCI Code of Conduct.</p>	<p>根据管理层表述，员工/员工代表访谈，现场查看和文件查阅，审核员发现工厂建立了社会责任管理体系，但是，工厂的社会责任管理系统未能有效执行，因为在执行领域1, 2, 5, 6, 7, 13存在缺失。该问题点判定为部分符合因为工厂建立了覆盖amfori BSCI全部13个执行领域的社会责任管理体系，只在部分执行领域存在缺失。</p> <p>BSCI行为守则1.1：被审核方（生产商）已确立执行BSCI行为守则的有效管理体系。</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
<b>Finding</b>	
<p>Based on management representation and document review, it was noted that the workforce capacity in the factory was not assessed and properly planned to meet the expectations of the delivery order and/or contracts, besides, excessive overtime hours were detected. This question is rated as No because no work capacity planning procedure was established nor work capacity evaluation was performed.</p> <p>BSCI Code of Conduct 1.4: The auditee should organize its workforce capacity to meet the expectations of the delivery order and/or contracts.</p>	<p>根据管理层表述和文件查看，审核员发现工厂没有对现有员工产能是否可以满足客人订单交付预期进行有效评估和合理计划，并且员工有超时加班的情况。该问题点判定为不符合因为工厂未建立产能规划程序也没有进行产能评估。</p> <p>BSCI行为守则1.4：被审核方（生产商）组织其劳工来达成交付订单和/或合同预期和要求。</p>



## PA 2: Workers Involvement and Protection

Site: Shenzhen Tris Vision Technology Co., Ltd. | Site amfori ID: 156-067259-001

**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
<b>Finding</b>	
<p>Based on management representation, worker / worker representative interview, onsite observation and document review, it was noted that the factory had established a grievance mechanism for individuals in the factory. However, the factory had not established an effective operational-level grievance mechanism for external communities (e.g. neighbors, factories, suppliers, local government, NGO, etc.). This question is rated as Partially because the factory had established a grievance mechanism for individuals in the factory. E.g. suggestion box was set in the facility, workers could raise complaints through worker representative.</p> <p>BSCI Code of Conduct 2.5: The auditee establishes or participates in an effective grievance mechanism for individuals and communities.</p>	<p>根据管理层表述，员工/员工代表访谈，现场查看和文件查阅，审核员发现工厂建立了与厂内员工的申诉机制，但未建立针对利益相关方（如周边居民，工厂，供应商，当地政府，NGO等）的有效的申诉机制。该问题点判定为部分符合因为工厂建立了与厂内员工的申诉机制，如：厂内设置了意见箱，员工可以通过工人代表进行投诉。</p> <p>BSCI行为守则2.5：被审核方（生产商）建立或参与了有效的个人和团体申诉机制。</p>

## PA 5: Fair Remuneration

Site: Shenzhen Tris Vision Technology Co., Ltd. | Site amfori ID: 156-067259-001

**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
<b>Finding</b>	
<p>Based on management representation and document review, it was noted that the factory did not collect the information and calculate the basic needs wages to identify possible gaps existing between the actual remuneration and the basic needs wages. This question is rated as No because no relevant records were available for review.</p> <p>Remark: Employees were paid no less than local minimum wage standard.</p> <p>BSCI Code of Conduct 5.4: The auditee provides sufficient remuneration that allows workers to meet a decent living standard.</p>	<p>根据管理层表述和文件查看，审核员发现工厂未进行基本需求工资信息收集和计算以识别其实际支付的工资和基本需求工资之间的差距。该问题点判定为不符合因为没有相应的记录可以查看。</p> <p>备注：员工正常工作时间工资不低于当地最低工资标准。</p> <p>BSCI行为守则5.4：被审核方（生产商）提供让工人达到体面生活标准的足够报酬。</p>

**Question:** 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>Based on management representation, worker / worker representative interview and document review, it was noted that there were 92 employees in the factory in December 2025 and 8 of them had reached the retirement age and 84 employees were eligible to participate in the social insurance program. According to the social insurance payment receipt provided by factory management, it was noted that 83 out of 84 eligible employees (98.81%) were provided with accident insurance, medical insurance, maternity insurance, pension insurance and unemployment insurance in December 2025. Remark: The factory had provided specific personnel accident insurance to 6 out of 8 retired workers. This question is rated as Partially because most of the eligible employees were provided with social insurance benefit.</p> <p>In accordance with Article 73 of the Labor Law of the People's Republic of China</p>	<p>根据管理层表述，员工/员工代表访谈和文件查阅，在2025年12月，工厂有92名员工，其中达到退休年龄的员工有8人，符合参保条件的员工有84人。根据厂方提供的2025年12月社会保险缴费单据显示工厂为83/84名符合条件员工（98.81%）购买了工伤保险，医疗保险，生育保险，养老保险和失业保险。备注：工厂有为6/8名退休员工购买了特定人员工伤保险。该问题点判定为部分符合因为工厂为大部分符合条件的员工提供了社会保险福利。</p> <p>根据《中华人民共和国劳动法》第73条</p>

## PA 6: Decent Working Hours

Site: Shenzhen Tris Vision Technology Co., Ltd. | Site amfori ID: 156-067259-001

**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
<b>Finding</b>	
<p>Based on the time records provided by factory management, it was noted that 30 out of 30 sample population employees worked in excess of the statutory overtime hour limits. A review of 30 sample population employees' time records (10 samples from current paid month of November 2025, 10 samples from random months of August 2025 and April 2025 respectively) yielded the following: a) 10 (selected from various departments) out of 10 sample population employees' monthly overtime in November 2025 reached 78 to 80 hours, b) 10 (selected from various departments) out of 10 sample population employees' monthly overtime in August 2025</p>	<p>根据厂方提供的工时记录，审核员发现30/30名抽样员工加班时间超出了法定标准。审核员从厂方提供的考勤记录中抽取30个样本(从最近工资支付月份2025年11月，从随机月份2025年8月和2025年4月各抽取10个样本)，发现：a) 10/10名抽样员工在2025年11月的加班时间为78-80小时；b) 10/10名抽样员工在2025年8月的加班时间为82小时；c) 10/10名抽样员工在2025年4月的加班时间为66小时，超过每月加班时间不能超过36小时的法律规定。该问题点判定为不符合因为当前工厂没有建立内部监管机制和制定加班工时控制计划。</p> <p>根据《中华人民共和国劳动法》第41条</p>

### Finding

reached 82 hours, c) 10 (selected from various departments) out of 10 sample population employees' monthly overtime in April 2025 reached 66 hours, which exceeded the legal limit of 36 hours per month. This question is rated as No because no internal monitoring mechanism or overtime hours control plan was available to reduce employees overtime hours currently. In accordance with Article 41 of the Labor Law of the PRC

## PA 7: Occupational Health and Safety

Site: Shenzhen Tris Vision Technology Co., Ltd. | Site amfori ID: 156-067259-001

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

### ENGLISH

### LOCAL LANGUAGE

### Finding

Based on management representation, worker / worker representative interview and document review, it was noted that the factory did not provide regular occupational health checks to employees who worked in contact with detergent in the production workshop. This question is rated as No because none of the related workers were provided with occupational health checks. In accordance with Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases

根据管理层表述，员工/员工代表访谈和文件查阅，审核员发现工厂没有为生产车间使用清洗剂的员工提供定期的职业健康检查。该问题点判定为不符合因为相关员工均未提供职业健康检查。根据《中华人民共和国职业病防治法》第35条

**Question:** 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

### ENGLISH

### LOCAL LANGUAGE

### Finding

Based on management representation, worker / worker representative interview and document review, it was noted that the factory did not provide accident insurance or commercial accident insurance to 3 out of 92 employees. This question is rated as Partially because the factory had provided accident insurance to 89 out of 92 employees.

根据管理层表述，员工/员工代表访谈和文件查阅，审核员发现工厂没有为3/92名员工提供工伤保险或商业意外保险。该问题点判定为部分符合因为工厂有为89/92名员工购买了工伤保险。BSC行为守则7.2：被审核方（生产商）在意外发生时为工人寻求保护，包括通过强制保险方案。

Finding	
BSCI Code of Conduct 7.2: The auditee seeks workers' protection in case of accident, including through compulsory insurance schemes.	

**Question:** 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on management representation, worker / worker representative interview and document review, it was noted that the factory had conducted risk assessment for safe, healthy and hygienic working conditions in the facility, but the risk assessment did not cover the areas of dormitory and canteen. This question is rated as Partially because regular risk assessment was conducted in the facility.</p> <p>BSCI Code of Conduct 7.3: The auditee regularly carries out risk assessments for safe, healthy and hygienic working conditions.</p>	<p>根据管理层表述，员工/员工代表访谈和文件查阅，审核员发现工厂有进行健康安全卫生的风险评估，但是，风险评估没有覆盖到宿舍区域和食堂。该问题点判定为部分符合因为工厂有进行定期的风险评估。</p> <p>BSCI行为守则7.3：被审核方（生产商）定期执行安全、健康和卫生工作条件的风险评估。</p>

**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>Based on onsite observation, it was noted that 3 out of 3 workers using alcohol in the assembling workshop were wearing medical masks or dust-proofed masks rather than active carbon masks. This question is rated as Partially because factory management had provided necessary PPEs to workers for free of charge and workers using alcohol were wearing rubber fingercots. In accordance with Article 45 of Law of the People's Republic of China on Production Safety</p>	<p>根据现场查看，审核员发现装配车间3/3名使用酒精的员工佩戴的口罩是医用口罩或者防尘口罩，并非活性炭口罩。该问题点判定为部分符合因为工厂为员工免费发放了个人防护用品，并且使用酒精的员工有佩戴了橡胶手指套。</p> <p>根据《中华人民共和国安全生产法》第45条</p>

**Question:** 7.21 Is there satisfactory evidence that the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking?

ENGLISH	LOCAL LANGUAGE
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Finding	
<p>Based on management representation, worker interview and document review, it was noted that the health certificate of one canteen staff expired on October 31, 2025. This question is rated as No because the canteen staff did not have valid health certificate.</p> <p>In accordance with Article 45 of the Law of the PRC on the Food Safety</p>	<p>根据管理层表述，员工访谈和文件查阅，审核员发现工厂食堂1名工作人员的健康证于2025年10月31日到期。该问题点判定为不符合因为食堂工作人员没有有效的健康证。</p> <p>根据《中华人民共和国食品安全法》第四十五条</p>

**Question:** 7.24 Is there satisfactory evidence that the auditee has chosen the location of the social facilities or workers housing to ensure occupants are not exposed to natural hazards or affected by the operational impacts of the worksite (for example noise, emissions or dust)?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on onsite observation, it was noted that the factory provided dormitory to employees with basic facilities such as beds, air conditioners, toilets, bathrooms, etc., and dormitory was separated from production areas. However, no separate locker was provided to employees to keep personal belongings in the dormitory rooms. This question is rated as Partially because the facilities such as beds, air conditioners, toilets, bathrooms, etc. were provided in dormitory rooms.</p> <p>BSCI Code of Conduct 7.24: The social housing provides safe place for workers to keep their personnel belongs.</p>	<p>根据现场查看，审核员发现工厂给员工提供了宿舍，配备了比如床、空调、洗手间和浴室等基本的生活设施，而且与生产区分开，但是，宿舍里没有给工人提供独立的私人储物柜。该问题点判定为部分符合因为宿舍有配备了比如床、空调、洗手间和浴室等生活设施。</p> <p>BSCI行为守则7.24：工人住房需提供安全的存放私人物品的空间。</p>

## PA 13: Ethical Business Behaviour

Site: Shenzhen Tris Vision Technology Co., Ltd. | Site amfori ID: 156-067259-001

**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	
<p>Based on factory management representation and document review, it was noted that the factory had established the anti-corruption and anti-bribery policy, besides, the factory conducted risk assessment on corruption, but the factory did not establish prevention measures of all risks for different positions. This question is rated as</p>	<p>根据管理层表述和文件查阅，审核员发现工厂有建立了反腐败反贿赂的政策，并且有进行廉政风险评估，但没有针对各个岗位风险制定对应的预防措施。该问题点判定为部分符合因为工厂建立了反腐败反贿赂政策并且进行了风险评估。</p> <p>BSCI行为守则13.1：被审核方（生产商）主动反对商业企业活动中出现的任何腐败、敲诈或挪用公</p>

## Finding

Partially because anti-corruption and anti-bribery policy was established and risk assessment was conducted in the factory.

BSCI Code of Conduct 13.1: The auditee actively opposes any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise.

款、或贿赂行为。