
Auditee :	Guangzhou Dong Da Electronic Technology Co., Ltd.
Audit Date From :	08/04/2020
Audit Date To :	08/04/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	BureauVeritas
Auditor's Name(s) :	Wing Pang(Lead)
Auditing Branch (if applicable) :	



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



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

Main Auditee Information



Name of producer :	Guangzhou Dong Da Electronic Technology Co., Ltd.		
DBID number :	357399		
Audit ID :	177300		
Address :	the 5th Floor, No.138 of Shibei Road, Dawei Village, Dashi Street, Panyu District, Guangzhou		
Province :	Guangdong	Country :	China
Management Representative :	Mr. Liang Youzhi / General Manager		
Contact person:	Youzhi Mr. Liang	Sector :	Non-Food
Industry Type :	Accessories	Product group :	other accessories (please specify)
Product Type :	Selfie stick, cellphone and pad shells and cellphone cable and tws earphone		

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 : 08/04/2021	

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
C	C	A	A	C	D	A	A	A	B	A	A	A

Executive summary of audit report

Guangzhou Dong Da Electronic Technology Co., Ltd. (广州董大电子科技有限公司) located on The 5th Floor, No.138 of Shibe Road, Dawei Village, Dashi Street, Panyu District, Guangzhou City, Guangdong Province, China (中国广东省广州市番禺区大石街大维村石北大道138号5楼). The auditee established on December 29, 2009 and business license number was 91440113698678349P.

The auditee rented the 5th floor of one 5-storey production building used as office area and production area). The total construction floor area of was 2500 square meters.

The auditee being audited specialized in the manufacture of Selfie stick, cellphone and pad shells, cellphone cable and tws earphone. The main production activities included injection, welding, assembly, inspection and packing. And the capacity per year was Selfie stick about 100000 pcs, cellphone and pad shells about 500000 pcs, cellphone cable about 800000 pcs and tws earphone about 300000 pcs per month. Per auditee management, there was no obvious peak season.

There were a total of 48 employees in the auditee. The youngest employee working in the auditee was 22 years old. The auditee used finger scan record system to record working hours. All employees in this auditee ran one shift from 08:30 to 18:00 with lunch break from 12:00 to 13:30. All employees were paid at hourly rate in cash about 15th of the following month.

According to payroll and attendance records of 30 sampled workers records (10 samples selected from June 2019 as auditor's choice month, 10 samples selected from November 2019 as auditor's choice month and 10 samples selected from the most recent paid month February 2020), it was noted that the minimum wage paid to employees was RMB 13.22 per hour, which was higher than the local minimum wage of RMB 12.07 per hour since July 1, 2018. Further, all sample employees were paid 150% of their normal wage for the overtime working hours on the normal working days and 200% of their normal wage for the overtime working hours on the rest days. No overtime working hours were noted on the statutory holidays.

According to the attendance time records for all 35 sampled employees records ((10 samples selected from June 2019 as auditor's choice month, 10 samples selected from November 2019 as auditor's choice month, 10 samples selected from the most recent paid month February 2020 and 5 samples from the yet-to-pay month March 2020 (this month is the most recent month with full attendance record but the wages was not due to release)), it was noted that the maximum overtime hours were 2 hours a day, 82 hours a month. The maximum weekly working hours were 58 hours a week and the maximum consecutive working days were 6 days.

According to the social insurance payment receipt provided by auditee management, it was noted that only 29 out of 48 employees (60.42%) were provided with accident and medical, maternity, pension, unemployment insurance in March 2020. And the auditee provided a commercial insurance to 19 employees with a valid period from December 1, 2019 to November 30, 2020.

Further, 10 employees were selected for private interviews from different workshops. No negative comment was issued during employee interviews. Interviewed employees were satisfied with the working environment, compensation, working hour and management team in the auditee.

A closing meeting was held with the auditee representatives and all of the findings were discussed. Mr. Liang Youzhi / General Manager, Ms. Huang Yumain / Worker Representative attended the open meeting and the closing meeting. And Mr. Liang Youzhi / General Manager signed the onsite CAP and agreed to take corrective actions.

Remark:

- There was no contractors/agencies/collective bargaining/government waiver used by the auditee, which made contractor licenses/agency labour contracts/ collective bargaining agreements/ government waiver not applicable.
- Audit Company: Bureau Veritas Consumer Products Service
Audit Company APSCA Number: 11600002
Lead Auditor Name: Wing Pang
APSCA Auditor Registered Number: RA 21701573



Ratings Summary



Auditee's background information			
Auditee's name :	Guangzhou Dong Da Electronic Technology Co., Ltd.	Legal status :	Limited company
Local Name :	广州董大电子科技有限公司	Year in which the auditee was founded :	2009
Address :	the 5th Floor, No.138 of Shibei Road, Dawei Village, Dashi Street, Panyu District,	Contact person (please select) :	Youzhi Mr. Liang
Province :	Guangdong	Contact's Email :	lyzh310@163.com
City :	Guangzhou	Auditee's official language(s) for written communications :	Mandarin
Region :	North East Asia	Other relevant languages for the auditee :	Cantonese
Country :	China	Website of auditee (if applicable) :	www.iwillhave.net
GPS coordinates :	N 23°1'1", E 113°17'20"	Total turnover (in Euros) :	4000000.00
Sector :	Non-Food	Of which exports % :	90.00
Industry :	Accessories	Of which domestic market % :	10.00
If other, please specify :		Production volume :	Selfie stick (about 100000 pcs), cellphone and pad shells (about 500000 pcs), cellphone cable (about 800000 pcs) and tws earphone (about 300000 pcs)
Product Group :	other accessories (please specify)	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Selfie stick, cellphone and pad shells and cellphone cable and tws earphone		

Auditee's employment structure at the time of the audit		
Total number of workers :	48	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	24	24
Temporary workers	0	0
In management positions	7	12
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	15	13
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	24	24
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 - 177300] Audit Date: 08/04/2020 PA Score: C

Deadline date:07/04/2021

GOOD PRACTICES:

NIL

AREAS OF IMPROVEMENT:

The auditee established the social policy to implement the amfori BSCI Code of Conduct. Through reviewing relevant records and documents, CSR system was maintained well. The auditee defined organizational chart and reporting lines, including to appointed Mr. Liang Youzhi/Production Manager as management representative and he was in charge of developing social procedures, following up on the finding report, administrating the grievance mechanism, investigating and registering OHS accidents, identifying the law and regulation. The auditee conducted internal audit for CSR performance once per year. For this suppliers CSR performance management, the auditee established monitoring procedure, such as the auditee assessed suppliers social performance, explained and passed amfori BSCI COC and TOI for all main suppliers.

被审核方已经建立了社会责任政策；通过相关记录和文件的查阅，系统维护较好；被审核方明确了组织架构图及汇报程序，其中包含任命梁有志先生/生产经理成为管理者代表，并负责研发社会责任程序和跟进问题、处理投诉、调查并登记职业健康安全事项、识别法律法规；工厂每年都进行社会绩效情况的内部审计；对于供应商社会绩效管理，工厂建立了监管程序，评估了供应商的社会责任表现，同时将amfori BSCI行为准则和商业伙伴专用实施条款讲解并传递给所有的主要供应商。

- 1.4 -** It was noted that the auditee didn't hire enough employees or properly organized to meet the produce requirement. The auditee management stated that the auditee was optimizing the production and they would try their best to control employees' overtime working hours in the future. Please refer to BSCI PA1.4.

审核发现被审核方没有请足够的工人或更好地组织生产来满足生产的需求。被审核方管理层表示被审核方正在优化生产的过程，将在日后尽可能地控制员工的加班时间。请参看BSCI PA1.4条

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 177300] Audit Date: 08/04/2020 PA Score: C

Deadline date:07/06/2020

GOOD PRACTICES:

NIL

AREAS OF IMPROVEMENT:

The auditee established related policy and procedure to protect workers, such as worker representative's management procedure, communication procedure, grievances procedure, training procedure, etc. Through factory tour, amfori BSCI Code of Conduct and Terms of Implementation in local language were posted in bulletin board and suggestion box was set up. Through document review and worker interview, workers knew their basic right and responsibility.

被审核方建立了相关的政策和程序保护工人。例如，员工代表管理程序、沟通制度、申诉制度、培训制度等等。通过现场查看，amfori BSCI行为准则和商业伙伴专用实施条款的当地语言版已经张贴在公告栏里，同时也设立了意见箱。通过文件查看和员工访谈，工人了解他们的基本权利和责任。

- 2.5 -** It was noted that the auditee did not established an effective operational level grievance mechanism for individuals and communities (e.g. suppliers). The auditee management represented that they would establish an effective operational level grievance mechanism as soon as possible. Please refer to BSCI PA 2.5

审核发现被审核方没有建立有效的针对利益相关方（如供应商等）建议和申诉机制。被审核方表示将尽快与利益相关方建立申诉机制。请参看BSCI PA2.5

Remarks from Auditee:

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

Full Audit [Audit Id - 177300] Audit Date: 08/04/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

NIL

AREAS OF IMPROVEMENT:

The auditee established a written policy and procedure regarding the freedom of association and collective bargaining. Workers had rights on freedom of association and collective bargaining. Through document review and worker interview, no association and collective bargaining happened in the past one year. Workers could appeal their suggestion or grievances by suggestion box, e-mail or phone. there was no trade union in the factory and the 3 worker representatives were elected by workers randomly on July 1, 2019, the communication meeting record between managements and worker representatives were provided for review, the last meeting record was April 3, 2020.

被审核方针对自由结社和集体谈判建立了书面政策和程序；员工拥有自由结社和集体谈判权利。通过文件查阅和员工访谈，过去一年来没有结社和集体谈判的事情发生；工人可以反映他们的建议或者是投诉通过意见箱、电子邮件或者电话。工厂没有成立工会，在2019年7月1日3名员工代表由员工随机自由选举，管理层与员工代表沟通会议记录已提供审核，最近一次会议记录是2020年4月3日。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 177300] Audit Date: 08/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NIL	
AREAS OF IMPROVEMENT: The auditee established a written procedure including non-discrimination policy. Through worker interview and reviewing employee manual, labor contract and recruitment guidelines, no discrimination about religion, origin, political affiliation or age was found when recruiting process and working process. 被审核方针对禁止歧视建立了书面的程序。通过员工访谈和查看员工手册、劳动合同、招工指引，没有发现招聘和工作过程中存在有如宗教，出身，政治或年龄等方面的歧视。	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 177300] Audit Date: 08/04/2020 PA Score: C	Deadline date:07/04/2021
GOOD PRACTICES: NIL	
AREAS OF IMPROVEMENT: The auditee established wages and benefit management procedure to ensure that all workers had been paid with the minimum wages for regular working hours, legal required overtime premium for workers, etc. The legal minimum wage was RMB2100 per month equivalent to RMB12.07 per hour since 1 July 2018. Per document review, it was noted that wages were calculated by hourly rate and it was minimum RMB13.22 / hour, which was higher than the local minimum wage. Workers' wages were paid on or before 15th of each month for previous month by cash. Pay slips were provided to workers on the date of wages issue date. No any deduction from wages was found in the factory. Social insurance including retirement, accident, medical, unemployment, maternity insurance were provide for parts of workers. 为了确保所有员工达到最低工资、法定加班等的要求，被审核方已经建立了工资和福利管理程序；当地最低工资在2018年7月1日以后是人民币2100元每月（合人民币12.07元每小时。工厂提供了2019年3月到2020年2月这期间的工资记录，并且抽取其中10个样本。从抽样表明，工资按小时支付，从2019年3月起每小时至少13.22元，高于当地最低工资标准；每月15日前或者当天支付上月的工资以现金方式；发工资当日工资条提供给工人；没有任何扣款被发现。工厂为部分员工提供了包括养老，工伤，医疗，失业和生育在内的5种社会保险。 5.4 - It was noted that the management didn't know how to calculate the remuneration for a decent standard of living. The auditee management represented that they would know the knowledge and take corrective action. Please refer to BSCI PA 5.4 审核发现被审核方的管理层不知道怎么计算体面工资报酬。被审核方管理层表示会了解相关的知识并尽快改善。请参看BSCI PA5.4 5.5 - According to the social insurance payment receipt provided by auditee management, it was noted that only 29 out of 48 employees (60.42%) were provided with accident and medical, maternity, pension, unemployment insurance in March 2020. And the auditee provided a commercial insurance to 19 employees with a valid period from December 1, 2019 to November 30, 2020. The auditee management represented that they would take correction action as soon as possible. Please refer to BSCI PA 5.5 and Article 73 of the Labor Law of the People's Republic of China. 审核发现被审核方的社会保险覆盖不足。根据厂方提供的2020年3月社会保险缴费单据显示被审核方仅为29/48名员工(60.42%)提供养老、失业、医疗、生育及工伤保险。被审核方为19名员工提供了一份有效期从2019年12月1日至2020年11月30日的商业保险。被审核方管理层表示会尽快改善。请参看BSCI PA 5.5 及《中华人民共和国劳动法》第73条。	
Remarks from Auditee:	

Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 177300] Audit Date: 08/04/2020 PA Score: D	Deadline date:07/04/2021
GOOD PRACTICES: NIL	
AREAS OF IMPROVEMENT: <p>Time records from March 2019 to up to audit day were reviewed. The factory used fingerprint working hour system to record in/out time of workers. Only one shift was arranged. Normal working hours: 8:30-12:00, 13:30-18:00. In all sampled employees, there were maximum 2 hours overtime per day from Monday to Friday, maximum 18 hours overtime per week and maximum 82 hours OT per month. At least one day off after 6 days consecutive working days was guaranteed. 150%, 200% of normal rate would be compensated for overtime on normal working days, Saturday. No sampled employees overtime worked on holidays.</p> <p>从2019年3月到审核当天考勤记录被提供审核。公司使用指纹系统记录员工的考勤。仅有一班制，正常工作时间：8:30-12:00, 13:30-18:00。抽样员工在抽样月份周一至周五每天加班最多为2小时，每周加班最多18小时，月最多加班时间为82小时。员工连续工作6天后至少休息一天。员工在延长工作时间，周末时间加班时可以获得正常工资的150%，200%的加班补贴。没有抽样员工在法定节假日工作。</p> <p>6.2 - It was noted that 35 out of 35 sample population employees worked in excess of the statutory overtime hour limits. A review of 35 sample population employees' time records (10 samples selected from June 2019 as auditor's choice month, 10 samples selected from November 2019 as auditor's choice month, 10 samples selected from the most recent paid month February 2020 and 5 samples from the yet-to-pay month March 2020 (this month is the most recent month with full attendance record but the wages was not due to release)) yielded the following: 1) 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 76 hours) in March 2020, which was not in compliance with the legal requirement; 2) 10 out of 10 sample population employees worked in excess of 36 overtime hours per month (i.e.46 hours) in February 2020, which was not in compliance with the legal requirement; 3) 10 out of 10 sample population employees worked in excess of 36 overtime hours per month (i.e.80-82 hours) in November 2019, which was not in compliance with the legal requirement; 4) 10 out of 10 sample population employees worked in excess of 36 overtime hours per month (i.e.78 hours) in June 2019, which was not in compliance with the legal requirement. The auditee management represented that they would take correction action as soon as possible. Please refer to BSCI PA6.2 & Article 41 of the Labor Law of the PRC</p> <p>根据厂方提供的工时记录，审核员发现员工加班时间超出了法定标准。审核员从厂方提供的工资记录中抽取35个样本(其中最近完整月2020年3月抽取5个，从最近工资支付月2020年2月抽取10个，从2019年11月抽取10个以及从2019年6月抽取10个)，发现共有35名员工加班时间超出了法定标准，具体为：5/5名抽样员工在2020年3月的加班时间为76小时，超过每月加班时间不能超过36小时的法律规定；10/10名抽样员工在2020年2月的加班时间为46小时，超过每月加班时间不能超过36小时的法律规定；10/10名抽样员工在2019年11月的加班时间为80-82小时，超过每月加班时间不能超过36小时的法律规定；10/10名抽样员工在2019年6月的加班时间为78小时，超过每月加班时间不能超过36小时的法律规定。被审核方管理层表示会尽快采取改善措施。请参看BSCI PA 6.2及《中华人民共和国劳动法》第41条</p>	
Remarks from Auditee:	
Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 177300] Audit Date: 08/04/2020 PA Score: A	Deadline date:07/06/2020
GOOD PRACTICES: NIL	
AREAS OF IMPROVEMENT: <p>The auditee basically complied with occupational health and safety (OHS) regulations. The auditee established fire safety policy, the emergency evacuation plan, and also regularly carried out risk assessment for safe, healthy and hygienic working condition. The auditee provided PPE to employees, and regularly conducted fire drills for employees. Further, the auditee provided safety training to employees. However, gaps were identified in implementation. Remark: The checkpoint 7.21/7.23/7.24 should be rated as N/A because of no food storing, cooking or eating area, transportation or dormitory was provided for employees.</p> <p>审核发现被审核方基本遵守了适合其业务活动的职业健康与安全法规。被审核方建立了消防程序文件，应急预案等，并定期执行了有关安全、健康和卫生工作条件的风险评估，为员工提供了足够的劳保用品，定期组织员工进行消防演习，对员工进行安全培训等。但是，在实际执行中存在差距。备注：7.21/7.23/7.24 选项应该选择N/A，因为没有储存食物，做饭和就餐区域，交通福利和宿舍提供给员工。</p> <p>7.1 - It was noted that 3 out of 3 employees in contact with chemical materials (i.e. thinner) were not provided the occupational health checks. The auditee management represented that they would take correction action as soon as possible. Please refer to BSCI PA 7.1 and Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases</p> <p>审核发现被审核方没有为接触化学品（如天那水）3/3名员工提供职业病体检。被审核方管理层表示会尽快采取改善措施。请参看BSCI PA7.1和《中华人民共和国职业病防治法》第35条</p> <p>7.4 - It was noted that workers were not involved in the risk assessment and establishment of OHS policy. The auditee management represented that they would take correction action as soon as possible. Please refer to BSCI PA7.4</p> <p>审核员发现被审核方的风险评估和职业健康安全政策的制定没有员工的参与。被审核方管理层表示会尽快采取改善措施。请参看BSCI PA7.4</p> <p>7.11 - It was noted that the height of ladder was about 1.5 meters and no handrail was installed to prevent employees from falling down. The auditee management represented that they would take corrective action. Please refer to the Safety Requirements for Fixed Steel Ladders and Platform – Part 3: Industrial guardrails and steel platform and PA 7.11</p> <p>审核发现材料仓库1/1个梯子没有安装扶手，约1.5米高。被审核方管理层表示是会尽快改善。请参看《固定式钢梯及平台安全要求_第3部分：工业防护栏杆及钢平台GB 4053.3-2009》和BSCI PA7.11</p> <p>7.17 - It was noted that the transmission belts of 1 out of 1 high-speed sewing machine was not equipped with Plexiglas guards and the transmission belts of 1 out of 1 high-speed sewing machine was not complete on audit day. The auditee management represented that they would take correction action as soon as possible. Please refer to Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene and BSCI PA7.17</p> <p>审核发现1/1台高车没有安装挡板和没有完整的皮带轮保护罩。被审核方管理层表示会尽快改善。请参看《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条以及BSCI PA7.17</p>	
Remarks from Auditee:	

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 177300] Audit Date: 08/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NIL	
AREAS OF IMPROVEMENT: No child policy and age-verification mechanism for preventing from employing child labor were established. The facility also established remedial policies and procedures for further protection in case children are found to be working. Confirmed by management interview, the management representatives knew clearly about the no child policy. No child labor or history child labor was found during this audit, the youngest employee in the factory was 22 years old. 工厂建立了禁止使用童工的政策和工人年龄识别机制以避免雇佣童工，企业同时建立童工的补救政策和程序以在意外情况下招到童工时对其进行保护。管理层访谈核实，工厂管理层非常清楚禁止使用童工的政策。本次审核没有发现童工及历史童工，工厂员工最小年纪员工22岁。	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 177300] Audit Date: 08/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NIL	
AREAS OF IMPROVEMENT: Policy on special protection for young workers and related risk assessment on young worker were established. As per the policy, young workers were not allowed to arrange the night work or any harmful positions. And if employed any young worker, they should be provided with free health examinations upon their hire. Confirmed by factory tour, document review, worker interview and management interview, no young worker used in factory. 被审核方建立书面的未成年工保护程序和进行了未成年工的风险评估。根据程序的要求，未成年员工不允许安排在夜班工厂和有害工作岗位。如果要雇佣未成年工，在工作开始之前未成年员工应该被安排免费的体检。通过现场观察，文件评审，员工和管理层访谈确认，工厂没有使用未成年工。	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 177300] Audit Date: 08/04/2020 PA Score: B	Deadline date:07/04/2021
GOOD PRACTICES: NIL	
AREAS OF IMPROVEMENT: The auditee established recruitment principles refers to amfori BSCI Code of Conduct and local law. No dispatched workers, seasonal workers, migrant workers (foreign citizens), summer job workers, apprentice workers and temporary workers hired by auditee. The open-ended labor contract with workers were signed for those who had consecutively concluded a fixed-term labor contract with the factory twice. 被审核方依据amfori BSCI行为守则和当地的法律法规制定的招聘原则。被审核方没有雇佣派遣工、季节工、外劳、暑期工以及临时工。连续订立两次固定合同的员工和工厂签订了无固定期限的合同。 10.3 - It was noted that occupational disease might result in the work process of some employees in the auditee (i.e. employees in contact with chemical material). However, the facts, harmful effects, consequences, protective measures and necessary treatment of occupational diseases were not indicated in their employment contracts. The auditee management represented that they would take corrective action as soon as possible. Please refer to Article 33 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases and BSCI PA 10.3 审核发现被审核方某些工序的部分员工可能会导致职业病（如：接触化学品的员工）。然而职业病的有害后果，影响，防护措施和必要的治疗在劳动合同中没有记录。被审核方管理层表示会尽快改善。请参看《中华人民共和国职业病防治法》第33条和BSCI PA10.3	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 177300] Audit Date: 08/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NIL	
AREAS OF IMPROVEMENT: Policy on prohibition of bonded labor was established. Based on site observation, management interview and worker interview, no prison labors used by the auditee, workers could leave the facility freely when shift ended, workers could leave the facility while the termination of employment or the leave application submitted one month in advance, workers worked overtime voluntarily. No any original ID card or other papers detained by factory. Worker knew the disciplinary policy, such as oral warning, written warning and termination of contract etc. 被审核方建立了禁止强迫劳动的制度。基于现场观察、管理层访谈以及员工访谈，被审核方没有使用监狱工，工人在工作结束后可以自由出入，工人在合同到期以及提前一个月提交辞职后可以离开工厂，工人们自愿加班。被审核方也没有扣押工人的身份证和其它证件。员工知道纪律政策，如口头警告，书面警告和终止合同等。	
Remarks from Auditee:	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 177300] Audit Date: 08/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NIL	
AREAS OF IMPROVEMENT: The auditee established environment protection policy and identified all environmental legislation related to its operation. The auditee assessed its environment impact for its operation. The factory provided the environmental impact register form. No industrial waste water was generated. It was not required to obtain the permit or license on environmental protection since now. 被审核方建立了环境保护的政策，并根据其运作就相关的环境法律进行了识别。被审核方就其环境影响进行了评估，提供了环境影响登记表。工厂没有工业废水产生，目前不要求工厂获得环保方面的许可证或者证书。	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 177300] Audit Date: 08/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NIL	
AREAS OF IMPROVEMENT: The auditee established business ethical and integrity policy and procedure, and which was communicated to all workers and supervisors by training. Risk assessment on ethical business was done. Any falsifying information related to activities was not allowed. By cross checking the production records, QC records and warehouse records etc., no any inaccurate information found. 被审核方建立了商业道德和诚信的政策及程序，并将之对工人和主管人员进行了培训。被审核方也建立了商业道德方面的风险评估。在所有的商业活动中，不真实的信息是不允许的。通过交叉验证生产记录，检查记录和出入仓库记录等没有发现失实的信息。	
Remarks from Auditee:	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	08/04/2020	177300	C	C	A	A	C	D	A	A	A	B	A	A	A	C

Producer Photos



External photo(s) of the production unit(s)

7.11 no handrail.JPG



External photo(s) of the production unit(s)

7.17 no plexiglass guard.JPG



External photo(s) of the production unit(s)

7.17 pulley guard not complete.JPG



External photo(s) of the production unit(s)

assembly process.JPG



External photo(s) of the production unit(s)

chemical material placed in secondary container.JPG



External photo(s) of the production unit(s)

drinking water supply.JPG



External photo(s) of the production unit(s)

emergency light and exit sign.JPG



External photo(s) of the production unit(s)

emergency light test.JPG



External photo(s) of the production unit(s)

evacuation indicator.JPG



External photo(s) of the production unit(s)

eye washing facility.JPG



External photo(s) of the production unit(s)

factory name.JPG



External photo(s) of the production unit(s)

fire aid kit.JPG



External photo(s) of the production unit(s)

fire alarm.JPG



External photo(s) of the production unit(s)

fire extinguisher.JPG



External photo(s) of the production unit(s)

fire hydrant test.JPG



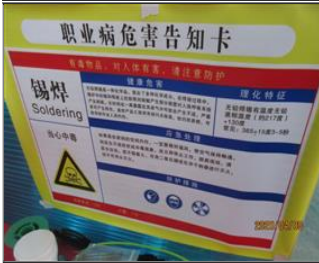
External photo(s) of the production unit(s)
fire hydrant.JPG



External photo(s) of the production unit(s)
injection process.JPG



External photo(s) of the production unit(s)
no fire sign.JPG



External photo(s) of the production unit(s)
occupation risk warn.JPG



External photo(s) of the production unit(s)
packing process.JPG



External photo(s) of the production unit(s)
suggestion box.JPG



External photo(s) of the production unit(s)
temperature control.JPG



External photo(s) of the production unit(s)
time record facility.JPG



External photo(s) of the production unit(s)
warning sign.JPG



External photo(s) of the production unit(s)
welding process.JPG