
Auditee :	Guangdong Liwang New Energy Co., Ltd
Audit Date From :	01/04/2020
Audit Date To :	03/04/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Will Wang(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 A No Performance Areas rated C, D or E These are three examples: A B B B A A A A A A A B B B B B B B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
B Good	<ul style="list-style-type: none"> Maximum 3 Performance Areas rated C No Performance Areas rated D or E These are three examples: A A A A A A B B B B B B B A A A A A B B B B B B B C B B B B B B B B B B C C C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
C Acceptable	<ul style="list-style-type: none"> Maximum 2 Performance Areas rated D No Performance Areas rated E These are three examples: 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 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.
D Insufficient	<ul style="list-style-type: none"> Maximum 6 Performance Areas rated E These are three examples: A A A A A A A A A A D D D A A A B B B C C C D D D E D D D D D D D E E E E E E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
E Unacceptable	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated E These are three examples: A A A A A A E E E E E E E A A B B C D E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
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 :	Guangdong Liwang New Energy Co., Ltd		
DBID number :	357313		
Audit ID :	176882		
Address :	Shima Village, Tangxia Town, Dongguan		
Province :	Guangdong	Country :	China
Management Representative :	Jirong DENG		
Contact person:	Jirong DENG	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Tools Equipment - Power
Product Type :	Battery		

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 : 03/04/2021	

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
D	B	A	A	A	D	A	A	A	A	A	A	A

Executive summary of audit report

Guangdong Liwang New Energy Co., Ltd was located at "Shima Village, Tangxia Town, Dongguan City"-东莞市塘厦镇石马村. There was only the auditee in the compound with one 3-storey production building (A) with 3576 square meters, one 4-storey office building (B) with 2440 square meters, one 5-storey dormitory building (C) with 1983.75 square meters, one 6-storey dormitory building (D) with 3848.3 square meters, two 5-storey production buildings (E, F) with 14075.7 square meters and one flat warehouse building with 500 square meters. Canteen and kitchen was located on the first floor of the dormitory buildings. No subcontracted workers were used. No transportation was provided to employees. The main manufacture of auditee was Battery. The main production processes are listed as follows: mixing, looping, inject electrolyte, add anode supply, crimp& seal, packing. Worker representatives were elected by workers freely. The auditee respects the right of employees to freely association, worker representatives were elected by workers freely, workers involvement respected, no discrimination detected, no precarious employment happened. No young worker or child labour or bonded labour was used in the auditee. No unethical business behavior found.

As per the management interview, there was no obvious peak or low seasons. The auditee management team provided great support during the whole audit including the auditee tour, document review and workers interview. All findings were explained and discussed in the closing meeting and the onsite report was accepted and signed by the auditee.

Remark 1: There was no agencies or contractor used by the auditee, which made the agency labour contract and contractor license/permit not applicable. Workers did not have collective bargaining, which made collective bargaining agreements not applicable. The auditee did not have government waivers, which made government waivers not applicable.

Remark 2: name of the auditor: Will Wang, APSCA registration number: 21702571.

Remark 3: The daily shift of production workers was from 7:50am to 5:20pm. There was no option for 7:50am and 5:20pm in DE Production Structure, so the auditor choose the 7:45am and 5:15pm instead.

Remark 4: the night shift of production workers were changed from 20:00 to 00:00 and 00:30 to 04:30 to 20:00 to 00:00 and 01:00 to 05:00 since August 2019.

Remark 5: The Chinese address of the auditee in the audit application form was 东莞市塘厦镇石马管理区力王工业园, but the Chinese address in business license was 东莞市塘厦镇石马村. The English addresses of the two places are the same and there was no physical address change. Confirmed by the management, they still used the Chinese address in business license, which was also consistent with the last reports.

Ratings Summary



Auditee's background information			
Auditee's name :	Guangdong Liwang New Energy Co., Ltd	Legal status :	Joint-stock company
Local Name :	广东力王新能源股份有限公司 (91441900730442249J)	Year in which the auditee was founded :	2001
Address :	Shima Village, Tangxia Town,	Contact person (please select) :	Jirong DENG
Province :	Guangdong	Contact's Email :	418264633@qq.com
City :	Dongguan	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	N/A
Country :	China	Website of auditee (if applicable) :	http://www.liwangbattery.com/
GPS coordinates :	N22°44'31.92", E114°06'30.32"	Total turnover (in Euros) :	34000000.00
Sector :	Non-Food	Of which exports % :	75.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	25.00
If other, please specify :		Production volume :	760000000 pieces per year
Product Group :	Tools Equipment - Power	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Battery		

Auditee's employment structure at the time of the audit		
Total number of workers :	450	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	252	198
Temporary workers	0	0
In management positions	10	6
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	231	172
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	252	198
Production based workers	0	0
With shifts at night	104	76
Unionised	45	52
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 176882] Audit Date: 01/04/2020 PA Score: D

Deadline date:31/12/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee established amfori BSCI management manual and procedure documents to implement the amfori BSCI Code of Conduct. Ms. Jirong Deng-HR Manager was the management representative and took whole charge of amfori BSCI affairs. The auditee has developed a business partner control system and its main business partners also signed the amfori BSCI COC and TOI. The auditee collected related laws and regulations as for labor, health and safety and environment protection and conducted regular updating.

为执行amfori BSCI行为守则，被审核方已经建立了amfori BSCI管理手册和程序文件。邓姬容/人事经理为amfori BSCI管理者代表，负责所有amfori BSCI相关事宜。被审核方制定了商业合作伙伴管控系统并且其主要商业合作伙伴签署了amfori BSCI行为守则和商业伙伴专用实施条款。被审核方收集了有关劳工，健康安全及环保的法律法规并进行定期更新。

1.1 - The auditee had established the social compliance management procedures based on the amfori BSCI COC requirement and local law and regulation, but based on document review, management and workers interview, in terms of monthly overtime and social insurance, the auditee failed to take practical measures to ensure that the requirements of amfori BSCI COC were implemented in daily operation and there is a lack of continuous improvement methods and measures for these problems, such as: the auditee did not establish efficient overtime controlling system and no plans to gradually increase the rate of social insurance participation.

被审核方已依据amfori BSCI行为守则和当地法律法规要求建立了社会责任管理程序文件，但根据文件审核，管理人员和员工的访谈发现在如月加班时间和社保等方面被审核方未能采取切实可行的措施来确保amfori BSCI行为守则的要求落实到日常运作中，也缺少持续改善的方法和措施，比如：没有建立有效的加班控制系统，没有逐步提高社保参保率的方案。

1.4 - Based on the document review and management interview, it was noted that the auditee has established production capacity assessment procedure. However, they didn't have a good capacity planning to meet the expectations of the delivery order and it does not consider whether the monthly overtime is excessive when making the production plan, which led to the monthly overtime hours exceeded legal requirement from March 2019 to March 2020.

根据文件查阅和管理人员访谈发现被审核方制定了生产能力评估程序，然而其没有一个完善的产能计划去完成预期的订单交货，并且制定生产计划时没有考虑月加班时间是否超时的情况，以致于员工从2019年3月到2020年3月的月加班时间超过法规要求。

Remarks from Auditee:

None

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 176882] Audit Date: 01/04/2020 PA Score: B

Deadline date:31/10/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

2.2 - Based on the management and workers interview, the auditee did not define long-term goals to protect employees according to the amfori BSCI code of conduct and the status and performance of social compliance of its own, such as the goals of controlling monthly overtime work.

根据管理人员和员工访谈，被审核方还没有依据amfori BSCI行为守则及其社会责任的现状制定长期目标去保护员工，如控制月加班时间的目标。

Remarks from Auditee:

None

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

Full Audit [Audit Id - 176882] Audit Date: 01/04/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

None

Remarks from Auditee:

None

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 176882] Audit Date: 01/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: None	
Remarks from Auditee: None	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 176882] Audit Date: 01/04/2020 PA Score: A	Deadline date:31/12/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Payroll records from March 2019 to February 2020 were reviewed. The wage was including normal wage, overtime wage, holiday wage, paid leave, position allowance, social insurance deduction. The minimum wage paid to the sampled employees was RMB 9.89 per hour, which was the same with the local legal minimum wage requirement. Overtime on working days and rest days was paid at 150% and 200% of the normal wage respectively. The wage was usually paid in cash by hourly rate before the 30th day of next month. No delay payment was detected. Social insurances records from March 2019 to April 2020 were provided for review. As per the records of April 2020, the auditee provided 332, 332, 331, 332 and 334 out of 450 employees with endowment insurance, unemployment insurance, maternity insurance, injury insurance, medical insurance. In addition, the auditee has provided two group commercial insurances covering 147 employees in total and the insurance list can be replaced, which are valid from June 24, 2019 to June 23, 2020 and November 26, 2019 to November 25, 2020, respectively.</p> <p>2019年3月至2020年2月的工资记录供审核。工资构成为基本工资，加班费，法定假工资，有薪假，岗位津贴，社保扣款等。支付给员工的最低工资为人民币9.89元/小时，和当地的最低工资标准相同。平常以及周末加班可分别获得1.5，2倍加班费。工资通常在下个月30日前按时薪方式计薪以现金形式发放。未发现迟发工资的情况。2019年3月到2020年4月的社保记录有提供查看。根据2020年4月的社保记录，被审核方为450名员工中的332, 332, 331, 332和334名员工提供了养老，失业，生育，工伤和医疗保险。另外，被审核方有提供两份团体商业保险总共覆盖147人并且保险人员名单可替换，有效期分别从2019年6月24日到2020年6月23日和2019年11月26日到2020年11月25日。</p> <p>5.5 - The auditee did not provide endowment insurance, unemployment insurance, maternity insurance, injury insurance and medical insurance for 118, 118, 119, 118 and 116 out of 450 employees. Reference law: article 72 of PRC Labor Law. There was no new employees since April 2020 or retired and rehired employees, in addition, the auditee has no statistics on whether employees take part in any other insurance, such as new rural cooperative medical system and so on. Based on the management and workers interview, some workers did not participate in social insurance because they have participated in their hometown or they did not want to participate. Social insurance records from March 2019 to April 2020 are available for viewing. In addition, the auditee has provided two group commercial insurances covering 147 employees in total and the insurance list can be replaced, which are valid from June 24, 2019 to June 23, 2020 and November 26, 2019 to November 25, 2020, respectively.</p> <p>被审核方没有为450名员工中的118, 118, 119, 118和116名提供了养老，失业，生育，工伤和医疗保险。参考法规：中华人民共和国劳动法第72条。被审核方没有2020年4月入职的新员工和退休返聘员工。另外，被审核方没有统计员工是否参加别的保险，如新农合等。管理层和员工访谈发现部分员工不想参加社保是因为老家已经参加社保或者自己不想参加。2019年3月到2020年4月的社保记录供查看。另外，被审核方有提供两份团体商业保险总共覆盖147人并且保险人员名单可替换，有效期分别从2019年6月24日到2020年6月23日和2019年11月26日到2020年11月25日。</p>	
Remarks from Auditee: None	

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 176882] Audit Date: 01/04/2020 PA Score: D

Deadline date:31/12/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

IC card punching system was used to record the time ins/outs. The auditee established working hours procedure and overtime policy. Normal working hour is 8 hours per day and 5 days per week. The office staff is one shift system, from 8:00 to 12:00, 13:30 to 17:30; the kitchen staff is one shift, from 6:30 to 8:30, 9:30 to 13:00, 15:00 to 18:30, including one hour overtime; the security guards is three shift system, from 8:00 to 16:00, 16:00 to 00:00, 00:00 to 8:00; the production workers is two shift system, the day shift is from 7:50 to 11:50, 13:20 to 17:20, and the night shift is from 20:00 to 00:00, 00:30 to 04:30 before August 2019; from 20:00 to 00:00, 01:00 to 05:00 since August 2019. As per facility management, there was no obvious peak or low seasons. Attendance records from 1 March 2019 to 2 April 2020 were reviewed. 22 samples were selected from above months. Based on the provided time records, maximum 3 hours daily overtime, 26 hours weekly overtime, 104 hours monthly overtime before August 2019 and maximum 2 hours daily overtime, 20 hours weekly overtime, 94 hours monthly overtime since August 2019. One day off after 6 consecutive working days was guaranteed. During the worker interview, workers confirmed that they conducted overtime voluntarily. In addition, the overtime hours from 1 to 2 April 2020 were 4 hours.

Remark: This audit covered the records of the past 12 months. But the maximum monthly overtime time of 104 was before June 2019, while the previous two audits have covered the relevant months and opened findings, so the sample month of this audit is selected after July 2019.

被审核方使用IC卡打卡的考勤系统记录员工考勤。被审核方制定了工时程序和加班政策。正常工作时间是5天8小时一周。办公室员工为一班制，从8:00到12:00，13:30到17:30；厨工一个班次，从6:30到8:30，9:30到13:00，15:00到18:30，其中包括一小时加班；保安是三班制，从8:00到16:00，16:00到00:00，00:00到8:00；生产员工为两班制，白班从7:50到11:50，13:20到17:20，夜班2019年8月前从20:00到00:00，00:30到04:30；2019年8月开始从20:00到00:00，01:00到05:00。根据工厂管理访谈，没有明显的生产淡季。被审核方提供了自2019年3月1日至2020年4月2日的考勤记录供审核。在上述月份抽取22人样本。根据提供的考勤记录，2019年8月前最大日加班时间3小时，最大周加班26小时，最大月加班104小时；2019年8月后最大日加班时间2小时，最大周加班20小时，最大月加班94小时。7休1情况得到保障。员工访谈表示，加班均是他们自愿。另外，2020年4月1日到2日的加班时间为4小时。

备注：这次的审核查看了过去12个月的记录。但月加班时间最多104小时发生在2019年6月前，而前两次审核已经有覆盖相关月份并有开问题点，因此此次审核样本月份的选取为2019年7月后。

6.2 - Although the auditee established working time management procedure, according to management interview, it is noted that the auditee has not established overtime control system. As per document review, workers and management interview, excessive monthly overtime was detected for all 22 sampled workers from March 2019 to March 2020, the monthly overtime hours in the sample months of August, November 2019 and February 2020 were 94, 92, 60 hours, respectively. Reference law: article 41 of PRC Labour Law.

被审核方建立了工作时间管理程序，但根据管理人员访谈发现其未建立加班时间控制系统。根据文件查阅，员工和管理层访谈，发现所抽样的22名员工从2019年3月到2020年3月加班都超时，其中抽样月份2019年8月，11月和2020年2月分别月加班时间为94，92，60小时。参考法规：中华人民共和国劳动法第41条。

Remarks from Auditee:

None

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 176882] Audit Date: 01/04/2020 PA Score: A	Deadline date:31/10/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT:	
<p>The auditee has established the health and safety management procedure and established the EHS committee and conducted regular meeting. The auditee provided the health and safety training including the safety production, chemical usage, PPE usage, machinery and equipment operation, fire and evacuation drill etc. to all the relevant workers. The auditee provided the building completion and acceptance reports and fire safety documents for all the used production buildings and dormitory buildings. The fire and evacuation drill was done each year including the production area and living area, the last two drills were held on 11 April and 24 December 2019. MSDS was posted on the chemical warehouse and the temporary chemical storage area; the secondary containers for the chemicals were provided, too; and the safety signs were labelled. The workshops of the auditee has the identification for the use of PPEs, and all employees used the provided PPEs. Adequate fire fighting equipment including fire extinguishers, fire hydrants and fire alarms were installed in work floors, warehouses and dormitory area and inspected monthly. Emergency lights and exit signs were installed in each exits in production area and living area and evacuation plot plans were also posted. There were 20 trained first aiders covering the daily shift and night shift. Sufficient first aid kits stocked with necessary supplies were provided in work floors and dormitory. Dormitory, canteen and kitchen was provided to employees freely. The transportation were not provided. The food business license of the kitchen was provided for review, valid from 16 January 2017 to 15 January 2022. Special equipment, such as two forklifts and three cargo elevators were used and provided with the annual inspection reports and operator certificates. In addition, the auditee is installing three new cargo elevators, which have not been completed yet.</p> <p>被审核方建立了健康安全程序，成立了EHS委员会并有定期进行会议。被审核方提供的健康安全培训包括安全生产，化学品使用，劳保用品使用，机器设备操作，消防疏散演习等给所有相关员工。被审核方有提供所使用厂房和宿舍的竣工验收报告和消防安全文件。每年有进行消防疏散演习，包括生产区和生活区，最近的两次演习时间为2019年4月11日和12月24日。化学品仓和化学品暂放区张贴了化学品物质安全资料表且配置了二次容器并且所有化学品容器有张贴安全标识。被审核方车间有标识劳保用品使用标识且员工都有佩戴提供的劳保用品。被审核方在车间，仓库，宿舍区都有配置了足够的灭火器材如灭火器，消防栓和消防警铃等且有专门人员负责进行了月度检查。生产区和生活区等每个出口有安装应急灯和出口标识灯且有张贴平面逃生图。被审核方有20名培训合格的急救员覆盖了白夜班，车间和宿舍有提供了充足的急救用品。宿舍，餐厅和厨房有免费提供给员工，没有提供交通工具。厨房的食品经营许可证有提供，有效期从2017年1月16日到2022年1月15日。特种设备如两台叉车和3台货梯有使用到且有提供相关的年检报告和操作证。另外，被审核方正在安装新的三台货梯，暂时还没有完工。</p> <p>7.1 - The auditee has established an occupational disease management system. Based on the inspection report of occupational hazards and onsite observation, at least 70 employees working in the position of mixing, looping, spot welding etc, who were exposed to occupational hazards-high noise, dust, manganese dioxide and zinc oxide, and about 20 of them are new employees and about 8 employees in these positions have left in the past year. However, only 7 out of them were provided with pre-service occupational health check and 7 were provided with on-job occupational health check. In addition, only one worker was provided with off-service occupational health check in 2019. Reference Law: PRC Law on Prevention and Control of Occupational Diseases, Article 35.</p> <p>被审核方有建立职业病管理制度。根据职业危害因素检测报告以及现场观察，至少有70名员工工作在拌料，打环，点焊等岗位，其暴露于噪声，粉尘，二氧化锰，氧化锌等职业危害因素，过去一年其中约20名是新入职的员工，另外这些岗位约8名员工离职。但只有7名员工有提供岗前职业健康体检和7名员工有提供在岗职业健康体检；另外，2019年仅有有一名员工有提供离职职业健康体检。参考法规：《中华人民共和国职业病防治法》第三十五条。</p> <p>7.6 - Based on the inspection report of occupational hazards and onsite observation, management and workers interview, it was found that the masks provided by the auditee to the liquid injection, adding zinc paste, plastic molding, coating workers were inappropriate, which was a disposable medical mask rather than an activated carbon mask. Reference law: Work Safety Law of the People's Republic of China (2014), article 42. Management said it was temporarily used during the current epidemic period.</p> <p>根据职业危害因素检测报告和现场查看，管理人员和员工访谈发现被审核方提供给注液，加锌膏，吸塑，涂壳员工的口罩不恰当，为一次性医用口罩而不是活性炭口罩。参考法规：《中华人民共和国安全生产法》（2014）第42条。管理人员表示当前疫情期间临时使用。</p> <p>7.24 - Based on the dormitory tour and workers and management interview, dormitories do not provide lockable personal storage lockers. Reference Law: Code for design of dormitory building (JGJ 36-2016), article 4.2.3. 根据宿舍巡查和员工和管理人员访谈发现，宿舍没有提供可以上锁的个人储物柜。参考法律法规：《宿舍建筑设计规范》（JGJ 36-2016）第4.2.3条。</p>	
Remarks from Auditee: None	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 176882] Audit Date: 01/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: None	
Remarks from Auditee: None	

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 176882] Audit Date: 01/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: None	
Remarks from Auditee: None	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 176882] Audit Date: 01/04/2020 PA Score: A	Deadline date:31/10/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: 10.2 - Based on the workers interview and labour contract review, the auditee only signed the occupational hazard notification for 13 mixing powder workers, 2 mixing zinc paste workers and part of the workers contacting noise, the auditee did not conduct the notification for occupational hazards and their consequences, occupational disease prevention measures for the other harmful posts, such as punching, welding, plastic molding workers contacting noise, copper smoke, styrene, hydrogen chloride and so on. Reference Law: Law of the Peoples Republic of China on Prevention and Control of Occupational Diseases, article 33. 根据员工访谈和劳动合同查看, 被审核方仅有对13名拌粉员工, 2名拌锌膏员工和部分接触噪音的员工签订职业病危害告知书, 没有对其余有害岗位进行职业病危害及其后果、职业病防护措施等的告知, 如冲压, 电焊, 吸塑岗位员工接触噪音, 铜烟, 苯乙烯, 氯化氢等。参考法规: 中华人民共和国职业病防治法第三十三条。	
Remarks from Auditee: None	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 176882] Audit Date: 01/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: None	
Remarks from Auditee: None	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 176882] Audit Date: 01/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee has established environment protection management procedure and collected related laws and regulations as for environment protection. The auditee conducted the Environmental impact assessment report and obtained the EIA approval and Environmental protection acceptance. The auditee has tested the domestic sewage, waste gas and noise at plant boundary annually to meet the local emission regulation. The hazardous waste such as the used lubricant oil containers was recycled by a qualified recycling company, the auditee also provided the relevant contracts, certificates of qualification and transfer records. The auditee applied for the new pollution discharge license on March 27, 2020, but it has not yet obtained it. The industry of the auditee must apply for and obtain the pollution discharge license or complete the pollution discharge registration before April 30, 2020. 被审核方建立了环境保护程序并收集了环境保护相关的法律法规。被审核方进行了环评报告的制定并获得了环评批复和环保验收。被审核方每年对生活污水, 废气和厂界噪音进行测试, 以满足当地的排放法规。危险废物如用过的废润滑油空桶等由有资质的回收公司回收, 并提供了相关合同, 资质证明, 转移记录。被审核方于2020年3月27日申请了新版排污许可证, 暂时还没有获得, 被审核方所属行业须于2020年4月30日前申请并取得排污许可证或完成排污登记。	
Remarks from Auditee: None	

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 176882] Audit Date: 01/04/2020 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u> None	
<u>AREAS OF IMPROVEMENT:</u> None	
<u>Remarks from Auditee:</u> None	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	01/04/2020	176882	D	B	A	A	A	D	A	A	A	A	A	A	A	C

Producer Photos



External photo(s) of the production unit(s) dormitory building (2).JPG

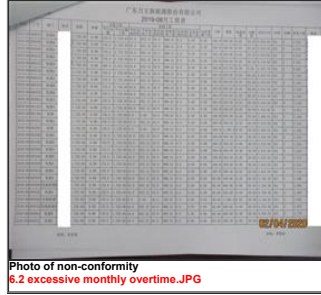


Photo of non-conformity 6.2 excessive monthly overtime.JPG



Photo of the inside of the main production hall mixing section (2).JPG



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



Photo of non-conformity 7.6 inappropriate mask for adding zinc paste worker.JPG



Photo of the inside of the main production hall mixing section.JPG



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



Photo of the canteen (if applicable) canteen.JPG



Photo of the inside of the main production hall packing section (2).JPG



External photo(s) of the production unit(s) factory outlook.JPG



Photo of the canteen (if applicable) kitchen.JPG



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



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



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



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



External photo(s) of the production unit(s)
production buildings.JPG



Photo of the dormitories (if applicable)
dormitory room.JPG



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



Photo first aid facilities
first aid kit.JPG



Photo of the inside of the main production hall
assembly section (1).JPG



Photo of the inside of the main production hall
suggestion box.JPG



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



Photo of the inside of the main production hall
assembly section (2).JPG



Photo of the inside of the main production hall
time recording system.JPG



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



Photo of the inside of the main production hall
assembly section (3).JPG



Photo of the personal protection equipments (if applicable)
PPE (2).JPG



Photo of fire safety equipment
evacuation plot plan.JPG



Photo of the inside of the main production hall
assembly section (4).JPG



Photo of the personal protection equipments (if applicable)
PPE signs.JPG



Photo of fire safety equipment
fire alarm and fire hydrant and fire extinguishers.JPG



Photo of the inside of the main production hall
assembly section (5).JPG



Photo of the personal protection equipments (if applicable)
PPE.JPG



Photo of fire safety equipment
fire hydrant testing.JPG



Photo of the inside of the main production hall
looping section.JPG



Photo of the sanitary facilities
drinking water.JPG



Photo of non-conformity
5.5 insufficient social insurance.JPG



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



Photo of the sanitary facilities
toilet.JPG