

Auditee :	Dreamsound (Dongguan) Electronic Technology Co., Ltd.
Audit Date From :	20/05/2020
Audit Date To :	20/05/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	Ellen Lu(Lead)
Auditing Branch (if applicable) :	Intertek South China - Shenzhen



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

Main Auditee Information



Name of producer :	Dreamsound (Dongguan) Electronic Technology Co., Ltd.		
DBID number :	390023		
Audit ID :	180980		
Address :	903, Building B, Jutai Technology Park, Industrial Road No.3, Industrial and Commercial Avenue, Yayao Industry Zone, Huaide Village, Humen Town, Dongguan City,		
Province :	Guangdong	Country :	China
Management Representative :	Mr. Liao Qiang Ke / Production Supervisor		
Contact person:	Fang Cheng	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Electrical supplies
Product Type :	Soundbar		

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 : 20/05/2021

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	A	A	A	B	D	A	A	A	A	A	C	A

Executive summary of audit report

Producer Background:

Dreamsound (Dongguan) Electronic Technology Co., Ltd. is located at 903, Building B, Jutai Technology Park, Industrial Road No.3, Industrial and Commercial Avenue, Yayao Industry Zone, Huaide Village, Humen Town, Dongguan City, Guangdong Province, China. This was a limited company. It was established in July 2018 and specialized in the manufacture of soundbars. The main production activities in the factory listed as following: SMT, assembly (including soldering), testing and packing.

In view of the facility, it consisted two thirds of 9F of one 10-storey production building (block B) as office, production floors and warehouse. The canteen, kitchen or dormitory was not provided by the facility.

A total of 48 employees are currently working in the facility. All employees are hired by the facility directly. The employees' ages range from 18 to 52 years old. Migrant employees come from other provinces of China such as Guangxi, Hunan and etc.

Remark:

1. The business license information as following: The local facility name: 梦幻之音(东莞)电子科技有限公司, the business license number is: 91441900MA5206JN3J, valid from July 11, 2018 until long term.

2. There was no nonconformance observed in below performance areas. Detail condition was as below:

- Performance areas 3: There was no union in the facility, but there were worker representatives freely elected in the facility. The facility did not interfere with employees' right to join legal associations and take part in their activities. Employees could raise their concerns through suggestion box and communicating with their directly supervisors, etc.
- Performance areas 4: There was no discrimination in hiring, compensation and benefits, access to training, promotion, termination, etc, and the facility provided the same pay to male/female employees.
- Performance areas 8: There were no children in the facility. Furthermore, the facility had also established remedial procedures to provide for further protection in case children were found to be working.
- Performance areas 9: There was no juvenile worker working in the facility currently. The facility had established procedures for protection of juvenile workers, such as register at the local human resource bureau, providing regular free health examination, could not arrange juvenile worker to hazard work position, no night shift work, and etc.
- Performance areas 10: The facility signed labor contracts with all employees within 30 days after employment. Employees had a copy of the contract in their own language. The facility had taken relevant orientation training when hiring. No temporary employee was noted in the facility.
- Performance areas 11: There was no forced, bonded or involuntary prison labour in the facility. Employees were not required to pay any deposits or leave their ID cards to the employer. Employees could free to leave their working stations once their shifts end, and were free to leave their employer if they notified in writing 30 days in advance after probation period or 3 days in advance within probation period.
- Performance areas 13: The facility had established ethics management regulation and related training had been provided to employees. The facility had established procedure to actively oppose any act of corruption, extortion or embezzlement, or in any form of bribery in its activities, had kept accurate information regarding its own activities, structure and performance, and had collected, used and processed personal information with reasonable care in accordance with privacy and information security laws and regulatory requirements.

3. Remark for uploading document:

- There are no agencies or contractors used by the auditee, which makes the agency labour contract and contractor license not applicable.
- There is no collective bargaining agreement in the facility, which makes the collective bargaining agreement not applicable.
- There are no any government waivers obtained by the facility, which makes the government waiver not applicable.

4. Remark: There were two 10-storey production buildings (A & B) in the industrial park. The audited facility used two thirds of 9/F of the production building (block B). Detailed floor information was indicated on the business license of the audited facility. There were many other facilities in the same building with the audited facility. During the audit day, the auditor was not allowed to visit other facilities in the building, the audited facility management stated that it was due to business confidentiality, and they had no relationship with the other facilities. Management interview and employee interview stated that the audited facility had independent business license, run separately, produced different kind of products, and employees had never been mingling used with other facilities. Therefore, other facilities in the same building were not covered in the audit scope.

5. APSCA Number of the auditor: Ellen Lu: RA21700389.

Ratings Summary



Auditee's background information			
Auditee's name :	Dreamsound (Dongguan) Electronic Technology Co., Ltd.	Legal status :	Ltd company
Local Name :	梦幻之音 (东莞) 电子科技有限公司	Year in which the auditee was founded :	2018
Address :	903, Building B, Jutai Technology Park, Industrial Road No.3, Industrial and Commercial Avenue, Yayao Industry Zone, Huaide Village, Humen Town,	Contact person (please select) :	Fang Cheng
Province :	Guangdong	Contact's Email :	691974269@qq.com
City :	Dongguan City,	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	None
GPS coordinates :	N22°49'37", E113°46'11"	Total turnover (in Euros) :	2574565.86
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	0.00
If other, please specify :		Production volume :	40,000 pieces per month
Product Group :	Electrical supplies	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Soundbar		

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	28	20
Temporary workers	0	0
In management positions	3	2
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	24	16
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	28	20
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 - 180980] Audit Date: 20/05/2020 PA Score: D

Deadline date:30/04/2021

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The facility has established social compliance management policies, procedures, manuals and organization structure to implement amfori BSCI code of conduct, including the workers involvement and protection, the right of freedom of association, no discrimination, decent working hours, health and safety, no child labor, special protection for younger workers, no precarious employment, no bonded labor, the environmental protection, ethic business behavior, and etc. Management Mr. Liao Qiang Ke / Production Supervisor and Mr. Li Qiao Ying / HR Supervisor were appointed to be responsible for the implementation of amfori BSCI values and principles in the operation of the facility. The facility has required their suppliers to follow the amfori BSCI requirements and communicated the social compliance code with it's significant suppliers by providing the copy of amfori BSCI code of conduct to them. Related the documentations were provided for review. However, gaps were identified in this performance area, please refer to relevant checkpoints for details.

企业建立了包括员工参与和保护、自有结社的权利、无歧视、体面工时、健康和消防安全、禁止童工、未成年工的特殊保护、就业保障、禁止强迫劳动、环境的保护及商业道德的社会责任管理方针等程序、手册及组织架构来执行amfori BSCI行为规范,任命了管理人员廖强科先生/生产主管和李巧鹰先生/人事主管负责该行为规范的实施。企业要求其供应商遵守amfori BSCI的行为守则并和其重要供应商在如何遵守amfori BSCI的行为准则方面进行了沟通。相关的文件有提供审阅。但是,在此部分有发现差距, 具体参考相关的检查点。

- 1.1 -** The facility had set up the management procedures to implement the amfori BSCI Code of Conduct, but not all policies were properly implemented. Some non-compliances were identified during the audit in some performance areas, such as overtime control and EHS management. In accordance with amfori BSCI Social Requirement, there should be satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct.

企业建立了确保amfori BSCI有效实施的管理制度, 但不是所有制度都得以有效实施, 当前审核在几个执行领域发现一些有待完善的地方,比如加班管控和健康安全管控等。依据amfori BSCI社会责任要求, 受审核方必须有满意证据显示企业有建立有效的管理体系来执行amfori BSCI行为准则。

- 1.4 -** As per document review and management interview, the facility had set up the workforce planning to reduce the overtime, however, the workforce planning was not effective, as employees worked overtime hours exceeding the local law requirement. Please refer to checkpoint #6.2 for details. In accordance with amfori BSCI Social Requirements, the auditee's workforce capacity should be properly organised to meet the expectations of the delivery order and/or contracts.

根据文件审核和管理层面谈, 企业有建立人力资源加班时间的控制计划, 但是此计划没有有效地实施, 因为员工加班时间超过当地法规要求。具体参考检查点6.2。根据amfori BSCI社会责任要求, 受审核方的劳动力需要被正确安排以满足客人订单的期望。

Remarks from Auditee:

Nil

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 180980] Audit Date: 20/05/2020 PA Score: A

Deadline date:31/08/2020

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The facility established ongoing communication about social requirements between workers and management. The facility also defined long term goals to protect employees according to the amfori BSCI Code of Conduct. The facility had taken orientation and refresh training to let employees know their rights and responsibilities and requirements of general social compliance. Furthermore, the facility had set an effective operational-level grievance mechanism to protect workers' benefit. However, a gap was identified in this performance area, please refer to relevant checkpoint for details.

企业建立了员工与管理层定期沟通的程序, 企业也依据amfori BSCI的行为准则制定了长远的目标来保护员工。企业有进行入职前培训和定期培训, 让员工知道他们的权利与基本社会责任的要求。并且, 企业有建立有效运行的申诉机制以保护员工利益。但是, 在此部分有发现差距, 具体参考相关的检查点。

- 2.4 -** The auditee maintained training records on the amfori BSCI Code of Conduct and TOI. However, about 25% interviewees were not clear of the basic definition or requirements. In accordance with amfori BSCI social compliance requirement, the facility should provide amfori BSCI training to all levels of employees in the facility and ensure they well know amfori BSCI requirement.

尽管被审核方保留amfori BSCI新版的的行为守则及生产商专用实施条款相关培训的资料和记录, 约25%受访员工不清楚基本的概念及要求。依据amfori BSCI社会责任要求, 企业应该提供充分的amfori BSCI的培训给各阶层的员工, 并确保他们很好的知悉amfori BSCI的要求。

Remarks from Auditee:

Nil

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 180980] Audit Date: 20/05/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: No finding was detected. 未发现问题点。	
Remarks from Auditee: Nil	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 180980] Audit Date: 20/05/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: No finding was detected. 未发现问题点。	
Remarks from Auditee: Nil	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 180980] Audit Date: 20/05/2020 PA Score: B	Deadline date:31/08/2020
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Based on the payroll records from April 2019 to March 2020 and established procedure, all employees' wages were calculated on a monthly-rated basis and the lowest basic wages were RMB1720 per month, which was higher than the local legal minimum wage standard. 150% and 200% of basic wages were paid to employee for overtime worked on workdays and rest days respectively. No overtime was conducted on public holidays. Employees were paid by cash before or on 30th of each month after the previous wage calculation cycle. One copy of pay stub was provided to the employees when the wage was paid. Furthermore, all employees had been provided with written and understandable information about their employment conditions in respect to wages during orientation training. The facility did not use fine as disciplinary measure. However, gaps were identified in this performance area and please refer to relevant checkpoint for details.</p> <p>基于企业提供的2019年4月至2020年3月的工资记录与建立的程序,发现员工的工资按月薪方式计算,企业支付给员工的最低基本工资为每月人民币1720元,高于当地最低工资标准每月1720元。如在工作日加班和休息日加班,工资将分别按1.5倍和2倍的基本工资计算。法定节假日无加班。员工工资按月在次月30日之前或当天以现金的形式发放。发工资时有一份工资条提供给员工。另外,所有员工在入职之前已被告知企业的工作条件和待遇等信息。企业未采取罚款作为惩戒措施。但是,在此部分有发现差距,具体参考相关的检查点。</p> <p>5.4 - The facility management was not aware of Basic Needs Wage. Based on the provided payroll records, the facility paid at least RMB1900 per month for employees for the normal working hours, which was higher than the local minimum wage standard RMB1720 per month. In accordance with the amfori BSCI Social Requirements, the auditee should provide sufficient remuneration that allows workers to meet a decent standard of living. 企业对Basic Needs Wage没有了解。基于企业提供的工资表,企业给员工按照至少每月人民币1900元支付对应的正班工作时间,高于当地最低工资标准的每月1720元。根据amfori BSCI社会责任要求,受审核方应该提供足够的福利待遇让员工过上体面的生活。</p> <p>5.5 - Through document review, auditor found that there were total 48 employees in the facility. All employees were hired by the facility directly. Through reviewing the provided social insurance receipt of March 2020, only 1 out of 48 employees (2%) had participated in basic endowment insurance, unemployment insurance, basic medical insurance, employment injury insurance and maternity insurance. Through management interview and employee interview, auditor noted that some employees did not want to participate in social insurance. Remark: The facility did not purchase commercial insurance for employees. In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state.</p> <p>通过文件审核,发现被审核方共48名员工,所有员工均是工厂自己直接聘用的员工。通过查看企业提供的2020年3月的社保收据显示,企业仅1名员工(2%)参加了养老保险,失业保险,医疗保险,工伤保险和生育保险。通过管理人员访谈及员工访谈了解到部分员工不愿意购买社保。备注:企业未为员工购买商业保险。依据《中华人民共和国社会保险法》第十条,职工应当参加基本养老保险,由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险,由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险,由用人单位缴纳工伤保险费,职工不缴纳工伤保险费。第四十四条 职工应当参加失业保险,由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险,由用人单位按照国家规定缴纳生育保险费,职工不缴纳生育保险。</p>	
Remarks from Auditee: Nil	

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 180980] Audit Date: 20/05/2020 PA Score: D

Deadline date:31/12/2020

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Based on the provided attendance records from May 9, 2019 until May 20, 2020 and employee interview, it was noted that finger print attendance system was used for time keeping for employees. Every employee should scan their finger when they went in and out of the facility. The peak months was not obvious in the facility as per facility management. The normal working hour was 5 days per week and 8 hours per day. Workers worked overtime voluntarily. All employees worked in 1 shift, they normally worked overtime for 2 hours on normal working days and 8 hours on Saturdays. All employees received at least one day off after consecutive 6 working days. However, a gap was identified in this performance area and please refer to relevant checkpoint for details.

根据企业提供的2019年5月9日至2020年5月20日考勤表与员工访谈，发现员工采用指纹考勤系统记录考勤，所有人员上下班均需扫描指纹。根据企业管理层，生产旺季不明显。员工的正班时间为每周5天每天8小时。员工按个人意愿加班。所有员工为1班制，通常在工作日加班2小时，周六加班8小时。所有员工在连续工作6天后至少有一天休息。但是，在此部分有发现差距，具体参考相关的检查点。

- 6.2 -** Through document review, it was noted that the monthly overtime hours of 8 out of 8 randomly selected samples were 58-76 hours in March 2020 (current month); the monthly overtime hours of 8 out of 8 randomly selected samples were 82 hours in November 2019 (random month); the monthly overtime hours of 8 out of 8 randomly selected samples were 78 hours in June 2019 (random month). 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 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.

通过文件审核，审核员发现在抽取的2020年3月份（当前月）的考勤中，8名随机抽取的样本中8人的月加班时间为58-76小时；2019年11月份（任意月）的考勤中，8名随机抽取的样本中8人的月加班时间为82小时；2019年6月份（任意月）的考勤中，8名随机抽取的样本中8人的月加班时间为78小时。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。

Remarks from Auditee:

Nil

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 180980] Audit Date: 20/05/2020 PA Score: A

Deadline date:31/08/2020

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The facility had established health and safety policy and procedure. As per the onsite observation, the electrical system was in a good condition. All switches in the electrical control panels have been labelled with warning sign. All safety exits were affixed with both exit signs and emergency lights. The work floor was installed with sufficient fire extinguishers, fire hydrants and fire alarms etc. All fire fighting equipment were inspected once a month. All safety exits and evacuation passageway were kept unblocked. Evacuation maps were posted in each area. Sufficient first aid kits stocked with necessary supplies, drinkable water facility and eye washing station were available. The facility provided regular and recorded health & safety training to employees. However, gaps were identified in this performance area and please refer to relevant checkpoints for details. Remark: 1) No dormitory, kitchen and canteen were provided to employees; 2) No transportation was provided to employees by the facility.

企业已建立健康安全政策与程序。通过现场观察,发现企业电力系统良好,所有配电箱开关有张贴警示标示。所有安全出口有安装出口标识和应急灯,车间配备了足够的灭火器、消防栓、消防警铃等,所有消防设施每月点检一次。所有安全出口与消防通道都是保持畅通无阻的状态。消防平面图有张贴在各个区域,车间配备了急救箱、饮用水台、洗眼器。企业提供了定期的健康安全培训给员工。但是,在此部分有发现差距,具体参考相关的检查点。备注:1)企业没有提供宿舍、食堂和厨房给员工;2)企业没有提供交通给员工。

- 7.1 -** 1) During facility tour, auditor found that total around 5 employees in assembly workshop contacted with soldering dust or chemicals such as glue when working. However, no occupational health examination reports which required by law for those 5 employees were provided for review. In accordance with the PRC Law of Prevention and Control of Occupational Diseases Article 35, the employer shall conduct regular occupational health examination for those labourers who are engaged in works with occupational hazard(s) as required by production safety supervision and administration department and public health administrative department under the State Council. The occupational health examination shall be conducted before labourers start to take the post, in the course of the work and after leave the post and the employer shall provide the results of the occupational health examinations to labourers in written. The expenses of the occupational health examination shall be borne by employers. The employer shall not arrange labourers to engage in the work with occupational hazard(s) prior to the pre-post occupational health examination, or labourers with any occupational prohibition to engage in the prohibited work from them. Once the occupational health examination indicates that employee is suffering from the occupational damage in relation to his or her occupation, the employer shall transfer such a labourer out of his or her original post, and allocate him or her in a proper way. The employer shall not rescind or terminate the labour contracts signed with those employees without the occupational health examination at time of leaving the post. The occupational health examination shall be undertaken by the Medical and Health Institutions with Practicing Licence of Medical Institution. The Health Administrative Department shall strengthen the standardization management of occupational health examination. The specific administrative measures shall be formulated by the Health Administrative Department of State Council. 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 the management of work safety for review. In accordance with the Law of the PRC on Work Safety Article 24, 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 or store 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 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 or store hazardous articles, and mines, metal smelting shall have certified safety engineer to work on the management of work safety. 3). Through document review, it was noted that the facility was not fully complied with law requirements on Health and Safety. Please refer to below checkpoints in this section for details. In accordance with amfori BSCI Social Requirements, the auditee should ensure its activities are in observance of the occupational health and safety regulations.

1)在现场巡查时,审核员发现企业装配车间共有5名员工工作时接触焊锡烟尘或化学品如胶水等。但是,企业未能提供该5名员工的按法规要求的职业健康检查报告供审核员审阅。依据《中华人民共和国职业病防治法》第三十五条,对从事接触职业病危害的作业的劳动者,用人单位应当按照国务院安全生产监督管理部门、卫生行政部门的规定组织上岗前、在岗期间和离岗时的职业健康检查,并将检查结果书面告知劳动者。职业健康检查费用由用人单位承担。用人单位不得安排未经上岗前职业健康检查的劳动者从事接触职业病危害的作业;不得安排有职业禁忌的劳动者从事其所禁忌的作业;对在职业健康检查中发现有与所从事的职业相关的健康损害的劳动者,应当调离原工作岗位,并妥善安置;对未进行离岗前职业健康检查的劳动者不得解除或者终止与其订立的劳动合同。职业健康检查应当由取得《医疗机构执业许可证》的医疗卫生机构承担。卫生行政部门应当加强对职业健康检查工作的规范管理,具体管理办法由国务院卫生行政部门制定。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。依据《中华人民共和国安全生产法》第24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。3)企业未完全遵守关于健康安全的法定要求,具体参考该部分以下检查点。依据amfori BSCI社会责任要求,受审核方需确保完全符合健康安全方面的法规要求。

- 7.2 -** Through reviewing the provided social insurance receipt of March 2020, it was noted that 47 out of 48 employees did not participate in employment injury insurance. In accordance with the Social Insurance Law of the People's Republic of China, Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees.

通过查看2020年3月社保收据,发现企业共有48名员工,其中有47名员工未参加工伤保险。依据《中华人民共和国社会保险法》第三十三条,职工应当参加工伤保险,由用人单位缴纳工伤保险费,职工不缴纳工伤保险费。

- 7.6 -** During facility tour, auditor found that total 2 assembly employees contacted with chemicals such as glue. However, the 2 employees only wore ordinary cotton mask, instead of carbon filtering mask. Management interview and employee interview stated that the facility provided carbon filtering mask for them. In accordance with Law of the PRC on Work Safety article 42, manufacturing units shall provide personal protective equipment to employees. Manufacturing units shall supervise and train employees to ensure they properly wear and use the personal protective equipment.

在现场巡查时,审核员发现企业共有2名装配工人接触化学品如胶水。然而,该2名员工仅佩戴了普通棉口罩,而不是活性炭口罩。管理层访谈和员工访谈确认企业提供了活性炭口罩给他们。依据《中华人民共和国安全生产法》第42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。

- 7.7 -** 1) During facility tour, auditor found that there was no label for the chemicals stored at the assembly workshop in the facility such as glue. In accordance with the Regulations on the Safe Use of Chemicals in Workplace, Article 12 The unit, which uses chemical, shall set up identification label for all chemicals in using. For dangerous chemical, a safety label shall be applied and MSDS be provided for worker. 2) During facility tour, auditor found that there was no secondary containment for chemicals stored at the assembly workshop in the facility such as glue. 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, antiseptics, 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.

1)在现场巡查时,审核员发现装配车间存放的化学品如胶水没有安全标识。依据《工作场所安全使用化学品规定》第十二条,使用单位使用的化学品应有标识,危险化学品应有安全标签,并向操作人员提供安全技术说明书。2)在现场巡查时,审核员发现企业装配车间存放的化学品如胶水没有按要求设置防泄漏安全措施。危险化学品安全管理条例第二十条,生产、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。

7.21 - Remark: No canteen or kitchen were provided to employees.

备注: 企业没有提供食堂和厨房给员工。

7.23 - Remark: No transportation was provided to employees by the facility.

备注: 企业没有提供交通给员工。

7.24 - During facility tour, auditor found that hazardous factors existed in assembly workshop such as benzene series and lead dust. However, the facility could not provide evaluation report of occupational hazardous factors in 2019 or 2020 for review. In accordance with Provisions on the Supervision and Administration of Workplace Occupational Health Article 20, An employing entity with occupational hazards shall entrust an occupational health technical service agency with corresponding qualification to conduct evaluation on occupational hazard factors at least once every year. An employing entity with severe occupational hazards shall, in addition to the above requirement, entrusts an occupational health technical service agency with corresponding qualification to conduct assessment on occupational hazard status at least once every three years. The results of the evaluation and assessment shall be kept in archive, reported to local administration department of work safety, and announced to the workers.

在现场巡查时,审核员发现在装配部存在职业危害因素如苯系物和铅烟。但是,企业未能提供该作业场所2019年或2020年的职业危害因素监测报告供审阅。依据《工作场所职业卫生监督管理规定》第二十条,存在职业病危害的用人单位,应当委托具有相应资质的职业卫生技术服务机构,每年至少进行一次职业病危害因素检测。职业病危害严重的用人单位,除遵守前款规定外,应当委托具有相应资质的职业卫生技术服务机构,每三年至少进行一次职业病危害现状评价。检测、评价结果应当存入本单位职业卫生档案,并向安全生产监督管理部门报告和劳动者公布。

Remarks from Auditee:

Nil

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 180980] Audit Date: 20/05/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

No finding was detected.
未发现问题点。

Remarks from Auditee:

Nil

Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 180980] Audit Date: 20/05/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

No finding was detected.
未发现问题点。

Remarks from Auditee:

Nil

Performance Area 10 : No Precarious Employment

Full Audit [Audit Id - 180980] Audit Date: 20/05/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

No finding was detected.
未发现问题点。

Remarks from Auditee:

Nil

Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 180980] Audit Date: 20/05/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: No finding was detected. 未发现问题点。	
Remarks from Auditee: Nil	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 180980] Audit Date: 20/05/2020 PA Score: C	Deadline date:31/03/2021
GOOD PRACTICES: Nil	
<p>AREAS OF IMPROVEMENT:</p> <p>Based on document review, management interview and employee interview, the facility had established a written environmental policy and collected laws and regulations regarding environmental protection, and established the proper procedure to ensure integration of local environmental law into the business performance. The facility provided environment monitoring report and hazardous waste transfer document for review during the audit. However, gaps were identified in this performance area and please refer to relevant checkpoints for details.</p> <p>通过文件查阅、管理层访谈和员工访谈, 审核发现企业有建立书面的环境政策且有搜集环境保护相关的法律法规,并且建立了合适程序来确保其商业模式中结合当地环境法规。审核中企业提供了环境监测报告与危险废弃物的转移记录供审核。但是,在此部分有发现差距, 具体参考相关的检查点。</p> <p>12.1 - During facility tour, auditor found that the products in the facility were soundbars and the main processes are SMT, assembling, testing and packing, waste gas which generated during manufacturing would cause influence on the environment. EIA document shall be compiled for assessing detailed environmental impacts and relevant protective measures. However, the facility could not provide EIA document for review. In accordance with the PRC Environmental Impact Assessment Law Article 16, the state conducts systematic management over the Environmental Impact Assessment of construction projects in accordance with the degree of impact on the environment. Construction units shall compile Environmental Impact Report, Environmental Impact Report Form or fill out Environmental Impact Registration Form (hereinafter referred to as Environmental Impact Assessment Documents) under the following rules: (1) For those that may cause heavy environmental impact, Environmental Impact Report shall be compiled, and the environmental impact produced shall be fully assessed. (2) For those that may cause slight environmental impact, Environmental Impact Report Form shall be compiled, and the environmental impact produced shall be analyzed or specially assessed. (3) For those that have very little environmental impact and do not need any Environmental Impact Assessment, Environmental Impact Registration Form shall be filled out. The construction projects' systematic management directory of Environmental Impact Assessment is made and published by the environmental protection administration agency under the State Council.</p> <p>在现场巡查时, 审核员发现企业生产音响, 主要工序为贴片, 组装, 测试, 包装, 生产过程中产生的废气以及危险废弃物会对环境造成影响。需要编写环境影响评价文件来评估具体的环境影响和相关的保护措施。但是企业无法提供环境影响评价文件供审阅。根据《中华人民共和国环境影响评价法》第16条, 国家根据建设项目对环境的影响程度, 对建设项目的环境影响评价实行分类管理。建设单位应当按照下列规定组织编制环境影响报告书、环境影响报告表或者填报环境影响登记表(以下统称环境影响评价文件): (一)可能造成重大环境影响的, 应当编制环境影响报告书, 对产生的环境影响进行全面评价; (二)可能造成轻度环境影响的, 应当编制环境影响报告表, 对产生的环境影响进行分析或者专项评价; (三)对环境影响很小、不需要进行环境影响评价的, 应当填报环境影响登记表。建设项目的环境影响评价分类管理名录, 由国务院环境保护行政主管部门制定并公布。</p> <p>12.3 - 1) During document review, the facility could not provide the EIA approval / registration for construction project for review. In accordance with The PRC Environmental Impact Assessment Law article 22, The construction unit shall submit the Environmental Impact Report or Environmental Impact Report Form of the construction project to the authorized environmental protection administrative department in charge in accordance with the regulations of the State Council for examination and approval. The state implements register management for Environmental Impact Registration Form. 2) During facility tour, auditor found that the products in the facility were soundbars and the main processes are SMT, assembling, testing and packing, waste gas which generated from manufacturing would cause influence on the environment. However, during document review, the facility could not provide the environmental protection acceptance check approval for their construction project for review. In accordance with the Measures for Administration of Environmental Protection Acceptance Check upon Completion of Construction Project article 17, For construction units accord with the acceptance check conditions prescribed in Article 16, competent departments of environmental protection administration shall approve the application report of environmental protection acceptance check, application form of environmental protection acceptance check or registration card of environmental protection acceptance check. For construction projects with a registration card of environmental protection acceptance check upon completion of project completed, competent departments of environmental protection administration shall, after checking, give the opinions on the registration card of environmental protection acceptance check and make approval decisions. Construction projects without official approval on the application report, application form or registration card of environmental protection acceptance check upon completion of projects shall not be put into production or use.</p> <p>1)在文件审阅中, 企业无法提供该建设项目的环境影响审查批复/备案供审阅。根据《中华人民共和国环境影响评价法》第22条, 建设项目的环境影响报告书、报告表, 由建设单位按照国务院的规定报有审批权的环境保护行政主管部门审批; 国家对环境影响登记表实行备案管理。2)在现场巡查时, 审核员发现企业生产音响, 主要工序为贴片, 组装, 测试, 包装, 生产过程中产生的废气会对环境造成影响。但在文件审核中,企业无法提供该建设项目的环境保护竣工验收报告供审阅。根据《建设项目竣工环境保护验收管理办法》第十七条, 对符合第十六条规定的验收条件的建设项目, 环境保护行政主管部门批准建设项目竣工环境保护验收申请报告、建设项目竣工环境保护验收申请表或建设项目竣工环境保护验收登记卡。对填报建设项目竣工环境保护验收登记卡的建设项目, 环境保护行政主管部门经过核查后, 可直接在环境保护验收登记卡上签署验收意见,作出批准决定。建设项目竣工环境保护验收申请报告、建设项目竣工环境保护验收申请表或者建设项目竣工环境保护验收登记卡未经批准的建设项目, 不得正式投入生产或者使用。</p>	
Remarks from Auditee: Nil	

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 180980] Audit Date: 20/05/2020 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u> Nil	
<u>AREAS OF IMPROVEMENT:</u> No finding was detected. 未发现问题点。	
<u>Remarks from Auditee:</u> Nil	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	20/05/2020	180980	D	A	A	A	B	D	A	A	A	A	A	C	A	C

Producer Photos

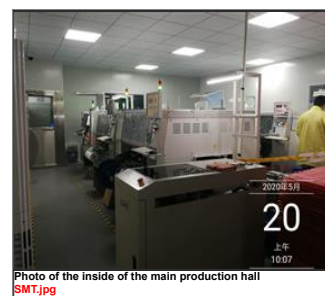
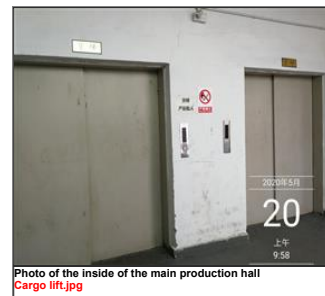
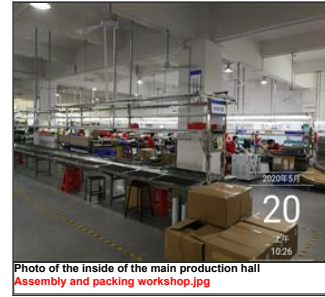




Photo first aid facilities
First aid kit.jpg

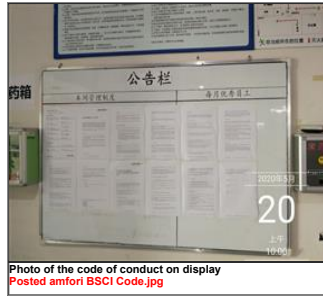


Photo of the code of conduct on display
Posted amfori BSCI Code.jpg



Photo of the inside of the main production hall
Suggestion box.jpg



Photo of fire safety equipment
Electricity box.jpg



Photo of the sanitary facilities
Drinkable water.jpg



Photo of the inside of the main production hall
Testing.jpg



Photo of fire safety equipment
Evacuation direction sign and emergency light.jpg



Photo of the sanitary facilities
Toilet.jpg



Photo of the personal protection equipments (if applicable)
Soldering employee with dust proof mask.jpg

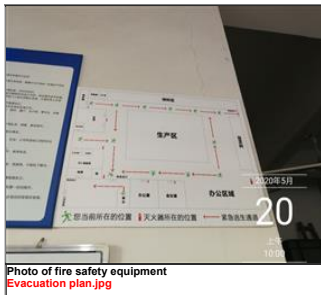


Photo of fire safety equipment
Evacuation plan.jpg



Photo of the inside of the main production hall
Assembly and packing line.jpg