Auditee :	**TIANCHANG STARCOME TOY CO.,LTD**
Audit Date From :	**18/06/2020**
Audit Date To :	**18/06/2020**
Expiry Date of the Audit :	**Please refer to the producer profile in the amfori BSCI platform**
Auditing Company :	**TUEV Rheinland**
Auditor’s Name(s) :	**Kyle Yuan(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. Access www.bsciplatform.org, for entitled users only.

Rating Definitions

Rating	A combination of ratings per Performance Area where:	Consequence
A **Very Good**	• Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E These are three examples: 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	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
B **Good**	• 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**	• 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 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**	• 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**	• 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 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.
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 :	**TIANCHANG STARCOME TOY CO.,LTD**		
DBID number :	**391523**		
Audit ID :	**183698**		
Address :	**WANGDIAN DISTRICT,XINJIE TOWN, TIANCHANG CITY**		
Province :	**Anhui**	Country :	**China**
Management Representative :	**Yunkun KOU**		
Contact person:	**Yunkun KOU**	Sector :	**Non-Food**
Industry Type :	**Toys and Games**	Product group :	**toys**
Product Type :	**Plush toys**		

Audit Details

Audit Range :	☐ Full Audit	☒ Follow-up Audit	
Audit Scope :	☒ Main Auditee	☐ Main Auditee & Farms	
Audit Environment :	☒ Industrial	☐ Agricultural	☐ Small Producer
Audit Announcement :	☒ Fully-Announced	☐ Fully-Unannounced	☐ 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 :	**18/06/2021**

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	B	A	A	A	A	A	A

Executive summary of audit report

TIANCHANG STARCOME TOY CO.,LTD(天长市星康玩具有限公司) was located at WANGDIAN DISTRICT,XINJIE TOWN, TIANCHANG CITY, Anhui Province, China(中国安徽省天长市新街镇王店社区).

The auditee was specialized in the manufacturing of plush toys. The main process was cutting-sewing-cotton filling-manual working-packing. Embroidering process was subcontracted. No obvious peak season in the factory.

The factory owned 4 buildings in the facility compound. Two 1-storey buildings were used as production workshop and warehouse, one 1-storey building was used as canteen and production workshop, and one 3-storey building was used as office, the facility occupied an area of approximately 4,300 square meters.

Total 43 employees including security guard and kitchen staff were recruited directly by factory.

This follow up audit only covered PA1,2,5,6,7,10,12.

A closing meeting was held with factory representative and all findings were communicated to management along with corresponding corrective action plans, and Mr. Yunkun KOU / General manager signed the CAP and agreed to take corrective actions.

Remark: 1.There was no contractor, labor agency, government waiver, or collective bargaining, and no environmental permit was required, which made the corresponding documents not applicable.

2.Auditor's APSCA number was RA 21702032.

Ratings Summary

Auditee's background information

Auditee's name :	**TIANCHANG STARCOME TOY CO.,LTD**	Legal status :	**Limited company**
Local Name :	**天长市星康玩具有限公司 (91341181MA2NGC386T)**	Year in which the auditee was founded :	**2017**
Address :	**WANGDIAN DISTRICT,XINJIE TOWN,**	Contact person (please select) :	**Yunkun KOU**
Province :	**Anhui**	Contact's Email :	**KYK9071@163.COM**
City :	**TIANCHANG 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) :	**Not applicable**
GPS coordinates :	**N32°36'23"; E118°51'10"**	Total turnover (in Euros) :	**2500000.00**
Sector :	**Non-Food**	Of which exports % :	**100.00**
Industry :	**Toys and Games**	Of which domestic market % :	**0.00**
If other, please specify :		Production volume :	**20000000 pieces per year**
Product Group :	**toys**	Production cost calculation :	**Yes**
If other, please specify :		Lost time injury calculation cost :	**Yes**
Product Type :	**Plush toys**		

Auditee's employment structure at the time of the audit

Total number of workers : **43** Total number of workers in the production unit to be monitored (if applicable) : **0**

	MALE WORKERS	FEMALE WORKERS
Permanent workers	8	35
Temporary workers	0	0
In management positions	1	0
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	0	0
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	8	35
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

1- Followup Audit [Audit Id - 183698] Audit Date: 18/06/2020 PA Score: D Deadline date:18/12/2020

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:

Corporate social responsibility management system had been set up to implement the amfori BSCI Code of Conduct. Mr. Yunkun KOU / General manager was assigned as management representative. Training against amfori BSCI Code and Terms of Implementation were provided to managements and workers, based on interview with them, they knew such requirements well. Regularly internal audit and management review were conducted to ensure the effectiveness, adequacy and the suitability of amfori BSCI, the latest internal audit and management review was conducted in January 2020. Supplier social accountability control procedure was established and the auditee monitored main suppliers' social accountability performances through assessment. Finding1.1 and 1.4 were still opened.
企业建立社会责任管理体系来执行amfori BSCI行为守则。总经理寇耘堃先生被指定为管理者代表。工厂有针对amfori BSCI行为准则和生产商专用实施条款对管理人员和工人进行培训，根据与他们访谈，他们均对标准了解。工厂定期进行了amfori BSCI的内审和管理评审以保证amfori BSCI体系运行的有效性、充分性和适宜性，最近一次内审和管理评审在2020年1月进行。供应商社会责任控制程序已建立，被审核方通过审核的方式监督了主要供应商的社会责任表现。问题点1.1和1.4仍然存在。

1.1 - The factory had established written policy and procedure regarding amfori BSCI management, but it was not implemented effectively. As per site observation, document review and interview with management, workers' representative and workers, the amfori BSCI Code didn't integrate into day-to-day business practices completely, performance areas of the management system, fair remuneration, decent working hours, health and safety etc. were not management systematically.
工厂已经建立了关于amfori BSCI管理的书面的政策和程序，但其并未有效地执行。根据现场观察，文件评审，管理层，员工代表和员工访谈，amfori BSCI行为准则未完全整合入日常的业务规范，在管理体系，公平报酬，体面的劳动时间,职业健康与安全等绩效领域未进行系统的管理。

1.4 - The factory had established production capacity assessment procedure. However, the factory did not have a good capacity planning to meet the expectations of the delivery order, which led to the monthly overtime hours exceeded legal requirement. Through management interview, they understood the production rate and date of delivery, but the factory did not consider the compliance of workers' overtime-working hours during the production capacity planning. They could not ensure workers' overtime hours in accordance with the law requirements when the factory could meet the requirements of the client orders continually.
工厂制定了生产能力评估程序，然而工厂没有一个完善的产能计划去完成预期的订单交货以致于月加班时间超过法规要求。根据管理人员访谈，他们清楚了解工厂生产效率和交货期，但工厂在产能规划期间未考虑员工加班工作时间的合规性。工厂在产能持续满足客户订单需求的同时，无法确保工人的加班时间符合法规要求。

Remarks from Auditee:
None

Full Audit [Audit Id - 155833] Audit Date: 03/07/2019 PA Score: D Deadline date:30/06/2020

Good practices

Areas of improvement

The factory set up completed policy and procedure on social accountability. For example, the procedures on hiring, working hour, benefit, dealing with grievances, training workers, anti-corruption and so on. Yunkun Kou / General Manager was amfori BSCI representative and took whole charge of amfori BSCI affairs in the factory, and the director was familiar with amfori BSCI requirement. The factory established supplier social performance management system including establishing supplier management policy on amfori BSCI and assessment. All these processes were documented under procedures and integrated into workers trainings. However, gaps had still been identified in implementation:
工厂建立了完整的社会责任政策和程序，例如程序中包括招聘，工时，福利，申诉系统，员工培训，反腐败等内容。寇耘堃/ 总经理被工厂指定为amfori BSCI负责人，统筹整个工厂的amfori BSCI事务，该负责人了解amfori BSCI的要求。工厂建立了包括基于amfroi BSCI要求的政策及评估的供应商社会责任管理体系，以上过程均有文件记录并给员工提供培训，但是，在实践中仍然存在一些偏差：

1.1 - The facility did not establish effective management system to implement the requirement of amfori BSCI Code of conduct and local laws. Although the management was positive to face the non-conformity defected in the internal audit, and corrected soon, especially for the occasional and paroxysmal issues, e.g. some single needle sewing machines in sewing workshop didn't equip with needle safeguards. However, the facility did not have a good way to correct the systemic issues. E.g. The monthly overtime hours had exceeded 36 hours and no one participated in social insurance. As claimed by facility management, control and reduce the overtime hours would cause delivery delay.
工厂没有建立有效的管理系统来执行amfori BSCI行为守则和当地法律法规的要求。尽管管理层积极的面对内审中发现的问题，且很快改善，尤其是偶发性和突发性的问题，例如部分单针缝纫机没有安装针挡保护。但是工厂没有好的办法来解决系统性问题，例如：月加班时间超出36小时，无人参加保险。根据工厂管理人员解释，控制加班会导致交货期延迟。

1.4 - The factory calculated the production rate per worker and delivery time, but they did not arrange production reasonably, which led the overtime hours exceeded 36 hours per month.
工厂计算了工人的生产率和交期，但是没有合理安排生产，导致每月加班超出36小时。

Remarks from Auditee

Performance Area 2 : Workers Involvement and Protection

1- Followup Audit [Audit Id - 183698] Audit Date: 18/06/2020 PA Score: A Deadline date:18/09/2020

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:

According to interview statement with worker representative and workers, they were familiar with workplace-related issues, their labor right e.g. the law, work contracts, job description, working rules, etc. Communication meetings between management and worker representatives were held every two months. Training on labor law, factory rules, grievance mechanism etc. were provided to all workers to make them be aware of their right and responsibilities. Finding2.4 was still opened.
根据员工代表及员工的访谈信息，员工代表以及员工都很清楚工厂场所相关信息，以及员工的劳工权利，例如法律，劳动合同，工作描述以及厂纪厂规等。管理层与员工代表之间的沟通会议每两个月召开一次。被审核方提供了关于劳动法规、工厂规定、投诉机制等的培训给所有员工，并已确保他们知道自己的权利和义务。问题点2.4仍然存在。

2.4 - Based on workers interview, all of the interviewees heard of amfori BSCI, but 50% of them did not know the contents of amfori BSCI, such as protection of the environment, etc. According to management interview and document review, the factory provided amfori BSCI knowledge training including all 13 performance areas to all workers twice per year, the latest one was conducted on 15 November 2019, but they did not evaluate the effectiveness of the training. The workers said they focused on their work, so they did not pay attention to the content of amfori BSCI.

根据员工访谈，所有的被访谈员工都听说过amfori BSCI, 但是其中50%员工不了解amfori BSCI的内容，例如环境保护等。根据管理层访谈和文件审核，工厂每年两次对所有员工进行了amfori BSCI知识培训，最近一次在2019年11月15日，包含了全部13个绩效领域，但是他们并未对培训的有效性进行评估。工人们称他们专注于工作，没有仔细了解amfori BSCI的内容。

Remarks from Auditee:
None

Full Audit [Audit Id - 155833] Audit Date: 03/07/2019 PA Score: A Deadline date:31/12/2019

Good practices

Areas of improvement

The auditee established the way to communication between management and worker representatives, such as the regular meeting between management and worker representatives, the latest meeting was held on 10 May 2019. 2 worker representatives were elected on 4 January 2018. Auditee never received any complaints from workers during past 12 months. However, gaps have been identified in implementation:
审核方为管理层和员工代表建立了沟通方式。比如管理层和员工代表之间定期的会议，最近一次会议是在2019年5月10日举行的。在2018年1月4日选举出了2位员工代表。被审核方在过去12个月未收到任何来自员工的投诉。尽管如此，在实践中仍然存在一些偏差：

2.4 - Though the auditee posted the amfori BSCI Code of conduct publicly, provided relevant training with all employees, the latest training was conducted on 1 April 2019, however, 50% of the sampled employees were still not quite aware of amfori BSCI standards, such as the No Precarious Employment. The workers stated that they were old, did not remember the detail.
尽管工厂在厂内张贴了amfori BSCI行为准则，且为员工提供了相关培训，最近一次培训在2019年4月1日进行，但是50%的抽样员工对amfori BSCI的标准仍不是十分清楚，例如无缺乏保障就业等。员工表示年龄较大，记不清楚细节。

Remarks from Auditee

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

1- Followup Audit [Audit Id - 183698] Audit Date: 18/06/2020 PA Score: A Deadline date:

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:

The PA was not included in this follow up audit.
本次跟进审核不包含该表现区域。

Remarks from Auditee:

Full Audit [Audit Id - 155833] Audit Date: 03/07/2019 PA Score: A Deadline date:

Good practices

Areas of improvement

Remarks from Auditee

Performance Area 4 : No Discrimination

1- Followup Audit [Audit Id - 183698] Audit Date: 18/06/2020 PA Score: A Deadline date:

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:

The PA was not included in this follow up audit.
本次跟进审核不包含该表现区域。

Remarks from Auditee:

Full Audit [Audit Id - 155833] Audit Date: 03/07/2019 PA Score: A Deadline date:

Good practices
Areas of improvement
Remarks from Auditee

Performance Area 5 : Fair Remuneration

1- Followup Audit [Audit Id - 183698] Audit Date: 18/06/2020 PA Score: B Deadline date:18/12/2020

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:

Legal minimum wage was RMB1280/month since 1 November 2018, equivalent to RMB7.36 per hour. Payroll records from June 2019 to April 2020 were reviewed. In sampled records, the minimum wage of auditee paid to the employees was RMB11.61 per hour. Overtime on normal working days, rest days and statutory holidays was paid at 150%, 200% and 300% of normal wage. As shown in the payroll, paid annual leave and paid holidays were provided. Pay slip was issued to workers. In Employee Handbook, paid annual leave, statutory holiday, sick leave, marriage leave, maternity leave and funeral leave were defined. The whole month was counted as a wage calculation cycle, and the corresponding wage was paid on 30th of next month. Workers' wages were paid on hourly rate by cash. Finding5.5 was still opened.
当地最低工资标准自2018年11月1日之后每月1280元，相当于7.36元每小时。企业提供了2019年6月至2020年4月的工资记录供审核。所抽取样本中，企业支付给员工的最低工资是11.61元/小时。正常工作日，休息日和法定假日的加班费按平时工资的150%，200%和300%支付。工资记录显示企业提供了带薪年假和国定假日给员工。工资条在提供给了员工。企业在员工手册中规定了带薪国年休假、法定假日、病假、婚假、产假和丧假.。计薪周期为一个自然月, 相应的工资于次月30日发放。员工工资是计时的, 以现金形式发放。问题点5.5仍然存在。

5.5 - There were 43 workers including 25 retiree workers in the factory, but the factory did not provide retirement, medical, unemployment, child-bearing and injury insurances to any worker. The management said the workers were not willing to join social insurance system. Based on workers interview, some of them had joined the rural pension insurance system in their town, and they were not willing to pay for the social insurance. The factory did not collect the information about rural pension insurance of workers. The management said they would gradually increase the number of workers covered by social insurance. Reference law: Labor Law of the People's Republic of China article 72 and article 73
工厂内共有43名员工包含25名退休员工，但工厂未向任何员工提供养老，医疗，失业，生育和工伤保险。管理层称工人不愿意参加社保体系。根据员工访谈，他们中的一些人已经在镇里参加了农保体系，并且他们不愿意承担社保的费用。工厂未收集员工参加农保的信息。管理人员称会逐步提高参保工人数。参考法律法规：《中华人民共和国劳动法》第七十二条，第七十三条

Remarks from Auditee:
None

Full Audit [Audit Id - 155833] Audit Date: 03/07/2019 PA Score: B Deadline date:30/06/2020

Good practices

Areas of improvement

Payroll records from June 2018 to May 2019 were reviewed. The minimum wage paid to the sampled employees was RMB 11.61 per hour, the local legal minimum wages was RMB 1150/month (equal RMB6.61/hour) before 1 November 2018, and raised to RMB 1280/month (equal RMB 7.36/hour) since 1 November 2018. Overtime on normal working days, rest days and statutory holidays was paid at 150%, 200% and 300% of normal wage. No overtime hours were noted on statutory holidays. The whole month was counted as a wage calculation cycle, and the corresponding wage was paid by cash at end of next month. Workers' wages were paid by hourly rate. In Employee handbook, paid annual leave, statutory holiday, sick leave, marriage leave, maternity leave and funeral leave were defined and implemented accordingly. The facility paid the actual remuneration was higher than the fair remuneration.
企业提供了2018年6月至2019年5月的工资记录供审核。所抽取样本中，企业支付给员工的最低工资是11.61元/时，当地法定最低工资从2018年11月1日前为RMB1150/月（等于RMB6.61/小时），于2018年11月1日起升至RMB1280/月（等于RMB7.36/小时）。工作日加班可获得1.5倍加班费，休息日加班可获得2倍加班费，法定节假日可获得3倍加班费，但是法定节假日无加班。工资计算周期是每月1日至月末，工资在下个月月底以现金发放，工资计算方式是时薪制。企业在员工手册中规定了带薪国年休假、法定假日、病假、婚假、产假以及丧假，并按照此规定实施。工厂实际支付的工资大于了公平需求工资。

5.5 - No employees had participated in all 5 types of social insurance.Through management and worker interview, all 57 workers were not provided with injury insurance, retirement insurance, basic medical insurance, unemployment insurance, maternity insurance.Reference law: Social Insurance Law of the Peoples & Republic of China, Article 10, 23, 33, 44 , 53. Remark: The management stated that the cost of full participation insurance is high, and the facility the cost operation was too much and can't afford it now.Some employee were unwilling to participate in social insurance due to social insurance deductions by individuals and the other workers only care about net wage but did not mind the social insurance.42 employees reached retirement age in the factory who need not to participate in social insurance. There was no new employees, temporary worker or labor dispatching workers in those who did not participate in social insurance. The workers did not participate in New Rural Cooperative Agricultural Insurance.
审核发现所有的企业员工都没有参加了5种社会保险。通过管理层和员工访谈，企业的所有57名员工没有人参加工伤，养老，医疗，失业，生育保险。参考法律法规：《中华人民共和国社会保险法》第10，23， 33，44， 53条. 备注：管理层表示全员参保成本较高，企业运营成本高，目前无法承受.部分员工都不愿意参加保险，因为社保有个人承担部分扣除，另一部分只关心净收入而不在意社保。工厂42名员工达到退休年龄不用参加社会保险。 未参加社保人员中没有新员工，临时工，劳务派遣工，工人没有参加新农合新农保。

Remarks from Auditee

Performance Area 6 : Decent Working Hours

1- Followup Audit [Audit Id - 183698] Audit Date: 18/06/2020 PA Score: D Deadline date:18/12/2020

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:

Fingerprint attendance system was used to record the time in/out. The auditee defined from Monday to Sunday as a week. Normal working hour is 8 hours per day and 5 days per week. All workers worked in one shift, kitchen staff's working time was 8:30-12:30;14:30-18:30, other workers' working time was 7:00-11:30; 13:30-17:00, 18:00-20:00 was arranged as overtime if production needed. Attendance records from 1 July 2019 to audit date were reviewed. Maximum 2 hours overtime per day, 18 hours overtime per week, 72 hours overtime per month and 1 day off after 6 days consecutive working days was guaranteed. During the worker interview, workers confirmed that they worked overtime voluntarily. Finding6.2 was still opened. Remark: Attendance records of June 2019 were reviewed during the audit, which was in order to verify the payrolls of June 2019.
企业用指纹考勤系统记录员工进出时间。被审核方定义周一到周日为一个工作周。正常工作时间为每天8小时和每周5天。所有员工为一班制，厨工上班时间为8:30-12:30;14:30-18:30，其他员工上班时间为7:00-11:30; 13:30-17:00，根据生产需要18:00-20:00会安排加班。 企业提供了自2019年7月1日至审核当天的的考勤记录供审核。所抽取样本考勤中，最大日加班时间2小时，周加班18小时，月加班72小时，最长连续工作6天。根据员工访谈，员工确认加班自愿。问题点6.2仍然存在。备注：审核中查看了2019年6月的考勤，是为了核实2019年6月的工资。

6.2 - The facility established policy for working, according to production manager interview and attendance manager interview, their attendance system could not predict their overtime hours. Per document review, management and worker interview, it was noted that the factory representative knew the requirements of the work overtime, but workers overtime worked due to the unstable order arrangement. The working time records from 1 July 2019 to the audit day provided by the factory showed that the monthly overtime hours exceeded 36 hours in 8 months, the maximum was up to 72 hours. (1)Based on attendance records in Aug, 2019, 8 out of 8 sampled workers' monthly overtime hours exceeded 36 hours, the maximum was up to 70 hours; (2)Based on attendance records in Nov, 2019, 8 out of 8 sampled workers' monthly overtime hours exceeded 36 hours, the maximum was up to 70 hours; (3)Based on attendance records in Apr, 2020, 8 out of 8 sampled workers' monthly overtime hours exceeded 36 hours, the maximum was up to 54 hours; Based on attendance records from 1 May 2020 till audit day, the maximum monthly overtime hours of sampled workers were 72 hours in May, the maximum monthly overtime hours were 30 hours in June, the maximum daily overtime hours were 2 hours in both months. Reference law: PRC Labour Law article 41

工厂已经建立了工时政策。根据生产主管和考勤主管访谈，考勤系统无法预警其加班时间。经过文件访谈、管理层和工人访谈发现工厂代表知道法规对加班时间的要求，但是因为不稳定地订单安排造成加班超时。根据工厂提供的2019年7月1日至审核当天的考勤记录，员工有8个月的月加班时间均超过36小时，最大达到72小时。（1）根据2019年8月的考勤记录，8名抽样员工中有8人月加班时间超过36小时，最大达到70小时；（2）根据2019年11月的考勤记录，8名抽样员工中有8人月加班时间超过36小时，最大达到70小时；（3）根据2020年4月的考勤记录，8名抽样员工中有8人月加班时间超过36小时，最大达到54小时； 根据2020年5月1日截至审核当天的考勤记录，抽样工人5月的最大月加班时间为72小时，6月最大月加班时间为30小时，这两个月的最大日加班时间都为2小时。参考法律法规：《中华人民共和国劳动法》第四十一条

Remarks from Auditee:
None

Full Audit [Audit Id - 155833] Audit Date: 03/07/2019 PA Score: D Deadline date:30/06/2020

Good practices

Areas of improvement

Working hours were recorded by finger print system records. In/out record was accurately. There was one shift in facility, production employees and security staffs worked from 07:00 to 17:00 with 2 hours lunch break from 11:30-13:30. The kitchen staff working in one shift (8:30-12:30;14:30-18:30).The working hours from 1 June,2018 to audit day were provided. The sample workers' maximum over time hours was 2 hours per weekday, 8 hours per rest day, 0 hours per holiday, 16 hours per week and 70 hours per month in the testing months. The longest consecutively working days was 6 days in the testing periods. During the worker interview, workers confirmed that they worked overtime voluntarily. 150%, 200% and 300% of normal rate would be compensated for overtime on normal working days, rest day and statutory holidays.However, non-compliance was still found in this PA.
企业用指纹识别系统记录员工考勤，员工进出时间均有记录。全厂只有一班制，生产员工和保安1班制生产，工作时间是7:00至17:00，午休2小时（11:30至13:30）。厨工1班制(8:30-12:30;14:30-18:30)企业提供了自2018年6月1日至审核当天的考勤记录供审核。所抽取样本考勤中，最大日加班时间2小时、周末加班8小时、假日无加班、周加班16小时，月加班70小时，最长连续工作6天。员工访谈确认，加班自愿。被审核方按基本工资的1.5倍，2倍及3倍支付工人平时加班，周末加班及假日加班的工资。但是该项目发现不符合项。

6.2 - Through reviewing the attendance records from 1 June, 2018 to 3 July, 2019, the monthly overtime hours of most months exceeded 36 hours and reached 70 hours; however, the facility did not establish working overtime alert management system and did not monitor compliance status of daily operation.HR stated that no overtime alert function in attendance system, did not set the limitation of overtime and did not check the overtime hours of workers regularly. The interviewees claimed that the supervisor told them to work overtime when needed, they did not know what was the limitation of overtime or treatment method when exceed the overtime limitation.They accept working appropriate overtime. (1) Through reviewing the attendance records in September 2018, the monthly overtime hours of 10 out of 10 randomly selected employees were 62-70 hours; (2) Through reviewing the attendance records in January 2019, the monthly overtime hours of 10 out of 10 randomly selected employees were 52-62 hours; (3) Through reviewing the attendance records in May 2019, the monthly overtime hours of 10 out of 10 randomly selected employees were 54-62 hours; (Reference law: PRC Labour Law article 41) Remark:Through reviewing the attendance records in July 2019, till 3 July 2019, the monthly overtime hours of 10 out of 10 randomly selected employees were 4 hours.
通过查阅2018年6月1日至2019年7月3日的考勤显示，大部分月份的月加班时间超过36小时，最高月加班时间达到70小时。然而，企业未建立加班超时预警管控程序并在日常运行中对加班时间进行监控。人事表示考勤系统没有加班预警功能，未指定加班时间上限，也没有定期抽查员工加班情况。访谈员工表示有需要加班时由主管通知但不知道加班时间上限或者超过上限后的处理方式，他们接受适度的加班时间。 (1)通过查阅2018年9月10名员工考勤显示，10名员工月加班 62-70小时； (2)通过查阅2019年1月10名员工考勤显示，10名员工月加班52-62 小时； (3)通过查阅2019年5月10名员工考勤显示，10名员工月加班54-62小时； （参考法律法规：《中华人民共和国劳动法》第41条）备注：通过查阅2019年7月,10名员工考勤显示，截至2019年7月3日，10名员工月加班4小时。

Remarks from Auditee

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 183698] Audit Date: 18/06/2020 PA Score: B Deadline date:18/09/2020

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:

The auditee collected occupational health and safety regulations and laws, and established written health and safety management manual. An OHS committee was established, the members received adequate trainings about OHS and had necessary skills and knowledge. The evacuation and firefighting drills were conducted twice per year in production area, the last one was conducted in June 2020. All employees were required to participate in evacuation and firefighting drills, all interviewed workers knew how to use firefighting facilities. Free drinking water and toilet was provided in each floor. There were 2 qualified first aiders. First aid kit was provided in workshop, and first aid training was provided for workers. The factory provided free PPE to workers. Canteen was provided to all workers for free. Remark: No dormitory or transportation was provided to any worker. 7.6 Fully correction. Based on onsite observation, the factory provided dust-proof masks to cotton filling workers, and workers worn them during operation. Finding 7.1, 7.2, 7.11, 7.13, 7.17, 7.19, 7.21, 7.22 were still opened.
企业收集了职业健康安全方面的法规条款，并建立了书面的健康安全管理手册。企业还建立了职业健康安全委员会，委员会的成员接受了职业健康安全方面的充分培训并拥有必要的技能与知识。疏散消防演习在生产区域每年举行两次，最近一次是在2020年6月。所有员工都参加了疏散和消防演习，访谈的员工都知道如何使用消防设施。每个区域都有提供免费的饮用水和厕所。企业有2名急救人员。车间里提供了急救药箱并且提供了急救培训给员工。工厂提供了免费的劳保用品给员工。工厂免费提供了餐厅给所有员工。备注：工厂未提供宿舍或交通工具给任何员工。7.6完全改善。根据现场审核，工厂提供了防尘口罩给充棉员工，且工人操作时佩戴了他们。问题点7.1, 7.2, 7.11, 7.13, 7.17, 7.19, 7.21, 7.22仍然存在。

7.1 - 1)The facility did not monitor the occupational hazardous factors in production workshop in past one year, including cotton dust in cotton filling workshop. The management said they were busy with production these days. Reference law: Provisions on the Supervision and Administration of Occupational Health at Work Sites, Article 20. 2)The factory did not provide occupational health examination to 2 knitting workers working with cotton duct in past one year. The management said that they were not health checked for cost reason. Remark: Since the factory did not conducted occupational hazardous factor assessment, it could not be determined that the factory should provide pre-job, on-job or off-job occupational disease health examination to relevant employees. Reference law: Law of the People's Republic of China on the Prevention and Control of Occupational Diseases Article 35
1)工厂最近一年未对生产车间的职业危害因素进行监测，包括充棉车间的棉尘。管理人员称最近忙于生产。参考法律法规：工作场所职业卫生监督管理规定第20条。 2)工厂未提供职业病体检给接触接触棉尘的2名充棉员工。管理人员称因为成本原因未进行体检。备注：因为工厂未进行职业危害因素检测，所以不能确定工厂应提供岗前，岗中或离岗职业病体检给相关的员工。参考法律法规：《中华人民共和国职业病防治法》第三十五条

7.2 - It was noted that the factory had established policy to protect workers from work related injury, but the factory did not provide injury insurance or commercial group accident insurance to any worker. The management said it was not provided for cost reasons.Reference law: Social Insurance Law of the People’s Republic of China, Article:33
审核发现工厂制定了保护员工免受工伤的政策，但工厂未向任何员工提供工伤保险或者商业团体意外险。管理人员称因为成本原因没有提供。参考法律法规：中华人民共和国社会保险法 第三十三条

7.11 - It was noted that the factory did not provide the Fire Safety approval or certificate and Building Safety Certificate of all factory buildings, including one 3-storey buildings and three 1-storey buildings which were built in 2007. The construction area of those buildings were all more than 300m2. The management said they could not find these documents. Reference law: PRC Fire Prevention Law（2019） article 13, PRC Construction Law(2019) Article 61
审核发现工厂未能提供建于2007年的所有厂房的消防安全证明或报告以及厂房竣工验收报告，包括一栋三层建筑和三栋一层建筑。这些建筑的建筑面积均大于300平米。管理人员表示没有找到这些文件。参考法律法规：《中华人民共和国消防法》（2019）第十三条;《中华人民共和国建筑法》（2019）第六十一条

7.13 - It was noted that the safe guards of 20% electric switch boxes were missing in production workshop, although the factory checked electric facility regularly and provided records. The management said they were looking for suitable safe guards. Reference law: National safety technical code for electric equipments-GB19517-2009 article 2.3

审核发现生产车间有20%的电源开关的保护罩缺失，尽管工厂定期检查电器设施并提供了检查记录。管理人员称正在寻找合适的保护罩。参考法律法规：《国家电气设备安全技术规范》-GB19517-2009 2.3

7.17 - It was noted that needle guards were not installed for 80% sewing machines in sewing workshop. The management said the machines were too old, it was hard to find suitable needle guards. The Reference law: General rules for designing the production facilities in accordance with safety and health requirements (GB5083-1999) Article 6.1.2
缝纫车间有80%的缝纫机未安装针挡。管理人员称这些机器太老旧了，很难找到合适的针挡。参考法律法规：《生产设备安全卫生设计总则》（GB 5083-1999）6.1.2

7.19 - The factory established the emergency procedure, but the factory didn't sign quick medical agreement with near hospital. The management said they were looking for suitable hospital.
工厂建立了应急程序，但工厂未和附近的医院签订紧急救护协议。管理人员称正在寻找合适的医院。

7.21 - It was noted that the factory did not obtain the food catering license of the canteen and kitchen, and health certificate of one kitchen staff was not provided for review. The management said they would apply for related certificates as soon as possible. Reference law: Food Safety Law of the People's Republic of China Article 35 and 45
审核发现工厂未获取餐厅食堂的食品经营许可证，一名厨房员工的健康证未能提供审核。管理人员会尽快办理相关证件。参考法律法规：《中华人民共和国食品安全法》第三十五条，第四十五条

7.22 - It was noted that privacy door was broken in the male toilet of the production building, and no soap was provided in it. The management said they would improve soon.
审核发现工厂厂房的男厕所的隐私门损坏，并且没有香皂提供。管理人员称会尽快改善。

Remarks from Auditee:
None

Full Audit [Audit Id - 155833] Audit Date: 03/07/2019 PA Score: B Deadline date:31/12/2019

Good practices

Areas of improvement

Factory established the procedures on health and safety ,also they identified the risks in workplace and in manufacturing process. There were sufficient fire equipment installed in each workshops and warehouses. Fire alarms were equipped in each fire compartments, fire hydrants and fire

extinguishers were with sufficient pressure and with regular inspection. They were fully covered with workshops and warehouses. Evacuation plans were posted onsite which indicated the right escape path. Also, all the escape routes were kept clean. First aid kits with medicines and medical tools were placed inside workshop.3 qualified first aiders were onsite to help workers in emergency. The facility could access drinkable water freely. No special equipments was used in total facility. According to industrial injure records, nobody was injured in the past time. The drinking water test report was provided for review. The workers were satisfied with food. Remark: The facility did not provide transportation or dormitory for employees, so 7.23 and 7.24 was rated N/A.
工厂建立了健康安全的程序文件。并且，它们识别了车间和生产流程中的风险。在每个车间和仓库里都安装了足够的消防设备。警铃在每个防火区间安装，消防栓和灭火器有充足的压力，并且被日常检查。它们覆盖了全部的车间和仓库。疏散图张贴在现场，指示正确的逃生路径。并且，所有的逃生通道都保持了通畅。。装有药品和医疗器械的急救箱放置在车间里。3名有资质的急救员在现场，负责紧急情况下员工的救助。员工可随意取用饮用水。全厂不使用特种设备。根据工伤记录，没有员工在过去受伤。企业提供了饮用水测试报告给评估。员工对伙食满意。 备注：工厂未提供交通和宿舍给员工,所以7.23，7.24被选为不适用。

7.1 - 1. No pre-job, on-job or post-job occupational health checks was provided to 2 cotton-filling employees contacting occupational hazards of cotton dust in the facility. According to the management, it was complex to arrange worker to conduct occupational health check, as they need to conduct occupational hazards testing first. During interview, these employees stated that no occupational health examination was provided to them and they did not know this requirement. Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35 2. It was noted that the process of cotton-filling had hazardous occupational factors of cotton dust, but the factory did not monitor its indoor air quality. Reference law: Provisions on the Supervision and Administration of Occupational Health at Work Sites, Article 20
1.工厂没有给充棉车间2名接触棉尘危害的员工提供岗前，在岗和离岗的职业病健康体检。工厂解释开展职业病体检比较麻烦，因为他们要先开展职业病危害因素检测。在这些员工面谈时，他们表示从来没有参加过职业健康检查，并且不知道有这项规定。参考法律法规：中华人民共和国职业病防治法第三十五条. 2.发现工厂充棉车间存在棉尘职业危害，但工厂未监测其室内空气质量，参考法律法规：《工作场所职业卫生监督管理规定》第20条

7.2 - No worker had participated in employment injury insurance.Through employee interview, some employee were unwilling to participate in social insurance due to social insurance deductions by individuals. The management stated that the cost of full participation insurance is high, and the facility can not afford it now. Some workers stated that they want to participate in social insurance for the future, but the facility did not buy social insurance for the cost. Reference law: Social Insurance Law of the People's Republic of China, Article:33.
没有员工参加了工伤保险。通过访谈，部分员工不愿意参加保险，因为社保有个人承担部分扣除。管理人员表示全员参保成本较高，目前企业无法承受.部分员工称其为了将来保障想参加社保，但企业为了成本，不愿意为员工购买社保。参考法律法规：中华人民共和国社会保险法，第三十三条

7.6 - t was noted that 2 employees handling with cotton dust in the cotton-filling workshop only wore normal mask but not dust mask .The management stated that they did not provide the dust mask.The workers stated that the air was acceptable.Reference Law: Production Safety Law of the People’s Republic of China （2014 version）Article 23.
现场审核发现充棉车间接触棉尘的2名员工仅佩戴普通口罩而不是防尘口罩。管理层表示没有发放防尘口罩。员工表示车间空气可以接受。参考法律法规：中华人民共和国安全生产法(2014版本) 第二十三条

7.11 - There were one 3-storey buildings and three flat buildings (each building was larger than 300 square meters, built in 2007). The factory did not provide any proof or report of fire safety or Building Structure Safety Certificate or Record.The management stated that had difficult to apply for the government document .Reference law: Registration Construction Law of the People's Republic of China, Article 61 ; Fire Prevention Law of the People's Republic of China Article 13.
工厂有一栋三层及三栋平方建筑（每栋建筑均大于300平方米，建于2007年）.工厂没有提供任何的消防安全的证明或者报告;以及工程竣工验收报告或备案。管理层表示政府文件较难办理。参考《中华人民共和国建筑法》第六十一条，《中华人民共和国消防法》第十三条。

7.13 - About 20% electrical boxes in whole facility missing the cover, reference law:Safety Code of Electric Power Industry—Part 1:Thermal and Machine, 3.5.5. The management stated the accessories was hard to buy.
全厂约20%的配电箱无防护盖,相关法律法规：电业安全工作规程,3.5.5. 管理层表示配件难购买。

7.17 - It was noted that some single needle sewing machines in sewing workshop didn't equip with needle safeguards.The management stated that they will install them in future. Reference Law: General rules of design on health and safety of production auditee (GB5083-1999) article 6.1.2.
审核发现缝纫车间部分单针缝纫机没有安装针挡保护.管理层表示后续将会安装。 相关法律法规： 生产设备安全卫生设计总则(GB5083-1999)第6.1.2条

7.19 - The factory didn't sign quick medical agreement with near hopsital to response in case of trauma or serious illenss happen. The managament stated that only trained first aiders.
公司未和附近的医院签订紧急救护协议以应对突发的伤害或严重疾病.管理层表示仅培训了急救员。

7.21 - It was noted the factory didn’t provide Food business license of kitchen for review, reference law: Food Safety Law of the People's Republic of China, Article35; The factory had not provide the valid health certificate for total one cook. Reference law: Food Safety Law of the People's Republic of China, Article 45. The management stated that a few workers had lunch in canteen, the canteen was clean and tidy.
工厂未提供厨房的食品经营许可证，相关法律法规：中华人民共和国食品安全法第三十五条. 工厂没有提供仅一名厨工的有效健康证。相关法律法规：中华人民共和国食品安全法第四十五条。 管理层表示用餐人数较少，食堂干净整洁。

7.22 - The private door of male toilet in production workshop was broken and no soap was provided.
车间男厕所里的隐私门破损，也没有提供给员工洗手用的肥皂。

<u>Remarks from Auditee</u>

Performance Area 8 : No Child Labour

1- Followup Audit [Audit Id - 183698] Audit Date: 18/06/2020 PA Score: A Deadline date:

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:
The PA was not included in this follow up audit.
本次跟进审核不包含该表现区域。

Remarks from Auditee:

Full Audit [Audit Id - 155833] Audit Date: 03/07/2019 PA Score: A Deadline date:

Good practices

Areas of improvement

Remarks from Auditee

Performance Area 9 : Special protection for young workers

1- Followup Audit [Audit Id - 183698] Audit Date: 18/06/2020 PA Score: A Deadline date:

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:
The PA was not included in this follow up audit.
本次跟进审核不包含该表现区域。

Remarks from Auditee:

Full Audit [Audit Id - 155833] Audit Date: 03/07/2019 PA Score: A Deadline date:

Good practices

Areas of improvement

Remarks from Auditee

Performance Area 10 : No Precarious Employment

1- Followup Audit [Audit Id - 183698] Audit Date: 18/06/2020 PA Score: A Deadline date:18/12/2020

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:

Through document review and employee interview, the auditee signed labor contracts with all employees. The content of all employees' labor contracts was complete, which included all the clauses required by law, such as the time limit for the employment contract, working time, rest and vacation, remunerations, social security, etc. Through document review and employee interview, the labor contracts were in local language and employees could understand it. Finding10.1 was still opened.
通过文件审核和员工访谈，企业与所有员工签订了劳动合同。员工的劳动合同内容是完整的，包括了所有法律要求的项目，如合同期限、工作时间、休息和假日，报酬，社会福利等等。通过文件审核和员工访谈，合同是当地语言的，员工都能看懂。问题点10.1仍然存在。

10.1 - It was noted that the factory worked against precariousness by signing the formal contract with the employees and pay for the insurance, while all 43 employees (including 25 retired workers)did not participate in social insurance, this situation would cause insecurity for the workers. Through employee interview, workers were unwilling to participate in social insurance due to social insurance deductions by individuals. The management said the cost of full participation insurance was high, the facility could afford it now.
审核发现工厂通过与工人签订正式合同以及支付保险来防止不安定雇佣关系，但是43名员工（包含25名退休员工）都没有参加社会保险，这情况会给工人带来不安全感。通过访谈，部分员工不愿意参加保险，因为社保有个人承担部分扣除。管理人员表示全员参保成本较高，目前企业无法承受。

Remarks from Auditee:
None

Full Audit [Audit Id - 155833] Audit Date: 03/07/2019 PA Score: A Deadline date:30/06/2020

Good practices

Areas of improvement

The factory has established a policy based on amfroi BSCI standards and local law requirements to protect employment relationship. All hired workers signed labor contracts within one month with the audited factory and a copy of labor contracts was provided to workers.The auditee did not use temporary job arrangements to cover workloads that lack pre-determined end dates. However, gaps had still been identified in implementation:
工厂基于amfori BSCI的标准和当地法规要求建立了保护雇佣关系的政策和程序。所有雇佣的员工都会与所审核的工厂在一个月内签订劳动合同并且会留一份劳动合同副本给员工。没有采取雇佣临时工来完成长期任务的情况。但是，在实践中仍然存在一些偏差：

10.1 - The auditee works against precariousness by signing the formal contract with the employees and pay for the insurance, while all 57 employees (including 42 retired workers)did not participated in social insurance. It violated the Social Insurance Law of the People's Republic of China. This situation will cause insecurity for the workers.Through employee interview, some employee were unwilling to participated in social insurance due to social insurance deductions by individuals. The management stated that the cost of full participation insurance is high, and the facility can't afford it now. Some workers stated that they want to participated in social insurance for the future, but the facility did not buy social insurance for the cost.
被审核方通过与工人签订正式合同以及支付保险来防止不安定雇佣关系，但是57名员工（其中42名退休）都没有参加社会保险。违反了中华人民共和国社会保险法。此情况会给工人带来不安全感。通过访谈，部分员工不愿意参加保险，因为社保有个人承担部分扣除。管理人员表示全员参保成本较高，目前企业无法承受.部分员工称其为了将来保障想参加社保，但企业为了成本，不愿意为员工购买社保。

Remarks from Auditee

Performance Area 11 : No Bonded Labour

1- Followup Audit [Audit Id - 183698] Audit Date: 18/06/2020 PA Score: A Deadline date:

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:

The PA was not included in this follow up audit.
本次跟进审核不包含该表现区域。

Remarks from Auditee:

Full Audit [Audit Id - 155833] Audit Date: 03/07/2019 PA Score: A Deadline date:

Good practices

Areas of improvement

Remarks from Auditee

Performance Area 12 : Protection of the Environment

1- Followup Audit [Audit Id - 183698] Audit Date: 18/06/2020 PA Score: A Deadline date:

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:

The factory established the environment management procedure, collected relevant laws and regulations of environmental protection. The factory broadcasted the importance of environmental protection to all the workers, most employees have a good awareness of environmental protection. The factory had identified main environmental impact factors. No waste was generated in the factory. Production waste was recycled by the vendor. The factory obtained EIA registration form, the registration No. was 202034118100000101. The factory was subject to emission registration, as the deadline had not yet been met(Before 1 October 2020), it was temporarily acceptable that the factory did not conduct online emission registration, the factory was not required to obtain waste pollution permit. 12.1 Fully correction. Based on document review, the factory was registered on the Environmental Protection Bureau's website in 2020, and obtained EIA registration form, the registration No. was 202034118100000101.

工厂建立了环境管理程序，收集了有关环境保护的法律法规。 工厂向所有工人宣传了环保的重要性，大部分员工对环境保护有很好的认知。工厂已经识别主要的环境影响因素。工厂不产生污染。生产废弃物由厂商回收。工厂获得了环评登记表，登记号为202034118100000101。该工厂适用排污登记，因还没到截至时间（2020年10月1日之前），故工厂未在网上办理排污登记暂可接受，工厂不需要获取排污许可证。12.1完全改善。根据文件审核，工厂2020年在环保局网站进行了登记，获得了环评登记表，登记号为202034118100000101。

Remarks from Auditee:
None

Full Audit [Audit Id - 155833] Audit Date: 03/07/2019 PA Score: A Deadline date:31/12/2019

Good practices

Areas of improvement

The factory established the policy and procedure of environment protection. The noise and a little cotton dust were produced from production process in the factory. During on site tour, it was found waste was not dumped in natural environments or burned on open fires. The facility had made and implemented the policies and procedures to save the water and electricity. The facility had conducted environment monitoring on 22 January 2019, the result was pass. Internal audit covering environment was conducted once per year. The environmental document was not needed. However, gaps have been identified in implementation as follows:
工厂已经建立了环境保护的政策和程序。生产过程会产生噪音和少量棉尘。通过现场走访发现废弃物不是倾倒在户外或者在明火燃烧。工厂有制定和执行节约水电的政策和程序。工厂在2019年1月22日进行了环境监测，结果合格。每年一次的内审包含了环境部分。不需要办理环保许可证。然而，在实施过程中存在以下差距：

12.1 - The auditee did not obtain relevant environmental impact assessment document and environmental impact assessment approval for construction project. Reference law: PRC Environmental Impact Assessment Law article 16 and article 22. The management stated that the pollutant was little, local government did not force to get the document.Did not understand the requirements of self-declaration,will consult the local environmental protection bureau.
企业没有对其建设项目获得相关环境影响评价文件并且取得建设项目环境影响审查批复。参考法律法规：《中华人民共和国环境影响评价法》第16条，22条.管理层表示企业污染较小，当地政府没有强制要求获得文件。企业不了解自行申报的要求，将咨询当地环保局。

Remarks from Auditee

Performance Area 13 : Ethical Business Behaviour

1- Followup Audit [Audit Id - 183698] Audit Date: 18/06/2020 PA Score: A Deadline date:

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:

The PA was not included in this follow up audit.
本次跟进审核不包含该表现区域。

Remarks from Auditee:

Full Audit [Audit Id - 155833] Audit Date: 03/07/2019 PA Score: A Deadline date:

Good practices

Areas of improvement

Remarks from Auditee

Summary

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	18/06/2020	183698	D	A	A	A	B	D	B	A	A	A	A	A	A	C
Full Audit	03/07/2019	155833	D	A	A	A	B	D	B	A	A	A	A	A	A	C

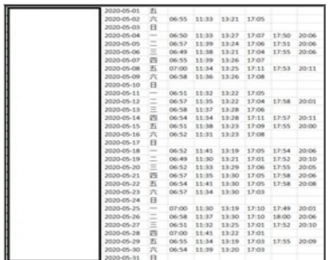
Producer Photos

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

Photo of fire safety equipment
Fire hydrant.JPG

Photo of the inside of the main production hall
Cutting.JPG

External photo(s) of the production unit(s)
Factory gate.JPG



2020-05-01	五						
2020-05-02	六	06:55	11:33	13:21	17:05		
2020-05-03	日						
2020-05-04	一	06:50	11:33	13:27	17:07	17:50	20:06
2020-05-05	二	06:57	11:39	13:24	17:06	17:51	20:06
2020-05-06	三	06:49	11:38	13:21	17:04	17:55	20:06
2020-05-07	四	06:55	11:39	13:26	17:07		
2020-05-08	五	07:00	11:34	13:25	17:11	17:53	20:11
2020-05-09	六	06:58	11:36	13:26	17:08		
2020-05-10	日						
2020-05-11	一	06:51	11:32	13:22	17:05		
2020-05-12	二	06:57	11:35	13:22	17:04	17:58	20:01
2020-05-13	三	06:58	11:37	13:28	17:06		
2020-05-14	四	06:54	11:34	13:28	17:11	17:57	20:11
2020-05-15	五	06:51	11:38	13:23	17:09	17:55	20:00
2020-05-16	六	06:52	11:31	13:23	17:08		
2020-05-17	日						
2020-05-18	一	06:52	11:41	13:19	17:05	17:54	20:06
2020-05-19	二	06:49	11:30	13:21	17:01	17:52	20:10
2020-05-20	三	06:52	11:33	13:29	17:06	17:55	20:05
2020-05-21	四	06:57	11:35	13:30	17:05	17:58	20:06
2020-05-22	五	06:54	11:41	13:30	17:05	17:58	20:08
2020-05-23	六	06:57	11:34	13:30	17:03		
2020-05-24	日						
2020-05-25	一	07:00	11:30	13:19	17:10	17:49	20:01
2020-05-26	二	06:58	11:37	13:30	17:10	18:00	20:06
2020-05-27	三	06:51	11:32	13:25	17:01	17:52	20:10
2020-05-28	四	07:00	11:41	13:22	17:01		
2020-05-29	五	06:55	11:34	13:19	17:03	17:55	20:09
2020-05-30	六	06:54	11:39	13:20	17:03		
2020-05-31	日						

Photo of non-conformity
NC6.2-Monthly OT hours exceeded 36 hours.PNG

Photo of the inside of the main production hall
Finished goods warehouse.JPG

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

Photo of non-conformity
NC7.13-No safe guard for electric switch box.JPG

Photo of the inside of the main production hall
Manual working.JPG

Photo first aid facilities
First aid kit.JPG

Photo of non-conformity
NC7.17-No needle guard for sewing machine.JPG

Photo of the inside of the main production hall
Packing.JPG

Photo of fire safety equipment
Emergency light test.JPG

Photo of non-conformity
NC7.22-Privacy door was broken.JPG

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

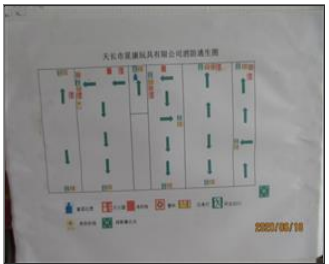


Photo of fire safety equipment
Evacuation plan.JPG

Photo of the canteen (if applicable)
Canteen.JPG

Photo of the inside of the main production hall
Sewing.JPG

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

Photo of the canteen (if applicable)
Kitchen.JPG

Photo of the inside of the main production hall
Warning sign.JPG

Photo of fire safety equipment
Fire alarm.JPG

Photo of the code of conduct on display
amfori BSCI Code was posted.JPG

Photo of the sanitary facilities
Potable water.JPG

Photo of fire safety equipment
Fire extinguishers.JPG

Photo of the inside of the main production hall
Cotton filling.JPG

Photo of the sanitary facilities
Wash basin.JPG

Photo of fire safety equipment
Fire hydrant test.JPG