

Monitored Party FUZHOU GUONZHOU ELECTRONIC CO., LTD.	amfori ID 156-013264-000	Address No.170, Jinyan Road, Jianxin Town, Cangshan District, 350028 Fuzhou, Fujian Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 13/12/2023	Closing Meeting Finished Date 14/12/2023	Submission Date 20/12/2023
Expiration Date 20/12/2024	Announcement Type Semi Announced	
Site FUZHOU GUONZHOU ELECTRONIC CO., LTD.	Site amfori ID 156-013264-002	

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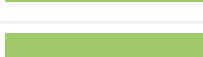


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OVERALL RATING



SECTION RATING

PA1: Social Management System	D	
PA 2: Workers Involvement and Protection	B	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	B	
PA 6: Decent Working Hours	D	

PA 7: Occupational Health and Safety	A	
PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Eason Chen; APSCA membership number: CSCA 21701889

Monitoring partner name: TUV Rheinland

Audit schedule details: The audit is planned for 1 auditor x 1.5 days.

Announcement Type: Semi-Announced.

Business partner information: Factory located at: No.170, Jinyan Road, Jianxin Town, Cangshan District, Fuzhou, Fujian, China./ 中国福建省福州市仓山区建新镇金岩路170号, and established on 27 March 1998. The factory specialized in manufacture of LED Night Light, LED Table Lamp, LED Under Cabinet Light, LED Torch, Lighting, Electric products. The production process included: Injection, Punching, Printing and Coating, Assembly and Packing. Verified through management, worker interview and on-site observation, no outsourcing process, the security service was outsourcing to security company. The peak season was not obvious in factory.

Factory name raised in Business license was: "福州冠洲电子有限公司/ FUZHOU GUANZHOU ELECTRONIC CO., LTD." But confirmed with factory management, the factory name should use: "FUZHOU GUONZHOU ELECTRONIC CO., LTD." (different between "GUANZHOU" and "GUONZHOU") which same with the previous amfori BSCI audit report.

Audited location information: Total 3 buildings within this boundary (one 5-storey U style office building, one 4-storey L style production building and one flat warehouse building). Verified through management interview and on-site observation, the 1F of office building, the partial area of 2F of production building, whole 4F of production building and whole flat warehouse building (total area around 8010m²) rented to one Environmental Equipment Company used as production area and warehouse area, the partial area of 2F of production building rented to one Enterprise Development Company used as show room (total area around 232m²), the whole 4F and 5F of office building was rented to one Garment Company used as office and warehouse area (total rented area around 1710m²), the partial area of 1F of production building rented to one Mold Factory used as development area (total rented area around 1000m²). The business license and leased contract of tenants were provided for review. No business dealing with them, no management and worker shared with them. No canteen and dormitory were provide by auditee. This audit just covered the partial area of 1F and 2F, whole 3F of production building (the 1F used as injection and punching area, 2F used as printing and coating area, 3F used as warehouse, assembly and packing area), whole 2F and 3F of office building, the total audit area around 7938m².

Operating shifts and hours: Two shifts were arranged for injection department, shift 1: 8:00-11:30, 12:30-17:00, overtime from: 18:00-20:00, shift 2: 20:00-23:30, 0:30-5:00, overtime from: 6:00-8:00. Every two weeks turning the shift. Just one shift was arranged for all rest department, working time: 8:00-11:30, 12:30-17:00, overtime from: 18:00-20:00 if necessary. Maximum 2 hours overtime per day, 16 hours overtime per week, 70 hours per month. May work 8 hours on Saturdays, Sunday was guaranteed as the rest day. They worked overtime voluntarily and they could leave overtime arrangement with verbal informing. Wage was calculated by hourly rate. 150%, 200%, 300% of normal rate would be compensated for overtime on normal working days, Saturdays and statutory holidays. Facial attendance machine were used to record each IN/OUT. Time records from 1 Dec 2022 to 13 Dec 2023 were reviewed. The attendance record of total 14 employees from different departments were draw for verified. 1 day off after 6 days consecutive working days was guaranteed.

Time recording system: Facial attendance machine were used to record each IN/OUT.

Salary payment details: The wages and benefit management procedure had established and trained to workers. All samples workers' wage were exceed the local living wage. Payrolls of 14 samples (different department) from Dec 2022 to Nov 2023 were reviewed. Wage was calculated at hourly rate and paid by bank transfer at 10th of next month, the pay slip was provided to all workers. The Legal minimum wage document was collected by the auditee. Legal minimum wage was RMB1960/month and equal to RMB11.26/hour since 1 April 2022. The factory minimum wage was RMB12.65/Hour. As shown in the payroll, paid annual leave and paid holidays were provided. In Employee Handbook, paid annual leave, statutory holiday, sick leave, marriage leave, maternity leave and funeral leave were defined.

Worker number information:

- Total worker number: Total 39 male workers and 59 female worker hired by auditee, including 7 management workers and 91 production workers.
- Production worker number: 34 male production workers and 57 female production workers hired by auditee.
- Vulnerable worker number: 8 male domestic migrant worker and 26 female domestic migrant workers hired by auditee, no child or young worker, pregnant worker, seasonal worker etc. hired by auditee.
- Any other special group workers: 2 male security guards was outsourcing to security company.

Good practices: No observed.

Worker organization details: No labor union present in factory, but two worker representatives were freely elected on 31 March 2021.

Circumstances: There was no special circumstance during the audit. The factory was cooperative and demonstrated a willingness to improve all issues found during the audit. All production areas were open for investigation.

Summary of findings:

PA1.1 Insufficiency social management system.

PA1.3 Factory did not monitor the salaries and benefits of its outsourced security guards.

PA1.4 Factory didn't have a good capacity planning to meet the expectations of the delivery order.

PA2.4 Partial workers did not awareness of amfori BSCI COC content.

PA2.5 Factory did not establish the relative measure to estimate and take action to improve the effectiveness of the grievance mechanism.

PA5.4 Factory didn't collect the figure of living cost of its region to identify the possible gap and potential action.

PA5.5 Insufficiency social insurance.

PA6.2 The monthly overtime exceed 36 hours.

PA7.1 No occupational disease examination and No occupational hazards factors testing.

PA7.3 The risk assessment provided by auditee did not cover other facilities in the same building.

PA7.6 Partial workers did not use the PPE.

PA7.7 Chemical were not attached with valid label and stored without secondary container.

PA7.22 The soap were not supplied in toilet area.

Living wage calculation: #Living Wage

- a. No anker wage available for the producer location, so we used the data provided by auditing company;
- b. The calculation methodology refers to anker living wage structure;
- c. The data comes from the local bureau of statistics for the current year.

Attachment:

The Personal Information Protection Law of the People's Republic of China was effective as of 1 November 2021, the producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor(s) had been obtained the individual's consent during the audit.

No contractor was used by the auditee, which makes the contractor license/permit not applicable.

No agency was used by the auditee, which makes the agency labour contract not applicable.

No government waivers such as Comprehensive Working Hours System waiver, social insurance waiver and etc. were obtained by the auditee, which makes the government waivers not applicable.

No collective bargain agreements existed in the factory, which makes the collective bargain agreements not applicable.

SITE DETAILS

Site
**FUZHOU GUONZHOU
ELECTRONIC CO., LTD.**

Site amfori ID
156-013264-002

GICS Classification

Sector Consumer Discretionary	Industry Group Consumer Durables & Apparel	Industry Household Durables
Sub Industry Consumer Electronics		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	100	Workers
Legal minimum wage in local currency	1,960	Monthly
Lowest wage paid for regular work at the site	2,201.1	Monthly
Calculated living wage in local currency	2,169.13	Monthly
Total sample	14	Workers

Other Metrics

Male workers	41	Workers
Female workers	59	Workers
Non-binary workers	0	Workers
Permanent workers - Male	41	Workers
Permanent workers - Female	59	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	5	Workers
Management - Female	2	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	8	Workers
Workers with night shift - Female	3	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	8	Workers
Domestic migrant workers - Female	26	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	39	Workers
Workers hired directly - Female	59	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	2	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	6	Workers
Sample - Female	8	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: FUZHOU GUONZHOU ELECTRONIC CO., LTD. | Site amfori ID: 156-013264-002

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
<p>Finding</p>	
<p>Auditee partially comply with this principle, because based on management and worker and worker representative interviews and document review, it was found that:</p> <p>Factory established the social responsibility procedure, and appointed one manager as a management representative to responsible for amfori BSCI implement in factory, but they didn't set up an effective management system to implement the amfori BSCI Code of Conduct. For example, the monthly overtime exceed 36 hours and insufficiency social insurance etc.</p> <p>-Verified through management interview: The overtime arrangement depended on the order quantity, no any overtime control was done by factory and no tracking on overtime working was conducted, and partial workers unwilling to purchase the social insurance.</p> <p>-Verified through worker and worker representative interview, they did not know the overtime control procedure, but they could refuse overtime arrangement with verbal informing, and they purchased the rural cooperative insurance by themselves, so unwilling to purchase the social insurance.</p> <p>This finding was against amfori BSCI system manual.</p>	<p>被审核方部分遵守该原则，因为基于管理层和工人及员工代表访谈以及文件审核发现：</p> <p>工厂建立了社会责任管理程序，并且指定一名经理为管理者代表来负责amfori BSCI在工厂的实施。但是他们没有建立有效的管理系统去执行amfori BSCI的行为准则。如：工厂月加班超36小时和社保购买不足等。</p> <p>-经过管理者访谈核实：工厂是根据定单的需要安排加班的，工厂并没有对加班进行管控，也没有对加班进行跟踪，并且部份员工自己不愿意购买社保。</p> <p>-通过员工及员工代表访谈，他们不知道加班管控程序，但是他们如果不想加班可以口头知会，并且他们自己购买了新农合保险，所以也不愿意购买社保。</p> <p>这个问题点违反了amfori BSCI系统手册中的要求。</p>

Question: 1.3 Is there satisfactory evidence that the auditee has identified their significant business partners and their level of alignment with the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
<p>Finding</p>	
<p>Auditee partially comply with this principle, because based on management and worker interviews and document review, it was found that:</p> <p>Factory did not monitor the salaries and benefits of its outsourced security guards.</p>	<p>被审核方部分遵守该原则，因为基于管理层和工人访谈以及文件审核发现：</p> <p>工厂没有对其外包保安的工资及福利状况进行监控。</p> <p>这个问题点违反了amfori BSCI系统手册中的要求。</p>

Finding	
This finding was against amfori BSCI system manual.	

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Auditee partially comply with this principle, because based on management and worker interviews and document review, it was found that:</p> <p>Factory didn't have a good capacity planning to meet the expectations of the delivery order led to workers had excessive overtime work in past 11 out of 12 months.</p> <p>This finding was against amfori BSCI system manual.</p>	<p>被审核方部分遵守该原则，因为基于管理层和工人访谈以及文件审核发现：</p> <p>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员工在过去12个月中有11个月存在超时加班。</p> <p>这个问题点违反了amfori BSCI系统手册中的要求。</p>

PA 2: Workers Involvement and Protection

Site: FUZHOU GUONZHOU ELECTRONIC CO., LTD. | Site amfori ID: 156-013264-002

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Auditee partially comply with this principle, because based on management and worker interviews and document review, it was found that:</p> <p>Although factory provided the amfori BSCI COC training for all workers on 2 Nov 2023, 6 out of 14 sampled workers did not have awareness of amfori BSCI COC.</p> <p>This finding was against amfori BSCI system manual.</p>	<p>被审核方部分遵守该原则，因为基于管理层和工人访谈以及文件审核发现：</p> <p>虽然工厂于2023年11月2日对所有的员工进行了amfori BSCI行为守则的培训，但是访谈的14名员工中有6名员工对amfori BSCI行为守则不是很清楚。</p> <p>这个问题点违反了amfori BSCI系统手册中的要求。</p>

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH	LOCAL LANGUAGE
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Finding	
<p>Auditee partially comply with this principle, because based on management and worker interviews and document review, it was found that:</p> <p>No grievance case in past 12 month. However, factory did not establish the relative measure to estimate and take action to improve the effectiveness of the grievance mechanism, such as satisfaction surveys on the grievance mechanism etc.</p> <p>This finding was against amfori BSCI system manual.</p>	<p>被审核方部分遵守该原则，因为基于管理层和工人访谈以及文件审核发现：</p> <p>工厂在过去的12个月中没有收到过申诉。但是工厂没有建立相关的措施去评估和采取措施以提高申诉机制的有效性。如对申诉的满意度进行调查等。</p> <p>这个问题点违反了amfori BSCI系统手册中的要求。</p>

PA 5: Fair Remuneration

Site: FUZHOU GUONZHOU ELECTRONIC CO., LTD. | Site amfori ID: 156-013264-002

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Auditee partially comply with this principle, because based on management and worker interviews and document review, it was found that:</p> <p>Although the basic salary paid by factory exceed the living cost of its region, but factory didn't collect the figure of living cost of its region to identify the possible gap.</p> <p>This finding was against amfori BSCI system manual.</p>	<p>被审核方部分遵守该原则，因为基于管理层和工人访谈以及文件审核发现：</p> <p>虽然工厂支付给员工的基本工资高于当地的基本需求工资，但是工厂未能收集当地的基本需求工资，从而发现与其实际支付工资的差距。</p> <p>这个问题点违反了amfori BSCI系统手册中的要求。</p>

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

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Auditee partially comply with this principle, because based on management and worker interviews and document review, it was found that:</p> <p>Factory did not purchase the social insurance for all workers. For example: 10 out of 91 workers (total 98 workers used in factory, but deducted 2 new workers and 5 retired workers used in factory) did not purchase the retirement insurance, employment injury insurance, unemployment insurance, 14 out</p>	<p>被审核方部份遵守该原则，因为基于管理层和工人访谈以及文件审核发现：</p> <p>工厂未给所有的员工购买社保，如：工厂在2023年11月，91名员工中有10名员工（工厂总共98名员工，但是扣除2名新员工和5名退休返聘员工）没有购买养老保险，工伤保险，失业保险，有14名员工没有购买生育保险，有9名员工没有购买医疗保险。经过和管理者及员工访谈确认，由于部份员工自己购买了新农合保险，所以他们都不愿意购买社保。</p>

Finding

of 91 workers did not purchase the maternity insurance, 9 out of 91 workers did not purchase the medical insurance in Nov 2023. Confirmed with factory management and workers, partial workers purchased the rural cooperative medical insurance by themselves, so they unwilling to purchase it. Factory management explained that they did not know how many workers purchase the new rural cooperative medical insurance. The workers did not purchase the employment injury insurance were covered by group commercial insurance (insurance expire period: 15/07/2023-14/07/2024). Reference law: Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44, 53.

工厂管理者解释说他们不了解有多少名员工购买了新农合保险。没有购买工伤保险的员工都覆盖了团体意外商业险（保险期限：15/07/2023-14/07/2024）。参考法规：《中华人民共和国社会保险法》第10，23，33，44，53条。

PA 6: Decent Working Hours

Site: FUZHOU GUONZHOU ELECTRONIC CO., LTD. | Site amfori ID: 156-013264-002

Question: 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

Auditee did not comply with this principle, because based on management and worker interviews and time record review, it was found that:
According the attendance records from 1 Dec 2022 to 13 Dec 2023, the monthly overtime of 14 out of 14 sampled workers exceeded 36 hours from Dec 2022 to Nov 2023 (except Jan 2023), and the maximum monthly overtime hours were 70 hours in July 2023. Till to audit day, the monthly OT of Dec 2023 were 24 hours.
(1) Through reviewing the attendance records in Feb 2023, the monthly overtime hours of 14 out of 14 selected employees were 38 hours;
(2) Through reviewing the attendance records in July 2023, the monthly overtime hours of 14 out of 14 selected employees were 70 hours;
(3) Through reviewing the attendance records in Nov 2023, the monthly overtime hours of 14 out of 14 selected employees were 56 hours.
Verified through management, and document review, the overtime arrangement depended on the order quantity, no any overtime control was done by

被审核方未遵守该原则，因为基于管理层和工人访谈以及工时记录审查：
根据工厂提供的2022年12月1日至2023年12月13日的考勤，其14名抽样员工中的14名员工从2022年12月至2023年11月的月加班时间超过36小时（除了2023年1月），在2023年7月最大月加班时间70小时。截止审核当天，2023年12月的月加班时间为24小时。
(1)通过查阅2023年2月14名员工考勤显示，有14名员工月加班为38小时；
(2)通过查阅2023年7月14名员工考勤显示，有14名员工月加班为70小时；
(3)通过查阅2023年11月14名员工考勤显示，有14名员工月加班为56小时。
通过管理者及文件审核，工厂是根据定单的需要安排加班的，工厂并没有对加班进行管控，也没有对加班进行跟踪。
通过员工及员工代表访谈，他们不知道加班管控程序，但是他们如果不想加班可以口头知会。
参考法律法规：《中华人民共和国劳动法》第41条，用人单位每月加班不得超过三十六小时。

Finding	
factory and no tracking on overtime working was conducted. Verified through worker and worker representative interview, they did not know the overtime control procedure, but they could refuse overtime arrangement with verbal informing. Reference law: PRC Labour Law article 41, the total extension in a month shall not exceed thirty-six hours.	

PA 7: Occupational Health and Safety

Site: FUZHOU GUONZHOU ELECTRONIC CO., LTD. | Site amfori ID: 156-013264-002

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?	
ENGLISH	LOCAL LANGUAGE
Finding	
Auditee partially comply with this principle, because based on management and worker interviews and document review, it was found that: 1) The factory did not conduct the occupational hazards factors testing. (For example, noise in punching area, indoor air in printing and coating area etc.). Reference law: Provisions on the Administration of Occupational Health at Work Sites (2021) Article 20. 2) No pre-job, on-service and post-service occupational diseases examination for workers exposed to occupational hazards position (e.g. punching area will contact noise, printing and coating area will contact chemical etc.). Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35.	被审核方部分遵守该原则，因为基于管理层和工人访谈以及文件审核发现： 1) 工厂没有委托进行职业危害因素检测（如冲压区域的噪音因素，移印和涂层区域的空气等）。参考法规：《工作场所职业卫生管理规定》（2021）第二十条。 2) 工厂未能提供从事有职业病危害工种的人员的岗前，在岗和离岗体检报告：如：冲压区域会接触到噪音，移印和涂层区域会接触到化学品等。参考法律法规：中华人民共和国职业病防治法第三十五条。

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?	
ENGLISH	LOCAL LANGUAGE
Finding	
Auditee partially comply with this principle, because based on management and worker interviews and document review, it was found that:	被审核方部分遵守该原则，因为基于管理层和工人访谈以及文件审核发现： 被审核方提供的风险评估没有覆盖到同栋楼的其他

Finding	
The risk assessment provided by auditee did not cover other facilities in the same building. Factory management explained that they neglect it. This finding was against amfori BSCI system manual.	工厂。工厂管理者解释说他们疏忽了。这个问题点违反了amfori BSCI系统手册中的要求。

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
Auditee partially comply with this principle, because based on management, worker interviews and on-site observation, it was found that: The facility has provided the personal protective equipment such as earplug, gloves, dust proof mask and activated carbon masks to its employee. However, two soldering worker of assembly area did not use the dust proof mask. Factory management explained that partial workers neglect it. Reference law: Production Safety Law of the People's Republic of China, article 45.	被审核方部分遵守该原则，因为基于管理层和工人访谈以及现场观察审核发现： 工厂给员工提供了个人劳动防护用品例如：耳塞，手套，防尘口罩和活性炭口罩等，但是两名组装区域的焊锡员工在工作时没有佩戴防尘口罩。工厂管理者解释说部份的员工疏忽了这个问题。 参考法规：《中华人民共和国安全生产法》，第45条。

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
Finding	
Auditee partially comply with this principle, because based on management, worker interviews and on-site observation, it was found that: 20% paint containers were not attached with valid label and stored without secondary container in coating area. Reference law: Regulation of Chemical Safety Usage in Workplace Article 12 and Regulation for Safety of Dangerous Chemical article 20.	被审核方部分遵守该原则，因为基于管理层和工人访谈以及现场观察审核发现： 工厂涂层区域的20%的油漆容器没有粘贴有效的化学品标签，而且没有配备二次容器。 参考法规：《工作场所安全使用化学品规定》第十二条和危险化学品安全管理条例第二十条。

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH	LOCAL LANGUAGE
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Finding

Auditee partially comply with this principle, because based on management, worker interviews and on-site observation, it was found that:

The soap was not supplied in toilet area of production workshop.

This finding was against amfori BSCI system manual.

被审核方部分遵守该原则，因为基于管理层和工人访谈以及现场审核发现：

生产车间的厕所区域没有给员工提供洗手用的肥皂。

这个问题点违反了amfori BSCI系统手册中的要求。