
Auditee :	Yiwu Yaxing Weaving Mill Co., Ltd.
Audit Date From :	11/05/2020
Audit Date To :	12/05/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Fannie Chen(Lead)
Auditing Branch (if applicable) :	SGS CHINA



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



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

Main Auditee Information

Name of producer :	Yiwu Yaxing Weaving Mill Co., Ltd.		
DBID number :	349105		
Audit ID :	180091		
Address :	Suxi Industrial Development Zone Yiwu		
Province :	Zhejiang	Country :	China
Management Representative :	Wang Peng		
Contact person:	Peng Wang	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Home textiles
Product Type :	Microfiber towel		

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 : 12/05/2021	

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

Executive summary of audit report

Yiwu Yaxing Weaving Mill Co., Ltd.(Business licence registration number: 91330782712591777D) was located at Suxi Industrial Development Zone, Yiwu Zhejiang China. The factory used one 6-storey building for dormitory and office and canteen, and one 8-storey building for production and warehouse. The factory specialized in microfiber towel. There were total 98 workers in the factory. The main production processes were beam-warping, weaving, cutting, sewing, inspection and packing.

The office and HR manager, factory manager and worker representative attended the opening meeting. The main auditee had established the written procedures to implement the requirement of BSCI. Responsible person on implementation of BSCI requirement, health & safety, regulation assessment were appointed by top management. The non compliances were observed in below performance areas: Supply Chain Management and Cascade Effect, Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety and Protection of the Environment. The office and HR manager, factory manager and worker representative also attended the closing meeting. The onsite CAP was signed by office and HR manager and worker representative.

Based on the attendance records provided from Apr 01, 2019 to May 11, 2020, production workers regular worked from Monday to Friday, 8 hours per day, 40 hours per week, OT 0-2 hours on weekdays and worked overtimes on Saturday; all workers were rest every Sunday. The maximum amount of daily/monthly overtime hours were 2 hours / 84 hours for production workers.

Based on the payrolls from Apr.2019 to Mar.2020 provided by factory, it was noted that at least RMB12.07 per hour as regular wage which met the legal requirement. Paid annual leaves, etc. were provided to them. Workers' wage was paid by cash at the end of the follow month.

This audit was conducted by Fannie Chen (RA21701745).

Remark: The audited factory rent one 5-storey building to Yiwu Pengqi Import and Export Co., LTD., Yiwu Demeiya Garment Co., LTD., Yiwu Hanghua Garment Factory and Yiwu Enwen Shoes Co., LTD used for production, warehouse and office. During the audit day, the lease agreements and their business licenses were provided for review, this audit did not cover the above area.

Ratings Summary



Auditee's background information			
Auditee's name :	Yiwu Yaxing Weaving Mill Co., Ltd.	Legal status :	Limited company
Local Name :	义乌市雅星织造有限公司 (91330782712591777D)	Year in which the auditee was founded :	1999
Address :	Suxi Industrial Development Zone	Contact person (please select) :	Peng Wang
Province :	Zhejiang	Contact's Email :	2851286908@qq.com
City :	Yiwu	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	Nil
Country :	China	Website of auditee (if applicable) :	www.yxtowel.com
GPS coordinates :	29°23'51"N, 120°7'1"E	Total turnover (in Euros) :	11000000.00
Sector :	Non-Food	Of which exports % :	90.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	10.00
If other, please specify :		Production volume :	3700000pcs per year
Product Group :	Home textiles	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Microfiber towel		

Auditee's employment structure at the time of the audit			
Total number of workers :	98	Total number of workers in the production unit to be monitored (if applicable) :	0
		MALE WORKERS	FEMALE WORKERS
Permanent workers		48	50
Temporary workers		0	0
In management positions		5	4
Apprentices		0	0
On probation		0	0
With disabilities		0	0
Migrants (national citizens)		35	38
Migrants (foreign citizens)		0	0
Workers on the permanent payroll		48	50
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 - 180091] Audit Date: 11/05/2020 PA Score: D

Deadline date:12/08/2020

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The factory established relevant documented policy and procedures on social accountability on Jun 18, 2014. For example, the procedures on hiring, subcontracting, dealing with grievances, training workers, promoting ethical behaviour were established by the factory. Amfori BSCI management representative named Wang Peng/Admin and HR manager understood amfori BSCI system etc. And the factory preformed internal audit and management review for CSR system once per year and also performed assessment for main suppliers on CSR system once per year. The last internal audit was conducted on Dec 28, 2019, there was one NC found in internal audit and the corrective actions were taken for the NC.

工厂于2014年6月18日建立了相关的书面的社会责任政策和程序，例如程序中包括招聘，分包，申诉系统，员工培训，反腐败等内容。amfori BSCI管理体系的负责人王鹏/行政人事经理，他基本了解amfori BSCI管理体系的相关要素等。工厂每年定期进行社会责任体系的内审和管理评审以及主要供应商的年度评审。上一次内审是在2019年12月28日进行，内审中共发现了1个问题点，工厂对此已经采取了纠正措施。

1.1 - The main auditee partially respected this principle because the auditee established management manual about Amfori BSCI and relevant documents of control procedures about social responsibility on Jun 18, 2014, but the factory did not ensure an effective management system to implement the Amfori BSCI Code of Conduct and ensure that the Amfori BSCI values and principles are followed in a satisfactory manner for some performance area such as Occupational Health and Safety, etc.

被审核方部分遵守该准则。原因是被审核方于2014年6月18日建立了实施Amfori BSCI体系的管理手册和相关社会责任程序文件，但是工厂没有确保Amfori BSCI行为准则以及Amfori BSCI的价值和准则被满意的体现，如在健康安全部分存在不足等。

1.4 - The main auditee partially respected this principle because the factory had established procedure of production capacity plan on Jun 18, 2014 and established the management system on working hour, but the main auditee did not ensure the overtimes of workers in accordance with the Amfori BSCI requirement and legal requirement, so the factory did not implement management system on working hour perfectly, and relevant records of production capacity plan were not provided for review.

被审核方部分遵守该准则。原因是工厂于2014年6月18日已建立产能规划的程序文件，并建立了工时管理系统，但由于工厂在工作时间上未符合法规以及Amfori BSCI要求，因此工厂工时管理系统执行层面并不完善，且工厂未提供产能规划的相关记录。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 180091] Audit Date: 11/05/2020 PA Score: B

Deadline date:12/08/2020

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The factory established employee representative election procedure on Jun 18, 2014. The factory would arrang workers to select worker representative. Two worker representatives were selected by workers freely in May 23, 2019. The factory provided on-board training on workers' right to workers. It was noted that the main auditee had the grievance mechanism: the mechanism consisted of using suggestion box, worker representation and an open door policy on coming up with suggestion directly to workers' supervisor. The factory management checked the suggestion box per month as per procedure.

工厂于2014年6月18日建立了员工代表选举程序，工厂有安排员工代表的选举。工厂员工在2019年5月23日自由选举了2名员工代表。工厂会给员工提供关于员工权利的入职培训。审核过程发现，工厂已建立申诉系统，员工可通过意见箱，员工代表或直接和主管进行沟通等方式提供投诉。工厂按程序要求每个月检查一次意见箱。

2.2 - The main auditee partially respected this principle because the factory defined long-term goals for protecting workers according to requirement of Amfori BSCI on Dec. 2019. But about 80% long-term goals were not quantified and they were not assessed accurately.

被审核方部分遵守该准则。原因是工厂根据Amfori BSCI的要求于2019年12月制定了保护工人的长期目标，但是约80%长期目标未进行量化，无法评估是否达标。

2.5 - The main auditee partially respected this principle because factory had established grievance mechanism for individuals and communities on Jun 18, 2014, but about 60% workers did not know worker representative and about 80% workers did not know the responsibility of worker representative based on worker interview.

主要被审核方部分遵循该准则。原因是工厂于2014年6月18日已建立个人和社会的申诉机制，但是根据员工访谈了解，约60%访谈员工表示不认识员工代表，约80%的访谈员工不了解员工代表的职责。

Remarks from Auditee:

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 180091] Audit Date: 11/05/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The factory established employee representative election procedure on Jun 18, 2014. The factory would arrange workers to select worker representative. Two worker representatives were selected by workers freely in May 23, 2019. It was satisfactory evidence showed that the worker representative would meet with the management every three months. No collective bargain agreement was conducted between the factory and workers, but the factory did not prevent workers from bargaining for the agreement. Based on the interview statement of worker representative, she was not discriminated by the factory and she had accessed to workers and workplace freely.</p> <p>工厂于2014年6月18日建立了员工代表选举程序，工厂有安排员工代表的选举。工厂员工在2019年5月23日自由选举了2名员工代表。工人代表每3个月会和管理层见面。审核过程中，工厂和员工无集体谈判协议，但工厂也未阻止员工有意愿的时候和工厂谈判。根据工人代表的访谈，在该工厂，工人代表不会被歧视并她可以随时进入车间和员工沟通。</p>	
Remarks from Auditee:	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 180091] Audit Date: 11/05/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Written procedure regarding anti-discrimination had been established on Jun 18, 2014. The facility did not discriminate any workers based on race, color, age, gender, sexual orientation, religion, political affiliation, union membership, national origin or marital status, etc. HBV or pregnancy test was prohibited during the recruitment process. The recruitment process had considered that no any discrimination when recruitment, promoting, offering training opportunities, paying social benefits, daily work activities and etc. No discrimination case was reported or identified in the past year.</p> <p>被审核方于2014年6月18日建立了反歧视的书面程序。工厂不会因为种族、肤色、年龄、性别、性取向、宗教、政治观点、工会成员身份、国籍或婚姻状况等歧视任何工人。在招聘过程中不允许进行乙肝测试和怀孕测试。招聘过程已经考虑到了在招聘，晋升，提供培训机会，支付社会福利，日常工作活动等不允许存在歧视。在过去的一年里未识别到有歧视案例或者相关报告。</p>	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 180091] Audit Date: 11/05/2020 PA Score: B	Deadline date:12/08/2020
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The factory established wages and benefit paying system on Jun 18, 2014, which included paid statutory holidays, sick leave, marriage leave and maternity leave etc. Based on the wages from Apr.2019 to Mar.2020 provided by the factory, the minimum wage paid by the factory was RMB12.07/hour, which met legal requirement. And during the audit, the factory assessed the local decent living stand; the wages paid to workers were more than the living standard. Overtime wages were paid at 150%/200% on weekdays/rest days respectively. No improper deduction was identified according to wages records of workers. The legal Min. Wage: RMB1800/ month (RMB10.34/ hour) since Dec 01,2017.</p> <p>工厂于2014年6月18日制定了工资支付政策和福利政策，福利政策包括给员工提供法定节假日，病假，婚假，产假等假期。根据工厂提供的2019年4月至2020年3月的工资记录显示，工厂给员工支付最低12.07元/小时的工资。依据审核时的评估，工厂给员工提供的总工资超过了当地的体面生活标准。工厂支付了员工平时1.5倍周末2倍的加班费。根据员工的工资记录，员工无任何不当扣款。当地法定最低工资：2017年12月1日起：1800元/月（10.34元/小时）。</p> <p>5.5 - The main auditee did not respect this principle because the factory had total 98 workers including 4 retired workers, but only 51 workers were covered retirement insurance, medical insurance, unemployment insurance and bearing insurance, 94 workers were covered injury insurance, and 73 workers were provided commercial accident insurance, its period was from Aug 12, 2019 to Aug 11, 2020, the factory explained that the workers insured the social insurance voluntarily.</p> <p>被审核方未遵守该准则。原因是工厂共有98名员工，工厂仅给51名员工提供养老保险、医疗保险、失业保险、生育保险，给94名员工提供了工伤保险，给73名员工提供了商业意外险，保险期限为2019年8月12日到2020年8月11日。工厂解释员工未参保的原因是因为员工是自愿参保，其中4名员工为退休员工。</p>	
Remarks from Auditee:	

Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 180091] Audit Date: 11/05/2020 PA Score: D	Deadline date:12/08/2020
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The factory made a policy of working hours system on Jun 18, 2014, and controlled working hours. According to the policy and implementation records, workers worked 8 hours per day and 5 days per week. Most workers had one shift. The attendance records showed that most workers had 2 overtime hours per day, and 0-5 times per week usually. The attendance records showed that the factory arranged workers working on Saturday usually according to production order, and workers had right to choose working overtime or not. Factory ensured workers had every Sunday off per week. Furthermore, workers had at least 8 hours rest every day. Workers can take a rest during the work time when they felt tired. 工厂于2014年6月18日制定了工时政策, 依照政策以及工厂实际的执行情况, 员工每天上班8小时, 每周上班5天, 大部分工人实行一班制。根据考勤显示, 大部分工人每天加班2小时, 通常频率为0-5次每周。根据考勤显示, 工厂会安排员工周六工厂会依据生产订单进行加班, 员工可自愿选择是否加班且工厂保证了员工每周日休息。工厂保证了员工每天至少有8小时的休息时间并且员工在工间如果觉得疲惫, 可自由选择休息几分钟。</p> <p>6.2 - The main auditee did not respect this principle because all sample workers' monthly overtime hour exceeded 36 hours except Feb.2020. Based on the attendance records from Apr 1, 2019 to May 11, 2020, the maximum monthly overtime were 84 hours (Eg.Aug.2019). 被审核方未遵循该准则。根据工厂提供的2019/04/01~2020/05/11的考勤记录显示, 除去2020年2月份, 所有抽样工人的月加班时间均超过36小时, 最大为84小时(如2019年的8月份)。</p>	
Remarks from Auditee:	
Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 180091] Audit Date: 11/05/2020 PA Score: A	Deadline date:12/08/2020
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The committee of health and safety was set up by the factory and H&S meetings were hold regularly, and last time was conducted in May 4, 2020. For fire safety, the factory ensured enough extinguishers in every workshop and fire hydrant, fire extinguishers were available in the factory. All these facilities of fire safety were checked every month and fire hydrant and emergency light were effective during the testing on-site. The fire fighting training and fire drill were provided to workers and last time was conducted in Mar 10, 2020. For mechanism safety, workers were well trained to operate it correctly. The factory also set up emergency procedure and trained 17 first aiders for providing the service of first aid. The first aid box was also available in every workshop. Potable water was also provided. The factory had one qualified electrician. The factory didn't provide transportation to workers. 工厂创建了员工的健康安全委员会, 并定期举行会议, 最近一次是2020年5月4日。在消防安全方面, 工厂给所有车间配备了足够的消防设施, 例如灭火器, 消防栓等, 并且工厂每月都会进行检查。审核时经过测试, 应急灯, 消防栓都是有效的。工厂安排员工进行了消防演习, 上一次是在2020年3月10日。在机械安全方面, 工厂给员工提供了培训以防范这方面的风险。在急救政策方面, 工厂制定了急救政策, 工厂给每个车间配备了药箱, 而且工厂内有17名急救员。同时, 工厂也提供了饮用水给员工, 员工可随时喝水。工厂有1名电工。工厂未提供交通给员工。</p> <p>7.1 - The main auditee partially respects this principle because the factory had established complete management system on health and safety on Nov 5, 2017, included the identification and awareness of related legal regulation, health and safety check, training etc. But there were still findings issued due to management negligence. 被审核方部分遵守该准则。原因是工厂于2017年11月5日已建立完整的健康安全管理体系, 包括相关法规的识别与了解, 健康安全检查, 培训等, 但是由于管理疏忽, 导致仍然有问题发生。</p> <p>7.3 - The main auditee partially respected this principle because the auditee carried out regular risk assessment for safe, healthy and hygienic working conditions, but the identification and analysis of new coronavirus were not carried out in risk assessment record. 被审核方部分遵守该准则。原因是被审核方虽然针对安全, 健康和卫生工作条件进行定期风险评估, 但是风险评估记录中未对新型冠状病毒进行识别分析。</p> <p>7.7 - The main auditee partially respected this principle because two bottles of lubricating oil were placed in the secondary container in weaving workshop, but they were not labeled. 被审核方部分遵循该准则。原因是织造车间两桶润滑油配置了二次容器, 但是未进行标识。</p> <p>7.22 - The main auditee partially respected this principle because washing facility and toilet were equipped for workers in the factory, but no toilet paper was equipped for toilet. 被审核方部分遵循该准则。原因是工厂为员工配置了洗手设施及厕所, 但是厕所内没有厕纸。</p>	
Remarks from Auditee:	

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 180091] Audit Date: 11/05/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The documented policy of recruiting was established by the factory on Jun 18, 2014. And it regulated that the factory would not recruit workers under 16. The factory checked workers' ID during recruiting and office specialist knew the skills of asking workers' experience and ages when he had any doubt of workers' ID card or age. Meanwhile, the factory established remediation measure of child labor in order to set up measure of recruiting child labor incidentally. After checking all personnel files of workers, no child labor was identified in the factory, and the youngest worker in the plant was 31 years old.</p> <p>工厂于2014年6月18日制定了书面的合适的招聘政策, 员工入职时工厂均会查看员工的身份证并且当办公室人员对员工年龄有怀疑时, 会通过有技巧地面谈以核实员工情况。同时工厂制定了童工补救措施以防万一发现童工的应对措施。在审核过程中, 通过查阅所有员工的人事资料, 未发现有任何童工存在, 工厂最年轻的员工已满31岁。</p>	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 180091] Audit Date: 11/05/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The documented policy of young worker protection was made by the factory on Jun 18, 2014. The factory understood the legal requirement of young workers according to interview with management. During the audit, no young workers were identified in the factory. The youngest worker in the plant was 31 years old. The factory conducted the risk assessment of young workers effectively.</p> <p>工厂于2014年6月18日制定了书面的未成年工的保护政策, 工厂了解如何依照法规要求保护未成年工。在审核过程中, 未发现有任何未成年工的存在。工厂最年轻的员工已满31周岁。工厂进行了有效地未成年工风险评估。</p>	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 180091] Audit Date: 11/05/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Based on document review and worker interview, the factory had signed a labor contract with each employee, for example, one worker sampled accepted an offer of employment on Oct 09, 2017, and the signing date of the labor contract was also Oct 09, 2017, labor contract was signed during hiring day. Labor contract included working hours, training, rest time and holidays, remuneration and payment conditions, which were in line with laws and regulations as well as international standards. At the same time, the factory provided a copy of the labor contract to the employees. Through employee interviews, all employees interviewed understood contract terms of the labor contract. During the audit day, there were no non-conforming employment forms in the factory.</p> <p>根据文件审核及员工访谈, 工厂和每个员工均签订了劳动合同, 如一名抽样工人入职时间是2017年10月9日, 劳动合同签订日期也是2017年10月9日, 入职当日就与其签订了劳动合同。劳动合同的内容包括工时, 培训, 休息时间和假期, 报酬、支付条件, 这些内容均符合法规以及国际标准。同时工厂提供了一份劳动合同副本给员工。通过员工访谈, 员工均了解劳动合同内容, 审核过程中, 工厂无不符合法规的用工形式存在。</p>	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 180091] Audit Date: 11/05/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The facility had established procedures to prohibit forced labor on Jun 18, 2014. The employee handbook was given to all workers stated that workers could resign after prior written notice, and they would be given their full wages on their last day of work. The handbook also stated that the workers were free to leave the workplace outside of their working hours. Disciplinary procedure for workers' misbehaviour was available in the factory, which included oral warning, written warning and finally termination. There was an internal process for grievance, where workers could report any grievances (harassment, bullying, discrimination etc.) to management, without any reprisal for the worker in question. Based on workers interview, relevant trainings were provided to workers and no case on illegal punishment was found in the factory.</p> <p>工厂于2014年6月18日已经建立了禁止强迫劳动的程序, 提供给所有员工的员工手册中规定, 工人提前书面通知相关部门后即可离职, 并且能在离职前的最后一天获得全部的工资。同时手册还规定工人可以在他们的工作时间结束后自由离开工作地点。工厂建立了惩戒性措施, 包含口头警告, 书面警告以及终止合同。同时, 工人可通过内部的申诉系统, 将所遇到的骚扰, 歧视或不正的惩戒向管理层反馈, 并且工厂保证员工的举报行为不受任何报复的风险。根据员工访谈, 工人获得了相关的培训, 并且工厂内未发现不合理的惩戒情况发生。</p>	
Remarks from Auditee:	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 180091] Audit Date: 11/05/2020 PA Score: A	Deadline date:12/08/2020
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The factory established the related environment protection policy on Jun 18, 2014. The factory conducted environmental impact assessment. Factory management stated that the factory would implement the operations as per the law requirements in the future. The policy on saving water was established, the factory provided the training on environmental protection such as wastes management to the workers and management, they were aware of environmental protection.</p> <p>工厂于2014年6月18日建立了环境保护相关政策。工厂执行了环境影响评价。管理层阐述工厂以后也将会按照法规要求执行。同时，建立了节约用水政策，环境保护如废弃物管理培训提供给工人和管理人员，工人均有环境保护意识。</p> <p>12.2 - The main auditee partially respected this principle because monitoring records of noise around the factory and sanitary sewage were provided. But monitoring record of kitchen fume was not provided for review. 被审核方部分遵循该准则。原因是工厂提供了厂界噪音及生活污水的监测记录，但是未提供厨房油烟废气的监测记录。</p>	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 180091] Audit Date: 11/05/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The documented policy on anti-corruption was updated by the factory on Jun 28, 2018, and risk assessment for anti-corruption was conducted, and relevant workers were trained regularly per year(Eg.Dec. 2019) and signed anti-corruption and confidential agreement with the factory.</p> <p>工厂于2018年6月28日更新了书面的反腐败的政策，并执行了风险评估，且给所有相关人员进行了培训如2019年12月3日，并且员工也签订了反腐败和保密协议。</p>	
Remarks from Auditee:	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	11/05/2020	180091	D	B	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos



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



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



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



Photo first aid facilities
First aid kit.JPG



Photo of chemical storage room (if applicable)
Chemical stored area.JPG



Photo of fire safety equipment
Evacuation plan.JPG



Photo of fire safety equipment
Fire alarm button.JPG



Photo of fire safety equipment
Fire alarm.JPG



Photo of fire safety equipment
Fire facility.JPG



Photo of fire safety equipment
Fire hydrant test.JPG



Photo of fire safety equipment
Fire sprinkler in warehouse.JPG



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



Photo of fire safety equipment
Test of emergency light.JPG

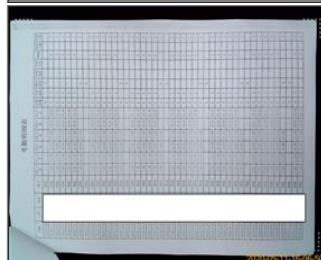


Photo of non-conformity
Attendance record 1.jpg

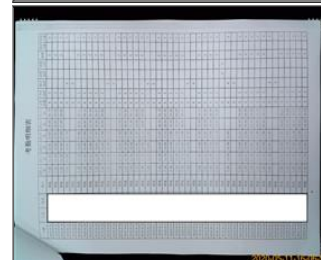


Photo of non-conformity
Attendance record 2.jpg



Photo of non-conformity
No label for chemical container.JPG



Photo of non-conformity
Social insurance record.jpg



Photo of the canteen (if applicable)
Canteen.JPG



Photo of the canteen (if applicable)
Kitchen.JPG



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



Photo of the dormitories (if applicable)
Dormitory building.JPG



Photo of the dormitories (if applicable)
Toilet in bedroom.JPG



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



Photo of the inside of the main production hall
Attendance recorder.JPG



Photo of the inside of the main production hall
Beam-warping.JPG



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



Photo of the inside of the main production hall
Drink water.JPG



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



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



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



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



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



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



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



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



Photo of the sanitary facilities
Toilet.JPG