
Auditee :	Eline Lighting and Electrical (JM) Co., Ltd.
Audit Date From :	13/03/2019
Audit Date To :	14/03/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Beal Lu(Lead)
Auditing Branch (if applicable) :	TUV Rheinland China



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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 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 :	Eline Lighting and Electrical (JM) Co., Ltd.		
DBID number :	365380		
Audit ID :	145472		
Address :	Block K-L, Weiye Industrial Park, No. 86, Hongxing Road, Pengjiang District Jiangmen		
Province :	Guangdong	Country :	China
Management Representative :	Ms. Xiaoping Liang		
Contact person:	Kris Chiu	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Electrical supplies
Product Type :	Indoor and outdoor Lighting, Professional Lighting		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input checked="" type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	C		
Need of follow-up :	Yes	If YES, by : 14/03/2020	

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	A	D	A	A	A	A	A	A	A

Executive summary of audit report

Eline Lighting and Electrical (JM) Co., Ltd. was specialized in manufacturing of Indoor and outdoor Lighting, Professional Lighting and located at Block K-L, Weiye Industrial Park, No. 86, Hongxing Road, Pengjiang District, Jiangmen (江门市蓬江区宏兴路炜烨工业区86号K、L座). There were 12 buildings in the industrial park: eleven 2-storey buildings, one 7-storey dormitory building (named Block A-L). The factory rented and used two 2-storey production buildings (named Block K and Block L) (about 5626.11 square meters) from a property management company as office, warehouse and production. The other buildings were used by other different factories. Through management and workers interview, the factory did not provide dormitory and kitchen to workers. There was no business, shared workers and production area among the audited factory and other factories. The audit area only covered the auditee's area. The security guards were managed by the landlord. No sub-contracted labors and process used by the audited factory. The factory provide a dinner area, which located at 2nd floor of Block K.

The main production processes: assembly, inspection and packaging

Through management and workers interview, no obvious peak season in the factory. The factory including the management and workers were cooperative with the audit. No negative comment was issued during the audit. A closing meeting was held with the factory representatives and all of the findings were discussed. Ms. Xiaoping Liang/Admin. supervisor signed the onsite CAP and agreed to take corrective actions.

Remark:

A, The name on business license was 伊莱灯饰电器(江门)有限公司 (Eline Lighting and Electrical (JiangMen) Co., Ltd.). The factory has no right of import and export, the name on investment approval certificate was Eline Lighting and Electrical (JM) Co., Ltd. Through confirmed onsite, they used the name Eline Lighting and Electrical (JM) Co., Ltd. in this audit, which used with investment approval certificate. Moreover, JM was short for JiangMen.

B, About the address, the address on Business license was 江门市宏兴路86号K、L座 (Block K-L, No. 86, Hongxing Road, Jiangmen). Through onsite and background check, the location of the audited factory was named Weiye Industrial Park (炜烨工业区), and also located at Pengjiang District of Jiangmen City. The factory did not change physical address. The factory confirmed to use the address Block K-L, Weiye Industrial Park, No. 86, Hongxing Road, Pengjiang District, Jiangmen (江门市蓬江区宏兴路炜烨工业区86号K、L座) in this audit, which was more detail and the two addresses referred to the same location.

C, There are no agencies and contractors used by the auditee, which makes the agency labour contract and contractor license submission not applicable

D, The factory did not obtain any Government waivers from local government, which makes the Government waivers submission not applicable

E, There was no Collective bargaining agreements in the factory, which makes the Collective bargaining agreements submission not applicable

F, Based on site observation, documents review and, management interview and review of the relevant law, environmental license was not applicable for the auditee, such as pollution discharge permit.

G, The normal shift of office was 9:00-13:00, 14:00-18:00. The auditor arrived at the factory at 8:30 on March 14, 2019. The factory left a meeting room for auditor reviewing documents from 8:30 to 9:00, and the audit was ended at 12:30 am.

Ratings Summary



Auditee's background information			
Auditee's name :	Eline Lighting and Electrical (JM) Co., Ltd.	Legal status :	Limited Company
Local Name :	伊莱灯饰电器(江门)有限公司 (914407006698839333)	Year in which the auditee was founded :	2008
Address :	Block K-L, Weiye Industrial Park, No. 86, Hongxing Road, Pengjiang District	Contact person (please select) :	Kris Chiu
Province :	Guangdong	Contact's Email :	ekris@electroline.com.cn
City :	Jiangmen	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	None
GPS coordinates :	N22°37'22" E113°3'15"	Total turnover (in Euros) :	7000000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	0.00
If other, please specify :		Production volume :	8000000 Pcs/year
Product Group :	Electrical supplies	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Indoor and outdoor Lighting, Professional Lighting		

Auditee's employment structure at the time of the audit			
Total number of workers :	95	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	1	2	
Temporary workers	29	63	
In management positions	7	1	
Apprentices	0	0	
On probation	0	5	
With disabilities	0	0	
Migrants (national citizens)	23	59	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	30	65	
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 - 145472] Audit Date: 13/03/2019 PA Score: D

Deadline date:12/03/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The factory has set up the management system to implement amfori BSCI COC, including developed CSR procedures, set up organizational structure etc. The factory had appointed a senior manager as management representative to be responsible for the implementation of amfori BSCI management system. Based on management interview and documents review, the factory were integrating the amfori BSCI COC into day-to-day business. The factory had selected their significant business partners based on the amfori BSCI Code of Conduct. They conducted on-site assessment to evaluate its suppliers and sub-contractor CSR performance and the relevant report and corrective action were kept for tracking. The factory had communicated the amfori BSCI COC and TOI for Business partners with its significant suppliers and sub-contractor by providing the copies to them.

工厂有建立社会责任管理体系去实施amfori BSCI行为守则, 包括开发社会责任程序, 建立组织架构等。工厂已任命一名高级管理者作为管理代表来负责amfori BSCI管理系统的执行。基于管理访谈和文件审核, 工厂将amfori BSCI的准则融入到日常的生产经营中。工厂基于amfori BSCI行为守则对其主要商业伙伴进行选择, 他们会进行现场评估其供应商和分包商的社会责任表现, 并保存相关的报告及整改资料以便跟进。工厂将amfori BSCI COC和TOI发送给了其重要供应商或者分包商, 并在遵守行为守则方面进行了沟通。

- 1.1 - Through documents review and management interview, the factory had established social compliance management policies, procedures, manuals and organization structure to implement amfori BSCI COC. But there were gaps between its operation and requirements of amfori BSCI COC and local laws including how to establish efficient production plan and how to reduce overtime hours etc. Through interview with the production manager, he understood the volume and frequency it is able to deliver and the factory arranged overtime according to business needs. And through documents review, the factory has production scheduling and cost calculation, but there was no overtime control plan. And there was no "contingency plan" in case something slows down or interrupts production, such as the typhoon. Through documents review, the factory established working hour policy according to local legal requirement. But the factory did not establish systematic program to monitor total working hours, meanwhile, and the factory did not monitor the management and control condition of overtime hours. The monthly overtime of sampled workers exceed 36 hours. Through workers interview, the overtime works were arranged based on orders, If the amount of order was more or the shipment was urgent, the workers' overtime was increased.

通过文件审核和管理访谈, 工厂建立了社会责任管理方针, 程序, 手册及组织架构来执行amfori BSCI行为守则但是工厂实际操作与amfori BSCI行为准则和法律要求之间仍然存在差距。包括怎么建立有效的产能计划和如何减少加班时间等。通过与生产经理访谈, 理解能够交付的数量和频次且工厂按照业务需求组织加班。且通过文件审核, 工厂有生产排班和成本核算。但是没有加班管控计划。且没有应急计划以应对出现减缓或干扰生产时的情况, 比如台风。通过文件审核, 工厂根据法律要求建立了工作时间的政策。但是工厂未建立监控整个工作时间的系统性机制, 同时也未监管加班时间的管控情况。抽样员工的月加班有超过36小时。通过员工访谈, 员工加班根据订单安排, 如果订单量多或者出货急, 员工的加班也会随之增加。

- 1.4 - The factory didn't have a good capacity planning to meet the expectations of the delivery order and it failed to effectively control workers' working hours led to workers' overtime work exceeded 36 hours. Through documents review, the factory did not establish program of capacity planning, including the contingency plan, the calculation workforce capacity, plan of growth expectation and human resources needed etc. Through management interview, the factory has no plan to control workers' overtime. Through interview with the production manager, he understood the volume and frequency it is able to deliver and the factory arranged overtime according to business needs.

工厂没有建立完善的产能计划去完成预期的订单交货, 且工厂没有有效管控加班以至于员工加班超过了36小时。通过文件审核, 工厂未建立了产能规划程序, 包括生产的应急计划, 劳动能力计算, 增长预期和所需的人力资源方案等。通过管理访谈, 工厂没有管控员工加班时间的计划。通过与生产经理访谈, 理解能够交付的数量和频次且工厂按照业务需求组织加班。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection	
Full Audit [Audit Id - 145472] Audit Date: 13/03/2019 PA Score: A	Deadline date:12/05/2019
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The factory had established good management practices that involved workers and their representatives in sound information exchange on workplace issues. The factory posted amfori BSCI COC and Poster in the public. The factory had provided regular training to management staffs as well as workers' representatives on amfori BSCI requirements and other specific requirements like human resources, OHS and the grievance mechanism. The factory also established grievance mechanism. Workers could deliver their suggestion through Worker Representative, suggestion box, internal hot-line and so on.</p> <p>工厂让工人及其代表参加并交流了工作场所问题的信息。工厂在公共场合张贴了amfori BSCI行为守则和海报。工厂定期给管理人员及员工代表提供关于amfori BSCI要求以及其他具体诸如人力资源、职业健康安全和投诉机制等的培训。工厂也建立的投诉机制。员工可以通过员工代表, 意见箱, 内部热线等方式反馈意见。</p> <p>2.2 - It was noted that the factory had defined long term goal to protect workers according to the amfori BSCI values and principles, including decrease the turnover rate, control of monthly overtime etc. Through documents review and management interview, the factory did not have a plan to reflect a step-by-step approach toward these goals. And there was gap with the legal requirements about monthly OT hours in the past year etc..</p> <p>工厂根据amfori BSCI价值和原则去定义长期的目标去保护员工, 比如降低流失率, 月加班的控制等。通过文件审核和管理访谈, 工厂没有反映出逐步达成这些目标的计划。且过去一年目标执行情况与法规要求有差距, 如月加班超出法定要求等。</p>	
Remarks from Auditee:	
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 145472] Audit Date: 13/03/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The audited has established Freedom of Association and Collective Bargaining procedure which demonstrated that workers could freely establish or join worker organization and have the right of collective bargaining. Workers representative could accessing or interacting with workers in the workplace.</p> <p>工厂制定了自由结社和集体谈判的程序, 程序内阐明了员工可以自由组建或加入工人团体并有集体谈判的权利。员工代表可以自由在车间联系及接触生产员工。</p>	
Remarks from Auditee:	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 145472] Audit Date: 13/03/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The factory had established the procedure of anti-discrimination, the new employees were employed or promoted on his/her skills, education background etc. The age, gender, belief, colour of the skin or some other aspect was not considered when they were employed or promoted. The HIV/AIDS and the Pregnancy Test were not done before hiring.</p> <p>工厂制定了反对歧视的程序, 工人仅由他/她的技能或者教育背景雇佣或者晋升。不是由年龄、性别、信仰、肤色或者其他因素来决定其是否被雇佣或者晋升。新员工在入职前不会被要求进行孕检以及艾滋病的检查。</p>	
Remarks from Auditee:	

Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 145472] Audit Date: 13/03/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The auditee established welfare system, including statutory holidays, annual leave, sick leave, marriage leave. And also established wage rule, and defined total wage was including basic wage, overtime compensation etc. During audit, through reviewing payment records of 14 sampled workers from February 2018 to January 2019, it was noted that wage was calculated by monthly rate for workers from February 2018 and minimum wage was RMB 1550/month, which were not less than the local minimum wage RMB 1550 / month or RMB 8.91 / hour from July 1st, 2018. The local minimum wage was RMB 1350 / month or RMB 7.76 / hour from May 1st, 2015 to June 30, 2018. Workers' wages were paid on or before 15th of each month for previous month by cash. Pay slips were provided to workers on the date of wages issue date. And no illegal deduction was made. It was noted through the social insurance payment receipt provided by factory management and management interview from March 2018 to February 2019 that, there were 91 employees in the factory in February 2019, all 91 employees were provided with pension insurance, unemployment insurance, industrial injury insurance, medical insurance and maternity insurance. There were 5 new employed workers and 1 workers left in the past one month.</p> <p>被审核方建立福利制度, 其中规定了法定假期、年假、病假、婚假等。同时也建立了薪资制度, 其中规定工人的总工资包含基本工资、加班费等。审核期间, 查阅抽样的14名员工从2018年2月到2019年1月这期间的工资记录, 该记录显示员工工资从2018年2月开始都是月薪, 最低工资为每月RMB1550元, 不低于当地2018年7月1日开始的最低工资标准每月1550元或者每小时8.91元。当地最低工资从2015年5月1日至2018年6月30日为RMB1350/月或者RMB7.76/每小时。每月15日前或者当天通过现金支付上月的工资。工资发放日有提供工资条给员工。没有非法扣款的情况。通过工厂提供2018年3月至2019年2月的社保缴纳凭证及管理访谈, 工厂2019年2月份有91名员工, 所有91名员工均参与养老保险, 失业保险, 工伤保险, 医疗保险和生育保险。通过管理访谈和员工访谈, 工厂过去1个月有5名新雇佣的员工以及1名员工离职。</p>	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 145472] Audit Date: 13/03/2019 PA Score: D	Deadline date:12/03/2020
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The auditee has established procedures on Decent Working Hours, which had defined regular working time, overtime and remuneration, rest etc. Normal working hour was 8 hours per day and 5 days per week. Shift for office staff: 9:00-13:00, 14:00-18:00. Shift for production workers: 8:00-12:00, 13:00-17:00. Overtime 2 hours every shift if needed. IC card attendance machine was used to record workers working time. Electronic data processing system was accessed during this audit. Time records from February 2018 to audit date were provided and 14 samples were selected for review. Maximum 2 hours overtime per day, maximum 14 hours overtime per week, maximum 56 hours overtime per month and at least 1 day off after 6 days consecutive working days was guaranteed. 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. 工厂已经建立了关于工作时间的程序, 这些文件规定了周工作时间, 加班时间, 加班工资, 休息时间等。正常工作时间为每天8小时, 每周5天。办公室职员工作时间为: 9:00-13:00, 14:00-18:00。生产员工班次为: 8:00-12:00, 13:00-17:00。如果需要, 每班2个小时加班。IC卡考勤系统用来记录员工的工作时间。此次审核查询了电子考勤处理系统。2018年2月至审核当天的考勤已提供, 并查看了14名员工的考勤。每天最大加班2小时, 每周最大加班14小时, 每月最大加班56小时, 每周有一天休息。员工访谈确认, 加班自愿。被审核方按基本工资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。</p> <p>6.2 - Through interview with production supervisor, the production department has production scheduling and cost calculation, but there was no detail procedure of capacity planning, including the calculation and plan of workforce capacity, growth expectation and human resources needed etc. Through workers interview, the overtime works were arranged based on orders, if the amount of order was more or the shipment was urgent, the workers' overtime was increased. Through interview with HR supervisor, the factory recording system did not have the capacity to flag excessive working hours. Based on attendance records assessment from February 2018 to audit day, all sampled workers monthly overtime exceeded 36 hour from March 2018 to January 2019, the range was 38-56 hours. Workers monthly overtime in other month not exceed 36 hours. Such as 12 out of 14 sampled workers monthly overtime exceeded 36 hours in June 2018 and the maximum were 56 hours, 13 out of 14 sampled workers monthly overtime exceeded 36 hours in November 2018 and the maximum were 38 hours, 13 out of 14 sampled workers monthly overtime in January 2019 exceed 36 hours, the maximum were 54 hours. Reference law PRC Labor Act Article 41. Remark: 14 out of 14 sampled workers monthly overtime in March 2019 (March 1-14, 2019) not exceed 36 hours, the maximum were 20 hours.</p> <p>通过与生产主管访谈, 生产部门有生产排班和成本核算, 但是没有具体的产能规划程序, 包括劳动能力, 增长预期和所需的人力资源等方面的计算和计划等。通过员工访谈, 员工加班根据订单安排, 如果订单量多或者出货急, 员工的加班也会随之增加。通过与人事主管访谈, 工厂考勤系统没有预警加班超时的功能。基于考勤记录2018年2月至审核日的评估, 所有抽样的员工从2018年3月至2019年1月的月加班都超过36小时, 范围是38-56小时。其他月份员工月加班未超36小时。比如抽样14名工人中12名的2018年6月份的月加班超过36小时, 最大为56小时; 抽样14名员工中13名的2018年11月份的月加班都超过36小时, 最大为38小时; 抽样的14名员工中13名的2019年1月份的月加班超过了36小时, 最大为54小时。参考法规:《中华人民共和国劳动法》第41条。备注: 抽样的14名员工中14名2019年3月(2019年3月1日至14日)的加班时间未超过36小时, 最大达到20小时。</p>	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 145472] Audit Date: 13/03/2019 PA Score: A	Deadline date:12/05/2019
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The factory had established health and safety procedures, including but not limited to procedure file, organization chart, training material etc. Based on documents review, the documents included but not limited to risk assessment, PPE training, fire drill (the recent in October 2018), Fire Safety Inspection Certificate, electrical installation inspection record, 2 first aiders certificates, first aid service agreement, test report of drinking water etc. No serious injury happened in the past year. Based on site observation, it was noted that the lighting and ventilation condition was good in the workshop; sufficient firefighting equipment was set and inspected monthly, including the fire extinguishers, fire hydrants, emergency lights and exit indication and fire alarm; evacuation routes were not blocked and evacuation plans were posted for all floors; first aid kits were kept in each workshop. Clean drinkable water was available in workshops. The factory signed emergency medical agreement with local hospital. The factory did not provide transportation and dormitory to employees.</p> <p>工厂建立了健康安全程序文件, 其中包括但不限于程序文件、组织架构和培训材料等。基于文件查阅, 文件包括但不限于风险评估、个人防护用品使用培训、消防演习(最近在2018年10月)、消防验收、用电安全检查记录、2名急救员证、急救协议、饮用水检测报告等。过去一年没有发生过严重的工伤。基于现场观察, 车间的照明和通风条件是好的; 配备了充足的消防设施并且每月检查, 包括灭火器、消防栓、应急灯和出口标识和消防警铃; 逃生路线没有阻挡并且每个车间都张贴了逃生图; 每个车间配备了急救药箱。车间里提供了干净的饮用水。工厂和当地的医院签署了急救协议。工厂未提供交通和宿舍。</p>	
7.5 -	<p>Through documents review and workers review, the factory had defined training plan, including PPE training, fire safety training, first aid training and mechanical safety training etc. And provided these training to workers, but the training hour was not recorded on these training records. Reference law and regulation: Regulations on Safety Training of Production and Business Units, Article 22.</p> <p>通过文件审核和员工访谈, 工厂制定了培训计划, 包括PPE培训、消防安全培训、急救培训和机械安全培训等, 也提供了这些培训给员工, 但是培训时长未记录在培训记录中。参考法规:《生产经营单位安全培训规定》, 第22条。</p>
7.7 -	<p>Through onsite, there was no secondary container for two barrel of diesel oil in generator area. The management said they ignored the chemical management of this area. Refer to Regulation for Safety of Hazardous Chemical, Article 20.</p> <p>通过现场, 发电机区域的两桶柴油没有二次容器。管理层表示忽视了这个区域的化学品管理参考:《危险化学品安全管理条例》第20条。</p>
7.13 -	<p>Through factory tour, 1 sampled distribution boxes has no inner cover in finished goods store area of 1st Floor of Block L. The management stated, they will take correction as soon as possible. Reference laws: Article 6.7 of the General Guide for Safety of Electric User (GB/T 13869-2008)</p> <p>通过现场走访, L栋1楼成品存放区域抽样的1个电箱没有内盖。管理层表示, 会尽快采取改善措施。参考法规《用电安全导则》(GB/T 13869-2008) 第6.7条</p>
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 145472] Audit Date: 13/03/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The HR workers who were responsible for recruit know how to verify the ID card information. ID cards were identified and the copy of each employees were collected when recruitment. There was no child labor identified during document review, plant tour and worker interviews.</p> <p>工厂负责招聘的人事人员知道如何辨别身份证信息。工厂在招聘时核实所有员工的身份信息并保留了其复印件。在工厂现场查看, 员工访谈及文件查阅中均没有发现工厂有使用过童工。</p>	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 145472] Audit Date: 13/03/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The factory established necessary mechanisms to prevent, identify and mitigate harm to young workers. In the grievance mechanisms it was regulated that workers can lodge grievances if there was young worker not identified or not protected. There was no young worker employed by the factory.</p> <p>工厂建立了必要的管理机制来识别、预防或者减少对于未成年工的伤害。在申诉机制中规定, 如有未成年工未被识别, 或者未成年工未被保护的情况, 员工可以进行申诉。工厂未雇佣未成年工。</p>	
Remarks from Auditee:	

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 145472] Audit Date: 13/03/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The factory established human resource management procedures. Provided orientation training to workers about their legal rights and responsibilities regarding such as wages and benefits, working hours, occupational health and safety, disciplinary measures, and etc. The factory signed labour contracts with employees within one month of recruitment according to legal requirement. The auditee did not use temporary job arrangements to cover workloads that lack pre-determined end dates.</p> <p>工厂建立了人力资源管理程序。给新进员工提供了关于合法权利与义务的入职培训，比如有关工资福利、工作时间、职业健康安全、惩戒措施等。工厂在员工入职一个月内与员工签订了劳动合同。没有采取雇佣临时工来完成长期任务的情况。</p>	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 145472] Audit Date: 13/03/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The factory had established all applicable disciplinary procedures in writing and has explained them verbally or in writing to workers in clear and understandable terms. The discipline policy was also in line with legal requirement. For example, workers could resign according to legal requirement and they could leave the factory freely without deduction from payroll. No inhumane or degrading treatment was found during the audit. The auditee did not engage in any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour.</p> <p>工厂已建立适用的书面惩戒程序，并以清楚、易于理解的方式向工人口头或书面说明。工厂的惩戒政策也是符合法律法规要求。例如员工可以依照法规要求提出辞工而不会被克扣工资，并且可以自由离开工厂。员工也未遇到任何被侮辱或非人道的待遇。工厂没有使用奴役，强迫，担保，契约卖身，贩卖人口或其他非自愿劳工的情况。</p>	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 145472] Audit Date: 13/03/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The facility established the environment protection procedure to protect environment and save energy such as electricity, water source and etc. The factory provided environmental impact assessment documents, such as environmental impact assessment registration forms. The factory had identified the significant environmental factor and collected the applicable laws and regulations on environmental protection. Based on site observation, no waste water and gas generated from production process, only boundary noise generated.</p> <p>工厂制定了关于保护环境、节约资源，比如电能、水资源等的相关制度。工厂提供了环境影响评估文件，比如环境影响评估登记表。工厂识别了重要的环境因素并收集了适用的与保护环境有关的法律法规。基于现场观察，无废水、废气从生产过程产生，仅有厂界噪声产生。</p>	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 145472] Audit Date: 13/03/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The factory had established Anti-bribery and anti-corruption Procedure, and they had given training to employees for these issues. The key employees had signed statement of complying with this policy. In addition, the factory had informed their suppliers of this requirement and all the suppliers had signed statements of complying with this policy. It was noted that the factory recorded workers In/Out attendance time actually. Special attention is paid to the way data are collected to ensure that the worker is protected. The auditee also established grievance mechanism for workers to report unethical behaviors, and proper investigation and disciplinary action will follow.</p> <p>工厂已建立反贿赂、反腐败程序，并给员工提供了相关培训。关键员工已签署廉政声明以符合该政策。此外，工厂已与其供应商沟通此要求，供应商已签署廉政声明以符合该制度要求。审核期间抽取的考勤记录发现工厂如实的记录工人的上下班时间。被审核方注意收集数据的方式以确保为工人的切身利益提供保护。被审核方也建立了适当的投诉机制以便工人举报不道德的行为，并会随之就不道德的行为进行调查和采取处罚措施。</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	13/03/2019	145472	D	A	A	A	A	D	A	A	A	A	A	A	A	C

Producer Photos



External photo(s) of the production unit(s)
Building K.JPG



Photo of fire safety equipment
Fire alarm.JPG



Photo of the inside of the main production hall
Assembly area in Building K.JPG



External photo(s) of the production unit(s)
Building L.JPG



Photo of fire safety equipment
Fire extinguisher checking records.JPG



Photo of the inside of the main production hall
Assembly lines in Building L.JPG



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



Photo of fire safety equipment
Fire extinguisher maintenance certificate.JPG



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



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



Photo of fire safety equipment
Fire extinguisher pressure.JPG



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



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



Photo of fire safety equipment
Fire extinguishers.JPG



Photo of the inside of the main production hall
Distribution boxes.JPG



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



Photo of the canteen (if applicable)
Canteen area.JPG



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



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



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



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



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



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



Photo of the personal protection equipments (if applicable)
Worker wear earplug.JPG



Photo of fire safety equipment
Evacuation plan.JPG



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



Photo of the sanitary facilities
Clean supplies.JPG



Photo of fire safety equipment
Evacuation sign.JPG



Photo of the inside of the main production hall
Air tank.JPG



Photo of the sanitary facilities
Toilet.JPG