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Auditee :	<b>DONGGUAN BABYPRO PLUSH TOY CO., LTD</b>
Audit Date From :	<b>23/06/2020</b>
Audit Date To :	<b>23/06/2020</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>BureauVeritas</b>
Auditor's Name(s) :	<b>Jo Chen(Lead)</b>
Auditing Branch (if applicable) :	

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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																																							
<p><b>A</b> <b>Very Good</b></p>	<ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated A</li> <li>• No Performance Areas rated C, D or E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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																													
<p><b>B</b> <b>Good</b></p>	<ul style="list-style-type: none"> <li>• Maximum 3 Performance Areas rated C</li> <li>• No Performance Areas rated D or E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p><b>C</b> <b>Acceptable</b></p>	<ul style="list-style-type: none"> <li>• Maximum 2 Performance Areas rated D</li> <li>• No Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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																													
<p><b>D</b> <b>Insufficient</b></p>	<ul style="list-style-type: none"> <li>• Maximum 6 Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	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	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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																													
<p><b>E</b> <b>Unacceptable</b></p>	<ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
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																													
<p><b>Zero Tolerance</b></p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

**Main Auditee Information**



Name of producer :	<b>DONGGUAN BABYPRO PLUSH TOY CO., LTD</b>		
DBID number :	<b>402055</b>		
Audit ID :	<b>184375</b>		
Address :	<b>ROOM 201, NO. 25 JIANG NAN LU, JING SHAN, CHA SHAN ZHEN, Dongguan</b>		
Province :	<b>Guangdong</b>	Country :	<b>China</b>
Management Representative :	<b>Mr. Zheng Wenhui/General Manager</b>		
Contact person:	<b>Wenhui Zheng</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Toys and Games</b>	Product group :	<b>toys</b>
Product Type :	<b>BABY PLUSH TOYS</b>		

**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 : 23/06/2021	

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
C	C	A	A	C	D	B	A	A	A	A	A	A

**Executive summary of audit report**

DONGGUAN BABYPRO PLUSH TOY CO., LTD (the name in Chinese was '东莞市得意宝布艺有限公司', Business License No. was 91441900068456119N) was established on April 17, 2013 and located at ROOM 201, NO. 25 JIANG NAN LU, JING SHAN, CHA SHAN ZHEN, Dongguan (the address in Chinese was '广东省东莞市茶山镇京山江南路25号201室'). Factory occupied half of 2nd floor of one 3-storey production building. Total structure areas was about 400 square meters. No dormitory and canteen was provided for employees.

The facility specialized in the manufacture of BABY PLUSH TOYS. The main produce processes included sewing, cotton filling, inspection and packing. According to factory management, cutting was subcontracted to other factory, and peak season was not obvious.

There were a total of 14 employees (12 productive employees and 2 non-productive employees) with 11 male and 3 female. The youngest employee noted during this audit was 20 years old.

The factory adopted Finger-printing System to record working hours of employees. Per management and document review, all production employees conducted 1 shift: 08:00 to 12:00, 14:00 to 18:00. Wages of employees were paid before 15th of the next month by cash with wage stubs issued to employees and the employees' signatures on the payrolls. Per payroll review and interviews with management and employees, all production employees were paid by hourly rate.

During the audit, employees' time records wage record were sampled as follows for working hour and wage testing: 5 samples selected from May 2020 as current paid month, 5 selected from January 2020 as auditors' choice month, 5 samples selected from October 2019 as auditors' choice month. According to the sampled time records, it was noted that the maximum overtime hours were 2 hours per day, and 72 hours per month. The maximum weekly working hours were 58 hours per week. Employees could have at least one day leave in consecutive 6 working days.

According to the sampled payroll records, it was noted that all employees were paid at least CNY 1720 per month, which more than the local minimum wage CNY 1720 per month since July 01, 2018. All employees overtime hours worked on weekday, weekend and holiday were paid with 150%, 200% and 300% of employee's normal wage respectively if applicable, which was compliance with legal requirement.

According to the document review and management representation, it was noted that none of all (0%) employees were provided with accident, unemployment, maternity, pension and medical insurance. Further, factory did not provide commercial accident insurance to employee. Therefore, accident insurance did not cover any employee.

Further, 5 employees were selected for private interviews from different workshops. No negative comment was issued during employee interviews. Interviewed employees were satisfied with the working environment, compensation, working hour and management team in the factory.

A closing meeting was held with the factory representatives and all of the findings were discussed. Mr. Zheng Wenhui / General Manager, Ms. Wang Jinmei / Worker representative attended the open meeting and the closing meeting, and signed the onsite CAP and agreed to take corrective actions.

Remark:

- There was no agency or contracted worker used, no collective bargaining agreement was signed and no government waiver was obtained, either. Thus, no photo attached for the relevant documents.
- Per factory tour and management interview, it was noted that the total four factories in the same building. Per on site observation and interview, it was noted that other factories and the auditee had independent management system, independent workers, independent production area and independent production machines. And no shared worker was found during this audit. Therefore, the other areas were not included in this audit.
- Per management interview, it was noted that PA7.6, PA7.13, PA7.17 and PA7.25 would be corrected before June 30, 2020.
- Audit Company: Bureau Veritas Consumer Products Service  
Audit Company APSCA Number: 11600002  
Lead Auditor Name: Jo Chen  
APSCA Auditor Registered Number: RA21701268

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>DONGGUAN BABYPRO PLUSH TOY CO., LTD</b>	Legal status :	<b>Limited Company</b>
Local Name :	东莞市得意宝布艺有限公司 (91441900068456119N)	Year in which the auditee was founded :	<b>2013</b>
Address :	<b>ROOM 201, NO. 25 JIANG NAN LU, JING SHAN, CHA SHAN ZHEN,</b>	Contact person (please select) :	<b>Wenhui Zheng</b>
Province :	<b>Guangdong</b>	Contact's Email :	<b>babyproltd@foxmail.com</b>
City :	<b>Dongguan</b>	Auditee's official language(s) for written communications :	<b>Chinese</b>
Region :	<b>North East Asia</b>	Other relevant languages for the auditee :	<b>None</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>None</b>
GPS coordinates :	<b>N 23°6'8" E 113°50'38"</b>	Total turnover (in Euros) :	<b>2300000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>100.00</b>
Industry :	<b>Toys and Games</b>	Of which domestic market % :	<b>0.00</b>
If other, please specify :		Production volume :	<b>30000 pcs per month</b>
Product Group :	<b>toys</b>	Production cost calculation :	<b>No</b>
If other, please specify :		Lost time injury calculation cost :	<b>No</b>
Product Type :	<b>BABY PLUSH TOYS</b>		

<b>Auditee's employment structure at the time of the audit</b>		
Total number of workers :	<b>14</b>	Total number of workers in the production unit to be monitored (if applicable) :
		<b>0</b>
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>
Permanent workers	<b>11</b>	<b>3</b>
Temporary workers	<b>0</b>	<b>0</b>
In management positions	<b>1</b>	<b>1</b>
Apprentices	<b>0</b>	<b>0</b>
On probation	<b>0</b>	<b>0</b>
With disabilities	<b>0</b>	<b>0</b>
Migrants (national citizens)	<b>11</b>	<b>1</b>
Migrants (foreign citizens)	<b>0</b>	<b>0</b>
Workers on the permanent payroll	<b>11</b>	<b>3</b>
Production based workers	<b>0</b>	<b>0</b>
With shifts at night	<b>0</b>	<b>0</b>
Unionised	<b>0</b>	<b>0</b>
Pregnant	<b>-</b>	<b>0</b>
On maternity leave	<b>-</b>	<b>0</b>

**Finding Report**



**Performance Area 1 : Social Management System and Cascade Effect**

Full Audit [Audit Id - 184375] Audit Date: 23/06/2020 PA Score: C

Deadline date:31/05/2021

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

The overall observation showed that the auditee partially respects the requirement of this performance area. The auditee established an effective management to implement the BSCI Code of Conduct as requirement, and to ensure daily operations work in line with BSCI. Appointed a senior manager to ensure that the BSCI values and principles were followed in a satisfactory manner, such as following up with the grievance mechanism, ensuring that workers receive and have received training relevant to the BSCI values and principles, occupational health and safety risk assessments, and also BSCI CoC had already been posted on site. Furthermore, the auditee established the policy of selection of business partners, try their best to ask business partners understand and have their own social responsibility, etc.

整体观察表明, 受审核方部分尊重这个执行领域的要求。被审核方已经参照BSCI要求建立了有效的管理体系, 并且确保每日的运营遵照BSCI规定。委派了高级经理以确保其充分遵循BSCI价值和原则要求, 如跟进申诉机制, 确保员工受到并已受到有关BSCI价值和原则标准的培训, 职业健康与安全风险评估等等, 现场也张贴了BSCI行为准则。同时被审核方建立了商业伙伴挑选程序, 尽量要求商业伙伴能了解, 并且自有社会责任等等。

- 1.4 - The factory did not recruit enough employees or organize its workforce capacity to meet the expectations of the delivery order and/or contracts, so that employees' overtime hours exceeded legal limit. Please refer to BSCI PA 1.4

工厂没有足够的员工或者进行良好的生产组织来达到交付订单和/或合同预期, 以至于员工月加班超出法律规定。请参看BSCI PA1.4

**Remarks from Auditee:**

Factory management agreed with the findings and no comment provided.

**Performance Area 2 : Workers Involvement and Protection**

Full Audit [Audit Id - 184375] Audit Date: 23/06/2020 PA Score: C

Deadline date:31/05/2021

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

The overall observation showed that the auditee partially respects the requirement of this performance area. The auditee had established workers representative procedure, Amfori BSCI COC was posted onsite and the training was provided for all employees. The auditee established procedure to involve and exchange information on workplace issues with workers and their representatives; provided the commitment that they would implement the social responsibility according to the local law and BSCI Code of Conduct.

整体观察表明, 受审核方部分满足这个部分的要求。被审核方建立了员工代表管理程序, 在现场张贴了AmforiBSCI行为准则并为所有员工提供了BSCI培训。被审核方已经建立了程序让工人及其代表参加并交流关于工作场所问题的信息以及承诺执行社会责任。

- 2.4 - It was noted that the interviewed workers and worker representatives did not have a good understanding of BSCI Code of Conduct. Please refer to BSCI PA 2.4

受访的工人和工人代表对BSCI行为准则没有良好的理解。请参看BSCI PA 2.4

- 2.5 - Per document review and management interview, it was noted that the factory didn't establish an effective operational-level grievance mechanism for external communities (i.e. neighbors, factories, suppliers, local government, NGO, etc.). Please refer to BSCI PA 2.5

通过文件审核和管理层访谈, 工厂没有建立针对利益相关方(如周边居民, 工厂, 供应商, 当地政府, NGO等)有效的建议和申诉机制。请参看BSCI PA 2.5

**Remarks from Auditee:**

Factory management agreed with the findings and no comment provided.

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

Full Audit [Audit Id - 184375] Audit Date: 23/06/2020 PA Score: A

Deadline date:

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

The overall observation showed that the auditee fulfilled the requirements of this performance area. The auditee established policies to guarantee the rights of freedom of association and collective bargaining. There was no trade union at the factory. Worker representatives who were freely elected by workers. Based on workers and worker representatives' interview, they were not limited or they did not encounter other unfair treatment by the auditee on forming, joining and voting for a legal worker organization and collective bargaining. Workers representatives could communicate with workers without restriction.

总体观察显示被审核方符合该执行领域的要求。被审核方建立起了政策以保证自由结社和集体谈判的权利。工厂未成立工会, 由工人自由选出员工代表。根据员工和员工代表访谈, 被审核方对于员工成立、参加和投票一个合法工人组织和集体谈判没有任何限制和其他的不公平对待。员工与员工代表之间的可以没有限制的沟通。

**Remarks from Auditee:**

<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 184375] Audit Date: 23/06/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>The overall observation showed that the auditee fulfilled the requirement of this performance area. The factory established policy and procedure to identify forms of discrimination and ensured there was no discrimination on gender, religions, nationalities, region, etc. For example, the hiring procedure guaranteed that recruitment was only based on skills but not gender, nationalities, etc. Based on onsite observation, worker interview and document review, no discrimination issue was found at the factory.</p> <p>总体观察工厂符合该执行领域的要求。工厂建立政策和程序去区分歧视的形式并确保没有基于性别、宗教信仰、民族、地域等的歧视情况发生。例如招聘政策确保招聘只基于技能而不是性别、民族等。现场观察，员工访谈和文件评审在工厂均未发现歧视的问题。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 184375] Audit Date: 23/06/2020 PA Score: C	Deadline date:31/05/2021
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>The overall observation showed that the auditee partially respected the requirement of this performance area. Per document review, management interview and employees' private interview, it was noted that the local legal minimum wage standard was CNY 1720 per month. All the employees were paid met minimum wage standard. Wages were paid in cash within 15 days in the following month according to legal requirement; 'Pay-slips' were distributed to all workers when wages were paid which was also cross verified during worker's interview. The factory provided leave according to employees' application and legal requirement on paid basis. Maternity benefit was provided to female employee who is legally entitled to this welfare as per legal requirements. No illegal or unreasonable deduction had been identified through document review or reported by the interviewed workers. However, gaps were identified in implementation.</p> <p>整体观察表明，受审核方部分满足这个PA的要求。通过文件查阅、管理层访谈和员工访谈，审核发现当地法定最低工资标准是1720元/月。所有员工工资都符合了该标准。每月工资在下个月15天内以现金的方式发放。在工资发放时给员工发放了工资条（在员工访谈中对上述事实进行了交叉验证）。工厂按照法律要求并根据员工申请提供了带薪假期并给符合要求的女性员工提供了产假。通过员工访谈及记录查询没有发现任何形式的不合理扣款。然而，在实际执行中仍然存在一些问题。</p> <p>5.4 - Per document review and management interview, it was noted that factory management didn't investigate employees' basic needs, and they had no idea of how to calculate BNW. Please refer to BSCI PA 5.4 通过文件查阅和管理层访谈，审核发现工厂没有调查员工基本生活需求，不了解如何计算基本生活保障工资。请参看BSCI PA5.4</p> <p>5.5 - It was noted that none (0%) of employees were provided with accident, unemployment, maternity, pension and medical insurance. Further, factory did not provide commercial accident insurance for employees. Factory management stated that employee did not will to participate in social insurance as need to be deduted. Please refer to BSCI PA 5.5 and Article 73 of the Labor Law of the People's Republic of China. 厂方没有为所有(0%)员工提供工伤，失业，生育，养老和医疗保险。此外，工厂没有为员工提供商业保险。管理层表示员工不愿意参与社保缴费。请参看BSCI PA 5.5 及《中华人民共和国劳动法》第73条。</p>	
<b>Remarks from Auditee:</b> Factory management agreed with the findings and no comment provided.	

**Performance Area 6 : Decent Working Hours**

Full Audit [Audit Id - 184375] Audit Date: 23/06/2020 PA Score: D

Deadline date:31/05/2021

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

Per document review, management interview and employees' private interview, it was noted that the overall observation showed that the auditee partially fulfilled the requirement of this performance area. The auditee complied with local requirement of the normal working hours of 40 hours per week, and all production workers had at least one day rest per 7 days. However, gaps were identified in implementation.

通过文件查阅、管理层访谈和员工访谈，审核发现整体观察表明，受审核方部分满足这个区的要求。被审核方遵循生产员工每周正常工作时间为40小时，每七天均至少有一天休息。但在实际执行中仍存在差距。

**6.2 -** It was noted that 10 out of 15 sample population employees worked in excess of the statutory overtime hour limits. A review of sample population employees' time records (5 samples selected from May 2020 as current paid month, 5 samples selected from January 2020, 5 samples selected from October 2019) yielded the following: • 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 50-52 hours) in May 2020, which was not in compliance with the legal requirement; • 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 72 hours) in October 2019, which was not in compliance with the legal requirement. Please refer to BSCI PA6.2 & Article 41 of the Labor Law of the PRC

根据厂方提供的工时记录，审核员发现员工加班时间超出了法定标准。审核员从厂方提供的工时记录中抽取15个样本(从最近支付月份2020年5月抽取5个，从2020年1月抽取5个，从2019年10月抽取5个)，发现共有10名员工加班时间超出了法定标准，具体为：• 5/5名员工在2020年5月的加班时间为50-52小时，超过每月加班时间不能超过36小时的法律规定；• 5/5名员工在2019年10月的加班时间为72小时，超过每月加班时间不能超过36小时的法律规定。请参看BSCI PA 6.2及《中华人民共和国劳动法》第41条

**Remarks from Auditee:**

Factory management agreed with the findings and no comment provided.



**Performance Area 7 : Occupational Health and Safety**

Full Audit [Audit Id - 184375] Audit Date: 23/06/2020 PA Score: B

Deadline date:31/05/2021

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

The overall observation showed that the auditee partially respects the requirement of this performance area. The auditee basically complied with occupational health and safety (OHS) regulations. The auditee established fire safety policy, the emergency evacuation plan, and also regularly carried out risk assessment for safe, healthy and hygienic working condition, provided PPE to employees, and regularly conducted fire drills for employees and provided safety training (PPEs using training, fire safety training) to employees. However, on the audit day, the auditee was found that there were still some issues should be improved. Remark: The checkpoint 7.21, 7.23 and 7.24 should be rated as N/A because of no canteen, transportation and dormitory were provided for employees.

整体观察表明, 受审核方部分尊重这个执行领域的要求。被审核方基本遵守了适合其业务活动的职业健康与安全法规。被审核方建立了消防程序文件, 应急预案等, 并定期执行了有关安全、健康和卫生工作条件的风险评估, 为员工提供了足够的劳保用品, 定期组织员工进行消防演习, 定期对员工进行安全培训(个人防护用品使用培训, 消防安全培训等)等。但是, 在审核当天, 被审核方被发现还存在一些需要改进的问题。备注: 7.21, 7.23和7.24选项应该选择N/A, 因为没有饭堂, 交通和宿舍福利提供给员工。

**7.1 -** 1. It was noted that the factory did not provide the occupational health checks to employees who were in contact with occupational health disease factors (e.g. noise, dust) . Please refer to BSCI PA 7.1 and Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases 2. It was noted that the safety training for the Principal Responsible Person of production and business units in the factory was not carried out in accordance with the safety training outline formulated by the work safety supervision and supervision department. Please refer to BSCI Code of Conduct7.11 and Article 21 of Law of the People's Republic of China on Production Safety, Article 10 and 12 of Provisions on safety training for production and business units

1. 审核员发现厂方没有为接触职业病危害因素(如: 噪音, 粉尘)的员工提供职业病体检。请参看BSCI PA7.5和《中华人民共和国职业病防治法》第35条 2. 审核员发现厂方的生产经营单位主要负责人并未参加相关的安全培训并获得培训合格证书。请参看BSCI PA 7.11和《中华人民共和国安全生产法》第二十一条, 《生产经营单位安全培训规定》第十条, 第十二条

**7.2 -** It was noted that none of employees (0%) were provided with accident insurance. And factory did not provide commercial insurance to employees. Therefore, accident insurance didn't cover any employee. Please refer to BSCI PA 7.2 and Article 73 of the Labor Law of the People's Republic of China.

根据厂方没有为所有员工(0%)提供工伤保险, 并且工厂没有为员工提供商业保险。因此工厂的工伤没有覆盖全体员工。请参看BSCI PA 7.2及《中华人民共和国劳动法》第73条。

**7.6 -** It was noted that cotton filling worker was only wearing anti-dust mask, but no wearing earplugs. Please refer to BSCI PA7.6 Article 42 of Law of the People's Republic of China on Production Safety.

工厂充棉的员工只佩戴了防尘口罩, 没有佩戴耳塞。请参看BSCI PA7.6和《中华人民共和国安全生产法》第42条

**7.10 -** It was noted that noise and cotton dust was engendered in cotton filling workshops, which might cause occupational diseases to related employees. However, factory did not conduct testing of factors of occupational hazards accordingly. Article 20 of Provisions on the Supervision and Administration of Occupational Health at Work Sites and BSCI PA7.10

审核员发现工厂充棉车间有噪音和棉尘产生, 对员工存在潜在的职业病危害。但工厂并未进行职业危害因素检测。请参看《工作场所职业卫生监督管理规定》第20条及PA7.10

**7.13 -** It was noted that flammable packaging cartons and cotton were laid beside 1 out of 6 electric box in the workshops. Please refer to BSCI PA 7.13 and Article 6.5 of the General Guide for Safety of Electric User (GB/T13869-2008)

审核员发现工厂车间有1/6个电箱旁边堆放了易燃纸箱和棉花。请参看BSCI PA7.13和根据《用电安全导则GB/T13869-2008》第6.5条

**7.17 -** It was noted that the transmission belts of all sampled sewing machines in the sewing workshop were not equipped with pulley guards. And all sampled sewing machines were not equipped with needle guards. Please refer to Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene and BSCI PA7.17

审核发现针车车间所有抽样的针车均没有为外露的传动皮带安装皮带保护罩; 且所有抽样的针车均没有安装挡针; 请参看《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条以及BSCI PA7.17

**7.25 -** It was noted that there was hygrothermograph installed in production workshop but no records provided for review. Please refer to BSCI 7.25.

工厂生产车间有配备温湿度计, 但没有相关的记录。请参看BSCI 7.25改善。

**Remarks from Auditee:**

Factory management agreed with the findings and no comment provided.

**Performance Area 8 : No Child Labour**

Full Audit [Audit Id - 184375] Audit Date: 23/06/2020 PA Score: A

Deadline date:

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

The overall observation showed that the auditee fully respects the requirement of this performance area. The auditee established its child labor forbidden policy. HR and related officer had to check the ID and age during the hiring process strictly. Through management interview, worker representative interview and employee interview, they all knew the child labor forbidden policy and confirmed no child labor in the factory.

整体观察表明, 受审核方完全尊重这个执行领域的要求。被审核方建立了禁止童工政策。负责招聘的相关HR人员知道他们必须严格核实新近员工的年龄。通过员工面谈, 员工代表面谈和管理层面谈都证实清楚的知晓禁止童工政策并且确定工厂没有童工。

**Remarks from Auditee:**

<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 184375] Audit Date: 23/06/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> The overall observation showed that the auditee fully respects the requirement of this performance area. The auditee had established completed policies to protect young workers, including provided free regular health check for young workers, reasonable working hours and position, forbade to arrange overtime work and contact with hazardous materials to young workers. Through employee interview, worker representative interview, management interview and factor tour, the youngest employee was 20 years old. 整体观察表明, 受审核方完全尊重这个执行领域的要求。受审核方建立了完整的未成年工保护政策, 包括给未成年工提供定期免费体检, 合理的工作时间和工作岗位, 禁止未成年工加班和接触有毒化学品等。通过员工面谈, 员工代表面谈和管理层面谈, 文件审核, 工厂最小的工人年龄为20岁。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 184375] Audit Date: 23/06/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> The overall observation showed that the auditee respects the requirement of this performance area. The auditee had established clear recruit policies to respect local law requirements, provided compliant labor contract to employees. Confirmed through employee and employee representative interview, they needed to sign standard labor contracts with factory and they kept one labor contract. 整体观察表明, 受审核方尊重这个执行领域的要求。受审核方建立了清楚地招聘程序来遵守当地的法规要求, 提供合规的劳动合同给到员工。通过员工和员工代表面谈, 确认所有员工进厂时必须签标准的劳动合同, 并且他们自己都留有一份合同。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 184375] Audit Date: 23/06/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> The overall observation showed that the auditee fully respects the requirement of this performance area. The auditee established policies to forbidden bonded labor which including forbid engage in any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labor, and never use prison labor. The auditee ensures that disciplinary measures do not consist of corporal punishment, debt bondage, restriction of movement, violence, threats and intimidation etc. Through employee and employee representative interview, no physical or verbal abuse was noted with the auditee. 整体观察表明, 受审核方完全尊重这个执行领域的要求。受审核方建立了禁止强迫员工政策, 包括禁止任何形式的奴役、强迫、抵债、契约、贩卖或非自愿劳动, 不使用监狱劳工。被审核方(生产商)确保工人不会受到有辱人格的待遇, 惩戒措施不包括体罚、债役、限制活动、暴力和威胁和恐吓等。通过员工和员工代表面谈, 确认受审核方不存在强迫员工的行为。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 184375] Audit Date: 23/06/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> The overall observation showed that the auditee respects the requirement of this performance area. The auditee has a good understanding of the environmental impacts of its business activities, continuously identified the significant impacts and environmental implications associated to its activity, appointed competent staff responsible for collecting the data and doing the assessment and established the proper procedure to ensure integration of local environmental law into the business performance. 整体观察表明, 受审核方尊重这个执行领域的要求。被审核方对商业活动的环境影响有一个较好的理解, 持续识别其商业活动的重大影响及对环境造成的后果, 指定了负责收集数据和进行评估的主管人员, 并且建立了合适程序来确保其商业模式中结合了当地环境法规。	
<b>Remarks from Auditee:</b>	

<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 184375] Audit Date: 23/06/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> The overall observation showed that the auditee respects the requirement of this performance area. The auditee established procedures against any act of corruption, actively opposes any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise, keeps accurate information regarding its own activities, structure and performance, etc. And hold meetings and provide trainings to related employees regularly. 整体观察表明，受审核方尊重这个执行领域的要求。受审核方制定了相关的廉政政策。主动反对商业企业活动中出现的任何腐败、敲诈或挪用公款、或贿赂行为，保留有关其商业活动、架构和绩效的准确信息等。并且定期举办会议和培训给相关的人员。	
<b>Remarks from Auditee:</b>	

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	23/06/2020	184375	C	C	A	A	C	D	B	A	A	A	A	A	A	C

Producer Photos



External photo(s) of the production unit(s)  
7.13 Flammable laid beside electric box.JPG



External photo(s) of the production unit(s)  
7.17 Without needle guard.JPG



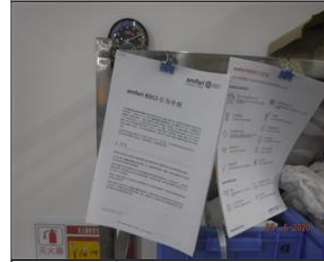
External photo(s) of the production unit(s)  
7.17 Without pulley guard.JPG



External photo(s) of the production unit(s)  
7.6 No wearing earplugs.JPG



External photo(s) of the production unit(s)  
Attendance record system.JPG



External photo(s) of the production unit(s)  
COC in workshop.JPG



External photo(s) of the production unit(s)  
Drinking water.JPG



External photo(s) of the production unit(s)  
Emergency light testing.JPG



External photo(s) of the production unit(s)  
Evacuation plan.JPG



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



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



External photo(s) of the production unit(s)  
Fire extinguishers.JPG



External photo(s) of the production unit(s)  
Fire hydrant and fire alarm.JPG



External photo(s) of the production unit(s)  
Fire hydrant testing.JPG



External photo(s) of the production unit(s)  
First aid kit.JPG



External photo(s) of the production unit(s)  
Inspection and packing workshop.JPG



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



External photo(s) of the production unit(s)  
Safety exit sign and emergency light.JPG



External photo(s) of the production unit(s)  
Sewing workshop.JPG



External photo(s) of the production unit(s)  
Suggestion box.JPG



External photo(s) of the production unit(s)  
Toilet.JPG



External photo(s) of the production unit(s)  
Warning sign.JPG