
Auditee :	FUZHOU SWELL ELECTRONIC CO.,LIMITED
Audit Date From :	02/09/2019
Audit Date To :	03/09/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Eason Chen(Lead)
Auditing Branch (if applicable) :	TUV Rheinland China



This is an extract of the on line Audit Report.The complete report is available in the amfori BSCI Platform.
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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 B A A A A A A A A B 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 B A A A A A B B B B B B B B C B B B B B B B B B B C 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 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 :	FUZHOU SWELL ELECTRONIC CO.,LIMITED		
DBID number :	394276		
Audit ID :	161397		
Address :	Fl. 2 - Fl. 4, Bldg. 4, Huibo Industrial Park, Nanyu Town, Minhou, Fuzhou		
Province :	Fujian	Country :	China
Management Representative :	Ms.Guohua Xu / Manager		
Contact person:	Guohua Xu	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Electrical supplies
Product Type :	Clocks and Watches		

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 : 03/09/2020	

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

Executive summary of audit report

Factory located at: Fl. 2 - Fl. 4, Bldg. 4, Huibo Industrial Park, Nanyu Town, Minhou, Fuzhou, Fujian, China. / 中国福建福州闽侯县南屿镇慧博产业园四号楼2-4楼. Total 5 buildings within this boundary, but auditee just rented the 2F-4F of one 4-storey production building used as warehouse, office and production area (total rented area around 4680m2). The rest area of 1F of this 4-storey production used by another tenant of one Home Products Factory. No business dealing with them, no management and worker shared with them. No canteen and dormitory were provide by auditee. Due to auditee just a tenant, so they had no right to access to other production, and they also did not know the usage of other 4 buildings. This audit just covered the 2F-4F of one 4-storey production building. In addition: The address stated in business license provided by factory was: Building 4, No.8, Daoshishan Road, Chengmen Town, Cangshan District, Fuzhou, Fujian, China. / 中国福建福州市仓山区城门镇刀石山路8号4号楼. As confirmed with factory management they moved the production site to new address in June 2019, but didn't update the business license timely. Factory management explained that there was around 20km far away between these two site, and no any production activity located at the previous site now.

The factory specialized in manufacture of Clocks and Watches. The production process included: Soldering, Assembly and Packing. One security guards used in factory. No outsourcing process, no sub-contract worker used in factory. The peak season was not obvious in factory. The factory was cooperative and demonstrated a willingness to improve all issues found during the audit. All production areas were open for investigation.

During audit period, no finding was raise in PA3, PA4, PA8, PA9, PA10 and PA11. Verified through on-site observation, document review, management and worker interview, it was noted that right of association or collective bargaining was not restricted. There was no trade union existed. No discrimination, no child or young worker present in factory. The auditee does not engage in any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labor. The auditee guaranteed that all workers enjoyed the stable and safe employment relationship. All the workers were employed by the auditee directly and they must sign the labour contracts with the auditee.

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

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

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

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

The factory had no need to obtain the pollutant discharging license, which made the pollutant discharging license not applicable.

Auditor APSCA Number: 21701889

Ratings Summary



Auditee's background information			
Auditee's name :	FUZHOU SWELL ELECTRONIC CO.,LIMITED	Legal status :	Limited company
Local Name :	福州三立电子有限公司 (9135010466284232X7)	Year in which the auditee was founded :	2007
Address :	Fl. 2 - Fl. 4, Bldg. 4, Huibo Industrial Park, Nanyu Town, Minhou,	Contact person (please select) :	Guohua Xu
Province :	Fujian	Contact's Email :	fzsunly@126.com
City :	Fuzhou	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	English
Country :	China	Website of auditee (if applicable) :	N/A
GPS coordinates :	25°56'18"N 119°12'37"E	Total turnover (in Euros) :	8500000.00
Sector :	Non-Food	Of which exports % :	90.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	10.00
If other, please specify :		Production volume :	Around 1,920,000 pieces per year
Product Group :	Electrical supplies	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Clocks and Watches		

Auditee's employment structure at the time of the audit			
Total number of workers :	99	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	30	69	
Temporary workers	0	0	
In management positions	3	7	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	21	43	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	30	69	
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 - 161397] Audit Date: 02/09/2019 PA Score: D

Deadline date:31/03/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The auditee had established a management system to ensure daily operations in line with amfori BSCI conduct of code, but the system did not operate effectively. Ms.Guohua Xu / Manager was appointed as amfori BSCI Management representative who to be responsible for implementing of amfori BSCI management system and the amfori BSCI values and principles were followed in a satisfactory manner. The factory established the related procedures to assess/manage the suppliers and sub-contractors on social performance capability and also appointed the person to conduct the assessments regularly. During the audit, the commitments to respect social audit were signed with the suppliers, amfori BSCI Code of Conduct and TOI were communicated to their main suppliers, the factory took the social performance capability with respect to the amfori BSCI requirements into consideration for main suppliers and saved the completed assessment records.

受审核方建立了一个管理体系确保amfori BSCI行为准则的日常运营,但是系统没有有效运作。工厂任命经理徐国华女士来负责2014版amfori BSCI系统运行,保证amfori BSCI的价值和原则在公司内有效执行。工厂建立了相关程序去评估和管理他们的供应商和分包商,且任命人员进行定期评估。本次审核,与供应商签署了社会责任承诺书,将amfori BSCI COC和TOI 传达给主要供应商。工厂对主要供应商进行了社会责任表现方面评估并保留了完整记录。

1.1 - The auditee established the social accountability management system based on amfori BSCI Code of Conduct and Terms of Implementation. Mr.Changlang Lei/ Manager was appointed as amfori BSCI Management representative who to be responsible for implementing of amfori BSCI management system and the amfori BSCI values and principles were followed in a satisfactory manner. However, the auditee did not implement social accountability management system effectively. For example, the decent working hours had exceeded legal requirement without suitable monitoring mechanism and control procedure. Verified through management interview: The overtime arrangement depended on the order quantity, no any overtime control was done by factory and no tracking on overtime working was conducted. Verified through worker and worker representative interview, they did not know the overtime control procedure.

被审核方已经建立基于amfori BSCI行为准则和商业伙伴专用实施条款的社会责任管理体系。工厂任命雷长朗经理去负责2014版amfori BSCI系统运行,保证amfori BSCI的价值和原则在公司内有效执行。但是被审核方未能有效地执行社会责任管理体系的实施。例如,体面的工作时间仍然超过法定要求而无适当的监督机制和控制程序。通过管理者访谈:工厂是根据定单的需要安排加班的,工厂并没有对加班进行管控,也没有对加班进行跟踪。通过员工及员工代表访谈,他们不知道加班管控程序。

1.4 - The auditee had prepared the production capacity planning for their production order and delivery time. However, the auditee did not consider the compliance of workers' overtime-working hours during the production capacity planning. No effective action plan had been taken to reduce the workers' overtime working hours by the auditee, and led to workers had excessive overtime work in past 12 months.

被审核方为生产订单和发货时间制定了产能规划。但是,被审核方在产能规划期间未考虑员工加班工作时间的合规性。被审核方未采取有效的改善计划以减少员工的加班工作时间,以致于员工在过去12个月中有存在超时加班。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 161397] Audit Date: 02/09/2019 PA Score: B

Deadline date:31/10/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Two worker representatives were freely-elected on 23 Oct 2018, and regular communications about social requirements were conducted between the factory management and workers (the communication concern the working condition, worker welfare etc.). The annual training on health, safety, amfori BSCI COC, work rule and working skills for workers were conducted. The interviewed workers understood their rights and responsibilities under labor law. E.g.: annual leave, minimum wage and demission etc.

工人于2018年10月23日自由选举了2名员工代表,并且工厂管理层就社会责任要求与工人进行定期沟通(沟通的内容涉及工作环境,员工福利等)。企业对员工的健康、安全、amfori BSCI 行为守则、工作规则和工作技能进行了培训。被访谈的员工都知道劳动法规定下的权利和义务,比如:年休假、最低工资及离职等。

2.2 - The auditee didn't define long term goals to protect workers according to the amfori BSCI values and principles or its amfori BSCI performance, including how to reduce overtime hours and improvements of social insurance compliance.

被审核方没有根据amfori BSCI价值和原则或其amfori BSCI表现去定义长期的目标去保护员工,比如降低加班时间和提高社保参保等。

Remarks from Auditee:

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

Full Audit [Audit Id - 161397] Audit Date: 02/09/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 161397] Audit Date: 02/09/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 161397] Audit Date: 02/09/2019 PA Score: A	Deadline date:31/03/2020
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The wages and benefit management procedure had established and trained to workers. Verified through payroll review, management and worker interview, although auditee did not collect the figure of living cost of its region, but the monthly wages paid by the factory were exceed the living cost of its region. Payrolls of 12 samples (different department) from Aug 2018 to July 2019 were reviewed. Wage was calculated at hourly rate and paid by cash at 20th of next month, the pay slip was provided to all workers. The Legal minimum wage document was collected by the auditee. Legal minimum wage was from RMB1350/month raised to RMB1650/month and equal to 9.48/hour since July 1, 2017. The factory minimum wage was RMB11.50/Hour. As shown in the payroll, paid annual leave and paid holidays were provided. In Employee Handbook, paid annual leave, statutory holiday, sick leave, marriage leave, maternity leave and funeral leave were defined. All workers were covered by group commercial insurance (insurance expire: 21 Jan 2019 - 20 Jan 2020).</p> <p>工厂已经建立了工资和福利管理程序并且培训给员工。经过工资审核, 管理者及员工访谈, 了解到虽然被审核方未能收集当地的基本需求工资, 但是工厂每月支付的工资都高于当地的基本需求工资。抽取了12名来自不同岗位的员工从2018年8月至2019年7月的工资记录。员工的工资是以时薪计算的, 并且每个20日以现金的形式发上个月的工资。工资单也提供了给员工。企业收集了法定最低工资文件。当地的最低工资标准从2017年7月1号开始由RMB1350调整为RMB1650每月等同与每小时RMB9.48。企业支付工人的最低工资为人民币11.50元每小时。工资表上体现出了带薪年假和带薪假期都已提供给员工。在员工手册上, 带薪年假, 法定假日、病假、婚假、产假和丧假等都进行了定义。所有的员工都覆盖了团体意外商业险(保险期限: 21/01/2019-20/01/2020)。</p> <p>5.5 - Verified through 12 months social receipt, social insurance system and management interview, it was noted that 57 out of 99 workers (no new worker and retired workers used in factory) did not purchase the retirement insurance, employment injury insurance and unemployment insurance, 61 out of 99 workers did not purchase the maternity insurance and medical insurance in Aug 2019. Confirmed with factory management and workers, there were three main reasons led to factory workers did not fully participate in social insurance: (1) Partial workers are migrants, they deemed that social insurance is useless. (2) Some worker purchased the rural cooperative medical insurance by themselves, so they unwilling to purchase it. (3) Due to the production cost, so factory did not purchase the social insurance for all workers. Factory management explained that they did not know how many workers purchase the new rural cooperative medical insurance. Reference law: PRC Labor Act, Article 72.</p> <p>通过12个月的社保单据, 社保系统及管理者访谈及核实, 工厂在2019年8月, 99名员工中(工厂没有新员工和退休返聘员工), 有57名员工没有购买养老保险, 工伤保险和失业保险, 有61名员工没有购买生育保险和医疗保险。经过和管理者及员工访谈确认, 由于以下三个主要原因导致工厂没有全员参与社保: (1)由于部份外地员工觉得社保没有用。(2)有部份员工自己购买了新农合保险, 所以他们都不愿意购买社保。(3)由于生产成本原因, 所以工厂没有给所有员工购买社保。工厂管理者解释说他们不了解有多少名员工购买了新农合保险。参考法规:《中华人民共和国劳动法》第72条。</p>	
Remarks from Auditee:	

Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 161397] Audit Date: 02/09/2019 PA Score: D	Deadline date:31/03/2020
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The most monthly overtime exceed 36 hours, no any overtime control was done by factory and no tracking on overtime working was conducted. Only one shift was arranged, working hours: 08:00-12:00, 13:00-17:00. Normal 8 hours per day and 5 days per week. Sunday was guaranteed as the rest day. Overtime was maximum 2 hours (19:00-21:00) if necessary. Time records from 1 Aug 2018 to 02 Sep 2019 of 12 workers from different workshop were selected for review. They worked overtime voluntarily and they could leave overtime arrangement with verbal informing. 150%, 200%, 300% of normal rate would be compensated for overtime on normal working days, Saturdays and statutory holidays. Fingerprint attendance machine was used to record each IN/OUT. Maximum 2 hours overtime per day 18 hours per week, 78 hours per month and 1 day off after 6 days consecutive working days was guaranteed. During the worker interview, workers confirmed that they worked overtime voluntarily. 工厂大多数月加班时间超36小时, 工厂并没有对加班进行管控, 也没有对加班进行跟踪。企业只安排了一个班, 工作时间: 08:00-12:00, 13:00-17:00。通常一个星期工作5天, 每天8个小时。星期日可以保证休息。加班最多两个小时, 如果需要加班: 19:00-21:00。抽取了12名来自不同车间的工人从2018年8月1日至2019年9月2日的考勤记录。工人们的加班是自愿的, 并且如果不想加班, 只需要口头知会。平时加班, 周末加班和节假日加班, 工厂分别支付了平时工资的150%、200%和300%。企业用电子指纹考勤系统来记录员工的上下班时间。员工每天最高加班2小时, 每周最高加班18小时, 每月最高加班78小时, 6天连续工作后休息1天。在员工访谈时, 工人们反映他们加班是自愿的。</p>	
<p>6.2 - Through reviewing the attendance records from 1 Aug 2018 to audit day, the monthly overtime hours of 11 out of 12 sampled workers exceeded 36 hours from Aug 2018 to Aug 2019 (Except Feb 2019, and till to audit day, the monthly OT of Sep 2019 were 0 hours), and the maximum monthly overtime hours were 78 hours in March 2019. (1) Through reviewing the attendance records in Aug 2018, the monthly overtime hours of 11 out of 12 selected employees were 52-58 hours; (2) Through reviewing the attendance records in March 2019, the monthly overtime hours of 11 out of 12 selected employees were 70-78 hours; (3) Through reviewing the attendance records in July 2019, the monthly overtime hours of 11 out of 12 selected employees were 64-72 hours. Verified through management, and document review, the overtime arrangement depended on the order quantity, no any overtime control was done by factory and no tracking on overtime working was conducted. Verified through worker and worker representative interview, they did not know the overtime control procedure, but they could refuse overtime arrangement with verbal informing. Reference law: PRC Labour Law article 41, the total extension in a month shall not exceed thirty-six hours. 通过查阅2018年8月1日至审核当天的考勤, 12名抽样员工中的11名员工从2018年8月至2019年8月的月加班时间超过36小时(除了2019年2月, 并且截止审核当天, 2019年9月的月加班时间为0小时), 最大月加班时间78小时(2019年3月)。(1)通过查阅2018年8月12名员工考勤显示, 有11名员工月加班为52-58小时;(2)通过查阅2019年3月12名员工考勤显示, 有11名员工月加班为70-78小时;(3)通过查阅2019年7月12名员工考勤显示, 有11名员工月加班64-72小时。通过管理者及文件审核, 工厂是根据定单的需要安排加班的, 工厂并没有对加班进行管控, 也没有对加班进行跟踪。通过员工及员工代表访谈, 他们不知道加班管控程序, 但是他们如果不想加班可以口头知会。参考法律法规:《中华人民共和国劳动法》第41条, 用人单位每月加班不得超过三十六小时。</p>	
Remarks from Auditee:	
Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 161397] Audit Date: 02/09/2019 PA Score: A	Deadline date:31/10/2019
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Factory provided the working condition testing report of indoor air, noise and dust showed it meet the requirement. EHS committee were present in factory, and the EHS meeting were conducted regularly. Risk assessment report were provided for review. Building Construction Inspection Certificate and Fire Safety Inspection Certificate of production building were provided for review. Fire early warning system was installed and inspected monthly. Sufficient fire extinguishers and fire hydrants were installed and inspected monthly. Emergency lights and exit marks were installed properly and inspected monthly. The latest evacuation drills was conducted on 21 Aug 2019. Evacuation routes were not blocked and evacuation plans were posted at each workshop. There were 2 trained first aider present in the factory. Sufficient first aid kits stocked with necessary supplies were provided in workshops. No dormitory, canteen and transportation were provided by factory. 工厂提供了工作环境的空气、噪声、粉尘的检测报告表明其工作环境符合要求。工厂成立了健康安全委员会, 并且定期举行健康安全的会议。风险评估文件已提供审核。工厂提供了建筑的竣工验收和消防验收报告供评估。企业安装了消防预警系统, 足够的灭火器, 消防栓, 应急灯和出口标志, 且每月进行了检查。最近一次的消防演习于2019年8月21日进行的。每个车间粘贴了消防逃生图, 巡查中所有的逃生通道畅通。企业有2名培训过的急救员, 车间里提供了充足的急救用品。工厂没有为员工提供宿舍, 食堂及交通工具。</p>	
<p>7.1 - Although the auditee has set up its own occupational health and safety regulations and procedures, the actual practice throughout the facility was not fully in compliance. 1.The factory did not conduct the occupational hazards factors testing. (For example, dust in soldering area).Reference law: Provisions on the Supervision and Administration of Workplace Occupational Health Article 20. 2.No pre-job, on-service and post-service occupational diseases examination for workers exposed to occupational hazards position(e.g. soldering position will contact dust). Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35. 虽然工厂建立了职业健康安全方面的程序和相关制度, 但是工厂在实际的执行过程中还存在问题。1.工厂没有委托进行职业危害因素检测(如焊锡区域的粉尘因素)。参考法规:《工作场所职业卫生监督管理规定》第二十条。2.工厂未能提供从事职业病危害工种的人员的岗前, 在岗和离岗体检报告:如:如焊锡岗位会接触到粉尘。参考法律法规:《中华人民共和国职业病防治法》第三十五条。</p>	
<p>7.4 - Factory provided the health and safety risk assessment report for review, but verified through worker and worker representative interview, it was noted that workers and their representative were not involved in health and safety risk assessment. 工厂提供了健康安全风险评估报告供审核, 但是通过员工及员工代表访谈了解到, 工人和工人代表没有受邀参与进行职业健康安全风险的评估。</p>	
<p>7.9 - The factory didn't post occupation hazard notification card on soldering area (dust in soldering area). Reference law: Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, Article 24. 工厂没有在焊锡区域张贴职业危害告知卡(焊锡区域的粉尘因素)。参考法律法规:《中华人民共和国职业病防治法》第二十四条。</p>	
<p>7.13 - No records for periodically check for electrical installations and equipment was provided. Reference law: Department, Party, Corporation, Enterprise Unit Fire Prevention Safety Management Rules, Article 26. 企业未能提供电气安全定期检查的记录。参考法规:《机关、团体、企业、事业单位消防安全管理规定》第二十六条。</p>	
Remarks from Auditee:	

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 161397] Audit Date: 02/09/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 161397] Audit Date: 02/09/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 161397] Audit Date: 02/09/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 161397] Audit Date: 02/09/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 161397] Audit Date: 02/09/2019 PA Score: A	Deadline date:31/03/2020
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The environmental policy were established. No industrial noise, waste water and waste gas was generated during the production process, so factory no need to obtain the pollutant discharging license. Storm water and living waste water were discharged properly. As per the provided documents and interview with management and workers, it was noted that the factory has developed mechanism to ensure reduction of emissions, particularly promote water conservation and reduce the waste water.</p> <p>工厂建立环境的方针政策。工厂生产过程中无工业噪音，工业废水及废气产生，所以工厂无需取得排污许可证。雨水和生活废水已经被正确的的排放。经过文件审核及管理层和员工访谈核实，工厂已经建立了机制来减少排放，特别是提高节水和减少废水的能力。</p> <p>12.1 - The factory failed to provided EIA and EIA approval for review. Reference law: Law of the People's Republic of China on the Environmental Impact Assessment (2016), Article 16 and Article 22.</p> <p>工厂未能提供环境影响因素评价文件及环评批复供审核。参考法律法规：中华人民共和国环境评价法(2016)第16和22条。</p>	
Remarks from Auditee:	

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 161397] Audit Date: 02/09/2019 PA Score: A

Deadline date:31/03/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The auditee established anti-bribery policy and procedure. The risk assessment on corruption and bribery were conducted. The ethics and integrity training was provided for all workers. Staff at the management level were signed their understanding and agreement to the written anti-corruption/anti-bribery policy. Based on site tour, interview and document review, no any corruption behavior was found. Factory protected personal data of individuals with the outmost respect for the individuals' fundamental rights (particularly the Identity information and medical information). Factory stored personnel file with ID information and health examination without public.

工厂建立了反贿赂政策和程序。工厂进行了关于贿赂和腐败的风险评估。工厂对所有的员工都进行了反腐败反贿赂的培训。管理层员工都已签署了书面的反腐败、反贿赂政策承诺书。基于现场走访、访谈和文件审核，没有发现腐败行为。工厂充分保留个人的私人信息(特别是身份信息和体检信息)工厂将这些信息安全保管未公开存放。

- 13.2 - It was noted that the address stated in business license provided by factory was: Building 4, No.8, Daoshishan Road, Chengmen Town, Cangshan District, Fuzhou, Fujian, China. However, the actual audited site: Fl. 2 - Fl. 4, Bldg. 4, Huibo Industrial Park, Nanyu Town, Minhou, Fuzhou, Fujian, China. As confirmed with factory management they moved the production site to new address in June 2019, but didn't update the business license timely. Factory management explained that they will update the business license in Dec 2019. Reference law: Article 17 of Enterprises Legal Representative Registration Management Regulation of the People's Republic of China.

工厂提供的营业执照上地址为:中国福建福州市仓山区城门镇刀石山路8号4号楼;实际经营范围为:中国福建福州闽侯县南屿镇慧博产业园四号楼2-4楼。根据与工厂管理层确认,工厂搬迁了生产区域,但没有及时更新营业执照。工厂管理者解释他们将会在2019年12月更新营业执照。参考法规:《中华人民共和国企业法人登记管理条例》第17条

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	02/09/2019	161397	D	B	A	A	A	D	A	A	A	A	A	A	A	C

Producer Photos



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



Photo of fire safety equipment
Fire alarm.JPG



Photo of the inside of the main production hall
Soldering area.JPG



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



Photo of fire safety equipment
Fire hydrant testing.JPG



Photo of the inside of the main production hall
Warehouse area.JPG



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



Photo of fire safety equipment
Fire hydrant.JPG



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



Photo first aid facilities
First aid kit.JPG



Photo of non-conformity
13.2 The business license did not update timely.JPG



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



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

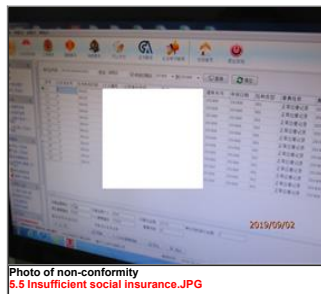


Photo of non-conformity
5.5 Insufficient social insurance.JPG



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



Photo of fire safety equipment
Evacuation plan.JPG

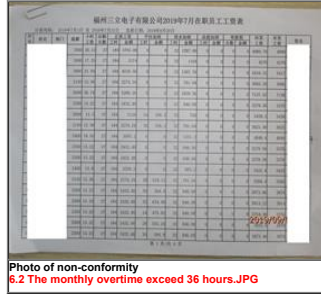


Photo of non-conformity
6.2 The monthly overtime exceed 36 hours.JPG



Photo of the sanitary facilities
Drinking water.JPG



Photo of fire safety equipment
Extinguisher.JPG



Photo of the inside of the main production hall
Assembly and Packing area.JPG



Photo of the sanitary facilities
Toilet.JPG