
Auditee :	Huizhou Clinav Industrial Development Limited
Audit Date From :	19/11/2019
Audit Date To :	19/11/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Leen Cao(Lead)
Auditing Branch (if applicable) :	SGS CHINA



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
Access www.bsciplatform.org, for entitled users only.

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent.

This is an extract of the amfori BSCI Audit Report, which is available in the amfori BSCI Platform. © amfori, 2018 - The English version is the legally binding One.

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: <table><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	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
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																													
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: <table><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	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
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																													
C Acceptable	<ul style="list-style-type: none">• Maximum 2 Performance Areas rated D• No Performance Areas rated E These are three examples: <table><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	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
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																													
D Insufficient	<ul style="list-style-type: none">• Maximum 6 Performance Areas rated E These are three examples: <table><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>D</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	D	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.
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	D	E	E	E	E	E																													
E Unacceptable	<ul style="list-style-type: none">• Minimum 7 Performance Areas rated E These are three examples: <table><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	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
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																													
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 :	Huizhou Clinav Industrial Development Limited		
DBID number :	374709		
Audit ID :	168007		
Address :	2nd floor, Clinav Industrial Building, Yuanzhou Road, Shangnan Village, Yuanzhou Town, Boluo County, Huizhou		
Province :	Guangdong	Country :	China
Management Representative :	ShengYong Zhang		
Contact person:	ShengYong Zhang	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Electrical supplies
Product Type :	Bluetooth Speaker		

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 :	19/11/2020

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	B	D	A	A	A	A	A	A	A

Executive summary of audit report

The provided business license shows Huizhou Clinav Industrial Development Limited was located at 2nd floor, Clinav Industrial Building, Yuanzhou Road, Shangnan Village, Yuanzhou Town, Boluo County, Huizhou, Guangdong, China. The unified social credit code was: 914413220923795128 and valid from Feb 26, 2014 to long term. The main products manufactured onsite are bluetooth speaker. The main production activities only include assembling and packing.

During the audit day, Mr. GuoMin Li/General Manager, Mr. ShengYong Zhang/Vice General Manager, Ms. JieLing Zou/HR Supervisor and Mr. ZhiJie Zhou/Worker representative attended the opening meeting and close meeting. Factory management representatives were cooperated during the whole audit, they allowed auditor to visit all area onsite observation with photos taking, documents review and workers interview without any influence.

Remark:

1. Total one 3-storey production building, one 4-storey dormitory building and one flat warehouse building located at the audited factory area. The provided business and lease contract show the audited factory rent and uses the flat warehouse building, 2nd floor and half of the ground floor of the 3-storey production building as warehouse, office and workshops. The other half of the ground floor was empty office belongs to the landlord, the 3rd floor of the building was used by Guangzhou YinYue DaShi Phonics Incorporated Company which was manufactured speakers. Confirmed by onsite tour, it was noted workers of this factory did not wear uniforms and badges and business license was not obtained yet. But individual attendance recorders are available onsite, the announcement posted in workshop has the name and champ of this factory, incoming material sheet and products has the name and logo of this factory. Half of the ground floor of the 4-storey dormitory building was kitchen and canteen and the other half area stored with machines and material was used by YinYu DaShi Company. The 2nd to 4th floor were empty, the management explained that they had canceled the dormitory since the end of Dec. 2018. Confirmed by interview with the management and workers and observation, no workers exchange between the audited factory and the other company, and no business contact between them. This audit only covered the areas of the auditee.
2. The audited factory did not apply any approval on working hours.
3. This audit was conducted by APSCA auditor Leen Cao (RA21702080).

Ratings Summary



Auditee's background information			
Auditee's name :	Huizhou Clinav Industrial Development Limited	Legal status :	Limited Company
Local Name :	惠州市克林实业发展有限公司 (914413220923795128)	Year in which the auditee was founded :	2014
Address :	2nd floor, Clinav Industrial Building, Yuanzhou Road, Shangnan Village, Yuanzhou Town, Boluo County,	Contact person (please select) :	ShengYong Zhang
Province :	Guangdong	Contact's Email :	pur@clinav.cn
City :	Huizhou	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	Nil
Country :	China	Website of auditee (if applicable) :	www.clinav.cn
GPS coordinates :	N23°7'36" E113°59'22"	Total turnover (in Euros) :	2056975.00
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 :	300000 pieces per year
Product Group :	Electrical supplies	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Bluetooth Speaker		

Auditee's employment structure at the time of the audit		
Total number of workers :	42	Total number of workers in the production unit to be monitored (if applicable) : 0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	24	18
Temporary workers	0	0
In management positions	2	0
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	20	13
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	24	18
Production based workers	6	6
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 - 168007] Audit Date: 19/11/2019 PA Score: D

Deadline date: 19/05/2020

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 1. The factory established the complete policies and procedures on Amfori BSCI system. Mr. ShengYong Zhang/Vice General Manager was appointed as social compliance management representative responsible to improve social responsibility performance of the audited factory and monitor the social responsibility performance of suppliers. The factory had signed the social responsibility commitment letters with suppliers, communicated the Amfori BSCI TOI with suppliers and conducted social compliance performances assessment for the suppliers. However, gaps had been identified during the BSCI system implementation as follow:

综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂有建立完整的Amfori BSCI政策及程序。张生勇先生/副总被任命为社会责任高级管理代表负责持续改善工厂社会责任表现及监控供应商的社会责任表现。工厂有同供应商签订社会责任承诺书, 沟通生产商专用实施条款并进行供应商社会责任评审。但是发现工厂在Amfori BSCI系统执行中存在如下不符合项:

- 1.1 -** Finding: The main auditee partially respects this principle. Because the Amfori BSCI management system was established and implemented at the factory and the factory conducted internal social compliance assessment to identify the gaps on overtime hours and social insurance. But no effective correct plan and actions were taken to correct these gaps.

被审核方部分遵守该原则。工厂有在建立并实施Amfori BSCI管理体系且有定期进行社会责任内审评估出工时及社保等方面的差距。但是工厂未针对该差距制定可行的改善计划及措施导致其未能改善。

- 1.4 -** Finding: The main auditee partially respects this principle. The factory had calculated the production capacity and costs of production according to product type and working hours of workers, but the OT hours used for calculating the production capacity exceeded the law requirement.

被审核方部分遵循该准则。工厂有依据产品类型及员工工作时间等进行产能核算及成本核算, 但是工厂核算产能时依据的员工加班时间超出法规要求。

Remarks from Auditee:

Nil

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 168007] Audit Date: 19/11/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 2. The long-term goals on social responsibility with implementation actions were established at the factory, and responsible department and person were appointed. For example, for the target to avoid the labor dispute, the audited factory had posted the legal laws on notice board and set up the grievance channels. Mr. Zhang ShengYong/Vice GM was appointed as the responsible person for this goal. All interviewed workers were familiar with working condition, their labor right and obligation. The factory posted the Amfori BSCI COC onsite and provided training to workers timely. The auditee had established an effective grievance mechanism such as one worker representative was elected, and suggestion box was set onsite. All interviewed workers know these grievance channels well.

综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂有建立社会责任长期目标及实施措施, 并制定了具体的负责部门及负责人。如针对避免劳务纠纷的长期目标, 工厂建立了通过公告栏宣传法律法规知识并设立申诉渠道等措施, 并指定张生勇先生/副总负责该长期目标的达成。员工访谈显示均了解工作内容以及其劳工权利及义务。工厂张贴了Amfori BSCI行为守则并定期为员工提供培训。工厂建立了完整的申诉系统如选举了1名员工代表并设置了意见箱。所有被访谈员工均了解申诉渠道。

Remarks from Auditee:

Nil

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

Full Audit [Audit Id - 168007] Audit Date: 19/11/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 3. One worker representative was elected by employees and he meet the management once per three months to communicate workers' information with last meeting on Oct 8, 2019. Based on the interview statement of worker representative, he would not be discriminate for exercise the right of worker representative.

综合概况: 整体观察显示被审核方遵守该绩效区域的要求。工厂在2019年由员工选举了1名员工代表, 员工代表每3个月和管理层沟通员工信息, 上次沟通会议在2019年10月8日。员工代表的访谈显示其不会因行使员工代表权利而被被歧视。

Remarks from Auditee:

Nil

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 168007] Audit Date: 19/11/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 4. The factory made one policy on anti-discrimination defined that the factory would not discriminate workers by race, gender and ages etc. The factory conducted the discrimination risk assessment for groups such as pregnant women, young workers, disabled workers and workers over the retirement age and established the prevent and correct actions. According to interview statement with workers, workers could use the grievance system through suggestion boxes or told the worker representatives directly once workers' right was infringed.

综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了反歧视的政策表明工厂不会因为种族, 性别, 年龄等原因对员工区别对待。工厂有针对怀孕女工, 未成年工, 残疾工及超过法定退休年龄员工等群体进行反歧视风险评估并制定了预防及改善措施。员工表当权利受到任何侵害, 可以通过意见箱或向员工代表反馈的形式进行投诉。

Remarks from Auditee:

Nil

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 168007] Audit Date: 19/11/2019 PA Score: B

Deadline date:19/05/2020

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 5. Workers' wages from Oct,2018 to Sep,2019 were provided for review during the audit. It was noted all workers' wages were paid by hourly rate wages, and wages were paid at the end of the following month by cash. The minimum wage paid to workers were RMB1550/month (Equal to RMB8.91/hour) which comply with the legal minimum wages. Position allowance were paid to workers as per working skill requirement and RMB50 full attendance allowance were provided for workers without leave for personal affairs. Only social insurance fee was deducted from wages, and no any discipline fine was deducted from wages. Benefits such as paid annual leave, statutory holidays and maternity leave were provided for workers. But gap on social insurance was identified with the Amfori BSCI requirements as follow:

综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂提供的员工2018年10月至2019年9月的工资表显示, 员工的工资为计时工资。员工工资在每月月底现金支付。工厂给员工支付最低RMB1550/月的工资(等同于RMB8.91/小时), 符合法规要求。工厂依据岗位技能要求为员工提供了相应的岗位津贴并且全勤员工提供RMB50的全勤奖。员工的工资只有社保扣款, 无任何惩戒性罚款。工厂有为员工提供带薪年假, 法定假及产假等福利。但是工厂在社保上同Amfori BSCI要求有如下差距:

- 5.5 -** Finding: The main auditee does not respect this principle because the factory did not provide social insurance for workers as per law requirement. Total 42 employees worked at the factory during the audit, 2 female workers were over the retirement age and four workers entered in Nov,2019, the factory submit the social insurance roster to the website before 24th of the current month so the factory should provide social insurance for 36 employees in Oct,2019. Based on the social insurance purchase records from Aug,2019 to Oct,2019 review, it was noted the factory only provided all five kinds of social insurance for 13 workers in Oct,2019. The factory management representatives explained part of workers unwillingness to buy social insurance.

被审核方因没有依据法规要求为员工购买社保而未遵守该原则。审核中工厂有42名员工, 其中2名女工到达退休年龄且4名员工于2019年11月入职, 工厂在当月24号之前申报社保购买人员名单, 因此工厂在2019年10月应该为36名员工购买社保。工厂提供的2019年8月至10月的社保缴费记录显示, 工厂在2019年10月只为13名员工购买社保。工厂解释部分员工不愿意参加社保。

Remarks from Auditee:

Nil

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 168007] Audit Date: 19/11/2019 PA Score: D

Deadline date:19/05/2020

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 6. Based on the provided workers' attendance records from Oct 1,2018 to Nov 19, 2019 review, it was noted the normal working hours for all workers were the standard normal hours with 8 hours per day and 5 days per week. Workers' attendance records were recorded by fingerprint recorder attendance system. Only one working shift was arranged for all production workers (8:00AM~12:00PM, 13:30PM~17:30PM). The factory arranged 0-3 OT hours for workers working on night of weekdays and 0-8 OT hours on Saturday sometimes. Workers had right to choose working overtime or not, and all workers had every Sunday off per week. Workers' maximum weekly working hours were 60 hours. Furthermore, workers had at least 8 hours' rest on every day. Workers can take a rest during the work time when they felt tired. Workers' OT wages on weekdays and weekends were 150% and 200% of normal wages as per legal law. However, gaps of overtime hours had been identified in implementation:

综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂提供的员工2018年10月1日至2019年11月19日的考勤记录显示，所有员工正班工作时间为5天8小时制的标准工作时间制度。员工的考勤方式为指纹考勤。工厂所有生产员工只有一个班次为早上8点至中午12点，下午13点30至下午17点30。工厂会依据生产订单进行在工作日晚上加班0-3小时及在周六加班0-8小时。员工可自愿选择是否加班且工厂保证了员工每周日休息。员工的最大周工作时间为60小时。工厂保证了员工每天至少有8小时的休息时间并且员工在工间如果觉得疲惫，可自由选择休息几分钟。员工在工作日及周六的加班费分别按照法规要求的150%及200%的基本工资支付。不过，工厂在加班时间的管控上有不符合法规的地方：

- 6.2 -** Finding: The main auditee dos not respect this principle because workers' monthly OT hours exceeded the law requirement. Based on the provided attendance records form Oct 1, 2018 to Nov 19, 2019, it was noted all sampled workers' monthly OT hours exceeded 36 hours from Oct,2018 to Nov,2019 and up to 88 hours in Aug,2019.

被审核方因员工的月加班时间超出法规要求而未遵守该原则。工厂提供的员工2018年10月1日至2019年11月19日的考勤记录显示，抽样的所有员工在2018年10月至2019年11月的月加班时间超法规要求的36小时，最大为2019年8月的88小时。

Remarks from Auditee:

Nil

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 168007] Audit Date: 19/11/2019 PA Score: A

Deadline date:19/02/2020

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 7. The committee of health and safety with production workers covered was set up by the factory responsible for the health and safety check and training and risk assessment. The health and safety risk assessment conducted at the factory identify the mainly risk was chemical used at assembling line and dust generated from soldering positions. Active carbon masks were provided for workers exposed to chemical and dust proof masks were provide for soldering workers. Training on production PPE use and chemical handle etc. were provided to workers periodically. For fire safety, the factory ensured enough fire equipment were available in the workshops. All these facilities of fire safety were checked every month, fire alarm, fire hydrant and emergency light were effective during the testing on-site. Fire drills were conducted twice per year to train workers to use the fire equipment and safety evacuation, the last drill was conducted on Oct 22,2019. All chemical was stored properly, and eye wash facilities were installed at chemical storage area. Adequate first kits with suppliers were set onsite, and two trained first aiders were available for providing the service of first aid. Enough toilets separated from gender and clean potable water was also provided for workers. Canteen was provided for workers, but no dormitory and transportation were available at the factory. However, gaps had been identified in Amfori BSCI system implementation as follows:

综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂创建了员工参与的健康安全委员会进行健康安全检查和培训及风险评估。工厂的风险评估识别出主要风险为装配线的化学品风险及焊锡岗位粉尘风险。工厂有为接触化学品员工提供活性炭口罩并为接触粉尘的焊锡员工提供防尘口罩。工厂定期为员工提供个人防护用品佩戴及化学品使用等培训。在消防安全方面，工厂配备了足够的消防设施。工厂的健康安全负责人每月都会进行消防设施检查。审核时经过测试应急灯，消防栓和消防警铃都是有效的。工厂每年进行两次消防演习培训员工使用灭火器及安全疏散，上一次消防演习时间为2019年10月22日。工厂使用的化学品合理储存，且化学品使用区域有安装洗眼器。工厂配备了足够药品的药箱，而且工厂内有2名培训合格的急救员提供急救服务。工厂也提供了足够的分男员工的洗手间及干净的饮用水给员工。工厂有为员工提供饭堂，但是没有为员工提供宿舍及交通。不过，工厂在以下方面和Amfori BSCI要求尚有差距：

7.1 - Finding: The main auditee partially respects this principle because responsible person was assigned for the collection of regulations on this performance area and conducted health and safety training periodically. But due to management negligence resulted the fire license and construction certificate for the flat warehouse building were not kept.

被审核方部分遵守该原则。工厂任命健康安全管理代表负责该绩效区域法规收集，并定期组织健康安全培训。但是由于管理疏忽导致工厂未能保留仓库的消防验收及竣工验收等文件。

7.2 - Finding: The main auditee dos not respect this principle because the factory did not provide injury insurance for 29 out of 42 employees.

被审核方因没有为42名中29名员工提供工伤保险而未遵守该原则。

7.3 - Finding: The main auditee partially respects this principle because the factory conducted health and safety risk assessment to identify the position risk for soldering worker and workers exposed to chemical such as glue and cleaner. The factory arranged occupational health examinations for two soldering workers on Sep 19, 2019, but no occupational health examinations were provided for one sampled soldering worker and one worker exposed to glue.

被审核方部分遵守该原则。工厂有进行完善的健康安全风险识别生产中焊锡工人及使用胶水及抹机水员工的岗位风险。工厂于2019年9月19日安排了2名焊锡员工进行职业健康体检，但是没有安排抽样的1名焊锡及1名接触胶水的员工进行职业健康体检。

7.11 - Finding: The main auditee partially respects this principle because the fire license and construction acceptable certificates for the 3-storey production building and 4-storey dormitory building were provided for review, but the fire license and construction acceptable certificates for the flat packing material warehouse building with area about 900 SQ meters were not provided for review. The factory management representatives explained they can't find these documents during the audit, then they will ask these documents from landlord later.

被审核方部分遵守该原则。工厂有提供1栋3层厂房及1栋4层宿舍的消防验收及竣工验收报告供查看，但是没有提供1栋1层包材仓库(面积约900平米)的消防备案及竣工验收报告供查看。工厂管理代表解释他们在审核中未能找到该文件，审核后将向房东索取。

Remarks from Auditee:

Nil

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 168007] Audit Date: 19/11/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 8. The policy of recruiting was set up by the factory requires that all candidates should be over 16 years. The factory checked workers' ID during recruiting, and HR specialist knew the skills of asking workers' experience and ages when he had any doubt of workers' ID card or age. Meanwhile, the factory established remediation measure of child labor in order to set up measure of recruiting child labor incidentally. After checking all personnel files of workers, no child labor or historical child labor was identified in the factory. The youngest worker was over 18 years old who was entered in the factory on Jul 8,2019.

综合概况：整体观察显示被审核方符合该绩效区域的要求。工厂制定的招聘政策要求所有入职员工需年满16周岁。员工入职时工厂均会查看员工的身份证，且当人事专员对员工年龄有怀疑时会通过有技巧地面谈以核实员工身份信息。同时工厂制定了童工补救措施以防万一发现童工的应对措施。在审核过程中，通过查阅所有员工的人事资料，未发现有童工及历史童工存在。工厂内年龄最小员工年满18周岁，该员工于2019年7月8日入职。

Remarks from Auditee:

Nil

Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 168007] Audit Date: 19/11/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee respects the requirements of this performance area. Based on the employee roster review, onsite observation and workers interview, it was noted no young workers worked at the factory. The youngest worker was over 18 years old who entered in the factory on Jul 8, 2019. The factory conducted health and safety risk assessment for young workers according to requirement of legal law (Should not arranged to work at toxic and hazardous positions) and Amfori BSCI (Should not arranged to work on night shift and total working, learning and transportation hours should less than 10 hours per day)

综合概况: 整体现场的情况显示工厂遵循了该绩效区域.人事档案查看, 现场观察及员工访谈确认, 工厂内没有使用未成年工, 年龄最小员工为2019年7月8日入职的年满18周岁员工。工厂有依据法规要求(不能安排在有毒有害岗位)及Amfori BSCI要求(不能上夜班且每天工作, 学习及交通时间不能超过10小时)进行未成年工风险评估。

Remarks from Auditee:

Nil

Performance Area 10 : No Precarious Employment

Full Audit [Audit Id - 168007] Audit Date: 19/11/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 10. All workers were permanent workers employed by the factory directly. Labor contracts were all concluded between the factory and all workers with term of two years. Meanwhile, the factory provided a copy of contract to every worker. The content of labor contract was complete such as includes the hazardous announcement for chemical and dust and in accordance with legal law.

综合概况: 整体观察显示被审核方符合该绩效区域的要求。所有员工为工厂直接聘用的正式工。工厂和所有员工均签订了两年期限的劳动合同, 同时工厂提供了一份劳动合同副本给员工。合同内容完整如包含化学品及粉尘的职业危害告知内容且符合法规要求。

Remarks from Auditee:

Nil

Performance Area 11 : No Bonded Labour

Full Audit [Audit Id - 168007] Audit Date: 19/11/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 11. The factory established the policy on anti-forced labor required they cannot limit workers' movement and cannot force workers to do OT work. All interviewed workers stated they can leave the factory after working shift freely and OT work were arranged voluntarily. For example, they could leave the factory freely and did OT work of their own accords. The duty of security guards was only responsible for the factory safety, security guards were not use for limit workers' movement or conduct body search.

综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了反强迫劳动的政策要求不能限制员工自由且不能强制加班。依据现场观察和员工访谈, 员工也很清晰地表明下班后可以自由离开工厂且加班遵循自愿原则。保安职责为保护工厂安全, 保安不能限制员工自由或进行搜身等行。

Remarks from Auditee:

Nil

Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - 168007] Audit Date: 19/11/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 12. The mainly processes at the factory were assembling and packing. Chemical such as glue and cleaner were used at assembling line and dust was generated at soldering position. The factory conducted the environmental impact assessment and obtained the EIA approval and environmental facilities acceptable approval. The mainly waste generated onsite were domestic wastewater, cooking oil fume, soldering waste gas, boundary noise and solid hazardous waste. The monitoring report show the three wastes were discharged as per legal law. Hazardous waste such as empty chemical containers were transferred to qualified vendor for disposal. The factory established policy on water use save and reduce waste water discharge with statistics records for review.

综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂的主要工序为装配及包装。其中装配线使用胶水及抹机水等化学品及焊锡粉尘。工厂有进行环境影响评估并获得环评批复及竣工环保验收。工厂产生的主要废弃物为生活污水、焊锡废气、厨房油烟、厂界噪声及危废固废。工厂进行的三废监测显示达标排放。工厂有将化学品空桶等危废转移至有资质单位进行处理。工厂有建立节约用水并减少废水排放政策, 并提供了统计记录供查看。

Remarks from Auditee:

Nil

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 168007] Audit Date: 19/11/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 13. The policy on anti-corruption was established by the factory, the factory conducted the risk assessment for the corruption, and provide training for purchase workers. Complete attendance records and payrolls were provided for review(Payrolls from Oct,2018 to Sep,2019 and attendance records from Oct 1,2018 to Nov 19,2019). No inconsistencies on information and records were identified based on cross checking.

综合概况: 整体观察显示被审核方遵守该绩效区域的要求。工厂创建了反腐败的政策, 工厂有进行反腐败风险评估, 且为采购等人员提供了培训。审核过程中工厂提供了完整的工资及考勤记录供查看(2018年10月至2019年9月的工资表及2018年10月1日至2019年11月19日的考勤)。交叉验证显示工厂没有提供不真实的信息及记录。

Remarks from Auditee:

Nil

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	19/11/2019	168007	D	A	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos



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



Photo of fire safety equipment
Fire alarm test.JPG



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



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



Photo of fire safety equipment
Fire equipment.JPG



Photo of the inside of the main production hall
Electric cabinet.JPG



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



Photo of fire safety equipment
Fire hydrant test.JPG



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



Photo first aid facilities
Eye wash facility.JPG

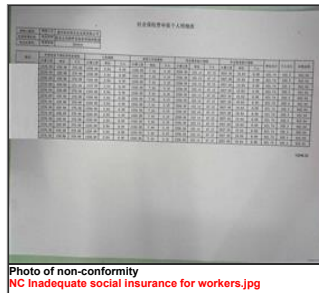


Photo of non-conformity
NC Inadequate social insurance for workers.jpg



Photo of the inside of the main production hall
Material warehouse.JPG



Photo first aid facilities
First aid kit.JPG

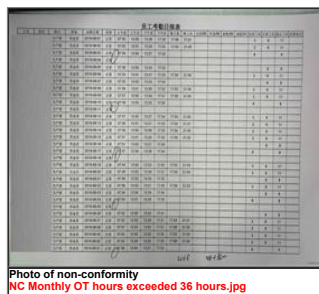


Photo of non-conformity
NC Monthly OT hours exceeded 36 hours.jpg



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



Photo of chemical storage room (if applicable)
Chemical safety warning labels.JPG



Photo of the canteen (if applicable)
Canteen.JPG



Photo of the personal protection equipments (if applicable)
Hazardous factor info card 1.JPG



Photo of chemical storage room (if applicable)
Chemical with secondary containment.JPG



Photo of the canteen (if applicable)
Kitchen.JPG



Photo of the personal protection equipments (if applicable)
Hazardous factor info card 2.JPG



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



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



Photo of the personal protection equipments (if applicable)
Hazardous factor info card 3.JPG



Photo of fire safety equipment
Emergency exit with fire alarm.JPG



Photo of the dormitories (if applicable)
Bedroom was idle.JPG



Photo of the personal protection equipments (if applicable)
Soldering worker with dust proof mask.JPG



Photo of fire safety equipment
Emergency light test.JPG



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



Photo of the personal protection equipments (if applicable)
Worker exposed to chemical with mask.JPG



Photo of fire safety equipment
Evacuation plan.JPG



Photo of the inside of the main production hall
Attendance system test.JPG



Photo of the sanitary facilities
Potable water.JPG



Photo of fire safety equipment
Evacuation staircase.JPG



Photo of the inside of the main production hall
Assembling and packing.JPG



Photo of the sanitary facilities
Toilets.JPG