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Auditee :	<b>Xiamen Color Packaging Co., Ltd</b>
Audit Date From :	<b>27/03/2020</b>
Audit Date To :	<b>27/03/2020</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>Stanley Yang(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
<b>A</b> <b>Very Good</b>	<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> These are three examples: A B B B B A A A A A A A B B B B B B B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
<b>B</b> <b>Good</b>	<ul style="list-style-type: none"> <li>Maximum 3 Performance Areas rated C</li> <li>No Performance Areas rated D or E</li> </ul> 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 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.
<b>C</b> <b>Acceptable</b>	<ul style="list-style-type: none"> <li>Maximum 2 Performance Areas rated D</li> <li>No Performance Areas rated E</li> </ul> These are three examples: A A A A A A A A C C C C A A A A A 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.
<b>D</b> <b>Insufficient</b>	<ul style="list-style-type: none"> <li>Maximum 6 Performance Areas rated E</li> </ul> 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.
<b>E</b> <b>Unacceptable</b>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated E</li> </ul> These are three examples: 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	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
<b>Zero Tolerance</b>	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 :	<b>Xiamen Color Packaging Co., Ltd</b>		
DBID number :	<b>399882</b>		
Audit ID :	<b>176436</b>		
Address :	<b>No. 567, Tongfu Road, Xike Town, Tong'an District Xiamen</b>		
Province :	<b>Fujian</b>	Country :	<b>China</b>
Management Representative :	<b>Ms.Lucy Feng / Manager</b>		
Contact person:	<b>Lucy Feng</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Others</b>	Product group :	<b>Others</b>
Product Type :	<b>paper bag, paper box, label, handtag, catalogue</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 : 27/03/2021	

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

**Executive summary of audit report**

According to the business license, Xiamen Color Packaging Co., Ltd. (厦门丽龙彩印刷有限公司) was located at No. 567, Tongfu Road, Xike Town, Tong'an District, Xiamen. (厦门市同安区西柯镇通福路567号). The factory was established in 2007. And the factory being audited specialized in the manufacture of paper bag, paper box, label, hand tag, catalogue.

In view of the facilities, the factory occupies 1F of one 4-storey building as production floor and warehouse. No canteen or dormitory was provided. The main production processes were listed as follows: pressing, gilding, printing, inspection and packing.

There were a total of 39 employees in the factory, including 12 non-production employees and 27 production employees. There were about 20 male employees and 19 female employees. The factory used finger print recording system to record working hours. The working hour is from 8:30 to 17:30 with 1-hour lunch break from 12:00 to 13:00. Production workers were paid at monthly rate by cash on the 25th of the following month.

According to payroll and attendance records of 15 sampled workers (5 samples' attendance records and payrolls from May, November 2019 and February 2020.), it was noted that the minimum wages paid to employees was RMB 1900 per month, which met the local minimum wage of RMB 1800 per month since January 1, 2020. Further, all sample employees were paid 150% of their normal wage for the overtime working hours on the normal working days and 200% of their normal wage for the overtime working hours on the rest days.

It was noted that the maximum overtime hours were 2 hours per day and 60 hours per month. The maximum weekly working hours were 60 hours per week and the maximum consecutive working days were 6 days.

According to the social insurance payment receipt in January 2020 provided by factory management, it was noted that only 9 out of 39 (21.5%) employees were provided with pension, medical, accident, maternity and unemployment insurance. Total 39 employees worked in the factory in March 2020. No social insurance waiver was obtained. In addition, the factory purchased a commercial accident insurance with insured employees' number of 42 (100%) and was valid from September 24, 2019 to September 23, 2020.

The attendance records were cross-checked against production records and confidential interviews were conducted with 5 employees from different departments. No inconsistencies regarding working hours were found.

In the beginning of the audit, an opening meeting was held with factory representatives including Ms. Feng Jian Li / Manager, Ms. Chen Xiao Yan / Worker representative, Ms. Chen / Office staff. All of the findings were disclosed and discussed and a draft corrective action plan was explained to these factory representatives, and Ms. Feng Jian Li / Manager, agreed with the findings and signed the corrective action plan.

Remark:  
 1. There are no contractor/agencies/government waivers/collective bargaining used or available by the auditee, which makes the contractor license/agency labour contract/government waivers/collective bargaining agreements not applicable.  
 2. Audit Company: Bureau Veritas Consumer Products Service  
 Audit Company APSCA Number: 11600002  
 Lead Auditor Name and APSCA Auditor Registered Number: Stanley Yang (RA 21702342)

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>Xiamen Color Packaging Co., Ltd</b>	Legal status :	<b>Private Limited</b>
Local Name :	<b>厦门丽龙彩印刷有限公司(统一社会信用代码 91350206664733880B)</b>	Year in which the auditee was founded :	<b>2007</b>
Address :	<b>No. 567, Tongfu Road, Xike Town, Tong'an District</b>	Contact person (please select) :	<b>Lucy Feng</b>
Province :	<b>Fujian</b>	Contact's Email :	<b>lucy@llcgm.com</b>
City :	<b>Xiamen</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>N/A</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>www.llcgm.en.alibaba.com</b>
GPS coordinates :	<b>24.45 N, 118.4 E</b>	Total turnover (in Euros) :	<b>10000000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>80.00</b>
Industry :	<b>Others</b>	Of which domestic market % :	<b>20.00</b>
If other, please specify :	<b>Paper packaging</b>	Production volume :	<b>3650000 pieces per year</b>
Product Group :	<b>Others</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :	<b>Paper packaging</b>	Lost time injury calculation cost :	<b>No</b>
Product Type :	<b>paper bag, paper box, label, handtag, catalogue</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>39</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>20</b>	<b>19</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>3</b>	<b>3</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>9</b>	<b>8</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>20</b>	<b>19</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 - 176436] Audit Date: 27/03/2020 PA Score: C

Deadline date:26/06/2020

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The auditee understood the importance and benefits of having a social management system in place to implement the amfori BSCI Code of Conduct and had set up relevant policies and procedures. Ms. Feng Jian Li / Manager was in charge of following the amfori BSCI values and principles. An internal self-assessment was conducted in January 2020 to review its social performance. The auditee had monitored its significant business partners with regard to their social performance and requested them to sign the amfori BSCI Code of Conduct and Terms of Implementation. However, gaps were still noted in the performance area.

被审核方理解建立执行amfori BSCI行为守则的社会管理体系的重要性和好处，并建立了相关的政策和程序。Ms. Feng Jian Li / Manager负责遵循amfori BSCI价值和原则。在2020年01月，工厂进行了一次内审以检查其社会责任表现。被审核方监督了其商业伙伴的社会责任表现，并要求它们签署amfori BSCI行为守则和实施条款。然而，该绩效领域仍存在差距。

- 1.4 - It was noted that the factory did not organise its workforce capacity properly to reduce unnecessary overtime. This violated BSCI 1.4. Failure to properly organise workforce capacity may cause unnecessary subcontracting and/or excessive overtime hours. The auditee did not control workers' overtime hours by planning its workforce capacity and workers needed to work overtime due to tight production schedule. To meet the expectations of the delivery order and/or contracts, the factory shall organise its workforce capacity reasonably, instead of simply increasing employees' overtime hours. Factory management represented that they would reduce unnecessary overtime by organising its workforce capacity in a better way.

审核员发现工厂没有组织其劳工以减少不必要的加班。根据BSCI 1.4改善。不合理地进行产能规划会导致不必要的外发和/或过度的加班时间。被审核方未通过产能规划来控制工人的加班时间，以至于工人因为紧张的生产计划需要加班。工厂应合理地组织其劳工以达交付订单和/或合同预期，而不是一味地增加员工的加班时间。工厂表示将更合理组织劳工以减少员工的加班时间。

**Remarks from Auditee:**

None

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

Full Audit [Audit Id - 176436] Audit Date: 27/03/2020 PA Score: B

Deadline date:26/06/2020

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The auditee had raised workers' awareness on their rights and responsibilities through trainings and meetings and set up a grievance mechanism for workers to lodge grievances related to their rights. A worker representative was elected by workers in 2019, and a suggestion box was available in the workplace. Workers were allowed to raise their suggestions or complaints through the worker representative or suggestion box. However, gaps were still noted in the performance area.

被审核方通过培训和开会提高了工人对于其权利和责任的意识，并建立了一个申诉机制以供工人进行关于他们权利的申诉。工人在2019年选举了1名工人代表，在工作场所也有一个意见箱可供使用。工人可以通过工人代表或意见箱提出他们的意见和不满。然而，该执行领域仍存在差距。

- 2.4 - It was noted that workers and workers representatives were not fully aware of the content of the amfori BSCI Code of Conduct. This violated BSCI 2.4. Workers and workers representatives did not have an idea about the basic principles of the amfori BSCI Code of Conduct. Factory management shall have training materials related to BSCI Code content and make them available for the managers, workers and workers representatives. Factory management represented that they would take corrective action as soon as possible.

审核员发现工厂工人和工人代表对amfori BSCI行为守则内容不了解。根据BSCI 2.4改善。工人和工人代表不清楚amfori BSCI行为守则的基本原则。工厂应有amfori BSCI守则内容的培训资料，并且让经理、工人和工人代表使用该类资料。工厂表示将尽快改善。

- 2.5 - It was noted that the factory did not establish or participate in an effective grievance mechanism for its external stakeholders. This violated BSCI 2.5. The factory's external stakeholders may not have an approach to raise their grievance. According to document review, the auditee had a written procedure for the grievance mechanism, but external stakeholders were not involved in the mechanism. The factory shall establish an effective grievance mechanism for its external stakeholders. Factory management represented that they would take corrective action as soon as possible.

审核员发现工厂未建立或参与有效的外部利益相关方的申诉机制。根据BSCI 2.5改善。工厂的外部利益相关方可能无法进行申诉。根据文件审核，被审核方制定了申诉机制的书面程序，但该机制未涵盖外部利益相关方。工厂应建立有效的外部利益相关方的申诉机制。工厂表示将尽快改善。

**Remarks from Auditee:**

None

<b>Performance Area 3 : The rights of Freedom of Association and Collective Bargaining</b>	
Full Audit [Audit Id - 176436] Audit Date: 27/03/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> Workers' rights of freedom of association and collective bargaining were respected. The auditee did not discriminate against or dismiss workers for participating any workers' organizations. Workers were allowed to elect their representatives on their own and worker representatives were allowed to interact with workers in the workplace. 工人自由结社和集体谈判的权利得到尊重。被审核方不会因为工人参与工人组织而进行歧视或解雇。工人可以自己选择他们的代表，而工人代表可以在工作场所与工人互动。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 176436] Audit Date: 27/03/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The auditee had a written policy in place to discourage discrimination in the workplace and identified most likely activities through which discrimination may occur (e.g. recruitment and promotion process). No medical testing results were used for discrimination against tested workers. Workers felt free to use the grievance mechanism without fear of reprisal. The auditee had a written procedure that described reasons for disciplinary measures in the workplace. 被审核方有书面政策来防止工作场所的歧视，并识别了最可能发生歧视的活动（如雇佣和晋升过程）。医疗检测结果不会被当做对受检工人的歧视。工人可在不担心报复的情况下自如地使用申诉机制。被审核方有书面的程序来说明在工作场所采取惩戒措施的理由。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 176436] Audit Date: 27/03/2020 PA Score: B	Deadline date:26/06/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The auditee had set up written procedures regarding wages and benefits. The auditee did not hire any worker for a lower remuneration than the minimum wage. Wage records from March 2019 to February 2020 were provided for review. Moreover, the auditee paid workers timely and regularly, on the 15th of each month. Workers were provided with benefits such as annual leave, sick leave, work-related injury compensation, etc. No illegal deductions were made from workers' wages. However, gaps were still noted in the performance area. 被审核方已建立关于工资和福利的书面程序。被审核方不以低于最低工资的报酬聘请任何工人。工厂提供了从2019年3月至2020年2月的工资记录供审核。被审核方及时、定期地在每个月25日支付员工工资。工人享有年假、病假、工伤补贴等福利。工人的工资没有存在不合法扣款。然而，该执行领域仍存在差距。  5.5 - According to the social insurance payment receipt in January 2020 provided by factory management, it was noted that only 9 out of 39 (21.5%) employees were provided with pension, medical, accident, maternity and unemployment insurance. Total 39 employees worked in the factory in March 2020. No social insurance waiver was obtained. In addition, the factory purchased a commercial accident insurance with insured employees' number of 42 (100%) and was valid from September 24, 2019 to September 23, 2020. This violated with Article 73 of the Labor Law of the People's Republic of China. 审核员发现根据厂方提供的2020年1月的社保收据显示，工厂为9/39（21.5%）名员工提供了养老、医疗、工伤、生育和失业保险。2020年3月一共39名员工在工厂工作。工厂没有获得社保批文。另外，工厂购买了人数是42人（100%）的商业意外保险，有效期从2019年9月24日至2020年9月23日。根据《中华人民共和国劳动法》第73条改善。	
<b>Remarks from Auditee:</b> None	

<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 176436] Audit Date: 27/03/2020 PA Score: D	Deadline date:26/06/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The auditee had internal procedures with regards to working hours, such as overtime hours and rest days. Working hour records from March 2019 to the current audit day were provided for review. Workers worked 8 regular hours per day and 40 regular hours in a week. Working hours were recorded through fingerprint and facial scanning system. Overtime was voluntary and paid in a premium rate as defined by the law. Workers were allowed to take short breaks during working hours and meal breaks when work shifts ended. Workers were provided with at least one day off in every seven days. However, gaps were noted with regard to workers' monthly overtime hours.</p> <p>被审核方有关于工作时间（如加班时间、休息日）的内部程序。工厂提供了2019年3月至此次审核当天的工时记录供审核。工人每天工作8小时，每周工作40小时。工人的工作时间通过指纹和人脸识别系统记录。加班是自愿的，而且以法律规定的加班费支付。工人可在工作时间内有短暂的休息时间，在班次结束后有用餐时间。每7天至少休息1日。然而，工人每月加班时间存在差距。</p> <p><b>6.2 -</b> It was noted that 10 out of 15 sample population employees worked in excess of the statutory overtime hour limits. A review of 20 sample time records (5 samples from May 2019, 5 samples from November of 2019, 5 samples from current paid month February 2020) yielded the following:          • 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 82-84 hours) in May 2019, 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. 90-92 hours) in November 2019, which was not in compliance with the legal requirement; This violated Article 41 of the Labor Law of the PRC. The policy on the working hours including overtime hours was established but no one was assigned to monitoring the workers' working hours.          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(其中从2019年5月抽取5个，从2019年11月抽取5个，从最近已发工资月份2020年2月份抽取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2019年5月的加班时间为82-84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11月的加班时间为90-92小时，超过每月加班时间不能超过36小时的法律规定；根据《中华人民共和国劳动法》第41条改善。工厂关于上班时间包括加班时间的政策有建立，但是没有指定相关人员来监督工人的上班时间。</p>	
<b>Remarks from Auditee:</b> None	
<b>Performance Area 7 : Occupational Health and Safety</b>	
Full Audit [Audit Id - 176436] Audit Date: 27/03/2020 PA Score: A	Deadline date:26/06/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>Dormitory, canteen and transportation were not provided for workers. The auditee had set up internal procedures on occupational health and safety and conducted risk assessments to identify the most common risks for workers and define the kind of preventive or remedial measures that may be necessary. An occupational health and safety committee was set up by the auditee and OHS committee meetings were kept for review. Workers were trained on OHS including evacuation and fire-fighting drills. The last evacuation and fire-fighting drill was conducted on December, 2019. The auditee provided personal protective equipment free of charge to workers. The auditee had written procedures with regards to accident or emergency and had necessary firefighting equipment, emergency exits and first aid kits. First aiders, first aid kits and related procedures were available to ensure emergency treatment. The auditee provided access to potable water and toilets at all times in the workplace. However, gaps were still noted in the performance area.</p> <p>工厂没有为工人提供宿舍、食堂和交通。被审核方建立了职业健康和安全的内部程序，并进行了风险评估以识别出最常见的工人风险和明确必要的预防或改善措施类型。被审核方设立了职业健康与安全委员会并保留了会议记录。工人获得了职业健康与安全培训，其中包括疏散和消防演习。最近一次消防演习分别于2019年12月进行。被审核方向工人免费提供了个人防护装备。被审核方有关于意外或紧急情况的书面程序，也有必要的消防设备、紧急出口和急救药箱。工厂有急救人员、急救药箱和相关的程序来确保紧急救治。工人在工作场所任意时间均可使用饮水设施和厕所。然而，该执行领域仍存在差距。</p> <p><b>7.7 -</b> 1. It was noted that chemicals (glue) used in the packing workshop were not posted with safety label. This violated Article 14 of the Regulation For Chemical Usage Safety in Work Place 2. It was noted that the chemicals (paints) used in the printing workshop were not equipped with secondary container. This violated article 20 of Regulation for Safety of Hazardous Chemical, an entity producing or storing hazardous chemicals shall          1. 审核员发现工厂包装车间的化学品（胶水）容器没有张贴安全标签。。不符合《工作场所安全使用化学品规定》第14条 2. 审核员发现工厂印刷车间的化学品（油墨）容器没有二次容器。。不符合《危险化学品安全管理条例》第20条</p>	
<b>Remarks from Auditee:</b> None	



<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 176436] Audit Date: 27/03/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The auditee had an age-verification mechanism to avoid engaging child labour and set up relevant procedures in written to ensure that children were protected from exploitation and deal in the most responsible way with cases of child labour. Furthermore, the auditee had a child labour remediation procedure to provide further protection in case children were found to be working. Personal files including identity and age documents for all workers were kept for review by the auditee. Based on document review, site observation and management interview, no child labour was used by the factory.</p> <p>被审核方有年龄核实机制以防止使用童工，并建立了相关的书面程序来确保儿童免受剥削和如何以最负责的方式处理童工事件。而且，被审核方有童工补救程序以便在发现童工时提供进一步保护。被审核方保存了所有工人的人事档案，包括身份和年龄证明文件。根据文件审核、现场观察和管理层访谈，工厂没有使用童工。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 176436] Audit Date: 27/03/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The auditee had carried out the risk assessment for young workers and established Young Workers Protection Procedure. The grievance mechanism and occupational health and safety training would be communicated to young workers individually if the auditee employed young workers. According to site observation and document review, no young worker was identified during the site tour and personal files review.</p> <p>被审核进行了未成年工的风险评估，也建立了未成年工保护程序。如果被审核方聘用未成年工，被审核方将会把申诉机制和职业健康与安全进行单独的培训。根据现场观察和文件评审，在现场走访和人事文件评审过程中未发现未成年员工。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 176436] Audit Date: 27/03/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>To work against precariousness employment, the auditee ensured fair recruitment, hours of work, disciplinary measures, promotions, trainings, probationary periods and employment conduction. The auditee made workers understand employment conditions to workers before initiating the employment relationship. The work relation between the auditee and its workers was established in compliance with local laws and regulations by means of employment contracts. Employment contracts for all workers were kept for review. The auditee also maintained recruitment and dismissal procedures and records.</p> <p>为防止缺乏保障就业，被审核方确保公平的报酬、工时、惩戒措施、晋升、培训、试用期和雇佣条件。在开始建立雇佣关系前，被审核方使工人理解雇佣条件。被审核方遵照当地法律法规通过劳动合同与其工人确立雇佣关系。被审核方保存了所有工人的劳动合同，还有雇用和解雇程序和记录。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 176436] Audit Date: 27/03/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The auditee had established a written policy and procedure against involuntary labor. No any form of servitude, forced, bonded, indentured, trafficked or non-voluntary Labour was identified during the audit. Workers could leave the auditee during the meal break or after the shift ended freely. No movement restriction was implemented in the auditee, and workers could access to toilets or drinking freely without any restriction. The auditee checked applicants' original ID cards and kept the photocopies of the certificate in the personnel files as per recruitment process. No original documents would be withheld by the auditee. Workers could freely terminate the employment contracts upon 30 days' advance notice in written form.</p> <p>被审核方针对非自愿劳工建立了书面的政策和程序。在审核方期间未发现任何形式的奴役，强迫，抵债，契约，买卖和非自愿劳工。员工在餐体和下班之后可以自由的离开工厂。被审核方未限制员工在厂区内的移动且员工可以自由地使用洗手间和饮水设施。被审核方检查应聘者的身份证并保留一份证件的副本在其个人档案中。但是被审核方不会将其原件扣留。员工提前30天通知就可以自由选择终止劳动关系。</p>	
<b>Remarks from Auditee:</b>	

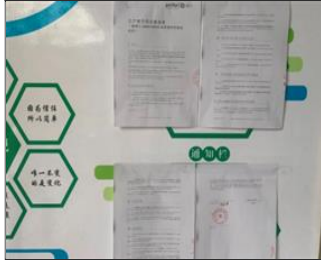
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 176436] Audit Date: 27/03/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The auditee had policies and procedures to incorporate relevant environmental laws and assessed the impacts of its production operations to prevent or minimise harming the surrounding communities, resources and environment. The auditee had procedures in place to identify and separate the type of waste generated and define specific handling requirement and had procedures to promote water conservation and water waste deduction. No waste was found being dumped into natural environment or burned in open fires during the audit.</p> <p>被审核方建立了政策和程序来结合相关环境法规，并评估了其生产活动的影响，以防或尽量减少对周围社区、资源和环境的伤害。被审核方有程序来识别和区分产生的废弃物类型和明确特定的处理要求，也有程序来提高节水和减少废水。审核中未发现工厂向自然环境倾倒废弃物或明火焚烧废弃物。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 176436] Audit Date: 27/03/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The auditee established the ethical business behaviour procedure, identified the situations and activities where acts of corruption, extortion or bribery are most likely to occur, and provided relevant training about ethical business behaviour to management and workers. The auditee had a serious commitment to avoid falsification, fraud and misrepresentation. Proper investigation and disciplinary action would follow if any staff member behaved unethically. The auditee disclosed accurate information about its activities and opposed any falsification, fraud and misrepresentation.</p> <p>被审核员建立了商业道德的程序，识别了可能导致贿赂和腐败发生的情况，也对管理人员和工人进行了商业道德的培训。被审核方郑重承诺以防发生伪造、欺诈和不当陈述。若任何员工出现不道德的商业行为，被审核方将进行合适调查并采取惩戒措施。被审核方披露其生产活动的准确信息，并反对伪造、欺诈和不当陈述。</p>	
<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	27/03/2020	176436	C	B	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos



External photo(s) of the production unit(s)  
BSCI posters.JPG



External photo(s) of the production unit(s)  
Cutting area.JPG



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



External photo(s) of the production unit(s)  
Eye wash station.JPG



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



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



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



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



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



External photo(s) of the production unit(s)  
NC 7.7 Chemical without safety label.JPG



External photo(s) of the production unit(s)  
NC 7.7 Chemical without secondary container.JPG



External photo(s) of the production unit(s)  
Posted MSDS.JPG



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



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



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



External photo(s) of the production unit(s)

Suggestion box.JPG



External photo(s) of the production unit(s)

Testing of fire hydrant.JPG



External photo(s) of the production unit(s)

Timecard machine.JPG



External photo(s) of the production unit(s)

Toilet.JPG