
Auditee :	Chinabase Industrial Co., Ltd
Audit Date From :	18/06/2020
Audit Date To :	18/06/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV SUD
Auditor's Name(s) :	Wendy (Xiaohong) Wang(Lead)
Auditing Branch (if applicable) :	TUV SUD China



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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence
A Very Good	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated A No Performance Areas rated C, D or E These are three examples: A 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	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
B Good	<ul style="list-style-type: none"> Maximum 3 Performance Areas rated C No Performance Areas rated D or E These are three examples: A A A A A A B B B B B B B A A A A A B B B B B B B C B B B B B B B B B B C C C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
C Acceptable	<ul style="list-style-type: none"> Maximum 2 Performance Areas rated D No Performance Areas rated E These are three examples: A A A A A A A A C C C C A A A A A B B B B C C C D C C C C C C C C C C D D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
D Insufficient	<ul style="list-style-type: none"> Maximum 6 Performance Areas rated E These are three examples: A A A A A A A A A A D D D A A A B B B C C C D D D E D D D D D D D E E E E E E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
E Unacceptable	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated E These are three examples: A A A A A A E E E E E E E A A B B C D E 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.
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 :	Chinabase Industrial Co., Ltd		
DBID number :	332964		
Audit ID :	183962		
Address :	NO.9 Chenguang Road, Yongyang Town, the south area of Lishui Economic Development Zone Nanjing		
Province :	Jiangsu	Country :	China
Management Representative :	Mr. Wei Dai Gang		
Contact person:	Dai Gang Wei	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Electrical supplies
Product Type :	Cables		

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 : 18/06/2021	

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

Executive summary of audit report

[Location and size]:
The factory starts their operation from March, 2005, the business license number: 91320117768183596M, the valid date is from March 15, 2005 to March 14, 2025. It was located at NO.9 Chenguang Road, Yongyang Town, the south area of Lishui Economic Development Zone, Nanjing City, Jiangsu Province, China. The construction area used by the auditee was about 11000 square meters.

[Structure of facility]:
Within the premises, the audited factory occupied one 3-storey (partial 1-storey) office, warehouse and production combined building and one 4-storey dormitory and canteen combined building. No transportation was provided in the factory.
The productive operation includes wire making, inserting, HDMI connecting, injection and packing.

[Employee analysis]:
Currently 48 employees are working in the company. Among them 35 are production employees and 13 are non-production employees. Out of 48 employees, 14 are males and 34 are females. All employees were permanent employees. 7 employees were migrant employees from other provinces in China. No child labor/young worker was hired in the factory.

[Summary of working hour]:
Factory uses electronic attendance machine to record workers' working time. The factory provided the attendance records from May, 2019 to the audit date, and 6 sampled workers' attendance records of August, December 2019 and April 2020 were reviewed. All employees work for 5 days (from Monday to Friday) a week. There's only one shift run for the canteen staffs: 9:00-13:00, 14:00-18:00, one shift run for the other employees: 8:00-12:00, 13:00-17:00. 1 hour overtime on some working days, 8 hours overtime arranged on Saturday regularly. No overtime on Sundays or holidays. No obvious off/peak season in the factory. No inconsistencies were found during this audit.

The maximum working time was 9 hours (8 hours regular time + 1 hour overtime) per day, 50 hours (40 hours regular time + 10 hours overtime) per week. The maximum weekly overtime hours were 10 hours, the maximum monthly overtime hours were 49 hours.

[Summary of compensation]:
The factory provided payroll records from May 2019 to April 2020, and 6 sampled workers' payroll records of August, December 2019 and April 2020 were reviewed, wages were issued on the 30th of the following month by cash. The lowest basic wage paid for employees by RMB14.37 per hour, which exceeded the local minimum wage rate of RMB 10.52 per hour (since August 1, 2018). The overtime was paid as 150% and 200% of normal rate for the overtime on week days and Saturday respectively. No illegal deduction was made from wages.

[Summary of interview]:
Worker interview were conducted by individual and in group.
Randomly selected 6 employees, no complaint was raised.

[Special scene during on site observed]:
Name of the auditor: Wendy Wang; APSCA registration number: RA21700046

Per management stated that the address on the business license and the address provided by the factory refer to the same location, and the address provided by the factory is more detailed.

There were no agencies used by the auditee, which made the agency labor contract not applicable; all employees were hired by the facility directly, contractor license/permit was not available. In addition, government waivers, collective bargaining agreements were not available. No obvious pollution was observed in the factory and no pollutant discharging license was required.

Ratings Summary



Auditee's background information			
Auditee's name :	Chinabase Industrial Co., Ltd	Legal status :	Co.,Ltd
Local Name :	凯信通电子（南京）有限公司 (91320117768183596M)	Year in which the auditee was founded :	2005
Address :	NO.9 Chenguang Road, Yongyang Town, the south area of Lishui Economic Development Zone	Contact person (please select) :	Dai Gang Wei
Province :	Jiangsu	Contact's Email :	eva@chinabase-e.cn
City :	Nanjing	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 :	Longitude: East 119°4'22", Latitude: North 31°39'42"	Total turnover (in Euros) :	1800000.00
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 :	200000 pcs per month
Product Group :	Electrical supplies	Production cost calculation :	No
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Cables		

Auditee's employment structure at the time of the audit			
Total number of workers :	48	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	14	34	
Temporary workers	0	0	
In management positions	2	1	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	4	3	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	14	34	
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 - 183962] Audit Date: 18/06/2020 PA Score: D

Deadline date:30/04/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory had established social compliance management system and program files. The factory appointed one manager as the main principal for the establishment, implementation and maintenance of the BSCI management system. The BSCI COC in Chinese was posted on site. The factory had communicated BSCI COC and TOI with their main suppliers and required the main suppliers to sign the BSCI COC and TOI. Internal audit and management review was conducted once per year. However, gaps have been identified in implementation:

工厂已经建立了社会责任管理体系以及程序文件。任命一名经理为工厂的主要负责人，负责BSCI系统的建立、施行和维护。中文版的BSCI行为守则张贴在了现场。工厂把BSCI行为守则和TOI传达给了主要供应商，要求其主要供应商签订BSCI行为守则和TOI。工厂每年进行一次内审和管理评审。但是在执行的过程当中还是存在以下差距：

- 1.1 - The factory had established social compliance management system, and conformed to BSCI Code of Conduct and relevant local law requirements in some performance areas, however, some performance areas still needed to be improved, such as: working hours, etc.
工厂已经建立了社会责任管理体系，在有些执行领域符合了BSCI行为守则和相关法规的要求，但是还有一些执行领域仍需要改进，如：加班时间等。
- 1.4 - The factory established the procedures of production planning and production cost evaluation. However, the factory did not provided the production cost evaluation records for review, and per the interview and document review, excessive monthly overtime was detected in some sampled months.
工厂建立了产能规划和生产成本评估程序，但是工厂没有提供生产成本评估记录供查阅，且根据访谈和文件审核，在部分抽样月发现过多的月加班。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 183962] Audit Date: 18/06/2020 PA Score: A

Deadline date:31/12/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The BSCI COC was posted at production workshops and the relevant training was provided for the employees. The factory had established the grievance mechanism procedure and had installed the suggestion box, the workers also could express their complaints to factory managements directly or through the suggestion box. One worker representative was elected by workers freely on October 2019 and held the meeting. However, gaps had been identified in implementation.

工厂在车间张贴了BSCI行为守则，并给员工提供了相关培训。工厂建立了申诉程序并安装了意见箱，员工们还可以直接向工厂管理层直接表述他们的抱怨，或者通过意见箱。工厂在2019年10月由工人自由选举出1名工人代表，并举行了会议。但是在执行的过程当中还是存在以下差距：

- 2.2 - The factory had established long term goals to protect workers, but the factory did not monitor the achievement of goals.
工厂已经建立了保护员工的长期目标，但是工厂未监控目标的达成情况。

Remarks from Auditee:

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

Full Audit [Audit Id - 183962] Audit Date: 18/06/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory had established Freedom of Association and Collective Bargaining policy. One worker representatives were elected in October 2019. Per the worker interview, the workers confirmed that the factory respect their right to freely elect their representatives.

工厂建立了自由结社及集体谈判的政策。工厂在2019年10月选举了1名员工工代表。根据员工访谈，员工确认工厂尊重他们自由选择工人代表的权利。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 183962] Audit Date: 18/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory had established the policies and procedures to prevent all kinds of discrimination. Documents indicated that employees had equal access to the working conditions. Workers would not be discriminated because of their race, religion, age, sex, disability and etc.; all workers had the same chance to be promoted, trained and paid; Currently no discrimination was reported. 工厂建立了政策和程序来防止各种歧视。文件显示工人享受平等的工作条件。员工不会因为肤色，宗教，年龄，性别及残疾被歧视；所有工人有同等机会获得提升、培训和工资；当前并无员工汇报存在歧视的情况。	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 183962] Audit Date: 18/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory had established wage system and had collected the Legal minimum wage document. The factory had provided the payroll records from May 2019 to April 2020, per the sampled payroll records of August, December 2019 and April 2020, the workers' minimum wage paid by factory was RMB 14.37 per hour, which was high than the legal minimum wage. The workers' wage was calculated by hourly rate. The workers' wage was paid by cash on 30th of the following month, the wages were paid timely and sufficiently, no illegal deduction was made from the wage. Per the document review and worker interview, the factory had purchased the social insurance for all employees except three retirees, the factory had purchased the individual commercial insurance for the three retirees, the commercial accident insurance was valid from December, 2019 to December, 2020 . 工厂建立了薪酬系统，收集了法定最低工资文件。工厂提供了2019年5月至2020年4月的工资记录。根据抽样的2019年8月，12月和2020年4月的工资记录，工厂支付给员工的最低工资为每小时14.37元，高于当地最低工资标准。员工的工资以时薪计算。员工的工资在一个月30号以现金方式发放工资，员工的工资准时足额发放，工资表没有非法扣款。根据文件审核和员工当天，工厂给除了三名退休员工以外的所有员工购买了社会保险，为三名退休员工购买了个人商业保险，商业意外险有效期为2019年12月至2020年12月。	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 183962] Audit Date: 18/06/2020 PA Score: D	Deadline date:31/12/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory had established the working hours policy. Workers normally worked 5 days per week and 8 hours per day. Per the document review and interview, no obvious off/peak season in the factory. The factory used electronic attendance system to record the working hours. Per the sampled attendance records of August, December 2019 and April 2020, all employees had one shift. If needed, 1 hour overtime was arranged on working days, 8 hours overtime was arranged on Saturdays and no overtime on Sundays and Public Holidays. The overtime was paid by 150% of normal rate for weekday and 200% of normal rate for weekend overtime. The 7th day rest is guaranteed for all employees. However, gaps had been identified in implementation. 工厂制定了工时政策，工厂每周工作5天，每天8小时。根据文件审核和访谈，工厂没有明显的淡旺季。工厂用电子考勤系统记录员工的工作时间，根据抽查的2019年8月，12月以及2020年4月的考勤记录，所有员工只有一个班次，如果需要，工作日晚上加班1小时，周六加班8小时，周日和节假日没有加班。平时加班费以正常工资的150%支付，周末加班支付200%的工资。所有员工都提供了第七天休息。但是在执行的过程当中还是存在以下差距： 6.2 - The attendance records from May 2019 till audit day was provided by the factory, 6 workers' attendance records of August, December 2019 and April 2020 were randomly sampled for review, it was noted that the sampled employees worked in excess of 36 overtime hours per month in some sampled months, which was up to 49 hours in August 2019, 40 hours in December 2019. (PRC Labor Law article 41.) 工厂提供了2019年5月至审核当天的考勤记录，随机抽查了6个员工2019年8月，12月和和2020年4月的考勤记录，发现抽样员工在部分抽样月的月加班超过36小时，在2019年8月达49小时，2019年12月达40小时。	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 183962] Audit Date: 18/06/2020 PA Score: A	Deadline date:30/09/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory had set up OHS management system, had provided OHS training to workers. The factory had conducted the risk assessment. The factory had conducted fire drills twice per year. The fire permit and structural license of the production building were provided for review. Adequate firefighting equipment, such as fire extinguisher, fire hydrant and fire alarm were available and all of them were in good condition. Sufficient emergency exit was available in the factory and had installed the emergency lights and exit signs, the emergency routes and exits were free of obstruction. The factory had prepared adequate first aid boxes and the qualified first aiders were available. Clean drinking water and sufficient toilets were available for the workers. The factory had provided the dormitory and canteen for the employees, the food business license of the canteen and the health certificate of the canteen staffs were provided. No transportation was provided to employees. However, gaps have been identified in implementation.</p> <p>工厂建立了职业健康安全管理体系, 给员工提供了职业健康安全培训。工厂进行了风险评估。工厂每年进行两次消防演习。工厂提供了厂房的消防验收报告和竣工验收报告。工厂里配备了足够的消防设施, 例如灭火器, 消防栓, 警铃等, 而且状态良好。工厂的紧急出口充足, 并安装有应急灯和出口标识, 现场应急通道和出口都保持通畅。厂内配备了急救药箱, 并有有资质的急救员。工厂给工人提供了干净的饮用水以及足够的卫生间。工厂给员工提供了宿舍和食堂, 食堂的食品经营许可证以及食堂员工的健康证都有提供。工厂没有提供交通工具给员工。但是在执行的过程当中还是存在以下差距:</p> <p>7.1 - The factory had complied with occupational health and safety regulations in most areas, but some areas still needed to be improved: 工厂在大部分区域遵守了职业健康安全法规, 但有一些地方仍需改善。</p> <p>7.4 - The factory had conducted the health and safety risk assessment, but the workers and their representative were not involved in health and safety risk assessment. 工厂建立了健康安全风险评估, 但是发现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>7.22 - The toilet was clean and had installed the privacy doors in the factory, but no toilet paper and liquid soap were provided. 工厂的厕所干净且都安装了隐私门, 但是没有提供厕纸和洗手液。</p>	
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 183962] Audit Date: 18/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory had established policies and procedure to prevent recruitment of child labor. The age verification procedure was used during hiring process and periodic check was conducted to identify suspicious child labor. Per the document review and interview, the factory did not hire the child labor.</p> <p>工厂建立政策和程序去防止雇佣到童工。在招聘中会使用到年龄核实程序并且会定期检查确认可疑童工身份。根据文件审核和访谈, 工厂没有雇佣童工。</p>	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 183962] Audit Date: 18/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory had established the procedure of special protection for young workers and had conducted relevant risk assessment. Per the document review, on-site observation and worker interview, no young worker was found in the factory and the youngest worker was over 18 years.</p> <p>工厂建立未成年工保护程序并进行了相关的风险评估。根据文件审核, 现场观察以及员工访谈, 工厂没有发现未成年工, 年龄最小的员工大于18岁。</p>	
Remarks from Auditee:	

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 183962] Audit Date: 18/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory established recruitment principles. As per documents review, on-site observation and worker interviews, there were no temporary workers, home workers or students at school ages, all workers were hired by the factory directly and the factory also did not use dispatched workers. The factory signed labor contracts with all workers and also provided copies of the labor contracts to all workers. 工厂建立了招聘原则。根据文件审核，现场审核以及员工访谈，发现工厂没有使用临时员工、家庭工人以及学生工，所有员工都是工厂直接招聘，没有使用劳务派遣工。工厂和所有员工都签订了劳动合同并给员工提供了一份劳动合同副本。	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 183962] Audit Date: 18/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory had established policy for no bonded labour policy. As per documents review and management interview, the factory did not request workers to leave personal documents in deposit, such as ID card. As per employees interview, it was noted that no bonded labour issues was found. 工厂建立了无强迫劳动的方针。根据文件评审及管理者访谈，工厂不要求工人抵押任何证件，如身份证。根据工人访谈得知，没有发生过强迫劳动事件。	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 183962] Audit Date: 18/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory has established environment protection procedure, and identified and reduced the impacts of its activities to the environment. The factory obtained Environmental Impact Assessment report form and Approval, acceptance of completed environmental protection facilities. Training regarding environment protection was provided to workers. 工厂建立了环境保护的程序。并识别和减少其生产活动对于环境的影响。工厂取得了环评报告表及其批复，环保设施竣工验收报告。针对环境保护的培训也有提供给员工。	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 183962] Audit Date: 18/06/2020 PA Score: B	Deadline date:30/09/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory established its policy of ethical business behavior, assessed the risk regarding ethical business behavior during factory operation, and arranged related trainings to all employees. Through site observation, document review and interview, no inconsistency information was observed. However, gaps have been identified in implementation. 工厂建立了商业道德规范政策，评估了工厂运营中有关商业道德规范的风险，给全体员工们安排相关培训。据现场观察，文件查阅和访谈，没有发现不一致的信息。但是在执行的过程当中还是存在以下差距： 13.4 - The factory did not established the policy and action for protecting workers' personal information. 工厂没有建立保护员工个人信息的程序和措施。	
Remarks from Auditee:	

Summary

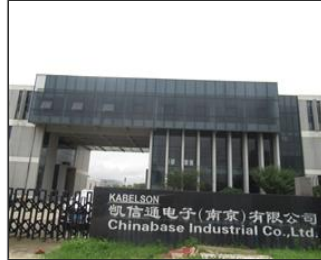


Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	18/06/2020	183962	D	A	A	A	A	D	A	A	A	A	A	A	B	C

Producer Photos



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



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



Photo first aid facilities
First aid kit.JPG



Photo of fire safety equipment
Fire alarm.JPG



Photo of fire safety equipment
Fire fighting equipment.JPG



Photo of fire safety equipment
Fire hydrant and fire extinguishers.JPG



Photo of non-conformity
NC- The excessive overtime hours.JPG



Photo of the canteen (if applicable)
Canteen.JPG



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



Photo of the dormitories (if applicable)
Dormitory.JPG



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



Photo of the inside of the main production hall
HDMI connecting area.JPG



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



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



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

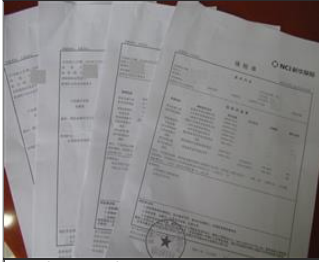


Photo of the inside of the main production hall
The commercial insurance.JPG



Photo of the inside of the main production hall
The inserting area.JPG

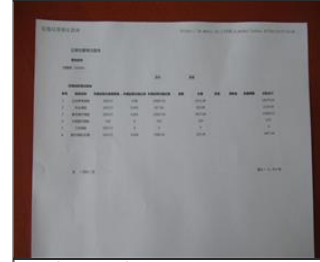


Photo of the inside of the main production hall
The social insurance.JPG



Photo of the inside of the main production hall
The wire making area.JPG



Photo of the personal protection equipments (if applicable)
The worker wears the PPE.JPG



Photo of the sanitary facilities
Drinking water.JPG



Photo of the sanitary facilities
Toilet.JPG