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Auditee :	<b>Dongguan Protronic Electronic Ltd, Co</b>
Audit Date From :	<b>18/09/2019</b>
Audit Date To :	<b>20/09/2019</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>SGS</b>
Auditor's Name(s) :	<b>Cindy Yang(Lead)</b>
Auditing Branch (if applicable) :	<b>SGS CHINA</b>

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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 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 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 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.
<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	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 :	Dongguan Protronic Electronic Ltd, Co		
DBID number :	354218		
Audit ID :	162806		
Address :	Protronic Industrial Park, Xiangxi Village, Shipai Town, Dongguan		
Province :	Guangdong	Country :	China
Management Representative :	Mr. Dongming Xie/Manager		
Contact person:	Dongming Xie	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Electrical supplies
Product Type :	Charger, back up camera		

**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 : 20/09/2020	

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	B	D	A	A	A	A	A	A	A

**Executive summary of audit report**

Dongguan Protronic Electronic Ltd, Co (914419007444612723) was located at Protronic Industrial Park, Xiangxi Village, Shipai Town, Dongguan, Guangdong, China. It was founded on 26 Nov.2002, and focused on manufacturing Charger, back up camera, the production processes were SMT, soldering, Insertion, Assembly, QC and packing. There were total 241 employees in the factory during the audit.

The factory rented two 3-storey building, one 5-storey building as office, workshops and warehouse, one 5-storey building as kitchen, canteen and dormitory, the factory provided housing for workers with free of charge, if workers had meal in the factory, the factory would deduct RMB5/day from their wage.

The factory recorded workers' working time through finger printing, the regular working time was 8 hours per day and 5 days 40 hours per week, there was only one shift for all departments. During the audit, the factory provided attendance records from Aug. 2018 to 17 Sep.2019 and payroll records from Aug. 2018 to July 2019 for review. All workers were calculated at hourly rate system, the minimum wage was RMB9.89/hour (RMB1720/month) which met local legal requirements.

**Management attitude:**  
During the audit, the management of facility provided support to the audit team so that the audit had been carried out smoothly.

**Worker attitude:**  
Workers interviews were conducted in either individual or group in confidential manner. Total 7 individual and 2 groups with 8 workers interviews were conducted. All interviewed workers were chosen by auditors without the influence from the management. The interviewed workers were cooperative with the interview and showed satisfying in working in the facility.

**Remark:** 1) This audit was conducted by Cindy Yang (APSCA Number: RA21700023).  
2) One 5-storey dormitory was used by another company as office and dormitory, business license was available, this audit didn't cover this building.

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>Dongguan Protronic Electronic Ltd, Co</b>	Legal status :	<b>Ltd company</b>
Local Name :	<b>东莞保力电子有限公司 (914419007444612723)</b>	Year in which the auditee was founded :	<b>2002</b>
Address :	<b>Protronic Industrial Park, Xiangxi Village, Shipai Town,</b>	Contact person (please select) :	<b>Dongming Xie</b>
Province :	<b>Guangdong</b>	Contact's Email :	<b>dmxie@precisionhk.com</b>
City :	<b>Dongguan</b>	Auditee's official language(s) for written communications :	<b>Chinese</b>
Region :	<b>North East Asia</b>	Other relevant languages for the auditee :	<b>None</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>www.prcisionhk.com</b>
GPS coordinates :	<b>N23°6'11",E113°58'12"</b>	Total turnover (in Euros) :	<b>30000000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>100.00</b>
Industry :	<b>Mechanical and electrical engineering</b>	Of which domestic market % :	<b>0.00</b>
If other, please specify :		Production volume :	<b>2,500,000</b>
Product Group :	<b>Electrical supplies</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :		Lost time injury calculation cost :	<b>No</b>
Product Type :	<b>Charger, back up camera</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>241</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>106</b>	<b>135</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>22</b>	<b>6</b>	
Apprentices	<b>0</b>	<b>0</b>	
On probation	<b>1</b>	<b>0</b>	
With disabilities	<b>0</b>	<b>0</b>	
Migrants (national citizens)	<b>89</b>	<b>111</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>106</b>	<b>135</b>	
Production based workers	<b>84</b>	<b>129</b>	
With shifts at night	<b>6</b>	<b>0</b>	
Unionised	<b>106</b>	<b>130</b>	
Pregnant	<b>-</b>	<b>0</b>	
On maternity leave	<b>-</b>	<b>6</b>	

**Finding Report**



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

Full Audit [Audit Id - 162806] Audit Date: 18/09/2019 PA Score: D

Deadline date:30/12/2019

**GOOD PRACTICES:**  
None

**AREAS OF IMPROVEMENT:**

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 1. Based on management interview and document review, the factory collects Amfori BSCI code of conduct and posted onsite. A senior manager, Mr. Xie Dongming/Manager had been appointed to ensure that the Amfori BSCI values and principles are followed in a satisfactory manner. The factory conducted internal audit for social responsibility annually, the issues in every audits were followed and corrected by management representative, and the results were communicated to workers by meetings. The factory also conducted audit to their suppliers every year to follow Amfori BSCI principles. The factory organized workforce capacity to meet the expectations of the delivery order and contracts. However, gaps 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。根据管理层访谈和文件审查,工厂收集Amfori BSCI行为准则并现场粘贴。同时指派一名高级管理者代表经理谢东明负责实施厂内Amfori BSCI的要求。工厂每年进行内部的社会责任审核,并对审核中发现的问题,由管理者代表进行跟踪改善并落实,通过会议的形式将结果传达给员工。同时工厂也每年对其供应商进行社会责任审核,并要求他们签署Amfori BSCI实施条款。工厂对生产成本和交付时间进行核算以满足客户及合同的要求。但是发现工厂在如下方面和Amfori BSCI要求有差距:

- 1.1 - The main auditee partially respects this principle because the main auditee established Amfori BSCI management system, but the management of the factory was not completed and issues of working hours, health and safety, social insurance and training were identified during the audit. 被审核方(生产商)部分遵循该准则。原因是被审核方已建立了Amfori BSCI管理系统,但由于被审核方的管理系统不完善导致工作时间,健康安全,社保,培训问题的发生。
- 1.4 - The main auditee partially respects this principle because the factory had realistically calculated the costs of production and delivery times. The working hour management system has been established in factory, but they did not execute it completely due to workers' working hours were not in line with legal requirement. 被审核方(生产商)部分遵循该准则。原因是工厂了解如何计算生产产能和订单周期,工厂已建立工时管理系统。由于工厂在工作时间上未符合法规以及Amfori BSCI要求,因此工厂工时管理系统执行层面并不完善。

**Remarks from Auditee:**

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

Full Audit [Audit Id - 162806] Audit Date: 18/09/2019 PA Score: B

Deadline date:30/12/2019

**GOOD PRACTICES:**  
None

**AREAS OF IMPROVEMENT:**

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 2. Trade union and worker representatives were available in the factory, communication meeting records between the management and staff was available for review. The factory provided managements, workers and worker representatives sufficient trainings including Amfori BSCI COC, legal regulations and relevant factory rules, etc. to ensure that the Amfori BSCI management system could be implemented successfully in the factory, based on worker interviews, they were aware of the rights and responsibilities under labor regulations. Complaint procedure was established, suggestion box was hung in obvious area, workers could complain through suggestion box and worker representative. Through reievw the documentation, interveiw with the management and workers, no grievance was reported till the audit day, workers stated that they were satisfied with the factory. However, gaps 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。工厂有工会和员工代表,工厂提供了管理层与员工代表的沟通会议记录。工厂为管理层,员工以及员工代表提供了足够的培训,培训内容包括Amfori BSCI行为守则,法律法规以及工厂的规章制度等内容以确保Amfori BSCI系统在工厂内能有效运行,通过员工访谈可以看出,员工都清楚知道自己享有的劳动法规定下的权利和义务。工厂建立了投诉处理程序,意见箱挂在明显的区域,员工可以通过意见箱以及员工代表进行有效投诉。通过查看文件,和管理层及员工访谈,没有申述案例发生,工人表示对工厂满意。但也发现工厂在如下方面和Amfori BSCI要求有差距:

- 2.4 - The main auditee partially respects this principle because the factory had provided training regarding BSCI management system to all employees. Through worker representative and worker interview, they were not clear Amfori BSCI requirements. 主要被审核方(生产商)部分遵守原则,原因是工厂已经提供了Amfori BSCI管理体系培训给所有工人,但通过员工代表和员工访谈,他们不清楚Amfori BSCI的要求。
- 2.5 - The main auditee partially respects this principle. Because the factory established grievance mechanism for individuals, but the factory did not establish grievance mechanism communities. For example, the factory did not establish grievance policy and there is no channel set for local communities' coming up with its suggestions or complaints to management for improvement. 生产商部分遵守原则。原因是工厂建立了个人的申诉机制,但工厂未建立社会的申诉机制。例如工厂未建立申诉政策并且创建给当地社区提供申诉的渠道。

**Remarks from Auditee:**



<b>Performance Area 3 : The rights of Freedom of Association and Collective Bargaining</b>	
Full Audit [Audit Id - 162806] Audit Date: 18/09/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 3. Refer to PA 2, there was one trade union in the factory and satisfactory evidence showed that there were freely elected trade union representatives who met the management every three months. Workers could freely join into trade union without the permission of the factory. No collective bargain agreement was concluded between the factory and workers, but the factory did not prevent workers from bargaining for the agreement. Based on the interview statement of trade union representative, she was not discriminated by the factory and she also was a soldering worker. She had access to workers and workplace freely.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。依照PA2的描述, 工厂创建了工会并且依照员工意愿选举了工会代表。工会代表每三个月和管理层见面。而且员工可以在管理层的影响下加入工会。审核过程中, 工厂和员工无集体谈判协议, 但工厂也未阻止员工有意愿的时候和工厂谈判。根据工会代表的访谈, 在该工厂, 工会代表不会被歧视, 并且该代表本身是一名焊锡员工, 她可以随时进入车间和员工沟通。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 162806] Audit Date: 18/09/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 4. The factory made one policy on anti-discrimination. The policy defined that the factory would not discriminate workers by race, gender and ages etc. And according to interview statement with workers, workers could use the grievance system through suggestion boxes or telling to worker representatives once workers' right was infringed. Furthermore, the policy on discipline measures made by the factory was in line with legal requirement. All these processes could be verified by document review and interview.</p> <p>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, 反歧视政策中表明工厂不会因为种族, 性别, 年龄等原因对员工区别对待。并且依照员工访谈, 若员工的权利受到任何侵害, 员工可以通过意见箱或和员工代表反馈的形式进行投诉。而且, 通过查看工厂的惩戒措施程序, 其描述的措施均符合法规和Amfori BSCI要求。以上均通过文件审查及访谈得以核实。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 162806] Audit Date: 18/09/2019 PA Score: B	Deadline date: 30/12/2019
<b>GOOD PRACTICES:</b> The factory had identified the living wage before the audit and it was reasonable.	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 5. The main auditee set up wages and benefit paying system, which included paid statutory holidays, sick leave, marriage leave and maternity leave etc. Based on the wages from Aug.2018 to July 2019 provided by the main auditee, the minimum wage paid by the main auditee was RMB9.89/hour (RMB1720/month) which met local legal requirement. The main auditee assessed the local decent living stand; the wages paid to workers were more than the living standard. The main auditee paid current wage to workers before 30th of the following month through bank transfer. The factory provided housing for workers with free of charge, the factory would deduct RMB5/day from workers' wage as meal fee if they had meal in the factory, and the factory had provided paid annual leave for workers according legal requirements. However, gaps had been identified in implementation:</p> <p>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。被审核方制定了工资支付政策和福利政策, 福利政策包括给员工提供法定节假日, 病假, 婚假, 产假等假期。根据被审核方提供的2018年8月至2019年7月的工资记录显示, 被审核方给员工支付最低工资为RMB9.89/小时 (RMB1720/月), 符合当地的最低工资标准。依据审核时的评估, 被审核方给员工提供的总工资超过了当地的体面生活标准。被审核方在下月30日前通过银行转账给员工支付当月工资, 工厂免费提供住给员工, 如果员工在工厂吃, 工厂会从工人工资里扣除伙食费RMB5/天, 工厂根据法规提供了有薪年假给员工。但也发现被审核方在如下方面和Amfori BSCI要求有差距:</p> <p><b>5.5 -</b> The main auditee does not respect this principle because the factory did not provide social insurance for workers as per legal requirement. Based on social insurance payment records of Sep. 2019, there were 254 employees in the factory( 13 employees had left their jobs), but the factory only provided retirement insurance for 234 employee, unemployment and maternity for 233 employees, medical insurance for 240 employees, accident insurance for all employees.                      被审核方(生产商)因未按照法规要求给所有人员提供社保而未遵守该原则。根据工厂提供的2019年9月的社会保险缴费记录, 工厂有254名员工(其中13员工已离职), 工厂只提供了养老保险给234名员工, 失业和生育保险给233名员工, 医疗保险给240名员工, 工伤保险给所有员工。</p>	
<b>Remarks from Auditee:</b>	

**Performance Area 6 : Decent Working Hours**

Full Audit [Audit Id - 162806] Audit Date: 18/09/2019 PA Score: D

Deadline date:30/12/2019

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 6. The factory recorded workers'working time through finger printing, attendance records from Aug.2018 to 17 Sep.2019 and payroll records from Aug.2018 to July 2019 were provided, based on review the records and other documents, the main auditee made a policy of working hour system and controlled working hours. According to the policy and implementation records, workers' regular working hours was 8 hours per day, 5 days per week. The main auditee arranged production workers working overtime on Saturdays and week days normally. Workers had right to choose working overtime or not. However, gaps 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。被审核方使用指纹考勤系统记录员工的工时,同时被审核方提供了2018年8月至2019年9月17日的考勤记录以及2018年8月至2019年7月的工资记录,根据查看记录以及其他文件,被审核方制定了工时政策,依照政策以及被审核方实际的执行情况,员工每天正班时间为每天8小时,每周5天,生产部的员工在周六和工作日被审核方会依据生产订单进行加班,员工可自愿选择是否加班。但也发现被审核方在如下方面和Amfori BSCI要求有差距:

- 6.2 - The main auditee does not respect this principle because the daily and monthly OT hours exceeded legal requirement. During the audit, the factory provided attendance records from Aug.2018 to 17 Sep. 2019 for review, the records showed that there was only one shift for all departments, the regular working hour was 8 hours per day, 5 days and 40 hours per week, the number of OT was 0~4 hours per day from Monday to Friday, except in Feb.2019 and Mar.2019, all sampled workers' monthly overtime exceeded 36 hours and up to 38~111 hours respectively in the other months , the maximal monthly overtime was 111 hours in Aug.2018, and the maximal weekly working hour was 72 hours, all workers took rest on every Sunday.

被审核方(生产商)因员工日加班和月加班超过法规按而未遵守该原则,审核时工厂提供了2018年8月至2019年9月17日的考勤记录,记录显示所有部门只有1班,正常工作时间为8小时/天,5天40小时/周,工人周一至周五每天加班0~4小时,除了2019年2,3月份,所有抽样员工月加班在其它月份都超过了法规要求36小时,并达到38~111小时,最高在2018年8月份达到111小时。最大周工时为72小时,所有工人在周日休息。

**Remarks from Auditee:**

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

Full Audit [Audit Id - 162806] Audit Date: 18/09/2019 PA Score: A

Deadline date:30/12/2019

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 7. The main auditee collected occupational health and safety regulations applicable for its activities. An EHS committee was established, and they conducted health and safety risk assessment. For fire safety, the main auditee ensured enough extinguishers, fire hydrant, emergency lights, fire alarm etc. were available in the main auditee. All these facilities of fire safety were checked by principal every month, fire hydrant, fire alarm were effective during the testing on-site. PPEs such as masks were also provided to workers freely. The main auditee also set up emergency procedure. The first aid box was also available in the workshop, qualified first aiders were available in the main auditee. Potable water was also provided, workers could have drink any times, and inspection report of drinking water was also provided. The main auditee collected MSDS of chemicals and posted MSDS in the workshops. The main auditee didn't provide transportation to workers. However, gaps had been identified in 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。被审核方收集了健康安全法律法规,组建了健康安全小组且进行了健康安全风险评估。在消防安全方面,被审核方给车间配备了足够的消防设施,例如灭火器,消防栓,应急灯,消防警铃等,并且被审核方的健康安全负责人每月都会进行检查。审核时经过测试,消防栓,警铃都是有效的。劳保用品例如口罩免费发放给了员工。在急救政策方面,被审核方制定了急救政策,被审核方给车间配备了药箱,并有培训合格的急救人员。同时,被审核方也提供了饮用水给员工,员工可随时喝水,且被审核方提供了饮用水检测报告。被审核方收集了化学品的MSDS,并有在车间张贴。被审核方未提供交通给员工。不过,被审核方在以下方面和Amfori BSCI要求尚有差距:

- 7.1 - The main auditee partially respects this principle because the factory had established management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training and etc. But H&S issues were identified due to management negligence.

被审核方(生产商)部分遵循该准则。原因是工厂已建立健康安全管理体系,包括相关法规的识别与了解,健康安全检查,培训等,但是由于管理疏忽,导致仍然有健康安全问题存在。

- 7.11 - The main auditee partially respects this principle because the annual inspection certificate of forklift was expired on 31 Aug.2019; the factory had applied for annual inspection for it, but didn't obtain the annual inspection report yet till audit date.

被审核方(生产商)部分遵守原则是因为一台叉车的年检合格证已于2019年8月31日过期,工厂已在2019年9月17日申请了年检,但直到审核当天工厂仍未获得年检证。

**Remarks from Auditee:**



<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 162806] Audit Date: 18/09/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>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. And it regulated that the factory would not recruit workers under 16. 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 according to interview with HR specialist. Meanwhile, the factory established remediation measure of child labour in order to set up measure of recruiting child labour incidentally. After checking all personnel files of workers, no child labour was identified in the factory.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了合适的招聘政策, 员工入职时工厂均会查看员工的身份证并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情况。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, 未发现有任何童工存在。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 162806] Audit Date: 18/09/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 9. The main auditee identified the legal laws about protecting young workers according to interview with management. A procedure was established to protect young worker. No young worker worked in the main auditee.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。被审核方识别了保护青年工的法规。对青年工建立了保护程序, 在审核过程中, 被审核方无青年工。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 162806] Audit Date: 18/09/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 10. All workers were permanent workers, the factory signed the labor contracts with all workers. The labor contracts included the description of working hours, training, rest time and leave etc. which were in accordance with legal requirement and ILO. and the factory provided a copy of contract to all workers. Based on interview with workers, they understood well of the content of labour contract and no illegal employment was identified during the audit.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求, 所有员工都是正式工, 工厂和每个员工均签订了劳动合同, 劳动合同的内容包括工时, 培训, 休息时间和假期, 报酬和支付条件, 这些内容均符合法规以及国际标准。同时工厂提供了一份劳动合同副本给员工。通过员工访谈, 员工均了解劳动合同内容, 审核过程中, 工厂无不合法规的用工形式存在。</p>	
<b>Remarks from Auditee:</b>	

<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 162806] Audit Date: 18/09/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 11. The main auditee established the policy on anti-forced labour. The factory had a policy which prohibited forced labour. It stated that workers could resign after prior written notice, and they would be given their full wages on their last day of work, and the workers were free to leave the workplace outside of their working hours. Disciplinary procedure for workers' misbehaviour was available in the factory, which included oral warning, written warning and finally termination. There was an internal process for grievance, where workers could report any grievances (harassment, bullying, discrimination etc.) to management or worker representatives, without any reprisal for the worker in question. Based on workers interview, relevant trainings were provided to workers and no case on illegal punishment was found in the factory.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂建立了禁止强迫劳动的程序文件, 规定工人提前通知相关部门后即可离职, 并且能在离职的最后一日获得当月工资。同时还规定工人可以在工作结束后自由离开工作地点而不受任何约束。工厂建立了惩戒性措施, 包含口头警告, 书面警告以及终止合同。同时, 工人可通过内部的申诉系统, 将所遇到的骚扰, 歧视或不正当的惩戒向工人代表或管理层反馈, 并且工厂保证员工的举报行为不受任何报复的风险。根据员工访谈, 工人获得了相关的培训, 并且工厂内未发现不合理的惩戒情况发生。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 162806] Audit Date: 18/09/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 12. Environmental Impact Assessment and approval were provided by the main auditee, the land belonged to the main auditee was industrial land and water used by the main auditee was come from municipal water. Hazardous waste was generated during their processes, the main auditee collected them, and one qualified vendor transferred and disposed hazardous waste for the main auditee. No industrial wastewater was generated. All domestic wastewater was discharged into municipal pipeline and they ensured the rainwater and domestic wastewater be separated. The main auditee also established a plan focus on water waste reduction and saving water.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。被审核方提供了环评报告以及批复, 被审核方的用地为工业用地且水来自市政供水。被审核方的生产过程中会产生危险废弃物, 被审核方有将危险废弃物收集并交由有资质的单位转移处理, 被审核方没有生产污水产生, 生活污水均流入市政管道, 确保了雨水和污水分开排放, 被审核方建立了降低污水的排放以及节约用水的行动。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 162806] Audit Date: 18/09/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 13. The factory established procedures on business ethics, including opposing any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise. And the factory kept accurate information regarding its own activities and protects workers' personnel information, such as workers personnel files, wage and other documents involved workers' private information, in accordance with privacy and information security laws and regulatory requirements. Based on workers interview, no personnel information was leaked from the factory.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂建立了商业诚信方面的程序, 包含禁止任何贪污、勒索或挪用行为、或任何贿赂形式。并且工厂按照隐私和信息安全法和监控要求保护员工的个人信息, 例如员工的人事档案, 工资记录, 以及其他涉及员工私人信息的文件。根据员工访谈, 没有发生员工私人信息泄露的事件。</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	18/09/2019	162806	D	B	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos



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

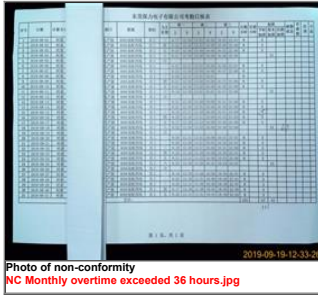


Photo of non-conformity  
NC Monthly overtime exceeded 36 hours.jpg



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



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

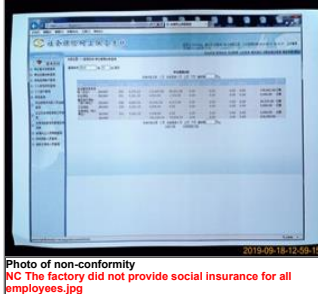


Photo of non-conformity  
NC The factory did not provide social insurance for all employees.jpg



Photo of the inside of the main production hall  
Insertion.JPG



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



Photo of the canteen (if applicable)  
Canteen.JPG



Photo of the inside of the main production hall  
IQC.JPG



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



Photo of the canteen (if applicable)  
Kitchen.JPG



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





Photo first aid facilities  
Eye washing station in the workshop.JPG



Photo of the code of conduct on display  
Amfori BSCI Code of Conduct.JPG



Photo of the inside of the main production hall  
Raw material warehouse.JPG



Photo first aid facilities  
Eye washing station.JPG



Photo of the dormitories (if applicable)  
Bed room with lockers and air condition.JPG



Photo of the inside of the main production hall  
SMT.JPG



Photo first aid facilities  
First Aid kit.JPG



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



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



Photo of chemical storage room (if applicable)  
Chemical warehouse with secondary containments MSDS  
labels.JPG



Photo of the dormitories (if applicable)  
Emergency light Evacuation indicating sign in the staircase  
of the dormitory.JPG



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



Photo of chemical storage room (if applicable)  
Chemical warehouse.JPG



Photo of the dormitories (if applicable)  
Emergency light Exit mark Evacuation plan Hydrant Fire  
alarm Extinguisher in the dormitory.JPG

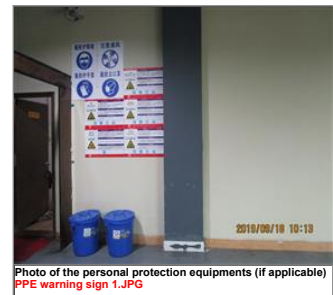


Photo of the personal protection equipments (if applicable)  
PPE warning sign 1.JPG



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



Photo of the dormitories (if applicable)  
First Aid kit and Drinking facility in the dormitory.JPG



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



Photo of fire safety equipment  
Emergency light Evacuation indicating sign in the staircase of the workshop.JPG



Photo of the dormitories (if applicable)  
Toilet was available at each bed room.JPG



Photo of the personal protection equipments (if applicable)  
Soldering worker with PPE.JPG



Photo of fire safety equipment  
Emergency light Exit mark Evacuation plan Hydrant Fire alarm Extinguishers.JPG



Photo of the inside of the main production hall  
Assembly.JPG



Photo of the personal protection equipments (if applicable)  
Worker who used the chemical with PPE.JPG



Photo of fire safety equipment  
Fire alarm testing.JPG



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



Photo of the sanitary facilities  
Drinking facility.JPG



Photo of fire safety equipment  
Hydrant testing.JPG



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



Photo of the sanitary facilities  
Toilet.JPG





**Photo of non-conformity**  
NC Annual inspection certificate of forklift was expired on  
31 Aug 2019.jpg