
Auditee :	Huizhou Huaxing Sports Goods Ltd.
Audit Date From :	20/07/2020
Audit Date To :	20/07/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Alina Zhu(Lead)
Auditing Branch (if applicable) :	TUV Rheinland China



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
A Very Good	<ul style="list-style-type: none">• Minimum 7 Performance Areas rated A• No Performance Areas rated C, D or E These are three examples: <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 Huaxing Sports Goods Ltd.		
DBID number :	383512		
Audit ID :	187149		
Address :	ZONE B 4/F, BLOCK 2, CHANGFANG INDUSTRIAL PARK, NO.1 XINGYUN EAST ROAD, ZHONGKAI HIGH-TECH DISTRICT HIGH-TECH INDUSTRIAL PARK Huizhou		
Province :	Guangdong	Country :	China
Management Representative :	Tongfa Xu		
Contact person:	Tongfa Xu	Sector :	Non-Food
Industry Type :	Toys and Games	Product group :	games
Product Type :	aquatic sports products, buoyant clothes		

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 : 20/07/2021

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	A

Executive summary of audit report

Alina Zhu/APSCA No.: 21701851

Huizhou Huaxing Sports Goods Ltd. (惠州桦兴运动用品有限公司) was located at ZONE B 4/F, BLOCK 2, CHANGFANG INDUSTRIAL PARK, NO.1 XINGYUN EAST ROAD, ZHONGKAI HIGH-TECH DISTRICT HIGH-TECH INDUSTRIAL PARK, Huizhou CITY (惠州市仲恺高新区东江高新科技产业园兴运东路1号长方工业园2栋厂房四楼B区). Based on site tour, The auditee occupied the half of 4/F of one 5-storey building for production and office area, other areas were used by other companies. The total architecture area was about 3500 square meters. There were many production buildings (named Building 1, Building 3 and Building 4 etc.) in the yard, but not used by the auditee. No shared workers and no business relationship with other companies in the same yard.

The 1st floor of the 5-storey building was used by company A, specialized in paper production, the 2nd floor was used by company B, specialized in Energy equipment, the 3rd floor was used by company C, specialized in electronic production, the half of 4th floor was used by company D, specialized in light production, the 5th floor was owned by the landlord. Per onsite observation, no sharing worker situation. Per facility management, no business relationship with above companies. The main processes as cutting, sewing, checking and packing. No obvious peak season and non-peak season was found in the last 12 months.

Remark:

1. No canteen, kitchen, dormitory, security guards or transportation were provided for all workers. The security guards were owned by the industrial park.
2. No production process was subcontracted by the auditee.
3. There are no agencies used by the auditee, which makes the agency labour contract not applicable.
4. There are no contractor, Government waivers and collective bargaining agreement, which makes them not applicable.
5. The auditor took photos, reviewed documents and worker interviewed freely and the factory representative signed the audit finding report.

Ratings Summary


Auditee's background information			
Auditee's name :	Huizhou Huaxing Sports Goods Ltd.	Legal status :	Limited company
Local Name :	惠州桦兴运动用品有限公司 (91441300MA51R0178N)	Year in which the auditee was founded :	2018
Address :	ZONE B 4/F, BLOCK 2, CHANGFANG INDUSTRIAL PARK, NO.1 XINGYUN EAST ROAD, ZHONGKAI HIGH-TECH DISTRICT HIGH-TECH INDUSTRIAL PARK	Contact person (please select) :	Tongfa Xu
Province :	Guangdong	Contact's Email :	charles@welon-cn.com
City :	Huizhou	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	N/A
Country :	China	Website of auditee (if applicable) :	N/A
GPS coordinates :	N23°07'17.64", E114°33'53.02"	Total turnover (in Euros) :	2000000.00
Sector :	Non-Food	Of which exports % :	90.00
Industry :	Toys and Games	Of which domestic market % :	10.00
If other, please specify :		Production volume :	300000 pieces per year
Product Group :	games	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	aquatic sports products, buoyant clothes		

Auditee's employment structure at the time of the audit		
Total number of workers :	37	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	11	26
Temporary workers	0	0
In management positions	2	1
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	9	15
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	11	26
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 - 187149] Audit Date: 20/07/2020 PA Score: D

Deadline date:30/06/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee established a management system to ensure daily operations work in line with amfori BSCI conduct of code, social responsibility policy was established. Ms. Rongxia Zhang/Administration Supervisor was responsible that the amfori BSCI social requirements. The amfori BSCI COC and TOI were signed before this audit. The supplier control procedure was established. The auditee established the workforce planning and cost accounting procedure.

企业已建立了管理系统，确保日常运营工作从符合amfori BSCI行为准则，企业已建立了社会责任政策。企业的张荣霞女士/行政主管负责amfori BSCI社会责任要求。企业在评估前已签了amfori BSCI 行为守则和商业伙伴专用实施条款。供应商控制程序已经建立。企业建立建立了产能规划和成本核算程序。

- 1.1 -** The factory had established the amfori BSCI management system, such as working time policy, wage calculation policy, recruit policy and so on, but the system was not implemented effectively, during this audit, the OT exceed 36 hours per month and five insurance did not cover all employees, through Ms. Rongxia Zhang/management representative interview, 1. The auditee did not respect and monitor the effectiveness of management system. Such as how to monitor the worker's working hours, how to improve the social insurance participant etc. 2 auditee did not check the overtime working hour's implementation and social insurance participant according to the requirement of amfori BSCI and established effective correct action to improve the issues.

工厂有建立amfori BSCI管理体系，比如工时制度，工资核算制度，招聘政策等，但是未有效执行该体系，在此次审核中月加班超36小时并且五险未覆盖所有的员工，张荣霞女士/管理者代表访谈表示，1.被审核方未充分尊重和监控管理体系的有效性。例如：如何监控员工的工作时间，如何提高参保等 2. 被审核方也未按amfori BSCI要求去检查加班和参保的执行情况并建立有效的纠正措施来改善问题。

- 1.4 -** The factory had developed a cost accounting procedure document, but the company didn't have a good capacity planning to meet the expectations of the delivery order led to the monthly OT exceed 36 hours.

工厂制定了成本核算程序文件，但是没有有一个完善的产能计划去完成预期的订单交货以致于员工在月加班超36小时。

Remarks from Auditee:

None

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 187149] Audit Date: 20/07/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory set up the workers involvement and protection policy, related communication/complaint handling/training procedure/regulation were set up. The factory defined the long-term goal of worker protection according to amfori BSCI code. No trade union was available, 1 worker representative was elected by workers on 6 January 2020, worker representative clear about her right and duty, she could assess to workers, address workers' concerning with management. Workers received the training on workers right and duty during entry. Based on workers interview, they were clear about their right and duty, knew about the complaint handling process in the factory.

工厂建立了员工参与及保护的策略，建立了相关的沟通及抱怨处理，培训程序；并根据amfori BSCI行为守则建立了员工长期保护目标。工厂没有成立工会，但是在2020年1月6日由工人投票自由选举了1名员工代表，员工代表了解她的权利及职责，她可以自由接触员工，将员工的关注与管理层沟通解决。工人入职时有获得工人权利及义务的培训，据员工访谈，工人对他们在工厂工作期间的权利，义务，及抱怨投诉流程均有所了解。

Remarks from Auditee:

None

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

Full Audit [Audit Id - 187149] Audit Date: 20/07/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory respected the right of workers to form unions in a free and democratic way and workers' right to bargain collectively. Worker representative was elected by workers without any interference from factory management. There was no trade union in the place, but one worker representative was elected. No discriminate against the worker representatives.

工厂尊重工人以自由和民主的方式结社的权利和工人的集体谈判权。工人代表由工人自由选举而不受管理层干涉。工厂未成立工会，但是有1名工人代表被选举出来。无歧视对待工人代表。

Remarks from Auditee:

None

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 187149] Audit Date: 20/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory had established the prevent discrimination management procedure, and trained to all workers and supervisors. Workers came from different provinces. There was no discrimination about religion, origin, political affiliation or age when recruiting process and working process. Workers regularly received training to prevent discrimination of different forms and grievance mechanism was available to report any kind of discrimination and the factory promised to investigate per the non-discrimination policy. The last training date was 10 July 2020.</p> <p>工厂建立了预防歧视管理程序, 并给所有工人和管理人员进行了培训。工人来自于各省。工厂在招聘和工作过程中, 无宗教、血缘、政治和年龄等歧视。工人定期接受培训以防止不同形式的歧视并提供申诉机制给工人报告歧视情况, 工厂承诺对此进行调查。最近一次培训日期是2020年7月10日。</p>	
Remarks from Auditee: None	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 187149] Audit Date: 20/07/2020 PA Score: A	Deadline date:30/06/2021
GOOD PRACTICES: The factory provided fair remuneration scan before the audit. 工厂在审核之前提供了公平报酬快速扫描。	
AREAS OF IMPROVEMENT: <p>The auditee established the compensation and wage procedure to ensure that all workers had been paid at least minimum wages for regular working hours, and legal required overtime premium (150%, 200% and 300% of regular wages for regular overtime, rest day overtime and statutory holiday overtime) to pay and etc. The welfare policy included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave etc. Local legal minimum wage was RMB1550 per month which equivalent to RMB8.91/ hour after 1 July 2018. The payroll records from July 2019 to June 2020 were provided for review. The wages were paid at hourly rate, and the minimum wage was RMB1600 per month which equivalent to RMB9.2/hour which more than the legal minimum wage. No illegal deduction was made from workers' wage. The social insurance was purchased by the factory for parts of workers.</p> <p>受审核方建立了薪酬福利的程序文件以确保所有员工至少达到最低工资, 以及法定加班工资(平时加班, 周末加班和法定节假日加班支付基本工资的1.5倍, 2倍和3倍)支付给员工等。福利政策包括带薪法定节假日、病假、年假、婚假、产假等假期。2018年7月1日之后当地法定最低工资是人民币1550元每月等同于人民币8.91元/小时。2019年7月至2020年6月的工资记录提供查看。员工工资是时薪制支付的。最低支付每月1600人民币等同于人民币9.2元/小时, 高于当地最低工资。工资中无违规扣款。工厂为部分员工提供了社会保险。</p> <p>5.5 - Currently, there were total 37 employees, No employee joined the factory within one month and no retired employee. As per recent 12 months social insurance records, 17 employees were covered by 5 kinds of social insurance including endowment insurance, unemployment insurance, maternity insurance, medical insurance and injury insurance in June 2020. There were 20 employees uncovered by any 5 kinds of social insurance. All employees participated the rural social pension insurance, but no evidences of the rural social pension insurance were provided for review. The workers did not purchase the social insurance who were permanent workers.If the employees were willing to join, the factory would purchase insurance for employees. Most of workers interview, they said that they did not like to purchase the social insurance. The auditee provided commercial insurance for 27 employees (including 20 employees uncovered by injury insurance, with valid from 2 November 2019 to 1 November 2020. Reference law: the PRC Labor Act (1995), Article 72&73. Remark: there were 25 persons on the social insurance records of June 2020, the facility stated that 8 out of them were the relatives and friends of boss and provided the statement for review.</p> <p>目前有37名员工, 没有员工入职一个月之内, 没有退休年龄员工, 根据最近12个月的社保记录, 在2020年6月有17名员工购买了社会五项保险, 包括养老保险, 失业保险, 生育保险, 工伤保险和医疗保险。有20名员工没有覆盖任何五项保险。所有员工都参加新农合保险, 但是没有提供参加新农合的证据, 没有购买社会保险的员工都是工厂的正式工。只要员工愿意参保, 工厂就会购买保险给员工, 大部分员工也表示, 不愿意参保。被审核方有提供商业保险给27名员工(含20名没有覆盖到工伤保险的), 有效期从2019年11月2日到2020年11月1日。参考法规: 中华人民共和国劳动法, 第72和73条。备注: 2020年6月的社保记录上有25人参保, 工厂表示其中有8人是其老板的亲友并提供了声明文件查看。</p>	
Remarks from Auditee: None	

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 187149] Audit Date: 20/07/2020 PA Score: D

Deadline date:30/06/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee established the working hour's management procedure. According to review the workers' working hours' management procedure, the procedure instructed that the workers regular working hours was 8 hours a day and 40 hours a week. Fingerprinting and face attendance system were used for tracking the working hours for the employees. The time in and out was recorded accurately. There was one shift for all workers, worked from 08:00am to 05:30 pm with 1.5 hour lunch break from 12:00pm to 1:30pm. There is no Sunday overtime or statutory holiday overtime conducted for employees in the auditee. Time records from 1 July 2019 to 20 July 2020 were provided and 8 samples were randomly selected for review. Maximum 2 hours overtime daily, maximum 20 hours overtime weekly and maximum 94 hours overtime monthly. During the worker interview, workers confirmed that they worked overtime voluntarily. 150%, 200% and 300% of normal rate would be compensated for overtime on normal working days, rest day and statutory holidays.

受审核方建立了工作时间的管理程序。根据对员工工作时间管理程序的审阅，该程序定义员工的正常工作时间为每日8小时每周40小时。指纹和面部考勤系统用来追踪员工工作时间，员工进出时间记录清楚。所有员工只有一个班次，工作时间是上午8:00到下午5:30，午休1.5小时（中午12:00至下午1:30）。员工在周日和法定节假日不加班。2019年7月1日至2020年7月20日的考勤已提供，并查看了8名员工的考勤。日最大加班2小时，周最大加班20小时，月最大加班94小时。员工访谈确认，加班自愿。被审核方按基本工资的1.5倍，2倍及3倍支付工人平时加班，周末加班及假日加班的工资。

- 6.2 -** The working time management system was established, and management knew the related laws, but the facility recording system did not have the capacity to flag excessive working hours which resulted in the monthly OT exceed 36 hours, and no overtime control was done by factory and no tracking on overtime working was made. The working time records from 1 July 2019 to 20 July 2020 (audit day) provided by the factory and reviewed the time records of 8 employees, showed that the monthly overtime hours exceeded 36 hours in all months. For three sampled months: the maximum monthly overtime was 82 hours in June 2020; the maximum monthly overtime was 72 hours in April 2020; the maximum monthly overtime was 94 hours in August 2019, from 1 July 2020 to 20 July 2020 (audit day) the maximum monthly OT was 56 hours and 2 hours per day. Reference law: PRC Labour Law article 41.

工作时间管理系统已建立，并且管理层了解相关的法规，但是工厂考勤系统没有预警加班超时的功能导致月加班超36小时。工厂没有对加班进行管控，也没有对加班进行跟踪。从2019年7月1日到2020年7月20日（审核当天）的考勤表并且查看了8人的考勤显示，月加班在所有月份中超过36小时。比如以下抽样的三个月：在2020年6月最高月加班时间是82小时。在2020年4月最大月加班时间是72小时，在2019年8月最大月加班时间是94小时，从2020年7月1日至2020年7月20日（审核当天）最大月加班是56小时和2小时每天。参考法律法规:中华人民共和国劳动法第41条。

Remarks from Auditee:

None

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 187149] Audit Date: 20/07/2020 PA Score: A

Deadline date:30/09/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee had established the health and safety management procedure. And provided the health and safety training such as PPEs use and fire drill etc, to all workers. The Fire inspection records was provided on audit day. The auditee had established the hazard risk assessment management procedure and the risk assessment records were provided for review. The last date was 1 April 2020. 2nd container was provided for the chemical and the MSDS was post onsite. There were two first aiders in the company. The first aid boxes were provided in workshop. Employees had the right to remove themselves from imminent danger without seeking permission from the company. The latest firefighting drill was conducted on 15 May 2020. The toilet and the workshop were kept clean. The clean drinking water was provided in production building and the testing report was provided for review, which was meet standard, drinkable water could be accessed by the workers at any time. Based onsite observation, there were adequate emergency lightings, fire extinguishers, fire hydrants, automatic spraying system and fire alarms in production area and warehouse. Two cargo lifts were used in the factory and the valid inspection report was provided for review. Remark: No canteen, kitchen, dormitory and transportation were provided.

受审核方建立了健康安全程序，提供了健康安全的培训如PPE使用和消防演习等给所有员工。在审核当天提供了生产楼的消防验收记录。工厂建立了风险评估程序并且提供了风险评估记录给与查看。最近一次日期是2020年4月1日，化学品提供了二次容器并且现场张贴了MSDS。工厂有2名急救员，药箱有提供在车间，员工有权利使自己远离即时发生的危及自身安全的严重危险，而不需要公司的事前准许。2020年5月15日进行了最近一次消防演习。厕所以及车间均保持良好的清洁度。生产楼提供干净的饮用水，饮用水检测报告已提供，饮用水符合饮用标准，员工随时可以接触到饮用水。通过现场观察，在生产区和仓库安装有足够的应急灯、灭火器、消防栓，自动喷淋系统和消防警铃。工厂使用了两台货梯并且提供了有效的检验报告。备注：没有提供餐厅，厨房，宿舍和交通工具。

- 7.1 -** The factory has a responsible person to collect the applicable OHS laws, but some laws not updated timely, e.g. Fire Control Law of the People's Republic of China was the version 2009, not the version of 2019 etc. the last updated date was 1 August 2019.
工厂有人负责健康与安全的法律法规的收集，但是收集的部分法律法规不是最新的，比如中华人民共和国消防法，收集的是2009版，不是最新的2019版等 最近一次更新法规日期是2019年8月1日。

- 7.17 -** It was noted that the transmission belts of 1 sewing machine in the sewing workshop were not equipped with pulley guards. It is noted that the gap of guards of at least 3 fans in the workshops is large enough to put the fingers into it. Reference laws: Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene

审核时发现车缝车间有1台缝纫机没有为外露的传动皮带安装皮带保护罩。车间至少有3台风扇孔径较大，手指可伸入内。参考法规：《生产设备安全卫生设计总则》第6.1.6条

Remarks from Auditee:

None

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 187149] Audit Date: 20/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No child labor was found in the factory. The youngest worker was 22 years old in the factory. The factory established no child policy for preventing from employing child labor. The factory also established remedial policies and procedures for further protection in case children are found to be working. 没有发现童工。工厂最年轻的员工现已满22周岁。工厂建立了禁止使用童工的政策。工厂同时建立童工的补救政策和程序以在意外情况下招到童工时对其进行保护。	
Remarks from Auditee: None	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 187149] Audit Date: 20/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Protection young worker labor procedure was established, no young worker was used in the factory. 工厂已经建立了未成年工保护程序，工厂没有使用未成年工。	
Remarks from Auditee: None	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 187149] Audit Date: 20/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: All the workers were signed valid labor contract with factory when joined the factory, and one copy was kept by workers, and all the workers were provided adequate trainings on factory rules, legal regulations, H&S laws, etc. when joined the factory. No illegal employment relation was found. 所有员工在入职时与工厂签署了有效的劳动合同，并且员工保留一份，员工入职时，工厂为员工提供了包括厂规，有关法规，健康安全法规等。工厂不存在违法用工。	
Remarks from Auditee: None	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 187149] Audit Date: 20/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Forbidden bonded labor procedure, forbidden forced labor procedure, etc. were established, and the procedures have been trained to workers, the factory treats all the workers friendly, no forced labor was found in the factory. 工厂建立了禁止使用担保劳动，禁止使用强迫劳工等程序文件，并且这些程序文件已培训给了所有员工，员工与管理层的关系和谐，友好相处，未发现存在强迫劳工。	
Remarks from Auditee: None	

Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - 187149] Audit Date: 20/07/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Environment management procedure was established, the environmental impact registration form was provided for review. Waste Disposing Management Procedure was established. The factory established regulations to define to reduce the resource on water and electric using. The statistics of water and power were conducted by factory monthly; the statistics records were available for review. The factory did not generate industrial waste water. No obvious pollution found in this factory. The factory is applicable to emission registration. As the deadline is not reached, it is temporarily acceptable that the factory fails to apply for online emission registration.

工厂建立了环境保护管理程序，环境影响登记表已提供审核。废弃物处理程序已经建立。工厂建立了节约用水以及节约用电的管理规定。工厂每月一次统计用水和用电量，统计记录已提供审核。工厂没有产生生产废水，在审核工厂没有发现明显的污染情况。该工厂适用排污登记，因还没到截至时间，故工厂未在网办理排污登记暂可接受。

Remarks from Auditee:

None

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 187149] Audit Date: 20/07/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Anti-corruption procedure was established and has been trained to all the workers, actual records including payrolls, attendance records, production records, etc. were provided for review. The factory signed social agreement with all the suppliers. The factory established information protection procedure to protect the data of workers, customers, suppliers, etc.

工厂建立了反对腐败程序规定，并对所有员工进行了培训。工厂提供了准确的包括工资表，考勤记录和生产记录在内的各类记录。工厂已经与供应商签署了社会责任协议。工厂建立了信息保护管理程序以保护包括员工，客户和供应商在内信息资料。

Remarks from Auditee:

None

Summary

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	20/07/2020	187149	D	A	A	A	A	D	A	A	A	A	A	A	A	C

Producer Photos



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



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



Photo first aid facilities
First aid box.jpg



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



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



Photo of fire safety equipment
Evacuation plan.JPG



Photo of fire safety equipment
Fire alarm.JPG



Photo of fire safety equipment
Fire extinguishers.JPG



Photo of fire safety equipment
Fire hydrant.JPG



Photo of fire safety equipment
Testing fire hydrant.JPG

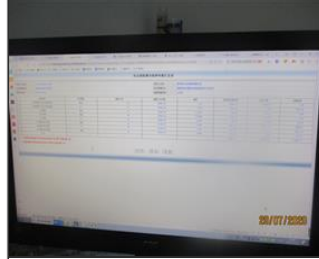


Photo of non-conformity
NC 5.5 The social insurance was not enough.jpg

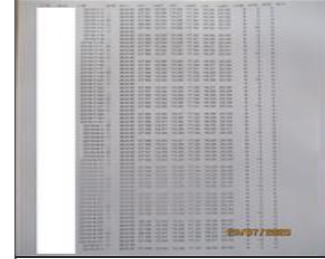


Photo of non-conformity
NC 6.2 The overtime exceed 36 hours monthly.jpg

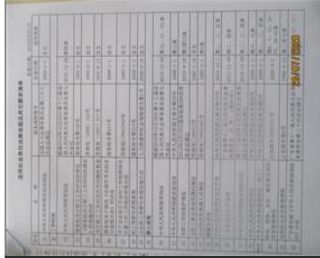


Photo of non-conformity
NC 7.1 The law was not updated.JPG



Photo of non-conformity
NC 7.17 No pulley guards.jpg



Photo of non-conformity
NC 7.17 The gap was large.JPG



Photo of the code of conduct on display
amfori BSCI COC posted.jpg



Photo of the sanitary facilities
Toilet.JPG



Photo of the inside of the main production hall
Cutting.jpg



Photo of the inside of the main production hall
Fingerprinting and face attendance machine.JPG



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



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

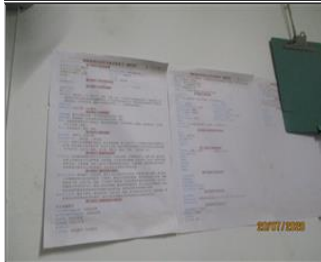


Photo of the inside of the main production hall
MSDS.JPG



Photo of the inside of the main production hall
Potable water area.JPG



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



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



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



Photo of the inside of the main production hall
Warning sign.JPG