
Auditee :	Shenzhen Highstar Electrical Co., Ltd
Audit Date From :	11/05/2020
Audit Date To :	13/05/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV SUD
Auditor's Name(s) :	Neal Mo(Lead)
Auditing Branch (if applicable) :	TUV SUD China



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Rating Definitions

Rating	A combination of ratings per Performance Area where:	Consequence																																							
<p>A Very Good</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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<p>B Good</p>	<ul style="list-style-type: none"> • Maximum 3 Performance Areas rated C • No Performance Areas rated D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p>C Acceptable</p>	<ul style="list-style-type: none"> • Maximum 2 Performance Areas rated D • No Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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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																													
<p>D Insufficient</p>	<ul style="list-style-type: none"> • Maximum 6 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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>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	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	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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D	D	D	D	D	D	D	E	E	E	E	E	E																													
<p>E Unacceptable</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
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																													
<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

Main Auditee Information



Name of producer :	Shenzhen Highstar Electrical Co., Ltd		
DBID number :	25337		
Audit ID :	179982		
Address :	F2,3,4,5/B6,Yalian Highstar Industrial Zone, Wuhe Rd. No.5022, Bantian Street, Longgang District Shenzhen		
Province :	Guangdong	Country :	China
Management Representative :	Yuping Wang		
Contact person:	Yuping Wang	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Electrical supplies
Product Type :	desk lamp, acoustics, electronic gifts		

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 type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input checked="" 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 : 13/05/2021

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

[Location and size]:
The audited company of Shenzhen Highstar Electrical Co., Ltd is registered at F2,3,4,5/B6,Yalian Highstar Industrial Zone, Wuhe Rd. No.5022, Bantian Street, Longgang District, Shenzhen City, Guangdong China.
The company was established on January 12, 1999. The business license number is 91440300708473882H.
The total land area is about 1900 square meters, with construction area of 7650 square meters.

[Structure of facility]:
Within the premises, the audited factory occupied the 2nd to the 5th floors of one 7-storey production building and the 8th to 9th floors of one 10-storey dormitory building. No canteen was available.
The productive operation included was soldering, assembly and packing.

[Employee analysis]:
There were 169 employees working in the factory.
Among them 113 were production employees and 56 were non-production employees. 28 were local and 141 were migrant. 63 were male employees and 106 were female employees.

[Summary of working hour]:
Timecard records from May 2019 to May 2020 were provided for review and those months of January 2020, March 2020 and April 2020 were selected as samples. There was not any peak season in the factory.
Employees used face/fingerprint scan system to record working hour information. Normal weekly working hour was 40. There was 1 shift for workers in the factory, from 8:30am-12:30pm, 1:30pm-5:30pm. 2 hours of weekday overtime per day and 4-8 hours of rest day overtime per week were conducted based on production needs. No statutory holiday overtime was conducted. Reasonable rest breaks and the 7th day of rest were guaranteed. The maximum daily working time was 10 hours (8 hours regular+2 hours overtime) per day and maximum weekly working time was 58 hours (40 hours regular time + 18 hours overtime). The maximum monthly overtime was 60 hours. The overtime was paid by 150% and 200% of normal rate for weekday and rest day overtime, respectively.

[Summary of compensation]:
Payroll from May 2019 to April 2020 were provided for review and those months of January 2020, March 2020 and April 2020 were selected as samples. Workers were paid by hourly rate. Wages were issued before the 12th day of each month through. The minimum wage was guaranteed. The lowest basic wages paid for workers were RMB2200 per month, which was equal to local minimum wage.
The overtime was paid by 150% and 200% of normal rate for weekday and rest day overtime, respectively. No mandatory holiday overtime was conducted. No illegal deduction was made.

[Summary of interview]:
Worker interview were conducted by individually and in group.
Randomly selected 16 employees, no complaint was raised.

[Special scene during on site observed]:

1. No agency workers or contractors were used so no agency labor contract or contractor license was available.
2. No collective bargaining agreement was concluded in the factory so no collective bargaining agreement was available.
3. No inconsistency regarding working information was detected so no inconsistencies between timecard records and production records were available.
4. No government waiver was available.
5. No canteen was provided, so no such photos were uploaded.
6. The factory rented the production site, so the name on construction approval was not that of the audited factory.
7. The audited factory locates at the same building with the other two factories named Shenzhen Jiayida Electric Appliance Comany Limited on the 1F and Shenzhen Lianhong Logistics Co., Ltd. on 6F and 7F, the audited factory provided their business licenses and rental agreements for review, and no common and exchange workers are found during this audit. And the other parts of the dormitory building are used by the mentioned two other factories too.
8. Auditor name: Neal Mo, APSCA registration number: RA21700750.



Ratings Summary



Auditee's background information			
Auditee's name :	Shenzhen Highstar Electrical Co., Ltd	Legal status :	Ltd company
Local Name :	深圳市好时达电器有限公司 (91440300708473882H)	Year in which the auditee was founded :	1999
Address :	F2,3,4,5/B6,Yalian Highstar Industrial Zone, Wuhe Rd. No.5022, Bantian Street, Longgang District	Contact person (please select) :	Yuping Wang
Province :	Guangdong	Contact's Email :	wypwdc@126.com
City :	Shenzhen	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 :	North 22°40'27", East 114°3'53"	Total turnover (in Euros) :	10000000.00
Sector :	Non-Food	Of which exports % :	50.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	50.00
If other, please specify :		Production volume :	500000 pieces per month
Product Group :	Electrical supplies	Production cost calculation :	No
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	desk lamp, acoustics, electronic gifts		

Auditee's employment structure at the time of the audit			
Total number of workers :	169	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	63	106	
Temporary workers	0	0	
In management positions	5	4	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	40	101	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	63	106	
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 - 179982] Audit Date: 11/05/2020 PA Score: D

Deadline date:31/12/2020

GOOD PRACTICES:

No good practice was observed.

AREAS OF IMPROVEMENT:

During the audit it was noted that the factory had established social compliance policy and procedures based on BSCI standards. The system was generally implemented in the factory and its main business partners that are identified based on the procedures. The factory had nominated a senior manager, who had good understanding of BSCI standards, for the establishment, implementation and maintenance of the BSCI system. Regular internal audits based on BSCI standards were conducted to the audited factory and some of its main business partner. Information regarding BSCI issues were shared between management and workers periodically. However, gaps have been identified in implementation. 审核发现工厂已经基于BSCI的标准建立起了一套社会责任政策和程序。这个系统在工厂和基于该系统确认的主要合作伙伴中大体被执行。工厂指定了一名对BSCI要求比较了解的高级管理人员来负责BSCI系统的建立、施行和维护。工厂与其部分主要合作伙伴均定期进行内部审核。涉及BSCI事项的交流也在管理层与员工间定期进行。但是在执行的过程当中还是存在以下差距:

- 1.1 - The factory had established the BSCI system. The system was generally implemented. However, not all BSCI requirements were fully followed for some performance areas and continuous improvement was needed.
工厂建立了BSCI体系, 体系总体上在实施中。然而, 在一些执行领域中, 并非所有的BSCI要求均得到了遵循, 工厂仍然需要进行持续改善。
- 1.4 - The factory had established the capacity management procedure and conducted capacity assessment. However, the assessment did not include cost calculation and excessive monthly overtime work happened too.
工厂建立了产能管理程序并进行了产能评估, 但是评估没有包含成本计算, 另外也仍然存在有月加班超时的情况。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 179982] Audit Date: 11/05/2020 PA Score: A

Deadline date:31/08/2020

GOOD PRACTICES:

No good practice was observed.

AREAS OF IMPROVEMENT:

During this audit, the social compliance policy and procedures had been established based on BSCI standards and had covered workers' involvement and protection in the factory. The exchange meeting was held regularly to discuss factory issues regarding BSCI requirements and training to enhance employees' understanding of BSCI standards was provided too. The BSCI standard were also taken into business operation, such as workshop safety, timely and sufficient payment. In addition, the factory had the established grievance mechanism. Employees could raise their complaints through suggestion box, worker representative and directly communication with the senior management. The channels were set and promised secretive, necessary investigation would be taken per the established grievance procedures, though currently no grievances were raised yet. However, gaps have been identified in implementation.

审核发现厂内已经基于BSCI标准建立了社会责任政策和程序, 其中包含了员工参与和保护的部分。工厂定期举行交换看法的会议讨论厂内与BSCI要求相关的事项并且提供培训给员工以加强员工对BSCI的了解。一些BSCI的要求也结合到实际工作中, 如车间安全、准时足额支付报酬等。此外, 工厂建立了申诉机制。员工可以通过意见箱、员工代表和直接与高层管理沟通的方式去提出申诉。虽然当前并没有收到申诉, 但是根据建立起来的申诉程序, 这些沟通渠道是设立起来并且保密的, 必需的调查也要进行。但是在执行的过程当中还是存在以下差距:

- 2.5 - The factory had set grievance mechanism and provided different report channels. Workers were aware of the grievance mechanism. However, the satisfaction survey for the mechanism was not conducted.
工厂建立了申诉机制并提供了不同的申诉渠道, 员工知晓申诉机制, 但是工厂没有对机制进行满意度调查。

Remarks from Auditee:

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

Full Audit [Audit Id - 179982] Audit Date: 11/05/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

No good practice was observed.

AREAS OF IMPROVEMENT:

During the audit, the factory had established policies to guarantee the rights of freedom of association and collective bargaining. There were 3 worker representatives elected by employees. Per the workers' and worker representative's statement, they were not limited or other unfair treatment by the factory on organizing, joining and voting for a legal worker organization and collective bargaining. The communication between workers and worker representative was not restricted per the interview. Currently, no collective bargaining existed in the factory.

审核发现, 工厂建立起了政策去保证自由结社和集体谈判的权利。厂内有3名由员工选举的员工代表。根据员工和员工代表的陈述, 工厂对于员工成立、参加和投票一个合法工人组织和集体谈判没有任何限制和其他的不公平对待。访谈显示员工与员工代表之间的沟通并无受限。当前厂内没有进行集体谈判事项。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 179982] Audit Date: 11/05/2020 PA Score: A	Deadline date:
GOOD PRACTICES: No good practice was observed.	
AREAS OF IMPROVEMENT: During the audit, the factory had established policies and procedures to identify different forms of discrimination and ensure no discrimination on gender, religions, nationalities, etc. would occur. For example, the hiring procedure guaranteed that recruitment was only based on skills but not gender, nationalities, etc.. The remuneration policy required that workers at the same position should receive equal payment, etc. Training for no discrimination was provided to management and workers was provided. Grievance mechanism for reporting discrimination was provided to workers. Currently no discrimination was reported. 审核发现, 工厂建立政策和程序去区分歧视的形式并确保没有基于性别、宗教信仰、民族等的歧视情况发生。譬如, 招聘政策确保招聘只基于技能而不是性别、民族等; 工资福利政策确保同工同酬原则等。不歧视的培训也提供给了管理人员和员工。工厂也向员工提供了举报歧视情况的申诉机制。当前并无员工进行歧视申诉。	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 179982] Audit Date: 11/05/2020 PA Score: A	Deadline date:
GOOD PRACTICES: The factory had conducted local decent living wage assessment. 工厂进行了当地的体面生活工资评估。	
AREAS OF IMPROVEMENT: During this audit, it was noted that the factory had established wage system based on BSCI standards and local requirements. Workers were paid by hourly rate. Wages were issued before the 12th day of each month through. The minimum wage was guaranteed. The lowest basic wages paid for workers were RMB2200 per month, which was equal to local minimum wage. Wages were issued timely per the payroll records and interview. Pay slips were provided so workers could understand the composition of their wages. No illegal deduction was made. All workers were covered with social insurance per the online declaration records, management and worker interview. Currently, because of the COVID-19 pandemic local government allowed companies and workers to defer payment of social insurance as long as payment is made within three months after the pandemic. Meanwhile, the service of social insurance will continue even payment of social insurance is deferred. Therefore, the factory and workers paid the social insurance till January 2020 currently but timely declared the social insurance online. 审核发现工厂有基于BSCI标准和当地法规要求建立起了一套薪酬系统。员工以时薪制支付。工资在每月12号前通过银行发放。最低工资受到保障。员工最低月薪为2200元, 持平当地的最低工资水平。根据工资记录和访谈, 工资准时发放。工厂提供工资条给员工以使员工明白其工资构成。没有非法扣款的情况。根据网上的社保申报记录, 管理人员和员工访谈, 所有员工参加了社会保险。当前, 由于COVID-19疫情, 当地政府允许其余和工人延迟支付社保费用, 只需要在疫情结束后3个月内支付即可。在这段期间, 即使延迟支付社保费用, 社保服务不会中断。因此, 工厂和员工的社保费用现在支付到了2020年1月, 但是有在线上进行及时的社保申报。	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 179982] Audit Date: 11/05/2020 PA Score: D	Deadline date:31/12/2020
GOOD PRACTICES: No good practice was observed.	
AREAS OF IMPROVEMENT: During the audit, it was noted that employees used face/fingerprint scan system to record working hour information. Normal weekly working hour was 40. There was 1 shift for workers in the factory, from 8:30am-12:30pm, 1:30pm-5:30pm. 2 hours of weekday overtime per day and 4-8 hours of rest day overtime per week were conducted based on production needs. No statutory holiday overtime was conducted. Reasonable rest breaks and the 7th day of rest were guaranteed. The maximum daily working time was 10 hours (8 hours regular+2 hours overtime) per day and maximum weekly working time was 58 hours (40 hours regular time + 18 hours overtime). The overtime was paid by 150% and 200% of normal rate for weekday and rest day overtime, respectively. Overtime work was conducted voluntarily per the interview. However, gaps have been identified in implementation. 审核发现, 员工使用刷脸/指纹系统记录工时信息。正常周工作时间为40小时。所有员工只上一个班次, 从上午8点半到中午12点半, 下午1点半到下午5点半。根据生产需要每天加班2小时, 周末加班4-8小时。法定节假日没有加班的情况。合理的休息时间和第七天休息均得到保证。最多日上班时间为10小时(8小时正班时间+2小时加班时间), 最多周上班时间是58小时(40小时正班时间+18小时加班时间)。平时及周末加班费分别以正常工资的150%及200%支付。根据访谈, 加班是自愿性质。但是在执行的过程当中还是存在以下差距: 6.2 - The monthly overtime working hour of 16 out of 16 sampled workers in April 2020 and 14 out of 16 sampled workers in March 2020 had exceeded 36 hours. The maximum monthly overtime working hour reached 60 hours in March 2020. This is in violation of PRC Labor Law article 41. 2020年4月的全部16名抽样员工以及2020年3月16名抽样员工中的14名员工, 他们的月加班时间均超过了36小时, 其中在2020年3月最多达到了60小时。	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 179982] Audit Date: 11/05/2020 PA Score: A	Deadline date:31/08/2020
GOOD PRACTICES: No good practice was observed.	
AREAS OF IMPROVEMENT: <p>The factory had established policies and procedures according to BSCI standards and local law requirements for occupational health and safety and implemented the system. Risk assessment was conducted in the factory. Regular health and safety training was provided to workers on work station safety, machine safety, use of PPE, use of chemicals, etc. Written accident and emergency protocol was set and drills were conducted regularly. Firefighting equipment, such as fire extinguishers and fire hydrants were sufficiently available and functional in the factory. Sufficient safety exits were provided. Clear evacuation signs and emergency lights were provided for safety exits. Evacuation paths were wide enough for evacuation. Clean drinking water and rest rooms were always accessible without restrictions. Dormitory was clean and safe. The temperature, humidity and lighting were satisfactory in the factory. However, gaps have been identified in implementation. (Remark: No transportation or canteen was provided to employees.)</p> <p>工厂基于BSCI标准和当地法规对于职业健康和安全的要求建立了政策和程序并基本上实施了系统。工厂进行了风险评估，提供定期的职业健康安全培训给员工，内容涉及到工位安全、机器安全、劳保用品使用、化学品使用等。工厂建立了书面的意外紧急预案并定期进行演习。如灭火器消防栓等的消防设施在厂内配置足够且具备功能。厂内有足够的安全出口。清晰的逃生标识和应急灯也有提供在安全出口处。逃生通道宽度足够逃生。干净的饮用水和卫生间不受限制的提供。宿舍干净安全。厂内温湿度以及光照均令人满意。但是在执行的过程当中还是存在以下差距：（备注：工厂没有提供交通工具、饭堂给员工使用。）</p> <p>7.10 - The factory set up systems for recording and reporting occupational accidents and injuries and no accidents and injuries happened during the audit period. However, the recording sheets did not specify how long workers were incapacitated. 工厂建立了工伤事故记录和汇报机制，审核期间未发生工伤事故。但是，工伤记录表格未体现工人误工时间。</p>	
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 179982] Audit Date: 11/05/2020 PA Score: A	Deadline date:
GOOD PRACTICES: No good practice was observed.	
AREAS OF IMPROVEMENT: <p>During the audit, 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. The child labor remediation procedure was also established to handle child labor issue. The factory maintained the copies of all workers' age documents. Currently the youngest worker in the factory was 19 years old.</p> <p>审核发现，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。工厂同时建立了童工补救措施去处理童工问题。工厂保留了所有员工的年龄文件复印件。当前工厂最年轻员工为19岁。</p>	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 179982] Audit Date: 11/05/2020 PA Score: A	Deadline date:
GOOD PRACTICES: No good practice was observed.	
AREAS OF IMPROVEMENT: <p>During the audit, it was noted that the factory had established policies and procedure to identify young workers. A procedure regarding working conditions of young workers was also established to handle young worker issue and to minimize the risks in case young workers were hired in the future. Currently no young worker was hired in the factory and the youngest worker in the factory was 19 years old.</p> <p>审核发现工厂建立了政策和程序去识别未成年工。一个针对未成年工工作条件的程序也建立起来去处理将来雇佣未成年工涉及的事项和降低风险。当前并无未成年工在工厂内，年纪最少的员工年龄为19岁。</p>	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 179982] Audit Date: 11/05/2020 PA Score: A	Deadline date:
GOOD PRACTICES: No good practice was observed.	
AREAS OF IMPROVEMENT: <p>The factory has established a policy based on BSCI standards and local law requirements to protect employment relationship. All hired workers signed labor contracts with the audited factory within one month and a copy of labor contract was provided to each worker. There was no evidence to show the factory tried any unfair employment method to reduce its obligations.</p> <p>工厂基于BSCI的标准和当地法规要求建立了包含雇佣关系的政策和程序。所有雇佣的员工都会与所审核的工厂在工作一个月内签订劳动合同并且会保留一份劳动合同副本给员工。没有任何证据显示工厂是同通过不公平的雇佣方式去减少其义务。</p>	
Remarks from Auditee:	

Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 179982] Audit Date: 11/05/2020 PA Score: A	Deadline date:
GOOD PRACTICES: No good practice was observed.	
AREAS OF IMPROVEMENT: The factory has established a policy based on BSCI standards and local law requirements to identify and prevent bonded labor. Training for identifying and reporting bonded labor was provided to workers periodically. There was not any form of bonded labor observed or reported during the audit. 工厂基于BSCI的标准和当地法规要求建立了识别和防止强迫劳工的政策和程序，定期给员工提供强迫劳工的识别与报告。在这次审核中没有发现或者得到报告强迫劳工的情况。	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 179982] Audit Date: 11/05/2020 PA Score: A	Deadline date:
GOOD PRACTICES: No good practice was observed.	
AREAS OF IMPROVEMENT: The factory had established an environment procedure based on BSCI standards and local law requirements to identify the impacts of its activities to the environment. The factory had conducted environment impact of this business activities and obtained approval from environment department. The acceptance check of completion of environment projects was conducted. Regular waste discharge monitoring was conducted too. Training regarding environment protection was provided to workers. Hazardous waste was recycled by a qualified company. 工厂基于BSCI的标准和当地法规要求建立了识别其生产活动对于环境的影响的环境程序。工厂已就其经营活动进行了环境影响评估并获得了环保部门的批准。工厂进行了环境项目竣工验收，同时定期进行废物排放的监测。针对环境保护的培训也有提供给员工。有害废物由一家有资质的公司回收。	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 179982] Audit Date: 11/05/2020 PA Score: A	Deadline date:31/12/2020
GOOD PRACTICES: No good practice was observed.	
AREAS OF IMPROVEMENT: The factory has established a policy based on BSCI standards on ethical business behavior. Training for ethical business behavior was provided to workers. Based on onsite observation and the provided documents/ records, the factory provided sufficient information for this audit and no non-ethical behavior was observed. However, gaps have been identified in implementation. 工厂基于BSCI要求建立了商业道德规范政策。道德商业行为的培训也提供给了员工。根据现场观察和所提供的文件/记录，工厂在审核中提供充足的信息。当前审核没有发现不道德商业行为。但是在执行的过程当中还是存在以下差距： 13.2 - As per onsite observation, the factory had occupied F2, F3, F4, F5/B6, Yalian Highstar Industrial Zone, Wuhe Rd. No.5022, Bantian Street, Longgang District, Shenzhen City, Guangdong China. Through document review, the address on business license was F2,4,5/B6, Yalian Highstar Industrial Zone, Wuhe Rd. No.5022, Bantian Street, Longgang District, Shenzhen City, Guangdong China. However, the factory did not update their business license to register the 3F in their address. This is in violation of Regulations of PRC for controlling the registration of enterprises as legal persons Article 17. 现场走访时发现，企业的实际经营地址为深圳市龙岗区坂田街道五和大道5022号亚莲好时达工业区六栋2楼、3楼、4楼、5楼；在文件审核时，发现营业执照上的地址为深圳市龙岗区坂田街道五和大道5022号亚莲好时达工业区六栋2楼4楼5楼。但是工厂没有更新营业执照来把3楼加到地址里去。	
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	11/05/2020	179982	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 entrance.JPG



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



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



Photo first aid facilities
First aid kit.JPG



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



Photo of fire safety equipment
Fire extinguishers.JPG



Photo of fire safety equipment
Fire hydrant.JPG



Photo of fire safety equipment
Sprinkler system.JPG

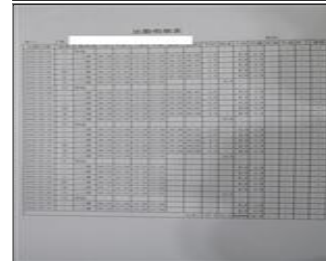


Photo of non-conformity
Excessive monthly overtime-a.JPG

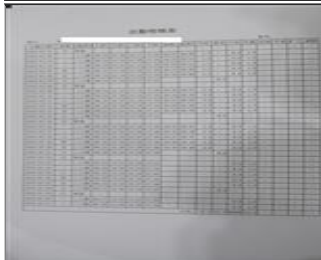


Photo of non-conformity
Excessive monthly overtime-b.JPG

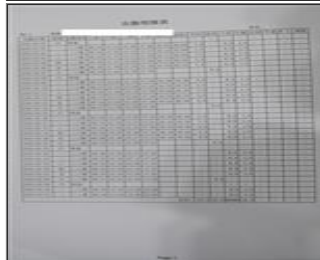


Photo of non-conformity
Excessive monthly overtime-c.JPG



Photo of non-conformity
No lost time injury calculation cost.JPG



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



Photo of the dormitories (if applicable)
Dormitory.JPG



Photo of the inside of the main production hall
Assembly and packing section.JPG



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



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



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



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



Photo of the sanitary facilities
Drinking water.JPG



Photo of the sanitary facilities
Toilets.JPG