

# Monitoring result for Ningbo Shimono Industry Co.,Ltd. on site Ningbo Shimono Industry Co., Ltd

## Monitoring

Monitored Party	: Ningbo Shimono Industry Co.,Ltd.
amfori ID	: 156-005969-000
Site	: Ningbo Shimono Industry Co., Ltd
Site amfori ID	: 156-005969-002
Address	: No. 588, North Guanshen Road, East Cixi Binhai Zone, : Cixi : Zhejiang Sheng : China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 15/08/2022
Expiration Date	: 15/08/2023

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## Overall rating

A	B	C	D	E	None
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## Section rating

PA1: Social Management System	C
PA 2: Workers Involvement and Protection	B
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	C
PA 6: Decent Working Hours	D
PA 7: Occupational Health and Safety	B
PA 8: No Child Labour	A
PA 9: Special Protection for Young Workers	A

PA 10: No Precarious Employment	A
PA 11: No Bonded Labour	A
PA 12: Protection of the Environment	B
PA 13: Ethical Business Behaviour	A

## General description

Auditing Company: Intertek

Auditor: Betty Lu

APSCA number: CSCA 21700266

Audit date: August 5, 2022

1. In view of the facilities, the auditee consists of one 2-storey with partial 3F building, one 2-storey building and one 3-storey building for workshop, warehouse and office, one 4-storey building for kitchen& canteen (1F) and dormitory (2-4F).
2. The Chinese name of the auditee is 宁波喜诺电器工业有限公司 and business license number is 91330282796033173H, and the auditee was established on January 2007. The main product is vacuum cleaner.
3. The management showed a positive attitude to this audit during the whole process. Document requested were provided timely. At the end of the audit, all the findings were accepted by the management.
4. All interviewed employees were satisfied with the auditee and no negative information was raised. The employees do enjoy working in the auditee. They are satisfied with their salary and management system. The auditee gives everybody equal opportunity.
5. 13 months and 4 days' (from July 1, 2021 to August 4, 2022) electronic attendance records were provided for review. And 12 months' (from July 2021 to June 2022) payroll records were provided for review. The local minimum wage standard was set at RMB 1800 per month equivalent to RMB10.34 per hour (1800/21.75/8) from 1 December 2017 to 31 July, 2021, and RMB 2070 per month equivalent to RMB11.90 per hour (2070/21.75/8) since 1 August 2021.
6. According to the attendance records provided by the auditee:
  - 1) In June 2022 (current month), the daily overtime hours of all 8 randomly selected employees was 0 hour, the monthly overtime hours of all 8 randomly selected employees were 32 hours;
  - 2) In December 2021 (random month), the daily overtime hours of all 8 randomly selected employees were 0-2 hours, the monthly overtime hours of all 8 randomly selected employees were 32-50 hours;
  - 3) In September 2021 (random month), the daily overtime hours of all 8 randomly selected employees were 0-2 hours, the monthly overtime hours of all 8 randomly selected employees were 32-48 hours.
7. Blow documents were not uploaded because: 1) There are no agencies used by the auditee, which makes the agency labour contract not applicable; 2) There are no contractors used by the auditee, which makes the contractor license not applicable.
- 3) No government waivers were available in the auditee, which makes government waivers not applicable; 4) No collective bargaining agreements were established in the auditee, which makes collective bargaining agreements not applicable. 5) No inconsistency was noted, which made the photo of inconsistencies between time and production records not applicable.
8. 19 employees are local workers from Zhejiang Province, 23 employees are domestic migrant workers from Heilongjiang, Anhui, Jiangsu, Jiangxi, Guizhou, Henan, Sichuan Province and Chongqing City. No foreign migrant workers in auditee.
9. The auditee conducted fire evacuation drill twice per year. All employees were required to participate. Through document review and employee interview, the current two fire evacuation drills were conducted on April 28, 2022 and November 3, 2021.
10. All employees in auditee were hired directly. No contractor or agency used in auditee.
11. The product in auditee is vacuum cleaner, and the main processes are injection, assembling, inspection and packaging.
12. The Covid-19 risk of the area the auditee located is defined as a low risk by government. Local government does not require companies to adopt the prevention and control measures. #Covid-19

Site Details

Site : Ningbo Shimono Industry Co., Ltd  
Site amfori ID : 156-005969-002

GICS Classification

Sector	: Consumer Discretionary	Industry	: Household Durables
Industry Group	: Consumer Durables & Apparel	Sub Industry	: Consumer Electronics

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

## Metrics

### Key Metrics

Total workforce	42 Workers
Legal minimum wage in local currency	2070 Monthly
Lowest wage paid for regular work at the site	2100 Monthly
Calculated living wage in local currency	2469 Monthly
Total sample	8 Workers

### Other Metrics

Male workers	19 Workers
Female workers	23 Workers
Permanent workers - Male	19 Workers
Permanent workers - Female	23 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	7 Workers
Management - Female	8 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	0 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	6 Workers
Domestic migrant workers - Female	17 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	19 Workers
Workers hired directly - Female	23 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	4 Workers
Sample - Female	4 Workers

## Findings

### PA1: Social Management System

1.1 The auditee had set up management procedures to implement the amfori BSCI Code of Conduct, but not all policies were properly implemented, such as excessive overtime hours which exceeded the legal requirement and etc.. It is partially against amfori BSCI Code of Conduct, Principle on Social Management System and Cascade Effect.

1.1 被审核方建立了确保amfori BSCI COC有效实施的管理制度，但是不是所有制度都得以有效实施，比如，加班时间超过法规要求等。部分尊重amfori BSCI 行为准则，社会责任管理体系及级联效应原则。

1.4 The auditee established production capacity assessment procedure. However, the auditee did not have a good capacity planning to meet the expectations of the delivery order, which led to the monthly overtime hours exceeded legal requirement. Through management interview, they understood the legal requirement, but they did not arrange workers' working hours and overtime-working hours properly because sometimes the order was urgent, and they could not ensure workers' overtime hours in accordance with the law requirements. The employees' monthly overtime hours exceeded 36 hours in most months in current year. It is partially against amfori BSCI Code of Conduct, Principle on Social Management System and Cascade Effect.

1.4 被审核方制定了生产能力评估程序，然而其没有一个完善的产能计划去完成预期的订单交货以致于月加班时间超过法规要求。根据管理人员访谈，他们了解法律要求，但是因为有时订单比较紧急，他们没有很好地安排工作时间和加班时间，无法确保工人的加班时间符合法规要求。员工近一年大多数月份的月加班超过36小时。部分尊重amfori BSCI 行为准则，社会责任管理体系及级联效应原则。

### PA 2: Workers Involvement and Protection

2.4 The auditee had provided training concerning amfori BSCI COC to employees, and the relevant training records were provided for review. However, according to employee interview, the interviewees did not know well about the amfori BSCI COC. It is partially against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.

2.4 被审核方提供了关于amfori BSCI COC的培训给员工，提供了培训记录供查阅，但根据员工访谈，被访的员工均不太了解amfori BSCI COC。部分尊重amfori BSCI 行为准则，工人参与度和保护。

2.5 The auditee had established a grievance procedure, and installed suggestion box, but the auditee did not publish the person responsible for its administration and grievance reporting hot line or email. And according to employee interview, the employees did not know who the grievance administrator was and they did not know the grievance reporting hot line or email. It is partially against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.

2.5 被审核方建立了文件化的申诉制度，也安装了意见箱，但是被审核方没有公告具体的负责人及其联系方式，如电话或邮箱等。且根据员工访谈，员工也不清楚申诉负责人是谁，不清楚其联系电话或邮箱。部分尊重amfori BSCI 行为准则，工人参与度和保护。

### PA 5: Fair Remuneration

5.4 It was noted that the auditee had no idea of evaluation the local living wage, and they had not done any survey or calculating of the local living wage before the audit. Through the document review and employee interview, employees were paid at least RMB2100 per month, which was lower than the local living wages calculated by audit company. It is against amfori BSCI Code of Conduct, Principle on Fair Remuneration.

5.4 被审核方没有意识去评估当地的最低生活需求工资，也没有在审核前完成最低生活需求工资的调查和计算。通过查阅工资记录和员工访谈，发现被审核方实际支付的最低基本工资是每月RMB2100，低于审计公司计算出的最低生活需求工资。未尊重amfori BSCI 行为准则，公平报酬。

5.5 Insufficient social insurance participated. Through reviewing the social insurance receipts during the recent 12 months from July 2021 to June 2022, auditor found that in June 2022 (current month of social insurance), out of all 42 employees (8 retired employees, no newly joined employee and no dispatched employee) in the auditee, 24 (70.6%) employees had participated in basic endowment insurance, basic medical insurance, unemployment insurance and maternity insurance, and 27 (79.4%) employees had participated in employment injury insurance. The auditee did not have the written procedure in terms of social insurance management, did not require all employees should participate in social insurance. Through employee interview, the reason why not all eligible employees participated in the social insurance was because some employees were unwilling to bear the co-payment part of basic endowment insurance, medical insurance and unemployment insurance. Meanwhile, the auditee had provided employer liability insurance for 13 employees who did not participate in any social insurance, the valid period was from September 22, 2020 to September 21, 2021, and September 22, 2021 to September 21, 2022. It is against amfori BSCI Code of Conduct, Principle on Fair Remuneration, and did not comply with requirement of Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance. Article 23 Employees shall participate in the basic medical insurance for employees. Article 33 Employees shall participate in the employment injury insurance. Article 44 Employees shall participate in unemployment insurance. Article 53 Employees shall participate in maternity insurance.

5.5 社会保险参保不足。通过文件审核，审核员查阅了2021年7月至2022年6月的社保收据，发现被审核方2022年6月的被审核方共有42名员工（有8名退休返聘人员，无新进员工，无劳务派遣工），24名员工（70.6%）参加了养老保险、医疗保险、失业保险和生育保险，27名员工（79.4%）参加了工伤保险。被审核方没有建立书面的社保管理制度，未规定所有员工均需参加社保。通过员工访谈了解到这些未参加社保的员工因为他们不愿意承担养老、医疗和失业的自费部分。另外，被审核方

## PA 5: Fair Remuneration

给13名未参加社保的员工购买了商业雇主责任险，有效期从2020年9月22日至2021年9月21日，2021年9月22日至2022年9月21日。未尊重amfori BSCI行为准则，公平报酬，且尚未符合《中华人民共和国社会保险法》第十条，职工应当参加基本养老保险，由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险，由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险，由用人单位缴纳工伤保险费，职工不缴纳工伤保险费。第四十四条 职工应当参加失业保险，由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险，由用人单位按照国家规定缴纳生育保险费，职工不缴纳生育保险费。

## PA 6: Decent Working Hours

6.2 Overtime hours exceeded the legal requirement. Through document review, auditor found that: 1) In December 2021 (random month), the monthly overtime hours of 4 out of 8 randomly selected employees were 50 hours; 2) In September 2021 (random month), the monthly overtime hours of 4 out of 8 randomly selected employees were 48 hours. It was noted that the computerized attendance system did not have the capability to flag excessive overtime hours. The auditee had established working hour control policy, but was not implemented effectively. Through management interview, they stated that the workshop need to conducted excessive overtime to finish the delivery order in time. Through employee interview, they said they were willing to conduct overtime work to earn more money, and it was voluntary to work overtime. It is against amfori BSCI Code of Conduct, Principle on Decent Working Hours, and did not comply with PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.

6.2 加班时间超过法规要求。通过文件审核，审核员发现：1) 在抽取的2021年12月份（随机月）的考勤中，8名随机抽取的员工中有4名员工的月加班时间为50小时；2) 在抽取的2021年9月份（随机月）的考勤中，8名随机抽取的员工中有4名员工的月加班时间为48小时。被审核方的考勤系统没有加班超时的警示提醒功能。被审核方制定了工时控制政策，但是没有有效实施。通过管理人员访谈，他们表示车间需要进行超时加班工作来按时完成订单。通过员工访谈，员工表示愿意进行加班工作来获取更多报酬，且加班是自愿的。未尊重amfori BSCI行为准则，体面劳动时间，且不符合《中华人民共和国劳动法》第41条，用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时；因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。

## PA 7: Occupational Health and Safety

7.1.1 No occupational health examination was provided to the employee engaged in post with occupational disease hazards. It was noted that noise and dust existed in crushing process, hazardous dust existed in tin-soldering process, noise existed in ultrasonic process and hazardous chemical existed in silk-printing process. However, the auditee did not provide occupational health examination to the only 1 employee in the crushing process, 1 employee in the tin-soldering process, 1 employee in the ultrasonic process and 1 employee in the silk-printing process. Although the auditee knew about the requirement on occupational hazardous management, they did not perform relevant management measures (such as conducting occupational hazard factor testing and arranging occupational health examination). It is against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety, and did not comply with the PRC Law of Prevention and Control of Occupational Diseases Article 35, the employer shall conduct regular occupational health examination for those labourers who are engaged in works with occupational hazard(s) as required by the public health administrative department under the State Council. 7.1.2 The auditee collected occupational health and safety regulations applicable for its activities and established relevant safety procedure, but parts of them were not properly implemented, such as partial products were stacked against the wall, no occupational health examination was provided to employees engaged in post with occupational disease hazards, etc. It is partially against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety

7.1.1 被审核方没有为从事职业性危害作业的员工提供职业健康检查。审核发现被审核方碎料工序存在噪音和粉尘，焊锡工序存在有害烟尘，超声波工序存在噪音，丝印车间存在有害化学品。但是被审核方没有提供职业病体检给仅有的1名碎料员工、1名焊锡员工、1名超声波工序员工和1名丝印员工。虽然被审核方管理人员了解职业危害管控的要求，但是未实施相应的管控措施（如进行职业危害因素检测和安排职业病体检）。未尊重amfori BSCI行为准则，职业健康与安全，且不符合《中华人民共和国职业病防治法》第三十五条，对从事接触职业病危害的作业的劳动者，用人单位应当按照国务院卫生行政部门的规定组织上岗前、在岗期间和离岗时的职业健康检查，并将检查结果书面告知劳动者。职业健康检查费用由用人单位承担。用人单位不得安排未经上岗前职业健康检查的劳动者从事接触职业病危害的作业；不得安排有职业禁忌的劳动者从事其所禁忌的作业；对在职业健康检查中发现有与所从事的职业相关的健康损害的劳动者，应当调离原工作岗位，并妥善安置；对未进行离岗前职业健康检查的劳动者不得解除或者终止与其订立的劳动合同。职业健康检查应当由取得《医疗机构执业许可证》的医疗卫生机构承担。卫生行政部门应当加强对职业健康检查工作的规范管理，具体管理办法由国务院卫生行政部门制定。7.1.2 被审核方识别收集了健康安全相关法律法规，并建立相关的安全程序。但是其中一部分没有恰当实施，比如被审核方仓库存放的部分货物靠墙堆放和被审核方没有为从事职业性危害作业的员工提供职业健康检查，等等。部分尊重amfori BSCI行为准则，职业健康与安全

7.2 Insufficient employment injury insurance participated. Through reviewing the social insurance receipts during the recent 12 months, auditor found that in June 2022 (current month of social insurance), out of all 42 employees (8 employees were retired employees, no newly joined employees and dispatched employees) in the auditee, only 27 (79.4%) employees had participated in employment injury insurance. Meanwhile, the auditee had provided employer liability insurance for 13 employees who did not participate in any social insurance, the valid period was from September 22, 2020 to September 21, 2021, and September 22,



## PA 7: Occupational Health and Safety

2021 to September 21, 2022. However, 2 out of 42 employees did not participate in any injury insurance. It is partially against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety, and did not comply with requirement of Social Insurance Law of the People's Republic of China, Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees.

7.2 工伤保险参保部分不足。通过查看被审核方最近12个月的社保收据, 审核员发现2022年6月(社保当前月), 被审核方所有的42名员工中(8名退休员工、新进员工及劳务派遣员工), 只有27名(79.4%)员工参加了工伤保险。另外, 被审核方给13名未参加社保的员工购买了商业雇主责任险, 有效期从2020年9月22日至2021年9月21日, 2021年9月22日至2022年9月21日。42名员工中的2名员工未参加任何工伤保险。部分尊重amfori BSCI 行为准则, 职业健康与安全, 且不符合《中华人民共和国社会保险法》第三十三条 职工应当参加工伤保险, 由用人单位缴纳工伤保险费, 职工不缴纳工伤保险费。

7.3 The auditee conducted risk assessment, but did not allocate adequate human and financial resources to ensure that the identified risks were mitigated, such as partial materials were stacked against the wall. It is partially against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety

7.3 被审核方进行了各项风险评估, 但是没有根据识别出的风险采取足够的消除或减缓风险的措施, 如被审核方仓库存放的部分货物靠墙堆放。部分尊重amfori BSCI 行为准则, 职业健康与安全。

7.6 Employees did not properly wear PPE (Personal Protective Equipment). During onsite tour, auditor found that there was 1 employee working in welding workshop who contact with hazardous dust, but he did not wear gas mask which was provided by auditee. The auditee established PPE management procedure, and provided PPE and training for relevant employees, but did not execute and inspect well. It is partially against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety, and did not comply with Law of the PRC on Work Safety article 42, manufacturing units shall provide personal protective equipment to employees. Manufacturing units shall supervise and train employees to ensure they properly wear and use the personal protective equipment.

7.6 员工未按要求佩戴劳动防护用品。在现场巡查时, 审核员发现在焊锡车间1名员工作业时没有佩戴被审核方提供的防毒口罩。被审核方建立了劳保用品管理程序, 给相关人员提供了劳保用品及其培训, 但未很好地执行和检查。部分尊重amfori BSCI 行为准则, 职业健康与安全, 且不符合《中华人民共和国安全生产法》第42条, 生产经营单位必须为从业人员提供符合国家标准或者行业标准的劳动防护用品, 并监督、教育从业人员按照使用规则佩戴、使用。

7.7 No safety label for hazardous chemical. During auditee tour, auditor found that there was no safety label for some chemical such as thinner and etc. used in printing workshop on 2/F of the 3-storey building in the auditee. The auditee established chemical management procedure, and provided training for relevant employees, but did not execute well. It is partially against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety, and did not comply with the Regulations on the Safe Use of Chemicals in Workplace, Article 12 The unit, which uses chemical, shall set up identification label for all chemicals in using. For dangerous chemical, a safety label shall be applied and MSDS be provided for worker.

7.7 危险化学品没有安全标识。在现场巡查时, 审核员发现被审核方一栋三层建筑的二楼丝印车间使用的化学品如稀释剂等无安全标识。被审核方建立了化学品管理程序, 提供了相关的程序, 但没有很好地执行。部分尊重amfori BSCI 行为准则, 职业健康与安全, 且不符合《工作场所安全使用化学品规定》第十二条, 使用单位使用的化学品应有标识, 危险化学品应有安全标识, 并向操作人员提供安全技术说明书。

7.11-1 Partial materials were stacked against the wall and pillar. During onsite tour, partial materials (around 30%) stored in the warehouses were put against the wall and pillar directly. The auditee established warehouse management procedure, but not executed well. Other materials in warehouse were stored according to law requirement. It is partially against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety, and did not comply with General Rules for Fire Safety Management of Storage Occupancies XF1131-2014 Article 6.8: The distance between the objects and the wall shall not be smaller than 0.5m; The distance between any pile of objects and the pole shall not be smaller than 0.3m. 7.11-2 No report of construction completion acceptance for corridors was provided. It was noted that the auditee added 2 enclosed corridors between production buildings, but the auditee did not obtain the report of construction completion acceptance for corridors. All main constructions completion acceptance report was provided for review. It is partially against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety, and did not comply with PRC Construction Law Article 61, a construction project handed over for acceptance checks for completion must conform to the prescribed construction project quality standards, be provided with complete project technical and economic data and signed project warranty, and be provided with other qualified conditions for completion as prescribed by the state. A construction project may only be handed over for use upon passing the acceptance checks for completion; no construction project shall be handed over for use without going through the acceptance checks for completion or passing the acceptance checks for completion.

7.11-1 被审核方仓库存放的部分货物靠墙靠柱堆放。通过现场走访, 审核员发现被审核方仓库存放的部分货物(约30%)靠墙靠柱堆放。被审核方建立了仓库货物管理程序, 但未很好地执行。其他货物摆放符合要求。部分尊重amfori BSCI 行为准则, 职业健康与安全, 且不符合《仓储场所消防安全管理通则》XF1131-2014 6.8 库房内堆放物品应满足以下要求: 1 堆垛上部与楼板、平屋顶之间的距离不小于0.3m(人字屋架从横梁算起); 2 物品与照明灯具之间的距离不小于0.5m; 3 物品与墙之间的距离不小于0.5m; 4 物品堆垛与柱之间的距离不小于0.3m; 5 物品堆垛与堆垛之间的距离不小于1m。7.11-2 没有提供连廊的竣工验收报告供审阅。审核发现被审核方在生产楼之间新建了2个封闭式的连廊, 但是无法提供连廊的竣工验收报告供审阅。所有主体建筑的竣工验收报告均已提供。部分尊重amfori BSCI 行为准则, 职业健康与安全, 且不符合《中华人民共和国建筑法》第六十一条, 交付竣工验收的建筑工程, 必须符合规定的建筑工程质量标准, 有完整的工程技术经济资料和经签署的工程保修书, 并具备国家规定的其他竣工条件。建筑工程竣工验收合格后, 方可交付使用; 未经验收或者验收不合格的, 不得交付使用。

Remark: The auditee did not provide transportation for employees.

备注: 被审核方未给员工提供交通。



## PA 7: Occupational Health and Safety

7.24 The auditee did not conduct evaluation on occupational hazard factors. It was noted that there was noise and dust existed in crushing process, hazardous dust existed in tin-soldering process, large noise existed in ultrasonic process and hazardous chemical existed in silk-printing process. Although the auditee knew about the requirement on occupational hazardous management, they did not perform relevant management measures (such as conducting occupational hazard factor testing and arranging occupational health examination). It is against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety, and did not comply with Provisions on the Supervision and Administration of Workplace Occupational Health Article 20, An employing entity with occupational hazards shall entrust an occupational health technical service agency with corresponding qualification to conduct evaluation on occupational hazard factors at least once every year. An employing entity with severe occupational hazards shall, in addition to the above requirement, entrusts an occupational health technical service agency with corresponding qualification to conduct assessment on occupational hazard status at least once every three years. The results of the evaluation and assessment shall be kept in archive, reported to local administration department of work safety, and announced to the workers.

7.24被审核方没有按要求进行职业危害因素检测。审核发现被审核方的碎料工序存在噪声和粉尘，焊锡工序存在粉尘，超声波工序存在噪声，丝印工序存在有害气体，虽然被审核方管理人员了解职业危害管控的要求，但是未实施相应的管控措施（如进行职业危害因素检测和安排职业健康体检）。未尊重amfori BSCI行为准则，职业健康与安全，且不符合《工作场所职业卫生监督管理规定》第二十条，存在职业病危害的用人单位，应当委托具有相应资质的职业卫生技术服务机构，每年至少进行一次职业病危害因素检测。职业病危害严重的用人单位，除遵守前款规定外，应当委托具有相应资质的职业卫生技术服务机构，每三年至少进行一次职业病危害现状评价。检测、评价结果应当存入本单位职业卫生档案，并向安全生产监督管理部门报告和劳动者公布。

## PA 12: Protection of the Environment

12.1 The auditee had conducted the identification of environmental factors and major environmental impact in the auditee, but the auditee did not establish the program on complaint with the outside sensitive receivers in regard to environment by document review, it did not effectively identify the outside sensitive receivers such as the other facilities, residents, schools, etc. in the auditee boundary. It is partially against amfori BSCI Code of Conduct, Principle on Protection of the Environment.

12.1 被审核方进行了环境因素识别和重大环境影响评估，但没有建立与外部敏感受体关于环境方面的沟通申诉程序文件，也未对周边敏感受体如学校、居民等进行有效识别。部分尊重amfori BSCI行为准则，保护环境。

12.4 No duplicated forms for transferring hazardous wastes. During facility tour, auditor found that the hazardous wastes, such as waste chemical containers, waste oil stained rag was generated from silk-printing workshop. However, the auditee could not provide the duplicated form for transferring hazardous waste to prove that they had transferred the hazardous waste to the qualified unit. The auditee had established hazardous waste management procedure, but not execute the procedure well. It is partially against amfori BSCI Code of Conduct, Principle on Protection of the Environment, and not comply with the Law of the People's Republic of China on Prevention and Treatment of Environmental Pollution Caused by Solid Waste Article 80, An entity engages in business activities of collecting, storing, utilizing and disposing of hazardous waste shall apply for and obtain a permit according to relevant state provisions. Specific administrative measure for the permit shall be provided by the state council. It is prohibited to engage in the business activities of collecting, storing, utilizing and disposing of hazardous waste without a permit or in violation with the provisions of the permit. It is prohibited to provide or entrust hazardous waste to an entity or other producers or business operator without a permit to engage in activities of collecting, storing, utilizing and disposing of hazardous waste.

12.4 危险废物没有交给有资质单位处置。在现场巡查时，审核员发现被审核方丝印车间产生危险废弃物，如废化学品桶、废油抹布等。在文件审核中，被审核方无法提供证据（危废处理合同、危废转移联单、危废处理单位资质等）证明危险废物是交给有资质的处理单位处理。被审核方建立了危险废弃物转运处理流程，但未很好地执行。部分尊重amfori BSCI行为准则，保护环境，且不符合《中华人民共和国固体废物污染环境防治法》第80条，从事收集、贮存、利用、处置危险废物经营活动的单位，应当按照国家有关规定申请取得许可证。许可证的具体管理办法由国务院制定。禁止无许可证或者未按照许可证规定从事危险废物收集、贮存、利用、处置的经营活动。禁止将危险废物提供或者委托给无许可证的单位或者其他生产经营者从事收集、贮存、利用、处置活动。