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Auditee :	<b>Anhui Cool Baby Science &amp; Technology Development Corporation</b>
Audit Date From :	<b>10/08/2020</b>
Audit Date To :	<b>12/08/2020</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>Shimaro Zhu(Lead)</b>
Auditing Branch (if applicable) :	<b>SGS CHINA</b>

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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 C C C C A A A A A 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 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.
<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 :	<b>Anhui Cool Baby Science &amp; Technology Development Corporation</b>		
DBID number :	<b>367081</b>		
Audit ID :	<b>189192</b>		
Address :	<b>Chengbei Industry Park, Jin'an Zone, Lu'an City</b>		
Province :	<b>Anhui</b>	Country :	<b>China</b>
Management Representative :	<b>Wenjian Li</b>		
Contact person:	<b>Wenjian Li</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Toys and Games</b>	Product group :	<b>games</b>
Product Type :	<b>Baby Stroller, Baby Bed</b>		

**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 : 12/08/2021

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	B	D	B	A	A	A	A	A	A

**Executive summary of audit report**

The auditee named 'Anhui Cool Baby Science & Technology Development Corporation' (安徽酷豆丁科技发展股份有限公司) was located at Chengbei Industry Park, Jin'an Zone, Lu'an City, Anhui Province, China (中国安徽省六安市金安区城北工业园). Based on business license review, the auditee was established on Oct.13, 2016 and the business license number was 91341500MA2N166J74 and it was valid from Oct.13, 2016 to long term. The main products manufactured by the facility were Baby Stroller and Baby Bed, the main processes in the facility included tube cutting, punching, injection molding, welding, pre-treatment, coating, wood working, fabric cutting, sewing, printing, assembling and packing.

The main buildings within the boundary included two 3-storey buildings and five 1-storey buildings for production and warehouse, one 5-storey office building and one 5-storey building for dormitory and kitchen & canteen. There were total 1571 employees in the facility during this audit, all employees were employed by the facility directly, there were no dispatched workers, and neither child labor nor young worker was found during this audit.

The regular working hour system of 8 hours per day and 40 hours per week was implemented in the facility. The workers' working hours were recorded by electronic attendance system (i.e. fingerprint and face recognition). There were no obvious peak / non-peak months in the facility. Two shifts (07:30-19:30; 19:30-07:30) were arranged to the workers of injection molding workshop, and one shift (07:30-11:30 or 07:00-11:00; 13:00-17:00) was arranged to the workers of other workshops, the maximum overtime hours were 2 hours per day and workers could have at least one day off per seven days, however, sampled workers' monthly overtime hours had exceeded legal requirements.

The facility paid workers' wages by bank transfer on the 30th of the following month without delay. Their wages were calculated by hourly rate, the minimum wages paid to workers were RMB11.49 per hour which was higher than local minimum wage standard (RMB1380 per month equal to RMB7.93 per hour) and correct overtime wages were guaranteed. The paid annual leaves and holidays were provided for workers as per the legal requirements. But the facility only provided social insurance to parts of workers.

Mr. Li Wenjian / Quality Manager and Mr. Zhang Wei / Worker Representative attended the opening and closing meetings, and both of them signed the onsite CAP, they agreed all findings and promised to take corrective actions for all findings as soon as possible.

The facility management showed a positive and cooperative attitude during this audit. The facility management agreed auditor conducted confidential interviews with workers who were chosen freely without any influence by the auditee. The randomly interviewed workers showed a cooperative attitude and most workers were satisfied with working conditions and welfare in the facility.

**Remark:**

- The audited facility was a group company and had total seven business licenses:
  - Anhui Cool Baby Science & Technology Development Corporation (安徽酷豆丁科技发展股份有限公司, business license No.: 91341500MA2N166J74; business term: Oct.13, 2016 to long term);
  - Anhui Cool Baby Children Product Limited Company (安徽酷豆丁儿童用品有限公司, business license No.: 913415007950692386; business term: Nov.3, 2006 to long term);
  - Lu'an Kubeibei Children Product Limited Company (六安酷贝贝儿童用品有限公司, business license No.: 91341500MA2MXM8525; business term: Jul.18, 2016 to Jul.17, 2026);
  - Lu'an Beisheng Fabrics Limited Company (六安贝升布艺有限公司, business license No.: 91341500MA2N9L3D3L; business term: Dec.19, 2016 to long term);
  - Lu'an Runfeng Plastics Limited Company (六安润丰塑胶制品有限公司, business license No.: 91341500MA2N9L4A5D; business term: Dec.21, 2016 to Dec.20, 2026);
  - Lu'an Chuanshi Hardware Accessories Limited Company (六安传世五金配件有限公司, business license No.: 91341500MA2N9L5C8E; business term: Dec.19, 2016 to Dec.18, 2026);
  - Lu'an Hengzhi Technology Limited Company (六安市恒智科技有限公司, business license No.: 91341502MA2U9BH64Q; business term: Nov.6, 2019 to long term).

Based on onsite observation, no production worker sharing was identified in the 7 companies above. Workers signed labor contracts with different companies, while documents of these companies and management employees of those companies were under the management of Anhui Cool Baby Science & Technology Development Corporation.

2. This audit was conducted by leader auditor Shimaro Zhu (RA 21701925) and member auditor Sam Yu (RA 21701963), this member auditor had passed the amfori BSCI training on Jun.15-19, 2020.

**Ratings Summary**



Auditee's background information			
Auditee's name :	Anhui Cool Baby Science & Technology Development Corporation	Legal status :	Ltd company
Local Name :	安徽酷豆丁科技发展股份有限公司(统一社会信用代码:91341500MA2N166J74)	Year in which the auditee was founded :	2016
Address :	Chengbei Industry Park, Jin'an Zone,	Contact person (please select) :	Wenjian Li
Province :	Anhui	Contact's Email :	lwj@ah-kdd.com
City :	Lu'an City	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	www.kudouding.com
GPS coordinates :	N: 31°48'15"; E: 116°32'22"	Total turnover (in Euros) :	45000000.00
Sector :	Non-Food	Of which exports % :	90.00
Industry :	Toys and Games	Of which domestic market % :	10.00
If other, please specify :		Production volume :	3,000,000 pcs per year
Product Group :	games	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Baby Stroller, Baby Bed		

Auditee's employment structure at the time of the audit			
Total number of workers :	1571	Total number of workers in the production unit to be monitored (if applicable) :	0
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>	
Permanent workers	543	1028	
Temporary workers	0	0	
In management positions	15	8	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	25	47	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	543	1028	
Production based workers	0	0	
With shifts at night	65	38	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

**Finding Report**



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

Full Audit [Audit Id - 189192] Audit Date: 10/08/2020 PA Score: D

Deadline date:31/12/2020

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

1. The audited facility had established the adequate management systems regarding social responsibility including written policies and procedures based on amfori BSCI Code of Conduct and relevant national laws & regulations, but no certificate about social responsibility management system was obtained by the facility; 2. The facility had appointed a management representative (Mr. Li Wenjian / Quality Manager) to be responsible for the implementation management of amfori BSCI Code of Conduct; 3. The facility had monitored the social responsibility management performance of its main next-tier major suppliers every year; 4. The facility had provided the necessary trainings to workers; 5. The facility had conducted annual internal audit and management review for the social responsibility management system, and had taken the corrective and preventive actions.
1. 工厂已经基于amfori BSCI行为守则和相关的国家法规建立了合适的社会责任管理体系包括书面的政策和程序，但还未取得社会责任相关的管理体系证书；2. 工厂指定了一名管理者代表（李文剑先生/品质经理）去负责amfori BSCI体系运营的管理；3. 工厂对其下一级主要供应商进行了每年的社会责任管理监控；4. 工厂给员工都提供了必要的培训；5. 工厂每年实施社会责任的内审和管理评审，并采取了纠正和预防措施。
- 1.1 -** The main auditee partially respects this principle, it was noted that the facility had established adequate social responsibility management systems including written policies and procedures based on amfori BSCI Code of Conduct and relevant national laws & regulations, but parts of social responsibility policies and procedures were not effectively implemented, during this audit, the non-compliance findings in some performance areas such as decent working hours, fair remuneration, and occupational health & safety were identified, e.g. workers' monthly overtime hours had exceeded the legal requirements, some workers did not have social insurance and no test of factors of occupational hazards was arranged for some posts with occupational disease hazards.  
被审核方部分遵循该准则，工厂已经基于amfori BSCI行为守则和相关的国家法规建立了合适的社会责任管理体系包括书面的政策和程序，但是部分社会责任政策和程序未得以有效地去执行，本次审核在部分绩效区域比如体面的劳动时间、公平报酬、和职业健康和安全管理方面有发现不符合项，比如，工人的月加班时间超过了法规的要求，部分工人未缴纳社保，以及工厂未对部分存在职业病危害的岗位进行职业危害因素监测。
- 1.4 -** The main auditee partially respects this principle, because the audited factory had established a capacity planning program, but the factory did not arrange production plan in accordance with amfori BSCI requirement of overtime strictly, the factory did not control workers' overtime hours as per the legal requirements strictly, so that monthly overtime hours of workers had exceeded the legal requirements.  
被审核方部分遵循该准则，因为尽管工厂已经制定了产能规划的制度，但是工厂并未按amfori BSCI加班时间的要求严格安排生产计划，工厂没有按法规要求来严格管控工人的加班时间，导致员工的月加班时间超过了法规的要求。

**Remarks from Auditee:**

None

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

Full Audit [Audit Id - 189192] Audit Date: 10/08/2020 PA Score: A

Deadline date:31/08/2020

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

- The audited facility had provided the trainings about amfori BSCI COC to all workers and management regularly, and the amfori BSCI COC was posted in the workshop. The facility had established a grievance mechanism for individuals and communities, the interviewed workers stated they clearly knew the grievance mechanism, they could go directly to the management for grievance, or through suggestion box and workers' representatives without any retaliation. There were no complaints in the past one year based on documents review and interview with workers and management. The interviewed workers stated that they were satisfied with working conditions and facility management, there was nothing to complain about. The facility also had established long term goals to protect workers according to the amfori BSCI Code of Conduct and local laws.  
被审核工厂有定期地给所有工人和管理层提供了amfori BSCI行为准则相关的培训，并且工厂在车间张贴了amfori BSCI行为准则。被审核工厂有建立一套针对个人和社区的申诉机制，访谈的员工表示他们清楚地知道申诉机制，他们有问题可以直接找管理层，通过意见箱或找工人代表反映，不会遭受打击报复。根据工人和管理层访谈以及文件查阅，在过去一年内，无员工进行过申诉。访谈的员工表示对工厂管理人员和工作环境感到满意，没有什么可抱怨的。工厂也依据amfori BSCI行为准则和当地法律法规制定了长期目标以保护员工。
- 2.4 -** The main auditee partially respects this principle, the audited factory had provided relevant training on amfori BSCI Code of Conduct to all workers and posted amfori BSCI Code of Conduct in the workshop, but most interviewed workers didn't understand the contents of the amfori BSCI Code of Conduct clearly, the factory did not fully verify the training effectiveness; and most of them did not know where amfori BSCI Code of Conduct was posted.  
被审核方部分遵循该准则，被审核工厂已经给所有工人提供了amfori BSCI行为守则的培训并且在车间张贴了amfori BSCI行为守则，但是大部分的访谈员工不能清楚地了解amfori BSCI行为守则的相关内容，工厂未能充分地去验证培训的效果；并且大部分访谈的工人不知道amfori BSCI行为守则张贴在何处。

**Remarks from Auditee:**

None



<b>Performance Area 3 : The rights of Freedom of Association and Collective Bargaining</b>	
Full Audit [Audit Id - 189192] Audit Date: 10/08/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> Workers could freely organize or join the worker organization such as worker representative and/or trade union in free and democratic way, which did not need to obtain the permissions from the auditee's management in advance. There were five worker representatives elected freely by workers in Apr. 2020, the regular meetings between the management and workers' representatives were held to review, discuss and solve the workers' concerns. Based on worker representative interview, it was noted that the facility did not discriminate against worker representatives and the worker representatives could openly and freely contact and interact with workers within the workplace. The facility respected workers' right to bargain collectively, but now there was no collective bargaining agreement established in the facility. 工人可以自行选择和以民主的方式建立或加入工人组织，而无需提前获得工厂授权。工厂在2020年4月由工人自由选举出了五名工人代表，工人代表会定期和管理层开会以检讨、讨论和解决工人的关注。根据和员工代表访谈，被审核方没有对员工代表的歧视行为，工人代表在工作场所可以自由开放的联系或接触工人。工厂尊重工人的集体谈判的权利，但目前被审核方未建立集体谈判协议。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 189192] Audit Date: 10/08/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The main auditee had established adequate and effective policies and procedures on anti-discrimination and provided relevant trainings to all workers, workshop leaders and managers. The age, marital status, gender, religion, region or disability would not be considered when the workers were employed or promoted. HBV or the pregnancy test were not required prior to the hiring by the facility. The female workers were treated the same as the male workers in the enjoyment of welfare benefits. 被审核方制定了充分且有效的禁止歧视的书面政策和程序并通过培训传达给所有工人，车间主管和经理。员工不会由年龄、婚姻状况、性别、宗教、地域或者残疾来决定其是否被雇佣或者晋升。新员工在入职前不会被工厂要求进行孕检和乙肝的检查。女工在享受福利待遇方面享有与男工平等的权利。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 189192] Audit Date: 10/08/2020 PA Score: B	Deadline date:31/12/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The local minimum wage standard of Lu'an city was RMB1380 per month, i.e. RMB7.93 per hour since Nov.1, 2018. Workers' wage records from Jul. 2019 to Jun. 2020 were available for review, all workers were paid by hourly-rate wages. The minimum wages paid to the workers were RMB11.49 per hour, which were higher than the local minimum wage standards. The facility provided overtime wages to all workers in accordance with legal requirements which were 150%, 200% and 300% of normal wages for overtime work on regular weekdays, rest days and statutory holidays respectively. The whole month was counted as a wage calculation cycle, and the corresponding wages were paid through bank transfer on 30th of the following month, no wage delay payment occurred. Pay slips were also provided to workers for verifying their wages when the wages were paid. The facility provided paid holidays and annual leaves to workers. No illegal deductions were made from workers' salaries. 六安市自2018年11月1日之后的最低工资标准为1380元/月，也就是7.93元/小时。工厂提供了2019年7月至2020年6月的工人工资供审核，所有工人均为计时制工资，工厂支付给员工的最低工资是11.49元/小时，高于当地最低工资标准。被审核方按照法规要求支付了员工的加班费，也就是支付了基本工资的1.5倍，2倍和3倍作为工人平时加班，周末加班和法定假日加班的加班费。工资计算周期是每月1号至月底，工资在下个月30号以银行卡转账形式发放，未发生迟发工资的情况。工厂在发工资时提供了工资条给工人用于工资核查。工厂向工人提供了带薪年假和带薪病假。厂内没有非法扣款的情况。 <b>5.5 -</b> The main auditee does not respect this principle, because the factory did not provide social insurance to employees as per the legal requirements. There were total 1571 employees including 194 employees who had reached the retirement age working in the factory during this audit. Based on the recent four months' social insurance payment records review from Apr. 2020 to Jul. 2020 and interview with workers and management, it was noted that the factory only provided retirement and unemployment insurance to 320 employees, provided medical and maternity insurance to 323 employees, and provided accident insurance to 1361 employees. The factory had provided commercial injury insurance to all other employees including retired employees who did not have accident insurance. 被审核方未遵循该准则，因为工厂未按照法规要求给员工缴纳社保。工厂目前合计共1571名员工，其中有194名到达退休年龄的工人。根据工厂提供的最近四个月（2020年4月到7月）的社保缴费凭证和工人与管理层访谈，工厂只给320名员工缴纳了养老和失业保险，给323名员工缴纳了医疗和生育保险，给1361名员工缴纳了工伤保险。工厂给所有其他没有工伤保险的工人包括退休工人购买了商业意外险。	
<b>Remarks from Auditee:</b> None	



<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 189192] Audit Date: 10/08/2020 PA Score: D	Deadline date:31/12/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The audited facility adopted electronic attendance system (fingerprint and face recognition) to record workers' working hours, this electronic attendance system was running effectively. Regular working hour system implemented in the facility was 8 hours per day and 40 hours per week. Two shifts were arranged for the workers in the injection molding workshop, and only one shift was arranged for the workers in other workshops. The maximum overtime hours were 2 hours per day and 1 day off after 6 consecutive working days were guaranteed. Workers worked overtime voluntarily in the facility, they could refuse overtime arrangement without bearing any consequences. And workers had rights to have a rest during working time, such as access to toilet or drinking water. There were no inconsistencies on working hours identified during this audit.</p> <p>被审核工厂通过电子考勤系统（指纹和面部识别）来记录员工的工作时间，电子考勤系统有效运作。工厂正常的工作时间为每天8小时，每周工作40小时。注塑车间的工人两班运作，而其他车间的工人均为长白班。工人的日加班最大为2小时，工人每工作6天会休息1天。工厂内加班均为自愿，员工可以拒绝加班，而不用承担任何后果。同时员工允许在工作时间获得必要的休息，比如上厕所，饮水等。本次审核未发现工时方面不一致。</p> <p><b>6.2 -</b> The main auditee does not respect this principle because workers' monthly overtime working hours had exceeded the legal requirements. Based on the provided electronic time records review from Jul.1, 2019 to Aug.11, 2020, it was identified that about 80% sampled workers' monthly overtime working hours in each month except February 2020 had exceeded the legal requirements of 36 hours per month. The maximum monthly overtime hours of sampled workers were 86 hours occurred in July 2019 and July 2020.</p> <p>被审核方未遵循该准则，因为工人的月加班时间超过了法规的要求。根据查看工厂提供的2019年7月1日到2020年8月11日的电子考勤记录，约80%的工人除了在2020年2月之外每月的月加班时间均超过了法规要求的36小时。抽样工人的最大月加班时间为86小时，发生在2019年7月和2020年7月。</p>	
<b>Remarks from Auditee:</b> None	

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

Full Audit [Audit Id - 189192] Audit Date: 10/08/2020 PA Score: B

Deadline date:31/12/2020

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The facility had established occupational health & safety management system and obtained the OHS certificate ISO45001: 2018. Health and safety committee was established with total ten members, and the health and safety meetings were held once per two months, the related meeting records were available, and the last one was conducted on Jun.10, 2020. Workers had the right to remove herself or himself from imminent danger without seeking permission from their management. The facility had obtained the fire safety certificates and building structure safety certificates for most facility buildings. Fire drills were conducted at least twice per year covering all areas, all shifts and all workers, the latest fire drill was conducted on Apr.10, 2020. Adequate fire fighting facilities including fire hydrants, fire extinguishers, and fire alarms etc. were installed in every workshop. Fire alarm, fire hydrant, evacuation sign and emergency light were effective based on the sampling testing onsite. The facility also entrusted external company to make a thorough overhaul of the fire protection facilities in the building once a year so as to ensure that they were in good condition and effective. On each floor, evacuation maps were posted visibly, and all evacuation aisles and safety exits were clear and were free of blockage. There were total 16 trained first aiders available in the facility and first aid kit was available onsite. Work-related injury records showed that no workers had been injured in the past one year. The special equipment including forklift, elevator and crane were tested regularly, and the related operators had obtained the valid operator certificates. Clean drinking water was provided to workers and it was tested every year. The clean and hygienic canteen and safety accommodation was provided for workers. No transportation was provided for workers.

工厂建立了职业健康与安全的管理体系并取得了相应的证书ISO45001:2018。工厂成立了健康安全委员会，由十名成员组成，健康安全会议每两个月举行一次，保留了会议记录，最近一次在2020年6月10日进行。员工有权在重大危险发生时立即撤离而不需要经过管理人员的许可。工厂取得了大部分建筑的消防验收报告和竣工验收报告。工厂每年安排至少两次消防演习，包含所有工人，所有班次和所有区域，最近一次消防演习在2020年4月10日。每个车间均配置了充足的消防设施包括消防栓，灭火器，警铃等，审核时经过测试，警铃，消防栓，疏散标识和应急灯都是有效的。工厂也委托外部单位对建筑消防设施每年进行一次全面检测，确保完好有效。每个车间都张贴了消防疏散图，所有出口和通道保持畅通，不被堵塞。工厂配备了十六名培训过的急救员，每个车间均配备了急救药箱。工伤记录显示过去一年无员工发生工伤。特种设备包括叉车、电梯和行车均定期进行检测，相应的操作工也取得了有效的作业证。工厂提供了免费干净饮用水给工人，并每年进行测试。工厂提供了干净卫生的食堂和安全的宿舍给工人，但工厂没有提供交通给工人。

**7.1 -** The main auditee partially respects this principle, because the auditee had established the procedure to identify the laws and regulations, and had identified and collected the laws and regulations regarding the occupational health and safety applicable for its activities, but the auditee was not in observance of the occupational health and safety laws and regulations completely, for example, there were non-compliance findings observed in Performance Area 7.3 and 7.11.  
被审核方部分遵循该准则，被审核方建立了法律法规识别程序，也识别和收集了适用其业务活动的职业健康安全法律法规，但是被审核方未完全遵守相关的职业健康与安全法律法规，比如在绩效区域7.3和7.11有发现不符合项。

**7.3 -** The main auditee partially respects this principle, the factory had carried out the risk assessments for safe, healthy and hygienic working conditions on a regular basis, but the factory did not provide occupational medical examinations to the workers conducting operations with exposure to occupational disease hazards at the printing & paint spraying posts, while there were occupational disease hazard factors such as benzene and toluene there.  
被审核方部分遵循该准则，工厂定期执行了有关安全、健康和卫生工作条件的风险评估，但是工厂未提供职业健康体检给印刷和喷漆工序的工人，这些工序存在职业病危害因素苯和甲苯等。

**7.6 -** The main auditee partially respects this principle, because the factory did not provide goggles to the workers at the paint spraying post.  
被审核方部分遵循该准则，因为工厂未提供护目镜给喷漆岗位的工人。

**7.7 -** The main auditee partially respects this principle, because no MSDS (Material Safety Data Sheet) was available for the paint used and stored areas of the paint spraying process.  
被审核方部分遵循该准则，因为工厂未在喷漆工序的油漆的存储和使用区域张贴油漆的MSDS(物质安全数据表)。

**7.11 -** The main auditee partially respects this principle; the factory did not obtain the fire safety certificate and building structure safety certificate for one 3-storey building. This building was built in the middle of two three-storey production buildings, and it was used for warehouse and corridor now, the factory management stated that the total floor area of this building was about 650 S.Q. meters, and it was constructed in year 2018. Besides, there was one 1-storey building for steel parts warehouse between two 1-storey buildings, the total floor area was about 3100 S.Q. meters, and it was constructed in year 2014, but the factory also did not obtain the fire safety certificate for this building.  
被审核方部分遵循该准则：工厂未取得一栋三层建筑的竣工验收合格证明和消防验收合格证明。这栋三层建筑建于两栋三层生产楼的中间，目前用于仓储和过道，管理层表示该建筑的建筑面积大约为650平方米，竣工于2018年。此外，工厂的两栋一层生产楼的中间有一个用作钢件仓库的一层建筑，建筑面积约为3100平方米，竣工于2014年，但是工厂也未取得此栋建筑的消防验收合格证明。

**7.17 -** The main auditee partially respects this principle, because based on on-site observation, most machines and equipment in the factory were properly safeguarded, but three sewing machines in the sewing workshop missed the finger safeguards.  
被审核方部分遵循该准则，因为基于现场观察，工厂内的绝大部分机器设备均妥善防护，但是缝纫车间有三台缝纫机未安装护指环。

**7.21 -** The main auditee partially respects this principle; the hygienic condition of the canteen and kitchen was acceptable, the permit for the kitchen & the canteen was obtained, and all kitchen workers had obtained the valid health certificates, however, the kitchen workers did not wear caps and masks when operating in the kitchen.  
被审核方部分遵循该准则：食堂的卫生状态良好，工厂已经取得了食堂的食品经营许可证，所有厨工都取得了健康证，但是，工厂厨房内的厨工在工作时未佩戴帽子和口罩。

**7.22 -** The main auditee partially respects this principle; through site tour, the washing rooms at the production areas were clean, but the factory did not provide soap and toilet paper in the washrooms.  
被审核方部分遵循该准则：现场查看，生产区域内的卫生间保持干净，但是工厂未在卫生间提供肥皂和厕纸。

**7.25 -** The main auditee does not respect this principle, it was noted that the factory had conducted regular tests of the occupational disease hazard factors at its work sites in April 2020, but the tests did not include the wood working workshop and printing/paint spraying workshops, while there were occupational disease hazard factors such as benzene, toluene, noise and dust existed in the mentioned workshops.  
被审核方未遵循该准则，工厂在2020年4月对工作场所进行了职业病危害因素的检测，但是未包含木工车间和印刷/喷漆车间，这些车间存在职业病危害因素如苯，甲苯，噪音和粉尘等。

**Remarks from Auditee:**

None

<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 189192] Audit Date: 10/08/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The main auditee had established documented policies and procedures about no child labour and child labour remediation program according to amfori BSCI COC and local laws &amp; regulations. Based on management interview, workers interview and document review, neither child labour nor historical child labour was detected in the facility. The facility management clearly understood the definition of child labour. Each applicant was required to fill in the entry registration sheet and present their original ID card to verify age, the facility kept personal files including ID copy of all workers. Confirmed with facility management, they didn't employ child labor, they also clearly knew how to deal with the issue if child labor was recruited by mistake.</p> <p>工厂根据amfori BSCI行为守则和当地的法律法规制定了书面的不使用童工的政策和程序文件以及童工补救措施。通过管理访谈, 员工访谈和文件审核, 没有发现工厂内有使用童工或者历史童工。管理层清晰了解童工的定义, 入职前的每名员工都需要填写入职登记表并提供身份证原件来核实年龄, 工厂保留了所有员工的个人档案包括身份证复印件。与管理人员确认, 他们不会录用童工, 他们也清楚地知道如果误招童工后如何去处理。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 189192] Audit Date: 10/08/2020 PA Score: A	Deadline date:31/08/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The audited facility had established young worker protection procedure in place to protect young workers not to work against conditions of work which were prejudicial to their health, safety, morals and development. Based on workers interview and documents review, related trainings on young worker protection were provided to all workers, workshop leaders and managers. There was no young worker under the age of 18 years old working in the facility.</p> <p>工厂已经建立了保护未成年工人的程序, 以保护未成年工不在有损其健康、安全、道德和发展的工作条件下工作。根据员工访谈和文件查阅, 工厂给所有工人、车间主管和管理人员提供了相关未成年工保护的培训。工厂内没有未满18周岁的未成年工人在此工作。</p> <p><b>9.1 -</b> The main auditee partially respects this principle; the factory had conducted the risk assessment on young worker protection regularly, but the risk assessment did not cover the printing and wood working workshops, e.g. the risks of chemicals used in the printing workshop and the noise and dust in the wood working workshop to young workers were not identified.</p> <p>被审核方部分遵循该准则; 工厂定期进行未成年工保护的风险评估, 但是未覆盖印刷和木工车间, 比如未识别出印刷车间使用的化学品以及木工车间的噪音和粉尘对未成年工的风险。</p>	
<b>Remarks from Auditee:</b> None	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 189192] Audit Date: 10/08/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The facility signed labor contracts with all employees in a timely manner and issued one copy to the workers. The contents of employees' labor contracts were complete, which contained all the clauses required by laws, such as the time limit for the employment contract, the work time, rest and vacation, the remunerations, the social insurance, the labor protection, working conditions and protection against occupational hazards and etc. Based on document review and employee interview, the labor contracts were written in local language (Chinese) and all employees could understand it. No illegal employment was identified during this audit.</p> <p>工厂及时与员工签订了劳动合同, 并提供了劳动合同副本给工人。员工的劳动合同内容是完整的, 包括了所有法律要求的项目, 如合同期限、工作时间、休息和假日, 工资报酬, 社会福利, 劳动保护、劳动条件和职业危害防护等等。通过文件审核和员工访谈, 合同是由本地语言书写(中文), 所有员工都能看懂。审核过程中, 工厂无不符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 - 189192] Audit Date: 10/08/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The main auditee established adequate and effective procedures and policies in place to prohibit the forced labor and prison labor, relevant trainings were provided to the workers. There was no visible restriction with regard to freedom of movement within the workplace of the facility. Employees were free to leave after the work ended. No deposit money or ID card was required to be logged by personnel for seeking the job in this audited facility. No personnel salary, benefits or property were withheld by the audited facility to pressurize the workers to continue to work in case they were unwilling due to any reason.</p> <p>被审核方建立了合适且有效的禁止强迫劳动和监狱劳工的书面程序和政策，并对员工进行了相关培训。在工厂内自由活动方面无限制，员工在下班后可以自由离开工厂。员工无因获得工作而支付押金、扣押证件。工厂未扣押员工工资、福利、财产以迫使员工在非自愿的情况下继续工作。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 189192] Audit Date: 10/08/2020 PA Score: A	Deadline date:31/12/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The facility had collected relevant laws and regulations of environmental protection, and established environment protection policies and procedures in place. The facility had obtained the EMS certificate ISO14001:2015. The waste water treatment facilities and waste gas treatment facilities were running normally based on site observation. The waste water, waste gas and boundary noise was tested by external qualified body every year to demonstrate compliance to applicable environmental standards. There were no wastes found to be dumped in natural environment, or burned on open fires. The hazardous wastes generated from the factory including sludge, waste tank liquid and waste oil etc. were properly collected and stored in the designated hazardous wastes warehouse, and they were transferred to licensed vendor for proper disposal every year. The facility provided regular training for all employees on the avoidance of environmental pollution. No obvious pollution was detected in this facility.</p> <p>工厂收集了环境保护相关的法律法规，也建立了环境保护政策和程序。工厂取得了环境管理体系证书ISO14001：2015。现场审核时，工厂的污水处理设施和废气处理设施正常运转。废水，废气和厂界噪音每年由外部的资质单位进行监测确保符合环保要求。未发现工厂直接倾倒废物或焚烧废物。工厂内产生的危险废弃物例如污泥，废槽渣和废油等均妥善收集并存储在危废仓库内，并每年交给由资质的单位进行处理。工厂对所有员工进行了关于避免环境污染的定期培训。在被审核工厂没有发现明显的污染情况。</p> <p><b>12.3 -</b> The main auditee partially respects this principle; based on document review, it was noted that the wood working process was not included in the EIA and EIA approval records, while the wood working process was in operation during this audit. 被审核方部分遵循该准则；基于文件查阅，发现木工工序未包含在环评和环评批复资料中，然而审核期间木工工序在正常运作。</p>	
<b>Remarks from Auditee:</b> None	
<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 189192] Audit Date: 10/08/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The audited facility had established the written policy and procedure against corruption and bribery, identified the situations and activities where acts of corruption, extortion or bribery were most likely to occur, and developed policies and procedures against any act of corruption and taken active measures to prevent and remediate them. No misrepresentation was detected, and no inconsistencies on working hours and wages were found during this audit. The audited facility collected, used and otherwise processed personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements. Besides, the audited facility had provided training on business ethics to all employees regularly.</p> <p>被审核工厂已建立了书面的反腐败反贿赂的政策和程序，识别最可能发生贪污、勒索或贿赂行为的情形和活动以及开发防止任何贪污行为的政策和程序，并主动采取措施来预防和改善。本次审核未发现工厂虚假陈述，未发现工资和工时的不一致。按照隐私和信息安全法和监控要求收集、使用和进行了个人信息的合理谨慎的处理。此外，工厂定期向员工进行了商业道德的培训。</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	10/08/2020	189192	D	A	A	A	B	D	B	A	A	A	A	A	A	C



**Producer Photos**



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



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



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



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



Photo first aid facilities  
Eye washing facility.JPG



Photo first aid facilities  
First aid kit.JPG



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



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



Photo of fire safety equipment  
Emergency assembly point.JPG



Photo of fire safety equipment  
Emergency light.JPG



Photo of fire safety equipment  
Evacuation indicating sign.JPG



Photo of fire safety equipment  
Evacuation plan.JPG



Photo of fire safety equipment  
Exit sign and emergency lighting testing were OK.JPG



Photo of fire safety equipment  
Exit sign.JPG



Photo of fire safety equipment  
Fire alarm testing was OK.JPG





Photo of fire safety equipment  
Fire alarm.JPG



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



Photo of fire safety equipment  
Fire hydrant testing was OK.JPG



Photo of fire safety equipment  
Fire sprinkler system and smoke detector.JPG



Photo of fire safety equipment  
Safety exit.JPG



Photo of non-conformity  
NC-Kitchen worker did not wear mask and cap when operating.JPG

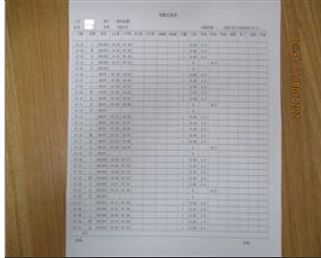


Photo of non-conformity  
NC-Monthly overtime hours exceeded the legal requirements.JPG



Photo of non-conformity  
NC-No finger protective guard.JPG



Photo of non-conformity  
NC-No goggles for workers at the paint spraying post.JPG



Photo of non-conformity  
NC-No MSDS for the paint used and stored areas.JPG



Photo of non-conformity  
NC-No soap and toilet paper provided in toilet.JPG

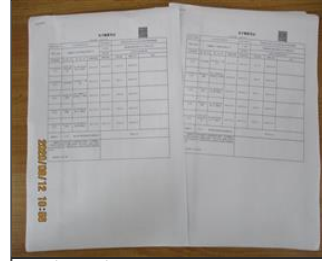


Photo of non-conformity  
NC-Not all employees were provided with social insurance.JPG



Photo of the canteen (if applicable)  
Canteen.JPG



Photo of the canteen (if applicable)  
Kitchen.JPG



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



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



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



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



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



Photo of the inside of the main production hall  
Coating process.JPG



Photo of the inside of the main production hall  
Fabric cutting process.JPG



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



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



Photo of the inside of the main production hall  
Injection molding process.JPG



Photo of the inside of the main production hall  
No fire sign.JPG



Photo of the inside of the main production hall  
No smoking sign.JPG



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



Photo of the inside of the main production hall  
Paint spraying process.JPG



Photo of the inside of the main production hall  
Pre-treatment process.JPG



Photo of the inside of the main production hall  
Printing process.JPG





Photo of the inside of the main production hall  
Punching process.JPG



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



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



Photo of the inside of the main production hall  
Tube cutting process.JPG



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



Photo of the inside of the main production hall  
Welding process.JPG



Photo of the inside of the main production hall  
Wood working process.JPG



Photo of the personal protection equipments (if applicable)  
Dust mask.jpg



Photo of the personal protection equipments (if applicable)  
IMG\_8778.JPG



Photo of the personal protection equipments (if applicable)  
Occupational hazard factor notification card.JPG



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



Photo of the sanitary facilities  
Hand washing facility.JPG



Photo of the sanitary facilities  
Potable water.JPG



Photo of the sanitary facilities  
Toilets.JPG