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Auditee :	<b>HOME RESOURCE ILLUMINATION CO., LTD.</b>
Audit Date From :	<b>03/08/2020</b>
Audit Date To :	<b>03/08/2020</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>TUEV Rheinland</b>
Auditor's Name(s) :	<b>Beal Lu(Lead)</b>
Auditing Branch (if applicable) :	<b>TUV Rheinland China</b>

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



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

**Main Auditee Information**



Name of producer :	HOME RESOURCE ILLUMINATION CO., LTD.		
DBID number :	18865		
Audit ID :	188560		
Address :	NO.8, Yanjiang W.1st Rd., Torch Hi-Tech Industrial Development Zone Zhongshan		
Province :	Guangdong	Country :	China
Management Representative :	Chunxiang Wang		
Contact person:	Chunxiang Wang	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Home appliances
Product Type :	LED Lighting		

**Audit Details**



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	C		
Need of follow-up :	Yes	If YES, by : 03/08/2021	

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	A	A	A	A	A	A	A

Executive summary of audit report
<p>The auditee was specialized in manufacturing of LED Lighting and located at NO.8, Yanjiang W.1st Rd., Torch Hi-Tech Industrial Development Zone, Zhongshan, Guangdong, China (广东省中山市火炬开发区沿江西一路8号). There were 5 buildings located in the boundary: one 3-storey office building, two 3-storey production building (Building A and B), one 3-storey management dormitory building and one 4-storey workers dormitory building. These buildings were belonging to the audited factory. The audited factory used the 3-storey office building, 1F-2F of the 4-storey workers dormitory (1F was canteen and kitchen), the 3-storey management dormitory building, 2F of one 3-storey production building (Building A) and part 1F (about 250 square meters), whole 2F-3F of one 3-storey production building (Building B), which total area covered about 8000 square meters. Through onsite, documents review and management interview, the 1F of Building A and 3F of workers dormitory building were used by three different factories, the 3F of Building A and 4F of workers dormitory building were used by a metal product factory, the other part 1F of Building B was used by a moulding factory. Per management and workers interview, there was no business interaction, or workers/production areas shared using between the auditee and other factories. They have separate business license. The audit only focused on the areas used by the audited factory. 3 security guards and 1 kitchen workers were employed by the audited factory directly from October 2019. No subcontracted labours and process were used.</p> <p>The main production processes: assembly, inspection and packing.</p> <p>Through management and workers interview, no obvious peak season in the factory. The factory including the management and workers were cooperative with the audit. No negative comment was issued during the audit. A closing meeting was held with the factory representatives and all of the findings were discussed. Mr. Chunxiang Wang/HR Manager signed the onsite CAP and agreed to take corrective actions.</p> <p>Remark:                      A, There are no agencies and contractors used by the auditee, which makes the agency labor contract and contractor license submission not applicable                      B, The factory did not obtain any Government waivers from local government, which makes the Government waivers submission not applicable                      C, There was no Collective bargaining agreements in the factory, which makes the Collective bargaining agreements submission not applicable.</p> <p>Leader Auditor: Beal Lu, APSCA registration number: 21701824</p>

**Ratings Summary**



Auditee's background information			
Auditee's name :	HOME RESOURCE ILLUMINATION CO., LTD.	Legal status :	Limited company
Local Name :	中山伟圣照明有限公司 (91442000792984836B)	Year in which the auditee was founded :	2006
Address :	NO.8, Yanjiang W.1st Rd., Torch Hi-Tech Industrial Development Zone	Contact person (please select) :	Chunxiang Wang
Province :	Guangdong	Contact's Email :	chunxiang@homerresource.com.tw
City :	Zhongshan	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	N/A
Country :	China	Website of auditee (if applicable) :	N/A
GPS coordinates :	N22°34'36" E113°26'34"	Total turnover (in Euros) :	2200000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	0.00
If other, please specify :		Production volume :	480000 pcs per year
Product Group :	Home appliances	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	LED Lighting		

Auditee's employment structure at the time of the audit		
Total number of workers :	<b>44</b>	Total number of workers in the production unit to be monitored (if applicable) :
		<b>0</b>
	MALE WORKERS	FEMALE WORKERS
Permanent workers	22	22
Temporary workers	0	0
In management positions	4	2
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	19	18
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	22	22
Production based workers	0	0
With shifts at night	0	0
Unionised	1	0
Pregnant	-	0
On maternity leave	-	0

**Finding Report**



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

Full Audit [Audit Id - 188560] Audit Date: 03/08/2020 PA Score: D

Deadline date:02/08/2021

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The factory has set up the management system to implement amfori BSCI COC, including established procedure and policy to implement amfori BSCI COC, such as procedures on suppliers control, no discriminations, fair remuneration etc. The factory had appointed management representative to be responsible for the implementation of amfori BSCI management system. The factory conducted onsite assessment to evaluate its business partner' CSR performance, including raw material supplier, and etc. The factory had communicated the amfori BSCI code and TOI for Business partners with its significant suppliers.

工厂有建立管理体系去实施amfori BSCI行为守则, 包括制定了实施amfori BSCI行为准则的程序和政策, 比如供应商管控程序, 不歧视, 公平报酬等。工厂已任命管理代表来负责amfori BSCI管理系统的执行。工厂现场评估其主要商业伙伴的社会责任表现, 比如原材料供应商等。工厂与其重要供应商沟通了amfori BSCI行为准则和商业伙伴专用实施条款。

- 1.1 - The factory had established the policy and procedure of social compliance, such as supplier management procedure, working hours management procedure, benefits management procedure, OHS management procedure etc. But the factory had systematic deficiency in working hours. Through documents review, the management did not establish overtime control and management procedure. Through management interview, HR department only took charge of calculating salaries according to workers' attendance records. Management did not have a system to stopping workers to continue taking overtime, whose monthly overtime had exceeded 36 hours. The factory recording system did not have the capacity to flag excessive working hours.

工厂已建立社会责任政策和程序, 比如如供应商管理程序, 工时管理程序, 福利管理程序, 职业健康安全程序。但是工厂在工作时间上有系统性缺失。通过文件审核, 管理层没有建立加班管控程序。通过管理访谈, 人事部门仅仅负责根据员工的考勤记录计算工资。管理层没有一个系统阻止月加班时间超过36小时的员工继续加班。且工厂考勤系统没有预警加班超时的功能。

- 1.4 - The factory did not control workers' working hours effectively led to workers' monthly overtime work exceed 36 hours. Through interview with the production manager, he understood the volume and frequency it is able to deliver and the factory arranged overtime according to business needs. And through documents review, the factory has production scheduling and cost calculation, but there was no overtime control plan. And there was no "contingency plan" in case something slows down or interrupts production, such as the typhoon

工厂没有有效管控员工加班导致员工的月加班有超过36小时。通过与生产经理访谈, 理解能够交付的数量和频次且工厂按照业务需求组织加班。且通过文件审核, 工厂有生产排班和成本核算。但是没有加班管控计划。且没有应急计划以应对出现减缓或干扰生产时的情况, 比如台风。

**Remarks from Auditee:**

None

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

Full Audit [Audit Id - 188560] Audit Date: 03/08/2020 PA Score: A

Deadline date:

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The worker representatives had been free elected in the factory. The auditee involved and exchanged information on workplace issues with workers and their representatives quarterly. The factory posted amfori BSCI COC in the public. The factory provided trainings on the use of personal protective equipment, Health and safety issues and the use of a grievance mechanism etc. to make workers aware of their rights and responsibilities. Through workers interview, they were familiar with their labor right, such as the law, work contracts, job description, working rules etc. The factory had established grievance mechanism, and workers could report any grievance to management through suggestion box, telephone, Email, worker representative or supervisor.

工厂员工代表被自由选举。工厂有让工人及其代表每季度参加并交流关于工作场所问题的信息。工厂在公共场合张贴了amfori BSCI行为守则和海报。工厂向员工提供了关于劳保使用, 健康安全和申诉机制的培训的, 以确保员工知道自己的权利和义务。通过员工访谈, 员工了解他们的劳工权利, 例如劳动法, 劳动合同, 工作描述以及厂纪厂规等。工厂建立了投诉机制, 员工可以通过意见箱、电话、邮箱、员工代表或主管等向管理层提出申述。

**Remarks from Auditee:**

None

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

Full Audit [Audit Id - 188560] Audit Date: 03/08/2020 PA Score: A

Deadline date:

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The auditee allowed workers to freely elect their own representatives and respected workers right to bargain collectively. Workers representative could access to or interact with workers in the workplace. No collective bargain agreement was concluded between the factory and workers, but the factory did not prevent workers from bargaining for the agreement. The factory respected the right of workers to form unions freely.

工厂允许工人自由选举员工代表, 并尊重工人的集体谈判权。员工代表可以自由在车间联系及接触生产员工。工厂和员工无集体谈判协议, 但工厂也未阻止员工有意愿的时候和工厂谈判。工厂未禁止员工自由建立工会。

**Remarks from Auditee:**

None

<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 188560] Audit Date: 03/08/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The factory made one policy on anti-discrimination, the auditee did not discriminate workers due to their gender, age, marital status, political background etc.; female workers and male workers had the same pay and working conditions; promotion was based on workers' ability and skill; training was based on working requirement. 工厂制定了反歧视的政策，被审核方没有因员工的性别，年龄，婚姻状况，政治背景等原因而导致任何歧视的发生，男性和女性员工在工资和工作条件等方面均保持平等，员工的晋升仅基于员工的个人能力及表现，并基于工作岗位的需求为员工提供培训。	
<b>Remarks from Auditee:</b> None	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 188560] Audit Date: 03/08/2020 PA Score: B	Deadline date:02/10/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The factory established series of procedure such as wage rule, annual leave rule, sick leave rule, marriage leave rule, etc.. Through worker interview, they knew their basic rights and they could get annual leave, sick leave following labor law requirement. During audit, through selected 10 workers wage records from July 2019 to June 2020 as sample, workers' wage was calculated by hourly rate for workers and workers' minimum wage was RMB 9.89 per hour, which were equal to the local minimum wage RMB 1720 / month or RMB 9.89 / hour from July 1st, 2018. Workers' wages were paid on or before 25th of each month for previous month by cash. Pay slips were provided to workers on the date of wages issue date. No any deduction from wages was found in the factory except social insurance. 工厂建立了一系列的程序，如工资制度、年假制度、病假制度、婚假制度等。通过工人访谈，他们知道自己的基本权利，同时也能够按照厂规获得年假、病假等。审核期间，通过选择10名员工从2019年7月到2020年6月的工资记录作为样本，员工工资按时薪计算，员工的最低工资为每小时9.89元，等于当地2018年7月1日开始的最低工资标准每月1720元或者每小时9.89元。每月25日前或者当天通过现金支付上月的工资。工资发放日有提供工资条给员工。除了社会保险之外未有任何扣款被发现。 <b>5.5 -</b> Through the social insurance payment receipt from August 2019 to July 2020 provided by factory management and management interview that, there were 44 workers in the audited factory in July 2020, 25 out of 44 workers were not provided with medical insurance, pension insurance, unemployment insurance, industrial injury insurance and maternity insurance. Through management interview and workers interview, there was 1 out of the 25 workers reached the retirement age, did not use home workers and dispatch workers. There was no new employed workers in the past 1 month. Through worker interview it was noted that most workers did not like to participate social insurance because they would go hometown a few years later but the social insurance was difficult to transfer. The management did not count how many workers bought New Rural Cooperative Insurance. (Refer to PRC Labor Law, Article 72 and 73). 通过工厂提供2019年8月至2020年7月的社保缴纳凭证及管理访谈，被审核方2020年7月份有44名员工，其中有25名员工未参与医疗保险，养老保险，失业保险，工伤保险和生育保险，通过管理访谈和员工访谈，该25名员工中有1名达到退休年龄的员工，未使用家庭工和派遣工。工厂过去1个月没有新雇佣的员工。通过工人访谈发现多数工人不愿意参加社保，因为几年以后他们将会回去老家，但社保很难转回老家。管理层未统计有多少员工购买了新农合保险。（查看《中华人民共和国劳动法》第72条和73条）。	
<b>Remarks from Auditee:</b> None	

<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 188560] Audit Date: 03/08/2020 PA Score: D	Deadline date:02/08/2021
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The factory established working hour policy according to local legal requirement. Normal working hour of the auditee was 8 hours per day and 5 days per week. Shift of security guards was: 8:00-16:00, 16:00-24:00, 24:00-08:00. Shift of kitchen worker: 7:00-9:00, 10:00-13:00, 16:00-19:00. Shift of other workers was: 8:00-12:00, 13:30-17:30, from July 2019, there were 2 hours overtime from 18:30 in normal working day, and 8 hours in Saturday. IC card attendance machine was used to record workers' working time. Electronic data processing system was accessed during this audit. Time records from July 2019 to audit date were provided and 10 samples were randomly selected for review. Maximum 2 hours overtime per day, maximum 14 hours overtime per week, maximum 66 hours overtime per month and at least 1 day off after 6 days consecutive working days was guaranteed. During the worker interview, workers confirmed that they worked overtime voluntarily. 150%, 200% and 300% of normal rate would be compensated for overtime on normal working days, rest day and statutory holidays.</p> <p>工厂根据法律要求建立了工作时间的政策。被审核方正常工作时间为每天8小时，每周5天。保安班次为：8:00-16:00，16:00-24:00，24:00-08:00。厨工班次为：7:00-9:00，10:00-13:00，16:00-19:00。其他员工班次为：8:00-12:00，13:30-17:30。从2019年7月开始，平时从18:30开始，有2小时的加班时间，周六有8个小时的加班。IC卡考勤系统用来记录员工的工作时间。此次审核查询了电子考勤处理系统。2019年7月至审核当天的考勤已提供，并查看了10名员工的考勤。每天最大加班2小时，每周最大加班14小时，每月最大加班66小时，每周有一天休息。员工访谈确认，加班自愿。被审核方按基本工资的1.5倍，2倍及3倍支付工人平时加班，周末加班及假日加班的工资。</p> <p><b>6.2 -</b> The factory had systematic deficiency in working hours. Through documents review, the management did not establish overtime control and management procedure. Through management interview, HR department only took charge of calculating salaries according to workers' attendance records. Management did not have a system to stopping workers to continue taking overtime, whose monthly overtime had exceeded 36 hours. The factory recording system did not have the capacity to flag excessive working hours. Based on attendance records assessment from July 2019 to audit day, the sampled workers' monthly overtime exceeded 36 hour from July 2019 to July 2020 (except January and February 2020). Such as 10 out of 10 sampled workers' monthly overtime exceeded 36 hours in November 2019 and the maximum were 66 hours, 10 out of 10 sampled workers' monthly overtime exceeded 36 hours in April 2020 and the maximum were 48 hours, 10 out of 10 sampled workers' monthly overtime exceeded 36 hours in June 2020 and the maximum were 58 hours. Reference law: PRC Labor Law Article 41. Remark: 10 out of 10 sampled workers' overtime in August 1-3, 2020 not exceed 36 hours, the maximum were 8 hours</p> <p>工厂在工作时间上有系统性缺失。通过文件审核，管理层没有建立加班管控程序。通过管理访谈，人事部门仅仅负责根据员工的考勤记录计算工资。管理层没有一个系统阻止月加班时间超过36小时的员工继续加班。且工厂考勤系统没有预警加班超时的功能。基于考勤记录2019年7月至审核日的评估，抽样的员工从2019年7月至2020年7月的月加班都有超过36小时（除了2020年1月和2月）。比如抽样10名员工中10名的2019年11月份的月加班都超过36小时，最大为66小时；抽样的10名员工中10名的2020年4月份的月加班超过了36小时，最大为48小时，抽样的10名员工中10名的2020年6月份的月加班超过了36小时，最大为58小时。参考法规：《中华人民共和国劳动法》第41条。备注：抽样的10名员工中10名2020年8月1日至3日的月加班未超过36小时，最大达到8小时。</p>	
<b>Remarks from Auditee:</b> None	



<b>Performance Area 7 : Occupational Health and Safety</b>	
Full Audit [Audit Id - 188560] Audit Date: 03/08/2020 PA Score: A	Deadline date:02/10/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The factory had set up health and safety regulations and rules, such as fire safety management procedure etc.. The factory identified the risk assessment of occupational health safety. The factory regularly provided OHS trainings to ensure workers understand the rules of work, personal protection and measures for preventing and reacting to accidents. The factory had equipped adequate fire equipments for all production workshops, such as: fire alarms, fire extinguishers, fire hydrants, safety exit sign and emergency lights and evacuation indicating signs and so on. Through onsite sampling test during the audit, fire hydrant water pressure, fire alarm and emergency light were valid and available. The factory regularly conducted fire equipment training and fire drill on half of year which included training workers to do emergency evacuation and use the fire equipments, the recent fire drill was conducted on May 21, 2020. The factory provided boiled tap water and clean drinking water facilities was provided for workers, the factory checked the facilities monthly, and adequate toilets were provided for workers. The factory had 1 trained first aid personnels. There was a medical agreement with a local hospital by the management for the workers. First aid kits with enough suppliers were equipped for each workshops. The factory provided canteen/kitchen, dormitory, for workers; the kitchen/canteen was with valid food operation permit, the kitchen workers were with valid health certificates. The factory did not provide transportation.</p> <p>工厂建立了健康安全规定和守则, 比如消防安全管理程序。工厂识别了职业健康安全。工厂定期提供职业健康与安全培训, 以确保工人理解工作规则、个人防护、防止意外及如何应对意外的措施。工厂给所有车间配置了足够的消防设施, 例如灭火器, 消防警铃, 消防栓, 安全出口标识, 疏散指示和应急灯等。审核时经过现场的抽样测试, 消防栓水压, 消防警铃和应急灯都是有用的和可用的, 工厂每半年举行定期的消防设备使用培训和消防疏散演习, 包括培训员工紧急疏散及使用消防设施, 最近的一次在2020年5月21日。工厂为员工提供烧开的自来水和干净卫生的饮水设施, 并且每月对饮用水设施进行检查。且有提供足够的洗手间。工厂共有1名培训合格的急救人员, 并与附件医院签订了医疗急救协议。且装有足够药品的急救药箱在每个车间均有配置。工厂有向员工提供餐厅/厨房及宿舍, 厨房/餐厅有获得食品经营许可证, 厨工有有效的健康证。工厂未提供交通。</p> <p>7.2 - Through the social insurance payment receipt from August 2019 to July 2020 provided by factory management and management interview that, the factory did not provide injury insurance or business accident insurance to 25 out of 44 workers in July 2020. The factory has established procedures for treating injuries, and no injuries have occurred in the past 12 months. Reference law: Social Insurance Law of the People's Republic of China, article 33. 通过工厂提供2019年8月至2020年7月的社保缴纳凭证及管理访谈, 工厂2020年7月没有给44员工中25名提供工伤保险或者商业意外险。工厂建立了工伤处理程序, 过去的12个月中没有发生工伤。参考《中华人民共和国社会保险法》第33条。</p> <p>7.9 - There were total two cargo lifts used in the Building A and B by the factory, but did not post warning sign onsite, such as loading limits/do not use the lift in case of fire, etc.. Reference law: Work Safety Law of the People's Republic of China (2014), Article 32. 工厂A栋和B栋共使用2台货梯, 但现场未张贴警示标识, 如限载重量/火灾禁用电梯等标识。参考法律法规: 《中华人民共和国安全生产法》(2014), 第三十二条。</p> <p>7.17 - There were total two cargo lifts used in the Building A and B by the factory, the factory has provided the qualified annual inspection report of two cargo lifts, but did not provide the use registration certificate for one out of two cargo lifts. Refer to Special Equipment Safety Law of the People's Republic of China, 33. 工厂A栋和B栋共使用2台货梯, 工厂提供了两台电梯合格的年检报告, 但是未提供两台中的一台电梯的使用登记证。《中华人民共和国特种设备安全法》第三十三条。</p>	
<b>Remarks from Auditee:</b> None	
<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 188560] Audit Date: 03/08/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The factory had set up the social policy and procedures on no child labor, age verification mechanism, recruitment procedures and remedial procedures in case children were found. And the factory maintained the personnel files including workers' profiles and copies of age documents for all workers. No children were found working in the factory currently.</p> <p>工厂建立了有关禁止使用童工的社会责任政策和程序、年龄核对机制、招聘程序以及童工补救政策等。同时工厂也保留了所有员工的人事档案以及年龄文件的复印件等。没有发现工厂有使用童工。</p>	
<b>Remarks from Auditee:</b> None	

<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 188560] Audit Date: 03/08/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The factory established necessary mechanisms to prevent, identify and mitigate harm to young workers. In the grievance mechanisms it was regulated that workers can lodge grievances if there was young worker not identified or not protected. There was no young worker employed by the factory. 工厂建立了必要的管理机制来识别未成年工，防止或者减少对于未成年工的伤害。在申诉机制中规定员工可以向工厂反映未被识别的未成年工或者未成年工权益受到伤害的情况。工厂未雇佣未成年工。	
<b>Remarks from Auditee:</b> None	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 188560] Audit Date: 03/08/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The auditee established human resource management procedures. The factory had set up hiring procedures and provided orientation training to workers about their legal rights and responsibilities regarding such as wages and benefits, working hours, occupational health and safety, disciplinary measures, and etc. The auditee signed labor contracts with employee within one month after employed. And the auditee provided a copy of contract to every worker. There was no temporary workers, home workers or students at school ages hired by the factory and the factory also did not use dispatched workers. 被审核方建立了人力资源管理程序。工厂建立了招聘程序并给新进员工提供了关于合法权利与义务的入职培训，比如有关工资福利、工作时间、职业健康安全、惩戒措施等。被审核方和员工在入职后一个月内均签订了劳动合同。同时被审核方提供了一份劳动合同副本给员工。工厂没有使用临时员工、家庭工人以及学生工，没有使用劳务派遣工。	
<b>Remarks from Auditee:</b> None	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 188560] Audit Date: 03/08/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The factory had established all applicable disciplinary procedures in writing and has explained them verbally or in writing to workers in clear and understandable terms. The discipline policy was also in line with legal requirement. For example, workers could resign according to legal requirement and they could leave the factory freely without being deduction from payroll. No inhumane or degrading treatment was found during the audit. The auditee did not engage in any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour. 工厂已建立适用的书面惩戒程序，并以清楚、易于理解的方式向工人口头或书面说明。工厂的惩戒政策也是符合法律法规要求。例如员工可以依照法规要求提出辞工而不会被克扣工资，并且可以自由离开工厂。员工也未遇到任何被侮辱或非人道的待遇。工厂没有使用奴役，强迫，担保，契约卖身，贩卖人口或其他非自愿劳工的情况。	
<b>Remarks from Auditee:</b> None	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 188560] Audit Date: 03/08/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The facility had established the Environment protection management procedure. The factory provided an EIA registration form (in July 2007) and an environmental protection registration form (in March 2012), as well as a receipt for the pollutant discharge registration (in April 2020). No industrial waste water was discharged. The factory carried out environmental monitoring in November 2019 and the monitoring did not exceed the standards prescribed by the State and local authorities. The facility established environmental protection and energy conservation and emission reduction plan. 工厂建立了环境保护程序。工厂提供了环评登记表（2007年7月）和环保登记表（2012年3月），也提供了排污登记回执（2020年4月）。没有工业废水排放。在2019年11月进行了环境监测，监测结果没有超过国家和地方规定的排放标准。工厂建立了节能减排和环境保护计划。	
<b>Remarks from Auditee:</b> None	

<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 188560] Audit Date: 03/08/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The auditee established the procedure for preventing any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise. The auditee conducted risk assessment. The factory established the privacy protection procedure, including the personal file, healthy checking records etc.. 被审核方已经建立反对在其企业活动中出现的任何贪污、勒索或挪用行为、或任何贿赂形式的程序。被审核方进行了这方面的风险评估。工厂建立了隐私保护程序，包括人事档案，体检资料，工资等。	
<b>Remarks from Auditee:</b> None	

**Summary** 

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	03/08/2020	188560	D	A	A	A	B	D	A	A	A	A	A	A	A	C

**Producer Photos**



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



Photo of fire safety equipment  
Fire alarm.JPG

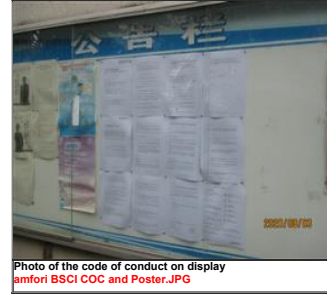


Photo of the code of conduct on display  
amfori BSCI COC and Poster.JPG



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



Photo of fire safety equipment  
Fire extinguishers.JPG



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



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



Photo of fire safety equipment  
Fire hydrant testing.JPG



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



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



Photo of fire safety equipment  
Fire hydrant.JPG



Photo of the inside of the main production hall  
Finished goods store area.JPG



External photo(s) of the production unit(s)  
Road number.JPG

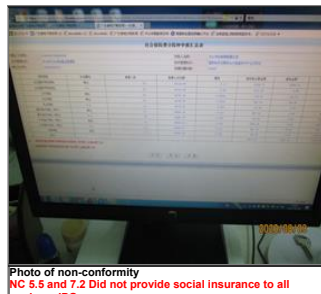


Photo of non-conformity  
NC 5.5 and 7.2 Did not provide social insurance to all workers.JPG



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

