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Auditee :	<b>Xiamen Ansafe Baby &amp; Maternal Products Co., Ltd</b>
Audit Date From :	<b>14/11/2019</b>
Audit Date To :	<b>15/11/2019</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>Keven Hu(Lead)</b>
Auditing Branch (if applicable) :	<b>SGS 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																																							
<p style="text-align: center;"><b>A</b></p> <p style="text-align: center;"><b>Very Good</b></p>	<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> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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<p style="text-align: center;"><b>B</b></p> <p style="text-align: center;"><b>Good</b></p>	<ul style="list-style-type: none"> <li>• Maximum 3 Performance Areas rated C</li> <li>• No Performance Areas rated D or E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p style="text-align: center;"><b>C</b></p> <p style="text-align: center;"><b>Acceptable</b></p>	<ul style="list-style-type: none"> <li>• Maximum 2 Performance Areas rated D</li> <li>• No Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	C	C	C	C																													
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C	C	C	C	C	C	C	C	C	C	C	D	D																													
<p style="text-align: center;"><b>D</b></p> <p style="text-align: center;"><b>Insufficient</b></p>	<ul style="list-style-type: none"> <li>• Maximum 6 Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	E	E	E	E	E	E	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	A	D	D	D																													
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D	D	D	D	D	D	D	E	E	E	E	E	E																													
<p style="text-align: center;"><b>E</b></p> <p style="text-align: center;"><b>Unacceptable</b></p>	<ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
<p style="text-align: center;"><b>Zero Tolerance</b></p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

**Main Auditee Information**



Name of producer :	<b>Xiamen Ansafe Baby &amp; Maternal Products Co., Ltd</b>		
DBID number :	<b>395733</b>		
Audit ID :	<b>167568</b>		
Address :	<b>No.935, West Xitang Road, Tong'an District, Xiamen</b>		
Province :	<b>Fujian</b>	Country :	<b>China</b>
Management Representative :	<b>Mr. Luo Xingle/Vice general manager</b>		
Contact person:	<b>Rongzhen Chen</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Others</b>	Product group :	<b>Others</b>
Product Type :	<b>Baby Playpen/Travel Cot/Baby Play yard/Baby Bed/Crib</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 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 : 15/11/2020	

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	B	A

Executive summary of audit report
<p>1. Xiamen Ansafe Baby &amp; Maternal Products Co., Ltd is located at No.935, West Xitang Road, Tong'an District, Xiamen City, Fujian Province, China.</p> <p>2. Auditor arrived at the factory at 9:00AM on 14 Nov, 2019/9:00AM on 15 Nov, 2019 and departed at 16:30PM on 14 Nov, 2019/12:10PM on 15 Nov, 2019.</p> <p>3. Six factory representatives attended the opening meeting and closing meeting, including , Mr. Luo Xingle/Vice general manager, Mr. Zhang Changquan/Worker representativie, Ms. Shi Xiuying/Admin vice manager, Mr. Li Jiansheng/General manager assistant, Mr. Yang Zhongbei/Production director, Ms. Chen Huiying/HR staff.</p> <p>4. Auditor was allowed by the management to access the factory area and take photos.</p> <p>5. During the audit, the factory representatives and sampled workers were cooperative. The factory management demonstrated a willingness to gradually improve all issues found during the audit.</p> <p>6. The final CAP was agreed and signed by Mr. Zhang Changquan/worker representative and Mr. Luo Xingle/Vice general manager.</p> <p>7. For working hour issue, the normal working hours were 8 hours per day, 40 hours per week. One shift was available for all production workers (8:00-12:00; 13:00-17:00). The working hours of workers were recorded by fingerprint recorder. The max overtime working hours of workers was 2 hours per day, 20 hours per week and 94 hours per month. No overtime was arranged on statutory holiday.</p> <p>8. For wage issue, all workers were paid by hourly rate and by cash on the end of each month. The minimum wage was RMB 13/hour since 1 Oct, 2018. The factory paid workers with 150% and 200% of basic wage for overtime working on weekdays and weekends. Workers were paid with adequate benefit, such as statutory holiday wage. But the factory did not provided social insurance to all workers.</p> <p>9. The business license number was 91350212587865977Y, effective from 8 Feb, 2012 to 7 Feb, 2037.</p> <p>10. The manufacturing processes included: Raw material-Injection-Tube cutting-Punching-Cutting-Sewing-Assembling-Inspection-Packing-Finished goods.</p> <p>Remark: Based on site observation and document review, the factory rent 1F/2F/4F/5F of one 5-storey building from another factory to use as workshop and office. The factory provided rental contract and business license for review during the audit.</p> <p>Based on site observation and management interview, the printing workshop was under establishing.</p> <p>This audit was conducted by Keven Hu(RA21701939).</p> <p>The factory did not obtain Consolidated Working Hours System Approval.</p>

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>Xiamen Ansafe Baby &amp; Maternal Products Co., Ltd</b>	Legal status :	<b>Limited Company</b>
Local Name :	厦门安宝贝妇幼用品有限公司 (91350212587865977Y)	Year in which the auditee was founded :	<b>2012</b>
Address :	<b>No.935, West Xitang Road, Tong'an District,</b>	Contact person (please select) :	<b>Rongzhen Chen</b>
Province :	<b>Fujian</b>	Contact's Email :	<b>ansafe@aliyun.com</b>
City :	<b>Xiamen</b>	Auditee's official language(s) for written communications :	<b>Chinese</b>
Region :	<b>North East Asia</b>	Other relevant languages for the auditee :	<b>NA</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>www.ansafebaby.com</b>
GPS coordinates :	<b>N24°42'12", E118°5'59"</b>	Total turnover (in Euros) :	<b>10000000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>100.00</b>
Industry :	<b>Others</b>	Of which domestic market % :	<b>0.00</b>
If other, please specify :		Production volume :	<b>500000 pcs</b>
Product Group :	<b>Others</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :		Lost time injury calculation cost :	<b>No</b>
Product Type :	<b>Baby Playpen/Travel Cot/Baby Play yard/Baby Bed/Crib</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>96</b>	Total number of workers in the production unit to be monitored (if applicable) :	<b>0</b>
		<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>
Permanent workers		<b>40</b>	<b>56</b>
Temporary workers		<b>0</b>	<b>0</b>
In management positions		<b>3</b>	<b>2</b>
Apprentices		<b>0</b>	<b>0</b>
On probation		<b>0</b>	<b>0</b>
With disabilities		<b>0</b>	<b>0</b>
Migrants (national citizens)		<b>38</b>	<b>52</b>
Migrants (foreign citizens)		<b>0</b>	<b>0</b>
Workers on the permanent payroll		<b>38</b>	<b>55</b>
Production based workers		<b>32</b>	<b>44</b>
With shifts at night		<b>0</b>	<b>0</b>
Unionised		<b>0</b>	<b>0</b>
Pregnant		<b>-</b>	<b>0</b>
On maternity leave		<b>-</b>	<b>0</b>

**Finding Report**



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

Full Audit [Audit Id - 167568] Audit Date: 14/11/2019 PA Score: D

Deadline date:15/02/2020

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

The management manual and procedures according to the amfori BSCI Code of Conduct were established on 1 Mar, 2019, the document number was ANSAFE-A-001. The internal audit was conducted in Mar 2019 and management review was conducted in Apr 2019. The Training on amfori BSCI code requirement for the executives and management staffs was held on 11 Mar, 2019. The management awarded basic requirement of the legal rights and duties under labour legislation. Coherent relevant documents with the statements were provided for review. The amfori BSCI Code of Conduct was posted in workplace which was available by all employees. Mr. Luo Xingle/Vice general manager was appointed for the responsibilities of implementing amfori BSCI in the business culture. The selection of major business partners was not only price and quality but also willingness to respect the amfori BSCI requirements. The auditee monitored their major business partners' social performance by internal audits. However, gaps had been identified during the implementation.

Amfori BSCI行为守则的管理手册和程序文件在2019年3月1日建立，文件编号ANSAFE-A-001。工厂在2019年3月举行了内审，在2019年4月举行了管理评审。工厂管理员工在2019年3月11日举行了amfori BSCI要求的培训。管理代表了解劳工权益和劳动法规的基本要求。工厂提供了描述一致的相关文件参考。工厂在车间内员工可见的位置张贴amfori BSCI行为守则。副总罗兴乐被任命为管理代表，负责amfori BSCI的实施。被审核方建立了商业合作伙伴选择程序去选择当前的和未来的主要合作伙伴。选择商业合作伙伴不仅是价格和质量也包括遵守AMFORI BSCI要求的意愿。被审核方定期地通过内部审核的方式监督重要商业合作伙伴的社会责任表现。然而，在实施过程中仍存在差距。

- 1.1 - Finding: The main auditee partially respects this principle because management system to implement the amfori BSCI Code of Conduct was not set up effectively. The factory conducted management review and internal audit regularly, and including plan-do-check action-cycle. The factory understood the legal requirement and amfori BSCI code on working hours and wage clearly, but they didn't take effective action to control it, so it was found workers' working hours exceeded legal requirement, and no adequate social insurance systematically.  
被审核方部分遵守原则是因工厂未建立一个有效的系统实施amfori BSCI行为准则。工厂有定期进行管理评审和内审，其中也包括计划-执行-检查-改善循环。工厂虽了解法规和amfori BSCI关于工时和工资的要求，但未对其进行有效管控，导致员工系统性工时超时，社保缴纳不足。

- 1.4 - Finding: The main auditee partially respects this principle because the factory had realistically calculated the costs of production and delivery times. But the calculation of production capacity was not reasonable to cause workers' monthly overtime working hours exceeded legal requirement. The overtime hours were not well contracted.  
被审核方部分遵守该原则是因工厂了解如何计算生产产能和订单周期，但产能分析不合理，导致员工的月加班超过法规要求。工厂未有效控制加班时间。

**Remarks from Auditee:**

Nil

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

Full Audit [Audit Id - 167568] Audit Date: 14/11/2019 PA Score: A

Deadline date:15/02/2020

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

Based on interview with management, workers and review documents, the factory established relevant procedure on 1 Mar, 2018, the document number was ABB-SP-002. 1 worker representative was elected by workers freely. Regular communication was conducted between worker representatives and management. It has been noted that the auditee had a grievance mechanism: the mechanism consisted of using suggestion boxes and an open door policy on coming up with suggestion directly to workers' supervisor. The auditee assigned Ms. Shi Xiuying/Admin vice manager to response for grievance administration. All workers were satisfied with the work environment and no complaint was found during the audit. However, gaps had been identified in implementation:

根据与管理层以及员工访谈同时查看资料，工厂在2018年3月1日建立了相关程序文件，文件编号ABB-SP-002。被审核方让员工自由地选举了1名员工代表，员工代表与管理层也会进行定期沟通。被审核方已建立了申诉系统，员工可通过意见箱，或直接和主管进行沟通等方式提供投诉。被审核方任命行政副理石秀英负责申诉管理。所有员工对工作环境满意，无投诉。但也发现工厂在如下方面和amfori BSCI要求有差距：

- 2.2 - Finding: The main auditee partially respects this principle because the factory established long term goals to protect workers according to the amfori BSCI Code of Conduct. Such as the factory forbade to recruit child labor. But workers or worker representatives were not involved in goal drafting.  
被审核方部分遵守该原则是因工厂根据amfori BSCI行为准则定义了长期目标来保护员工。比如工厂禁止使用童工。但长期目标的设立无员工或员工代表的参与。

**Remarks from Auditee:**

Nil

<b>Performance Area 3 : The rights of Freedom of Association and Collective Bargaining</b>	
Full Audit [Audit Id - 167568] Audit Date: 14/11/2019 PA Score: A	Deadline date:15/02/2020
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>No trade union was established in the auditee. But 1 worker representative was elected on 15 Apr, 2019 by workers to communicate their concerns with management. The factory established relevant document on 1 Mar, 2018 and the document number was ABB-SP-002. The rights of freedom of association and collective bargaining policy had defined that the auditee didn't prevent workers participation in the activities of unions or others workers' organizations, discourage or interfere in the election process of workers representative, retaliate against workers who participate in the workers representative election, discriminate against candidates for a company position because of their affiliation to workers' representative or others discrimination practice. According to workers' representative and workers interview, workers representative can arrange meetings with workers during working hours and no deduction was charged from workers remuneration. However, gaps had been identified in implementation:</p> <p>被审核方未建立工会。但是有1名员工代表在2019年4月15日由员工选举来与管理层沟通他们关心的问题。工厂在2018年3月1日建立了相关文件，文件编号是ABB-SP-002。自由结社和集体谈判的权利政策已经定义了被审核方不会妨碍工人参加联盟或其他工人组织活动，不鼓励或干扰工人代表的选举工程，报复参加工人代表选举的工人、歧视由于公司职务应聘人员于员工代表的关系而歧视该应聘人员或其他歧视案例。根据员工代表和员工访谈，员工代表可以在工作时间安排与员工的会晤且不会扣除员工的报酬。但也发现工厂在如下方面和amfori BSCI要求有差距：</p> <p><b>3.1 - Finding:</b> The main auditee partially respects this principle because there was 1 worker representatives was elected on 15 Apr, 2019. But according to interview statement of workers, 3 out of 10 interviewees did not know worker representative and responsibility of workers representatives.</p> <p>被审核方部分遵循该准则。原因是工厂在2019年4月15日选举了1名员工代表，但是基于员工访谈发现，10名访谈员工中的3名访谈员工不清楚员工代表和职责。</p>	
<b>Remarks from Auditee:</b> Nil	
<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 167568] Audit Date: 14/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>The factory established relevant document on 1 Mar, 2018 and the document number was ABB-SP-002. The factory provided the training to all workers on 10 May, 2019. Non-discrimination management procedure stipulated that workers were not disciplined, dismissed or discriminated against because of their complaints against infringements of their rights. The auditee had taken the necessary measures to avoid or eradicate discrimination in their workplace. No discrimination was found in the factory. During worker interviews, it was found that there was no unequal, abuse, unusual disciplinary practices, and there were no preference on the religion, origin, political affiliation or age, gender or social background.</p> <p>根据文件审核，工厂在2018年3月1日建立了相关文件，文件编号是ABB-SP-002。工厂在2019年5月10日给所有员工提供了培训。禁止歧视管理里程序指明员工不会因为抱怨违反他们的权利而受到处罚、解雇或歧视。被审核方采取了必要的标准来避免和消除工作场所的歧视行为。工厂里没有歧视。在员工访谈中，员工反映在被评估企业里，没有不平等，虐待，不寻常的纪律处分，且没有对宗教，出身，政治派别或年龄，性别或社会背景有偏见。</p>	
<b>Remarks from Auditee:</b> Nil	

<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 167568] Audit Date: 14/11/2019 PA Score: B	Deadline date:15/02/2020
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>The factory set up wages and benefit paying system on 1 Mar, 2018, the document number was ABB-SP-002, which included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave etc. Based on the wages from Oct 2018 to Sep 2019 provided by the main auditee, the minimum wage paid by the main auditee was at least RMB 13 per hour, which was more than legal requirement. All workers were paid by hourly rate. And during the audit, the main auditee assessed the local decent living stand, the wages paid to workers were more than the living standard. The main auditee paid current wage to workers on the end of the following month by cash. And the main auditee communicated the pay date with worker representatives and signed agreement with them. However, gaps had been identified in implementation:</p> <p>工厂在2018年3月1日制定了工资支付政策和福利政策, 文件编号是ABB-SP-002, 福利政策包括给员工提供法定节假日, 病假, 婚假, 产假等假期。根据被审核方提供的2018年10月至2019年9月的工资记录显示, 被审核方给员工支付最低13元/小时的工资, 高于当地的最低工资标准, 员工均按时薪计算工资。依据审核时的评估, 被审核方给员工提供的总工资超过了当地的体面生活标准。被审核方在下月底通过现金给员工支付当月工资。但也发现被审核方在如下方面和amfori BSCI要求有差距:</p> <p><b>5.5 - Finding:</b> The main auditee does not respect this principle because the factory didn't provide social insurance to all workers as per legal requirement. The factory established procedure on social insurance on 1 Mar, 2018. During the audit, there were 96 employees in the factory in total. Based on social insurance payment receipts on Oct 2019 review and management interview, the factory provided social insurance to 37 workers. By interview with workers and management, parts of workers had attended New Rural Cooperative Medical System in their hometown. But the factory didn't verify it.</p> <p>被审核方未遵守该原则是因未给全体员工缴纳社保。工厂在2018年3月1日建立了关于社保的程序文件。审核期间, 厂内共有96名员工。但根据2019年10月的社保缴费凭证和管理层访谈得知, 工厂给37名员工提供了社会保险。经访谈, 员工和管理层表示部分员工因其在老家购买了新农合保险。但工厂未对员工购买新农合保险进行核实。</p>	
<b>Remarks from Auditee:</b> Nil	
<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 167568] Audit Date: 14/11/2019 PA Score: D	Deadline date:15/02/2020
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>The procedure on working hours was established on 1 Mar, 2018 and the document number was ABB-SP-002, but the factory did not have a effective management on overtime working hours arrangement. At least 1 day off after 6 days consecutive working days was guaranteed. Confirmed by workers interview, the overtime working was voluntary in the factory. Fingerprint attendance system was used. Attendance records from 1 Oct, 2018 to 14 Nov, 2019 were available for review. One shift was available for all workers: 08:00-12:00, 13:00-17:00. However, gaps were identified during the implementation.</p> <p>工厂在2018年3月1日建立了工作时间管理程序, 文件编号是ABB-SP-002, 但是未能实施有效的加班时间安排。工厂确保连续工作6天后会有至少1天的休息日。受访员工确认加班自愿。指纹系统用来记录上下班时间。工厂提供了2018年10月1日至2019年11月14日考勤记录参考, 工厂所有员工只有一个班次的工作安排如: 08:00-12:00, 13:00-17:00。然而, 发现在实施中仍存在差距。</p> <p><b>6.2 - Finding:</b> The main auditee does not respect this principle because the monthly OT hours exceeded legal requirement. The factory established procedure on working hours on 1 Mar, 2018. Workers had right to choose working overtime or not. During the audit, the factory provided the attendance records from 1 Oct, 2018 to 14 Nov, 2019 for review. The workers' overtime hours were 0-2 hours per day, 44 to 94hours per month. 10 interviewed workers' monthly overtime hours exceeded legal requirement each month. The maximum was up to 94 hours happened in Aug 2019.</p> <p>被审核方因员工月加班超过法规按要求而未遵守该原则。工厂在2018年3月1日建立了关于工时的程序文件。员工可自愿选择加班或不加班。审核期间, 工厂提供了员工从2018年10月1日至2019年11月14日的考勤记录。根据记录显示, 员工日加班为0-2小时, 月加班为44-94小时, 10名抽样员工的每月月加班超过法规要求, 最大月加班94小时, 发生在2019年8月。</p>	
<b>Remarks from Auditee:</b> Nil	

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

Full Audit [Audit Id - 167568] Audit Date: 14/11/2019 PA Score: A

Deadline date:15/02/2020

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

7.23 N/A, The factory did not provide transportation to workers. The auditee established proper health and safety procedure on 1 Mar, 2018 and the document number was ABB-SP-002. The recent health and safety training was conducted in Oct 2019 for workers. Emergency lights and exit signs were installed properly and inspected monthly. Adequate fire extinguishers were installed in the factory, and which were inspected every month. Fire drills were conducted twice per year (18 Dec, 2018 and 31 May, 2019). The factory did not provide free dormitory and canteen to workers. 3 first aiders who trained on 28 Mar, 2019 were available in the factory. However, gaps had identified in implementation.

7.23 不适用, 工厂没有为工人提供工作交通。被审核方在2018年3月1日建立了适当的健康安全的管理程序, 文件编号是ABB-SP-002, 最近的安全健康培训在2019年10月举行。应急灯和出口指示标识进行了正确的安装, 并每月进行检查。配置了足够的灭火器材, 并每月检查。消防演习每年举行2次(2018年12月18日和2019年5月31日)。工厂内有3名在2019年3月28日培训的急救员。工厂未给员工提供宿舍和食堂。然而, 在实施中仍存在差距。

**7.2 - Finding:** The main auditee does not respect this principle because the factory did not seek workers' protection in case of accident through compulsory insurance schemes. Not all employees are protected by insurance in case of accidents because the factory only provided injury insurance to 37 out of 96 workers. The factory recorded injury case monthly and no injury was happened in the past year.

被审核方未遵守该原则因工厂没有通过强制保险方案在意外发生时为工人寻求保护, 不是所有员工在意外发生时都有保险保障, 因为工厂仅给96名员工中的37名员工提供了工伤保险。工厂每月有统计工伤记录, 过去一年未发生工伤。

**7.3 - Finding:** The main auditee does not respect this principle because the factory didn't provide occupational health examination to workers engaged in noise. Such as punching/cutting/assembling workers. Although the factory conducted risk assessment for workshop. The factory provided earplug to them.

被审核方未遵守该原则是因工厂未给接触噪声危害岗位的员工提供职业健康体检。比如冲压, 切管, 组装员工。工厂有对车间进行风险评估。工厂有给员工提供耳塞。

**7.17 - Finding:** The main auditee partially respects this principle because no eye guards were installed for 4 special sewing machines. Finger guards were installed for all sewing machines.

被审核方部分遵守原则因工厂4台特种针车未安装挡针板。工厂所有针车有安装护指器。

**7.22 - Finding:** The main auditee partially respects this principle because the factory provided clean toilets to all workers, but no paper/soap was placed in all toilets.

被审核方部分遵守该原则因工厂给员工提供了干净的厕所, 但所有厕所未配置厕纸和肥皂。

**7.25 - Finding:** The main auditee partially respects this principle because the factory did not conduct noise test for punching and assembling workshop. The factory said they would conduct noise test in 2020.

被审核方部分遵守该原则因工厂未对冲压车间和组装车间进行噪声测试。工厂表示他们将在2020年进行噪声测试。

**Remarks from Auditee:**

Nil

**Performance Area 8 : No Child Labour**

Full Audit [Audit Id - 167568] Audit Date: 14/11/2019 PA Score: A

Deadline date:

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

The auditee established the recruitment procedure to ensure that the auditee refused to recruit the workers who were less than 16 years old on 1 Mar, 2018, the document number was ABB-SP-002. The factory provided relevant training to all workers on 18 Apr, 2019. Child labor remediation process was also defined. No visible underage workers were observed during the site observation. The auditee had established the effective new comer recruitment procedure. The auditee checked the original ID cards to identify the actual age of all applicants and the photocopies of ID cards were kept in personnel files and maintained in the auditee. The candidates could not be recruited if any suspicion or defective about ID cards authenticity existed. No child labor and juvenile worker were employed by the auditee according to review the roster of workers and all interviewees' personnel files. The youngest worker who came from Yunnan province was 18 years old joined in Nov 2019.

被审核方在2018年3月1日建立了招聘程序确保被审核方不雇佣年龄低于16周岁的人员, 文件编号ABB-SP-002。工厂在2019年4月18日给所有员工提供了相关培训。童工补救措施也被定义。在现场审核期间未发现明显的低于法定年龄的员工。被审核方建立了有效的新人员的聘用程序。被审核方检查员工的身份证原件去识别应聘者的真实年龄并会复印一张身份证存留在其人事档案中并存在工厂。如果存在可疑或是身份证的真实性存在瑕疵, 应聘者将被拒绝聘用。在审核期间根据对员工花名册和所有员工的人事档案的查阅, 被审核方未聘用童工和未成年工, 最小员工18岁, 在2019年11月进厂, 来自云南省。

**Remarks from Auditee:**

Nil

<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 167568] Audit Date: 14/11/2019 PA Score: A	Deadline date:15/02/2020
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>According to site observation, workers personal files with ID copy review, workers roster review and workers interview, there was no young worker was employed by the auditee. The youngest worker who came from Yunnan province was 18 years old joined in Nov 2019. The auditee had carried out the risk assessment for young workers to ensure young workers do not work at night, hazardous working environment and heavy workload position. Young workers protection procedure had been established on 1 Mar, 2018 to avoid young workers to participate the night work and was protected against to their health, safety and development, the document number was ABB-SP-002. However, gaps had identified in implementation.</p> <p>根据现场观察，员工带有身份证复印件的人事记录检查，员工花名册检查和员工访问，被审核方未聘用未成年工。最小员工18岁，在2019年11月进厂，来自云南省。被审核方进行了未成年工的风险评估确保未成年工无需在危险工作环境和重体力岗位。未成年工保护程序在2018年3月1日建立以避免未成年工参与夜班且免受影响其健康、安全和发展的工作条件伤害，文件编号是ABB-SP-002。然而，在实施中仍存在差距。</p> <p><b>9.1 - Finding:</b> The main auditee partially respects this principle because the factory conducted risk assessment for young workers, such as the young workers could not work in workshop with noise, but the risk assessment of young workers missed the requirement as follows, the young persons could not work at night. No young worker was found during the audit.</p> <p>被审核方部分遵守该原则是因工厂有对未成年工风险评估，比如未成年工不能工作在有噪声的车间，但未成年工风险评估未包含未成年工不能上夜班。审核过程中，工厂无未成年工人。</p>	
<b>Remarks from Auditee:</b> Nil	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 167568] Audit Date: 14/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Based on document review, the factory established relevant document on 1 Mar, 2018 and the document number was ABB-SP-002. Labor contracts were all concluded between the factory and workers. The contracts statement included the description of working hours, training, rest time and leave, compensation, occupational hazard notification, etc. The factory provided a copy of contract to every worker. Based on interview statement of workers, workers understood well of the content of labor contract. No illegal employment was identified during the audit.</p> <p>根据文件审核，工厂在2018年3月1日建立了相关文件，文件编号是ABB-SP-002。工厂和每个员工均签订了劳动合同，劳动合同的内容包括工时，培训，休息时间和假期，报酬和支付条件、职业危害告知等。工厂提供了一份劳动合同副本给员工。通过员工访谈，员工均了解劳动合同内容。审核过程中，工厂无不合法规的用工形式存在。</p>	
<b>Remarks from Auditee:</b> Nil	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 167568] Audit Date: 14/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>The factory established the procedure on anti-forced labor on 1 Mar, 2018, the document number was ABB-SP-002. The discipline policy was also in line with legal requirement. According to onsite observation and statement of workers and management, workers confirmed that there was no evidence of forced labor showed in the factory, for example, they could resign according to legal requirement and they could leave the factory freely without being searched. No inhumane or degrading treatment was found during the audit and according to interview with workers.</p> <p>工厂在2018年3月1日制定了反强迫劳动的程序，文件编号是ABB-SP-002。工厂的惩戒政策也是符合法律法规要求。依据现场观察和管理层、员工访谈，员工也很清晰地表明工厂内无强迫劳动的现象，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。</p>	
<b>Remarks from Auditee:</b> Nil	

<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 167568] Audit Date: 14/11/2019 PA Score: B	Deadline date:15/02/2020
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>The factory had established procedures on Protection of Environment on 1 Mar, 2018 and the document number was ABB-SA8000-001. The water used by the factory was come from municipal water. The factory had established procedure on Energy and Water Saving procedure and kept statistic logs of water consumption. However, gaps had been identified in implementation as follows:                      工厂在2018年3月1日建立了环境保护的程序, 文件编号是ABB-SA8000-001。工厂主要使用当地市政提供的自来水。工厂建立了节约能源和水资源的程序并保留了水资源消耗统计记录。但也发现工厂执行上有差距:</p> <p><b>12.2 - Finding:</b> The main auditee partially respects this principle because the factory didn't conduct boundary noise test and they expressed they would monitor boundary noise in 2020.                      被审核方部分遵守该原则因工厂未对厂界噪声进行监测, 工厂表示他们将在2020年对厂界噪声进行监测。</p> <p><b>12.3 - Finding:</b> The main auditee partially respects this principle because the factory obtained EIA report and approval in 2016, but the factory changed the address in Mar 2019, and the factory did not obtain updated EIA report and approval. The factory had applied updated EIA report in Aug 2019.                      被审核方部分遵守该原则因工厂在2016年取得了环评报告和批复, 但工厂在2019年3月更换了地址, 工厂未取得更新的环评报告和批复。工厂已经在2019年8月申请了更新的环评报告。</p>	
<b>Remarks from Auditee:</b> Nil	
<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 167568] Audit Date: 14/11/2019 PA Score: A	Deadline date:15/02/2020
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>The Business Ethics policy that publicly condemns corruption, extortion and bribery as unacceptable unethical behaviors perpetrated in its business and sphere of influence was established on 1 Mar, 2018 in the auditee, the document number was ABB-SP-002. The auditee had required keeping accurate information regarding its own activities structure and performance, which included that all documents/records (personnel files, time records, payroll records, etc.), were required accurately and no falsifying information was permitted in their supply chain. The personal information had been protected in accordance with privacy and information security policy. The privacy information regarding workers and clients were protected by different responsible person. For example: workers privacy information was protected by H.R. staffs and clients privacy information protected by sales. However, gaps had been identified in implementation as follows:                      被审核方在2018年3月1日建立商业道德政策包括公开谴责腐败、在其业务和影响范围内的勒索和贿赂是不可接受的和不道德的行为, 文件编号是ABB-SP-002。被审核方已经要求针对自身活动架构内和表现应保留准确的信息, 包括个人资料、工作时间记录, 工资记录等都要求要准确且在其供应链中虚假信息也是不被允许的。个人信息依据隐私和信息安全政策进行了保护。针对员工和客户的个人隐私有不同的责任人符合保护。例如: 由人事负责员工的个人隐私的保管和业务负责客户信息的保管。但也发现工厂执行上有差距:</p> <p><b>13.2 - Finding:</b> The main auditee partially respects this principle because the factory did not obtain updated business license. The address of business license was No.752-3, North Tongji Road, Tong'an District, Xiamen City and the current address was No.935, West Xitang Road, Tong'an District, Xiamen City. The factory moved to here since Mar 2019.                      被审核方部分遵守该原则因工厂未取得更新的营业执照。工厂营业执照地址是厦门市同安区同集北路752号之三, 但工厂当前地址是厦门市同安区西塘西路935号。工厂自2019年3月搬迁到此。</p>	
<b>Remarks from Auditee:</b> Nil	

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	14/11/2019	167568	D	A	A	A	B	D	A	A	A	A	A	B	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)  
GPS.JPG



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



Photo first aid facilities  
First aid kit.JPG



Photo of fire safety equipment  
Emergency lighting and evacuation sign in staircase.JPG



Photo of fire safety equipment  
Emergency lighting test.JPG



Photo of fire safety equipment  
Evacuation plan.JPG



Photo of fire safety equipment  
Fire extinguisher.JPG



Photo of fire safety equipment  
Fire hydrant test.JPG



Photo of fire safety equipment  
Fire hydrant.JPG



Photo of fire safety equipment  
Safety exit and fire alarm.JPG

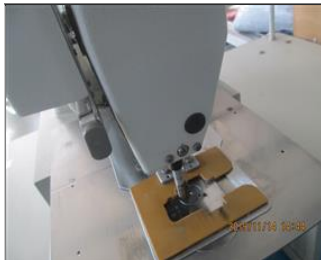


Photo of non-conformity  
No eye guard.JPG



Photo of non-conformity  
The factory did not provide social insurance to all workers.jpg



Photo of non-conformity  
The overtime hours exceeded local legal requirement.jpg



Photo of the code of conduct on display  
Amfori BSCI CODE.JPG



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



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



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



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



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



Photo of the inside of the main production hall  
Metal raw material.JPG



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



Photo of the inside of the main production hall  
Plastic raw material.JPG



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



Photo of the inside of the main production hall  
Raw material.JPG



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



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



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



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



Photo of the sanitary facilities  
Drinking water.JPG



Photo of the sanitary facilities  
Suggestion box.JPG



Photo of the sanitary facilities  
Toilet.JPG



Photo of the sanitary facilities  
Washing facility.JPG