
Auditee :	TAIZHOU ZHONGWAN TOYS CO., LTD
Audit Date From :	19/03/2020
Audit Date To :	20/03/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Lisa Shen(Lead)
Auditing Branch (if applicable) :	TUV Rheinland China



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																																							
A Very Good	<ul style="list-style-type: none">• Minimum 7 Performance Areas rated A• No Performance Areas rated C, D or E These are three examples: <table><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	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
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																													
B Good	<ul style="list-style-type: none">• Maximum 3 Performance Areas rated C• No Performance Areas rated D or E These are three examples: <table><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	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
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																													
C Acceptable	<ul style="list-style-type: none">• Maximum 2 Performance Areas rated D• No Performance Areas rated E These are three examples: <table><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	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
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																													
D Insufficient	<ul style="list-style-type: none">• Maximum 6 Performance Areas rated E These are three examples: <table><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>D</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	D	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.
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	D	E	E	E	E	E																													
E Unacceptable	<ul style="list-style-type: none">• Minimum 7 Performance Areas rated E These are three examples: <table><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	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
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																													
Zero Tolerance	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 :	TAIZHOU ZHONGWAN TOYS CO., LTD		
DBID number :	399135		
Audit ID :	175472		
Address :	NO.18 Xiangguang Road, Beicheng Street, Huangyan District Taizhou		
Province :	Zhejiang	Country :	China
Management Representative :	Yongguan Peng		
Contact person:	Yongguan Peng	Sector :	Non-Food
Industry Type :	Toys and Games	Product group :	toys
Product Type :	Wooden Toys		

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 : 20/03/2021

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	C	A

Executive summary of audit report

The audit for TAIZHOU ZHONGWAN TOYS CO., LTD (台州中玩玩具有限公司) was conducted on March 19-20, 2020. The facility address was NO.18 Xiangguang Road, Beicheng Street, Huangyan District, Taizhou, Zhejiang, China (中国浙江省台州市黄岩区北城街道翔光路18号). The facility was established on July 3, 2018.

There were 2 facilities in the facility compound, including the audited facility and the landlord. The product of the audited facility was Wooden Toys and the product of the landlord was plastic products. There were 6 buildings in the facility compound, including one 2-storey building, two 3-storey buildings and three 4-storey buildings. The audited facility rented two 4-storey buildings. The other buildings were used by the landlord. The total area of the audited facility used was 9603.68 square meters.

The main product of the facility was Wooden Toys, the main processing was wood working, painting, drawing, silk printing, assembly and packing. All processing were finished in the facility, no subcontractor was used by the facility. There was no peak season or low season in the facility. All employees were hired by the facility.

The current audit was conducted with the facility manager's cooperation. The facility manager was positive and cooperative. The finding report was signed by the facility manager and the worker representative in the closing meeting. No comment was provided by the facility.

Remark:

- 1, The facility address in the producer profile was NO.18 Xiangguang Road, Beicheng Street, Huangyan District, Taizhou, Zhejiang, China. After checking with the facility manager, it was wrong, the right address was NO.18 Xiangguang Road, Beicheng Street, Huangyan District, Taizhou, Zhejiang, China.
- 2, There were 2 facilities in the facility compound, but the 2 facilities have independent business licenses, the production areas were totally separated, no employee exchanged was for the 2 facilities. So the other facility was not taken into the audit scope.
- 3, There was no agencies used by the auditee, which made the agency labour contract not applicable. There was no contractor used by factory, which made contractor license/permit not applicable. Factory was not required to obtain government waiver, which made government waiver not applicable. Facility was not required to obtain environmental permit, which made environmental licenses not applicable. Workers did not have collective bargaining which made collective bargaining agreements not applicable.
- 4, There was no finding for PA 3, 4, 8, 9, 10, 11 and 13. Workers had rights of freedom association. But there was no labor union in the facility, there was worker representative elected by the workers. All employees were more than 18 years old, so there was no child labor or young worker. All employees were treated with respect, no discrimination was found or reported. Labor contracts were signed by the workers and the facility when the worker was hired. There was no apprentices and probationary workers were hired in the facility. All workers worked in the facility voluntarily, there was no force labor. The current audit was conducted smoothly, time records, wages records, production records were reviewed and no inconsistency was found.
- 5, The auditor' APSCA Membership Number for Lisa Shen is : 21702490
- 6, The finding of "There was a little waste water produced in the painting and silk printing section when cleaning, however, the facility did not monitor the waste water." in PA12.4 on onsite CAP was moved to PA 12.5 in the final report due to technical review.

Ratings Summary



Auditee's background information			
Auditee's name :	TAIZHOU ZHONGWAN TOYS CO., LTD	Legal status :	Limited Company
Local Name :	台州中玩玩具有限公司 (91331003MA2ANGNU0U)	Year in which the auditee was founded :	2018
Address :	NO.18 Xiangguang Road, Beicheng Street, Huangyan District	Contact person (please select) :	Yongguan Peng
Province :	Zhejiang	Contact's Email :	987654321@qq.com
City :	Taizhou	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) :	None
GPS coordinates :	N28°40'19", E121°13'58"	Total turnover (in Euros) :	2500000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Toys and Games	Of which domestic market % :	0.00
If other, please specify :		Production volume :	8000000 sets per year
Product Group :	toys	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Wooden Toys		

Auditee's employment structure at the time of the audit		
Total number of workers :	85	Total number of workers in the production unit to be monitored (if applicable) : 0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	39	46
Temporary workers	0	0
In management positions	4	1
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	31	36
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	39	46
Production based workers	0	0
With shifts at night	1	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 175472] Audit Date: 19/03/2020 PA Score: D

Deadline date: 18/03/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The facility had established social compliance management policies and procedures to implement amfori BSCI Code of Conduct. Yongguan Peng was appointed as management representative to ensure the amfori BSCI program was followed properly. The management representative was aware of the amfori BSCI Code of Conduct and TOI requirements. The facility took attention with respect to the selection, management and monitoring of their significant business partners and established related procedure to control their significant business partners. The facility monitored the social compliance performance for all significant business partners through audits and signing back of amfori BSCI COC and TOI. The amfori BSCI Code of Conduct and poster were posted in the workshop.

工厂建立了社会责任管理方针、程序来执行amfori BSCI行为准则，彭永官被任命为管理者代表来负责amfori BSCI的合理实施，管理者代表对amfori BSCI行为准则以及实施条款有了解。工厂关注了其重要合作伙伴的选取，管理和监控，建立了相关程序来管控重要的商业合作伙伴，工厂通过对其主要的商业合作伙伴进行审核，和让其回签amfori BSCI行为准则和商业伙伴专用实施条款来管控其社会责任表现。工厂在车间张贴了amfori BSCI行为准则和海报。

- 1.1 -** The facility had established the amfori BSCI management system, but did not have the practice to ensure the internal procedures to integrate the amfori BSCI Code into day-to-day business practices. For example, not all workers were provided with 5 types of social insurance, the excessive monthly overtime hours etc. The management explained that the facility had established the amfori BSCI management procedure, but it was subject to conditions into day-to-day business practices, some requirements could not be implemented immediately.

工厂建立了amfori BSCI管理体系，但没有采取切实可行的措施确保amfori BSCI行为守则的要求落实到公司的日常运作中。例如，工厂未能给全部员工提供5险，月加班超时等。管理人员解释说工厂已经建立了amfori BSCI管理制度，但在日常管理中受条件限制，还是有一部分要求无法马上落实。

- 1.4 -** There was procedure to evaluate workforce capacity. However, the facility did not organize effective workforce capacity plan to meet the expectations of the delivery order, which led to workers' excessive monthly overtime hours. Facility management explained that established production plans were adjusted according to production orders in each period, and workers also wanted to conduct more overtime hours for higher salary.

工厂有建立产能评估程序，但未安排有效的的产能计划以满足订单交付的要求，导致员工有月加班超时的情况。工厂解释说原先制定的生产计划根据各个阶段的生产订单进行了调整，员工也想要多加班来获得更高的工资。

Remarks from Auditee:

None

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 175472] Audit Date: 19/03/2020 PA Score: A

Deadline date: 18/09/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Communication channel between management and workers was established by the facility, which including suggestion box and worker representatives. Communication meeting between worker representative and management representative was conducted periodically. amfori BSCI Code of Conduct and Terms of Implementation in local language had been published at the production site.

工厂建立了管理层及工人的沟通渠道，包括设置了意见箱和员工代表。员工代表和管理层代表之间定期地召开沟通会议。amfori BSCI行为准则和实施条款的当地语言版已经在车间提供阅读。

- 2.4 -** As per the employee interview, it was noted that employees were not clear about the content of amfori BSCI Code of Conduct such as what child labor or young worker was. The facility had provided amfori BSCI code of conduct training and the training records were provided for review.

根据员工访谈，发现员工不清楚BSCI行为准则的内容比如什么是童工或未成年工。工厂有提供BSCI行为准则的培训，培训记录提供了查看。BSCI行为准则也张贴在布告栏。

Remarks from Auditee:

None

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

Full Audit [Audit Id - 175472] Audit Date: 19/03/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

None

无

Remarks from Auditee:

None

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 175472] Audit Date: 19/03/2020 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u> None	
<u>AREAS OF IMPROVEMENT:</u> None 无	
<u>Remarks from Auditee:</u> None	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 175472] Audit Date: 19/03/2020 PA Score: B	Deadline date:18/03/2021
<u>GOOD PRACTICES:</u> None	
<u>AREAS OF IMPROVEMENT:</u> <p>Legal minimum wage was RMB 1800/ month (equivalent to RMB 10.34 (1800/21.75/8) per hour). Payroll records from February 2019 to January 2020 were reviewed. As per the payroll, paid annual leave and paid holidays were provided. Pay slip was issued to workers. The facility provided paid annual leave, statutory holiday, sick leave, marriage leave, maternity leave and funeral leave. The whole month was counted as a wage calculation cycle, and the corresponding wage was paid on around 30th of next month. Workers' wages were paid at hourly rate (at least RMB 12 per hour) in cash. No any deduction from wages was found in the facility.</p> <p>法定最低工资为人民币1800元每月(相当于人民币10.34元每小时(1800/21.75/8))。2019年2月份到2020年1月份的工资表被查看。根据工资表上, 年休假工资和法定假日工资已支付。工资条会提供给员工。工厂有提供年休假, 法定假, 病假, 婚假, 生育假和丧假。整个自然月为薪资计算周期且下月大约30日发上个自然月的工资。员工工资按时薪制现金发放, 最低为人民币12元每小时。工资中没有任何扣款被发现。</p> <p>5.5 - There were 85 employees in the facility, including 9 retired employees and 13 new employees. Thus, total 63 employees should be provided with social insurance. However, as per the provided social insurance receipts in the past 12 month and the current social insurance status on the audit day, it was noted that the facility provided endowment insurance, birth insurance, unemployment insurance, medical insurance and work-related injure insurance to 24, 24, 24, 24 and 60 employees. The facility management stated that the facility would provide work related injure insurance to all employees and provide the other 4 type social insurance to the employees who wanted to participate in the social insurance in the following days. The interviewed employees stated that they did not want to participate in the social insurance due to they might resigned from the facility in the further. Reference laws: PRC Labor Law article 72 and Social Insurance Law of the People Republic of China, Article 10, 23, 33, 44 and 53.</p> <p>工厂有85名员工, 包括9名退休员工和13名新员工。因此, 一共63名员工应被提供社保。但是, 根据提供的过去12个月的社保发票和审核当天当前的社保系统状态, 发现工厂提供养老险, 生育险, 失业险, 医疗险和工伤险给24,24,24,24和60名员工。工厂管理人员说工厂在接下来会提供工伤险给所有员工, 并提供其他4险给想要参加社保的员工。访谈的员工说他不想参加社保, 由于他们可能将来会在工厂离职。参考法规: 《中华人民共和国劳动法》第72条和《中华人民共和国社会保险法》第10条, 第23条, 第33条, 第44条和第53条。</p>	
<u>Remarks from Auditee:</u> None	

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 175472] Audit Date: 19/03/2020 PA Score: D

Deadline date:18/03/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The facility established working hour procedure and provided relevant training to workers. The facility used scanning face or finger attendance system to record the time in/out. The facility defined from Monday to Sunday as a week. Normal working hour was 8 hours per day and 5 days per week. There were summer shift and winter shift in the facility, the summer shift was from May to September and the winter shift was from October to next April. The summer shift was from 7:00 to 17:00, with the lunch break from 11:30 to 13:30; the winter shift was from 7:30 to 17:00, with the lunch break from 11:30 to 13:00. Regular overtime was arranged if needed, 2 hours per time, from 18:00 to 20:00. Attendance records from February 2019 to audit date were reviewed. Based on the sample records, maximum 2 hours overtime per day, 12 hours overtime per week, 50 hours overtime per month and 1 day off after 6 days consecutive working days was guaranteed. No overtime was arranged on statutory holiday. During the worker interview, workers confirmed that they worked overtime voluntarily.

工厂建立了工时的程序文件，并给员工提供了相关的培训。工厂用刷脸或者指纹考勤系统记录员工考勤，员工进出时间均有记录。周一到周日为一个完整工作周。正常工作时间为每天8小时和每周5天。工厂有夏令时和冬令时，夏令时是从5月到9月，冬令时是从10月到下一个4月。夏令时是从7:00-17:00，有11:30-13:30的午休；冬令时是从7:30-17:00，有11:30-13:00的午休。如需要会安排平时加班，2小时每次，从18:00-20:00。审核查看了自2019年2月至审核当天的的考勤记录。所抽取样本考勤中，最大日加班时间2小时，周加班12小时，月加班50小时，最长连续工作6天，法定假日没有加班。访谈确认员工加班自愿。

- 6.2 -** The facility established the overtime control procedure, which required the daily overtime within 3 hours, monthly overtime within 36 hours and one rest day per week for the employees. However, the facility did not fully follow this procedure. The facility used scanning finger and face system to record each time in and time out. But the time recording system could not alert when the overtime would exceed the limit or had exceeded the limit. The facility manager stated that the finishing order was the first and the limit of the working hour was the second. The interviewed employees stated that they wanted to do more overtime to earn more money. The time records from February 2019 to March 20, 2020 were provided for review and the month of May 2019, August 2019, January 2020 and March 2020 were sampled. As per the time records, it was noted that: 1, Excessive monthly overtime was found for 12 out of 13 sampled employees in May 2019, max up to 44 hours; 2, Excessive monthly overtime was found for 13 out of 13 sampled employees in August 2019, max up to 50 hours. Remark: The max monthly overtime for the sampled employees in January 2020 was 16 hours (there was annual leave and holiday leave in this month); the max monthly overtime for the sampled employees in March 2020 was 20 hours (from March 1, 2020 to March 20, 2020). Reference laws: Labor Law of the P.R.C, Article 41

工厂建立了加班控制程序，要求日加班在3小时之内，月加班在36小时之内，并且每周休息1天给员工。但是，工厂没有完全遵守这个程序。工厂使用刷指纹和脸部系统来记录进出时间。但是这个考勤系统不能警示何时加班会超时或者已经超时。工厂管理人员说订单完成是第一位的，工作时间的限制是第二位的。访谈的员工说他们想要多加班多赚钱。从2019年2月份到2020年3月20日的考勤被提供查看，2019年5月，2019年8月，2020年1月和2020年3月的考勤被抽样。根据这些考勤，发现：1，在2019年5月，在13名员工中有12名员工月加班超时，最大达到44小时；2，在2019年8月，在13名员工中有13名员工月加班超时，最大达到50小时；备注：在2020年1月份，抽样员工的最大月加班是16小时（在这个月有年假和法假）；在2020年3月份，抽样员工的最大月加班是20小时（从2020年3月1日到2020年3月20日）参考法规：《中华人民共和国劳动法》第41条。

Remarks from Auditee:

None

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 175472] Audit Date: 19/03/2020 PA Score: A

Deadline date: 18/03/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

There were occupational hazardous elements existed in wood working, painting, drawing, silk printing process, etc. During plant tour, document review and worker interview, the facility had provided the training on personal protective equipment usage. Electricity was inspected monthly. Assessment Management Procedure and Risk Assessment Form were reviewed. Sufficient firefighting equipment such as fire extinguishers were installed and inspected monthly. Evacuation routes were not blocked and evacuation plans were posted at each floor. Emergency lights and exit signs were installed properly and inspected monthly. The facility used chemicals such as paint, thinner, detergent, etc. As per facility management confirmation and interview with employees, there was no pregnant employee existed in past one year. Health and safety training was documented. Work-related Injury Record Sheet and Work-related Injury Research Report were reviewed but no work-related injury happened in the past one year. Canteen was provided to workers, but dormitory and transportation was not provided.

木工, 油漆, 绘画, 丝印等工序存在职业病危害因素。通过现场走访、文件审核以及员工访谈, 工厂有提供如何使用劳动防护用品的培训。电气线路每月进行检查。健康与安全风险识别与评估程序以及风险评估记录已提供审核。足够的消防设施如灭火器已安装并每月进行检查。逃生路线未被堵塞、疏散图张贴在生产场所中。已安装应急灯与安全出口标识, 并每月进行检查。工厂使用了化学品, 如油漆, 稀释剂, 清洁剂等。根据企业管理人员确认以及员工访谈, 在过去一年内企业无怀孕员工, 健康安全培训均已记录。工伤记录以及工伤调查报告显示过去一年内无员工发生工伤。工厂有提供食堂给员工, 但未提供宿舍和交通工具给员工。

7.1 - There were wood working section, painting section, drawing section, silk printing section and so on in the facility, the workers would contact the occupational hazard factors of noise, chemical and dust. However, the facility did not conduct the occupational hazard factor testing. Due to no occupational hazard factor testing, it could not verify if occupational health check was required or not. The facility did not provide occupational health check to any worker. Reference law: Provisions on the Supervision and Administration of Occupational Health at Work Sites, Article 20& Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35.

工厂有木工车间, 油漆车间, 绘画车间, 丝印车间等, 员工会接触职业危害因素噪声, 化学品和粉尘。但是工厂没有提供职业危害因素测试。由于没有职业危害因素测试, 不能判断是否需要职业健康体检。工厂没有提供职业健康体检给任何员工。参考法规: 工作场所职业卫生监督管理规定第20条&中华人民共和国职业病防治法第35条

7.2 - There were 85 employees in the facility, including 9 retired employees and 13 new employees. However, the facility only provided work related injury insurance to 60 employees. Reference law: Social Insurance Law of the People's Republic of China, Article 33

工厂有85名员工, 包括9名退休员工和13名新员工。但是, 工厂只提供了工伤保险给60名员工。参考法规: 中华人民共和国社会保险法, 第三十三条。

7.6 - The facility provided the gloves to the silk printing worker and the painting worker. But these workers did not use the provided gloves while working. Reference law: Work Safety Law of the People's Republic of China, Article 42

工厂提供了手套给丝印员工和油漆员工。但是这些员工在工作时没有使用提供的手套。参考法规: 《中华人民共和国安全生产法》, 第42条。

7.7 - Around 13 chemicals (paint, thinner and other chemical agent) were not provided with secondary containers. These chemicals were in the chemical warehouse and the workshop. Moreover, one chemicals (thinner) were not provided with safety label in the painting section. Reference law: Regulation on the Safety Management of Hazardous Chemicals, Article 20& Regulation on chemical safe handling in workplace, Article 14

大约13个化学品(油漆, 稀释剂和其他化学试剂)没有被提供二次容器。这些化学品是在化学品仓库和车间。此外, 1个在油漆车间的化学品(稀释剂)没有被提供安全标示。参考法规: 《危险化学品安全管理条例》, 第20条&《工作场所安全使用化学品规定》, 第14条

7.17 - There were 2 cargo elevators used in the facility. However, the facility did not have the annual inspection report for the 2 cargo elevators. Reference law: PRC Special Equipment Safety Law, Article 15

在工厂有2个货梯使用。但是工厂没有这2个货梯的年检报告。参考法规: 中华人民共和国特种设备安全法第15条。

Remarks from Auditee:

None

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 175472] Audit Date: 19/03/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

None

无

Remarks from Auditee:

None

Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 175472] Audit Date: 19/03/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

None

无

Remarks from Auditee:

None

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 175472] Audit Date: 19/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: None 无	
Remarks from Auditee: None	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 175472] Audit Date: 19/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: None 无	
Remarks from Auditee: None	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 175472] Audit Date: 19/03/2020 PA Score: C	Deadline date: 18/03/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The facility established the policy and procedure of environment protection, and appointed the facility manager responsible for the environment improvement. The facility generated waste water, waste gas and noise. The waste water was produced in the painting and silk printing section, waste gas was generated for the wood working, painting and silk printing section and noise was generated for the wood working section. The facility had provided environment protection training to the employees and the training records were provided for review.</p> <p>工厂已经建立了环境保护的政策和程序,同时指派管理人员负责环境改善。工厂有产生废水,废气和噪声。废水主要产生于油漆和丝印车间,废气主要产生于木工,油漆和丝印车间,噪声主要产生于木工车间。工厂有提供环境保护培训,培训记录有提供查看。</p> <p>12.1 - The facility did not have the EIA report form, the EIA approval or the environmental protection facility completion acceptance report for review. The facility management stated that they would apply for these documents. Reference law: Law of the People's Republic of China on Appraising of Environment Impacts, Article 16&22, Management Regulations for Environmental Protection of Construction Projects, Article 17 工厂没有环评报告表,环评批复和环保设施竣工验收报告查看。工厂管理人员表示他们会申请这些文件的。参考法律:中华人民共和国环境影响评价法 第16条和第22条&《建设项目环境保护管理条例》第17条</p> <p>12.4 - 1- There was noise generated for the wood working section and there was waste gas generated for the wood working, painting and silk printing section. However, the facility did not monitor the boundary noise and the waste gas. Reference law: Article 23 of Law of the People's Republic of China on Prevention and Control of Pollution From Environmental Noise.&Measures for the Administration of Environmental Surveillance, Article 21 2-There was a kitchen in the facility, but the cooking fumes of kitchen was not monitored by the facility. Reference law: Emission standard of cooking fume GB18483-2001, article 4.2. 1-在木工车间会产生噪声,在木工,油漆和丝印车间会产生废气。但是,工厂没有监测厂界噪声和废气。参考法规:《中华人民共和国环境噪声污染防治法》第二十三条。&环境监测管理办法,第21条。2-工厂有一个厨房,但是工厂未对厨房油烟进行监测。参考法规:饮食业油烟排放标准 GB18483-2001,第4.2条。</p> <p>12.5 - There was a little waste water produced in the painting and silk printing section when cleaning, however, the facility did not monitor the waste water. Reference law: Law of the People's Republic of China on the Prevention and Control of Water Pollution, Amendment, Article 9 在油漆和丝印车间清洗过程中会产生少量废水,但是工厂没有监测废水。参考法规:中华人民共和国水污染防治法 第九条</p>	
Remarks from Auditee: None	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 175472] Audit Date: 19/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: None 无	
Remarks from Auditee: None	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	19/03/2020	175472	D	A	A	A	B	D	A	A	A	A	A	C	A	C

Producer Photos



External photo(s) of the production unit(s)
Facility address.JPG



Photo of fire safety equipment
Testing fire alarm.JPG



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



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

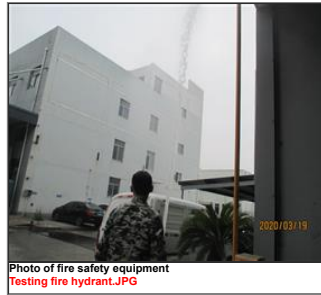


Photo of fire safety equipment
Testing fire hydrant.JPG



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



External photo(s) of the production unit(s)
Facility outlook.JPG



Photo of non-conformity
NC 5.5 and 7.2 Insufficient social insurance.JPG



Photo of the inside of the main production hall
Painting section 1.JPG



Photo first aid facilities
Eye washing station.JPG

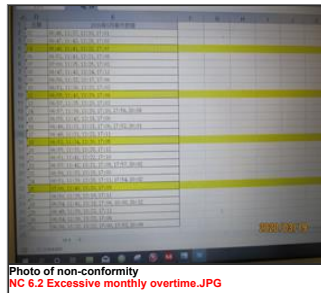


Photo of non-conformity
NC 6.2 Excessive monthly overtime.JPG



Photo of the inside of the main production hall
Painting section 2.JPG



Photo first aid facilities
First aid kit.JPG

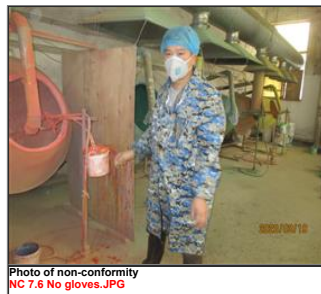


Photo of non-conformity
NC 7.6 No gloves.JPG



Photo of the inside of the main production hall
Posted Sign.JPG



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



Photo of non-conformity
NG 7.7 No safety label.JPG



Photo of the inside of the main production hall
Silk printing section.JPG



Photo of fire safety equipment
Emergency assembly area.JPG



Photo of non-conformity
NG 7.7 No secondary container.JPG



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



Photo of fire safety equipment
Evacuation indicating sign.JPG



Photo of the canteen (if applicable)
Canteen.JPG



Photo of the inside of the main production hall
Wood working section 1.JPG



Photo of fire safety equipment
Evacuation plot plan.JPG



Photo of the canteen (if applicable)
Kitchen.JPG



Photo of the inside of the main production hall
Wood working section 2.JPG



Photo of fire safety equipment
Exit sign and emergency light and fire alarm.JPG



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



Photo of the sanitary facilities
Drinking water area.JPG



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



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



Photo of the sanitary facilities
Toilets.JPG