
Auditee :	S.O.I.(JIANGMEN)BAG CO.LIMITED
Audit Date From :	08/10/2020
Audit Date To :	09/10/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	BureauVeritas
Auditor's Name(s) :	Mike Peng(Lead)
Auditing Branch (if applicable) :	



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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: 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 Good	<ul style="list-style-type: none"> Maximum 3 Performance Areas rated C No Performance Areas rated D or E 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.
C Acceptable	<ul style="list-style-type: none"> Maximum 2 Performance Areas rated D No Performance Areas rated E 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.
D Insufficient	<ul style="list-style-type: none"> Maximum 6 Performance Areas rated E 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.
E Unacceptable	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated E 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.
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 :	S.O.I.(JIANGMEN)BAG CO.LIMITED		
DBID number :	384288		
Audit ID :	194179		
Address :	4/F, 2#Building, No.35 Minghui Road, Jianghai District Jiangmen		
Province :	Guangdong	Country :	China
Management Representative :	Zhou Shang Xiu		
Contact person:	Shang Xiu Zhou	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	hangbags, belts and shoes
Product Type :	Handbags		

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 :	B		
Need of follow-up :		If YES, by :	

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
A	B	A	A	B	A	A	A	A	B	A	C	A

Executive summary of audit report

S.O.I.(JIANGMEN)BAG CO.LIMITED (the name in Chinese was “江门市意汇手袋有限公司”, Business License No. was 9144070059007587X7) was established in 2012 and located at 4/F, 2#Building, No.35 Minghui Road, Jianghai District, Jiangmen City, Guangdong Province, China. (the address in Chinese was “江门市江海区明辉路35号2幢四楼厂房”). The auditee specialized in the manufacture of handbags. The main production processes included cutting, sewing, hand working, gluing, edge painting, inspection and packing. According to the factory management, peak season was not obvious. The auditee occupied the fourth floor of one 6-storey building as production floor, warehouse and office. The total land area of the factory is about 2800 square meters.

There were a total of 86 employees (76 productive employees and 10 non-productive employees) with 32 males and 54 female. The youngest employee noted during this audit was 23 years old.

The factory adopted a Finger printing system to record working hours of production employees. Per management and document review, all employees work in one shift, the working hour is 8:00-11:45, 13:15-17:30. Wages of employee were paid before the end of the next month by cash. Per payroll review and interviews with management and employees, all production employees were paid by hourly rate.

During the audit, employees' time records wage record were sampled as follows for working hour and wage testing: each 10 samples of employees from the most recent paid month of August 2020, random month of January 2020 and May 2020. And 5 additional time records from the most recent yet-to-pay month September 2020 were sampled. According to the sampled time records, it was noted that the maximum overtime hours were 2 hour per day, 14 hour per week and 36 hours per month. Employees worked consecutive 6 days at most. According to the sampled payroll records, it was noted that all employees were paid at least RMB8.91 per hour as equivalent to RMB1550 per month during tested period, which is same as local minimum wage standard. Employees' overtime hours worked on weekdays, weekends were paid with 150%, 200% of employee's normal wage, which was compliance with legal requirement. No overtime was ever arranged on holiday.

According to the social insurance payment receipt provided by auditee management, it was noted that only 52 out of 86 employees (60%) were provided with accident insurance, medical insurance, pension insurance, maternity insurance and unemployment insurance in September 2020.

Further, 10 employees were selected for private interviews from different workshops. No negative comment was issued during employee interviews. Interviewed employees were satisfied with the working environment, compensation, working hour and management team in the factory.

A closing meeting was held with the factory representatives and all of the findings were discussed. Zhou Shang Xiu/Manager; Lin Jin Hui/Personnel Manager; Yang Qiao Yi/Worker Representative attended the open meeting and the closing meeting. Zhou Shang Xiu/Manager signed the onsite CAP and agreed to take corrective actions.

Remark:
 There was no contractors or agencies used by the auditee, which made the contractor license/permit and agency labour contract not applicable. No Government waivers or Collective bargaining agreements was available.
 Audit Company: Bureau Veritas Consumer Products Service
 Audit Company APSCA Number: 11600002
 Lead Auditor Name: Mike Peng
 APSCA Auditor Registered Number: RA21704159

Ratings Summary



Auditee's background information			
Auditee's name :	S.O.I.(JIANGMEN)BAG CO.LIMITED	Legal status :	Ltd Company
Local Name :	江门市意汇手袋有限公司 (9144070059007587X7)	Year in which the auditee was founded :	2012
Address :	4/F, 2#Building, No.35 Minghui Road, Jianghai District	Contact person (please select) :	Shang Xiu Zhou
Province :	Guangdong	Contact's Email :	214399219@qq.com
City :	Jiangmen	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 :	N22°34'3.15" E113°09'9.85"	Total turnover (in Euros) :	5100000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	300000 pcs per year
Product Group :	hangbags, belts and shoes	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Handbags		

Auditee's employment structure at the time of the audit		
Total number of workers :	86	Total number of workers in the production unit to be monitored (if applicable) :
	MALE WORKERS	FEMALE WORKERS
Permanent workers	32	54
Temporary workers	0	0
In management positions	0	3
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	15	29
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	32	54
Production based workers	0	0
With shifts at night	0	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 - 194179] Audit Date: 08/10/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

none observation

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee respected the requirement of this performance area. It was noted that the auditee established social compliance management policies, procedures, manuals and organization structure to implement BSCI code of conduct. The main auditee had communicated the BSCI code with its significant suppliers by providing the copy of BSCI code of conduct to them.

整体观察表明, 受审核方满足这个执行领域的要求。审核发现被审核方建立了社会责任管理方针, 程序, 手册及组织架构来执行BSCI行为规范。被审核方将BSCI行为准则发送给了其重要供应商并在遵守行为准则方面进行了沟通。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 194179] Audit Date: 08/10/2020 PA Score: B

Deadline date:09/01/2021

GOOD PRACTICES:

none observation

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee partially respected the requirement of this performance area. It was noted that the auditee established communication structure and procedures to genuinely involve workers and their representatives. Meeting records showed that management exchanges information on workplace-related issues with workers and their representatives once a half year. According to interviewees, provided procedures and records, workers' representatives were elected by workers without any interference from auditee management. Workers' representatives were allowed to carry out their duties within working hours without losing pay or other negative repercussions. However, gaps were identified in implementation.

整体观察表明, 受审核方部分满足这个执行领域的要求。审核发现被审核方建立了沟通渠道和程序来切实确保员工及员工代表的参与。会议记录显示管理人员与员工代表每半年就工作场所相关事项进行一次沟通。根据员工访谈, 管理程序文件及记录显示, 员工代表由员工自由选举而不要管理层的干涉。员工代表可以在工作时间行使其职责而不会被克扣工资或者受到任何负面影响。但在实际执行中仍存在一些差距。

- 2.2 - It was noted that the auditee didn't define long term goals to protect workers according to the BSCI COC Please refer to BSCI PA 2.2
审核发现被审核方没有按照BSCI行为守则的期望制定保护工人的长期目标。请参看BSCI PA 2.2

Remarks from Auditee:

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

Full Audit [Audit Id - 194179] Audit Date: 08/10/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

none observation

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee respected the requirement of this performance area. It was noted that the auditee set procedure to protect the right of workers to form and join organizations of their own choosing. Workers' representatives were allowed to carry out their duties within working hours without losing pay or other negative repercussions. Also representatives could hold negotiation with auditee management regarding issues of health and safety, welfare and work condition though no collective bargain was ever held. According to factory rules and interview, there was no any restriction of workers' representatives' interaction with workers according to employee manual and testimony of interviewees. The auditee could respect this principle the rights of Freedom of Association and Collective Bargaining, and the employees could raise their concerns through, worker representatives, suggestion box or management directly.

整体观察表明, 受审核方满足这个PA的要求。审核发现被审核方制定了相应的程序文件来确保员工可以自由成立或者参与各种组织。员工代表可以在工作时间行使其职责而不会被克扣工资或者产生任何负面影响。员工代表可以代表员工与管理层就健康安全, 员工福利及工作条件等方面进行集体谈判, 虽然目前尚未举办过类似的谈判。根据员工手册及受访者口述, 被审核方没有设置任何制止员工与员工代表接触的措施。被审核方尊重员工的自由结社的权利, 并且员工可以通过员工代表、意见箱或者直接向管理层反映自己的意见或建议。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 194179] Audit Date: 08/10/2020 PA Score: A	Deadline date:
GOOD PRACTICES: none observation	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee fully respected the requirement of this performance area. Per document review, management interview and employees' private interview, it was noted that the auditee had set procedure to prevent any kind of discrimination and management were trained and promised to obey this principle. The auditee paid particular attention to avoid discrimination against vulnerable groups like disabled workers, pregnant women or migrant workers through employee manual and normal training. The auditee did not use health conditions for discrimination such as medical testing, pregnant tests, use of contraception or equivalent.</p> <p>整体观察表明, 受审核方满足这个PA的要求。通过文件查阅、管理层访谈和员工访谈, 审核发现被审核方建立了禁止歧视的管理程序文件, 所有管理人员接受了相应培训并承诺遵守该原则。被审核方对弱势群体如残疾员工, 怀孕女工和外地工人给予了特别关注, 并通过员工手册, 日常培训来保障其权益。被审核方管理不以身体条件比如医学体检, 怀孕检查, 避孕节育等类似手段来设置歧视条款。</p>	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 194179] Audit Date: 08/10/2020 PA Score: B	Deadline date:09/01/2021
GOOD PRACTICES: none observation	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee partially respected the requirement of this performance area. Per document review, management interview and employees' private interview, it was noted that all employees were paid RMB1550 per month, which is same as local minimum wage standard. In addition, employees were paid at least RMB700 per month as post allowance. Wages were paid in cash before the end of next month. Pay-slips were distributed to all workers when wages were paid. The auditee provided leave according to employees' application and legal requirement on paid basis. Maternity benefit was provided to female employee who is legally entitled to this welfare as per legal requirements. No illegal or unreasonable deduction had been identified through document review or reported by the interviewed workers. However, gaps were identified in implementation.</p> <p>整体观察表明, 受审核方部分满足这个PA的要求。通过文件查阅、管理层访谈和员工访谈, 审核发现员工工资均为1550元/月, 相当于当地最低工资标准。另外员工每月至少有700元岗位津贴。每月工资在月底前以现金的方式发放。在工资发放时给员工发放了工资条。被审核方按照法律要求并根据员工申请提供了带薪假期并给符合要求的女性员工提供了产假。通过员工访谈及记录查询没有发现任何形式的不合理扣款。然而, 在实际执行中仍然存在一些问题。</p> <p>5.5 - According to the social insurance payment receipt provided by auditee management, it was noted that only 52 out of 86 employees (60%) were provided with accident insurance, medical insurance, pension insurance, maternity insurance and unemployment insurance in September 2020. In addition, the auditee provide commercial incident insurance to all employees, the valid period is from April 15, 2020 to April 15, 2021. The auditee management represented that they would enhance the social insurance training to employees and would try their best to improve the purchase rate in the future. Please refer to BSCI PA 5.5 and Article 73 of the Labor Law of the People's Republic of China.</p> <p>审核员发现被审核方的社会保险覆盖不足。根据被审核方提供的2020年9月社会保险缴费单据显示被审核方仅为52/86名员工(60%)提供工伤, 医疗, 养老, 生育, 和失业保险。另外被审核方为所有员工都购买了商业意外保险, 有效期为2020年4月15日至2021年4月15日。被审核方管理层表示会加强社保的宣传, 尽可能增加社保的购买比例。请参看BSCI PA 5.5 及《中华人民共和国劳动法》第73条。</p>	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 194179] Audit Date: 08/10/2020 PA Score: A	Deadline date:
GOOD PRACTICES: none observation	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee respected the requirement of this performance area. Per document review, management interview and employees' private interview, the auditee complied with local requirement of the normal working hours of 40 hours per week. Based on the sampled employees' time records, the maximum overtime hours were 2 hours per day and 36 hours per month. Employees could have at least one day leave after consecutive 6 working days. Employees could refuse to work for overtime freely without penalty.</p> <p>整体观察表明, 受审核方满足这个PA的要求。通过文件查阅、管理层访谈和员工访谈, 被审核方遵循生产员工每周正常工作时间为40小时。抽样员工最大月加班为36小时/每月, 最大日加班是2小时, 最大连续工作天是6天。员工可以自由选择加班, 不会受到任何的处罚。</p>	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 194179] Audit Date: 08/10/2020 PA Score: A	Deadline date:09/01/2021
GOOD PRACTICES: none observation	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee partially respected the requirement of this performance area. It was noted that the auditee basically complied with occupational health and safety (OHS) regulations. The auditee established fire safety policy, the emergency evacuation plan, and also regularly carried out risk assessment for safe, healthy and hygienic working condition. Regularly conducted fire drills for employees. Further, the auditee provided safety training to employees. However, gaps were identified in implementation. Remark: The auditee did not provide dormitory, meal or transportation to employees.</p> <p>整体观察表明, 受审核方部分满足这个PA的要求。审核发现被审核方基本遵守了适合其业务活动的职业健康与安全法规。被审核方建立了消防程序文件, 应急预案等, 并定期执行了有关安全、健康和卫生工作条件的风险评估, 定期组织员工进行消防演习, 对员工进行安全培训等。但是, 在实际执行中存在差距。备注: 被审核方没有为员工提供食宿和交通便利。</p> <p>7.1 - 1. It was noted that no specific full-time or part-time safety production management personnel was assigned in the auditee, which with 86 employees. Please refer to Article 21 of Law of the People's Republic of China on Production Safety, Article 10 of Provisions on safety training for production and business units, Article 12 of Provisions on safety training for production and business units and BSCI PA 7.1 2. It was noted that the auditee provided the occupational health checks to employees who were in contact with noise or chemicals yearly. However, the occupational health checks were not provided to employees before they take the posts or leave the posts. Please refer to BSCI PA 7.1 and Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases</p> <p>1. 审核发现被审核方的员工人数为86人, 并未配备专职或者兼职的安全生产管理人员。请参看《中华人民共和国安全生产法》第二十一条、《生产经营单位安全培训规定》第十条以及《生产经营单位安全培训规定》第十二条和BSCI PA7.1 2. 审核发现被审核方有每年为接触噪音和化学品的员工提供职业病体检, 但并没有组织这些员工在上岗前和离岗时进行职业病体检。请参看BSCI PA7.1和《中华人民共和国职业病防治法》第35条</p> <p>7.6 - It was noted that the auditee did not provide earplug to cutting workers. Please refer to with Article 42 of Law of the People's Republic of China on Production Safety and BSCI PA 7.6</p> <p>审核发现被审核方没有提供耳塞给裁剪部门员工。请参看《中华人民共和国安全生产法》第42条以及BSCI PA7.6</p> <p>7.8 - The accident procedures were not visually displayed to exposed workers and first-aid personnel. Please refer to BSCI PA7.8</p> <p>被审核方的事故应急处理程序没有张贴以供员工和急救人员使用。请参看BSCI PA7.8</p>	
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 194179] Audit Date: 08/10/2020 PA Score: A	Deadline date:
GOOD PRACTICES: none observation	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee fully respected the requirement of this performance area. Per auditee tour, document review, management interview and employees' private interview, it was noted that the auditee established its child labor forbidden policy. It was noted that the HR related officer had to check the ID and age during the hiring process. Through management interview, worker representative interview and employee interview, all knew the child labor forbidden policy and confirmed no child labor in the auditee.</p> <p>整体观察表明, 受审核方满足这个PA的要求。通过文件查阅、管理层访谈和员工访谈, 审核发现被审核方建立了禁止童工政策。负责招聘的相关HR人员知道他们必须严格核实新进员工的年龄。员工面谈, 员工代表面谈和管理层面谈都证实清楚的知晓禁止童工政策并且确定被审核方没有童工。</p>	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 194179] Audit Date: 08/10/2020 PA Score: A	Deadline date:
GOOD PRACTICES: none observation	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee respected the requirement of this performance area. Per auditee tour, document review, management interview and employees' private interview, it was noted that the auditee had established Young Worker Management Procedure which established necessary mechanisms to prevent, identify and mitigate harm to young workers. Moreover, in the grievance mechanisms it was regulated that workers can lodge grievances if there was young worker not identified or not protected. Through management and workers review, site observation and document review, no young worker was hired by this auditee at present.</p> <p>整体观察表明, 受审核方满足这个PA的要求。通过文件查阅、管理层访谈和员工访谈, 审核发现被审核方建立了预防、识别和减轻对未成年工伤害的未成年工特殊保护程序, 并有未成年工的申诉机制来确保该程序执行。在本次审核中没有发现未成年工。</p>	
Remarks from Auditee:	

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 194179] Audit Date: 08/10/2020 PA Score: B	Deadline date:09/11/2020
GOOD PRACTICES: none observation	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee partially respected the requirement of this performance area. Per auditee tour, document review, management interview and employees' private interview, it was noted that the auditee established human resource management procedures which regulated the standard of recruitment, remuneration, hours of work, disciplinary measures, promotion, trainings, termination of employment. The auditee signed labour contracts with employees within one month of recruitment according to legal requirement. The auditee did not use temporary job arrangements to cover workloads that lack pre-determined end dates. However, gaps were identified in implementation.</p> <p>整体观察表明, 受审核方部分满足这个PA的要求。通过文件查阅、管理层访谈和员工访谈, 审核发现被审核方建立了人力资源管理程序, 涵盖了人员招聘, 薪资, 工时, 奖惩, 晋升, 培训, 解除劳动合同等方面的规定。被审核方在员工入职一个月内与员工签订了劳动合同。没有采取雇佣临时工来完成长期任务的情况。但是, 在实际执行中存在差距。</p> <p>10.3 - It was noted that occupational disease might result in the work process of some employees in the factory (e.g. cutting workers would in contact with noise; edge painting and hand-working workers would in contact with chemicals). However, the facts, harmful effects, consequences, protective measures and necessary treatment of occupational diseases were neither communicated to relevant employees nor indicated in their employment contracts. Please refer to BSCI PA10.3 and Article 33 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases</p> <p>审核员发现工厂的一些工作过程有可能产生职业病(例如: 裁床员工会接触噪音, 油边, 手工部员工会接触化学品)。但是工厂并没有与员工沟通可能会产生职业病的危害及其后果、职业病防护措施和待遇等, 也没有在劳动合同中写明。请参看BSCI PA10.3及《中华人民共和国职业病防治法》第33条</p>	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 194179] Audit Date: 08/10/2020 PA Score: A	Deadline date:
GOOD PRACTICES: none observation	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee fully respected the requirement of this performance area. Per auditee tour, document review, management interview and employees' private interview, it was noted that the auditee did not engage in any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour according to workers interview, review of management manual, grievance log and onsite observation. Auditee did not keep any original documents from the workers or collect any deposit upon hiring. According to interview with management and supervisors, they were all aware of the procedures regarding anti-bonded labour. Workers were not subject to inhumane or degrading treatment, corporal punishment, mental or physical coercion and/or verbal abuse according to interviewed workers.</p> <p>整体观察表明, 受审核方满足这个PA的要求。通过文件查阅、管理层访谈和员工访谈, 审核发现被审核方没有使用奴役, 强迫, 担保, 契约卖身, 贩卖人口或其他非自愿劳工的情况。被审核方在招工时尚未收取任何形式的押金, 也没有扣押员工证件。管理人员和现场主管均表示知晓反强迫劳工的相关管理规定。受访员工表示未受到任何非人道待遇, 以及体罚, 精神及身体虐待和语言辱骂等。</p>	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 194179] Audit Date: 08/10/2020 PA Score: C	Deadline date:09/01/2021
GOOD PRACTICES: none observation	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the factory partially fulfilled the requirement of this performance area. The factory had continuously identified the significant impacts and environmental implications associated to its activities and carried out the impact assessment regularly. Policies and procedures were established to incorporate relevant environmental laws and there was a designated staff responsible for collecting and updating relevant regulations and laws. However, gaps were identified in implementation.</p> <p>整体观察显示, 工厂部分符合对该区域的要求。工厂能持续识别与其经营活动相关的重要环境影响和因素, 并定期进行环境影响评估。根据其所适用的环境法规, 建立了相关的政策和程序文件并指定了专门的负责人负责相关环境法规的收集和更新。但是, 在实际执行中存在差距。</p> <p>12.1 - It was noted that the auditee did not work out the report form of environmental impacts of the construction of the auditee for review. Please refer to BSCI PA 12.1 and Article 16 of Law of the People's Republic of China on Appraising of Environment Impacts</p> <p>审核发现被审核方没有提供环评文件以供查阅。请参看BSCI PA12.1 和《中华人民共和国环境影响评价法》第16条</p> <p>12.3 - 1. It was noted that auditee management was unable to provide the approval document of environment impact assessment for review. Please refer to BSCI PA 12.3 and Article 24 of Law of the People's Republic of China on Appraising of Environment Impacts. 2. It was noted that auditee management was unable to provide the approval document for on-site inspection and acceptance of completed environmental protection facilities for review. Please refer to BSCI PA 12.3 & Article 17 of the Regulations on Environmental Protection Check and Acceptance for Completed Construction Project.</p> <p>1. 审核发现被审核方不能提供建设项目环境影响评价批复文件供审核。请参看BSCI PA12.3 和《中华人民共和国环境影响评价法》第24条。2. 审核发现被审核方未能提供建设项目竣工环境保护验收文件以供查阅。请参看BSCI PA 12.3的要求及《建设项目竣工环境保护验收管理办法》第17条。</p>	
Remarks from Auditee:	

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 194179] Audit Date: 08/10/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

none observation

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee respected the requirement of this performance area. Per auditee tour, document review, management interview and employees' private interview, it was noted that the auditee has set up appropriate measures to ensure and demonstrate no corruption, extortion, embezzlement, bribery, falsified information or misrepresentation in the supply chain. The auditee identified the situations and activities where acts of corruption, extortion or bribery were most likely to occur in its context and policies/procedures against any act of corruption and takes active measures to prevent and remediate them, and relevant trainings were provided to employees.

整体观察表明,受审核方满足这个PA的要求。通过文件查阅、管理层访谈和员工访谈,审核发现被审核方建立了合适的管理措施来确保及明确在供应链中不能存在行贿索贿,挪用盗用公款,贪腐,提供虚假资料,虚报等行为。在管理制度中明确了在哪些方面可能存在贪腐,挪用公款或者贿赂等行为以及相应的预防管理措施,相应的培训也已提供给员工。

Remarks from Auditee:

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	08/10/2020	194179	A	B	A	A	B	A	A	A	A	B	A	C	A	B

Producer Photos



External photo(s) of the production unit(s)
7.6 cutting worker without earplug.JPG



External photo(s) of the production unit(s)
attendance machine.JPG



External photo(s) of the production unit(s)
chemical warehouse.JPG



External photo(s) of the production unit(s)
COC.JPG



External photo(s) of the production unit(s)
cutting.JPG



External photo(s) of the production unit(s)
drinking water.JPG



External photo(s) of the production unit(s)
edge painting.JPG



External photo(s) of the production unit(s)
emergency light and exit sign.JPG



External photo(s) of the production unit(s)
evacuation plan.JPG



External photo(s) of the production unit(s)
evacuation sign.JPG



External photo(s) of the production unit(s)
eye wash facility.JPG



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



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



External photo(s) of the production unit(s)
fire alarm.JPG



External photo(s) of the production unit(s)
fire extinguishers.JPG



External photo(s) of the production unit(s)
fire hydrant.JPG



External photo(s) of the production unit(s)
first aid kit.JPG



External photo(s) of the production unit(s)
hand working.JPG



External photo(s) of the production unit(s)
MSDS.JPG



External photo(s) of the production unit(s)
packing.JPG



External photo(s) of the production unit(s)
PPE sign.JPG



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



External photo(s) of the production unit(s)
sewing.JPG



External photo(s) of the production unit(s)
sink of toilet.JPG



External photo(s) of the production unit(s)
suggestion box.JPG



External photo(s) of the production unit(s)
testing of emergency light.JPG



External photo(s) of the production unit(s)
testing of fire hydrant.JPG



External photo(s) of the production unit(s)
toilet.JPG



External photo(s) of the production unit(s)
worker with glove and mask.JPG