

---

Auditee :	<b>TOUCHBEAUTY BEAUTY &amp; HEALTH (SHENZHEN) CO., LTD. LONGGANG BR</b>
Audit Date From :	<b>01/06/2020</b>
Audit Date To :	<b>03/06/2020</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>Intertek</b>
Auditor's Name(s) :	<b>Alex Chow(Lead)</b>
Auditing Branch (if applicable) :	<b>Intertek South China - Shenzhen</b>

---



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.  
Access [www.bsplatform.org](http://www.bsplatform.org), for entitled users only.

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent.

This is an extract of the amfori BSCI Audit Report, which is available in the amfori BSCI Platform. © amfori, 2018 - The English version is the legally binding One.

**Rating Definitions**



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

**Main Auditee Information**



Name of producer :	TOUCHBEAUTY BEAUTY & HEALTH (SHENZHEN) CO., LTD. LONGGANG BR		
DBID number :	400183		
Audit ID :	182272		
Address :	Building 11, Hekeng Industrial Zone, Liulian community, Pingdi Subdistrict, Longgang District, Shenzhen City,		
Province :	Guangdong	Country :	China
Management Representative :	Chunjiang Ou		
Contact person:	Chunjiang Ou	Sector :	Non-Food
Industry Type :	Others	Product group :	Others
Product Type :	NA		

**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 : 03/06/2021	

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	B	A	A	B	D	A	A	A	A	A	B	A

**Executive summary of audit report**

Touchbeauty Beauty & Health (Shenzhen) Co., Ltd. Longgang Branch (Unified Credit Code: 91440300MA5ER9J363) was located at Building 11, Hekeng Industrial Zone, Liulian community, Pingdi, Subdistrict, Longgang District, Shenzhen City, Guangdong Province, China. This was a limited company. The total land area occupied by the facility was about 6,700 square meters. The facility was found in September 2017 and the facility claimed that they moved there since January 2020 and updated the business license in December 2019. A total of 249 employees including 138 female employees and 111 male employees were working in the facility during the audit. The facility consisted of one 3-storey building used as production workshop, warehouse and office, one flat building (less than 300m2) as warehouse and die cutting workshop and one 5-storey dormitory building, the first floor of one 5-storey building as kitchen or canteen for employees.

The main products manufactured by the facility were electric facial cleanser.

The main production processes were listed as follows: Injection Molding, Tempo Printing, Assembly, Inspection, Packing.

The production capacity was 800,000 pieces per month.

1. The facility moved there since January 2020 and updated the business license in December 2019, so the attendance records from January 1, 2020 to June 1, 2020(audit day) were reviewed at this audit. All production employees worked in 1 shift except for Injection mold department and security guard, the normal working hours was from 7:45 to 17:15 including 1.5 hours' rest from 11:40 to 13:15. The first shift of injection molding and security guard department was from 08:00 to 20:00 and the second shift was from 20:00 to 08:00 next day. Finger print attendance system is used for time keeping and every employee should their finger print when they go in and out of working. As per facility management interview, the peak season was not obvious in the facility.

2. The payroll records from January 2020 to April 2020 were reviewed at this audit. Employees' wages were calculated on hourly-rated basis. The lowest basic wages were RMB 2200 per month that met legal requirement. For overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on normal working days and rest days. No overtime was arranged on public holidays. Employees were paid by cash on or before 7th of each month after the previous wage calculation cycle.

Comments for each Performance Area (PA) were listed as below:

PA 1: Findings were raised. Please refer to PA 1 for details;

PA 2: Finding were raised. Please refer to PA 2 for details;

PA 3: The facility has set up a written procedure about employee representative election. It was noted that they had freely elected employee representatives. Through interviewed with the employee representative, they fully understood their responsibility, employees could raise their concerns through suggestion box, worker representatives and their supervisors etc;

PA 4: The facility has set up a written policy about no discrimination. Through management interview, worker interview and check payroll records, it was noted that all employees were paid according to their position. No difference on hiring compensation, promotion occurred between female employees and male employees, employees and employee representative or local employees and migrant employees, etc;

PA 5: Findings was raised. Please refer to PA 5 for detail;

PA 6: Finding was raised. Please refer to PA 6 for detail;

PA 7: Findings were raised. Please refer to PA 7 for details;

PA 8: The facility has set up a written policy to ensure no child labour will be used. Base on the procedure, if child labour had been found in the facility, the facility would arrange physical exam for the child labour and would provide treatment if the child labour had illness. And the facility would follow legal requirement to send the child labour to their parents. If necessary the facility will provide money to ensure the child labour can attend and remain in quality education until no longer a child, during this audit, no child labour was found in the facility;

PA 9: There was no juvenile worker was found during this audit. Furthermore, the facility had also established procedures for protection of juvenile workers, such as regular health examination and did not arrange juvenile worker to hazard work position, etc;

PA 10: The facility signed labor contracts with all employees within 30 days after employment. Employees had a copy of the contract in local language. The facility provided relevant orientation training to employees when hiring. No temporary employee was noted during this audit;

PA 11: The facility has set up a written policy to ensure no any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labor was used. All employees were hired directly by the facility. Through worker interview and document review, no employees were treated inhumane or degrading treatment, corporal punishment, mental or physical coercion or verbal abuse in the past year;

PA 12: Finding were raised. Please refer to PA 12 for details;

PA 13: The facility has set up a written anti-corruption policy and a documented procedure to encourage employees to report unethical behavior. Integrity training was provided to all employees especially relevant management. The facility had established procedure to collected, used and processed personal information with reasonable care in accordance with privacy and information security laws and regulatory requirements.

The name of the leader auditor was Alex Chow and the APSCA registration number was RA21700347.

Remark:

1. There are no agencies or contractor used by the facility, which makes the agency labor contract or contractor not applicable;
2. There are no government waivers in the facility, which makes the government waivers not applicable;
3. No Collective bargaining agreements in the facility, which makes the collective bargaining agreements not applicable.

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>TOUCHBEAUTY BEAUTY &amp; HEALTH (SHENZHEN) CO., LTD. LONGGANG BR</b>	Legal status :	<b>limited company</b>
Local Name :	渲美美健 (深圳) 科技股份有限公司龙岗分公司	Year in which the auditee was founded :	
Address :	<b>Building 11, Hekeng Industrial Zone, Liulian community, Pingdi Subdistrict, Longgang District,</b>	Contact person (please select) :	<b>Chunjiang Ou</b>
Province :	<b>Guangdong</b>	Contact's Email :	<b>hrm@touchbeauty.com</b>
City :	<b>Shenzhen City,</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>Nil</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>www.touchbeauty.com</b>
GPS coordinates :	<b>N22°78'43"; E114°33'42"</b>	Total turnover (in Euros) :	<b>4380476.00</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>800,000 pieces per month</b>
Product Group :	<b>Others</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :	<b>electric facial cleanser</b>	Lost time injury calculation cost :	<b>No</b>
Product Type :	<b>NA</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>249</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>111</b>	<b>138</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>12</b>	<b>10</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>97</b>	<b>123</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>111</b>	<b>138</b>	
Production based workers	<b>0</b>	<b>0</b>	
With shifts at night	<b>34</b>	<b>10</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 - 182272] Audit Date: 01/06/2020 PA Score: D

Deadline date:03/11/2020

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The overall observation shows that the facility had set up a management system to implement the BSCI Code of Conduct, and had appointed a senior management to ensure that the BSCI values and principles are followed in a satisfactory manner. Furthermore, the facility communicated this Code to all employees by various training and bulletin board and to their suppliers by training. However, gaps have been identified in implementation, please refer to relevant checkpoint for details.

整体情况显示企业已建立执行BSCI行为守则的管理体系，有委派高级管理以确保充分遵循BSCI价值和原则要求，并且有通过各种培训和公告将此行为守则传达给员工和供应商。但是，在实际的执行过程还有不足，具体参考相关的检查点。

- 1.1 - During document review, auditor found that the facility had not set up an effective management system to implement the BSCI Code of Conduct. Some non-compliance findings were detected in Performance Areas of Workers Involvement and Protection, Fair Remuneration, Decent Working Hours and Occupational Health and Safety and Protection of the Environment. For details, please refer to Performance Area 2、5、6、7 and 12 respectively. In accordance with BSCI 1.1 requirement, the facility should set up effective a system for BSCI code of conduct.

在文件审阅时，审核员发现企业没有建立有效的执行BSCI行为守则的管理体系。审核员发现企业在“员工参与和保护、公平报酬、体面工作时间、职业健康安全和保护环境”绩效领域缺少有效的管理。详细分别见绩效领域第2、5、6、7和12部分。依据BSCI 1.1的要求，企业应建立有效的系统来执行BSCI的行为守则。

- 1.4 - Through document review and management interview, the facility had set up the workforce planning to reduce the overtime, however, the workforce planning was not effective, as sampled working hours of employees exceeding local law requirement. Please refer to checkpoint #6.2 for details. In accordance with BSCI Social Compliance Requirement, the facility should set up effective workforce planning that allows the auditee to reduce overtime in compliance with local law.

根据文件审核和管理层面谈，企业有建立人力资源加班时间的控制计划，但是此计划没有有效地实施，因为抽样员工的工作时间的超过当地法规要求。详见第6.2点。依据BSCI的社会责任要求，企业应建立有效的人力资源加班时间的控制计划，确保加班时间符合当地法规要求。

**Remarks from Auditee:**

None

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

Full Audit [Audit Id - 182272] Audit Date: 01/06/2020 PA Score: B

Deadline date:03/08/2020

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The overall observation shows that there was one worker committee in the facility. Worker representatives were freely elected in the facility. The facility did not interfere with employees' right to join legal associations and take part in their activities. Employees could raise their concerns through suggestion box, worker representatives and communicating with their directly supervisors, etc. BSCI poster was displayed on the bulletin board for employees' acknowledgement. However, gaps have been identified in implementation, please refer to relevant checkpoint for details.

整体情况显示企业有工人委员会，员工代表由员工自由选举产生。企业不会干预员工加入合法团体和活动的权利。员工可以通过意见箱，员工代表和向直接主管反映等方式提出意见。BSCI的海报张贴在企业宣传栏中供员工了解认知。但是，在实际的执行过程还有不足，具体参考相关的检查点。

- 2.2 - The facility had defined long term goals for protecting workers, but this long term goals did not show step-by-step approach toward sustainable improvements. And workers or worker representatives were not involved in defining long term goals. In accordance with BSCI 2.2 requirement, the facility should define long term goals to protect workers according to the BSCI Code of Conduct.

企业已定义保护员工的长期目标，但是该目标并未包括逐步的可持续改进方法，同时员工或员工代表未参与确定这些长期目标。依据BSCI 2.2的要求，企业应该依据BSCI的行为准则制定一个长远的目标来保护员工。

- 2.4 - Though BSCI standards were posted in public bulletin board, through workers' interview, it was noted that some interviewed employees still did not have sufficient understanding of BSCI standards. In accordance with BSCI 2.4 requirement, the auditee should build sufficient competence to successfully embed responsible practices in the business operation. This refers to managers, workers and workers representatives.

企业虽把BSCI标准张贴在公告栏，但经面谈发现部分员工对于BSCI标准的了解仍然不足。依据BSCI 2.4要求，企业应该充分培养系列人士的能力，以便在业务经营中成功结合规范，包括经理，工人和员工代表。

**Remarks from Auditee:**

None

<b>Performance Area 3 : The rights of Freedom of Association and Collective Bargaining</b>	
Full Audit [Audit Id - 182272] Audit Date: 01/06/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> No nonconformance was observed during this audit. 本次审核过程中没有发现不符合项。	
<b>Remarks from Auditee:</b> None	
<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 182272] Audit Date: 01/06/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> No nonconformance was observed during this audit. 本次审核过程中没有发现不符合项。	
<b>Remarks from Auditee:</b> None	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 182272] Audit Date: 01/06/2020 PA Score: B	Deadline date:03/10/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The overall observation shows that all employees' wages were calculated on hourly-rated basis. The lowest basic wages were RMB 2200 per month that was met local law's requirement. For overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively, no overtime on public holidays. Employees were paid by cash on 7th of each month after the previous wage calculation cycle. Furthermore, the facility had provided social benefits such as, five type social insurance and child-bearing leave, etc to employees. However, gaps have been identified in implementation, please refer to relevant checkpoint for details. 整体情况显示所有员工工资按计时方式计算。员工最低基本工资为每月人民币2200，符合当地法规标准。工作日加班和周末加班分别按1.5倍和2倍基本工资计算，法定假无加班。员工工资按月在次月7号前现金形式发放。并且，企业有提供5种保险和产假等法律规定的福利给员工。但是，在实际的执行过程还有不足，具体参考相关的检查点。 <b>5.4 -</b> The facility did not calculate local basic needs wage and facility management was not aware of Basic Needs Wage. The minimum wage paid to employees for normal working hours was RMB 2200 per month which was met local minimum wage standard. In accordance with the requirement of BSCI 5.4, the auditee should provide sufficient remuneration that allows workers to meet a decent standard of living. 企业未计算当地员工过上体面生活的基本需求工资和企业代表对Basic Needs Wage不了解。企业支付给员工的最低工资为人民币2200元每月作为正班工资，此标准符合当地最低工资的要求。依据BSCI 5.4要求,企业应向员工提供足够的福利待遇让员工过上体面的生活。	
<b>Remarks from Auditee:</b> None	



<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 182272] Audit Date: 01/06/2020 PA Score: D	Deadline date:03/11/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The overall observation shows that: (1)Finger print attendance recording systems are used for time keeping and every employee should scan their finger print when they go in and out the facility. (2)As per facility management interview, the peak season was not obvious. Workers worked overtime voluntarily. The daily overtime hours did not exceed 2 hours and at least one day off per week was provided for employees. However, gaps have been identified in implementation, please refer to relevant checkpoint for details.</p> <p>整体情况显示: (1) 企业采用指纹记录考勤, 所有直接招聘员工在上下班扫描指纹。(2)旺季不明显。员工按个人意愿加班。员工每天加班时间不超过2小时和每周至少休息一天。但是, 在实际的执行过程还有不足, 具体参考相关的检查点。</p> <p><b>6.2 -</b> Overtime hours exceeded the legal requirement. Through document review, auditor noted that the monthly overtime hour of 16 out of 16 randomly selected employees were 66 hours in April 2020, 16 out of 16 randomly selected employees were 68 hours in March 2020 and 16 out of 16 randomly selected employees were 38 hours in January 2020. In accordance with the PRC Labor Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and laborers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of laborers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.</p> <p>加班时间超过法规要求。通过文件审核, 审核员发现在抽取的2020年4月份的考勤中, 16名随机抽取的员工中有16人月加班时间为66小时, 2020年3月份的考勤中, 16名随机抽取的员工中有16人月加班时间为68小时和2020年1月份的考勤中, 16名随机抽取的员工中16人的月加班时间为38小时。依据《中华人民共和国劳动法》第41条, 用人单位由于生产经营需要, 经与工会和劳动者协商后可以延长工作时间, 一般每日不得超过一小时; 因特殊原因需要延长工作时间的, 在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时, 但是每月不得超过三十六小时。</p>	
<b>Remarks from Auditee:</b> None	

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

Full Audit [Audit Id - 182272] Audit Date: 01/06/2020 PA Score: A

Deadline date:03/08/2020

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The overall observation shows that:through document review,facility tour,managemetn intefview and worker interview. Health and safety policies and procedures were established by the facility, a senior management was designated to responsible for the health and safety issue. Health and safety risk assessment was conducted in the facility. The production workshops were kept tidy and clean. The facility posted the evacuation plans with adequate information at each workshop. All safety exits were installed with exit signs and emergency lights, sufficient firefighting equipment such as fire alarm, fire extinguisher and fire hydrant was installed at whole facility, and the firefighting equipment was inspected on monthly basis. All safety exits and evacuation routs were kept clear and free of obstruction. Sufficient first aid kits were provided at each workshop. Employees could free access to potable water and toilets.Fire drills were conducted twice per year and no injury happened during past year. Orientation and refresher training on health and safety were provided for all employees. However, gaps were identified in this performance area, please refer to relevant checkpoints for details.

整体情况显示: 通过文件审核,现场走场,管理层面谈和员工面谈,企业已建立健康安全方面的政策和程序, 并任命一名高级管理人员来负责健康安全的问题。企业进行健康安全风险评估。整个车间都比较整洁和干净。企业在每个车间都有张贴配有足够信息的逃生图。所有的安全出口都有安装出口标识和应急灯, 整个厂区配有足够的消防设施比如灭火器, 消防栓和消防警铃, 所有的消防设施每个月检查一次。所有的安全出口和逃生通道都保持畅通无阻。企业在每个车间都配有药箱。员工可以免费使用饮用水和厕所。消防演习一年两次, 过去一年没有发生工伤。企业有提供入职和年度健康安全培训给员工。但是, 在此部分有发现缺陷, 具体参考相关的检查点。

- 7.1 - 1)There were some findings noted in occupational health and safety section, please refer to relevant checkpoints for details. In accordance with checkpoint 7.1, the auditee should be in line with the occupational health & safety regulations. 2)During facility tour, auditor noted that some finished goods in finished goods warehouse were being stored against wall. In accordance with the Rules Concerning Warehouse Safety and Fire Control article 18, The inventory items shall be classified and stored in stacks, each pile shall not cover an area of more than 100 square meters, the spacing between stacks and stacks shall not be less than one meter, the spacing between stacks and walls shall not be less than 0.5 meters, the spacing between stacks and beams and columns shall not be less than 0.3 meters, and the width of the main passage shall not be less than 2 meters.  
1)审核发现职业健康安全部分存在一些问题,具体请参考各问题点。根据BSCI检查清单7.1, 被审核方应该符合职业健康安全的相关规定。 2)现场走访发现成品仓内有成品靠墙放置。依据《仓库防火安全管理规划》>>第18条, 第十八条 库存物品应当分类、分垛储存, 每垛占地面积不宜大于一百平方米, 垛与垛间距不小于一米, 垛与墙间距不小于零点五米, 垛与梁、柱间距不小于零点三米, 主要通道的宽度不小于二米。
- 7.4 - Through document review, worker representative interview and employee interview, it was noted that Workers and their representative were not involved in health and safety risk assessment. In accordance with BSCI Social Requirement7.4, the facility management should cooperate with worker representative and employees when developing and implementing system towards ensuring OHS.  
通过文件审核,员工代表访谈和员工访谈发现, 工人和工人代表没有参与健康与安全的风险评估。根据BSCI社会责任要求7.4,企业在制定和推行健康安全系统时, 管理层与员工代表和员工之间应加强合作。
- 7.6 - Employees did not properly wear PPE (Personal Protective Equipment). During facility tour, auditor found that 1 out of 2 employees working in the material crushing Workshop on 1/F at Building A did not wear mask and earplugs which was provided by facility. In accordance with Law of the PRC on Work Safety article 42, manufacturing units shall provide personal protective equipment to employees. Manufacturing units shall supervise and train employees to ensure they properly wear and use the personal protective equipment.  
员工未按要求佩戴劳动防护用品。在现场巡查时, 审核员发现在1楼打料车间的有2名员工正在进行作业, 其中有1名没有佩戴企业提供的口罩和耳塞。依据《中华人民共和国安全生产法》第42条, 生产经营单位必须为从业人员提供符合国家标准或者行业标准的劳动防护用品, 并监督、教育从业人员按照使用规则佩戴、使用。
- 7.23 - Remark: The facility did not provide transportation to employees.  
备注: 企业没有提供交通给员工。
- 7.24 - The facility did not conduct evaluation on occupational hazard factors. During facility tour, auditor found that hazardous factors existed in sonic welding process with noise. However, the facility provided evaluation report of occupational hazardous factors in April 2020 did not cover this process. In accordance with Provisions on the Supervision and Administration of Workplace Occupational Health Article 20, An employing entity with occupational hazards shall entrust an occupational health technical service agency with corresponding qualification to conduct evaluation on occupational hazard factors at least once every year. An employing entity with severe occupational hazards shall, in addition to the above requirement, entrust an occupational health technical service agency with corresponding qualification to conduct assessment on occupational hazard status at least once every three years. The results of the evaluation and assessment shall be kept in archive, reported to local administration department of work safety, and announced to the workers.  
企业没有按要求进行职业危害因素检测。在现场巡查时, 审核员发现在2020年4月做的职业危害因素检测报告没有涵盖到超声岗位。依据《工作场所职业卫生监督管理规定》第二十条, 存在职业病危害的用人单位, 应当委托具有相应资质的职业卫生技术服务机构, 每年至少进行一次职业危害因素检测。职业病危害严重的用人单位, 除遵守前款规定外, 应当委托具有相应资质的职业卫生技术服务机构, 每三年至少进行一次职业危害现状评价。检测、评价结果应当存入本单位职业卫生档案, 并向安全生产监督管理部门报告和劳动者公布。

**Remarks from Auditee:**

None

**Performance Area 8 : No Child Labour**

Full Audit [Audit Id - 182272] Audit Date: 01/06/2020 PA Score: A

Deadline date:

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

No nonconformance was observed during this audit.  
本次审核过程中没有发现不符合项。

**Remarks from Auditee:**

None

<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 182272] Audit Date: 01/06/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> No nonconformance was observed during this audit. 本次审核过程中没有发现不符合项。	
<b>Remarks from Auditee:</b> None	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 182272] Audit Date: 01/06/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> No nonconformance was observed during this audit. 本次审核过程中没有发现不符合项。	
<b>Remarks from Auditee:</b> None	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 182272] Audit Date: 01/06/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> No nonconformance was observed during this audit. 本次审核过程中没有发现不符合项。	
<b>Remarks from Auditee:</b> None	

<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 182272] Audit Date: 01/06/2020 PA Score: B	Deadline date:03/11/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The overall observation shows that the facility had established a written environmental policy. One senior management was responsible for continuous improvements in their environmental performance. The facility obtained legal required documents such as duplicated forms for transferring hazardous wastes. etc. However, gaps have been identified in implementation, please refer to relevant checkpoint for details. 整体情况显示企业有建立书面的环境政策。委任一名高级管理负责环境方面的持续改善。企业获得了当地法律要求的文件如危险废物转移转移联单等。但是，在实际的执行过程还有不足，具体参考相关的检查点。</p> <p><b>12.3 -</b> 1)No Environmental Impact Assessment (EIA) approval for construction project. During document review, the facility could not provide the EIA approval for construction project for review. During management interview, Mr.Ou in charge of the EHS department stated the EIA approval was in processing. In accordance with The PRC Environmental Impact Assessment Law Article 22, The construction unit shall submit the Environmental Impact Report or Environmental Impact Report Form of the construction project to the authorized executive department of ecological management in accordance with the regulations of the State Council for examination and approval. The state implements register management for Environmental Impact Registration Form. 2)No environmental protection acceptance checks report for completed construction project. During facility tour, auditor found that products in the facility are electric facial cleansers, and the main processes are injection molding, Tempo printing, assembling, inspection and packaging, the waste gas, wastewater and hazardous waste which generated during manufacturing would cause influence on the environment. However, during document review, the facility could not provide the environmental protection acceptance check approval for their construction project for review. In accordance with the Measures for the Administrative Regulation on Environmental Protection of Construction Projects Article 17, After the completion of the construction project which requires compiling Environmental Impact Report or Environmental Impact Report Form, the construction entity shall carry out inspection and acceptance for the ancillary environmental protection facilities and compile the acceptance report in according with the standards and procedures provided by the administrative department of environmental protection of the State Council. During the process of inspection and acceptance of the environmental protection facilities, the construction entity shall, strictly according to facts, inspect, monitor and record the status of the construction and adjustment of environmental protection facilities. Falsification is prohibited. The construction entity shall make the acceptance check report available to the public according to law, except it is required to keep confidential according to the provisions of the State.</p> <p>1)企业没有取得建设项目环境影响审查批复。在文件审阅中，企业无法提供该建设项目的环境影响审查批复供审阅。通过管理层访谈，负责EHS的欧先生表示企业正在办理中。根据《中华人民共和国环境影响评价法》第22条，建设项目的环评报告书、报告表，由建设单位按照国务院的规定报有审批权的生态环境主管部门审批；国家对环境影响登记表实行备案管理。2)企业没有建设项目环境保护竣工验收。在现场巡查时，审核员发现企业主要产品为电动洁面仪，主要工序为注塑、移印、装配、检验、包装，生产过程中产生的废气、废水及危险废弃物会对环境造成影响。但在文件审核中，企业无法提供该建设项目的环境保护竣工验收报告供审阅。根据《建设项目环境保护管理条例》第十七条，编制环境影响报告书、环境影响报告表的建设项目竣工后，建设单位应当按照国务院环境保护行政主管部门规定的标准和程序，对配套建设的环境保护设施进行验收，编制验收报告。建设单位在环境保护设施验收过程中，应当如实查验、监测、记载建设项目环境保护设施的建设和调试情况，不得弄虚作假。除按照国家规定需要保密的情形外，建设单位应当依法向社会公开验收报告。</p>	
<b>Remarks from Auditee:</b> None	
<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 182272] Audit Date: 01/06/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>No nonconformance was observed during this audit. 本次审核过程中没有发现不符合项。</p>	
<b>Remarks from Auditee:</b> None	

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	01/06/2020	182272	D	B	A	A	B	D	A	A	A	A	A	B	A	C

**Producer Photos**



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



Photo of fire safety equipment  
Fire hydrant testing.JPG



Photo of the inside of the main production hall  
Material mixing and crushing.JPG



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



Photo of fire safety equipment  
Fire hydrant.JPG



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



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



Photo of the canteen (if applicable)  
Canteen.JPG



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



Photo first aid facilities  
Eye washing station.JPG



Photo of the canteen (if applicable)  
Kitchen.JPG



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



Photo first aid facilities  
First aid kit.JPG



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



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



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



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



Photo of the inside of the main production hall  
Tempo printing.JPG



Photo of fire safety equipment  
Electric box.JPG



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



Photo of the personal protection equipments (if applicable)  
Occupational hazards notification and PPE sign.JPG



Photo of fire safety equipment  
Evacuation plan.JPG



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



Photo of the sanitary facilities  
Drinking water.JPG



Photo of fire safety equipment  
Evacuation sign.JPG



Photo of the inside of the main production hall  
Attendance recording device.JPG



Photo of the sanitary facilities  
Toilet.JPG



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



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



Photo of non-conformity  
NC 1 out of 2 employees working in the material crushing Workshop did not wear mask and earplugs.JPG



Photo of fire safety equipment  
Fire alarm.JPG



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



Photo of non-conformity  
NC some finished goods in finished goods warehouse were being stored against wall.JPG



Photo of fire safety equipment  
Fire extinguisher.JPG