Auditee :	**Kingta Technology Co., Limited**
Audit Date From :	**05/12/2018**
Audit Date To :	**05/12/2018**
Expiry Date of the Audit :	**Please refer to the producer profile in the amfori BSCI platform**
Auditing Company :	**TUEV Rheinland**
Auditor's Name(s) :	**Kyle Zhang(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.
Access www.bsciplatform.org, for entitled users only.

Rating Definitions

Rating	A combination of ratings per Performance Area where:	Consequence
A **Very Good**	• Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E These are three examples: 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.
B **Good**	• 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**	• Maximum 2 Performance Areas rated D • No Performance Areas rated E These are three examples: A A A A A A A A C C C C 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**	• Maximum 6 Performance Areas rated E These are three examples: 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**	• 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 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.
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 :	**Kingta Technology Co., Limited**		
DBID number :	**384919**		
Audit ID :	**139611**		
Address :	**Floor 2, Building 7, Floor 6, Building 2, Futing Industrial Zone, Zhucun, Xincheng Community, Guanlan Sub district, Longhua District Shenzhen**		
Province :	**Guangdong**	Country :	**China**
Management Representative :	**Yi Wang**		
Contact person:	**Yi Wang**	Sector :	**Non-Food**
Industry Type :	**Mechanical and electrical engineering**	Product group :	**Electrical supplies**
Product Type :	**Bluetooth speaker and Bluetooth earphone**		

Audit Details

Audit Range :	☒ **Full Audit**	☐ **Follow-up Audit**	
Audit Scope :	☒ **Main Auditee**	☐ **Main Auditee & Farms**	
Audit Environment :	☒ **Industrial**	☐ **Agricultural**	☐ **Small Producer**
Audit Announcement :	☒ **Fully-Announced**	☐ **Fully-Unannounced**	☐ **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 :	**05/12/2019**

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	A	A	A	B	D	A	A	A	A	A	B	A

Executive summary of audit report

The auditee, Kingta Technology Co., Limited was located at Floor 2, Building 7, Floor 6, Building 2, Futing Industrial Zone, Zhucun, Xincheng Community, Guanlan Sub district, Longhua District, Shenzhen City, Guangdong Province, China. (中国广东省深圳市龙华区观澜街道新城社区竹村福庭工业区2号6楼、7号2楼). There were total 15 production buildings and 2 dormitory buildings within the industrial zone which were rented by various different companies. The auditee only rented the second floor of one 6-storey building (No.7) for production, the sixth floor of one 6-storey building (No.2) for office area, and the fourth floor of one 6-storey building (No.6) for warehouse. The production size in total were 3200 square meters. All the area mentioned above were visited by the auditor accompanied with factory's management representative. The auditee rented the area with the landlord Shenzhen Futing Industrial Co., Ltd (深圳市福庭实业有限公司) from 1 May 2017 to 30 April 2019. The dormitory buildings were owned by the landlord which was not used by the auditee. Therefore, the auditee did not provide dormitory, canteen or transportation to workers.
The main product of the factory was Bluetooth speaker and Bluetooth earphone. And the processes were assembly, inspection and packaging. No subcontracted process identified. All workers were employed by the auditee directly and no dispatched workers, subcontracted workers, seasonal workers, foreign migrant workers, summer job workers, apprentice workers and temporary workers hired by auditee. The peak season was not obviously.
During the audit, the factory management cooperated with the auditor both in on-site observation and documents reviewed. The management was also willing to improve the shortages and the non-compliances found during the audit. All audited areas were open for investigation.

Remark:
1. As per onsite observation, there was one other factory named Shenzhen Sanxi Electronics & Technology Co., Ltd (深圳市三喜电子科技有限公司) shared the same floor of No.2 building with auditee with different entrance and production area. Valid business license of the factory was provided for review. While the other floors were used by different companies of No.2 building, No.6 building and No.7 building. By onsite observation and management interview, it was identified that there was no business related or sharing workers between the those companies.
2. In order to make the address more detailed, after confirmed with factory's management, they would like to put region infomation within, that was Floor 2, Building 7, Floor 6, Building 2, Futing Industrial Zone, Zhucun, Xincheng Community, Guanlan Sub district, Longhua District, Shenzhen City, Guangdong Province, China, which was actually the same place as described in amfori BSCI platform.
3. For the name of factory, the auditee would like to use Kingta Technology Co., Limited as their official name instead of the ones in the foreign trading sheet SHENZHEN EBODA ELECTRONICS & TECHNOLOGY CO., LTD, and business license Shenzhen Yiboda Electronics and Technology Co., Ltd (diectly translated). This was because most clients were more familiar with KINGTA TECHNOLOGY.
4. The warehous rented by the auditee in the No.6 building was no included in the scope of business license, the mangement explained that they were planing to move for a new factory site, and now the warehouse was just for temporary using.
5. No contractor or agency labour was used in the factory, which made the Contractor license/permit, Agency labour contract not applicable. No Government waivers or Collective bargaining agreements obtained by the factory, therefore the Government waivers and Collective bargaining agreements were not applicable for the auditee. The auditee did not require to obtain environmental related license, such as pollutant discharging license and other relevant documents.

Ratings Summary

Auditee's background information

Auditee's name :	**Kingta Technology Co., Limited**	Legal status :	**Limited Company**
Local Name :	**深圳市伊波达电子科技有限公司 / 91440300071129362K**	Year in which the auditee was founded :	**2013**
Address :	**Floor 2, Building 7, Floor 6, Building 2, Futing Industrial Zone, Zhucun, Xincheng Community, Guanlan Sub district, Longhua District**	Contact person (please select) :	**Yi Wang**
Province :	**Guangdong**	Contact's Email :	**kingtabsci@126.com**
City :	**Shenzhen**	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°41'3.47", E114°01'42.03"**	Total turnover (in Euros) :	**10000000.00**
Sector :	**Non-Food**	Of which exports % :	**100.00**
Industry :	**Mechanical and electrical engineering**	Of which domestic market % :	**0.00**
If other, please specify :		Production volume :	**240000 pieces per year**
Product Group :	**Electrical supplies**	Production cost calculation :	**Yes**
If other, please specify :		Lost time injury calculation cost :	**Yes**
Product Type :	**Bluetooth speaker and Bluetooth earphone**		

Auditee's employment structure at the time of the audit

Total number of workers : **49** Total number of workers in the production unit to be monitored (if applicable) : **0**

	MALE WORKERS	FEMALE WORKERS
Permanent workers	**0**	**0**
Temporary workers	**20**	**29**
In management positions	**3**	**2**
Apprentices	**0**	**0**
On probation	**0**	**0**
With disabilities	**0**	**0**
Migrants (national citizens)	**16**	**27**
Migrants (foreign citizens)	**0**	**0**
Workers on the permanent payroll	**20**	**29**
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 - 139611] Audit Date: 05/12/2018 PA Score: D — Deadline date:04/12/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The auditee established the social policy to implement the amfori BSCI Code of Conduct. The auditee defined organizational chart and reporting lines, including to appoint Mr. Yi Wang / Administration manager as management representative who in charge of developing social procedures, following up on the finding report, investigating and registering OHS accidents, collecting and identifying the law and regulation. For suppliers' social compliance performance management, the auditee established monitoring procedure, such as conveying social accountability commitment to suppliers and assessed suppliers' social performance. However, gaps have been identified in implementation during this audit.
为执行amfori BSCI行为守则，被审核方已经建立了社会责任政策；被审核方明确了组织架构图及汇报程序，其中包含任命行政经理汪意先生为管理者代表，并负责研发社会责任程序和跟进问题、健康安全事项、收集和识别法律法规。对于供应商社会绩效管理，工厂建立了监管程序，如向供应商传递社会责任承诺程序和评估供应商的社会责任表现。尽管如此，在实践中仍然存在一些偏差：

1.1 - As per document review and onsite observation, it was noted that the auditee had set up procedures and policy according to amfori BSCI COC and implemented into production activity. However, the management system was not effective so that non-compliance was identified in the area of EHS, working hours and social benefit. According to management, the current operation of the auditee was based on the previous experience. The implementation of amfori BSCI COC was insufficient. During workers interview, they confirmed that the amfori BSCI COC training was provided for them but workers did not have a clear idea of the obligation of implementing the code. The management representative expressed a strong willingness to improve the shortage during the audit.
通过文件审核和现场走场了解到，被审核方依据amfori BSCI的行为守则来建立了相应的程序文件和政策文件，并实施于日常的生产活动中。然而，工厂的管理系统不够完善导致出现健康安全，工作时间和社会福利方面的不符合项。和管理层了解到，目前的运作是在以往经营的经验基础上进行的。工厂对于amfori BSCI行为准则的执行度不够充分。员工访谈确认参与了工厂组织的amfori BSCI培训，但他们并不太了解在其中承担的义务和责任。在审核过程中，管理层代表表现出改善目前不足的强烈意愿。

1.4 - Policy and procedures of working time controlling, also the production capacity was made and planned. However, the facility did not discuss the workforce capacity with production management or worker representatives to reasonably arrange the production capacity, which causing the monthly overtime exceeded the legal requirement.
工厂制定了生产时间安排的政策和程序文件，且工厂有制定生产规划。但是，工厂没有与生产管理人员和员工代表就工厂的产能进行讨论以进行合理的生产计划，导致了月加班超时。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 139611] Audit Date: 05/12/2018 PA Score: A — Deadline date:04/06/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The communication structure among workers, worker representatives and management was established. Management had exchanged working related information with both workers and representative. Meetings and trainings were held for workers by management, and the relevant records were kept and provided for review. An annual training plan was established in consult with the worker representatives, which covered workers' rights and responsibilities, EHS, and factory rules. Worker representative was elected freely and democratically by workers themselves. No interference or influence by management towards the election was identified.
建立了员工、员工代表和管理层之间的沟通架构。管理层与员工和员工代表进行了工作上的信息交换。展开了员工和管理层之间的会议及培训，且保留了相应的记录并提供审核。在于员工代表咨询后制定了年度的培训计划，其中涵盖了员工的权利和义务、健康安全以及厂规厂纪。员工代表是在开放自由，民主公正的形势下由员工进行选举的。没有发现管理层针对选举的干涉和影响。

2.2 - The auditee had defined long term goals to protect workers according to the amfori BSCI Code of Conduct. But according to workers interview and documents review, it was noted that the goals were not effectively communicated or informed to workers through various ways such as meeting, training or with announcement in the factory.
工厂根据amfori BSCI的行为准则制订了相应的社会责任管理目标。但是根据员工访谈和文件审核，工厂没有通过会议、培训或公告等方式与工人进行有效的沟通和告知。

Remarks from Auditee:

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

Full Audit [Audit Id - 139611] Audit Date: 05/12/2018 PA Score: A — Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Freedom association and collective bargaining procedure was set up by the auditee to ensure workers had their right to enjoy the freedom of association and collective bargaining. The auditee would not resign the workers who was elected as worker representative, and there was no restriction of worker representatives. The two elected worker representatives were the workers in the production line who could freely get in touch with other workers.
被审核方建立了自由结社和集体谈判的程序以确保员工有权利享受结社自由和谈判。员工不会因为员工代表的身份而被解雇，且对于员工代表没有设立限制。两名员工代表是生产线上的员工可以直接和其他工人联系。

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 139611] Audit Date: 05/12/2018 PA Score: A — Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The facility had a written procedure against discrimination which clearly state that the auditee did not discriminate any worker based on race, color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, national origin or marital status. Recruitment, promotion and termination were based on the workers' performance and ability. No confirmed discrimination behavior was noted.
工厂建立了书面的程序禁止歧视工人基于种族、肤色、年纪、性别、性倾向、残疾、信仰、政治倾向、工会身份、国籍和婚姻状态。招聘、晋升和辞退都是基于员工的表现和能力。没有发现确认的歧视行为。

Remarks from Auditee:

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 139611] Audit Date: 05/12/2018 PA Score: B — Deadline date:04/12/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The minimum wage standard was set at RMB 2200/month since 1 August 2018 (equal to RMB 12.64/hour) and RMB 2130/month (equal to RMB 12.24/hour) before then. Workers were paid in cash around the 7th day of each month and the latest payment month was October 2018. Workers were paid at hourly rates of RMB 12.24 and RMB 12.64, which matched with the local minimum wage standards. Workers were paid at 150% and 200% of the regular wages for the overtime conducted in the regular days and rest days, respectively. No statutory holiday overtime was arranged. Workers were entitled with statutory holiday subsidies. Full attendance bonus of RMB 50 was monthly provided. Position subsidies ranging from RMB 200 to 2,000 were monthly provided. Workers were entitled with other legally required benefits such as paid annual leave of 5 days for workers whose service periods were more than 1 year; sick leave, marriage leave, maternity leave, and funeral leave. There was social insurance deduction, which was legal. However, gaps were identified on implementing 5.4 and 5.5. Remark: during the audit, wage records were reviewed from November 2017 to October 2018.
当地最低工资标准自2018年8月1日调整为2200元/月（12.64元/小时），在8月之前为2130元/月（等同于12.24元/小时）。工人每月7号左右以现金方式发放上个月的工资，最近一次工资支付月为2018年10月。员工支付的工资为每小时12.24元和12.64元，与法定最低工资标准一致。加班费有足额支付，平常加班为正常工资的1.5倍；周休加班为2倍。没有法定假日加班。员工有享受到法定假日工资补贴。此外，员工满勤每月有提供50元的全勤奖、有提供每月200-2000元的岗位津贴。员工有享受法定的一些福利，如带薪年假满1年5天、病假、婚假、产假和丧假。扣除项目有包括社保，是合法的。但是，5.4和5.5在实施过程中还是有差距。备注：审核中查阅了由2017年11月至2018年10月的工资信息。

5.4 - The wage paid by the auditee had met the requirements of local regulations and laws. However, the factory did not know clearly of the definition of fair remuneration, therefore, no data collection or calculation to identify the possible gaps between actual payment and fair remuneration.
被审核方支付的工资满足当地法律法规。然而，工厂不了解公平需求工资的定义，因此没有收集和计算相关数据以识别当前实际支付的薪酬和公平需求工资之间的差距。

5.5 - Policy and procedure on social benefits were established in the factory. However, the coverage of social insurance did not meet the legal requirement. Social insurance was reviewed with last 12 months. Based on the social insurance online receipt in November 2018, it was identified that the factory did not provide pension insurance to 23 out of 49 workers, and no unemployment insurance, maternity insurance, medical insurance or accident insurance provided to 15 workers. By interviewing with workers, it was known that, partial workers did not want to attend the social insurance because they were not willing to be deducted the individual social insurance fee by law requirement. And some worker mentioned that they had already attended the rural insurance so that not to participate the city insurance. Management representative confirmed, the factory was willing to provide the social insurance for all workers, and would arrange social insurance for workers within one month since they joined the factory. But the refusal of workers kept the operation running slow. Reference law: article 72&73 of PRC Labor law. Remark: The auditee could not provide the evidence of who had participated in the rural insurance. There was no newly employed workers within one month, and no re-employed retirement worker identified.
工厂建立了社会福利的政策和程序。然而，社会保险的覆盖率没有符合法规的要求。查阅了最近十二个月的社保。根据2018年11月的在线收据显示，工厂没有为全厂49名员工中的23人提供养老保险，没有为15名员工提供失业保险，生育保险，医疗保险和工伤保险。员工访谈得知，部分员工不愿意参加社会保险，因为他们不情愿缴纳法定的个人社保费用。也有一些员工表示他们已经参与了农村保险，所以不加入城市保险。管理者代表确认，工厂愿意为所有员工提供社会保险，并会在员工入职的一个月内办理。但是工人的拒绝参保导致运作进行缓慢。参考法规：中华人民共和国劳动法 第七十二条和七十三条。备注：被审核方不能提供员工已参加农村保险的证明。最近一个月没有新员工也没有发现退休返聘员工。

Remarks from Auditee:

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 139611] Audit Date: 05/12/2018 PA Score: D — Deadline date:04/12/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

A finger-touching system was used to record the workers' working time. No off-clock work was reported. Regular working time was 8 hours per day and 40 hours per week. There was one single shift as 08:00 AM to 12:00 PM, 01:30 PM to 05:30 PM; Monday through Friday. OT was conducted on a voluntary basis. 2 hours of regular OT starting at 06:30 PM was conducted for at most 5 times per week and Saturday OT of 8 hours was conducted for at most 5 times per month. Workers were guaranteed with one day of rest in every 7 day-period. Generally speaking, the maximum daily overtime, monthly overtime and weekly working time was 2 hours, 84 hours, and 18 hours. The maximum consecutive working time was 6 days. Gaps were identified on implementing 6.2. Remark: The attendance records were reviewed from 1 November 2017 to 5 December 2018.
员工指纹打卡记录工作时间。没有不打卡上班的情况。正常工作时间为每天8小时，每周40小时。生产员工为一班制为早上8点-12点，下午1点半至5点半，周一至周五。加班采取自愿的原则。2小时的正常加班，自下午6点半开始，频次为每周最多5次；周六加班每次8小时，每月不超过5次。员工第7天休息有得到保证。总体来讲，员工最大的日加班、月加班和周工作时间分别为2小时、84小时和18小时。最多的连续工作时间为6天。6.2在执行过程中还是存在差距。备注：考勤查阅时间为2017年11月1日至2018年12月5日。

6.2 - There was no effective mechanism for controlling the overtimes. The factory had set up policy on controlling the daily overtime not over 3 hours and monthly overtime within 36 hours. But there was no warning system of time control for whose monthly OT over 36 hours. According to workers interview, they mentioned that the OT arrangement was announced beforehand, but they did not know the limitation of OT hours. The management indicated that during some months, because the shortage of workers, the monthly overtime hours would exceed 36 hours, and they would take measures to eliminate the duration. By checking the attendance record from 1 November 2017 to 5 December 2018, it was identified that except February 2018, the monthly overtime was exceeded 36 hours. For 10 sampled workers' attendance records, it was noted that in November 2017, all 10 workers' monthly OT were 76 hours; in March 2018, all 10 workers' monthly OT were 84 hours while in October 2018, all 10 workers' monthly OT were 72 hours. Reference Law: China Labor Law, Article 41. Remark: updated to 5 December 2018, it was noted that the maximum daily OT were 2 hours, and maximum monthly OT were 12 hours for December 2018.
工厂没有建立有效的机制控制加班时间。工厂制定了政策以管控日加班不超过3小时以及月加班在36小时以内。但是没有设置工时管控的预警系统以提醒即将超过时限的员工。根据员工访谈，加班的安排会提前发布，但是他们不了解加班时间的限制。管理层表示在一些月份中，由于员工短缺导致月度加班超过36个小时，并表示会采取措施来降低加班时长。查阅了从2017年11月1日至2018年12月5日的考勤信息，得知除2018年2月外，月度加班均有超过36小时的情况。根据随机抽查的10名员工考勤信息，在2017年11月，10名员工月加班为76个小时；在2018年3月，10名员工月加班为84个小时；在2018年10月，10名员工的月加班为72个小时。参考法规：中华人民共和国劳动法第41条。备注：更新至2018年12月5日，本月的最大日加班为2小时，最大月加班为12小时。

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 139611] Audit Date: 05/12/2018 PA Score: A — Deadline date:04/06/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Risk assessment was conducted on an annual basis, covering the work positions, the juvenile workers, the pregnant workers, transmittable diseases and non-transmittable diseases. Workers were trained on the health and safety upon their hire, covering but not limited to fire safety, PPE usage, and machine safety. Annual monitoring on occupational hazard factors was conducted. Adequate amount of and properly working firefighting equipment was available, which were checked on a monthly basis. The site observation disclosed that the emergency exits were installed with the exit signs and emergency lights. Exits and aisles were not blocked and clear of obstacles. Fire drill was conducted once per half of the year with the latest on 11 October 2018. Warning signs were posted on the electrical control panels reminding the workers of potential electrical hazards. There was no dormitory, canteen or transportation provided. Two certified first aiders were available and emergency medical treatment contracts with a local hospital were signed to ensure quick remediation in emergency. Drinking water was provided, which was tested.
工厂有进行风险评估，包括岗位风险评估、青年工人、怀孕工人、传染病和非传染病的风险评估。员工进厂时有进行健康安全方面的培训，包括但不仅限于防火安全、劳保用品、机器设备安全的培训。工厂有进职业危害因素的年度监测。工厂有安装充足的消防设施，并且每月进行检查。现场审核发现紧急出口有安装安全出口标示和应急灯。安全出口和逃生通道保持畅通。消防演习每半年举行一次，最近一次是在2018年10月11日进行的。配电箱有张贴警示提醒员工潜在的电击风险。被审核方没有提供宿舍，餐厅和交通工具。工厂具有资质的2名急救人员；有与当地的医院签订急救协议以确保本厂员工在紧急情况下能得到迅速的药物治疗。饮用水有定期进行检查确保可以饮用.

7.1 - During factory tour, it was noted that there was dust generated in the tin soldering posts (4 workers) and noise hazards produced in inspection section (2 workers), and the appropriate PPE was provided for workers. However, the factory had only provided on-the-job occupational health examination to 3 of the 6 mentioned workers. Reference Law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35.
现场审核发现，工厂焊锡岗位(4名员工)产生粉尘危害和测试岗位(2名员工)产生噪声危害，且工厂为员工提供了适当的个人防护用品。但是工厂只为上述6员工中的3人提供了岗中职业病体检。参考法规：中华人民共和国职业病防治法第三十五条。

7.2 - The auditee had established policy on controlling working related accident and the record was provided for review. It was noted that there was no working related accident identified during the past 12 months. Nevertheless, the auditee did not provide accident insurance to 15 out of 49 workers to guarantee of working protection. Reference law: Social Insurance Law of the People's Republic of China, article 33. Remark: The auditee did not provide commercial accident insurance to the workers who were not covered by social accident insurance.
被审核方建立了管控工伤的程序文件，也提供了相关记录予以审查。在过去的12个月中没有出现过工伤。但是，被审核方没有为49名员工中的15人提供工伤社会保险，以达到用工保障。参考法规：中华人民共和国社会保险法第33条。备注：被审核方没有额外为未被社保工伤保险涵盖的员工提供商业意外险。

7.4 - According to documents review, the risk assessment was carried out and covered most posts and working areas. But there was no evidence to prove that the auditee had invited workers and work representative in it. Through workers interview, the sample workers did not aware of the risk assessment.
文件审核了解到，被审核方进行了风险评估并且涵盖了大部分的岗位和工作场所。但是没有证据表明被审核方邀请了工人和工人代表参与。受访谈的员工均表示对风险评估不清楚。

7.17 - During factory tour, it was note that the local mechanical ventilation systems were installed in the tin soldering section. However, by onside checking, 2 out of 3 systems were invalid and could not discharge the waste air and dust effectively. The management representative explained that the systems were damaged and they neglect this case by carelessness, and promised would repair them as soon as possible. Reference Law: Hygienic standards for the Design of Industrial Enterprises, Article 6.1.5.1.
现场审核发现，焊锡工位都安装了局部通风系统。但是，通过现场检验，3台抽风系统中的2台失效，且不能有效的抽排废气和粉尘。管理者代表解释，该设备有损坏，而且他们因为粗心而忽略了这种情况，并保证会尽快维修这些设备。参考法规：工业企业设计卫生标准，第6.1.5.1条。

Remarks from Auditee:

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 139611] Audit Date: 05/12/2018 PA Score: A — Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Written procedure of recruitment management and child labor remediation were established. While recruiting worker, the factory would identify the age by ID card or other equivalent certificates. Periodic check was conducted to identify suspicious child labor. By onsite observation and personnel files reviewed, there was no child labor identified. All workers in the factory were over 18 years old.
工厂建立了书面的招聘管理程序及童工拯救程序。招聘时通过个人身份证或同等证明来鉴别员工的年龄。实行定期巡查确认可疑的童工。在现场审核和人事档案查阅中，未发现工厂有使用童工。所有的员工均已在18周岁以上。

Remarks from Auditee:

Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 139611] Audit Date: 05/12/2018 PA Score: A — Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The facility had a written procedure of special protection for young workers, stating that young workers were not allowed to be arranged at the positions which jeopardized their health and safety. Young workers were not allowed to arrange the night work. They should be provided with free health examinations upon their hire. Remarks: 9.6 No young workers identified during the audit.
工厂建立了书面的未成年工保护程序。未成年员工不允许安排在有毒有害工作岗位;未成年员工不得安排夜班工作;在工作开始之前，未成年员工应该被安排免费的体检。备注：9.6 审核未发现未成年工。

Remarks from Auditee:

Performance Area 10 : No Precarious Employment

Full Audit [Audit Id - 139611] Audit Date: 05/12/2018 PA Score: A — Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The facility signed labor contracts with the workers within one month upon their hire. Necessary clauses such as the remuneration, working time and social insurance were included in the labor contracts. Workers were issued the copies of the labor contracts. No dispatched worker, student workers and apprentice were hired.
工厂与员工在一个月内签署劳动合同。必要的条款如劳动报酬、工作时间和社保有在合同里注明。员工会被提供一份劳动合同副本。没有用到派遣工、学生工、学徒工。

Remarks from Auditee:

Performance Area 11 : No Bonded Labour

Full Audit [Audit Id - 139611] Audit Date: 05/12/2018 PA Score: A — Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The facility established formal policies to prohibit the forced labor, debt labor, prison labor and human trafficking, and relevant trainings were provided to the workers. Basic liberties such as toilet break and drinking break were not restricted. Workers could leave the compound during the non-working time freely. Workers' original identity cards were kept by the workers themselves and not withheld by the facility.
工厂建立了禁止强迫劳动、债务、监狱劳工和人口贩卖的政策，并对员工进行了相关培训。基本的人身自由如喝水和上厕所不会受到限制。下班后，员工可以离开厂区。员工保留自己的原始身份证明文件，工厂不得扣押。

Remarks from Auditee:

Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - 139611] Audit Date: 05/12/2018 PA Score: B — Deadline date:04/12/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The auditee had established the Environmental Protection Management Procedure to ensure the compliance of the environment. The auditee collected and updated the relevant environmental law and regulation regularly to ensure the production activities had met the environment protection requirements. No industry wastewater was generated during the production process. The general production waste discharged by the local environment station. The domestic wastewater discharged to the local municipal sewage pipe network. The waste air, which generated during the soldering process had disposed for emission. The boundary noise were generated by assembling process. The auditee was not required to obtain the pollutant discharging permit according to the production activity and scale.
被审核方建立了环境保护相关管理制度。被审核方定期地收集和更新相关的环境法律法规以确保其生产活动符合法规要求。在生产过程中不产生工业废水排放。普通废弃物则由当地环卫站处理。生活污水排放至当地市政管网。焊锡工序产生的废气已经收集排放，厂界噪音由装配工序产生。根据被审核方的生产活动和规模，不需要获取排污许可证。

12.1 - The main production processes in the factory were assembly, inspection and packaging. And there was noise produced in the inspection section, and dust generated in the tin soldering section. However, the factory did not conduct Environmental impact Assessment (EIA) in order to prove that the current production was in line with requirement of environmental protection. Reference law: Law of the People's Republic of China on the Environmental Impact Assessment, Article 16 and Article 22.
工厂的主要生产工序为组装，检验和包装。检验工序产生噪声，焊锡工序有粉尘。但是工厂没有进行环境影响评估以确保目前的生产是符合环保要求的。参考法规：中华人民共和国环境评价法第16和22条。

12.4 - No evidence showed that the hazardous waste was transferred to qualified vendor. The main hazardous waste in the factory were empty containers of alcohol and thinner generated in packaging section, and waste batteries from inspection section. Reference law: Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes (2013) Article 57.
无证据显示工厂将危险废弃物转移给有资质的单位。工厂主要的危险废弃物为包装区域的废酒精和天那水空桶，以及检测区域的废电池。参考法规：中华人民共和国固体废物污染环境防治法(2013修正)第五十七条。

Remarks from Auditee:

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 139611] Audit Date: 05/12/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: Anti-corruption procedure was established and has been trained to all the workers. And the factory signed social agreement with all the suppliers. Business ethics risk assessment was conducted and the act of corruption, bribery and unethical behavior in any form was prohibited. No inconsistent or falsified information was identified during the audit. 工厂建立了反对腐败程序规定，并对所有员工进行了培训。工厂已经与供应商签署了社会责任协议。工厂已经进行了商业道德风险评估，工厂反对任何形式的腐败、贿赂和不道德的商业行为。审核中未发现有不一致或虚假信息。	
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	05/12/2018	139611	D	A	A	A	B	D	A	A	A	A	A	B	A	C

Producer Photos

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

Photo of fire safety equipment
Fire extinguishers.JPG

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


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


Photo of fire safety equipment
Fire hydrant testing.JPG


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

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


Photo of fire safety equipment
Fire hydrant.JPG


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

Photo first aid facilities
Eye wash facility.JPG


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


Photo of the inside of the main production hall
Packaging area.JPG


Photo first aid facilities
First aid kit.JPG

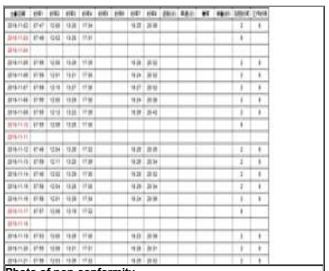
Photo of non-conformity
NC 6.2 Monthly OT exceeded 36 hours.jpg

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

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


Photo of non-conformity
NC 7.17 Local mechanical ventilation systems invalid.JPG

Photo of the personal protection equipments (if applicable)
Occupational hazard notification card.JPG


Photo of fire safety equipment
Emergency light and exit sign.JPG


Photo of non-conformity
NC 7.4 Did not invite workers and work representative in it.JPG


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


Photo of fire safety equipment
Evacuation map.JPG


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


Photo of the sanitary facilities
Potable water.JPG

Photo of fire safety equipment
Fire alarm switch.JPG


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


Photo of the sanitary facilities
Toilet.JPG