
Auditee :	Yinghe Digital Technology (Guangdong) Co., Ltd.
Audit Date From :	15/07/2019
Audit Date To :	15/07/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Leen Cao(Lead)
Auditing Branch (if applicable) :	SGS CHINA



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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 :	Yinghe Digital Technology (Guangdong) Co., Ltd.		
DBID number :	392670		
Audit ID :	157109		
Address :	Building G, Zijing Industrial Area, Yongning Road, Xinnan Community, Qishi Town, Dongguan		
Province :	Guangdong	Country :	China
Management Representative :	Yousheng Xu		
Contact person:	Yousheng Xu	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Electrical supplies
Product Type :	Digital products such as webcam and sport DV etc.		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	C		
Need of follow-up :	Yes	If YES, by : 15/07/2020	

Rating per Performance Area (PA)

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

Executive summary of audit report

Yinghe Digital Technology (Guangdong) Co., Ltd. was located at Building G, Zijing Industrial Area, Yongning Road, Xinnan Community, Qishi Town, Dongguan City, Guangdong, China. The unified social credit code was: 91441900MA52KGLE9K and valid from Nov 29,2018 to long term. The main products manufactured onsite are digital products such as webcam and sport DV etc. The main production activities include assembling and packing.

During the audit day, Mr.Xu YouSheng/Admin Manager, Ms. Quan LiQi/Admin staff and Mr. Fu QiHui/Worker representative attended the opening meeting and close meeting. Factory management representatives allowed auditor to conduct the whole audit includes onsite observation with taking photos, documents review and workers interview without any influence.

Remark :

- Based on the business license review, the audited factory found on Nov 29,2018. The provided employee roster shows all workers entered in the factory since the begin of Dec,2018, so workers' payrolls from Dec,2018 to Jun,2019 and attendance records form Dec,2018 to Jul,2019 were provided for review during the audit.
- Total one 5-storey production building, one 4-storey dormitory building and one 8-storey dormitory building located at the ZiJing Industrial Park. Based on management interview and lease contract review, it was noted the audited factory rent the 5th floor of the production building as workshop, warehouse and office area. The ground floor and 2nd floor was used by Dongguan JiaDi Packaging Technology Co., Ltd; the 3rd floor was used by Dongguan JiaYiDuo Equipment Co., Ltd which was being decoration during the audit; the 4th floor was empty. The 4-storey dormitory building was used by Dongguan JiaDi Packaging Technology Co., Ltd and Dongguan ZhiSheng Paper Product Factory. And the 8-storey dormitory building was rent from outside society as apartments. No information of workers exchange was identified based on onsite observation and workers interview.
- This audit was conducted by APSCA auditor Leen Cao(RA21702080).

Ratings Summary



Auditee's background information			
Auditee's name :	Yinghe Digital Technology (Guangdong) Co., Ltd.	Legal status :	Co., Ltd.
Local Name :	盈合数码科技(广东)有限公司/91441900MA52KGLE9K	Year in which the auditee was founded :	2018
Address :	Building G, Zijing Industrial Area, Yongning Road, Xinnan Community, Qishi Town,	Contact person (please select) :	Yousheng Xu
Province :	Guangdong	Contact's Email :	1321665707@qq.com
City :	Dongguan	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	Nil
Country :	China	Website of auditee (if applicable) :	Nil
GPS coordinates :	North 23°3'39" East 113°59'18"	Total turnover (in Euros) :	1100000.00
Sector :	Non-Food	Of which exports % :	80.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	20.00
If other, please specify :		Production volume :	600000 pcs per year
Product Group :	Electrical supplies	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Digital products such as webcam and sport DV etc.		

Auditee's employment structure at the time of the audit			
Total number of workers :	41	Total number of workers in the production unit to be monitored (if applicable) :	41
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	19	22	
Temporary workers	0	0	
In management positions	3	1	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	16	19	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	16	15	
Production based workers	15	15	
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 - 157109] Audit Date: 15/07/2019 PA Score: D

Deadline date:14/03/2020

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 1. The factory established the complete procedures on Amfori BSCI management system. Mr. Xu YouSheng/Admin Manager was appointed as Amfori BSCI senior management representative. Based on interview, it was noted this management representative was familiar with the content and requirement of Amfori BSCI COC. The factory had signed the social responsibility commitment letters with suppliers and communicated the Amfori BSCI COC and TOI with suppliers, and the factory had conducted the social compliance performances assessment for the suppliers then selected the qualified suppliers. However, gaps had been identified during the BSCI system implementation as follow:

综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂有建立完整的Amfori BSCI管理体系程序。许又胜先生/行政经理被任命为Amfori BSCI体系高级管理代表。访谈显示该管理代表了解Amfori BSCI行为守则内容及要求。工厂有同供应商签订社会责任承诺书并沟通Amfori BSCI行为守则及生产商专用实施条款, 工厂有对供应商社会责任绩效表现进行评审并以此来选择合格供应商。但是发现工厂在Amfori BSCI系统执行中存在如下不符合项:

- 1.1 - Finding: The main auditee partially respects this principle because the factory established procedures on Amfori BSCI management system, and senior management representative was appointed to responsible for the implementation of this social responsibility system, but the internal assessment conducted as per Amfori BSCI checklist conducted at the factory did not identify the gaps with Amfori BSCI requirement on performance areas such as benefit of social insurance, OT hours control, H&S and environmental etc. effectively.
被审核方部分遵守原则。工厂建立了Amfori BSCI管理体系程序并任命高级管理代表负责实施该社会责任管理体系, 但是工厂依据Amfori BSCI检查表进行的社会责任内审没有有效的识别同Amfori BSCI要求在社保福利, 加班时间控制, 健康安全及环境等绩效方面同的差距。
- 1.4 - Finding: The main auditee partially respects this principle. Because the factory had calculated the production capacity and costs, but the factory did not organize its workforce capacity effectively to meet the expectations of the delivery order, which resulted workers' OT hours exceeded local legal requirement.
被审核方部分遵循该准则。工厂有进行产能及生产成本核算, 但是工厂未能有效的组织生产能力以满足订单需求而导致员工的加班时间超出法规要求。

Remarks from Auditee:

Nil

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 157109] Audit Date: 15/07/2019 PA Score: A

Deadline date:14/09/2019

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 2. The social responsibility long-term goals such as reduce workers' OT hours and improve social insurance rate were established at the factory. All interviewed workers were familiar with workplace-related issues and their labor right and obligation. The factory posted the Amfori BSCI COC onsite and provided training to workers. The auditee had established an effective grievance mechanism: workers can use the suggestion boxes to delivery advice, or told with workers representation and supervisors to raise the complaint directly. All interviewed workers know the grievance channels well.

However, gaps had been identified during the Amfori BSCI system implementation as follow:

综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂有建立减少员工加班时间并提高社保比例等社会责任长期目标。访谈显示员工都很清楚工作内容及劳工权利及义务。工厂张贴了Amfori BSCI行为守则并为员工提供培训。工厂建立了申诉系统, 如员工可通过意见箱投递意见, 或直接同员工代表及主管进行沟通。访谈显示员工均了解该申诉渠道。但是发现工厂在Amfori BSCI系统执行中存在如下差距:

- 2.2 - Finding: The main auditee partially respects this principle because the factory established social responsibility long-term goals such as reduce the overtime hours and improve the social insurance rate, but the factory did not formulate the details implement plans and actions.
被审核方部分遵循该准则。工厂有建立减少员工加班时间及提供社保比例等社会责任长期目标, 但是工厂没有制定具体的实施计划及措施。

Remarks from Auditee:

Nil

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 157109] Audit Date: 15/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 3. One worker representative was elected by employees and meet the management once per three months to communicate workers' information. No trade union was established, but workers can form the trade union freely. Based on the interview statement of worker representative, he would not be discriminated against for exercise the right of worker representative.</p> <p>综合概况: 整体观察显示被审核方遵守该绩效区域的要求。工厂由员工选举了1名员工代表,员工代表每3个月和管理层沟通员工信息。工厂没有组建工会,但是员工可以自由组建工会。员工代表的访谈显示他不会因行使员工代表权利而被区别对待。</p>	
Remarks from Auditee: Nil	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 157109] Audit Date: 15/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 4. The established policy on anti-discrimination defined that the factory would not discriminate workers by factors such as physical condition, gender and ages etc. The factory conducted the discrimination risk assessment and established the prevent and correct actions. The factory identify that they should not discriminate pregnancy workers and young workers during recruitment and training arranging etc. According to interview statement with workers, workers could use the grievance system through suggestion boxes or told the worker representatives and supervisors directly once workers' right was infringed.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了反歧视的政策表明工厂不会因为身体状况, 性别, 年龄等因素对员工区别对待。工厂有进行歧视风险评估并制定了预防及改善措施。如工厂识别出在招聘, 培训等过程不能歧视怀孕女工及未成年工。员工表示当权利受到任何侵害, 可以通过意见箱或向员工代表及主管反馈的形式进行投诉。</p>	
Remarks from Auditee: Nil	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 157109] Audit Date: 15/07/2019 PA Score: B	Deadline date:14/03/2020
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 5. The factory set up wages and benefit paying system, which included provided paid statutory holidays, sick leave, annual leave, marriage leave, maternity leave etc. to workers. Based on the wages from Dec,2018 to Jun,2019 provided by the factory, workers' wages were paid by hourly rate wages, and wages were paid on 15th of the following month by cash. The minimum wage paid to workers were RMB1720/month (Equal to RMB9.89/hour) which comply with legal minimum wages. Position allowances were paid to workers as per working skill requirement. No any fee was deducted from wages. But gap on social insurance was identified with the Amfori BSCI requirements as follow:</p> <p>综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂制定了工资支付和福利政策包含给员工提供法定节假日, 病假, 婚假, 产假及带薪年假等假期。工厂提供的2018年12月至2019年6月的工资记录显示, 所有员工工资为计时工资。员工工资在每月15号现金支付。工厂给员工支付最低RMB1720/月的工资(等同于RMB9.89/小时), 符合法规要求。工厂依据岗位技能要求为员工相应的岗位工资。员工的工资中无任何扣款。但是工厂在社保上同Amfori BSCI要求有如下差距:</p> <p>5.5 - Finding: The main auditee does not respect this principle because the factory did not provide all kinds of social insurance to all employees as per legal requirement. Total 41 employees worked at the factory during audit, 6 workers entered in the factory after Jun,2019, so the factory should provide social insurance for 35 employees in Jun,2019. Based on the social insurance payment records provided by the factory from Apr,2019 to Jun,2019 review, the factory provided injury and medical insurance, child-bearing insurance, retirement and unemployment insurance for 11 employees (31.43%) in Jun,2019. The factory did not purchase commercial accident insurance for workers.</p> <p>被审核方因没有依照法规要求为所有员工购买社保而未遵守该原则。审核当天全厂人数为41人, 其中6名员工于2019年6月之后入职, 工厂在2019年6月应该为35名员工提供社保。工厂提供的2019年4月至6月的社保缴费台账显示, 工厂在2019年6月为11名(31.43%)员工提供了工伤及医疗保险, 生育保险, 养老及失业保险。工厂没有为员工提供商业意外险。</p>	
Remarks from Auditee: Nil	

Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 157109] Audit Date: 15/07/2019 PA Score: D	Deadline date:14/03/2020
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 6. Workers' attendance records were recorded by electric recorder attendance system. The factory made a policy of working hour system regulated that the normal working hours for workers were 8 hours per day, 5 days per week. Only one working shift for all production workers (8:00AM~12:00PM, 13:30PM~17:30PM). The factory arranged 0-2 OT hours for workers working on night of weekdays and 0-8 OT hours on Saturday sometimes. Workers had right to choose working overtime or not, and all workers had at least one day off per seven days. Furthermore, workers had at least 8 hours' rest on every day. Workers can take a rest during the work time when they felt tired. Workers' OT wages on weekdays and weekends were 150% and 200% of normal wages as per legal law. However, gaps of overtime hours had been identified in implementation: 综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。员工的考勤方式为电子考勤。工厂制定了工时政策显示员工正班时间为每天上班8小时, 每周5天。工厂所有生产员工只有一个工作班次(8:00-12:00, 13:30-17:30)。工厂会依据生产订单进行在工作日晚上加班0-2小时及在周六加班0-8小时。员工可自愿选择是否加班且工厂保证了至少员工每七天休息一天。工厂保证了员工每天至少有8小时的休息时间并且员工在车间如果觉得疲惫, 可自由选择休息几分钟。员工在工作日及周六的加班费分别按照法规要求的150%及200%的基本工资支付。不过, 工厂在加班时间的管控上有一些不符合法规的地方:</p>	
6.2 - Finding: The main auditee does not respect this principle because workers' monthly OT hours exceeded legal law requirement. Based on the provided attendance records from Dec,2018 to Jul,2019 review, it was noted all sampled workers' monthly OT hours exceeded 36 hours from Dec,2018 to Jun,2019 and up to 74 hours in Mar,2019. 被审核方因员工的月加班时间超出法规要求而未遵守该原则。工厂提供的2018年12月至2019年7月的考勤显示, 所有抽样员工的月加班时间在2018年12月至2019年6月起36小时, 最大月加班时间为2019年3月的74小时。	
Remarks from Auditee: Nil	
Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 157109] Audit Date: 15/07/2019 PA Score: A	Deadline date:14/10/2019
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 7. The committee of health and safety with production workers covered was set up by the factory responsible for the health and safety check and training. Training on production machines safety operation, chemical handle and personnel protection equipment etc. were provided to workers periodically. For fire safety, the factory ensured enough fire equipment were available onsite. All these facilities of fire safety were checked every month, fire alarm, fire hydrant and emergency light were effective during the testing on-site. Fire drills were conducted periodically to train workers to use the fire equipment and safety evacuation. All chemical was posted with MSDS and safety warning labels, and eye wash facilities were installed at chemical storage area. For mechanism safety, safety guards were installed for production machines. Special equipment such as cargo lift was tested annually. Adequate first kits with suppliers were set, and two trained first aiders were available for providing the service of first aid. Enough toilets separated from gender and clean potable water was also provided for workers. No dormitory and canteen provided for workers, and no transportation was available at the factory. However, gaps had been identified in Amfori BSCI system implementation as follows: 综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂创建了员工参与的健康安全委员会进行健康安全检查和培训。工厂定期为员工提供机器安全操作, 化学品及个人防护用品使用等培训。在消防安全方面, 工厂配备了足够的消防设施。工厂的健康安全负责人每月都会进行消防设施检查。审核时经过测试应急灯, 消防栓和消防警铃都是有效的。工厂定期进行消防演习培训员工使用灭火器及安全疏散。工厂使用的化学品有张贴物质安全数据表及化学品标签, 且化学品使用区域有安装洗眼器。在机械安全方面, 工厂为机器设备安装了安全防护装置。工厂使用的特种设备如电梯均年检合格。工厂配备了足够药品的药箱, 而且工厂内有2名培训合格的急救员提供急救服务。工厂也提供了足够的分男女的洗手间及干净的饮用水给员工。工厂没有为员工提供宿舍及饭堂, 也没有为员工提供交通。不过, 工厂在以下方面和Amfori BSCI要求尚有差距:</p>	
7.1 - Finding: The main auditee partially respects this principle because the related legal regulation on HS were collected, training and check on health and safety were conducted periodically, but gaps were identified at the area of occupational health examination etc. due to health and safety checking was not conducted effectively. 被审核方部分遵守原则。工厂有收集健康安全法规清单, 并且定期进行健康安全培训及检查, 但是因健康安全执行得不完善导致职业健康体检等方面存在不符合项。	
7.2 - Finding: The main auditee does not respect this principle because the factory only provided injury insurance for 11 out of 41 employees. 被审核方因为41名员工中11名员工提供了工伤保险而未遵守原则。	
7.3 - Finding: The main auditee partially respects this principle because the factory conducted health and safety risk assessment to identify the position hazardous, but the factory did not provide occupational health examination for one out of five soldering worker exposed to dust and one packing worker exposed to cleaning agent. 被审核方部分遵守原则。工厂有进行完善的健康安全风险识别岗位职业危害, 但是没有为5名中1名接触粉尘的焊锡员工及1名接触抹机水的包装员工提供职业健康体检。	
7.6 - Finding: The main auditee partially respects this principle because dust proof mask was provided for soldering worker exposed to dust, but no active carbon mask provided for worker exposed to cleaning agent. 被审核方部分遵守原则。工厂有为接触粉尘员工提供防尘口罩, 但是没有为接触抹机水的员工提供活性炭口罩。	
7.25 - Finding: The main auditee does not respect this principle because no local ventilation equipment installed for the soldering positions at the assembling line. 被审核方因装配线的焊锡工位没有安装局部通风装置而未遵守原则。	
Remarks from Auditee: Nil	

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 157109] Audit Date: 15/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 8. The policy of recruiting was set up by the factory requires that all candidates should be over 16 years. The factory checked workers' ID during recruiting, and HR specialist knew the skills of asking workers' experience and ages when he had any doubt of workers' ID card or age. Meanwhile, the factory established remediation measure of child labor in order to set up measure of recruiting child labor incidentally. After checking all personnel files of workers, no child labor or historical child labor was identified in the factory. The youngest worker was over 18 years old.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定的招聘政策要求所有入职员工需年满16周岁。员工入职时工厂均会查看员工的身份证, 且当人事专员对员工年龄有怀疑时会通过有技巧地面谈以核实员工身份信息。同时工厂制定了童工补救措施以防万一发现童工的应对措施。在审核过程中, 通过查阅所有员工的人事资料, 未发现有童工及历史童工存在。工厂内年龄最小员工年满18周岁。</p>	
Remarks from Auditee: Nil	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 157109] Audit Date: 15/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee respects the requirements of this performance area. Based on the employee roster review, onsite observation and workers interview, it was noted no young workers worked at the factory. The youngest worker was over 18 years old. The laws and requirements on young workers were collected. And the factory conducted the health and safety risk assessment for young workers according to legal laws and Amfori BSCI requirement.</p> <p>综合概况: 整体现场的情况显示工厂遵循了该绩效区域。人事档案查看, 现场观察及员工访谈确认, 工厂内没有使用未成年工, 年龄最小员工年满18周岁。工厂有收集未成年工保护的法规要求。工厂有依据法规及Amfori BSCI要求进行未成年工健康安全风险评估。</p>	
Remarks from Auditee: Nil	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 157109] Audit Date: 15/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 10. All workers were permanent workers employed by the factory directly. Labor contracts were all concluded between the factory and all workers. Meanwhile, the factory provided a copy of contract to every worker.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。所有员工为工厂直接聘用的正式工。工厂和所有员工均签订了劳动合同, 同时工厂提供了一份劳动合同副本给员工。</p>	
Remarks from Auditee: Nil	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 157109] Audit Date: 15/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 11. The factory established the policy on anti-forced labor. The management representative understood well the scope of forced labor. And according to onsite observation and interview statement of workers, workers confirmed that no negative evidence showed in the factory, for example, they could resign according to legal requirement and they could leave the factory freely without being searched. The duty of security guards was only responsible for the factory safety, security guards were not use for limit workers' movement or conduct body search. The discipline policy was also in line with legal requirement.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了反强迫劳动的政策。工厂负责人理解哪些方式是属于强迫劳动的范畴。依据现场观察和员工访谈, 员工也很清晰地表明工厂内无强迫劳动的现象, 例如员工可以依照法规要求提出辞工而不会被克扣工资, 并且可以自由离开工厂。保安职责为保护工厂安全, 保安不会限制员工自由或进行搜身。工厂的惩戒政策也是符合法律法规要求。</p>	
Remarks from Auditee: Nil	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 157109] Audit Date: 15/07/2019 PA Score: A	Deadline date:14/03/2020
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 12. The factory conducted the environmental impact assessment and obtained the EIA approval. The mainly waste generated onsite were domestic wastewater, boundary noise, soldering waste gas and solid hazardous waste. The monitoring report show the three wastes were discharged as per legal law. Hazardous waste such as empty chemical containers were transferred to qualified vendor for disposal. The factory established policy on water use save and reduce waste water discharge with statistics records for review. But gap was identified with Amfori BSCI requirement as follow: 综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂有进行环境影响评估并获得环评批复。工厂产生的主要废弃物为生活污水, 厂界噪声, 焊锡废气及危废固废。工厂进行的三废监测显示均达标排放。工厂有将化学品空桶等危废转移至有资质单位进行处理。工厂有建立节约用水并减少废水排放政策, 并提供了统计记录供查看。但是工厂同Amfori BSCI要求有如下差距:</p> <p>12.3 - Finding: The main auditee partially respects this principle because the factory compiled the Environmental Impact Assessment Form and obtained the EIA approval, but the factory did not obtain the environmental protection facilities acceptable certificate. 被审核方部分遵循该准则。工厂有编制环境影响评估报告表并获得了环评批复, 但是工厂没有获得环保设施竣工验收。</p>	
Remarks from Auditee: Nil	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 157109] Audit Date: 15/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 13. The policy on anti-corruption was established by the factory, the factory conducted the risk assessment for the corruption, and provide training for purchase and sales workers. During the audit, no information of inconsistencies on attendance and payroll systems was identified. Actions were formulated to prevent workers' information such as personnel ID information and examinations information from disclose. 综合概况: 整体观察显示被审核方遵守该绩效区域的要求。工厂创建了反腐败的政策, 工厂有进行反腐败风险评估, 且为采购和业务等人员提供了培训。审核过程中交叉验证没有发现工资工时不一致信息。工厂有制定措施防止员工信息如个人身份信息及体检信息泄露。</p>	
Remarks from Auditee: Nil	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	15/07/2019	157109	D	A	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos



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



Photo of fire safety equipment
Evacuation staircase.JPG



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



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



Photo of fire safety equipment
Fire alarm control panel.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 alarm test.JPG



Photo of the inside of the main production hall
Electric cabinet.JPG



Photo first aid facilities
Eye wash facility.JPG



Photo of fire safety equipment
Fire equipment inspection record.JPG



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



Photo first aid facilities
First aid kit.JPG



Photo of fire safety equipment
Fire equipment.JPG



Photo of the inside of the main production hall
No smoking sign.JPG



Photo of fire safety equipment
Evacuation indicating sign.JPG



Photo of non-conformity
NC Worker use chemical did not wear mask.JPG



Photo of the sanitary facilities
Potable water.JPG

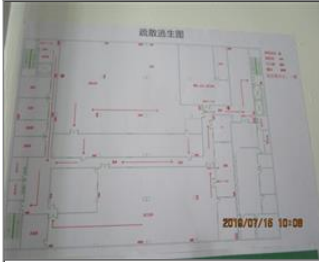


Photo of fire safety equipment
Evacuation plan.JPG



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



Photo of the sanitary facilities
Toilets.JPG