
Auditee :	Qidong Vision Mounts Manufacturing Co., Ltd.
Audit Date From :	23/06/2020
Audit Date To :	24/06/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Isaac Yang(Lead)
Auditing Branch (if applicable) :	SGS CHINA



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
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Rating Definitions



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

Main Auditee Information



Name of producer :	Qidong Vision Mounts Manufacturing Co., Ltd.		
DBID number :	392358		
Audit ID :	184386		
Address :	No.669, Huashi Road, Huilong Town Qidong		
Province :	Jiangsu	Country :	China
Management Representative :	Heng Huang		
Contact person:	Heng Huang	Sector :	Non-Food
Industry Type :	Accessories	Product group :	other accessories (please specify)
Product Type :	Ergonomic monitor mounts, Standing Desks, functional furnitures, Audio-Video equipment mounts		

Audit Details



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" 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 : 24/06/2021

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	A	A	A	A	D	A	A	A	A	A	A	A

Executive summary of audit report

Qidong Vision Mounts Manufacturing Co., Ltd located at No.669, Huashi Road, Huilong Town, Qidong, Jiangsu Province, China. This facility was found in Mar. 2006. The main products were Ergonomic monitor mounts, Standing Desks, functional furniture, Audio-Video equipment mounts. The main process was assembly. There was no obvious peak season in the factory.

The workers' attendance time was recorded by IC card system. The normal working hours of all workers were 8 hours per day, 5 days per week, security staff worked 3 shifts 8:00 – 16:00, 16:00 – 24:00, 24:00 – 8:00, other workers worked one shift: kitchen workers: 8:00- 13:00, 15:30-18:30 others: 08:00-12:00, 13:00-17:00, there were 2 hours overtime on some workdays and 8 hours overtime on some Saturdays. All workers had one day off per seven days. Workers' wage was paid on 30th of the following month by cash. Based on payment review from May. 2019 to Apr. 2020, all workers were paid by hourly rate and the minimum wage paid to workers by the factory was RMB 2200/month, which was above local legal minimum wage (RMB 2020/month since 1 Aug. 2018). Workers were paid by 150%, 200% and 300% of regular wage for overtime on regular working day, rest days and statutory holidays respectively. No overtime was arranged on statutory holiday.

Heng Huang/vice General manager and Haijian Chen /Worker representative attended opening meeting and closing meeting.

All the interviewees showed cooperative attitude, effective evidence was collected during the workers interview. The management showed a cooperative attitude during the audit. They agreed auditor conducted whole audit including workplace observation, document review and confidential interviews with workers without any influence. And they were willing to take corrective action for the findings identified during the audit. Heng Huang/vice General manager and Haijian Chen /Worker representative signed the onsite CAP and ensure the preliminary completion date.

This audit was audit by LA Isaac Yang(APSCA RA21701793), LA Isaac Yang finished amfori BSCI training on 14 Dec, 2018.

The factory did not obtain consolidated working hour system approval.

Ratings Summary



Auditee's background information			
Auditee's name :	Qidong Vision Mounts Manufacturing Co., Ltd.	Legal status :	limited company
Local Name :	南通市久正人体工学股份有限公司 (91320600785585335G)	Year in which the auditee was founded :	2006
Address :	No.669, Huashi Road, Huilong Town	Contact person (please select) :	Heng Huang
Province :	Jiangsu	Contact's Email :	qc@v-mounts.cn
City :	Qidong	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) :	www.v-mounts.com
GPS coordinates :	N31°48'49.99" E121°36'45.32"	Total turnover (in Euros) :	32700000.00
Sector :	Non-Food	Of which exports % :	82.00
Industry :	Accessories	Of which domestic market % :	18.00
If other, please specify :		Production volume :	1,800,000 sets per year
Product Group :	other accessories (please specify)	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Ergonomic monitor mounts, Standing Desks, functional furnitures, Audio-Video equipment mounts		

Auditee's employment structure at the time of the audit		
Total number of workers :	224	Total number of workers in the production unit to be monitored (if applicable) : 0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	67	157
Temporary workers	0	0
In management positions	12	4
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	7	3
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	67	157
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

1- Followup Audit [Audit Id - 184386] Audit Date: 23/06/2020 PA Score: D

Deadline date:24/09/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Follow up audit conducted in Qidong Vision Mounts Manufacturing Co., Ltd. The overall observation shows the auditee partially fulfills the requirement of performance area 1. The factory set up completed CSR system included the relevant policy and procedures. The procedures of prohibiting child labor, anti-discrimination, anti-force labor, grievances mechanism, promoting ethical behavior were established in the factory. The factory conducted the internal ethical audit to improve their social responsibility performance. The last internal audit was conducted in Mar. 2020. Heng Huang/Vice GM was Amfori BSCI representative and took charge of Amfori BSCI affairs in the factory. The factory also established procedure with respect to the suppliers' selection, management and monitoring, they conducted CSR audit to those main suppliers. However, there were gaps had been identified in this performance area.

在南通市久正人体工学股份有限公司进行的跟进审核中, 整体观察显示被审核方部分符合该绩效区域的要求。工厂建立了完整的社会责任体系包括政策和程序, 程序中包括禁用童工、反歧视、反强迫劳动、申诉系统、反腐败等内容, 工厂每年对社会责任体系进行审核来持续地改进其社会责任表现。最近一次内审在2020年3月。AMFORI BSCI负责人, 副总/黄恒统筹整个工厂的AMFORI BSCI事务。工厂还创建了供应商的筛选、管理和监督程序, 对主要供应商进行了社会责任审核。但是发现工厂在执行方面和BSCI要求有如下差距:

- 1.1 -** Follow up audit result on 23-24, Jun 2020: Open The main auditee partially respects this principle. The factory had established a social responsibility management system and procedures, but the factory did not strictly execute the requirement of the procedures, did not effectively monitor the operation of the procedures. Based on document review, management and worker interview, the factory had conducted an internal audit in Mar 2020 but the non-conformances found in the audit was not completely corrected, such as: overtime exceed legal requirement, did not provide the secondary containment for some chemical.

2020年6月23-24日的跟进审核结果: 未关闭 被审核方部分遵循该准则。工厂建立了社会责任管理体系及程序, 但并未严格执行程序的要求, 也未有效地监督程序的运行。通过查阅文件, 管理层访谈和员工访谈, 工厂的在2020年3月进行了内审, 但审核中发现的问题并未完全改善, 如加班超时, 未给部分化学品提供二次容器, 等

- 1.4 -** Follow up audit result on 23-24, Jun 2020: Open The main auditee partially respects this principle because the factory had established capacity planning control procedure, including adjusting production cost, production capacity planning and delivery date to control overtime time. However, the factory did not effectively implement the production plan to control workers' working overtime, lead to workers' monthly overtime systematically exceeded the local law requirement in the previous 12 months and up to 82 hours.

2020年6月23-24日的跟进审核结果: 未关闭 被审核方部分遵循该准则。尽管工厂建立了产能规划控制的程序, 通过调整生产成本, 产能规划, 交付日期等控制加班时间。但工厂未能有效地进行实施计划来控制员工的加班时间, 导致工人的月加班在过去12个月系统地超过当地法规要求并且达到最高82小时。

Remarks from Auditee:

Full Audit [Audit Id - 158043] Audit Date: 24/07/2019 PA Score: D

Deadline date:26/10/2019

Good practices

None

Areas of improvement

The factory had appointed the Vice General Manager as the amfori BSCI management representative and necessary procedure documents were established. Besides, the managements were appointed for each performance area. The regularly internal audit and management review were conducted. The management knew the importance to monitor the suppliers and regularly monitored by the auditee.

工厂已经指定了副总经理作为负责amfori BSCI管理的管理者代表, 制定了关于amfori BSCI的必要的程序文件。同时任命了相关的负责人负责各个部分的执行。工厂定期进行了amfori BSCI的内审和管理评审。工厂管理人员了解监控供应商以及分包商的重要性并且定期审核了供应商。

- 1.1 -** The main auditee partially respects this principle because management review was not conducted and its procedure or policy was not strictly implemented.

被审核方部分遵循该准则。工厂未进行管理评审并且未严格执行其制定的程序或政策。

- 1.4 -** The main auditee partially respects this principle because the factory established procedures on capacity planning to control working hours, but did not arrange production plan in accordance with amfori BSCI requirement of overtime, employee's monthly overtime had exceeded the limit of local law.

被审核方部分遵循该准则。工厂制定产能规划的程序, 但工厂未按amfori BSCI加班时间的要求安排生产计划, 员工的月加班时间超过法规要求。

Remarks from Auditee

Performance Area 2 : Workers Involvement and Protection

1- Followup Audit [Audit Id - 184386] Audit Date: 23/06/2020 PA Score: A

Deadline date:24/07/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Follow up audit conducted in Qidong Vision Mounts Manufacturing Co., Ltd. The overall observation shows the auditee partially fulfills the requirement of performance area 2. The factory had established the complaint channels and feedback mechanism to facilitate workers to reflect and respond to their concerns, such as regular communication meetings between worker representatives and management. Although there was no trade union in the factory, 4 worker representatives were elected by the workers in the factory. The factory did not disturb the communication between workers' representative and workers. The factory management regularly held meeting with worker representatives to get the information of workers' complaint information. The factory sets objectives and management plan of worker protection in accordance with amfori BSCI code of conduct. The factory provided the induction training and refresh training for employees and management, including the factory's social responsibility policy, the rights and obligations of employees. The amfori BSCI Code of Conduct and factory complaint procedure were posted on the notice board in the assembly workshop. However, there was still deviation in practice.

在南通市久正人体工学股份有限公司进行的跟进审核中, 整体观察显示被审核方部分符合该绩效区域的要求。工厂建立了员工申诉渠道及反馈机制以方便员工就其关心的问题反映与反馈, 比如员工代表和管理层之间定期的沟通会议。工厂未成立工会, 工厂员工有选举4名员工代表。工厂未阻挠员工代表与员工交流。工厂管理层会定期地与员工代表开会沟通劳工相关的投诉信息。工厂根据amfori BSCI行为准则制定了保护员工目标指标与管理计划。工厂为员工和管理人员提供入职培训与定期培训, 培训内容包括工厂的社会责任政策, 员工的权利与义务。amfori BSCI行为准则和工厂的申诉程序均张贴在工厂组装车间告知牌。但是, 在实践中仍然存在一些偏差。

- 2.4 -** Follow up audit result on 23-24, Jun 2020: Open The main auditee partially respects this principle, because most interviewed workers did not know the Amfori BSCI Code. Though the factory had conducted training of Amfori BSCI code to all employees and posted Amfori BSCI code on the notice board in the assembling workshop.
2020年6月23-24日的跟进审核结果: 未关闭 被审核方部分遵循该准则。因大部分访谈的员工均不了解Amfori BSCI的内容。虽然工厂对所有员工进行了Amfori BSCI内容的培训, 组装车间告知牌张贴了Amfori BSCI行为准则。

Remarks from Auditee:

Full Audit [Audit Id - 158043] Audit Date: 24/07/2019 PA Score: A

Deadline date:26/09/2019

Good practices

None

Areas of improvement

The factory provided amfori BSCI relevant training with all employees. And the factory has established an effective grievance mechanism for individuals and stakeholders, interview workers said they could directly go to the management for grievance, or through suggestion box and worker representatives.

工厂给员工提供了amfori BSCI相关的培训。工厂有建立一套有效的针对个人和相关方的申述机制, 访谈的员工表示他们有问题直接找管理层, 通过意见箱或找员工代表反应。基于令人满意的证据。

- 2.4 -** The main auditee partially respects this principle, because most interviewed workers did not know the amfori BSCI Code.
被审核方部分遵循该准则。因大部分访谈的员工均不了解amfori BSCI的内容。

Remarks from Auditee

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

1- Followup Audit [Audit Id - 184386] Audit Date: 23/06/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

NA

Remarks from Auditee:

Full Audit [Audit Id - 158043] Audit Date: 24/07/2019 PA Score: A

Deadline date:

Good practices

None

Areas of improvement

The factory has established procedure to ensure the right of workers to form legal union in a free and democratic way, and workers' right to bargain collectively is respected. The provided meeting records of workers representative indicates that the factory would not prevent workers representatives from accessing or interacting with workers in the workplace. Interviewed worker representative also stated that their right of freedom of assembly was respected.

工厂有建程序以确保工人以自由和民主的方式组建工会的权利, 工人的集体谈判权是被尊重的。提供的员工代表会议记录表明工厂不会阻碍工人代表在工作场所与工人接触和互动。访谈的员工代表表示工厂尊重其自由集会的权利。

Remarks from Auditee

Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 184386] Audit Date: 23/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: NA	
Remarks from Auditee:	
Full Audit [Audit Id - 158043] Audit Date: 24/07/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The factory established discrimination procedure and there was no evidence to show workers will be discriminated in recruitment, training, and promotion and among different gender, age etc. No evidence to show that the company engaged in any behavior of threatening, abusive, exploitative and sexually coercive. All interviewed workers stated that they were treated equally. Based on satisfactory evidence, the main auditee respects this principle.</p> <p>工厂建立了反歧视程序文件和没有证据显示的工人会歧视在招聘、培训、升迁以及不同性别、年龄等。没有证据显示公司涉及任何威胁、辱骂、剥削和性骚扰的行为。被访谈的员工表示受到公平对待。基于令人满意的证据，被审核方尊重Amfori BSCI的本条原则。</p>	
<u>Remarks from Auditee</u>	
Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 184386] Audit Date: 23/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT:	
<p>Follow up audit conducted in Qidong Vision Mounts Manufacturing Co., Ltd. The factory set up wages and benefit paying system, which included the payment for statutory holidays, annual leave, sick leave, marriage leave and maternity leave etc. Based on the payment record from May. 2019 and Apr. 2020 review, the minimum wage of the workers paid by the factory was RMB 2200/month, which was above local legal minimum wage (RMB 2020/month since 1 Aug. 2018). Workers wage was paid on 30th of next month by cash without delay. No unreasonable deduction was identified according to wage records.</p> <p>在南通市久正人体工学股份有限公司进行的跟进审核中，工厂制定了工资支付政策和福利政策，福利政策包括给员工提供法定节假日，年假，病假，婚假，产假等假期。根据工厂提供的2019年5月至2020年4月的工资记录显示，工厂给员工支付每月最低2200元的工资，高于当地要求(2020元每月，从2018年8月1号)。工厂每月的工资在下个月30号现金支付，无延迟。根据员工的工资记录工厂无不合理扣款。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 158043] Audit Date: 24/07/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The minimum wage was RMB 2200 per month. Overtime wage was calculated correctly. Wage was paid at the end of the following month by cash. The annual leaves and social insurances were provided to workers.</p> <p>工厂员工的底薪至少2200元，工厂以正确的方式支付员工的加班费。工厂会在每月底以现金的形式发放上一月的工资。给员工提供了带薪年假和社保。</p>	
<u>Remarks from Auditee</u>	

Performance Area 6 : Decent Working Hours

1- Followup Audit [Audit Id - 184386] Audit Date: 23/06/2020 PA Score: D

Deadline date:24/09/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Follow up audit conducted in Qidong Vision Mounts Manufacturing Co., Ltd. The overall observation shows the auditee partially fulfills the requirement of performance area 6. The factory made a rule of working hours system and controlled working hours. The workers' attendance time was recorded by IC card system. The normal working hours of all workers were 8 hours per day, 5 days per week: security staff worked 3 shifts 8:00 – 16:00, 16:00 – 24:00, 24:00 – 8:00, other workers worked one shift: kitchen workers: 8:00- 13:00, 15:30-18:30, others: 08:00-12:00, 13:00-17:00, there were 2 hours overtime on some workdays and 8 hours overtime on some Saturdays. All workers had one day off per seven days. No workers had OT on Holidays. The workers worked OT voluntarily and they could take rest a few minutes during the working time when they felt tired. All this processes and implementation can be verified by interview and document review. However, gaps about the working OT had been identified in following:

在南通市久正人体工学股份有限公司进行的跟进审核中, 整体观察显示被审核方部分符合该绩效区域的要求。工厂制定了工时制度, 依照制度以及工厂实际的执行情况。工厂使用IC卡系统记录员工考勤。工厂员工的正班每天8小时, 每周5天。保安每天工作3班: 8:00 – 16:00, 16:00 – 24:00, 24:00 – 8:00, 其他员工一班制: 食堂员工: 8:00- 13:00, 15:30-18:30, 其他员工: 08:00-12:00, 13:00-17:00, 工作日有时有2个小时加班。工厂员工有时周六会加班8小时, 所有员工每周休息1天。没有员工在法定假日加班。员工可自愿选择是否加班, 并且员工在工作时间如果觉得疲惫, 可自由选择休息几分钟。以上均已从员工访谈以及文件信息等方面进行核实。然而仍然发现工厂在月加班时间方面和BSCI要求有差距:

6.2 - Follow up audit result on 23-24, Jun 2020: Open The main auditee does not respect this principle. Based on the provided attendance record from May. 2019 to 23 Jun. 2020 for review, all sampled workers' monthly OT were more than 36 hours from May. 2019 to May. 2020, the maximum monthly OT were 82 hours in Aug. 2019.

2020年6月23-24日的跟进审核结果: 未关闭 工厂未遵循该原则: 根据工厂提供的从2019年5月到2020年6月23号考勤, 所有抽样员工的月加班时间在2019年5月到2020年5月超过36小时, 最大月加班在2019年8月份为82小时

Remarks from Auditee:

Full Audit [Audit Id - 158043] Audit Date: 24/07/2019 PA Score: D

Deadline date:26/01/2020

Good practices

None

Areas of improvement

The management knew the requirement related working hours of China labour laws and amfori BSCI, written policy was established based on those requirements and communicated to all the employees. The workers' working hours were not in line with the laws and amfori BSCI requirements: the normal weekly hours were 40 hours, the workers' monthly overtime hours exceeded 36 hours per month, the workers could have one day off every seven days.

管理人员了解中国劳动法以及amfori BSCI对工作时间的要求并且据此制定了符合法律以及amfori BSCI要求的工作制度并将此制度传达给了厂内的所有员工。目前工厂员工的工作时间不符合中国劳动法的要求: 每周标准工作时间为40小时, 月加班时间超过36小时, 能保证员工能满足每连续工作六天之后有一天休息。

6.2 - The main auditee does not respect this principle because all sample workers' overtime hour had exceeded 36 hours in each sampled month, the maximum monthly overtime was 82 hours in Mar. 2019.

被审核方未遵循该准则, 因为所有抽样工人在每个月的月加班时间外均超过36小时, 最大为82小时, 发生在2019年3月。

Remarks from Auditee

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 184386] Audit Date: 23/06/2020 PA Score: A

Deadline date:24/09/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Follow up audit conducted in Qidong Vision Mounts Manufacturing Co., Ltd. The overall observation shows the auditee partially fulfills the requirement of performance area 7. 1. The factory had collected the laws and regulations relevant health and safety, the procedures about health and safety were established, the factory established health and safety committee and meeting about health and safety issues were held regularly. 2. The factory conducted risk assessment of health and safety and made up the action plans for the risks, the employees were trained for risks. 3. The factory provided PPE to some workers for free, e.g. ear plug for assembly worker. 4. For fire safety, the factory had ensured that at least two unblocked and unlocked emergency exits were available in production area, adequate fire fighting equipment such as the fire extinguishers and hydrants were installed in the production building, fire alarm was installed and the emergency exit or passage routes were clearly marked, the workers could escape the workshops freely without permission, the escape route was unblocked. The fire drills were conducted twice per year and last fire drill was conducted on 6 May, 2020. 5. Adequate first aid material was available in the production area and office area, the first aid material was regularly inspected, written procedure on recording and dealing with accidents were established. 6. Drinking water was provided for workers freely. However, gaps had been identified in implementation as follows: Remark for 7.23: Based on manager interview and workers interview, there was no transportation provided for workers.

在南通市久正人体工学股份有限公司进行的跟进审核中, 整体观察显示被审核方部分符合该绩效区域的要求。1. 工厂收集了关于健康安全的法律与法规并且制定了程序文件, 工厂成立了健康安全委员会, 定期开会讨论健康安全问题。2. 工厂进行了健康安全风险的评估并且针对风险制订了改善方案, 工厂对员工定期进行健康安全风险方面的培训。3. 工厂为工人免费提供了PPE, 如: 组装车间员工佩戴的耳塞。4. 在消防安全方面, 工厂在每个车间均保证有至少两个或两个以上畅通的安全出口, 配备了足够的消防栓、灭火器等消防设施, 安装了紧急报警的装置并且明确的标识了安全出口以及疏散通道, 员工在发生紧急情况时无需得到主管的批准即可逃生。逃生通道畅通, 并且工厂每年进行2次疏散的演习, 最近一次消防演习在2020年5月6号。5. 工厂在生产区和办公区配备了足够的急救设施, 如药箱。工厂定期检查药箱并且保证所有的药品, 工厂制定了处理以及记录工伤的程序。6. 工厂保证员工随时可以接触到饮用水。不过, 工厂在以下方面和amfori BSCI要求尚有差距: 备注7.23: 根据管理层访谈和员工访谈, 工厂没有提供交通给工人。

- 7.1 -** Follow up audit result on 23-24, Jun 2020: Open The main auditee partially respects this principle because not all necessary laws and regulations were collected.
2020年6月23-24日的跟进审核结果: 未关闭 被审核方部分遵循该准则, 因为未收集所有必要的法律法规
- 7.5 -** Follow up audit result on 23-24, Jun 2020: Closed The factory provided training for renovation subcontractor workers and the time taken for the last employee to leave the building was recorded in the fire drill record.
2020年6月23-24日的跟进审核结果: 关闭 工厂有给装修承包商的员工提供培训, 同时在消防演习时记录最后一员工离开厂房所用的时间。
- 7.7 -** Follow up audit result on 23-24, Jun 2020: Open The main auditee partially respects this principle because no secondary containment was provided for some chemical used in the assembly workshop, and no corresponding MSDS for machine oil was posted onsite in assembly workshop. The label was missed for one bottle of alcohol.
2020年6月23-24日的跟进审核结果: 未关闭 被审核方部分遵守该原则, 被审核方组装使用的化学品部分未配置二次容器, 未给组装就润滑油张贴相应的MSDS, 未给一瓶酒精粘贴标识。
- 7.11 -** Follow up audit result on 23-24, Jun 2020: New finding The main auditee partially respects this principle. Production buildings used by the auditee were maintained in good condition based on onsite observation, one 5-floor building was used as dorm, canteen and office, but the Fire Safety Acceptance Inspection Registration Certificate indicated the building was production building. Remark: The factory provided the valid annual inspection report for all forklifts
2020年6月23-24日的跟进审核结果: 新发现点 被审核方部分遵循该准则。现场审核生产建筑的外观完好, 但被审核方一栋5层建筑用于宿舍, 食堂和办公室, 但提供的消防备案报告显示为生产车间。备注: 工厂有提供所有叉车的有效年检报告。
- 7.17 -** Follow up audit result on 23-24, Jun 2020: Open The main auditee partially respects this principle because some goods were stored highly on the racks but not bounded in components warehouse.
2020年6月23-24日的跟进审核结果: 未关闭 被审核方部分遵循该准则。因为配件仓库内部分高架的货物未捆扎。
- 7.25 -** Follow up audit result on 23-24, Jun 2020: Open The main auditee partially respects this principle because some material (paper carton and foam) in 2nd floor warehouse were placed closed to the wall.
2020年6月23-24日的跟进审核结果: 未关闭 被审核方部分遵循该准则。因为2楼仓库内的部分货物(纸箱和泡沫)靠墙堆放。

Remarks from Auditee:

Full Audit [Audit Id - 158043] Audit Date: 24/07/2019 PA Score: A

Deadline date:26/10/2019

Good practices

None

Areas of improvement

The factory has established a system regarding health and safety and appointed one senior manager to be responsible for the health and safety affairs. Only packing process in the workshop, periodical health and safety check were conducted. Numerous fire equipment were available throughout the workshop. The whole condition of work floors was kept in good. Adequate working space, adequate lighting, safe passage were in place. The factory provided the first aid kits in workshop. The drinking water was free access to all employees. (Remark: The factory did not provide transportation and dormitory for workers.)

工厂建立了员工健康和安体系, 并任命一位高级管理人员负责健康和安事务。车间仅有包装工序, 工厂定期组织安全检查。车间配备大量的消防设施。健康安全条件整体不错。生产车间有足够的空间和光照度, 有安全的通道, 工厂在车间有提供急救药箱。向员工提供饮用水。(备注: 工厂没有给员工提供班车和宿舍。)

- 7.1 -** The main auditee partially respects this principle because not all necessary laws and regulations were collected.
被审核方部分遵循该准则, 因为未收集所有必要的法律法规。
- 7.5 -** The main auditee partially respects this principle because the factory did not provide training for renovation subcontractor workers and the time taken for the last employee to leave the building was not recorded.
被审核方部分遵循该准则。因为未给装修承包商的员工提供培训, 同时在消防演习时未记录最后一员工离开厂房所用的时间。
- 7.7 -** The main auditee partially respects this principle because producer's information was missing in MSDS and some chemicals were not labelled.
被审核方部分遵循该准则。因为MSDS上没有生产商信息并且部分化学品没有标识。
- 7.11 -** The main auditee partially respects this principle because inspection report of 2 forklifts have expired.
被审核方部分遵循该准则。因为两台叉车的检验报告已经过期。

7.17 -	The main auditee partially respects this principle because some goods placed highly but not bounded in unit warehouse. 被审核方部分遵循该准则。因为配件仓库内部分高架的货物未捆扎。
7.25 -	The main auditee partially respects this principle because some goods in warehouse were placed closed to the wall and noise level in assembling line were not tested. 被审核方部分遵循该准则。因为仓库内的部分货物靠墙堆放同时未检测组装线的噪音水平。

Remarks from Auditee

Performance Area 8 : No Child Labour

1- Followup Audit [Audit Id - 184386] Audit Date: 23/06/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

NA

Remarks from Auditee:

Full Audit [Audit Id - 158043] Audit Date: 24/07/2019 PA Score: A

Deadline date:

Good practices

None

Areas of improvement

The factory established formal child labor prohibition policy to prohibit using children labor below 16 years old and there was specific child labor save procedure. HR staff would verify the ID card of employees to verify their age. Through factory tour, there was no child labor labor was used in the factory.
工厂建立了有效的制度确保不会雇佣童工，并且建立了有效的童工拯救程序。招聘人员在招聘过程中将检查员工的有效身份证件，审核现场没有发现童工。

Remarks from Auditee

Performance Area 9 : Special protection for young workers

1- Followup Audit [Audit Id - 184386] Audit Date: 23/06/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

NA

Remarks from Auditee:

Full Audit [Audit Id - 158043] Audit Date: 24/07/2019 PA Score: A

Deadline date:

Good practices

None

Areas of improvement

The factory established formal juvenile worker protection policy. Through factory tour, there was no juvenile worker was employed in he factory.
工厂建立了有效的未成年工保护程序。现场观察，花名册和人事档案，并没有发现未成年工。

Remarks from Auditee

Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 184386] Audit Date: 23/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: NA	
Remarks from Auditee:	
Full Audit [Audit Id - 158043] Audit Date: 24/07/2019 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> <p>Valid labor contracts were signed between the factory and employees within one month of hiring. No illegal item was indicated in the labor contracts. Employees understand the employment relationship between the factory and themselves. 所有员工入职一月之内与工厂之间签订了有效的劳动合同。合同中不存在不合理条款。员工理解与工厂的劳资关系。</p>	
<u>Remarks from Auditee</u>	
Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 184386] Audit Date: 23/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: NA	
Remarks from Auditee:	
Full Audit [Audit Id - 158043] Audit Date: 24/07/2019 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> <p>The factory has established procedure not to engage in or support the use of forced or compulsory labor. The factory established all applicable disciplinary procedures in writing and the disciplinary training was provided for all employees. No forced labor, harassment or abuse was detected in the facility. 工厂建立程序确保企业不会涉及和支持使用强迫劳动，工厂建立了书面的惩戒程序文件并提供相应的培训。工厂不存在强迫劳工、骚扰或虐待员工的情况。</p>	
<u>Remarks from Auditee</u>	

Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 184386] Audit Date: 23/06/2020 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u> None	
<u>AREAS OF IMPROVEMENT:</u> <p>Follow up audit conducted in Qidong Vision Mounts Manufacturing Co., Ltd. Consolidated finding: The overall observation shows that the auditee fulfills the requirements of this performance area 12. The factory had collected the laws and regulations related the environment protection and understood its requirements, and established the environment protection procedure, and identified the environment factors. The factory obtained the environmental impact report, EIA approval and Environmental Impact Assessment Acceptance. Based on onsite observation, the factory had assembly process. The chemical/ alcohol, glue and machine oil was used in the factory. The factory made the procedure of saving water and energy. Besides, the factory trained workers how to reduce energy using and environment protection, related training records were kept in the factory.</p> <p>在南通市久正人体工学股份有限公司进行的跟进审核中. 综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂收集了环保相关法规并理解这些要求, 并且建立了环保程序, 进行了环境因素识别。工厂获得了环境影响报告书, 环评批复和环保设施验收报告。根据现场实地观察, 工厂有组装工序。根据现场实地观察, 工厂会使用化学品/酒精, 胶水和机油。工厂制定了节约能源和节约用水程序。此外, 工厂为所有员工做了节能和环保的培训, 保留了相关培训记录。</p> <p>12.2 - Follow up audit result on 23-24, Jun 2020: Closed The factory provided the monitoring report of boundary noise level and domestic wastewater. 2020年6月23-24日的跟进审核结果: 关闭 工厂提供其厂界噪音和生活污水的监测报告。</p>	
<u>Remarks from Auditee:</u>	
Full Audit [Audit Id - 158043] Audit Date: 24/07/2019 PA Score: B Deadline date:26/10/2019	
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The factory established the procedure to protect the environment. No environmental pollution concern was detected in the facility. The factory had conducted the EIA and obtained all necessary approval. However, gaps had been identified as follows:</p> <p>工厂建立了环境保护程序。审核现场未发现污染环境的行为。工厂进行了环评并且取得了必要的批文, 但被审核方在以下方面和Amfori BSCI要求尚有差距:</p> <p>12.2 - The main auditee does not respect this principle because the factory did not provide the monitoring report of boundary noise level and domestic wastewater. 被审核方未遵循该准则, 因为工厂未提供其厂界噪音和生活污水的监测报告。</p>	
<u>Remarks from Auditee</u>	
Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 184386] Audit Date: 23/06/2020 PA Score: A Deadline date:	
<u>GOOD PRACTICES:</u> None	
<u>AREAS OF IMPROVEMENT:</u> NA	
<u>Remarks from Auditee:</u>	
Full Audit [Audit Id - 158043] Audit Date: 24/07/2019 PA Score: A Deadline date:	
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The factory established procedures against any act of corruption. Relevant training was provided with employees. Auditor reviewed the payroll and attendance records provided by factory management, cross checked these records with other time related records, and interviewed workers, to corroborate the information in the payroll and attendance records provided by factory management. No inconsistency records were noted between the records reviewed and employee interview results.</p> <p>工厂建立了处理腐败行为的程序,并给员工进行了相关培训。审核员审核了工资表和考勤记录, 工厂也提供其它一些记录, 和员工进行了访谈, 没有发现不一致的记录。</p>	
<u>Remarks from Auditee</u>	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	23/06/2020	184386	D	A	A	A	A	D	A	A	A	A	A	A	A	C
Full Audit	24/07/2019	158043	D	A	A	A	A	D	A	A	A	A	A	B	A	C

Producer Photos



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



Photo of fire safety equipment
fire extinguisher and fire hydrant.JPG



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



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



Photo of fire safety equipment
Fire hydrant test.JPG



Photo of the inside of the main production hall
Attendance record machine.JPG

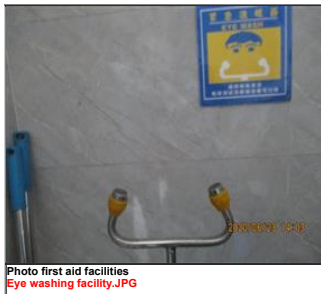


Photo first aid facilities
Eye washing facility.JPG



Photo of fire safety equipment
Indicator sign.JPG



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



Photo first aid facilities
First aid kit.JPG



Photo of non-conformity
Goods placed high but not bounded.JPG



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



Photo of chemical storage room (if applicable)
MSDS.JPG

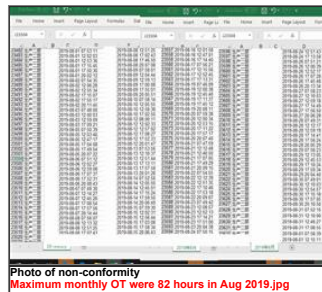


Photo of non-conformity
Maximum monthly OT were 82 hours in Aug 2019.jpg



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



Photo of chemical storage room (if applicable)
secondary containment for chemical.JPG



Photo of non-conformity
No secondary containment for some chemical and MSDS
was missed for one alcohol.JPG



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



Photo of fire safety equipment
Assembly point.JPG



Photo of non-conformity
Some material was placed closed to the wall.JPG



Photo of the personal protection equipments (if applicable)
ear plug for assembly worker.JPG



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



Photo of the canteen (if applicable)
Canteen.JPG



Photo of the personal protection equipments (if applicable)
PPE warning sign.JPG



Photo of fire safety equipment
Emergency light test.JPG



Photo of the canteen (if applicable)
Kitchen.JPG



Photo of the sanitary facilities
Drinking water.JPG



Photo of fire safety equipment
Evacuation plan.JPG

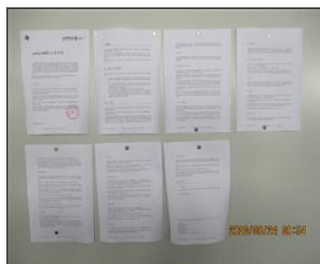


Photo of the code of conduct on display
BSCI code.JPG



Photo of the sanitary facilities
Hand washing basin.JPG

