
Auditee :	FengRun Commodity Co.,Ltd
Audit Date From :	18/07/2019
Audit Date To :	18/07/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Mabel Liang(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: 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 :	FengRun Commodity Co.,Ltd		
DBID number :	362199		
Audit ID :	157540		
Address :	Block 1, No. 12, Zhongtai West Road, Hetang Town, Pengjiang District, Jiangmen		
Province :	Guangdong	Country :	China
Management Representative :	Zhangguo Huang		
Contact person:	Lixin Rong	Sector :	Non-Food
Industry Type :	Plastic Industry	Product group :	Plastic and articles thereof
Product Type :	Bathball		

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 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 : 18/07/2020

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	B	A	A	A	A	C	A

Executive summary of audit report

FengRun Commodity Co.,Ltd with business license No.: 91440703663352744N. There were total 67 employees in the factory. The auditee only used the 2nd to 5th floor of one 6-storey production building. The 1st floor with interlayer was rented to some shops and the 6th floor was rented to the other factory as warehouse. The main products were bath ball and personal care products, and the production processes were netting, producing and packing. No canteen, dormitory and transportation were provided to employees.

The factory management was well co-operative during the audit and demonstrated a willingness to improve all issues found in the audit. Completely site tour was allowed. Confidential workers interview with workers were chosen freely without any influence by the factory management. The workers were assured of confidentiality and they spoke freely of their views of the factory. All workers said they were satisfied with their employment at the factory. During the close meeting, Ms. Rong Lixin/Administration Assistant and Ms. Song Jianlan/Worker representative signed the onsite CAP.

The audit was begun at 09:40AM and finished at 17:30PM.

Remark: The English factory name in previous audit report was: Sunmanicure Products Co., Ltd, and the factory decided to update the English factory name to: FengRun Commodity Co.,Ltd.

Ratings Summary



Auditee's background information			
Auditee's name :	FengRun Commodity Co.,Ltd	Legal status :	Limited Company
Local Name :	江门市丰润日用制品有限公司 (91440703663352744N)	Year in which the auditee was founded :	2007
Address :	Block 1, No. 12, Zhongtai West Road, Hetang Town, Pengjiang District,	Contact person (please select) :	Lixin Rong
Province :	Guangdong	Contact's Email :	1274343011@qq.com
City :	Jiangmen	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	Cantonese
Country :	China	Website of auditee (if applicable) :	www.jm-fengrun.com
GPS coordinates :	N22°40'4" E113°7'23"	Total turnover (in Euros) :	6500000.00
Sector :	Non-Food	Of which exports % :	50.00
Industry :	Plastic Industry	Of which domestic market % :	50.00
If other, please specify :		Production volume :	75,000 tons/year
Product Group :	Plastic and articles thereof	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Bathball		

Auditee's employment structure at the time of the audit			
Total number of workers :	67	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	22	45	
Temporary workers	0	0	
In management positions	1	5	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	19	32	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	22	45	
Production based workers	14	29	
With shifts at night	4	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 - 157540] Audit Date: 18/07/2019 PA Score: D

Deadline date:18/07/2020

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows that the auditee partially fulfills the requirements of this performance area. The BSCI management system was established in factory. The factory had established policies and procedures of 13 performance areas according to BSCI Code of 2014 version, One senior management representative had been appointed in charging of implement of BSCI management system. Based on management interview, BSCI management representative knew clear about BSCI new Code. The factory established supplier social performance management system including establishing supplier management policy on BSCI, selecting the supplier according to the audit result, monitoring the social performance of supplier periodically. Monitoring records were provided during the audit. The factory had realistically calculated the costs of production and delivery times. The working hour management system has been established in factory. However, they did not execute it completely due to workers'working hours were not in line with legal requirement. The defect on the effectiveness of BSCI management system resulted in the issues of H&S, working hours, remuneration, management system etc.during the audit.

综合概况:整体观察显示被审核方部分遵循该绩效区域的要求。工厂已建立BSCI管理系统,工厂根据BSCI2014新版本制定了13个绩效区域的政策和程序的文件,一名高级管理者代表被任命负责落实BSCI管理系统,根据管理层访谈,BSCI管理者代表清楚了解新的BSCI行为准则。工厂已建立供应链社会责任管理系统包括建立供应商管理政策,按照BSCI要求筛选并监控供应商社会责任绩效,审核过程中提供了监控记录。工厂了解如何计算生产产能和订单周期,工厂已建立工时管理系统。然而工厂在工作时间上未符合法规以及BSCI要求,因此工厂工时管理系统执行层面并不完善。由于BSCI管理系统有效性的缺失导致审核过程中存在关于健康安全,工时,工资,管理系统等方面的问题。

- 1.1 - Follow up audit result on 18 Jul. 2019: Open. The main auditee partially respects this principle. Because the BSCI procedure and policy was established and documented, and it was implemented during the factory operation, but gaps were identified according to the BSCI requirements during the social system implementation.
2019年7月18日的跟进审核结果:打开。被审核方部分遵循该准则,因为工厂有建立BSCI体系的相关程序并在日常生产中执行该程序。但是工厂在执行社会责任体系中BSCI要求存在差距。
- 1.4 - Follow up audit result on 18 Jul. 2019: Open. The auditee partially respects this principle. The factory provided production ability schedule for review, but did not set proper production plan to ensure workers' overtime hours in line with local law.
2019年7月18日的跟进审核结果:打开。被审核方部分遵循该准则。工厂有提供产能规划记录,但未做合适的生产计划以确保员工的加班时间符合法规要求。

Remarks from Auditee:

Full Audit [Audit Id - 148521] Audit Date: 18/04/2019 PA Score: D

Deadline date:19/04/2020

Good practices

Nil

Areas of improvement

Consolidated finding: The overall observation showed the auditee partially fulfilled the requirement of performance area 1. The factory set up amfori BSCI policy and procedure. For example, the procedures on hiring, working hours, wages and benefits, subcontracting, dealing with grievances, training workers, promoting ethical behaviour, etc were established by the factory. The factory established completed amfori BSCI management system including plan-do-check action-cycle, and conducted internal audit and management review on amfori BSCI management system. Mr. Zhangguo Wang / Factory Manager was amfori BSCI representative and took whole charge of amfori BSCI affairs in the factory. Based on interview with him and document review, he had sufficient power and competence to implement amfori BSCI management system. The factory signed amfori BSCI COC commitments and assessed social performances for all its significant business partners based on the amfori BSCI requirement. Moreover, the factory had calculated production capacity and provided production scheduling for review, proper production plan was made to ensure the overtime hours of workers be in line with local law. However, gaps 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。工厂建立了amfori BSCI社会责任政策和程序,例如程序中包括招聘,工作时间,工资福利,分包,申诉系统,员工培训,反腐败等内容。工厂已建立完整的amfori BSCI管理系统,其中也包括计划-执行-检查-改善循环,并进行了相应的内审和管理评审来监督amfori BSCI管理体系的运行。王长国/厂长被工厂指定为amfori BSCI负责人,统筹整个工厂的amfori BSCI事务。根据其访问及文件审查,其有足够的权限来推行amfori BSCI系统并有足够能力来实施amfori BSCI管理系统。工厂和她的关键商业伙伴根据amfori BSCI要求签署了amfori BSCI行为守则承诺书并评估了社会责任绩效。此外,工厂有做产能计算,并提供产能规划记录。但也发现工厂执行上有差距:

- 1.1 - The main auditee partially respected this principle because some defects of the amfori BSCI management system effectiveness were found during the audit, such as: 1) The occupational health and safety finding on occupational medical examinations, electricity safety and machine safety, etc. 2) The workforce capacity evaluation did not focus on legal requirement so that the workers' overtime exceeded legal requirement systematically. 工厂未完全遵守该原则,因为审核中发现了一些amfori BSCI管理有效性的问题,例如 1) 职业健康检查,电气安全和机器安全等方面的问题点。2) 工厂的产能评估是没有关注工作时间的法律符合性导致加班时间系统性超出法律要求。
- 1.4 - The main auditee partially respected this principle because the auditee evaluated cost and workforce capacity, but the workforce capacity evaluation did not focus on legal requirement for working time.
工厂未完全遵守该原则,因为工厂评估了生产成本和产能,但工厂的产能评估没有关注工作时间的法律符合性。

Remarks from Auditee

Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 157540] Audit Date: 18/07/2019 PA Score: A	Deadline date:18/07/2020
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows that the auditee partially fulfills the requirements of this performance area. Workers representatives were freely elected in the factory and had meeting with factory management every quarter. The factory had defined long term goals to protect workers. According to interview statement with workers representative and workers, they had irregular meeting for exchanging the information of workplace-related issues such as internal training, posters in workplace etc, and the factory had provided induction training on workers' right and obligation for all workers. Interviewed workers were aware of their basic right and obligation working in the factory. The auditee had set up a grievance mechanism, which allowed workers to send their grievance via suggestion boxes, or come up with suggestion directly to workers representatives, workers' supervisor or HR department. However, gaps 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。工厂选举了员工代表, 代表每季度一次和管理层开会沟通。根据员工代表及员工的访谈信息, 工厂设定了保护员工的长期目标。工厂采用不定期会议形式和员工沟通工厂场所的信息例如进行内部培训, 在车间场所张贴海报宣传等。而且, 工厂给所有员工提供了关于员工权利和义务方面的入职培训。访谈员工了解他们在工厂工作期间基本的权利和义务。工厂建立了申诉政策, 员工可通过意见箱, 或直接和员工代表, 主管或人事部门进行沟通等方式提供投诉。不过工厂在以下方面和Amfori BSCI要求尚有差距:</p> <p>2.2 - Follow up audit result on 18 Jul. 2019: Open. The main auditee partially respected this principle because long term goals were established to protect workers according to the BSCI Code of Conduct. But no detailed plan was established to achieve the goals. 2019年7月18日的跟进审核结果: 打开。被审核方部分遵守该准则。工厂根据BSCI行为准则定义长期目标来保护员工, 但是工厂没有制定具体的计划以实现目标。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 148521] Audit Date: 18/04/2019 PA Score: B	Deadline date:19/04/2020
Good practices: Nil	
Areas of improvement <p>Consolidated finding: The overall observation showed the auditee partially fulfilled the requirement of performance area 2. 5 worker representatives were elected freely and the representative had meeting with the management per 2~3 months. The factory did not set long term goals to protect workers. According to interview statement with worker representative and workers, they were familiar with workplace-related issues, their labor right e.g. the law, work contracts, job description, working rules. The factory also provided on-board training on workers' right to workers. The auditee had a grievance mechanism: the mechanism consisted of worker representative and an open-door policy on coming up with suggestion directly to workers' supervisor. However, gaps 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。5名员工被选举为员工代表, 代表每2~3个月和管理层开会。工厂未设置保护工人的长期目标。根据员工代表及员工的访谈信息, 员工代表以及员工都很清楚工厂场所相关信息, 以及员工的劳工权利, 例如劳动法, 劳动合同, 工作描述以及厂纪厂规等。工厂会给员工提供关于员工权利的入职培训。工厂已建立了申诉系统, 员工可通过员工代表或直接和主管进行沟通等方式提供投诉。但也发现工厂执行上有差距:</p> <p>2.2 - The main auditee did not respect this principle because the factory did not define long term goals to protect workers according to the amfori BSCI Code of Conduct. 工厂未遵守该原则, 因为工厂没有依据amfori BSCI行为准则定义保护员工的长期目标。</p>	
Remarks from Auditee	

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 157540] Audit Date: 18/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 148521] Audit Date: 18/04/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
<p>Consolidated finding: The overall observation showed the auditee fulfilled the requirement of performance area 3. Refer to PA 2, there was a worker representative committee in the factory and satisfactory evidence showed that workers elected their representatives freely, and worker representatives met the management every month. Workers could freely join into worker representative committee without the permission of the factory. No collective bargain agreement was concluded between the factory and workers, but the factory did not prevent workers from bargaining for the agreement. Based on the interview statement of worker representative, she was not discriminated by the factory and she also was a worker. She had access to workers and workplace freely.</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。依照PA2的描述,工厂成立了员工代表委员会,并且员工自由选出他们的代表,员工代表每月会定期和管理层见面。而且员工可以不在管理层的影响下加入员工代表委员会。审核过程中,工厂和员工无集体谈判协议,但工厂也未阻止员工有意愿的时候和工厂谈判。根据员工代表的访谈,在该工厂,员工代表不会被歧视,并且该代表本身是一名车间员工,她可以随时进入车间和员工沟通。</p>	
Remarks from Auditee	
Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 157540] Audit Date: 18/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 148521] Audit Date: 18/04/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
<p>Consolidated finding: The overall observation showed the auditee fulfilled the requirement of performance area 4. The factory made one policy on anti-discrimination. The policy defined that the factory would not discriminate workers by race, gender and ages etc. According to statement with workers, workers could use the grievance system through telling to worker representatives once workers' right was infringed. The policy on discipline measures made by the factory was in line with legal and amfori BSCI 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。工厂制定了反歧视的政策,反歧视政策中表明工厂不会因为种族、性别、年龄等原因对员工区别对待。并且依照员工访谈,若员工的权利受到任何侵害,员工可以通过员工代表反馈的形式进行投诉。通过查看工厂的惩戒措施程序,其描述的措施均符合法规和amfori BSCI要求。</p>	
Remarks from Auditee	

Performance Area 5 : Fair Remuneration

1- Followup Audit [Audit Id - 157540] Audit Date: 18/07/2019 PA Score: B Deadline date:18/07/2020

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

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 paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave etc. Based on the wages from May 2019 to Jun. 2019 provided by the factory, the minimum wage paid by the factory was RMB1550 per month, which met legal requirement. What's more, the factory paid position,full attendance allowance for workers. Satisfactory evidence showed that workers' position allowance will be increased accordingly when workers received more training. No other deduction except tax deduction was identified according to wages records of workers. All these processes and evidences were cross checked by document review, worker interview and management interview. However, gaps as below 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。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,病假,婚假,产假等假期。根据工厂提供的2019年5月至2019年6月的工资记录显示,工厂给员工支付最低1550元每月的工资,符合法规要求,并且员工有岗位津贴,全勤奖等津贴。同时,若员工的技能提升,岗位津贴将相应提高。根据员工的工资记录,员工仅有个别的扣款记录,无其它的扣款。以上过程均用文件,访谈等方式进行核实过。但也发现工厂在如下方面和BSCI要求有差距:

- 5.1 - Follow up audit result on 18 Jul. 2019: Closed. The factory had provided securities' payroll records' from May.2019 to Jun. 2019 for review, their minimum wages were RMB1550, which was in line with legal requirement.
2019年7月18日的跟进审核结果:关闭。工厂提供了保安2019年5月至6月的工资记录,他们的基本工资为每月1550月,符合法规要求。
- 5.3 - Follow up audit result on 18 Jul. 2019: Open. The main auditee partially respects this principle because the factory has completed workers' skill evaluation system but did not provide suitable training for workers to improve their working skill.
2019年7月18日的跟进审核结果:打开。被审核方部分遵循该准则。因为尽管工厂有完整的员工技能评价体系但未提供合适的培训给员工以提高他们的工作技能。
- 5.5 - Follow up audit result on 18 Jul. 2019: Open. The main auditee does not respect this principle because the factory did not provide social insurance to all workers as per legal requirement. Based on provided social insurance payment records from May 2019 to Jul. 2019, there were 67 employees in the factory, all employees were under retirement age and employed more than one month, which should be provided with social insurances, but the factory only provided medical, endowment, unemployment, child-bearing and accident insurance to 49 employees. Moreover, the factory didn't provide commercial accident insurance for other employees. Remark: Based on workers interview and management interview, other employees confirmed they had joined new rural social pension insurance and not willing to join social insurance, due to social insurance expenses would be deducted from their wages and they were not sure about the on-job time in the factory.
2019年7月18日的跟进审核结果:打开。被审核方未遵循该准则,因为工厂未按照法规要求给所有人员提供社保。根据工厂提供的2019年5月至7月的社会保险缴费记录,工厂有员工67名,所有员工低于法定退休年龄且工作满一个月需提供社保,但工厂只给49名员工提供了医疗,养老,失业,生育和工伤保险。工厂未为其他员工提供商业意外险。备注:根据员工访谈和管理层访谈,其他员工已参加新农保,由于社保费用需从员工工资中扣除和不确定在被审工厂工作的时间长短,故不愿意参与社保。

Remarks from Auditee:

Full Audit [Audit Id - 148521] Audit Date: 18/04/2019 PA Score: E Deadline date:19/04/2020

Good practices

Nil

Areas of improvement

Consolidated finding: The overall observation showed the auditee partially fulfilled the requirement of performance area 5. The factory established wages and benefit paying system, which included paid statutory holidays, sick leave, annual leave, marriage leave, maternity leave and paid annual leave etc. Based on the wages from Apr. 2018 to Mar. 2019 provided by the factory, workers' wages were paid at 10th of the following month by cash. The minimum wage paid by the factory was RMB 1550 per month, which met the legal requirement. No any deduct was identified according to wages records and workers interview, and workers' wages were paid as per working skill. All these processes and evidences were cross checked by document review, worker interview and management interview. However, gaps of overtime 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。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,病假,婚假,产假及带薪年假等假期。根据工厂提供的2018年4月至2019年3月的工资记录显示,员工工资在每月10号用现金支付。工厂给员工支付最低1550元每月的工资,符合法规要求的工资,没有任何费用扣款。工人的工资根据岗位技能不同支付。以上过程均用文件,访谈等方式进行核实过。但也发现工厂执行上有差距:

- 5.1 - The main auditee did not respect this principle, security guards' minimum wages could not be verified because the factory did not provide any security guards' payroll records and attendance records,
工厂未遵守该原则,因为工厂未提供任何保安的工资记录和考勤记录,无法确认无法确认保安的最低工资。
- 5.3 - The main auditee partially respected this principle because the auditee did not provide the skills training for workers.
工厂未完全遵守该原则,因为工厂没有为员工提供技能培训。
- 5.5 - The main auditee did not respect this principle because 1). The factory did not provide legal social insurance for some workers: only 47 out of 72 employees (65.28%) were provided social insurances based on social insurance records for Feb.-Apr. 2019 review. The factory provided commercial accident insurance for all employees. The number was 98. The policy number was 63005121920180000037 and the period of validity was from 29 Jun. 2018 to 28 Jun. 2019. Remark: All workers were permanent staff including 10 re-employed employees after retirement. No newly joined/temporary/dispatch were available in the factory. Based on management interview and workers interview, the workers did not buy social insurance because they were not willing to buy. Moreover, most of them bought new rural endowment insurance in their own hometown. They did not provide evidence for new rural endowment insurance buying. 2). The factory did not provide any security guards' payroll records and attendance records, it could not be verified whether the factory provide statutory holiday to security guards.
工厂未遵守该原则,因为1).工厂没有为部分员工提供社会保险:基于2019年2-4月社保凭证查看工厂只为72名员工中的47人(65.28%)提供了社会保险。工厂为所有员工提供了商业意外险。名额为98人。有效期从2018年6月29日至2019年6月28日,保单号为63005121920180000037。备注:工厂所有员工都是正式工包含10名退休返聘员工,没有新入职员工,临时工和派遣工。基于管理层访谈和员工访谈,员工没有购买社保的原因是他们自己不愿意购买,另外他们大多数在自己的家乡有购买新农保。但他们没有提供购买新农保的凭证。2).工厂未提供任何保安的工资记录和考勤记录,无法确认工厂是否提供法定年假给保安。

Remarks from Auditee	
Performance Area 6 : Decent Working Hours	
1- Followup Audit [Audit Id - 157540] Audit Date: 18/07/2019 PA Score: D Deadline date:18/07/2020	
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows that the auditee partially fulfills the requirements of this performance area. The factory established policy about working hour. According to the policy and implementation records, the regular working hours for all workers were 8 hours per day, 5 days per week, usually 0-2 OT hours on weekdays, 8 OT hours on Saturdays and rested on each Sunday. However, gaps of overtime 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。工厂建立了工作时间的政策。根据政策以及工厂实际的执行情况, 员工的正班时间为每天8小时, 每周5天。员工一般工作日加班0-2小时, 周六加班8小时。每周日休息。但工厂在加班时间的管控方面有不符合法规的地方, 如下:</p> <p>6.2 - Follow up audit result on 18 Jul. 2019: Open. The main auditee does not respect this principle because workers' overtime hours were not in line with legal requirements. Based on sampling review of workers' attendance records from 1 May 2019 to the audit day, it was noted that 95% workers' monthly overtime hours exceeded 36 hours in each month and up to 76 hours in Jun. 2019. 2019年7月18日的跟进审核结果: 打开。被审核方未遵循该准则。因为未确保员工的加班时间符合法规要求。根据抽样员工从2019年5月1日至审核当天的考勤记录, 95%员工各月的加班时间每月超过了36小时, 最高在2019年06月达到了76小时。</p> <p>6.4 - Follow up audit result on 18 Jul. 2019: Closed. The factory had provided securities' attendance records' from 1 May 2019 to 18 Jul. 2019 for review, all of them were ensured with one day off per seven days. 2019年7月18日的跟进审核结果: 关闭。工厂提供了保安2019年5月1日至2019年7月18日的考勤记录, 他们均享有七天一休。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 148521] Audit Date: 18/04/2019 PA Score: E Deadline date:19/04/2020	
<u>Good practices</u> Nil	
<u>Areas of improvement</u> <p>Consolidated finding: The overall observation showed the auditee partially fulfilled the requirement of performance area 6. The factory made a policy of working hour system and controlled working hours. According to the policy and implementation records, most of workers worked 8 hours (8:00~11:30, 13:30~18:00) per day, 5 days per week. The factory arranged workers to work overtime sometimes and workers had right to choose working overtime or not. Workers can take a rest during the work time when they felt tired. The factory paid its workers 150% and 200% of normal wages as overtime wages on weekday and weekend. All this processes and implementation can be verified by interview and document review. However, gaps of overtime 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。工厂制定了工时政策并控制工作时间。依照政策以及工厂实际的执行情况, 员工每天上班8小时(8:00~11:30, 13:30~18:00)。工厂会依据生产订单安排员工进行加班, 员工可自愿选择是否加班。并且员工在车间如果觉得疲惫, 可自由选择休息几分钟。工厂支付150%和200%的平时工资作为平时和周末的加班工资。以上均已从员工访谈以及文件信息等方面进行核实。但也发现工厂执行上有差距:</p> <p>6.2 - The main auditee did not respect this principle because the monthly OT hours of workers exceeded legal requirement and it could not be verified security guards' maximum overtime hours. 1). All sampled production workers' monthly OT hours exceeded 36 hours; the maximum was 82 hours happened in Mar. 2019. 2). The factory did not provide any security guards' payroll records and attendance records, it could not be verified security guards' maximum overtime hours and whether overtime wages in line with legal requirement or not during the periods. 工厂未遵守该原则, 因为员工月加班超过法规要求并且保安加班时间无法确认。1)根据工厂提供的考勤及工资记录, 所有抽样的生产工人的月加班时间超过法规要求的36小时, 最大为82小时, 发生在2019年3月。2)工厂未提供任何保安的工资记录和考勤记录, 无法确认最大加班时间以及加班工资是否符合法规要求。</p> <p>6.4 - The main auditee did not respect this principle because the factory did not provide any security guards' payroll records and attendance records, it could not be verified whether "one day off per seven days" was ensured or not. 工厂未遵守该原则, 因为工厂未提供任何保安的工资记录和考勤记录, 无法确认保安是否七天一休。</p>	
Remarks from Auditee	

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 157540] Audit Date: 18/07/2019 PA Score: B

Deadline date:18/07/2020

GOOD PRACTICES:
NONE

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 7. The committee of health and safety was set up by the factory. For fire safety, the factory ensured adequate fire fighting facilities, such as fire extinguishers, fire hydrant, fire alarm, etc. were equipped in the factory. All these facilities of fire safety were checked by the factory every month. Emergency lights, fire hydrant and fire alarm were effective during the testing on-site. There were at least 2 safety exits at each workshop, and were kept clear all the time. Fire drills were conducted twice per year in the factory. Based on workers interview, they were all clear about the location of fire exits, and the escape routes. For mechanism safety, all processes of operation were set up. Workers were well trained to operate it correctly. The factory also set up emergency procedure and trained adequate first aiders for providing the service of first aid. The first aid box was also available in every workshop. Workers could access to clean portable water provided by the factory. Moreover, the factory regularly tested portable water to ensure its safety. The factory didn't provide transportation for employees. However, gaps had been identified in 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。工厂创建了员工的健康安全委员会。在消防安全方面, 工厂给所有车间配备了足够的消防设施, 例如灭火器, 消防栓, 消防警铃等, 并且工厂每月都会进行检查。审核时经过测试, 应急灯, 消防栓, 和消防警铃都是有效的。工厂车间均设置了至少2个安全出口, 并且保持畅通。工厂每年进行2次消防演习。根据员工访谈, 员工都很清楚安全出口的位置和逃生路线。在机械安全方面, 工厂针对有机机械安全风险岗位都制定了相应的操作规程, 并且给员工提供了培训以防范这方面的风险。在急救政策方面, 工厂制定了急救政策, 工厂给每个车间配备了药箱, 而且工厂内有足够的急救员。同时, 工厂也提供了饮用水给员工, 员工可随时喝水, 并且工厂定期监测饮用水保证了饮用水的安全卫生。工厂未为员工提供交通。不过, 工厂在以下方面和Amfori BSCI要求尚有差距:

7.1 - Follow up audit result on 18 Jul. 2019: Open. The auditee partially respects this principle, because the legal and BSCI requirement on health and safety was not implemented effectively, and lead to some issues were raised in health and safety section, such as no secondary containment for chemical storage, etc.

2019年7月18日的跟进审核结果: 打开。被审核方部分遵循该准则, 因工厂对BSCI在健康安全方面的要求执行不到位, 导致健康安全方面出现问题(例如化学品无二次容器)等。

7.2 - New finding of Follow up audit result on 18 Jul. 2019.

The auditee partially respects this principle, because the factory only provided injury insurance for 49 of 67 employees and no commercial accident insurance was provided for other employees.

2019年7月18日的跟进审核新发现点:

被审核方部分遵循该准则, 因为工厂只给67名员工中的49名提供了工伤保险, 且未提供商业意外险给其他员工。

7.3 - Follow up audit result on 18 Jul. 2019: Open.

The auditee partially respects this principle, because the factory didn't provide occupational health examination for workers engaged in hazardous positions.

2019年7月18日的跟进审核结果: 打开。

被审核方部分遵循该准则, 因为工厂未提供职业健康体检给危害岗位工人。

7.6 - New finding of Follow up audit result on 18 Jul. 2019. The auditee partially respects this principle, because the factory provided active-carbon masks instead of dust proof masks for mixing worker.

2019年7月18日的跟进审核新发现点: 被审核方部分遵循该准则, 因为工厂提供了活性炭口罩而非防尘口罩给混料工人。

7.7 - New finding of Follow up audit result on 18 Jul. 2019. The auditee partially respects this principle, because the factory didn't provide secondary containment for three barrels of lubricating oil in the elevator control room.

2019年7月18日的跟进审核新发现点: 被审核方部分遵循该准则, 因为电梯控制室3桶润滑油未存放在二次容器内。

7.8 - Follow up audit result on 18 Jul. 2019: Closed. Based on onsite observation, the factory had posted emergency plan onsite next to first aid kits and eye washing facility.

2019年7月18日的跟进审核结果: 关闭。根据现场观察, 工厂在急救药品和洗眼器旁张贴应急指引。

7.9 - Follow up audit result on 18 Jul. 2019: Closed. Based on onsite observation, the factory had posted occupational hazard notification in netting workshop and posted "prohibition of using in case of fire" warning sign beside elevator.

2019年7月18日的跟进审核结果: 关闭。根据现场观察, 工厂已在拉网车间张贴职业危害告知且在电梯旁张贴“火灾时禁用”标识。

7.11 - Follow up audit result on 18 Jul. 2019: Open. The auditee does not respect this principle because the factory did not obtain updated building structure safety certificate and fire safety certificate for audit review after the 5-storey building was heightened with an additional storey.

2019年7月18日的跟进审核结果: 打开。被审核方未遵循该准则, 因为工厂将5层的厂房加建一层后未取得新的厂房建筑竣工验收合格证和消防验收证书。

7.13 - Follow up audit result on 18 Jul. 2019: Closed. Based on onsite observation, the factory had intalled protective covers for electrical boxes.

2019年7月18日的跟进审核结果: 关闭。根据现场观察, 工厂已为所有电箱安装保护盖。

7.17 - Follow up audit result on 18 Jul. 2019: Closed. Based on onsite observation, the factory had intalled handrails more than 1.1 meters for all staircases.

2019年7月18日的跟进审核结果: 关闭。根据现场观察, 工厂已为所有梯子安装高度大于1.1米的扶手。

7.22 - Follow up audit result on 18 Jul. 2019: Closed. Based on onsite observation, the factory had prepared tissue and soap in toilets.

2019年7月18日的跟进审核结果: 关闭。根据现场观察, 工厂已在洗手间准备了纸巾和洗手液。

7.25 - New finding of Follow up audit result on 18 Jul. 2019. The main auditee does not respect this principle because the factory did not conduct air quality and noise level test at netting workshop.

2019年7月18日的跟进审核新发现点: 被审核方未遵循该准则, 因为工厂没有对拉网车间进行空气质量和噪声监测。

Remarks from Auditee:

Full Audit [Audit Id - 148521] Audit Date: 18/04/2019 PA Score: B Deadline date:19/04/2020

Good practices

Nil

Areas of improvement

- 7.23 NA. The factory did not provide transportation to workers. Consolidated finding: The overall observation showed the auditee partially fulfilled the requirement of performance area 9. The committee of health and safety was set up. And Mr. Zhangguo Wang was responsible for the affairs of health and safety. For fire safety, the factory ensured adequate fire hydrants, extinguishers and fire alarms. All fire safety facilities were checked by safety specialist per month. Hydrant, emergency light and fire alarm were effective during the testing. For mechanism safety, all processes of operation safety procedure were set up; workers were well trained to operate it correctly. According to worker statement, worker understood well of the risk of mechanism and knew to wear relate PPEs. The factory also set up emergency procedure and trained adequate first aider. The first aid box was also available in every workshop. Clean potable water was also provided. The factory cleaned the water heating facilities periodically to ensure hygienic. However, gaps had been identified in implementation as follows:
 7.23 不适用, 备注:工厂没有为工人提供工作交通。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。工厂创建了健康安全委员会, 由王掌国负责整体的健康与安全。在消防安全方面,工厂给所有车间足够消防栓, 消防警铃和灭火器等, 并且安全专员每月都会检查。审核时测试, 消防栓、应急灯和消防警铃都是有效的。在机械安全方面, 工厂制定了所有工序的安全操作规程, 并且给员工提供了培训以防范安全的风险。通过访谈车间的员工, 员工很了解岗位的机械安全以及佩戴个人劳保用品需求。工厂制定了急救政策, 工厂给每个车间配备了药箱, 而且工厂内有足够急救员。工厂也提供了饮用水给员工, 且工厂定期清洗饮用水加热设施保证安全卫生。但也发现工厂执行上有差距:
- 7.1 - The main auditee partially respected this principle because the management representative responsible for health and safety was not familiar with the legal and amfori BSCI requirement on health and safety, and lead to some issues were raised in health and safety section, such as: occupational medical examinations, electricity safety and machine safety, etc.
工厂未完全遵守该原则, 因为健康安全管理者代表不了解法规和amfori BSCI对健康安全的要求, 导致健康安全方面出现问题, 例如:职业健康检查, 电气安全和机器安全等方面。
 - 7.3 - The main auditee did not respect this principle because the factory did not provide pre-job and off-job occupational disease health check to its workers from netting section who exposure to dust and noise.
工厂未遵守该原则, 因为工厂未给接触粉尘和噪音的员工例如拉网作业的员工, 提供岗前和离岗职业病健康检查。
 - 7.8 - The main auditee partially respected this principle because the factory established accident and emergency procedure including first aid guideline, but the factory did not post first aid guideline nearby first aid kit and eyewash.
工厂未完全遵守该原则, 因为虽然工厂已建立了意外及应急程序包括急救指引, 但没有在急救箱和洗眼器附近张贴急救指引。
 - 7.9 - The main auditee partially respected this principle because the factory did not post occupational hazard notification netting workshop and the factory did not post "prohibition of using in case of fire" warning sign beside elevator in production building.
工厂未完全遵守该原则, 因为工厂未在拉网车间张贴职业危害告知, 生产楼电梯旁未张贴“火灾时禁用”标识。
 - 7.11 - The main auditee did not respect this principle because the main auditee did not provide updated building structure safety certificate and fire safety certificate for audit review after the 5-storey building was heightened with an additional storey.
工厂未遵守该原则, 因为工厂将5层的厂房加建一层后未提供新的厂房建筑竣工验收合格证和消防验收证书供审核。
 - 7.13 - The main auditee did not respect this principle because one electrical switch box in netting workshop was not installed with guard cover.
工厂未遵守该原则, 因为工厂拉网车间一电箱没有安装外壳。
 - 7.17 - The main auditee partially respected this principle because 1). The handrail of the steel ladder for netting machines was only 0.8 meter. 2) No handrail was installed for one steel ladder.
工厂未完全遵守该原则, 因为1).所有拉网机钢梯的扶手高度仅为0.8米。2).一钢梯没有安装扶手。
 - 7.22 - The main auditee partially respected this principle because the auditee did not provide tissue and liquid soap in toilet of workshop.
工厂未完全遵守该原则, 因为车间洗手间没有纸巾和洗手液。

Remarks from Auditee

Performance Area 8 : No Child Labour

1- Followup Audit [Audit Id - 157540] Audit Date: 18/07/2019 PA Score: A Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Full Audit [Audit Id - 148521] Audit Date: 18/04/2019 PA Score: A Deadline date:

Good practices

Nil

Areas of improvement

Consolidated finding: The overall observation showed the auditee fulfilled the requirement of performance area 8. The policy of recruiting was set up by the factory. And it regulated that the factory would not recruit workers under 16. 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 according to interview with HR specialist. 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 and based on onsite observation and workers interview, no child labor was identified in the factory. 综合概况:整体观察显示被审核方符合该绩效区域的要求。工厂制定了合适的招聘政策, 员工入职时工厂均会查看员工的身份证并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情况。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, 现场观察及员工访谈, 未发现有任何童工存在。

Remarks from Auditee

Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 157540] Audit Date: 18/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 148521] Audit Date: 18/04/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
<p>Consolidated finding: The overall observation showed the auditee fulfilled the requirement of performance area 9. The policy of young worker protection was made by the factory. The factory understood the legal requirement of young workers according to interview with management. There was no young worker worked in the factory. The factory assessed the health and safety risk of young workers and risk assessment record indicated what activities can be done by young workers.</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。工厂制定了未成年工的保护政策, 工厂了解如何依照法规要求保护未成年工。工厂没有未成年工。工厂评估了未成年工的健康安全风险, 并且风险评估记录展示了未成年工可以做什么工序。</p>	
<u>Remarks from Auditee</u>	
Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 157540] Audit Date: 18/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 148521] Audit Date: 18/04/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
<p>Consolidated finding: The overall observation showed the auditee fulfilled the requirement of performance area 10. Labor contracts were all concluded between the factory and workers. The contracts statement included the description of working hours, training, rest time and leave, wages and benefits, etc. which were in accordance with legal requirement and ILO. Meanwhile, the factory provide a copy of contract to every worker. Based on interview statement of workers, workers understood well of the content of labor contract and no illegal employment was identified during the audit.</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。工厂和每个员工均签订了劳动合同, 劳动合同的内容包括工时, 培训, 休息时间和假期, 报酬和支付条件等, 这些内容均符合法规以及国际标准。同时工厂提供了一份劳动合同副本给员工。通过员工访谈, 员工均了解劳动合同内容, 审核过程中, 工厂无不合规的用工形式存在。</p>	
<u>Remarks from Auditee</u>	

Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 157540] Audit Date: 18/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 148521] Audit Date: 18/04/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
<p>Consolidated finding: The overall observation showed the auditee fulfilled the requirement of performance area 11. The factory established the policy on anti-forced labor. The management understood well the scope of forced labor. And according to onsite observation and interview statement of workers, workers confirmed that there were no evidence on forced labor showed in the factory, for example, they could resign according to legal requirement without any deduction of wage and they could leave the factory freely without being searched. No inhumane or degrading treatment was found during the audit and according to interview with workers. 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。员工也未遇到任何被侮辱或非人道的待遇。工厂的惩戒政策也是符合法律法规要求。</p>	
<u>Remarks from Auditee</u>	

Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 157540] Audit Date: 18/07/2019 PA Score: C	Deadline date:18/07/2020
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 12. The factory established policy on environment protection, and provide training for workers on environment protection awareness. The factory had conducted Environmental Impact Assessment. The land belonged to the factory was industrial land and water used by the factory was come from municipal water. The main wastes produced by the factory were solid wastes, noise and waste air. The factory had monitored waste water, boundary noise and waste air regularly. However, gaps 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。工厂制定了环保政策并为员工提供了相关的环保政策培训。工厂进行了环境影响评估。工厂主要使用当地市政提供的自来水, 并且工厂用地属于工业用地。工厂的主要污染物为固体废弃物, 噪声和废气。工厂有定期监测废水, 厂界噪声和废气。但是, 在如下方面, 工厂和BSCI要求有差距:</p> <p>12.1 - Follow up audit result on 18 Jul. 2019: Open. The main auditee partially respects this principle because the factory did not re-compile Environmental Impact Assessment document such EIA report form or fill out EIA Registration Form, and did not submit and obtain approval from environmental authority for their completed construction project after the production scale had experienced major changes. 2019年7月18日的跟进审核结果: 打开。被审核方部分遵循该准则, 因为工厂在生产规模有重大变动后没有重新编写环境影响评价文件如环境影响报告表或者填写登记表, 并递交当地环保单位并获得其批复。</p> <p>12.3 - Follow up audit result on 18 Jul. 2019: Open. The main auditee does not respect this principle because did not provide approval of environment impact assessment report. 2019年7月18日的跟进审核结果: 打开。被审核方未遵循该准则, 因为未提供环评报告的批复。</p> <p>12.5 - Follow up audit result on 18 Jul. 2019: Closed. The factory had provided water usage records in past one year during the audit. 2019年7月18日的跟进审核结果: 关闭。工厂审核期间提供了最近一年的用水记录。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 148521] Audit Date: 18/04/2019 PA Score: C	Deadline date:19/04/2020
<u>Good practices</u> Nil	
<u>Areas of improvement</u> <p>Consolidated finding: The overall observation showed the auditee partially fulfilled the requirement of performance area 12. The factory had established procedures on Protection of Environment and policy on saving water. The main wastes produced by the factory were solid waste, waste gas and noise. The factory monitored waste gas and noise. However, gaps had been identified in 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。工厂建立了环境保护的程序和节约用水政策。工厂的主要污染物为固体废弃物, 废气和噪音。工厂有监测废气和噪音。但也发现工厂执行上有差距:</p> <p>12.1 - The main auditee did not respect this principle because the factory did not re-compile Environmental Impact Assessment document such EIA report form or fill out EIA Registration Form, and did not submit and obtain approval from environmental authority for their completed construction project after the production scale had experienced major changes. 工厂未遵守该原则, 因为工厂在生产规模有重大变动后没有重新编写环境影响评价文件如环境影响报告表或者填写登记表, 并递交当地环保单位并获得其批复。</p> <p>12.3 - The main auditee partially respected this principle because the factory did not update its Environmental Impact Assessment (EIA) inspection approval. Based on environmental impact factor monitor report of year 2018, the waste gas and noise from netting workshop was in line with legal requirement. 工厂未完全遵守该原则, 因为工厂没有获得更新环境影响评估验收批复。根据2018年的环境影响因素监测报告, 拉网车间的废气和噪声排放符合法规要求。</p> <p>12.5 - The main auditee partially respected this principle because the factory did not provide water saving records. 工厂未完全遵守该原则, 因为工厂没有节约用水的记录。</p>	
<u>Remarks from Auditee</u>	

Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 157540] Audit Date: 18/07/2019 PA Score: A	Deadline date:18/07/2020
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 13. The policy on anti-corruption was made by the factory. And the factory protected employees' privacy and information in a reasonable care. All the provided information was verified by document review, onsite observation and management/workersinterview.However, gaps had been identified in 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。工厂创建了反腐败的政策。工厂对员工的隐私和信息也采取了合理的保护政策。工厂提供的信息均可以通过文件审查,现场观察和管理层/员工访谈得以核实。不过,工厂在以下方面和BSCI要求尚有差距:</p> <p>13.2 - Follow up audit result on 18 Jul. 2019: Closed. The factory had provided securities' payroll records' from May.2019 to Jun. 2019 and attendance records from May 2019 to 18 Jul. 2019 for review. 2019年7月18日的跟进审核结果:关闭。工厂提供了保安2019年5月至6月的工资记录以及2019年5月至2019年7月18日的考勤记录。</p> <p>13.4 - New finding of Follow up audit result on 18 Jul. 2019. The main auditee partially respects this principle because the factory didn't provide training on procedure for protecting personal information of directly hired workers. 2019年7月18日的跟进审核新发现点:被审核方部分遵循该准则,因为工厂未提供保护个人隐私程序的培训给员工。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 148521] Audit Date: 18/04/2019 PA Score: B	Deadline date:19/04/2020
Good practices Nil	
Areas of improvement <p>Consolidated finding: The overall observation showed the auditee partially fulfilled the requirement of performance area 13. The policy on anti-corruption was established. All workers were provided anti-corruption training. The factory conducted risk assessment about Ethical Business. All business activities were assessed and made prevention measure. No misrepresentation was provided by the factory and all information could be cross checked. However, gaps had been identified in 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。公司创建了反腐败的政策。所有工人被提供了反腐败的培训。工厂进行了道德的商业行为的风险评估。所有商业活动都被评估并制定了预防措施。审核过程中,公司提供的数据也均可通过其它方面进行核实,公司未提供任何不实信息。审核时也未发现有任何泄密的负面现象。但也发现工厂执行上有差距:</p> <p>13.2 - The main auditee did not respect this principle because the factory did not provide any security guards' payroll records and attendance records. 工厂未遵守该原则,因为工厂未提供任何保安的工资记录和考勤记录。</p>	
Remarks from Auditee	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	18/07/2019	157540	D	A	A	A	B	D	B	A	A	A	A	C	A	C
Full Audit	18/04/2019	148521	D	B	A	A	E	E	B	A	A	A	A	C	B	D

Producer Photos



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



Photo of fire safety equipment
Fire alarm flashing when tested.JPG



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



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



Photo of fire safety equipment
Fire alarm testing.JPG



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



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



Photo of fire safety equipment
Fire hydrant testing.JPG



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



Photo first aid facilities
Emergency plan.JPG



Photo of fire safety equipment
Fire hydrant.JPG



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



Photo first aid facilities
Eye washing facility.JPG



Photo of fire safety equipment
Fire sprinkler and smoke detector.JPG



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



Photo first aid facilities
First aid kits.JPG



Photo of fire safety equipment
Lubricating oil missing secondary containment.JPG



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



Photo of fire safety equipment
Assembly point.JPG



Photo of fire safety equipment
Only active carbon mask provided for mixing workers.JPG



Photo of the inside of the main production hall
Semi finished goods warehouse.JPG



Photo of fire safety equipment
Emergency light testing.JPG

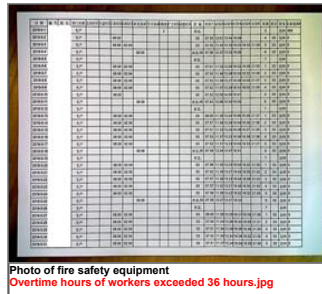


Photo of fire safety equipment
Overtime hours of workers exceeded 36 hours.jpg



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



Photo of fire safety equipment
Evacuation plan.JPG



Photo of fire safety equipment
Social insurances only provided for some employees.jpg



Photo of the personal protection equipments (if applicable)
Netting workers wearing active carbon mask and earplugs.JPG



Photo of fire safety equipment
Evacuation sign.JPG



Photo of the code of conduct on display
Amfori BSCI code posted onsite.JPG



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



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



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



Photo of the sanitary facilities
Potable water.JPG



Photo of fire safety equipment
Extinguisher inspection records.JPG



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



Photo of the sanitary facilities
Tissue and soap.JPG



Photo of fire safety equipment
Extinguisher with sufficient air pressure.JPG



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



Photo of the sanitary facilities
Toilets.JPG



Photo of fire safety equipment
Extinguishers.JPG