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Auditee :	<b>Dongguan City TianHua Photoelectric Technology Co., Ltd.</b>
Audit Date From :	<b>24/02/2020</b>
Audit Date To :	<b>24/02/2020</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>Intertek</b>
Auditor's Name(s) :	<b>Ellen Lu(Lead)</b>
Auditing Branch (if applicable) :	<b>Intertek South China - Shenzhen</b>

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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																																							
<p style="text-align: center;"><b>A</b> <b>Very Good</b></p>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated A</li> <li>No Performance Areas rated C, D or E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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																													
<p style="text-align: center;"><b>B</b> <b>Good</b></p>	<ul style="list-style-type: none"> <li>Maximum 3 Performance Areas rated C</li> <li>No Performance Areas rated D or E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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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																													
<p style="text-align: center;"><b>C</b> <b>Acceptable</b></p>	<ul style="list-style-type: none"> <li>Maximum 2 Performance Areas rated D</li> <li>No Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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																													
<p style="text-align: center;"><b>D</b> <b>Insufficient</b></p>	<ul style="list-style-type: none"> <li>Maximum 6 Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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>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	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	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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																													
<p style="text-align: center;"><b>E</b> <b>Unacceptable</b></p>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
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																													
<p style="text-align: center;"><b>Zero Tolerance</b></p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

**Main Auditee Information**



Name of producer :	Dongguan City TianHua Photoelectric Technology Co., Ltd.		
DBID number :	26517		
Audit ID :	174068		
Address :	No.3, 2nd Road, Jinqianling Industrial Zone, Jitigang Village, Huangjiang Town, Dongguan		
Province :	Guangdong	Country :	China
Management Representative :	Ms. Xu Ju Lin / HR Manager		
Contact person:	Julin Xu	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Electrical supplies
Product Type :	Lighting		

**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 : 24/02/2021

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	C	D	A	A	A	A	A	A	A

Executive summary of audit report
<p><b>Producer Background</b> Dongguan City TianHua Photoelectric Technology Co., Ltd. was located at No.3, 2nd Road, Jinqianling Industrial Zone, Jitigang Village, Huangjiang Town, Dongguan City, Guangdong Province, China. The total land area occupied by the facility is about 1,900 square meters. They have been in their operation at the existing location since 2009.</p> <p>A total of 59 employees including 26 female employees and 33 male employees are currently working in the facility. The ages range from 18-60 years old. Migrant employees mostly come from other provinces in China, such as Hunan, Guangxi and etc.</p> <p>In view of the facilities, the facility is consisted of one 4-storey building as production floor, warehouse and office and one 3-storey building as dormitory. No kitchen or canteen was provided for employees. The main products manufactured by the facility cover lightings. The main production processes are listed as follows: Assembly and packing</p> <p>Total machines per type are: Totally 3 sets of machines, mainly including packing machines.</p> <p>Remark: 1.The business license information as following: local facility name: 东莞市天华光电科技有限公司, license number: 91441900690500888U, valid from June 23, 2009 until long term. 2.The attendance records from March 6, 2019 to February 24, 2020 (the audit day) were provided for review in this follow up audit (the previous audit was conducted on March 5, 2019.). The payroll records from February 2019 to December 2019 were review in this follow audit. 3. PA overview: 1) This was a follow-up audit and no findings were noted in previous audit for PA3, PA4, PA10, PA11, PA12 and PA13, so these performance areas were not audited and all checkpoints were rated as Not Rated. 2) No findings were noted in previous audit for PA8 and PA9. Through due diligence to check those two performance areas, no new finding was found in this 1st follow up audit. 3) Findings were noted in PA1, PA2, PA5, PA6 and PA7 in this follow up audit. Please refer to the report for details. 4. Remark for uploading document: 1) No contractor license / permit was uploaded as no contractor was used in the facility. 2) No agency labor contract was uploaded as no agency labor was used in the facility. 3) No government waiver was uploaded as the facility did not obtain government waiver. 4) No collective bargaining agreement was uploaded as no such agreement was available in the facility. 5. APSCA Number of the auditor: Ellen Lu: RA21700389.</p>

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>Dongguan City TianHua Photoelectric Technology Co., Ltd.</b>	Legal status :	<b>Limited Company</b>
Local Name :	东莞市天华光电科技有限公司 (91441900690500888U)	Year in which the auditee was founded :	<b>2009</b>
Address :	<b>No.3, 2nd Road, Jinqianling Industrial Zone, Jitigang Village, Huangjiang Town,</b>	Contact person (please select) :	<b>Julin Xu</b>
Province :	<b>Guangdong</b>	Contact's Email :	<b>69059618@qq.com</b>
City :	<b>Dongguan</b>	Auditee's official language(s) for written communications :	<b>Chinese</b>
Region :	<b>North East Asia</b>	Other relevant languages for the auditee :	<b>Nil</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>N/A</b>
GPS coordinates :	<b>N22°54'28" E114°0'51"</b>	Total turnover (in Euros) :	<b>9242144.18</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>100.00</b>
Industry :	<b>Mechanical and electrical engineering</b>	Of which domestic market % :	<b>0.00</b>
If other, please specify :		Production volume :	<b>300,000 pieces per month</b>
Product Group :	<b>Electrical supplies</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :		Lost time injury calculation cost :	<b>No</b>
Product Type :	<b>Lighting</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>59</b>	Total number of workers in the production unit to be monitored (if applicable) :	<b>0</b>
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>	
Permanent workers	<b>33</b>	<b>26</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>13</b>	<b>12</b>	
Apprentices	<b>0</b>	<b>0</b>	
On probation	<b>0</b>	<b>0</b>	
With disabilities	<b>0</b>	<b>0</b>	
Migrants (national citizens)	<b>30</b>	<b>22</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>33</b>	<b>26</b>	
Production based workers	<b>0</b>	<b>0</b>	
With shifts at night	<b>0</b>	<b>0</b>	
Unionised	<b>0</b>	<b>0</b>	
Pregnant	<b>-</b>	<b>0</b>	
On maternity leave	<b>-</b>	<b>0</b>	

**Finding Report**



**Performance Area 1 : Social Management System and Cascade Effect**

1- Followup Audit [Audit Id - 174068] Audit Date: 24/02/2020 PA Score: D

Deadline date:31/12/2020

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The facility had established and implemented the amfori BSCI Code of Conduct. Senior manager Ms. Xu Ju Lin was appointed to establish the relevant policy and procedure, so as to ensure that the amfori BSCI values and principles are followed in a satisfactory manner. The facility conducted internal audit and management review once a year and the relevant records had been provided for review. In addition, the facility had established a policy and procedure to select the current and future significant business partners based on their social compliance performance. The facility identified the significant suppliers and passes amfori BSCI Code Of Conduct and TOI to them for signing and confirming the understanding of amfori BSCI requirement. The facility also conducted onsite monitoring regarding social compliance performance on all of those significant suppliers. However, a gap was identified in this performance area, please refer to relevant checkpoint for details.

企业建立并执行了amfori BSCI行为守则的管理体系, 有委派高级管理许菊林女士建立相关政策与程序, 并监督确保企业充分遵循amfori BSCI价值和原则要求。企业每年进行一次内审与管理评审, 并提供了相关的记录供审核。此外, 企业有建立基于社会责任表现选择商业伙伴政策和程序, 并识别出了重要的供应商, 并将amfori BSCI行为守则与TOI传达给了所有重要供应商签名确认已清楚amfori BSCI的相关要求。企业也对所有重要供应商进行了现场的社会责任方面的评估。但是, 在此部分有发现缺陷, 具体参考相关的检查点。

- 1.1 - 1st follow up audit (February 24, 2020): The previous finding had not been corrected. The facility had set up the management procedures to implement the amfori BSCI Code of Conduct. But not all policies were properly implemented, such as overtime hours exceeded the legal limit, the benefits provided with the workers were not sufficient, and issues on health and Safety. Please refer to Performance Area 1, 2, 5, 6 and 7 for details. In accordance with amfori BSCI Social Requirement, there should be satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct.

第一次跟进审核(2020年2月24日): 上次发现的问题未改善。企业建立了确保amfori BSCI有效实施的管理制度, 但是不是所有制度都得以有效实施, 比如员工的工作时间超出法律规定,部分福利没有提供足够,健康安全等问题。具体请参阅PA 1,2,5,6和7。依据amfori BSCI社会责任要求, 受审核方必须有满意证据显示企业有建立有效的管理体系来执行amfori BSCI行为准则。

- 1.4 - 1st follow up audit (February 24, 2020): The previous finding had not been corrected. As per document review and management interview, the facility had set up the workforce planning to reduce the overtime, however, the workforce planning was not effective, as employees worked overtime hours exceeding the local law requirement. Please refer to checkpoint #6.2 for details. In accordance with amfori BSCI Social Requirements, the auditee's workforce capacity should be properly organised to meet the expectations of the delivery order and/or contracts.

第一次跟进审核(2020年2月24日): 上次发现的问题未改善。根据文件审核和管理层面谈, 企业有建立人力资源加班时间的控制计划, 但是此计划没有有效地实施, 因为员工加班时间超过当地法规要求。具体参考检查点6.2。根据amfori BSCI社会责任要求, 受审核方的劳动力需要被正确安排以满足客人订单的期望。

**Remarks from Auditee:**

Nil

Full Audit [Audit Id - 144773] Audit Date: 05/03/2019 PA Score: D

Deadline date:05/09/2019

**Good practices**

None

**Areas of improvement**

The facility had established and implemented the amfori BSCI Code of Conduct. Senior manager Xu Ju Lin was appointed to establish the relevant policy and procedure, so as to ensure that the amfori BSCI values and principles are followed in a satisfactory manner. The facility conducted internal audit and management review once a year and the relevant records had been provided for review. In addition, the facility had established a policy and procedure to select the current and future significant business partners based on their social compliance performance. The facility identified the significant suppliers and passes amfori BSCI Code Of Conduct and TOI to them for signing and confirming the understanding of amfori BSCI requirement. The facility also conducted onsite monitoring regarding social compliance performance on all of those significant suppliers. However, a gap was identified in this performance area, please refer to relevant checkpoint for details.

企业建立并执行了amfori BSCI行为守则的管理体系, 有委派高级管理许菊林建立相关政策与程序, 并监督确保企业充分遵循amfori BSCI价值和原则要求。企业每年进行一次内审与管理评审, 并提供了相关的记录供审核。此外, 企业有建立基于社会责任表现选择商业伙伴政策和程序, 并识别出了重要的供应商, 并将amfori BSCI行为守则与TOI传达给了所有重要供应商签名确认已清楚amfori BSCI的相关要求。企业也对所有重要供应商进行了现场的社会责任方面的评估。但是, 在此部分有发现缺陷, 具体参考相关的检查点。

- 1.1 - The facility had set up the management procedures to implement the BSCI Code of Conduct. But not all policies were properly implemented, such as overtime hours exceeded the legal limit, the benefits provided with the workers were not sufficient, issues on health & Safety. Please refer to Performance Area 1, 2, 5, 6 and 7 for details. In accordance with BSCI Social Requirement, there should be satisfactory evidence that the auditee has set up an effective management system to implement the BSCI Code of Conduct.

企业建立了确保BSCI有效实施的管理制度, 但是不是所有制度都得以有效实施, 比如员工的工作时间超出法律规定,部分福利没有提供足够,健康安全等问题。具体请参阅PA 1,2,5,6和7。依据BSCI社会责任要求, 企业必须有满意证据显示企业有建立有效的管理体系来执行BSCI行为准则。

- 1.4 - As per document review and management interview, the facility had set up the workforce planning to reduce the overtime, however, the workforce planning was not effective, as employees worked overtime hours exceeding the local law requirement. In accordance with BSCI 1.4 requirement, the facility should set up effective workforce planning that allows the auditee to reduce overtime in compliance with local law.

根据文件审核和管理层面谈, 企业有建立人力资源加班时间的控制计划, 但是此计划没有有效地实施, 因为员工加班时间超过当地法规要求。依据BSCI 1.4的要求, 企业应建立有效的人力资源加班时间的控制计划,确保加班时间符合当地法规要求。

**Remarks from Auditee**



<b>Performance Area 2 : Workers Involvement and Protection</b>	
1- Followup Audit [Audit Id - 174068] Audit Date: 24/02/2020 PA Score: A	Deadline date:31/08/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The facility posted amfori BSCI code of conduct in a visible place of workplace. The facility had set up documented procedure to make workers aware of their rights and responsibilities. The facility management involved and exchanged information on benefits, wages, working hours and other issues with workers representatives quarterly. However, there was a gap identified in implementation. Please refer to specific question for the finding.</p> <p>该企业有建立书面相关程序使工人了解其权利和责任。企业有将amfori BSCI行为准则张贴在工作场所显眼的地方。该企业的管理层有和工人代表每个季度交流关于福利，工资和工作时间等信息。然而，在执行中仍有发现差距的地方，具体请参考相关检查点。</p> <p><b>2.2 -</b> 1st follow up audit (February 24, 2020): The previous finding had not been corrected completely. As per document review and management and employee interview, the facility defined a long term goals to protect workers. However, workers and workers representatives did not involve in defining the goals. In accordance with amfori BSCI social compliance requirement, the facility should define long term goals to protect workers according to the amfori BSCI Code of Conduct.</p> <p>第一次跟进审核(2020年2月24日): 上次发现的问题未完全改善。通过文件审核和管理层以及员工面谈,发现企业制定了保护员工的长远目标,但是,未让工人和工人代表参与以共同明确目标。依据amfori BSCI 社会责任要求, 企业应该依据amfori BSCI的行为准则制定一个长远的目标来保护员工。</p>	
<b>Remarks from Auditee:</b> Nil	
Full Audit [Audit Id - 144773] Audit Date: 05/03/2019 PA Score: B	Deadline date:05/09/2019
<b>Good practices:</b> None	
<b>Areas of improvement</b> <p>The facility had taken orientation and refresh training to make workers aware of their rights and responsibilities and build sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation. Furthermore, the facility had set an effective operational-level grievance mechanism to protect workers' benefit. However, one gap was identified in this performance area, please refer to relevant checkpoint for details.</p> <p>工厂有进行入职前培训和定期培训使在经理、工人和工人代表之间培养了足够的的能力，以顺利在业务经营中结合责任规范。并且，工厂有建立有效运行的申诉机制以保护员工利益。但是，在此部分有发现缺陷，具体参考相关的检查点。</p> <p><b>2.2 -</b> As per document review and management and employee interview, the facility did not define long term goals to protect workers according to the BSCI Code of Conduct. In accordance with BSCI requirement 2.2, the facility should define long term goals to protect workers according to the BSCI Code of Conduct.</p> <p>通过文件审核和管理层以及员工面谈了解到，企业没有依据BSCI的行为准则制定一个长远的目标来保护员工。依据BSCI 2.2的要求，企业应该依据BSCI的行为准则制定一个长远的目标来保护员工。</p>	
<b>Remarks from Auditee</b>	
<b>Performance Area 3 : The rights of Freedom of Association and Collective Bargaining</b>	
1- Followup Audit [Audit Id - 174068] Audit Date: 24/02/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>This is the 1st follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated.</p> <p>此次为第一次跟进审核，此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated。</p>	
<b>Remarks from Auditee:</b> Nil	
Full Audit [Audit Id - 144773] Audit Date: 05/03/2019 PA Score: A	Deadline date:
<b>Good practices:</b> None	
<b>Areas of improvement</b> <p>No nonconformance was observed.</p> <p>没有发现不符合项。</p>	
<b>Remarks from Auditee</b>	

<b>Performance Area 4 : No Discrimination</b>	
1- Followup Audit [Audit Id - 174068] Audit Date: 24/02/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> This is the 1st follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. 此次为第一次跟进审核，此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated。	
<b>Remarks from Auditee:</b> Nil	
Full Audit [Audit Id - 144773] Audit Date: 05/03/2019 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> No nonconformance was observed. 没有发现不符合项。	
<u>Remarks from Auditee</u>	



<b>Performance Area 5 : Fair Remuneration</b>	
1- Followup Audit [Audit Id - 174068] Audit Date: 24/02/2020 PA Score: C	Deadline date:31/12/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b>	
<p>The payroll records from February 2019 to December 2019 were reviewed at this audit. The facility had made its own regulations and rules on wages and benefits based on the legal requirements and amfori BSCI Code of Conduct. As per sampled payroll and attendance records, facility paid 150% and 200% of regular wage rate for overtime hours on weekdays and rest days respectively. No overtime was performed on public holidays. The facility paid wages on time on 30th of each month for the preceding month and payslips were also provided to workers each month. No monetary fines or other illegal deductions were detected in payroll records. Meanwhile, the facility provided required benefits such as paid annual leave to all eligible workers. However, gaps were identified in this performance area, please refer to relevant checkpoints for details.</p> <p>本次审核, 查看了2019年2月至2019年12月的工资表。工厂基于法律规定和规则以及amfori BSCI行为守则制定了工资和福利制度。根据所抽样员工的工资和考勤记录发现, 工厂在工作日加班和周末加班会支付正常工资的150%和200%作为加班费。节假日无加班。工厂每月30日准时发放工资且有工资条提供。在工资表中没有发现罚款或者其他非法扣款。同时, 工厂为所有符合条件的员工提供了带薪年假。但是, 在此部分有发现缺陷, 具体参考相关的检查点。</p>	
5.4 -	<p>1st follow up audit (February 24, 2020): The previous finding had not been corrected. The facility management was not aware of Basic Needs Wage. Based on the provided payroll records, the facility paid at least RMB9.89 per hour for employees for the normal working hours, which was equivalent to the local minimum wage standard RMB9.89 per hour. In accordance with the amfori BSCI Social Requirements, the auditee should provide sufficient remuneration that allows workers to meet a decent standard of living.</p> <p>第一次跟进审核(2020年2月24日): 上次发现的问题未改善。企业对Basic Needs Wage没有了解。基于企业提供的工资表, 企业给员工按照至少每小时人民币9.89元支付对应的正班工作时间, 等于当地最低工资标准的每小时9.89元。根据amfori BSCI社会责任要求, 受审核方应该提供足够的福利待遇让员工过上体面的生活。</p>
5.5 -	<p>1st follow up audit (February 24, 2020): The previous finding had not been corrected. Through document review, auditors found that there were total 59 employees in the facility. All employees were hired by the facility directly. Based on management interview, employee interview and reviewing social insurance receipt of January 2020, only 44 out of 59 employees (75%) had participated in basic endowment insurance; 43 out of 59 employees (73%) had participated in unemployment insurance, 51 out of 59 employees (86%) had participated in basic medical insurance, 48 out of 59 employees (81%) had participated in employment injury insurance and 47 out of 59 employees (80%) had participated in maternity insurance. Through management interview and employee interview, auditors noted that employees did not want to participate in social insurance. Remark: The facility did not provide commercial insurance for employees. In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state.</p> <p>第一次跟进审核(2020年2月24日): 上次发现的问题未改善。通过文件审核,发现被审核方共59名员工,所有员工均是工厂自己直接聘用的员工。通过管理层访谈,员工访谈和查看2020年1月的社保收据, 审核员发现企业的59名员工中, 只有44人(75%)参加了养老保险, 43人(73%)参加了失业保险, 51人(86%)参加了医疗保险, 48人(81%)参加了工伤保险, 47人(80%)参加了生育保险, 通过管理人员访谈及员工访谈了解到员工不愿意购买社保。备注: 企业未为员工购买商业保险。依据《中华人民共和国社会保险法》第十条, 职工应当参加基本养老保险, 由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险, 由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险, 由用人单位缴纳工伤保险费, 职工不缴纳工伤保险费。第四十四条 职工应当参加失业保险, 由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险, 由用人单位按照国家规定缴纳生育保险费, 职工不缴纳生育保险。</p>
<b>Remarks from Auditee:</b> Nil	
Full Audit [Audit Id - 144773] Audit Date: 05/03/2019 PA Score: C	Deadline date:05/09/2019
<b>Good practices</b> None	
<b>Areas of improvement</b>	
<p>The payroll records from February 2018 to January 2019 were reviewed at this audit. The facility had made its own regulations and rules on wages and benefits based on the legal requirements and BSCI Code of Conduct. As per sampled payroll and attendance records, facility paid 150%,200% and 300% of regular wage rate for overtime hours on weekdays, rest days and public holidays. The facility paid wages on time on 30th of each month for the preceding month and payslips were also provided to workers each month. No monetary fines or other illegal deductions were detected in payroll records. Meanwhile, the facility provided required benefits such as paid annual leave to all eligible workers. However, gaps were identified in this performance area, please refer to relevant checkpoints for details.</p> <p>本次审核, 查看了2018年2月至2019年1月的工资表。工厂基于法律规定和规则以及BSCI行为守则制定了工资和福利制度。根据所抽样员工的工资和考勤记录发现, 工厂在工作日加班,周末加班以及法定假加班会支付正常工资的150%,200%以及300%作为加班费。工厂每月30日准时发放工资且有工资条提供。在工资表中没有发现罚款或者其他非法扣款。同时, 工厂为所有符合条件的员工提供了带薪年假。但是, 在此部分有发现缺陷, 具体参考相关的检查点。</p>	
5.4 -	<p>The facility management was not aware of any information about Basic Needs Wage, and the facility management did not know that they should provide sufficient remuneration that allows workers to meet a decent standard of living based on the BSCI requirement. Based on the provided payroll records, the facility paid at least RMB1720 per month for production employees for the normal working hours. In accordance with the requirement of BSCI 5.4, the auditee should provide sufficient remuneration that allows workers to meet a decent standard of living.</p> <p>企业对Basic Needs Wage没有任何了解, 企业也不知道他们应该按照BSCI的要求提供足够的待遇让员工过上体面的生活。基于企业提供的工资表, 工厂支付给生产工人对应的正班工作时间的工资最低为RMB1720/月。根据BSCI审核清单B5.4要求, 企业应该提供足够的福利待遇让员工过上体面的生活。</p>
5.5 -	<p>Through reviewing social insurance receipt of February 2019, auditor found that only 42 out of 49 employees (85.7%) had participated in employment injury insurance, 41 employees (83.7%) had participated in medical insurance, 40 employees (81.6%) had participated in maternity insurance, 35 employees (71.4%) had participated in basic endowment insurance and unemployment insurance. Remark: 1) Interviewed workers stated that they did not want to participate in social insurance; 2) No temporary or dispatch workers were used. No newly joined workers, but 4 retirees were working in the facility; 3) The facility purchased commercial accident insurance for all employees with valid period from August 2,</p>

2018 to August 1, 2019. In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state.

通过查看2019年2月的社保收据, 审核员发现企业的49名员工中, 只有42人(85.7%)参加了工伤保险, 41人(83.7%)参加了医疗保险, 40人(81.6%)参加了生育保险, 35人(71.4%)参加了养老保险以及失业保险。备注: 1) 面谈员工表示不愿意参加社保; 2) 企业没有雇用临时工和劳务派遣工, 当前没有新进员工, 但有4名退休返聘员工; 3) 企业有为所有员工购买商业意外伤害险, 有效期为2018年8月2日至2019年8月1日。依据《中华人民共和国社会保险法》第十条, 职工应当参加基本养老保险, 由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险, 由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险, 由用人单位缴纳工伤保险费, 职工不缴纳工伤保险费。第四十四条 职工应当参加失业保险, 由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险, 由用人单位按照国家规定缴纳生育保险费, 职工不缴纳生育保险费。

Remarks from Auditee

<b>Performance Area 6 : Decent Working Hours</b>	
1- Followup Audit [Audit Id - 174068] Audit Date: 24/02/2020 PA Score: D	Deadline date:31/12/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The attendance records from March 6, 2019 to February 24, 2020 (the audit day) were provided for review. Based on the provided attendance records, all employees worked in 1 shift from 8:00 to 17:30 with 1.5 hours' lunch break from 12:00 to 13:30. The facility had made its own working hour regulations and rules based on the legal requirements and amfori BSCI Code of Conduct. As per on site observation and documents review, the facility used finger print attendance system to record all workers' working hours including overtime hours. As per sampled payroll and attendance records, it was found that all workers worked for 8 hours a day and 5 days a week as regular working hours. Overtime hours was not more than 2 hours on working day, not more than 8 hours on Saturdays. One rest day after every six consecutively working days was guaranteed. And the factory also provided orientation training to new hired workers about the rules on working hours and etc. However, a gap was identified in this performance area, please refer to relevant checkpoint for details.</p> <p>本次审核查看了2019年3月6日至2020年2月24日的考勤。基于提供的考勤，所有的员工工作1班，从8:00-12:00,13:30-17:30。工厂根据法律要求以及amfori BSCI要求建立了工作时间规章制度。工厂采用指纹考勤系统记录员工的工作时间包括加班时间。根据所抽样员工的工资和考勤记录发现，所有员工的正常工作时间为每天8小时，每周5天。平时每天加班不超过2小时，周六加班不超过8小时，且能确保连续工作六天后休息一天。同时工厂给新进的员工入职培训有包括关于工作时间的规定。但是，在此部分有发现缺陷，具体参考相关的检查点。</p> <p><b>6.2 -</b> 1st follow up audit (February 24, 2020): The previous finding had not been corrected. Through document review, it was noted that the monthly overtime hours of 8 out of 8 randomly selected samples were 62 hours in December 2019 (current month); the monthly overtime hours of 8 out of 8 randomly selected samples were 70 hours in August 2019 (random month); the monthly overtime hours of 8 out of 8 randomly selected samples were 68 hours in May 2019 (random month). In accordance with the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.</p> <p>第一次跟进审核(2020年2月24日):上次发现的问题未改善。通过文件审核，审核员发现在抽取的2019年12月份(当前月)的考勤中，8名随机抽取的样本中8人的月加班时间为62小时;2019年8月份(任意月)的考勤中，8名随机抽取的样本中8人的月加班时间为70小时;2019年5月份(任意月)的考勤中，8名随机抽取的样本中8人的月加班时间为68小时。依据《中华人民共和国劳动法》第41条，用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时;因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。</p>	
<b>Remarks from Auditee:</b> Nil	
Full Audit [Audit Id - 144773] Audit Date: 05/03/2019 PA Score: D	Deadline date:05/09/2019
<b>Good practices</b> None	
<b>Areas of improvement</b> <p>The attendance records from February 1, 2018 to March 5, 2019 were provided for review. Based on the provided attendance records, all employees worked in 1 shift from 8:00 to 17:30 with 1.5 hours' lunch break from 12:00 to 13:30. The facility had made its own working hour regulations and rules based on the legal requirements and BSCI Code of Conduct. As per on site observation and documents review, the facility used finger print attendance system to record all workers' working hours including overtime hours. As per sampled payroll and attendance records, it was found that all workers worked for 8 hours a day and 5 days a week as regular working hours. Overtime hours was not more than 2 hours on working day, not more than 8 hours on Saturdays. One rest day in every 7-day period was guaranteed. And the factory also provided orientation training to new hired workers about the rules on working hours and etc. However, a gap was identified in this performance area, please refer to relevant checkpoint for details.</p> <p>本次审核查看了2018年2月1日至2019年3月5日的考勤。基于提供的考勤，所有的员工工作1班，从8:00—12:00, 13:30—17:30。工厂根据法律要求以及BSCI要求建立了工作时间规章制度。工厂采用指纹考勤系统记录员工的工作时间包括加班时间。根据所抽样员工的工资和考勤记录发现，所有员工的正常工作时间为每天8小时，每周五天。平时每天加班不超过2小时，周六加班不超过8小时，且能确保连续工作六天后休息一天。同时工厂给新进的员工入职培训有包括关于工作时间的规定。但是，在此部分有发现缺陷，具体参考相关的检查点。</p> <p><b>6.2 -</b> Through document review, auditor found that the monthly overtime hours of 7 out of 8 randomly selected employees were 68 hours in January 2019 (Most current month), the monthly overtime hours of 7 out of 8 were 70-72 hours in October 2018 and the monthly overtime hours of 7 out of 8 were 76 hours in July 2018. In accordance with the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.</p> <p>通过文件审核，审核员发现在抽取的2019年1月(当前月)的考勤中，8名随机抽取的员工中7人的月加班时间为68小时;2018年10月的考勤中，8名随机抽取的员工中7人的月加班时间为70-72小时;2018年7月的考勤中，8名随机抽取的员工中7人的月加班时间为76小时。依据《中华人民共和国劳动法》第41条，用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时;因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。</p>	
<b>Remarks from Auditee</b>	

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

1- Followup Audit [Audit Id - 174068] Audit Date: 24/02/2020 PA Score: A

Deadline date:31/08/2020

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The facility provided health and safety trainings to employees regularly. There was no serious accident or injury happened in past one year. The facility maintained a comfortable temperature throughout the work floor. The facility posted the evacuation plans with You Are Here on the work floor. At least two emergency exits were provided in each floor. All safety exits were affixed both exit signs and emergency lights, the work floor and dormitory were installed with fire fighting equipment such as fire alarm system, fire extinguishers, fire hydrants, and etc. Sufficient first aid kits stocked with necessary supplies were provided in workshops and dormitory. Drinkable water was available in workshops and dormitory. The fire alarm, fire hydrant and emergency light were tested during this audit, and they were worked properly. Fire drills were conducted twice per year. Sufficient numbers of toilets were provided separately for male and female workers. However, gaps were identified in implementation. Please refer to specific questions for the findings. Remark for 7.21: No kitchen was provided to employees. Remark for 7.23: No transportation was provided to employees.

工厂定期提供职业健康与安全培训。过去一年未发生严重事故或工伤。企业有舒适的工作环境。企业车间有张贴逃生平面图，上面有指明我的位置。每个楼层至少都有两个紧急出口，所有安全出口均有安装出口标识和应急灯，车间和宿舍有安装消防设施如消防警铃、灭火器、消防栓等。车间和宿舍配有充足急救药品的急救箱，饮用水设施。审核中对消防警铃、消防栓和应急灯进行了测试，均能正常工作。工厂每年进行两次消防演习。企业已提供足够数量的男女厕所。然而，在执行中仍有发现差距的地方，具体请参考相关检查点。7.21备注：企业没有提供厨房给员工。7.23备注：企业没有提供交通给员工。

**7.1 -** 1st follow up audit (February 24, 2020): 1)The previous one finding had not been corrected. Through document review, facility tour and employee interview, it was noted that the facility was not fully in line with the occupational health & safety regulations because some gaps were noted. Please refer to the relevant checkpoints in PA 7 for details. In accordance with amfori BSCI Social Requirements, the auditee should ensure its activities are in observance of the occupational health and safety regulations. 2)The previous another one finding had been corrected. During document review in this follow up audit, the facility had provided the certificate of safety production knowledge and management skill of principal in charge of work safety for review.

第一次跟进审核(2020年2月24日): 1)上次发现的一个问题未改善。通过文件审核、现场走访和员工面谈，发现企业没有完全符合职业健康安全的相关法规规定，因为发现了一些差距，请详见PA7的相关问题点。依据amfori BSCI社会责任要求，受审核方需确保完全符合健康安全方面的法规要求。2)上次发现的另一个问题已改善。在此次跟进审核中，通过文件审核，企业提供了该企业主要负责人的安全生产知识和管理能力培训证书供查看。

**7.2 -** 1st follow up audit (February 24, 2020): A new finding was noted. It was noted that 11 out of 59 employees did not participate in employment injury insurance. In accordance with the Social Insurance Law of the People's Republic of China, Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees.

第一次跟进审核(2020年2月24日): 发现新问题。审核中发现企业共有59名员工，其中有11名员工未参加工伤保险。依据《中华人民共和国社会保险法》第三十三条，职工应当参加工伤保险，由用人单位缴纳工伤保险费，职工不缴纳工伤保险费。

**7.22 -** 1st follow up audit (February 24, 2020): The previous finding had been corrected. During facility tour, auditor found that the facility provided liquid soap in toilets in the production area.

第一次跟进审核(2020年2月24日): 上次发现的问题已改善。审核发现企业在生产区的厕所内提供了洗手液。

**7.24 -** 1st follow up audit (February 24, 2020): A new finding was noted. During facility tour, auditor found that hazardous factors existed in assembly section such as benzene series. However, the facility could not provide evaluation report of occupational hazardous factors for review. In accordance with Provisions on the Supervision and Administration of Workplace Occupational Health Article 20, An employing entity with occupational hazards shall entrust an occupational health technical service agency with corresponding qualification to conduct evaluation on occupational hazards factors at least once every year. An employing entity with severe occupational hazards shall, in addition to the above requirement, entrust an occupational health technical service agency with corresponding qualification to conduct assessment on occupational hazard status at least once every three years. The results of the evaluation and assessment shall be kept in archive, reported to local administration department of work safety, and announced to the workers.

第一次跟进审核(2020年2月24日): 发现新问题。在现场巡查时，审核员发现在装配车间存在职业危害因素如苯系物。但是，企业未能提供职业危害因素检测报告供审阅。法规/行为准则：依据《工作场所职业病危害因素检测》第二十条，存在职业病危害的用人单位，应当委托具有相应资质的职业卫生技术服务机构，每年至少进行一次职业病危害因素检测。职业病危害严重的用人单位，除遵守前款规定外，应当委托具有相应资质的职业卫生技术服务机构，每三年至少进行一次职业病危害现状评价。检测、评价结果应当存入本单位职业卫生档案，并向安全生产监督管理部门报告和劳动者公布。

**Remarks from Auditee:**

Nil

Full Audit [Audit Id - 144773] Audit Date: 05/03/2019 PA Score: A

Deadline date:05/09/2019

**Good practices**

None

**Areas of improvement**

The facility maintained a comfortable temperature throughout the work floor. The electrical system was in a good condition. All switches in the electrical control panels have been labelled with warning sign. The facility posted the evacuation plans with "You Are Here" sign on the work floor, which indicated escape routes and the location of the fire extinguishers, etc. All safety exits were affixed both exit signs and emergency lights, the work floor was installed with fire alarm system, and all fire fighting equipments were inspected once a month. Sufficient first aid kits stocked with necessary supplies were provided in workshop. Drinkable water was available in workshop. Employees had received regular and recorded health & safety training such as fire drill etc. However, gaps were identified in this performance area, please refer to relevant checkpoints for details. For Checkpoint 7.21, the facility did not provide canteen to employees. For Checkpoint 7.23, the facility did not provide transportation to employees.

工厂有保持舒适的工作环境。电力系统良好，所有电箱开关有张贴警示标示。工厂车间有张贴逃生平面图，上面有指明“我的位置”、逃生路径和灭火器位置等。所有安全出口有安装出口标识和应急灯，车间有安装消防警铃，所有消防设施每月点检一次。车间配有急救箱和饮用水台。工人有定期接受健康安全培训如消防演习等。但是，在此部分有发现缺陷，具体参考相关的检查点。对于7.21点，企业未提供饭堂给员工。对于7.23点，企业未提供交通给员工。

**7.1 -** 1. Through document review, facility tour and employee interview, it was noted that the auditee was not in line with the occupational health & safety regulations because some gaps were noted. Please refer to the relevant checkpoints in PA 7 for details. In accordance with BSCI Social Requirement 7.1, the auditee should be in line with the occupational health & safety regulations. 2. During document review, auditor found that the facility could not provide the training records / certificate of safety production knowledge and management skill of principal in charge of work safety for review. In accordance with the Law of the PRC on Work Safety Article 24, The principal in charge and persons for the management of work safety in production and business entities have to have the knowledge about work safety and the competence for the management, which are

commensurate with the production and business activities of these entities. The principal in charge and persons for the management of work safety in production and business entities that produce, trade or store hazardous articles, and mines, metal smelting, building construction, and road transport shall only be appointed to the posts after they pass the examinations in their knowledge about work safety and their competence in the management conducted by the competent departments for work safety supervision and administration. No fees shall be charged for taking such examinations. Entities that produce or store hazardous articles, and mines, metal smelting shall have certified safety engineer to work on the management of work safety.

1. 通过文件审核、现场走访和员工面谈，发现被审核方没有符合职业健康安全的相关法规规定，因为发现了一些差距，请详见PA7的相关问题点。根据BSCI社会责任要求7.1，被审核方应该符合职业健康安全的相关规定。2.在文件审核时，企业无法提供该企业主要负责人的安全生产知识和管理能力培训记录/证书供审阅 依据《中华人民共和国安全生产法》第24条，生产经营单位的主要负责人和安全生产管理人员必须具备与本单位所从事的生产经营活动相应的安全生产知识和管理能力。危险物品的生产、经营、储存单位以及矿山、金属冶炼、建筑施工、道路运输单位的主要负责人和安全生产管理人员，应当由主管的负有安全生产监督管理职责的部门对其安全生产知识和管理能力考核合格。考核不得收费。危险物品的生产、储存单位以及矿山、金属冶炼单位应当有注册安全工程师从事安全生产管理工作。

**7.22 -** During facility tour, auditor found that toilets in the production area did not have soap supplies. In accordance with BSCI Social Requirement, toilets are equipped with necessary supplies.  
审核发现企业在生产区的厕所内没有提供肥皂。依据BSCI社会责任要求，被审核方应在卫生间配置足够物品。

**Remarks from Auditee**

**Performance Area 8 : No Child Labour**

1- Followup Audit [Audit Id - 174068] Audit Date: 24/02/2020 PA Score: A Deadline date:

**GOOD PRACTICES:**  
Nil

**AREAS OF IMPROVEMENT:**  
No nonconformance was observed in the previous audit and no new non-conformance was observed in this follow-up audit.  
在上次审核中没有发现不符合项，在这次跟进审核中也没有发现新的不符合项。

**Remarks from Auditee:**  
Nil

Full Audit [Audit Id - 144773] Audit Date: 05/03/2019 PA Score: A Deadline date:

**Good practices**  
None

**Areas of improvement**  
No nonconformance was observed.  
没有发现不符合项。

**Remarks from Auditee**

**Performance Area 9 : Special protection for young workers**

1- Followup Audit [Audit Id - 174068] Audit Date: 24/02/2020 PA Score: A Deadline date:

**GOOD PRACTICES:**  
Nil

**AREAS OF IMPROVEMENT:**  
No nonconformance was observed in the previous audit and no new non-conformance was observed in this follow-up audit.  
在上次审核中没有发现不符合项，在这次跟进审核中也没有发现新的不符合项。

**Remarks from Auditee:**  
Nil

Full Audit [Audit Id - 144773] Audit Date: 05/03/2019 PA Score: A Deadline date:

**Good practices**  
None

**Areas of improvement**  
No nonconformance was observed.  
没有发现不符合项。

**Remarks from Auditee**



<b>Performance Area 10 : No Precarious Employment</b>	
1- Followup Audit [Audit Id - 174068] Audit Date: 24/02/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> This is the 1st follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. 此次为第一次跟进审核，此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated。	
<b>Remarks from Auditee:</b> Nil	
Full Audit [Audit Id - 144773] Audit Date: 05/03/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
No nonconformance was observed. 没有发现不符合项。	
<u>Remarks from Auditee</u>	
<b>Performance Area 11 : No Bonded Labour</b>	
1- Followup Audit [Audit Id - 174068] Audit Date: 24/02/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> This is the 1st follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. 此次为第一次跟进审核，此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated。	
<b>Remarks from Auditee:</b> Nil	
Full Audit [Audit Id - 144773] Audit Date: 05/03/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
No nonconformance was observed. 没有发现不符合项。	
<u>Remarks from Auditee</u>	

<b>Performance Area 12 : Protection of the Environment</b>	
1- Followup Audit [Audit Id - 174068] Audit Date: 24/02/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> This is the 1st follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. 此次为第一次跟进审核，此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated。	
<b>Remarks from Auditee:</b> Nil	
Full Audit [Audit Id - 144773] Audit Date: 05/03/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
No nonconformance was observed. 没有发现不符合项。	
<u>Remarks from Auditee</u>	
<b>Performance Area 13 : Ethical Business Behaviour</b>	
1- Followup Audit [Audit Id - 174068] Audit Date: 24/02/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> This is the 1st follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. 此次为第一次跟进审核，此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated。	
<b>Remarks from Auditee:</b> Nil	
Full Audit [Audit Id - 144773] Audit Date: 05/03/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
No nonconformance was observed. 没有发现不符合项。	
<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	24/02/2020	174068	D	A	A	A	C	D	A	A	A	A	A	A	A	C
Full Audit	05/03/2019	144773	D	B	A	A	C	D	A	A	A	A	A	A	A	C

Producer Photos



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



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



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



Photo first aid facilities  
Eye washing facility.jpg



Photo first aid facilities  
First aid kit.jpg



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



Photo of chemical storage room (if applicable)  
Chemical with safety label.jpg



Photo of chemical storage room (if applicable)  
MSDS posted.jpg



Photo of fire safety equipment  
Electricity box label.jpg



Photo of fire safety equipment  
Evacuation direction sign and emergency light.jpg

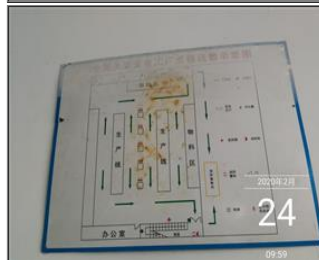


Photo of fire safety equipment  
Evacuation plan.jpg



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



Photo of fire safety equipment  
Fire extinguishers.jpg



Photo of fire safety equipment  
Fire hydrant and fire alarm.jpg



Photo of the code of conduct on display  
Posted amfori BSCI Code.jpg



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



Photo of the dormitories (if applicable)  
Employee bedroom.jpg



Photo of the personal protection equipments (if applicable)  
Employee with PPE.jpg



Photo of the sanitary facilities  
Drinkable water.jpg



Photo of the sanitary facilities  
Toilet.jpg



Photo of the sanitary facilities  
Liquid soap provided in the toilet.jpg



Photo of the inside of the main production hall  
Assembly and packing.jpg



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



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



Photo of the inside of the main production hall  
Hazards notice.jpg



Photo of the inside of the main production hall  
Package material warehouse.jpg



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