
Auditee :	Guangzhou Tongxing Packing Products Co., Ltd.
Audit Date From :	08/01/2018
Audit Date To :	08/01/2018
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Grace Qiu(Lead)
Auditing Branch (if applicable) :	TUV Rheinland China



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



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

Main Auditee Information



Name of producer :	Guangzhou Tongxing Packing Products Co., Ltd.		
DBID number :	375114		
Audit ID :	115594		
Address :	No.9 Huafu Road, Donghua Industrial Zone, Donghua Village, Renhe Town, Baiyun District, Guangzhou		
Province :	Guangdong	Country :	China
Management Representative :	Ben Li		
Contact person:	Tonny Tan	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	hangbags, belts and shoes
Product Type :	Backpack, cosmetic bag, shopping bag		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	
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 :	08/01/2019

Rating per Performance Area (PA)

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

Executive summary of audit report

Based on the Business License, the factory was established on 16 Dec. 2010, located at the at No.9 Huafu Road, Donghua Industrial Zone, Donghua Village, Renhe Town, Baiyun District, Guangzhou, Guangdong, China. The production area was rent by the factory from local landlord, which only housed the 2/F of one 3-storey production building as office and production area, around 100 m2 at the 1/F of the building as warehouse. No dormitory, kitchen and canteen were provided to employees.

During this audit, there were total 42 employees in the factory, all of them were hired by the factory directly. Neither child labor nor young worker was noted during this audit. The main products manufactured by the facility are Backpack, cosmetic bag, shopping bag. The main production processes were sewing, inspection and Packing. The processes of cutting and silk screen were subcontracted to other two factories. The factory management was cooperated with the audit and expressed to take corrective action for the findings raised in this audit. Workers were open with the interview. No obviously production peak season was noticed in the past one year.

Remark:

- The Chinese address in the Business License is: 广州市白云区人和镇东华村东华工业区华富路9号
- The English name and address in the Foreign Trade Register are: Guangzhou Tongxing Packing Products Co., Ltd.; address is: Guangzhou Baiyun District and the town of Donghua Village Industrial Zone of Donghua Hua Fu Road No.9.
- The factory chose to use the name description in Foreign Trade Register, which is: Guangzhou Tongxing Packing Products Co., Ltd.; use the address description in line with the Business License, which is: No.9 Huafu Road, Donghua Industrial Zone, Donghua Village, Renhe Town, Baiyun District, Guangzhou, Guangdong, China.
- There were total two buildings in the independent compound, one 3-storey production building and one 5-storey dormitory building. Total three factories within the compound:
 - Guangzhou Quansheng Packing Products Co., Ltd (广州全昇包装制品有限公司), housed the 1/F of the 3-storey production building and the 5-storey dormitory building; except the 100 m2 at the 1/F of the building used by the auditee. No production during the audit. The management introduced that, the products of Quan Sheng were nonwovens bags, which was different with the auditee. They did not have business with each other, and not share the production area and employees.
 - The auditee, located at the 2/F of the 3-storey production building.
 - Yao Yuan Hua E-business Co., Ltd. (耀远华电子商务有限公司), located at the 3/F of the 3-storey production building, which was used as office area.

Ratings Summary



Auditee's background information			
Auditee's name :	Guangzhou Tongxing Packing Products Co., Ltd.	Legal status :	Limited Company
Local Name :	广州同兴包装制品有限公司 (914401115659951212)	Year in which the auditee was founded :	2010
Address :	No.9 Huafu Road, Donghua Industrial Zone, Donghua Village, Renhe Town, Baiyun District,	Contact person (please select) :	Tonny Tan
Province :	Guangdong	Contact's Email :	2853766900@qq.com
City :	Guangzhou	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	None
GPS coordinates :	113.289156,23.341874	Total turnover (in Euros) :	12000000.00
Sector :	Non-Food	Of which exports % :	80.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	20.00
If other, please specify :		Production volume :	120000PCS/month
Product Group :	hangbags, belts and shoes	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Backpack, cosmetic bag, shopping bag		

Auditee's employment structure at the time of the audit		
Total number of workers :	42	Total number of workers in the production unit to be monitored (if applicable) : 0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	23	19
Temporary workers	0	0
In management positions	2	2
Apprentices	0	0
On probation	1	1
With disabilities	0	0
Migrants (national citizens)	18	13
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	23	19
Production based workers	0	0
With shifts at night	0	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 115594] Audit Date: 08/01/2018 PA Score: D

Deadline date:30/11/2018

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The manager Mr. Ben Li was the BSCI management representative and necessary procedure documents were established. The commitment to comply with the BSCI Social Requirements was signed by the appointed charge person. In order to increase the production efficiency, the production processes of cutting and silk screen were subcontracted to another two factories near the auditee. The cutting process was subcontracted to Guangzhou Chuangyi Punching Factory; the silk screen process was subcontracted to Guangzhou Gongyi Silk Screen Factory. The production processes of sewing, inspection and packing were conducted by the auditee. The management knew the importance to monitor the suppliers and subcontractor, the factory were communicated the BSCI Code of Conduct to the suppliers and subcontractor, and regularly monitored by the main suppliers and subcontractor. The factory conducted internal audit, and the last time was conducted on 20 Sept. 2017.

工厂经理李兵作为负责BSCI管理的管理者代表, 工厂制定了关于BSCI的必要的程序文件。指定的负责人已签署BSCI承诺书。为了提高生产效率, 工厂将生产工序裁断和丝印外包给工厂附近的两家工厂: 裁断工序外发给了广州创意冲床加工厂, 丝印工序外发给了广州公益丝印厂。车缝、检验和包装工序则由工厂自己完成。工厂管理人员了解监控供应商和工序分包商的重要性并且将BSCI的行为守则传达给了其供应商和工序分包商, 并定期对主要供应商和工序分包商进行了社会责任的审核。工厂进行了BSCI的内审, 最近一次内审在2017年9月20日。

- 1.1 -** The factory had established the document management system, but they didn't have the practice to ensure the internal procedure to integrate the BSCI code into day-to-day business practices. Such as monthly overtime hours systematically exceeded legal requirement, the factory management confirmed that the factory only control the overtime hours within 60 hours a week.

工厂建立了BSCI管理体系, 但未能采取切实可行的措施来确保BSCI行为守则的要求落实到日常运作中。例如月加班时间系统地超过法规要求, 工厂管理人员证实工厂只按周工作时间不超过60小时来控制工作时间。

- 1.4 -** The factory established production capacity assessment procedure. However, the factory didn't have a good capacity planning to meet the expectations of the delivery order, which led to the monthly overtime hours exceeded legal requirement in the past months.
工厂制定了生产能力评估程序, 然而工厂没有一个完善的产能计划去完成预期的订单交货以致于在过去月份的加班时间超过法规要求。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 115594] Audit Date: 08/01/2018 PA Score: A

Deadline date:30/03/2018

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Workers and representative could express any suggestion or complaint through suggestion box without any retaliation. There was no any complaint was received in the past one year. Through interview with workers, they were satisfied with facility management.

员工与员工代表可以通过意见箱提出意见或投诉, 不会遭受打击报复。过去一年没有收到员工申诉。通过员工访谈, 员工对工厂管理人员感到满意。

- 2.2 -** The factory has established objectives and targets on BSCI management system, such as increase the social insurance participant 8% a month, but failed to track them regularly.

工厂有建立达到BSCI管理体系的目标指标, 例如每月增加8%的社保参保人数, 但是没有定期追踪目标达成情况

Remarks from Auditee:

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

Full Audit [Audit Id - 115594] Audit Date: 08/01/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The factory established formal policy to respect the right of personnel to form, join and organize trade unions of their choice and to bargain collectively on their behalf with the factory. The facility will not interfere the establishment, functioning or administration of workers organization or collective bargaining. Two worker representatives were elected by all employees including the production employees in 2017. The factory has twice meeting with the worker representative, to discuss the issues workers consent.

工厂建立了尊重员工根据自己意愿建立、加入以及组织工会并与工厂进行集体谈判的权利。工厂不干扰员工建立或管理员工组织, 或进行集体谈判。工厂通过员工包括生产员工自由选举, 在2017年选举产生2位员工代表。工厂与员工代表举行会议了2次会议, 讨论工人关心的事宜。

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 115594] Audit Date: 08/01/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The factory established formal policy to prohibit discrimination, harassment and abuse. Discrimination based on grounds of race, color, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership or marital status was prohibited. Through worker interview, there was no discrimination about religion, origin, political affiliation or age when recruiting process and working process. Workers and management were provided with anti-discrimination training. New hired workers were also provided with relevant training upon hiring.

工厂建立了禁止歧视、虐待、体罚的制度。工厂不会因种族、肤色、年龄、性别、性取向、民族、疾病、怀孕、宗教、政治倾向、工会会员身份、婚姻状况而歧视员工。通过员工访谈,在招聘和工作过程中,无宗教、血缘、政治和年龄等歧视。工人和管理层接受了反歧视的培训,新入职工人在进厂时候也接受了相关培训。

Remarks from Auditee:

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 115594] Audit Date: 08/01/2018 PA Score: C

Deadline date:30/11/2018

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Legal minimum wage was RMB1895 per month since 1 May 2015 (equal to RMB10.89 per hour). The factory provided payroll records from Dec. 2016 to Nov., 2017 for reviewed. Workers' wages were paid at hourly rate; the minimum wage paid to employees was RMB11/hour, which was higher than the legal minimum wage. Workers' overtime wages were paid 150% and 200% of the normal wage rate for overtime on weekdays and weekends respectively; no overtime was conducted on statutory holidays, and if overtime arranged on statutory holidays could be paid 300% of the normal wage. No illegal deduction was made from workers' wage. As shown in the payroll, paid annual leave and paid holidays were provided. In Dec., 2017, the factory provided retirement, work-related injury, unemployment, medical and maternity insurance to 4 employees. The factory provided commercial insurance to all employees, effect from 13 March 2017 to 12 March 2018. The factory did not provide canteen and dormitory to employees, the employees rent apartments near the factory and cook themselves. The whole month was counted as a wage calculation cycle, and the corresponding wage was paid on 25th of next month. Workers' wages were paid by cash. The factory established compensation and wage procedure to ensure that all workers had been paid at least minimum wages for regular working hours, legal required overtime premium for workers' overtime working, etc. In employee handbook, paid annual leave, statutory holiday, sick leave, marriage leave, maternity leave and funeral leave were defined, which were implemented according to stipulation.

当地最低工资标准在2015年5月1日起为1895元每月(等于10.89元每小时)。工厂提供了2016年12月至2017年11月的工资记录供审核。员工工资按时薪制计算,工厂支付给员工的最低工资是11元/小时,高于法定标准。正常工作日和休息日的加班费分别按平时工资的150%和200%支付;法定假日没有加班,如果在法定假期加班将按300%支付加班费。工厂未非法扣除工人的工资。工资记录显示提供了带薪年假和法定假日给员工。在2017年12月,工厂给4名员工提供养老,工伤,失业,生育和医疗保险。工厂提供商业保险给所有员工,有效期从2017年3月13日到2018年3月12日。工厂没有提供食堂和宿舍,工人自己在工厂附近租房子,自己做饭。工资计算周期是每月1日至月末,工资在下个月25号以现金发放。工厂建立了薪酬福利的程序文件以确保所有员工至少达到最低工资、法定加班工资等要求。工厂在员工手册中规定了带薪年假、法定假日、病假、婚假、产假以及丧假,并按照此规定实施。

5.4 - The factory didn't establish the basic living wage collection and calculation to identify potential action taken to fill the gap.

工厂未收集和计算基本需求工资,以识别其实际支付的工资和基本需求工资之间是否有差距

5.5 - Not all employees had participated in all 5 types of social insurance. In Dec. 2017, the factory provided retirement, work-related injury, unemployment, medical and maternity insurance to 4 employee. No waiver was available to prove the current social insurance coverage was in line with local requirements. Reference law: Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44, 53

不是所有的员工都参加了5种社会保险。在2017年12月,工厂给4名员工提供养老,工伤,失业,生育和医疗保险。工厂未获得社批证明文件证明购买人数符合当地要求。参考法规:中华人民共和国社会保险法,第10, 23, 33, 44, 53条

Remarks from Auditee:

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 115594] Audit Date: 08/01/2018 PA Score: D

Deadline date:30/11/2018

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The factory uses IC card scan machine attendance system to record the time in/out, generally print 4-6 times a day. The factory established working hour procedure and provided relevant training to workers. The factory defined from Monday to Sunday as a week. Normal working hour was 8 hours per day and 5 days per week. One shift was arranged for all employees, working time was 08:00-12:00; 13:30-17:30. Overtime on working days for employees was from 18:30 to 20:30. Attendance records from Dec. 2016 to audit date were reviewed. Maximum 2 hours overtime per day, 16 hours overtime per week, 76 hours overtime per month (recorded in Dec. 2016), and 1 day off after 6 days consecutive working days was guaranteed, no overtime was arranged on statutory holiday. During the worker interview, workers confirmed that they worked overtime voluntarily, and workers had right to rest in resting breaks in every working day, such as go to toilet, drink water. The maximum overtime hours from 1-7 Jan. 2018 was 24 hours. The auditor crosschecked the attendance records with the production records, including the daily production records, inspection records and leave applications, no inconsistencies were found during this audit.

工厂用IC考勤系统记录员工考勤, 员工进出时间均有记录, 每天刷4-6次。工厂建立了工时的程序文件, 并给员工提供了相关的培训。周一到周日为一个完整工作周。正常工作时间为每天8小时和每周5天。所有员工上班均为1班制, 工作时间是08:00-12:00; 13:30-17:30。正常工作日安排的加班为2小时, 时间从18:30到20:30。工厂提供了自2016年12月至审核当天的的考勤记录供审核。所抽取样本考勤中, 最大日加班时间2小时, 周加班16小时, 月加班76小时(2016年12月), 最长连续工作6天, 法定假日没有加班。访谈确认员工加班自愿, 同时员工允许在工作时间获得必要的休息, 如上洗手间, 饮水等。2018年1月1-7日的最大加班小时数是24小时。审核员交叉验证了考勤记录与生产记录, 包括生产日报表、检验记录和请假记录, 本次审核未发现不一致。

- 6.2 -** The factory did not have effective overtime control system, the working hours record system couldn't alert when overtime near or over the limits. Based on the attendance records from Dec. 2016 to audit date, random selected 6 workers' three months working time records (Nov. Sept. and Feb. 2017), which showed that their maximum daily overtime was 2 hours; monthly overtime hours ranged 42-76 hours. The maximum monthly OT was 66 hours in Nov. 2017; 74 hours in Sept. 2017; 52 hours in Feb. 2017. The factory management reported that sometime the emergency production order could cause too much overtime. Reference law: China Labor Law, Article 41.

工厂没有有效的系统去控制加班, 考勤系统也没办法预警当其加班时间快超过或已经超过要求时。根据2016年12月至审核当天的考勤记录, 随机抽取6名员工三个月的考勤(2017年11月, 9月和2月), 工作日最大加班时间为2小时; 月加班为42-76小时, 最大月加班时间为2017年11月的66小时; 2017年9月为74小时; 2017年2月为52小时。工厂管理人员称有时赶货会导致加班超时。参考法规: 中华人民共和国劳动法, 第41条

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 115594] Audit Date: 08/01/2018 PA Score: A

Deadline date:30/04/2018

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The factory set up the OHS system and assigned Mr. Ben Li to in charge of occupational health and safety matters. The factory provided pre job training for new employees once they were employed, the other workers also had regular safety education which includes PPE, using production equipment, etc. The factory provided the production buildings' structure safety certificates and fire safety inspection certificates. All fire facilities met the requirements of the regulations and had enough quantity, such as fire extinguishers, fire hydrants, fire alarm, etc. Factory maintained monthly check to make sure that channel was not blocked, clear evacuation signs and safety exit, etc. Fire drills were hold at least twice per year, and the latest fire drill was held in October 2017. Since the local government conducted the barrage safety test of Liusha River (till 21 Jan. 2018), and needed to put water into the river, therefore, the pressure of the municipal water was not high enough and the hydrant test could not be performed during the audit. The factory management reported that the pressure of the hydrant was high enough when they conducted fire drill, and provided pictures for review. The production building is III type building; with the production area was 800 m2, which should equip 20 fire extinguishers. As the emergency responsible plan, the factory equipped 2 times fire extinguishers (ABC powder type). First aid measures were complete. There were two first responders in total and medical boxes were set up in each workshop. The factory did not provided transportation, canteen and dormitory to workers.

工厂建立OHS程序文件并指派了李兵负责职业健康安全事宜。工厂对新入职的员工进行岗前培训, 其他的员工也定期进行安全教育, 包括个人防护用品, 生产设备使用等。工厂提供厂房建筑竣工验收和消防验收。所有的消防设施都是满足法规的要求, 如灭火器、消防栓、警铃等数量足够。工厂每月保持检查以确保通道没有被堵塞, 清晰的有疏散标示、安全出口标示等。消防演习每年至少举行两次, 最近一次在2017年10月举行。由于当地政府对流溪河的拦河坝放水进行检测(截止到1月21日), 导致当地自来水厂的水压不足, 审核期间由于水压不足不能进行消火栓水压测试, 工厂称之前在进行消防演习的时候水压都是充足的, 并提供了之前消火栓水压测试的图片。工厂为丙类厂房, 生产车间月800平方米, 应设置20个灭火器, 为了应对这种特殊情况, 工厂按2倍增加配备了ABC干粉灭火器。急救措施完善, 共有2名急救员并在生产车间设置有医疗箱。工厂没有提供交通工具、食堂以及宿舍给员工。

- 7.1 - The facility did not provide pre-service, on-service and off-service occupational health examination to all workers who exposed to noise occupational disease hazards. Based on the last occupational hazards factor test report, the noise level in production workshop is over 80 dB. Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35.
工厂未提供岗前, 在岗和离岗职业健康体检给所有暴露于噪音职业病风险岗位的员工。根据最近一次职业危害因素监测, 车间的噪音超过80分贝。参考法规: 中国职业病法, 第35条
- 7.3 - The risk assessment records for safe and healthy were provided for review, but the risk assessment was not including the transmittable and non-transmittable diseases.
工厂提供了健康安全风险评估记录共审核, 但是没有对包括对传染性和非传染性疾病的风险评估。
- 7.5 - The factory did not stipulate the detailed safety training content for new coming workers, e.g. work environment risk assessment, accident case study, etc. Reference law: the Regulations on Production and Business Unit Safety Training, article 15.
工厂未规定新员工入职的具体培训内容, 比如作业环境风险分析, 事故案例分析等。参考法规: 生产经营单位安全培训规定, 第15条
- 7.9 - Factory did not post testing results of occupational disease hazard factors at work sites. Reference law: Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, Article 25
工厂未张贴职业病危害因素检测结果。参考法规: 中华人民共和国职业病防治法, 第二十五条
- 7.17 - It was noted that two out of five sampled sewing machines in sewing workshop did not equip with needle guards. Reference Law: General rules of design on health and safety of production facility, Article 6.1.2.
审核发现车缝车间抽样五台针车中有两台针车无护针罩。参考法律法规: 生产设备安全卫生设计总则 第6.1.2条

Remarks from Auditee:

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 115594] Audit Date: 08/01/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The factory established no child policy and age-verification mechanism for preventing from employing child labor, also established remedial policies and procedures for further protection in case children are found to be working. The management knew clearly about the policy. No child labor or history child labor found in this factory. The youngest worker in the factory was born on 10 Oct., 1999, who has over 18 years old, and entered the factory on 23 Oct., 2017.

工厂建立了禁止使用童工的政策和工人年龄识别机制以避免雇佣童工, 同时建立童工的补救政策和程序以在意外情况下招到童工时对其进行保护。工厂管理层非常清楚该政策。本次审核没有发现童工及历史童工。工厂最年轻的员工出生于1999年10月10日, 已年满18周岁, 2017年10月23日入职的。

Remarks from Auditee:

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 115594] Audit Date: 08/01/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: The factory established Young Worker Protection Management Procedure. The factory also conducts risk assessment to prevent, identify and mitigate harm to young workers. Through management interview, worker interview, site observation and document review, the factory did not hire young worker (16-18 years old). The youngest worker in the factory was born on 10 Oct., 1999, who has over 18 years old. 工厂建立了未成年工保护管理程序, 并对未成年工所处的风险进行评估, 防止、识别并减缓未成年工所受到的伤害。通过管理人员访谈, 员工访谈、现场走访以及文件审核, 未发现工厂有雇佣未成年工(16-18周岁)。工厂最年轻的员工出生于1999年10月10日, 已年满18周岁。	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 115594] Audit Date: 08/01/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: Through document review and employee interview, the factory signed employment contracts with all employees and provided a copy of the signed contract to each of them. The content of all employees' labor contracts was complete, which included all the clauses required by law, such as the time limit for the employment contract, the work time, rest and vacation, the remunerations, the social security, etc. Through document review and employee interview, the labor contracts were in local language (Chinese) and all employees could understand it. 通过文件审核和员工访谈, 工厂与所有员工均签订了劳动合同且提供了副本给员工。员工的劳动合同内容是完整的, 包括了所有法律要求的项目, 如合同期限、工作时间、休息和假日, 工资报酬, 社会福利等等。通过文件审核和员工访谈, 合同是中文的, 所有员工都能看懂。	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 115594] Audit Date: 08/01/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: The facility established formal policy to prohibit the forced labor, disciplinary measure or prison labor. There was no visible restriction with regard to freedom of movement within the site or to leave the site. Employees were free to leave after the work. No forced labor was used in the facility. No deposit money or ID card was required to be logged by personnel for seeking the job in this factory. No personnel salary, benefits, property or documents were withheld by the facility to pressurize the workers to continue to work in case they were unwilling due to any reason. No human trafficking was observed. No condition of forced labor was used. 工厂建立了禁止强迫劳动、处罚或监狱劳工程序。在自由出入方面无限制, 员工在下班后可以自由离开公司。工厂无强迫劳动现象发生, 工人入厂不需要支付押金、扣押证件。工厂未扣押员工工资、福利、财产以迫使员工在非自愿的情况下继续工作。无人口贩卖以及强迫劳动情况发生。	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 115594] Audit Date: 08/01/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: The factory had established written procedure regarding environment protection. Mr. Ben Li was response of environmental improvement. The EIA and approval of EIA was provided for review. During the production processing, some of the processes would have environmental impact, such as the sewing process produced noise; no industrial waste water and waste air was discharged by the factory. The factory conducted the test for domestic waste water and boundary noise on 21 Nov. 2017. The test results showed that it compliance with legal requirements. 工厂已经建立了书面的环境保护程序, 环评和环评批复已经提供查阅。李兵为环境改善负责人。在生产过程中, 其中一些主要工序会造成环境影响, 例如: 车缝工序会产生噪音。工厂没有工业废水和废气产生。工厂进行了生活废水和厂界噪音的监测, 最近一次检测是在2017年11月21日进行, 检测报告显示检测结果都是符合要求的。	
Remarks from Auditee:	

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 115594] Audit Date: 08/01/2018 PA Score: A

Deadline date:30/03/2018

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The workers and the managers were trained on BSCI principles, including the ethics topic. The management signed anti-bribery and anti-corruption commitment letters to confirm their receipt of the ethics trainings and would obey the facility's ethics policies. The factory established business ethic management procedure, and conducted risk assessment. The factory also established policy to protect personal information.
员工和管理人员有进行BSCI的培训, 包含商业道德的内容。管理人员有签订反贿赂/反腐败承诺书, 表示收到商业道德的培训并遵守公司的道德政策。工厂建立了书面的商业道德管理程序, 并进行了商业道德方面的风险评估。有制定政策去保护员工的隐私。

- 13.4 -** There was no written rule on the consequence for supervisors who disregard the ways where personal information needs to be treated with respect.
没有书面规定如果管理人员违反了个人信息保密规定的相关处理

Remarks from Auditee:

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	08/01/2018	115594	D	A	A	A	C	D	A	A	A	A	A	A	A	C

Producer Photos



Photo first aid facilities
19. First aid kit.JPG



Photo of the inside of the main production hall
6. Sewing.JPG

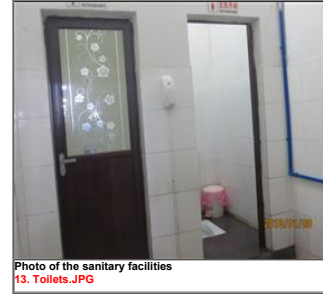


Photo of the sanitary facilities
13. Toilets.JPG



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



Photo of the inside of the main production hall
7. Sewing.JPG



Photo of the sanitary facilities
14. Potable water .JPG



External photo(s) of the production unit(s)
2. Factory name-2.JPG



Photo of the inside of the main production hall
8. Inspection.JPG



Photo of fire safety equipment
15. Fire alarm and hydrant.JPG



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



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



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



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



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



Photo of fire safety equipment
17. Escape map.JPG

