Auditee :	**Shishi Xinjia Electronics Co., Ltd.**
Audit Date From :	**27/05/2019**
Audit Date To :	**28/05/2019**
Expiry Date of the Audit :	**Please refer to the producer profile in the amfori BSCI platform**
Auditing Company :	**TUEV Rheinland**
Auditor’s Name(s) :	**Charles Lin(Lead)**
Auditing Branch (if applicable) :	**TUV Rheinland China**

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This is an extract of the on line Audit Report.The complete report is available in the amfori BSCI Platform. Access www.bsciplatform.org, for entitled users only.

Rating Definitions

Rating	A combination of ratings per Performance Area where:	Consequence
A Very Good	• Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E These are three examples: 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.
B Good	• 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	• 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 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	• 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	• 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 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.
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 :	**Shishi Xinjia Electronics Co., Ltd.**		
DBID number :	**314390**		
Audit ID :	**152468**		
Address :	**Baogai Technology Industrial Zone, Baogai Town, Shishi City, Quanzhou**		
Province :	**Fujian**	Country :	**China**
Management Representative :	**Jun Liu**		
Contact person:	**Jun Liu**	Sector :	**Non-Food**
Industry Type :	**Accessories**	Product group :	**clocks and watches**
Product Type :	**clocks and watches**		

Audit Details

Audit Range :	☐ **Full Audit**	☒ **Follow-up Audit**	
Audit Scope :	☒ **Main Auditee**	☐ **Main Auditee & Farms**	
Audit Environment :	☒ **Industrial**	☐ **Agricultural**	☐ **Small Producer**
Audit Announcement :	☒ **Fully-Announced**	☐ **Fully-Unannounced**	☐ **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 :	**28/05/2020**

Rating per Performance Area (PA)

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

Executive summary of audit report

Shishi Xinjia Electronics Co., Ltd. (石狮市信佳电子有限公司) was established on September 21, 2001 (Uniform Code of Social Credit: 913505817318554166) and specialized in the manufacture of clocks and watches. The main production activities included injection, spraying, printing, soldering, assembling, inspection and packing. The peak seasons in the past 12 months were not obvious. 4 security guards were provided by the local safety service and the subcontractor was responsible for the security issues of the factory. And 5 cookers were hired by the audited factory.

The factory located at Baogai Technology Industrial Zone, Baogai Town, Shishi City, Quanzhou City, Fujian Province, China (中国福建省泉州市石狮市宝盖镇宝盖科技工业园区). Within the boundary, there were total three buildings: one 7-storey office building, one 6-storey dormitory building and one 5-storey production building. In the factory boundary, all floors were used by the auditee (about 30, 606 square maters), so the audit scope was the three buildings.

Confidential interviews were conducted with 15 employees from different departments. The attendance records were cross-checked against production records and no inconsistencies regarding working hours were found. All interviewed employees had positive attitudes toward the factory management.

A closing meeting was held with the factory representatives and all of the findings were discussed. Mr. Jun Liu (Quality manager) and Ms. Xiaoling Xu (Worker Representative) signed the onsite CAP and agreed to take corrective actions.

Remark:
(1) There were no agencies used by the auditee, which makes the agency labor contract not applicable. And there were no Contractor license, Government waivers and Collective bargaining agreements in the factory, which makes these documents not applicable.
(2) The address plate on the factory gate was No. 218, Jinyi Road (锦逸路218号), management indicated that the address plate was installed by local government and they updated the address on the business license to No. 218, Jinyi Road, Baogai Technology Industrial Zone, Baogai Town, Shishi City, Quanzhou City, Fujian Province, China in December 2018. But the auditee insisted to use the old address (Baogai Technology Industrial Zone, Baogai Town, Shishi City, Quanzhou City, Fujian Province, China) which comply with previous audit and bsci platform.
(3) Auditor APSCA Registration Number: 21702572

Ratings Summary

Auditee's background information

Auditee's name :	**Shishi Xinjia Electronics Co., Ltd.**	Legal status :	**Limited Company**
Local Name :	**石狮市信佳电子有限公司 (913505817318554166)**	Year in which the auditee was founded :	**2001**
Address :	**Baogai Technology Industrial Zone, Baogai Town, Shishi City,**	Contact person (please select) :	**Jun Liu**
Province :	**Fujian**	Contact's Email :	**xjqc@xin-jia.com**
City :	**Quanzhou**	Auditee's official language(s) for written communications :	**Chinese**
Region :	**North East Asia**	Other relevant languages for the auditee :	**None**
Country :	**China**	Website of auditee (if applicable) :	**www.xin-jia.com**
GPS coordinates :	**E:118°40'4", N:24°44'56"**	Total turnover (in Euros) :	**11000000.00**
Sector :	**Non-Food**	Of which exports % :	**90.00**
Industry :	**Accessories**	Of which domestic market % :	**10.00**
If other, please specify :		Production volume :	**9900000 pieces per year**
Product Group :	**clocks and watches**	Production cost calculation :	**Yes**
If other, please specify :		Lost time injury calculation cost :	**Yes**
Product Type :	**clocks and watches**		

Auditee's employment structure at the time of the audit

Total number of workers : **546** Total number of workers in the production unit to be monitored (if applicable) : **0**

	MALE WORKERS	FEMALE WORKERS
Permanent workers	19	13
Temporary workers	133	381
In management positions	11	9
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	99	295
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	152	394
Production based workers	0	0
With shifts at night	25	5
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 - 152468] Audit Date: 27/05/2019 PA Score: D Deadline date:30/11/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The factory had established social accountability management system and developed relevant social policies and procedures based on amfori BSCI COC and applicable law requirements such as working hour policy, wage policy, recruitment policy, H&S policy, no discrimination, no child labor, no bonded labor and etc. The factory had entrusted Mr Jun Liu / Quality manager, as social accountability management representative to be in charge of affairs related to social compliance. Mr. Liu understood the basic content of amfori BSCI COC and posted amfori BSCI COC onsite for employees' reference. Relevant training was also provided. The factory had established business partners' management policies and communicated amfori BSCI COC and TOI with their main supplies. The factory also conducted regular social performance assessment to their main business partners. However, gaps were still noted in implementation. During this follow up audit, 1.1, 1.3 and 1.4 were not closed.
工厂建立了社会责任管理体系，并且基于amfori BSCI行为守则和适用的法律法规要求制定了相应的社会责任政策和程序，如工时政策，工资政策，招聘政策，健康安全政策，禁止歧视，禁止童工，禁止强迫劳动等。工厂委任质量经理刘军作为社会责任管理者代表负责工厂社会责任的事务，刘先生了解amfori BSCI行为守则的基本内容，将amfori BSCI行为守则张贴在现场便于员工了解，同时提供了相应的培训。工厂制定了商业合作伙伴的管理政策，与其主要的供应商沟通了amfori BSCI行为守则和商业合作伙伴的专用实施条款，工厂亦定期对其主要的供应商进行了定期的社会绩效评审。但是在实际执行过程中仍存在缺失。此次跟进审核，1.1, 1.3和1.4 未关闭。

1.1 - It was noted that the factory had established social accountability management system and worked out relevant social policies. The factory also conducted regular internal audit to continually identify existing deficiencies during the implementation of social accountability management system and the latest internal audit was conducted in May 2019. However, in some performance area, the factory still did not manage systematically such as overtime hour management. According to management representation, for the consideration of production cost, the factory currently did not work out relevant measures to control overtime hours. However, the factory would ensure workers not to work under fatigue status. The factory did not regularly check employees' overtime hours, the factory did not establish working hour pre-warning mechanism, the factory did not develop feasible plans to gradually decrease working hours.

评估发现工厂建立了社会责任管理体系，同时制定了相应的社会责任政策，工厂定期进行内部评审来持续识别在社会责任管理体系运行过程中存在的缺失，最近一次内审是在2019年5月进行。但是在部分执行领域，工厂仍没有进行系统性管控，比如加班时间的管理。根据管理层访谈，出于生产成本的考虑，工厂暂时没有制定相应的管控措施，但是工厂会确保员工不在疲劳的状态下进行工作。工厂没有定期检查员工的加班时间，没有建立工作时间的预警机制，没有制定可行的计划来逐渐缩减工作时间。

1.3 - The factory did not conduct effective social responsible assessment to sub-contractor. Such as 4 security guards did not engage in social insurance.
工厂没有对分包商进行有效的社会责任监控，4名保安无社保。

1.4 - It was noted that the factory had developed production capacity assessment policies and the factory would make relevant production schedule according to the client orders' delivery. However, the factory did not fully consider the required personnel, working hours, employees' skill level and etc. to meet the expectation of client orders' delivery when making the production schedules. As a result, workers needed to work overtime continually to meet the expectation of client orders' delivery.
评估发现工厂有制定产能评估的政策，且会根据客户订单的货期制定相应的生产计划。但是工厂在制定生产计划时没有充分考虑完成客户订单货期所需的人员数量、工作时间、员工的技能水平等。以至于工人需要持续加班工作来完成客户订单的货期。

Remarks from Auditee:
None

Full Audit [Audit Id - 125408] Audit Date: 30/05/2018 PA Score: D Deadline date:30/11/2018

Good practices

Nil

Areas of improvement

The management manual and procedures according to the amfori BSCI Code of Conduct were established. The Training on amfori BSCI code requirement for the executives and management staffs was held. The management awared basic requirement of the legal rights and duties under labour legislation. Coherent relevant documents with the statements were provided for review. The training on amfori BSCI Code for workers was held for workers. The amfori BSCI Code of Conduct was posted in workplace which was available by all employees. Mr. Liu Jun/Quality manager was appointed for the responsibilities of implementing amfori BSCI in the business culture.The selection of major business partners was not only price and quality but also willingness to respect the AMFORI BSCI requirements. The auditee monitored their major business partners' social performance by internal audits. However, gaps had been identified during the implementation.
Amfori BSCI行为守则的管理手册和程序文件建立。工厂管理员工举行了amfori BSCI要求的培训。管理代表了解劳工权益和劳动法规的基本要求。工厂提供了描述一致的相关文件参考。给员工举办的amfori BSCI行为准则的培训。工厂在车间内员工可见的位置张贴amfori BSCI行为守则。品质经理刘军先生被任命为管理代表，负责amfori BSCI的实施。被审核方建立了商业合作伙伴选择程序去选择当前的和未来的主要合作伙伴。选择商业合作伙伴不仅是价格和质量也包括遵守AMFORI BSCI要求的意愿。被审核方定期地通过内部审核的方式监督重要商业合作伙伴的社会责任表现。然而，在实施过程中仍存在差距。

1.1 - Finding: The main auditee partially respects this principle because management system to implement the amfori BSCI Code of Conduct was not set up effectively, such as the factory understand the legal requirement and amfori BSCI code on working hours clearly, but they didn't take effective action to control it, so it was found workers' working hours exceeded legal requirement, and no adequate social insurance systematically.
被审核方部分遵守原则是因工厂未建立一个有效的系统实施amfori BSCI行为准则。例如工厂虽了解法规和amfori BSCI关于工时的要求，但未对其进行有效管控，导致员工系统性工时超时，社保缴纳不足。

1.3 - Finding: The main auditee partially respects because the factory conducted effective social responsible assessment to main suppliers, but the factory did not conduct effective social responsible assessment to sub-contractor. Such as 4 security guards did not engage in social insurance.
被审核方部分遵守该原则因是工厂对主要供应商进行了社会责任监控，但是没有对分包商进行有效的社会责任监控，4名保安无社保。

1.4 - Finding: The main auditee partially respects this principle because the factory had realistically calculated the costs of production and delivery times. But the calculation of production capacity was not reasonable to cause workers' monthly overtime working hours exceeded legal requirement. To meet the expectations of the delivery order and/or contracts, the factory shall organize workforce capacity reasonably, instead of simply increasing employees' overtime hours.
被审核方部分遵守该原则因是工厂了解如何计算生产产能和订单周期，但产能分析不合理，导致员工的月加班超过法规要求。工厂应合理地组织其劳工以达成交付订单和/或合同预期，而不是一味地增加员工的加班时间。

Remarks from Auditee

Nil

Performance Area 2 : Workers Involvement and Protection

1- Followup Audit [Audit Id - 152468] Audit Date: 27/05/2019 PA Score: A Deadline date:31/07/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Four worker representatives were elected through democratic ways by workers and the election was conducted in January 2019. The communication between workers and worker representatives were not restricted. Meetings between workers/worker representatives and factory management were conducted regularly to discuss workplace related issues such as working condition, updated policies and etc. Worker representatives and workers were treated equally by the factory management. The factory regularly provided various trainings (e.g. amfori BSCI COC, H&S policies, wage and benefit policies and etc.) to help workers understand their rights and responsibilities. Workers were aware of relevant rights such as paid annual leave policies, overtime compensation and etc. The factory had posted amfori BSCI COC in workshops. Factory management and interviewed workers were all aware of the basic content of amfori BSCI COC. Grievance channels were provided to workers such as suggestion box and etc. However, gaps were still noted in implementation.During this follow up audit, 2.2 was not closed.
4名工人代表均由工人通过民主选举的方式产生，选举于2019年1月进行。工人代表和工人之间的沟通不受限制。工厂管理人员、工人代表和工人定期开会讨论工作场所相关的问题，如工作环境、政策变更等。工人代表和工人受到工厂管理层的平等对待。工厂定期提供了各种培训（如amfori BSCI COC、健康安全政策、薪资福利政策等）给员工帮助员工了解自身的权利与义务。员工清楚相应的权利，如带薪年休假政策、加班补偿等。工厂将amfori BSCI行为守则 张贴在生产车间内。工厂的管理人员和受访的工人均了解amfori BSCI行为守则的基本内容。申诉渠道有提供给员工，如意见箱等。但是在实际执行的过程中仍存在缺失。此次跟进审核，2.2未关闭。

2.2 - The factory had established long-term goals, but the long-term goals was not complete, such as the long-term goals did not include Ethical Business Behaviour item.
工厂已建立长期目标，但长期目标不完整，例如未包含商业道德项目。

Remarks from Auditee:
None

Full Audit [Audit Id - 125408] Audit Date: 30/05/2018 PA Score: A Deadline date:30/11/2018

Good practices

Nil

Areas of improvement

The factory establishes the grievance mechanism policy in the factory, and 4 worker representatives are elected by workers freely.Periodical communication meeting minutes, workers request or compliant records were recorded and kept. The main auditee provided amfori BSCI relevant trainings for all employees and posted amfori BSCI COC in public; the auditee established effective grievance mechanism for individuals and communities, and communicated with employees; workers understood the grievance mechanism based on the interviews. Interviewed employees understood their right and responsibilities. However, gaps had been identified during the implementation.
工厂建立了申诉制度，并由工人自由选举出4名工人代表.定期的沟通会议记录、员工的请求或是申诉都将记录并保存。被审核方给全体员工提供了amfori BSCI相关的培训，并张贴amfori BSCI行为准则在现场；被审核方建立了有效的针对个人和利益相关方的申述机制，并传达给员工；访谈中工人理解申诉机制。受访员工理解他们的权利和职责。然而，在实施过程中仍存在差距。

2.2 - Finding: The main auditee partially respects this principle because the factory had established long-term goals, but the long-term goals was not complete, such as the long-term goals did not include Ethical Business Behaviour item.
被审核方部分遵守该原则因是工厂已建立长期目标，但长期目标不完整，例如未包含商业道德项目。

Remarks from Auditee

Nil

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

1- Followup Audit [Audit Id - 152468] Audit Date: 27/05/2019 PA Score: A Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

NOT RATED
未评估

Remarks from Auditee:

Full Audit [Audit Id - 125408] Audit Date: 30/05/2018 PA Score: A Deadline date:

Good practices

Nil

Areas of improvement

The factory establishes the grievance mechanism policy in the factory, and 4 worker representatives are elected by workers freely. The management holds meeting with worker representative every month. The factory respects workers' right to bargain collectively No discriminate against worker representative is found in the factory. Workers' representatives had equal right to take overtime, attended the training and obtain the social benefits. Workers representative could access to workers in their workplace and could discuss with workers during the break time, lunch break and dinner break. No discrimination practice was observed for workers' representatives.
工厂建立了申诉制度，并由工人自由选举出4名工人代表。工人代表与管理层每月举行例行会议。工厂尊重工人集体协商的权利。工人代表与工人享有平等的权力，工人代表有权进入员工的工作场所且能与员工在休息时间，午餐休息时间和晚餐休息时间进行讨论。员工代表有等同的参加加班，参与培训和获得社会福利的权利。未发现对员工代表的歧视事例。

Remarks from Auditee

Nil

Performance Area 4 : No Discrimination

1- Followup Audit [Audit Id - 152468] Audit Date: 27/05/2019 PA Score: A Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

NOT RATED
未评估

Remarks from Auditee:

Full Audit [Audit Id - 125408] Audit Date: 30/05/2018 PA Score: A Deadline date:

Good practices

Nil

Areas of improvement

Non-discrimination management procedure stipulated that workers were not disciplined, dismissed or discriminated against because of their complaints against infringements of their rights. The auditee had taken the necessary measures to avoid or eradicate discrimination in their workplace. No discrimination was found in the factory。During worker interviews, it was found that there was no unequal, abuse, unusual disciplinary practices, and there were no preference on the religion, origin, political affiliation or age, gender or social background.
禁止歧视管理里程序指明员工不会因为抱怨违反他们的权利而受到处罚、解雇或歧视。被审核方采取了必要的标准来避免和消除工作场所的歧视行为。工厂里没有歧视。在员工访谈中，员工反映在被评估企业里，没有不平等，虐待，不寻常的纪律处分，且没有对宗教，出身，政治派别或年龄，性别或社会背景有偏见。

Remarks from Auditee

Nil

Performance Area 5 : Fair Remuneration

1- Followup Audit [Audit Id - 152468] Audit Date: 27/05/2019 PA Score: B Deadline date:30/11/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The factory had established wage payment policy and benefit policy. The factory issued wage before the 30th day of the following month by cash in hourly rate to workers. Wage slips were provided when issuing wage. There were no unreasonable deductions or monetary fine practices, no delay payment issues in the factory, which were all confirmed through employees' interview. In employee handbook, benefits which shall be provided to workers such as paid annual leave, marriage leave, maternity leave, paternity leave, sick leave, funeral leave and etc. were stipulated. Workers could apply for corresponding leaves as required and applying for leaves in the factory was not restricted. During this audit, wage records from May 2018 to March 2019 were reviewed and noted that the minimum wage paid to workers was RMB10.98 per hour, which was higher than local minimum wage RMB1500 per month or RMB 8.62 per hour since July 2017. All workers were paid 150% of their normal wage for the overtime working hours on normal working days and 200% of their normal wage for the overtime working hours on the rest days. No overtime working hours were noted on statutory holidays and Sundays. However, according to the factory policy, if workers worked overtime on statutory holidays, the factory would pay 300% of normal rate as compensation. The factory did not calculate local basic need wage, however, the payment paid to workers was higher than the basic need wage calculated by the auditing company. Remark: The previous audit was carried out on 30-31 May 2018 and the wage of May 2018 were issued on 30 June 2018, as a result, workers' wages of May 2018 were covered in the audit scope during the follow up audit. During this follow up audit, 5.5 was not closed.
工厂制定了工资的支付制度和福利政策。工厂每月30号前以现金的形式发放工人上月的工资，工厂的工资是计时的，发放工资时提供薪资条，工厂没有不合理的扣款和罚款，没有拖欠员工的工资，这些均通过员工访谈得到了确认。工厂在员工手册中规定了应提供给工人的福利，如带薪年休假、婚假、产假、陪产假、病假、丧假等。工人可以根据实际需求申请相应的假期，申请休假不受限制。此次审核查阅了2018年5月到2019年3月的工资记录，发现工厂支付给员工的最低工资为RMB10.98元每小时，高于当地的最低工资标准RMB1500元每月或RMB8.62元每小时，该标准从2017年7月起实施。工厂在平日加班及休息日加班分别支付正常工资的1.5倍和2倍。工厂未有在法定节假日和周日加班的情况。但是根据工厂的政策，如果员工在法定节假日工作，工厂会支付正班工资的3倍作为补偿。工厂没有计算当地的基本生活需求工资，但是工厂支付给员工的工资均高于审核机构计算的基本需求工资。备注：上次审核在2018年05月30-31日进行且2018年05月的工资在2018年06月30日发放，因此，在跟进审核期间2018年05月的工资记录覆盖在审核范围内。此次跟进审核，5.5未关闭。

5.5 - Till the audit day, no new employees were hired in recent one month and there were four employees who had reached the statutory age of retirement. There were total 546 employees in the factory. So, the factory shall provide pension, unemployment, accident, medical and maternity insurance to 542 employees. During this audit, social insurance receipt from June 2018 to May 2019 were reviewed. According to social insurance receipt and web check of May 2019, 497 out of 542 employees were not provided with pension and accident insurance, 501 employees were not provided with unemployment insurance, 492 employees were not provided with maternity and medical insurance. Reference Law: PRC Labor Law Article 72 and 73. Remark: Per factory management representation, the factory did not intentionally avoid undertaking the responsibilities to provide social insurance benefit to workers. Some workers had purchased rural pension and medical insurance and they were reluctant to attend social insurance, which was also confirmed through employees' interview. The factory did not collet employees' information of participation in rural pension and medical insurance. The factory had provide additional commercial accident insurance for all workers. (Validity period was one year from May 15, 2019 to May 14, 2020).
评估发现截至审核当天，工厂在最近1个月没有新入职的员工，有4名达到法定退休年龄的员工。工厂总共有546名员工，所以工厂应当为542名员工购买养老、失业、工伤、医疗和生育保险。此次审核查阅了2018年6月至2019年5月的社保缴费记录，根据2019年5月的缴费记录和社保网站显示，工厂没有给542名员工中的497名员工购买养老和工伤保险、没有给501名员工购买失业保险、没有给492名员工购买生育和保险医疗。参考法规:《中华人民共和国劳动法》第72和73条。备注:根据管理层访谈，工厂没有故意逃避给员工提供社会保险福利的责任，部分员工购买了农村养老和医疗保险，因此不愿意参加社会保险，这点亦通过员工访谈得到确认。工厂没有搜集员工参加农村养老和医疗保险的信息。工厂为所有员工购买了商业意外保险。(1年有效期从2019年5月15日至2020年5月14日)。

Remarks from Auditee:
None

Full Audit [Audit Id - 125408] Audit Date: 30/05/2018 PA Score: B Deadline date:30/11/2018

Good practices

Nil

Areas of improvement

The minimum wage in the factory was compliance with local government's minimum wage. The wages were paid in a timely manner. Social insurance was purchased for partial employees. No deduction was used as disciplinary practices. Legal minimum wage was RMB1350/ month (RMB7.76/ hour) before 1 July 2017 and RMB1500/ month (RMB8.62/ hour) since 1 July 2017. Payrolls of 20 workers from May 2017 to Apr 2018 were reviewed randomly. As shown in the payroll and verified through worker interviews, wage was calculated at hourly rate and OT remuneration was paid in cash at the end of next month. The minimum basic wage in the factory was RMB10.34/ hour (RMB1800/month).The auditee had issued the payment slip to workers for well understanding their detailed wages prior to the wage issued date. No disciplinary deduction was deducted from worker wages. However, gaps on social insurance had been identified in implementation:
工厂支付的最低工资满足当地政府的最低工资标准。工资及时发放。工厂为部分员工提供社会保险福利。未使用工资扣款最为纪律规定。当地最低工资标 准在2017年7月1日之前为1350元每月(7.76元每小时)，2017年7月1日之后为1500元每月(8.62元每小时)。工厂提供的2017年5月至2018年4月的工资记录中随机抽查了20人记录参考。工资记录显示及员工访谈确认工人报酬为计时工资，加班工资得到支付，工资于下月底现金发放。最低小时工资为10.34元(合每月1800元)。在审核期间，通过员工访谈和工人代表访谈，员工了解工资的的构成。被审核方提供了工资单给员工以便于员工更好的了解详细的工资。无纪律性扣款从员工工资中扣除。但发现工厂在社保方面和amfori BSCI要求有差距:

5.5 - Finding: The main auditee does not respect this principle because the factory didn't provide social insurance to all workers as per legal requirement. During the audit, there were 538 employees in the factory in total. However, based on social insurance receipt on Apr 2018 review, the factory provided retirement and injury insurance to 64 workers, maternity and medical insurance to 58 workers, unemployment insurance to 60 workers, and the factory provided business injury insurance to all workers.
被审核方未遵守该原则是因未给全体员工缴纳社保。审核期间，工厂共有538名员工。但根据2018年4月社保缴费凭证显示，工厂给64名员工提供了养老和工伤保险，给58名员工提供了生育和医疗保险，给60名员工提供了失业保险，工厂给所有员工提供 了商业意外险。

Remarks from Auditee

Nil

Performance Area 6 : Decent Working Hours

1- Followup Audit [Audit Id - 152468] Audit Date: 27/05/2019 PA Score: D Deadline date:30/11/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The auditee established the Workers Working Hour Management Procedure. Based on the workers working hours' management procedure review, the working hours management procedure defined that the workers regular working hours was 8 hours a day and 40 hours a week. The overtime-working hour's standard required the workers daily overtime-working hours were less than 3 hours and monthly overtime-working hours were less than 36 hours. Workers working hours recorded by IC cards attendance recording system, production workers excepted injection department arranged one shift only. The regular working schedule was one-shift for production workers excepted injection workers from 08:00 to 12:00, 13:30 to 17:30, for cookers from 06:00 to 10:00, 11:00 to 15:00 . Injection workers and safety guards worked in three shifts: 9:00-17:00, 17:00-01:00, 01:00-09:00. 15 sampled workers' working hours from June 1, 2018 to audit date had reviewed during the audit. The sampled working hours records indicated that workers maximum daily working hours were 2 hours and weekly overtime working hours were 16 hours. One day off in every seven days had guaranteed. During this follow up audit, 6.2 was not closed. Remark: The previous audit was carried out on 30-31 May 2018.
被审核方建立了员工工作时间管理程序。根据对员工工作时间管理程序的审阅，工作时间管理程序已经定义员工的正常工作时间为每日8小时每周40小时。加班工作时间标准要求员工的日加班少于3小时且月加班少于36小时。员工工作时间由IC卡考勤记录系统进行记录,生产员工除了注塑员工正常仅安排一个班次，正常工作时间安排为08：00至12：00，13:30至17:30，厨工工作时间为06：00至10：00，11:00至15:00。注塑和保安三班倒：9：00-17：00，17：00-01：00，01：00-09：00。15名抽样员工2018年6月1日至审核当日的考勤进行了查阅，抽样员工的工作时间记录显示员工的日加班为2小时周加班为16小时。每七天休息一天有保证。此次跟进审核，6.2未关闭。备注：上次审核在2018年05月30-31日进行。

6.2 - Auditor reviewed time records from June 1, 2018 to the audit day and noted that employees worked in excess of the statutory overtime hour limits (36 hours) in all months excepted February 2019 and the maximum monthly overtime hours was 74. Auditor selected 15 employees' time records respectively in March 2019, January 2019 and June 2018 as samples and the detailed overtime hours were as follow: 15 out of 15 sampled employees worked in excess of 36 overtime hours per month (i.e. 40 to 74 hours) in March 2019; 13 out of 15 sampled employees worked in excess of 36 overtime hours per month (i.e. 62 hours) in January 2019; 15 out of 15 sampled employees worked in excess of 36 overtime hours per month (i.e. 40 to 72 hours) in June 2018. Reference Law: PRC Labor Law Article 41. Remark: Till May 28, 2019, the total monthly overtime hours for all sampled employees in May 2019 ranged from 32 to 62 hours and in April 2019 ranged from 32 to 64 hours . The factory had established working hour policies and the factory management were aware of the local law requirements on overtime hours. However, the factory management did not strictly implement internal working hour policies and local law requirements to control overtime hours. For example, the factory did not regularly check employees' overtime hours, the factory did not establish working hour pre-warning mechanism, the factory did not develop feasible plans to gradually decrease working hours. Based on employees' interview, overtime work in the factory was voluntary and overtime wages were fully paid. Workers would like to work overtime to be paid more.
审核员查阅了自2018年6月1日至审核当天的工时记录，发现工厂所有月份的加班时间均超出了法律规定的上限36小时除了2019年2月，最多月加班为74小时。审核员抽取了15名员工在2019年3月，2019年1月和2018年6月的工时记录作为样本，发现具体的超时情况如下：15/15名员工在2019年3月的加班时间为40到74小时，超过每月加班时间不能超过36小时的法律规定；13/15名员工在2019年1月的加班时间为62小时，超过每月加班时间不能超过36小时的法律规定；15/15名员工在2018年6月的加班时间为40到72小时，超过每月加班时间不能超过36小时的法律规定。参考法规：《中华人民共和国劳动法》第41条。备注：截至到2019年5月28日，抽样人员在2019年5月的加班时间为32到62小时，在2019年4月的加班时间为32到64小时。工厂制定了工作时间的政策，工厂管理人员了解当地法律关于加班工时的规定，但是工厂没有严格依照内部的工时政策和当地法律的要求对加班时间进行管控。如：工厂没有定期检查员工的加班时间，没有建立工作时间的预警机制，没有制定可行的计划来逐渐缩减工作时间。基于员工访谈，加班自愿，加班费有足额支付。员工亦希望通过加班来获取更多的报酬。

Remarks from Auditee:
None

Full Audit [Audit Id - 125408] Audit Date: 30/05/2018 PA Score: D Deadline date:30/11/2018

Good practices

Nil

Areas of improvement

The procedure on working hours was established, but the factory did not have a effective management on overtime working hours arrangement. Max. 58 hours of working hours per week (including 40 hours of regular working hours and 18 hours of OT hours) and at least 1 day off after 6 days consecutive working days was guaranteed. Confirmed by workers interview, the overtime working was voluntary in the factory. IC card attendance system was used. Attendance records from May 2017 to audit date were available for review. Three shifts were available for injection workers: 9:00-17:00; 17:00-1:00; 1:00-9:00 and one shift was available for other workers: 08:00-12:00, 13:30-17:30 if necessary OT arranged from 18:30-20:30.However, gaps were identified during the implementation.
工厂建立了工作时间管理程序，但是未能实施有效的加班时间安排。周最高工作时间为58小时（包含40小时的正常工作时间和18小时的加班时间），确保 连续工作6天后会有至少1天的休息日。受访谈员工确认加班自愿。IC卡系统用来记录上下班时间。工厂提供了2017年5月至审核当天考勤记录参考，工厂注塑员工3个班次：9:00-17:00；17:00-1:00；1:00-9:00， 其他员工只有一个班次的工作安排如：08:00-12:00, 13:30-17:30，如果加班时间为18:30-20:30。然而，发现在实施中仍存在差距。

6.2 - Finding: The main auditee does not respect this principle because the monthly OT hours exceeded legal requirement. During the audit, the factory provided the attendance records from 1 May, 2017 to the audit date for review. The workers' overtime hours were 2 hours per day, 8 to 74 hours per month. The monthly overtime working hours of 17 out of 20 interviewed workers exceeded legal requirement per month except Feb 2018. The maximum was up to 74 hours happened in May 2017.
被审核方因员工月加班超过法规按要求而未遵守该原则。审核期间，工厂提供了员工从2017年5月1日至审核当天的考勤记录。根据记录显示，员工日加班为2小时，月加班为 8-74 小时，20名抽样员工中的17名员工的月加班超过法规要求除了2018年2月，最大月加班74小时，发生在2017年5月。

Remarks from Auditee

Nil

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 152468] Audit Date: 27/05/2019 PA Score: A Deadline date:31/07/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The factory had developed H&S policies. Mr. Jun Liu / Quality manager, was responsible for the factory's H&S affairs. The factory regularly provided safety trainings such as fire safety, chemical safety, electricity safety, first aid safety and etc. to workers. In the past 12 months, no work-related injury issues occurred in the factory. Sufficient first aid supplies and drinkable water were provided free of charge in workshops. Six qualified first aid personnel were available in workshops and the factory had signed medical agreement with local medical institution. The latest fire drill was conducted in March 2019 and both dormitory and production areas were included in the fire drill. Sufficient firefighting facilities such as fire extinguishers, fire hydrants, fire alarms, emergency lights, safety exits and etc. were installed in workshops and inspected regularly. Sufficient evacuation plans were posted and workers were aware of evacuation routes. Workers could remove themselves from imminent dangers without seeking permission, which was also confirmed by workers' interview. H&S committee was established in the factory and H&S meetings were conducted regularly. The latest H&S meeting was conducted in May 2019. The factory buildings were safe. Building safety documents and fire inspection documents were all provided for review. The factory provided free dormitory and canteen services to workers. The hygiene conditions in dormitory and canteen area were acceptable and sufficient firefighting facilities were also installed in dormitory and canteen areas. Remark: Till the audit day, the factory did not provide transportation services to workers. During this follow up audit, 7.3 was not closed and moved to 7.1, 7.6 was closed (The factory provided properly PPE for all employees, such as dust proof mask for mixing workers and gas mask for printing workers), 7.7 was closed (The factory had provided safety label and secondary containers for chemicals used and stored in the factory. And installed the anti-explosion lamp for spraying platform.), 7.13 was closed (All electric boxes were installed with internal cover in the factory.), 7.21 and 7.22 were new fingdings.
工厂制定了健康安全的政策，工厂的质量经理刘军先生负责工厂的健康安全事宜。工厂定期给员工提供安全培训如消防安全、化学品安全、用电安全、急救安全等。工厂在过去12个月内没有发生工伤事故，车间免费提供了充足的急救药品和饮用水。车间内有6名合格的急救人员，且工厂与当地的医疗机构签署了医疗协议。工厂最近一次消防演习于2019年3月进行，演习覆盖了生产和生活区域。车间内消防设施如灭火器、消防栓、警铃、应急灯、安全出口标等已安装并定期检查。逃生平面图有充分张贴，员工清楚逃生路线。工人有权在遇到危险时可以不经许可先逃离危险，这些通过员工访谈有确认。健康安全委员会有成立，健康安全会议亦定期进行，最近一次的健康安全会议于2019年5月进行。工厂的建筑是安全的，建筑安全文件和消防验收文件均有提供查阅。工厂免费提供了免费的宿舍服务和食堂服务给工人。宿舍和用餐区域的卫生条件良好，且宿舍区域和餐厅区域均配备了充足的消防设备。备注：截至审核当天，工厂没有提供交通服务给员工。此次跟进审核，7.3未关闭且移到7.1，7.6关闭（工厂免费为所有员工提供合格的劳保用品，如拌料员工的防尘口罩和印刷员工的防毒口罩），7.7关闭（工厂为所有使用和储存的化学品提供了安全标签和二次容器且为喷漆台安装了防爆灯。），7.13关闭（工厂所有的电箱均配有绝缘内盖），7.21和7.22是新问题点。

7.1 - It was noted that workers in the printing and spraying area were usually in contact with some chemicals such as ink and etc., which may have negative impact on employees' health. However, the factory did not provide pre-job, on-service and post-service occupational health checks to workers in the area. Reference Law: Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases.
评估发现工厂印刷喷油区域的员工会经常接触到一些化学品，比如油墨等，可能对员工的身体产生负面影响。但是工厂没有给在该区域工作的员工提供上岗前、岗中和离岗时的职业病体检。参考法规：《中华人民共和国职业病防治法》第35条

7.21 - It was noted that the factory did not retain food samples in kitchen area for 48 hours. Reference Law: Article 35 of Operating Specifications on Food Safety in Catering Services .
评估发现工厂没有将厨房的食品留样48小时。参考法规：《餐饮服务食品安全操作规范》第35条。

7.22 - It was noted the factory was not provide soaps in the toilets.
现场审核发现工厂的厕所没有提供清洁手的用品。

Remarks from Auditee:
None

Full Audit [Audit Id - 125408] Audit Date: 30/05/2018 PA Score: A Deadline date:30/11/2018

Good practices

Nil

Areas of improvement

The auditee established proper health and safety procedure. The recent health and safety training was conducted in May 2018 for workers. The buildings fire safety certificate and builidngs contruction safety certificates were available for review. Emergency lights and exit signs were installed properly and inspected monthly. Adequate fire extinguishers were installed in the factory, and which were inspected every month. Fire drills were conducted twice per year (Nov 2017 and May 2018). 4 elevators were inspected according to legal requirement on Aug 2017. The factory provided free dormitory and canteen to workers. No transportation was provided to workers.However, gaps had identified in implementation.
被审核方建立了适当的健康安全的政策和管理程序，最近的安全健康培训月2018年5月举行。建筑消防验收报告和竣工验收报告提供参考。应急灯和出口指示标识进行了正确的安装，并每月进行检查。配置了足够的灭火器材，并每月检查。消防演习每年举行2次（2017年11月和2018年5月）。4部电梯于2017年8月根据法律要求进行了年度检测。工厂给员工提供了免费的宿舍和食堂。工厂未提供交通工具给工人。然而，在实施中仍存在差距。

7.3 - Finding: The main auditee partially respects this principle because the factory only provided occupational health examination summary report for review and did not provide personal report for review during the audit. Although the factory conducted risk assessment for workshop.
被审核方部分遵守该原则是因工厂提供了职业健康体检汇总报告，但未提供职业健康体检个体报告进行查看。工厂有对车间进行风险评估。

7.6 - Finding: The main auditee partially respects this principle because the factory provided common mask instead of dust proof mask to mixing worker, and the factory provided improper gas mask to printing workers, although the factory established PPE management procedure, and provided relevant training to workers.
被审核方部分遵守原则因工厂虽建立了劳保用品管理规定，给员工提供相关的培训，但工厂提供普通口罩代替防尘口罩给拌料员工，提供给印刷员工的防毒面罩不合格。

7.7 - Finding: The main auditee partially respects this principle because the factory didn't manage the chemical adequately, although the factory established chemical management procedure, and provided relevant training to workers, including: 1. No secondary containments were available for 10% chemicals used in printing workshop, such as printing ink. 2. No safety labels were available for 30% chemicals stored in warehouse, such as cyclohexanone. 3. No anti-explosion lamp was available for spraying platform.
被审核方部分遵守原则因工厂虽建立了化学品管理规定，且给员工提供了相关的培训，但对化学品管理不到位。包含：1. 印刷车间10%化学品无二次容器，比如油墨。2. 仓库存放的30%化学品无安全标签，比如环己酮。3. 喷漆台未安装防爆灯。

7.13 - Finding: The main auditee partially respects this principle because the factory established the management procedure on electricity safety and appointed a qualified electrician to maintain the facilities, all electric wires were insulated and safety. But no internal cover was available for 30% electrical facilities, such as 3 electrical facilities in injection workshop at 1F.
被审核方部分遵守该原则是因工厂虽然建立用电安全管理程序，且由一名有资质的电工负责电气设施的维护,所有电线都是绝缘的，安全的，但是车间的30%电箱无内盖，比如1楼注塑车间的3个电箱。

7.23 - NA. The factory didn't provide transportation to workers.
不适用。工厂未提供交通工具给员工。

Remarks from Auditee

Nil

Performance Area 8 : No Child Labour

1- Followup Audit [Audit Id - 152468] Audit Date: 27/05/2019 PA Score: A	Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

NOT RATED
未评估

Remarks from Auditee:

Full Audit [Audit Id - 125408] Audit Date: 30/05/2018 PA Score: A	Deadline date:

Good practices

Nil

Areas of improvement

No visible underage workers were observed during the site observation. The recruitment policy and procedure had clearly defined that the auditee prohibited employing the child labor who under 16 years old. The recruitment staff was required to check the original ID card to check if the candidate was the child labor. The auditee had established the child labor remediation procedure in the event of employed the child labor mistakenly. According to reviewing the workers' roster, workers' personnel files, labor contracts and site observation, no child labor was identified by the auditee.
在现场审核期间未发现明显的低于法定年龄的员工。招聘政策和程序明确规定被审核方禁止雇用16岁以下的童工，招聘人员要求身份证原件进行检查，检查面试人员是否是童工。被审核方建立了童工补救程序以应对如果误雇佣童工。根据审查工人名册、员工人事档案、劳动合同和现场观察，被审核方内未发现有存在童工。

Remarks from Auditee

Nil

Performance Area 9 : Special protection for young workers

1- Followup Audit [Audit Id - 152468] Audit Date: 27/05/2019 PA Score: A Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

NOT RATED
未评估

Remarks from Auditee:

Full Audit [Audit Id - 125408] Audit Date: 30/05/2018 PA Score: A Deadline date:

Good practices

Nil

Areas of improvement

The factory establishes young worker protecting procedure to protect young workers not to work at night and against conditions of work which are prejudicial to their health, safety, morals and development. The factory also conducts risk assessment to prevent, identify and mitigate harm to young workers. Based on workers interview, relevant trainings are provided to workers and no young worker is employed by the factory.
工厂建立了保护未成年工人的程序，用以保护未成年工人的身心健康，包含不能安排未成年工人在夜班和对其身心健康有影响的环境下工作。工厂还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。根据员工访谈，工厂给员工提供了相关的培训，厂内未雇佣未满18周岁的未成年工人。

9.2 - NA. No young worker was worked in the factory.
不适用。工厂内无未成年工。

9.3 - NA. No young worke was worked in the factory.
不适用。工厂内无未成年工。

9.4 - NA. No young worker was worked in the factory.
不适用。工厂内无未成年工。

9.5 - NA. No young worker was worked in the factory.
不适用。工厂内无未成年工。

9.6 - NA. No young worker was worked in the factory.
不适用。工厂内无未成年工。

Remarks from Auditee

Nil

Performance Area 10 : No Precarious Employment

1- Followup Audit [Audit Id - 152468] Audit Date: 27/05/2019 PA Score: A Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

NOT RATED
未评估

Remarks from Auditee:

Full Audit [Audit Id - 125408] Audit Date: 30/05/2018 PA Score: A Deadline date:

Good practices

Nil

Areas of improvement

The overall observation shows the auditee fulfils the requirement of performance area 10. Labor contracts are all concluded between the factory and workers. The contracts statement include the description of working hours, training, rest time and leave etc. which were in accordance with legal requirement and ILO. Meanwhile, the factory provides 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.
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，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，工厂无不符合法规的用工形式存在。

Remarks from Auditee

Nil

Performance Area 11 : No Bonded Labour

1- Followup Audit [Audit Id - 152468] Audit Date: 27/05/2019 PA Score: A Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

NOT RATED
未评估

Remarks from Auditee:

Full Audit [Audit Id - 125408] Audit Date: 30/05/2018 PA Score: A Deadline date:

Good practices

Nil

Areas of improvement

The factory has a policy which prohibits forced labour. The employee handbook is given to all workers stated that workers could resign after prior written notice, and they would be given their full wages on their last day of work. The handbook also states that the workers are free to leave the workplace outside of their working hours. Disciplinary procedure for workers' misbehaviour is available in the factory, which includes oral warning, written warning and finally termination. There is an internal process for grievance, where workers could report any grievances (harassment, bullying, discrimination etc.) to management, without any reprisal for the worker in question. Based on workers interview, relevant trainings are provided to workers and no case on forced labour or illegal punishment is found the factory.
工厂建立了禁止强迫劳动的程序文件，并在员工手册中规定，工人提前通知相关部门后即可离职，并且能在离职的最后一日获得当月工资。同时手册还规定工人可以在工作结束后自由离开工作地点而不受任何约束。工厂建立了惩戒性措施，包含口头警告，书面警告以及终止合同。同时，工人可通过内部的申诉系统，将所遇到的骚扰，歧视或不正当的惩戒向管理层反馈，并且工厂保证员工的举报行为不受任何报复的风险。根据员工访谈，工人获得了相关的培训，并且工厂内未发现强迫劳动或不合理的惩戒情况发生。

Remarks from Auditee

Nil

Performance Area 12 : Protection of the Environment

1- Followup Audit [Audit Id - 152468] Audit Date: 27/05/2019 PA Score: A — Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The auditee has established the environmental protection management procedure. Waste Disposing Management Procedure was established. The facility established regulations to define to reduce the resource on water and electric using. Environment policy and environment targets were established. There was no waste found to be dumped in natural environments, or burned on open fires. The auditee obtained the environment impact assessment report form and the approval in 2006 and obtained the completion of environmental protection acceptance for construction project and its approval in August 2008. The auditee obtained the pollution discharge permit (No.: 350581-2016-000064) on 23 June 2016. Printing and soldering generated waste gas and injection generated noise. Not generated waste water. The household waste water was discharged to the local municipal sewage pipe network. During this follow up audit, 12.2 was closed (The factory had conducted regular monitoring on waste noise, gas and water on December 13, 2018 and the results were qualified.).
被审核方建立了环境保护管理程序。废弃物处理程序已经建立。工厂建立了节约用水以及节约用电的管理规定。工厂建立了环境方针和目标。评估中未发现企业直接清倒废物或焚烧废物。被审核方于2006年获得了环境影响评估报告表和其批复，且于2008年8月获得建设项目竣工环保验收及其批复，于2016年6月23日获取了排污许可证(编号:350581-2016-000064)。印刷和焊锡产生废气，注塑产生噪声，无废水产生。生活废水排放至当地市政污水管网。此次跟进审核，12.2关闭(工厂于2018年12 月13日对厂界噪音,废气和废水进行监测，监测结果合格)。

Remarks from Auditee:

Full Audit [Audit Id - 125408] Audit Date: 30/05/2018 PA Score: A — Deadline date:30/11/2018

Good practices

Nil

Areas of improvement

Environmental protection management procedure had been established by the auditee. The auditee retained the Environmental Impact Assessment Report and approved by local environmental bureau. The auditee collected and updated the relevant environmental law and regulation regularly to ensure the production activities had met the environment protection requirements. No industry wastewater generated during the production process. The waste living water discharged to the local municipal sewage pipe network. The general production waste discharged by the local environment station. The hazardous waste was transfered to qualified vendor to dispose. However, gaps had been identified in implementation:
被审核方建立了环境保护相关管理制度以及供应商环境保护管理制度。被审核方获得了环境影响报告并获得批复。被审核方定期地收集和更新相关的环境法律法规以确保其生产活动符合法规要求。生产过程中不产生工业废水。生活废水排放至当地市政污水管网。普通废弃物则由当地环卫站处理。工厂将危废转移给有资质的单位处理。不过，工厂在以下方面和BSCI要求尚有差距：

12.2 - Finding: The main auditee partially respects this principle because the factory did not conduct regular monitoring on waste noise, gas and water. Although the factory collected the Environment law.
被审核方部分遵守该原则因工厂未定期对厂界噪音,废气和废水进行监控。虽然工厂收集了环境的法律法规。

Remarks from Auditee

Nil

Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 152468] Audit Date: 27/05/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: NOT RATED 未评估	
Remarks from Auditee:	

Full Audit [Audit Id - 125408] Audit Date: 30/05/2018 PA Score: A Deadline date:

Good practices Nil
Areas of improvement The Business Ethics policy that publicly condemns corruption, extortion and bribery as unacceptable unethical behaviors perpetrated in its business and sphere of influence was established in the auditee. The auditee had required keeping accurate information regarding its own activities structure and performance, which included that all documents/records (business licenses, personnel files, time records, payroll records, etc.), were required accurately and no falsifying information was permitted in their supply chain. The personal information had been protected in accordance with privacy and information security policy. The privacy information regarding workers and clients were protected by different responsible person. For example: workers privacy information was protected by H.R. staffs and clients privacy information protected by sales. 被审核方建立商业道德政策包括公开谴责腐败、在其业务和影响范围内的勒索和贿赂是不可接受的和不道德的行为。被审核方已经要求针对自身活动架构内和表现应保留准确的信息，包括营业执照、个人资料、工作时间记录，工资记录等都要求要准确且在其供应链中虚假信息也是不被允许的。个人信息依据隐私和信息安全政策进行了保护。针对员工和客户的个人隐私有不同的责任人符合保护。例如：由人事负责员工的个人隐私的保管和业务负责客户信息的保管。
Remarks from Auditee Nil

Summary

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	27/05/2019	152468	D	A	A	A	B	D	A	A	A	A	A	A	A	C
Full Audit	30/05/2018	125408	D	A	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos

External photo(s) of the production unit(s)
Address plate.JPG

Photo of fire safety equipment
Fire hydrant .JPG

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


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

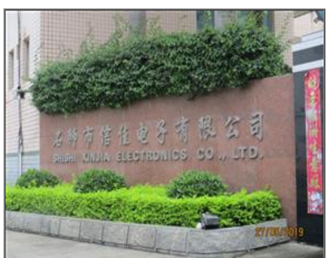

Photo of fire safety equipment
Fire hydrant testing.JPG

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

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

Photo of non-conformity
Finding 5.5 No five kinds of social insurance for all workers.JPG

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



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

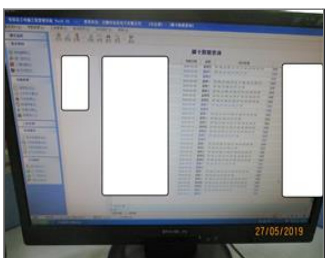


Photo of non-conformity
Finding 6.2 Overtime working hours exceed 36 hours per month.JPG

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

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

Photo of non-conformity
Finding 7.22 There was no clean supplies (such as hand washing liquid etc)in the toilets.JPG

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

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

Photo of the canteen (if applicable)
Canteen.JPG


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

Photo first aid facilities
Eye wash equipment.JPG


Photo of the canteen (if applicable)
Kitchen .JPG

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


Photo first aid facilities
First aid kit.JPG

Photo of the code of conduct on display
amfori BSCI code and poster.JPG


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

Photo of chemical storage room (if applicable)
Chemical warehouse.JPG

Photo of the dormitories (if applicable)
Bedroom.JPG

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


Photo of fire safety equipment
Evacuation plan.JPG


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


Photo of the personal protection equipments (if applicable)
Risk inform.JPG


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


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


Photo of the sanitary facilities
Drink water.JPG


Photo of fire safety equipment
Fire alarm.JPG


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


Photo of the sanitary facilities
Toilets.JPG


Photo of fire safety equipment
Fire extinguishers.JPG


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