
Auditee :	Shaoxing Shangyu Oulin Light Electrical Appliance Co., Ltd.
Audit Date From :	11/04/2019
Audit Date To :	11/04/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	BureauVeritas
Auditor's Name(s) :	Vivian Yu(Lead)
Auditing Branch (if applicable) :	



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Rating Definitions



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

Main Auditee Information



Name of producer :	Shaoxing Shangyu Oulin Light Electrical Appliance Co., Ltd.		
DBID number :	339911		
Audit ID :	148224		
Address :	Ludong Industrial Zone, Baiguan Street, Shangyu District, Shaoxing City Shaoxing		
Province :	Zhejiang	Country :	China
Management Representative :	Ms. Lijun Yan, Financial Assistant		
Contact person:	Lijun Yan	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Electrical supplies
Product Type :	Lightings		

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 <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 :	B
Need of follow-up :	If YES, by :

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
B	B	A	B	A	C	A	A	A	A	A	A	A

Executive summary of audit report

Factory name: Shaoxing Shangyu Oulin Light Electrical Appliance Co., Ltd. 绍兴市上虞欧林照明电器有限公司
 Factory address: Ludong Industrial Zone, Baiguan Street, Shangyu District, Shaoxing City, Zhejiang Province and China 中国浙江省绍兴市上虞区百官街道 路东工业区
 Business license number: 913306046970114621

The factory was established on November 6, 2009 and specialized in the manufacture of lightings. The main production activities in the factory included assembly and packing.

The factory was consisted of 2 rooms of the 1st floor, the east side of the 2nd and the 3rd of one 3-storey building used as office, the 2nd floor of one 2-storey building used as production workshop and the 1st floor and the 2nd floor of one 4-storey building used as warehouse. The audited factory rents the production area, offices and warehouse from Shangxing Shangyu Kangfa family property Manufacturing Co., Ltd which was the landlord. The rental agreement and business license were provided for review. There are 4 buildings in the compound, the other areas were used by other factories which was independent companies with the separated business licenses, management system and employees. Through workers' interview and management's interview and onsite tour, the management and workers claimed that the factory was operated with independent management, so that they were not including in this audit. The working environment was clean, organized, well lit and ventilated.

There were totally 48 employees in the factory, including 16 non-production employees and 32 production employees. There were 12 male employees and 36 female employees. The youngest employee working in the factory was 23 years old. Per factory management, the peak season was not obvious. Their capacity was 80,000 sets per month. Production workers' working hours were recorded by biometric attendance machine with detailed time in and time out information. There was only one shift for employees in the factory, 8:00 to 17:00 with a lunch break from 11:30 to 12:30. Production workers were paid at hourly rate on the 15th of the following month by cash.

According to the payroll and attendance records of 5 sample employees from February 2019, 5 sample employees from December 2018 and 5 sample employees from June 2018, and attendance records of 5 sample employees from March 2019, it was noted that the regular wage of all 15 sample employees in June 2018, December 2018 and February 2019 was RMB 11.49 per hour, which was not less than the local minimum wage RMB 1800 per month or RMB 10.34 per hour since December 1, 2017. All sample employees were paid 150%, 200% and 300% of regular wages for their work on weekdays, rest days and statutory holidays respectively, which was not less than the statutory requirement. And the sample employees' maximum over time hours was 2 hours a weekday, 8 hours a rest day, 0 hour a holiday, 12 hours a week and 32 hours a month in the testing months. The maximal weekly working hours were 52 hours. The longest consecutively working days was 6 days in the testing periods.

According to the social insurance payment receipt provided by factory management, only 27 out of 42 employees (64.3%) were provided with pension, medical, unemployment, maternity and accident insurance and 42 out of 42 employees (100%) were provided with pension, medical, unemployment, maternity and accident insurance in February 2019. In addition, the factory purchased the commercial insurance for 6 new-hired employees since March 2019 valid from April 2, 2018 to April 1, 2019.

The attendance records were cross-checked against production records and confidential interviews were conducted with 5 employees from different departments. No inconsistencies regarding working hours were found.

At the end of the audit, a closing meeting was held with the factory representatives. All of the findings were disclosed and discussed and a corrective action plan was explained to the factory representatives Ms. Lijun Yan, Financial Assistant agreed with the findings and signed the corrective action plan.

Remark:

1. There was no contractor used by the auditee, which makes the contractor license/permit not applicable.
2. There was no agency used by the auditee, which makes the agency labour contract not applicable.
3. The Government waivers were not applicable in the auditee.

4. The Collective bargaining agreements were not applicable in the auditee.
5. APSCA Auditor Number: 21701170

Opening meeting factory representatives (name and titles)

Ms. Caifen Chen, General Manager
Ms. Lijun Yan, Financial Assistant
Mr. Zhongyang Gu, Factory Director
Mr. Chunhui Cao, Vice General Manager
Ms. Jinxiu Fu, Worker Representative

Ratings Summary



Auditee's background information			
Auditee's name :	Shaoxing Shangyu Oulin Light Electrical Appliance Co., Ltd.	Legal status :	Limited Company
Local Name :	绍兴市上虞欧林照明电器有限公司 (913306046970114621)	Year in which the auditee was founded :	2009
Address :	Ludong Industrial Zone, Baiguan Street, Shangyu District, Shaoxing City	Contact person (please select) :	Lijun Yan
Province :	Zhejiang	Contact's Email :	saly@oulin-light.com
City :	Shaoxing	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	Nil
Country :	China	Website of auditee (if applicable) :	N/A
GPS coordinates :	Longitude: East 120°54'15", Latitude: North 30°1'20"	Total turnover (in Euros) :	3958000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	0.00
If other, please specify :		Production volume :	80,000 sets per month
Product Group :	Electrical supplies	Production cost calculation :	No
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Lightings		

Auditee's employment structure at the time of the audit			
Total number of workers :	48	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	12	36	
Temporary workers	0	0	
In management positions	6	10	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	6	22	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	12	36	
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 - 148224] Audit Date: 11/04/2019 PA Score: B

Deadline date:31/05/2019

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee partially respected the requirement of this performance area. The auditee established an effective management to implement the BSCI Code of Conduct, and appointed a senior manager to ensure that the BSCI values and principles were followed in a satisfactory manner. Furthermore, the auditee established the policy of selection of business partners. However, they had not assessed production capacity.

整体观察表明,受审核方部分尊重这个执行领域的要求。被审核方已经建立了执行BSCI行为守则的有效管理体系,并委派了高级经理以确保其充分遵循BSCI价值和原则要求,同时被审核方建立了商业伙伴挑选程序。但是,还未进行生产能力评估。

- 1.4 -** It was noted that the factory had already established the production capacity assessment procedure, but they had not assessed production capacity to ensure overtime hours always in compliance with legal requirement. In accordance with Performance Area 1: Social Management System and Cascade Effect 1.4 Factory management agreed with the issue and would take corrective action as soon as possible.
工厂建立生产能力评估程序,但没进行生产能力评估来确保加班时间始终符合法规要求。根据执行领域1:社会管理体系和级联效应-1.4 工厂同意该问题并表示尽快改善。

Remarks from Auditee:

None

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 148224] Audit Date: 11/04/2019 PA Score: B

Deadline date:20/05/3019

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee partially respected the requirement of this performance area. BSCI COC was posted onsite and the training was provided for all employees. The auditee established procedure to involve and exchange information on workplace issues with workers and their representatives; provided the commitment that they would implement the social responsibility according to the local law and BSCI Code of Conduct. There were communication about requirements of social responsibility between the management and workers, But some workers did not know the requirements of social responsibility or the BSCI Code. And grievance mechanism was not including all interested parties.

整体观察表明,受审核方部分尊重这个执行领域的要求。被审核方在现场张贴了BSCI行为准则并为所有员工提供了BSCI培训。被审核方已经建立了程序让工人及其代表参加并交流关于工作场所问题的信息以及承诺执行社会责任,工厂管理层已经与员工之间关于社会责任的沟通,但工人知道社会责任的要求和BSCI的要求。且被审核方建立的申诉机制没有包含所有利益相关方。

- 2.4 -** It was noted that the factory provided the records of communication about requirements of social responsibility between the management and workers. However, all interviewed workers did not know the requirements of social responsibility or the BSCI Code. This violated Performance Area 2: Workers Involvement and Protection 2.4 Factory management agreed with the issue and would take corrective action as soon as possible.
工厂有提供进行管理层与员工之间关于社会责任的沟通的记录,但是访谈员工并不知道社会责任的要求和BSCI的要求。根据执行领域2:工人参与和保护-2.4 工厂同意该问题并表示尽快改善。
- 2.5 -** It was noted that the established grievance mechanism was not including all interested parties, only for internal part. In accordance with Performance Area 2: Workers Involvement and Protection 2.5. Factory management agreed with the issue and would take corrective action as soon as possible.
工厂建立的申诉机制没有包含所有利益相关方,只是对工厂内部适用。根据执行领域2:工人参与和保护-2.5 工厂同意该问题并表示尽快改善。

Remarks from Auditee:

None

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 148224] Audit Date: 11/04/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee fully respected the requirement of this performance area. The auditee established procedure to respects the right of workers to form unions in a free and democratic way. Workers representatives were elected and meetings were held regularly. Also, the auditee encouraged to enforce the communication between worker representative and workers. Workers can interact with the worker representatives without interruption. All employees are not discriminated whether they are worker representatives or not. 整体观察表明,受审核方完全尊重这个执行领域的要求。被审核方已经建立了程序尊重工人以自由和民主的方式组建联盟的权利。被审核方选举了员工代表,并且定期召开员工代表会议。被审核方还鼓励员工代表多与员工沟通。员工可以不受干扰的和员工代表进行交流。此外所有员工无论他们是否是员工代表都不会受到歧视。	
Remarks from Auditee: None	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 148224] Audit Date: 11/04/2019 PA Score: B	Deadline date:10/05/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee partially respected the requirement of this performance area. The auditee established related non-discrimination policy and effectively cascade to all employees. All interviewed workers are free from discrimination, the auditee would not conduct discriminate pregnancy testing for workers, or assort the worker by its race, age, gender, skin. Workers felt free to use the grievance mechanism without fear of reprisal. 整体观察表明,受审核方部分尊重这个执行领域的要求。受审核方建立了明确的反歧视政策并且清楚地通过培训,员工手册告知员工。员工访谈没有汇报歧视方面问题,工厂也没有要求员工验孕,也不会根据员工种族,年龄,性别,肤色来分类。员工可在不担心报复的情况下自如地使用申诉机制。 4.3 - The factory did not provide record of consulting workers and their representative when drafting discipline measure. This violated Performance Area 4: No Discrimination 4.3 Factory management agreed with the issue and would take corrective action as soon as possible. 审核发现工厂没有提供记录证明制定纪律惩戒措施时咨询员工及员工代表的意见。根据执行领域4:不歧视-4.3 工厂同意该问题并表示尽快改善。	
Remarks from Auditee: None	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 148224] Audit Date: 11/04/2019 PA Score: A	Deadline date:20/05/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee partially respected the requirement of this performance area. The auditee complied with local minimum wage requirement to pay normal wage to employees, and the wages were issued in a timely manner, regularly and fully. No disciplinary deduction is made. But some employees were not provided with social insurance. 整体观察表明,受审核方部分尊重这个执行领域的要求。被审核方遵循当地最低工资标准为员工支付正常工资,且会将工资按时,定期并全额支付给员工。没有任何纪律性罚款出现。但不是所有员工都被提供了社会保险。 5.5 - According to the social insurance payment receipt provided by factory management, only 27 out of 42 employees (64.3%) were provided with pension, medical, unemployment, maternity and accident insurance and 42 out of 42 employees (100%) were provided with pension, medical, unemployment, maternity and accident insurance in February 2019. In addition, the factory purchased the commercial insurance for 6 new-hired employees since March 2019 valid from April 2, 2018 to April 1, 2019. In accordance with Article 73 of the Labor Law of the People's Republic of China. According to factory management, they did not provide social insurance to all employees because some employees were unwilling to participate in the social insurance program. Factory management agreed with the issue and would take corrective action as soon as possible. 工厂的社会保险覆盖不足。根据厂方提供的2019年2月社会保险缴费单据显示工厂仅为42名员工中的27名员工(64.3%)提供养老,医疗,失业,生育和工伤保险,为42名员工中的42名员工(100%)提供养老,医疗,失业,生育和工伤保险。另外,工厂为2019年3月以后的6名新进员工购买了商业工伤保险,有效期限为2019年4月2日至2020年4月1日。根据《中华人民共和国劳动法》第73条。根据工厂管理层访谈,社保覆盖不足是由于部分员工不愿意缴纳社保。根据员工访谈,员工自愿交纳社保。工厂同意该问题并表示尽快改善。	
Remarks from Auditee: None	

Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 148224] Audit Date: 11/04/2019 PA Score: C	Deadline date:10/06/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee partially respected the requirement of this performance area. The auditee complied with local requirement of the normal working hours of 40 hours per week, and all employees had at least one day rest per 7 days. Though overtime hours were conducted by the employees, they did not look tired. No employees got injured in the past 12 months, as per provided injury records. No force labor was detected and all overtime hours were conducted voluntarily, as per interviewees. No homeworkers were detected. The maximum overtime in the factory was 36 hours per month and the factory had already established the production capacity assessment procedure, but they had not assessed production capacity.</p> <p>整体观察表明,受审核方部分尊重这个执行领域的要求。被审核方遵循员工每周正常工作时间为40小时,每七天均至少有一天休息。尽管员工有加班,员工并未在工作时间看起来疲劳。工伤记录显示近12个月以来未由于加班导致工伤,员工访谈中表示工厂没有强迫劳动,所有加班时间都是自愿的。未发现家庭代工。工厂最大月加班为36小时并建立生产能力评估程序,但没进行生产能力评估。</p> <p>6.2 - It was noted that the maximum overtime in the factory was 36 hours per month and the factory had already established the production capacity assessment procedure, but they had not assessed production capacity. This violated Performance Area 1: Social Management System and Cascade Effect 1.4 Factory management agreed with the issue and would take corrective action as soon as possible. 工厂最大月加班为36小时并建立生产能力评估程序,但没进行生产能力评估。根据执行领域1:社会管理体系和级联效应-1.4 工厂同意该问题并表示尽快改善。</p>	
Remarks from Auditee: None	
Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 148224] Audit Date: 11/04/2019 PA Score: A	Deadline date:25/05/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee partially respected the requirement of this performance area. The auditee basically complied with occupational health and safety (OHS) regulations. The auditee established fire safety policy, the emergency evacuation plan, and also regularly carried out risk assessment for safe, healthy and hygienic working condition. The auditee provided PPE to employees, and regularly conducted fire drills for employees. Further, the auditee provided safety training to employees. Besides, employees can get access to clean drinkable water. As no transportation was provided to employees and the employees went home by themselves. However, some health and safety issues were noted onsite.</p> <p>整体观察表明,受审核方部分尊重这个执行领域的要求。被审核方基本遵守了适合其业务活动的职业健康与安全法规。被审核方建立了消防程序文件,应急预案等,并定期执行了有关安全、健康和卫生工作条件的风险评估,为员工提供了足够的劳保用品,定期组织员工进行消防演习,对员工进行安全培训等。员工在工厂工作期间可以喝到干净的饮用水。工厂没有为员工提供交通工具,员工自己回家。但被审核方现场仍然有一些健康安全问题的点。</p> <p>7.3 - It was noted that the risk assessment for safe, healthy and hygienic working conditions was not conducted sufficiently. The risk assessment did not include regular monitoring and testing. In accordance with the requirement of Performance Area 7.3, the auditee shall regularly carry out risk assessments for safe, healthy and hygienic working conditions. The risk assessment included workshop, warehouses, processes, machines, etc. Factory management agreed with the issue and would take corrective action as soon as possible. 工厂为车间岗位进行风险评估不充分。风险评估没有包括定期监控和检测。根据执行领域7.3,被审核方(生产商)应定期执行安全、健康和卫生工作条件的风险评估。工厂风险评估包含了车间,仓库,工序,机器设备等。工厂同意该问题并表示尽快改善。</p> <p>7.4 - The factory did not provide the EHS committee election records. Employees in the factory workshops did not participate in suggesting and making factory OHS policies. This violated Performance Area 7: Occupational Health and Safety 7.4 Factory management agreed with the issue and would take corrective action as soon as possible. 审核员发现工厂没有提供健康安全委员会的选举记录。工人没有参与建议和制定工厂相关的OHS政策。根据执行领域7:职业健康和安全-7.4 工厂同意该问题并表示尽快改善。</p> <p>7.8 - There was no accident and emergency procedure posted onsite although this document had been established. In accordance with Performance Area 7: Occupational Health and Safety-7.8 Factory management agreed with the issue and would take corrective action as soon as possible. 尽管工厂已制定了意外及应急预案,但生产现场未张贴。根据执行领域7:职业健康与安全-7.8 工厂同意该问题并表示尽快改善。</p> <p>7.9 - It was noted that the auditee did not post warning sign on water dispenser to avoid scald happening. In accordance with Performance Area 7: Occupational Health and Safety-7.9 Factory management agreed with the issue and would take corrective action as soon as possible. 审核发现车间饮水机处未张贴防止烫伤标识。根据执行领域7:职业健康与安全-7.9 工厂同意该问题并表示尽快改善。</p> <p>7.13 - It was noted that no warning sign was marked on 1 electric box in the assembly workshop. In accordance with Article 2-7 of Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008. The factory had posted warning signs on all electricity connection boxes in the workshops and warehouses. The workshop director conducted electrical equipment safety check every month. Factory management agreed with the issue and would take corrective action as soon as possible. 工厂组装车间1个电箱没有张贴警告标志。根据《安全标志及使用导则(GB 2894-2008)》警示标志2-7。工厂为车间和仓库的配电箱张贴了警示标志。工厂车间主任对电器安全按进行每月检查。工厂同意该问题并表示尽快改善。</p> <p>7.25 - It was noted that there was hygrothermograph installed in production workshop, but no record was available. In accordance with Performance Area 7: Occupational Health and Safety-7.25 The workers' environmental comfort level could not be protected. Factory management agreed with the issue and would take corrective action as soon as possible. 工厂生产车间有配备温湿度计,但是没有相关的记录。根据执行领域7:职业健康与安全-7.25 员工的环境舒适度没有得到保障。工厂同意该问题并表示尽快改善。</p>	
Remarks from Auditee: None	

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 148224] Audit Date: 11/04/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee fully respected the requirement of this performance area. The auditee established its child labor forbidden policy. It was noted that the HR related officer had to check the ID and age during the hiring process. Through management interview, worker representative interview and employee interview, all knew the child labor forbidden policy and confirmed no child labor in the factory. 整体观察表明, 受审核方完全尊重这个执行领域的要求。受审核方建立了禁止童工政策。负责招聘的相关HR人员知道他们必须严格核实新进员工的年龄。员工面谈, 员工代表面谈和管理层面谈都证实清楚的知晓禁止童工政策并且确定工厂没有童工。	
Remarks from Auditee: None	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 148224] Audit Date: 11/04/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee fully respected the requirement of this performance area. The auditee had established related policies to ensure young workers' working time and not to contact with hazardous materials. There was no young worker hired. 整体观察表明, 受审核方完全尊重这个执行领域的要求。受审核方建立了完整的未成年工保护政策, 包括工作时间和禁止未成年工接触有毒化学品等等。受审核方没有未成年工。	
Remarks from Auditee: None	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 148224] Audit Date: 11/04/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee fully respected the requirement of this performance area. The auditee had established clear recruit policies to respect local law requirements. Confirmed through employee and employee representative interview, they needed to sign standard labor contracts with factory and they kept one labor contract. Also they ensure the employment relationship do not cause insecurity and social or economic vulnerability of workers. 整体观察表明, 受审核方完全尊重这个执行领域的要求。受审核方建立了清楚地招聘程序来遵守当地的法规要求。通过员工和员工代表面谈, 确认所有员工进厂时必须签标准的劳动合同, 并且他们自己都留有一份合同。同时订立劳动关系确保不会给员工带来不安全地位或者是让员工在社会地位或经济地位处于劣势。	
Remarks from Auditee: None	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 148224] Audit Date: 11/04/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee fully respected the requirement of this performance area. The auditee established policies to forbidden bonded labor. Confirmed through employee and employee representative interview, no physical or verbal abuse was noted with the auditee. The auditee has established procedures on no bond labor and all employees are freely to terminate their relationship with the auditee. 整体观察表明, 受审核方完全尊重这个执行领域的要求。受审核方建立了禁止强迫员工政策。通过员工和员工代表面谈, 确认受审核方不存在体罚和口头侮辱。工厂建立了无强迫劳动程序文件, 所有员工都可以自由终止劳动关系。	
Remarks from Auditee: None	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 148224] Audit Date: 11/04/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee fully respected the requirement of this performance area. The auditee continuously identified the significant impacts and environmental implications associated to its activity, and established the proper procedure to ensure integration of local environmental law into the business performance. 整体观察表明, 受审核方完全尊重这个执行领域的要求。被审核方持续识别其商业活动的重大影响及对环境造成的后果, 并且建立了合适程序来确保其商业模式中结合了当地环境法规。	
Remarks from Auditee: None	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 148224] Audit Date: 11/04/2019 PA Score: A	Deadline date:30/04/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee partially respected the requirement of this performance area. Training and meeting were regularly held. The auditee had established procedures against any act of corruption and the risk assessment of this part was conducted. 整体观察表明, 受审核方部分尊重这个执行领域的要求。受审核方制定了相关的廉政政策。受审核方举办定期的会议和培训给相关的人员。受审核方建立了处理腐败行为的程序, 进行了此部分的风险评估。 13.4 - It was noted that the factory did establish procedures on privacy protection, but no training on this part was provided to employees. In accordance with Performance Area 13: Ethical Business Behavior 13.4 Factory management agreed with the issue and would take corrective action as soon as possible. 工厂有建立有关保护个人隐私的程序但未进行相关培训。根据执行领域13:道德商业行为 13.4 工厂同意该问题并表示尽快改善。	
Remarks from Auditee: None	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	11/04/2019	148224	B	B	A	B	A	C	A	A	A	A	A	A	A	B

Producer Photos



External photo(s) of the production unit(s)
7.13 No warning sign was marked on electric box.JPG



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



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



External photo(s) of the production unit(s)
Assembly workshop.JPG



External photo(s) of the production unit(s)
Finished product warehouse.JPG



External photo(s) of the production unit(s)
Packing workshop.JPG



External photo(s) of the production unit(s)
Attendance machine.JPG



External photo(s) of the production unit(s)
Fire alarm.JPG



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



External photo(s) of the production unit(s)
Drinkable water.JPG



External photo(s) of the production unit(s)
Fire extinguishers.JPG



External photo(s) of the production unit(s)
Raw material warehouse.JPG



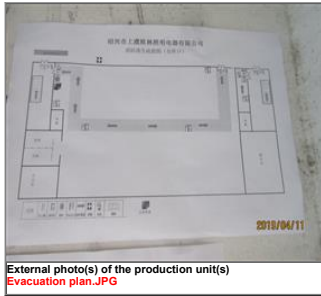
External photo(s) of the production unit(s)
Emergency light testing.JPG



External photo(s) of the production unit(s)
Fire hydrant testing.JPG



External photo(s) of the production unit(s)
Suggestion box.JPG



External photo(s) of the production unit(s)
Evacuation plan.JPG



External photo(s) of the production unit(s)
Fire hydrant.JPG



External photo(s) of the production unit(s)
Toilet.JPG



External photo(s) of the production unit(s)
Evacuation sign.JPG



External photo(s) of the production unit(s)
First aid kit.JPG



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



External photo(s) of the production unit(s)
Exit sign and emergency light.JPG



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



External photo(s) of the production unit(s)
Warning sign.JPG



External photo(s) of the production unit(s)
Eye wash station.JPG