
Auditee :	Dongguan Zhanhong Weaving String Co., Ltd.
Audit Date From :	21/04/2020
Audit Date To :	21/04/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	David Yang(Lead)
Auditing Branch (if applicable) :	Intertek South China - Shenzhen



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



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

Main Auditee Information



Name of producer :	Dongguan Zhanhong Weaving String Co., Ltd.		
DBID number :	7336		
Audit ID :	178445		
Address :	Xitailong Industrial Area, Pearl Road, Shatian Town Dongguan City		
Province :	Guangdong	Country :	China
Management Representative :	Wu Jun/Manager		
Contact person:	Mike Zhuang	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	other soft goods (please specify)
Product Type :	mask, variety of lanyards, luggage belts, pet leashes, shoelaces and other straps extending products		

Audit Details



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural <input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 21/04/2021

Rating per Performance Area (PA)												
PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	A	A	A	B	D	A	A	A	A	A	A	A

Executive summary of audit report

Dongguan Zhanhong Weaving String Co., Ltd. (business license No.:914419007578552701) was established on Dec 29, 2003 based on business license, and located at Xitailong Industrial Area, Pearl Road, Shatian Town, Dongguan City, Guangdong Province, China.

A total of 209 employees including 109 female employees and 100 male employees are currently working in the facility. The factory is consisted of one 4-storey building and one 6-storey building used as production floors, office and warehouse, one 5-storey building used as dormitory. Canteen is on first floor of the dormitory building.

The main products manufactured in the factory are masks, variety of lanyards, luggage belts, pet leashes, shoelaces and other straps extending products. The main production activities included knitting, printing, heat printing, cutting, sewing, assembly and packing and etc. The production capacity is 60000000 pieces per month.

Attendance records from April 26, 2019 to April 21, 2020 (audit day) were reviewed in this audit. According to the policy and implementation records, workers worked 8 hours per day and 5 days per week. Workers worked from 08:00 to 17:30 with 1.5 hours lunch break from 12:00 to 13:30 and some knitting workers worked in another shift: 18:00-23:00, 23:30-02:30. Mask line has two shifts: 8:00-12:00, 13:00-17:00, 20:00-24:00, 1:00-5:00. IC card attendance recording systems are used for time keeping and every employee should scan card when they go in and out the facility. As per facility management interview, the peak season was not obvious.

Payroll records from April 2019 to February 2020 were reviewed in this audit. All employees' wages were calculated on hourly-rated basis. The lowest basic wages were RMB2000 as per local law's requirement. For overtime wages, 150%, 200% and 300% of basic wages were paid to employees for their overtime hours on workdays, rest days and public holidays respectively. Employees were paid by cash on or before 30th of each month after the previous wage calculation cycle.

Remark:
This is a follow-up audit and no finding is noted in previous audit for Performance areas of PA3, PA4, PA10, PA11, PA12, PA13 so these Performance areas were not audited and all checkpoints were rated as Not Rated.

- Agency labour contract is not applicable because there is no agency used by the auditee.
- Government waivers are not applicable because no waivers are obtained by the auditee.
- Collective bargaining agreements are not available because no collective bargaining agreements have been signed.
- There is no finding in PA 12 in last audit. No EIA or environmental documents uploaded.

David Yang RA 21700338

Ratings Summary



Auditee's background information			
Auditee's name :	Dongguan Zhanhong Weaving String Co., Ltd.	Legal status :	Limited Company
Local Name :	东莞展宏织带有限公司 (914419007578552701)	Year in which the auditee was founded :	2003
Address :	Xitailong Industrial Area, Pearl Road, Shatian Town	Contact person (please select) :	Mike Zhuang
Province :	Guangdong	Contact's Email :	mike@zhanhong.com.cn
City :	Dongguan City	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.zhanhong.com.cn
GPS coordinates :	N22°52'53.69", E113°37'36.26"	Total turnover (in Euros) :	6000000.00
Sector :	Non-Food	Of which exports % :	95.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	5.00
If other, please specify :		Production volume :	60000000 pieces per month
Product Group :	other soft goods (please specify)	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	mask, variety of lanyards, luggage belts, pet leashes, shoelaces and other straps extending products		

Auditee's employment structure at the time of the audit		
Total number of workers :	209	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	100	109
Temporary workers	0	0
In management positions	10	38
Apprentices	0	0
On probation	13	24
With disabilities	0	0
Migrants (national citizens)	90	99
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	100	109
Production based workers	0	0
With shifts at night	16	14
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 - 178445] Audit Date: 21/04/2020 PA Score: D

Deadline date:21/07/2020

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The facility had set up a management system to implement the BSCI Code of Conduct, and had appointed a senior manager to ensure that the BSCI values and principles are followed in a satisfactory manner. Furthermore, the facility communicated this Code to all employees by various training and bulletin board and to their suppliers by training. However, gaps were identified in this performance area, please refer to relevant checkpoints for details.

工厂有建立执行BSCI行为守则的管理体系，有委派高级经理以确保充分遵循BSCI价值和原则要求，并且有通过各种培训和公告将此行为准则传达给员工和供应商。但是，在此部分有发现缺陷，具体参考相关的检查点。

1.1 - The previous finding had not been corrected. The facility had monitor social compliance performance for significant business partner. However, the defect of the management system effectiveness resulted in the issues on PAs. Law/COC: In accordance with BSCI 1.1 requirement, the facility should set up an effective management system to implement the BSCI Code of Conduct.

上次发现的问题没有改善。企业已经监控其重要商业伙伴的社会责任表现情况。但是，管理体系有效性存在缺失以致于企业在部分PA有问题以及管理系统上有问题。法规/行为准则：依据BSCI 1.1的要求，企业应建立有效的管理系统来执行BSCI的行为守则。

1.4 - The previous finding had not been corrected. The auditee's workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts due to the overtime hours exceeding the local law requirement. Please refer to checkpoint #6.2 for details.

Law/COC: In accordance with BSCI Social Requirements, the auditee's workforce capacity should be properly organized to meet the expectations of the delivery order and/or contracts.

上次发现的问题没有改善。受审核方的劳动力没有被正确安排以满足客人订单的期望，因为员工加班时间超出了法律的规定，具体参考检查点6.2。法规/行为准则：根据BSCI社会责任要求，受审核方的劳动力需要被正确安排以满足客人订单的期望。

Remarks from Auditee:

none

Full Audit [Audit Id - 149611] Audit Date: 25/04/2019 PA Score: D

Deadline date:26/04/2020

Good practices

Nil

Areas of improvement

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 1. The factory set up completed policy and procedure on social accountability. For example, the procedures on hiring, benefit, working hour, disciplinary practice, freedom of association, anti-discrimination, etc. were established by the factory. The QA manager was Amfori BSCI representative and took whole charge of social responsibility affairs in the factory. The factory also established policy with respect to the selection, management and monitoring of its own significant business partners. The factory conducted internal audit on its social performance, and took corrective actions for some findings. However, gaps had been identified in implementation:

综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂建立了完整的社会责任政策和程序，例如程序中包括招聘，福利，工时，惩戒措施，自由结社，反歧视等内容。工厂指定了品质经理为Amfori BSCI负责人，统筹整个工厂的社会责任事务。工厂还创建了供应商的筛选程序，在选择供应商时，工厂同样考虑到了其社会责任表现。工厂进行了社会责任的内审，并针对问题点采取了改善措施。但是发现工厂在系统执行方面和Amfori BSCI要求有差距：

1.1 - The main auditee partially respects this principle because the internal audit had been conducted in the factory but the missing of the internal audit effectiveness, such as the overtime working hour, some H&S points and etc. were not effectively controlled and the findings on related points were identified during the audit.

生产商因完成了内审，但其有效性存在缺失，例如有效控制员工加班工时及健康安全相关方面，在本次审核过程仍出现相关问题点而部分遵守该原则。

1.4 - The main auditee partially respects this principle because the factory had set up a system for calculating the production capacity and production costing. But the effectively of this system still needs to be improved and the workers overtime working hours were exceed the legal requirement.

生产商因已经建立了产能规划和成本核算系统但该系统有效性仍需提升，员工的加班时间有超过法规要求而部分遵守该原则。

Remarks from Auditee

Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 178445] Audit Date: 21/04/2020 PA Score: A	Deadline date:21/07/2020
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 2. Workers representatives were freely elected by workers, and they had regular meetings with the management every quarter. According to interview statement with representative and workers, they were familiar with workplace-related issues, their labor right e.g. the law, work contracts, job description, working rules. And workers had morning meeting for getting the information of workplace-related issues, the factory also provided on-board training on workers' right to workers. It has been noted that the auditee had an effective grievance mechanism: the mechanism consisted of using suggestion boxes, worker representation and an open door policy on coming up with suggestion directly to workers' supervisor. However, gaps had been identified in implementation:</p> <p>综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂由员工选举了员工代表, 并且每季度会定期和管理层见面。根据员工代表及员工的访谈信息, 员工代表以及员工都很清楚工厂场所相关信息, 以及员工的劳工权利, 例如劳动法, 劳动合同, 工作描述以及厂纪厂规等。同时, 工厂每天有早会的方式和员工沟通工厂场所的信息。而且, 工厂会给员工提供关于员工权利的入职培训。审核过程发现, 工厂已建立了完整的申诉系统, 员工可通过意见箱, 员工代表或直接和主管进行沟通等方式提供投诉。但是发现工厂在系统执行方面和Amfori BSCI要求有差距:</p> <p>2.2 - The previous finding had not been corrected. The auditee partially respects this principle because the factory defined long term goals for protecting workers, but the long term goals were untraceable with step-by-step approach toward sustainable improvements.Law/COC: In accordance with BSCI Social Requirements, the facility should define long term goals to protect workers according to the BSCI Code of Conduct.</p> <p>上次发现的问题没有改善。生产商已定义保护员工的长期目标, 但是该目标没有包括按部就班的可持续改进方法而部分遵循该准则。法规/行为准则: 根据BSCI社会责任要求, 企业应该依据BSCI的行为准则制定一个长远的目标来保护员工。</p>	
Remarks from Auditee: none	
Full Audit [Audit Id - 149611] Audit Date: 25/04/2019 PA Score: A	Deadline date:26/04/2020
Good practices Nil	
Areas of improvement <p>Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 2. Workers representatives were freely elected by workers, and they had regular meetings with the management every quarter. According to interview statement with representative and workers, they were familiar with workplace-related issues, their labor right e.g. the law, work contracts, job description, working rules. And workers had morning meeting for getting the information of workplace-related issues, the factory also provided on-board training on workers' right to workers. It has been noted that the auditee had an effective grievance mechanism: the mechanism consisted of using suggestion boxes, worker representation and an open door policy on coming up with suggestion directly to workers' supervisor. However, gaps had been identified in implementation:</p> <p>综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂由员工选举了员工代表, 并且每季度会定期和管理层见面。根据员工代表及员工的访谈信息, 员工代表以及员工都很清楚工厂场所相关信息, 以及员工的劳工权利, 例如劳动法, 劳动合同, 工作描述以及厂纪厂规等。同时, 工厂每天有早会的方式和员工沟通工厂场所的信息。而且, 工厂会给员工提供关于员工权利的入职培训。审核过程发现, 工厂已建立了完整的申诉系统, 员工可通过意见箱, 员工代表或直接和主管进行沟通等方式提供投诉。但是发现工厂在系统执行方面和Amfori BSCI要求有差距:</p> <p>2.2 - The auditee partially respects this principle because the factory defined long term goals for protecting workers, but the long term goals were untraceable with step-by-step approach toward sustainable improvements. 生产商已定义保护员工的长期目标, 但是该目标没有包括按部就班的可持续改进方法而部分遵循该准则。</p>	
Remarks from Auditee	

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 178445] Audit Date: 21/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: Not rated, since no non-conformance was noted during last audit. 未评估, 上次审核未发现问题点	
Remarks from Auditee:	
Full Audit [Audit Id - 149611] Audit Date: 25/04/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
<p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 3. Refer to PA 2, satisfactory evidence showed that there were freely elected worker representatives who met the management every quarter. No collective bargain agreement was concluded between the factory and workers, but the factory did not prevent workers from bargaining for the agreement. Based on the interview statement of worker representative, she was not discriminated by the factory. She had access to workers and workplace freely.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。依照PA2的描述, 工厂依照员工意愿选举了员工代表。员工代表每季度和管理层见面。审核过程中, 工厂和员工无集体谈判协议, 但工厂也未阻止员工有意愿的时候和工厂谈判。根据员工代表的访谈, 在该工厂, 员工代表不会被歧视, 她可以随时进入车间和员工沟通。</p>	
Remarks from Auditee	
Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 178445] Audit Date: 21/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: Not rated, since no non-conformance was noted during last audit. 未评估, 上次审核未发现问题点	
Remarks from Auditee:	
Full Audit [Audit Id - 149611] Audit Date: 25/04/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
<p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 4. The factory set up a policy on anti-discrimination, which stipulated that the factory would not discriminate workers by health status, gender, ages, race, or religion, etc. Based on workers interview, health examination was not required during hiring. All workers had equal right on wages and benefits, overtime, promotion, and resignation. Workers could use the grievance system through suggestion boxes or telling to workers representatives once workers' right was infringed. Furthermore, the policy on discipline measures made by the factory was in line with legal requirement. The factory analyzed the potential risk of the process in the factory. The factory also developed the preventing and improvement measures for the risk.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了反歧视的政策, 规定工厂不会因为身体状况, 性别, 年龄, 种族, 信仰等原因对员工区别对待。根据员工访谈, 工厂在招聘时不要求体检。所有工人在工资福利, 加班, 升职, 离职等享有同等的权利。如权利受到任何侵害, 员工可以通过意见箱或和员工代表反馈的形式进行投诉。同时, 工厂的惩戒措施符合法规和BSCI要求。工厂在分析了哪些过程可能存在歧视, 并且采取了相应的预防和改善措施。</p>	
Remarks from Auditee	

Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 178445] Audit Date: 21/04/2020 PA Score: B	Deadline date:21/07/2020
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>All employees' wages were calculated on hourly-rated basis. The lowest basic wages were RMB2000 per month that was met local law's requirement. For overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively, no overtime on public holidays. Employees were paid by cash. Furthermore, the facility had provided social benefits such as annual leave and child-bearing leave, etc to eligible employees. However, gaps were identified in this performance area, please refer to relevant checkpoints for details.</p> <p>所有员工工资按计时方式计算。员工最低基本工资为每月人民币2000元，符合当地法规标准。工作日加班和周末加班分别按1.5倍和2倍基本工资计算，法定假无加班。员工工资按月以现金形式发放。并且，工厂有提供年假和产假等法律规定的福利给相关人员。但是，在此部分有发现问题点，具体参考相关的检查点。</p> <p>5.5 - This finding had not been corrected. Insufficient social insurance participated. Auditor found that there were 209 employees in the facility in March 2020. Through reviewing the social insurance documents of March 2020, 105 out of 209 (50.2%) employees had participated in maternity insurance, basic endowment insurance, unemployment insurance, basic medical insurance. remark: During employee interview, some of them intended not to participate social insurance although the facility could provide it for them. In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state.</p> <p>这个问题未改善。社会保险参保不足。审核员发现企业2020年3月份共209名员工，通过查看20年3月份的社保文件，209名员工中，105名员工(50.2%)参加了生育保险、医疗保险、养老保险、失业保险、备注：通过员工面谈，部分员工表示尽管工厂愿意提供社保给他们但是他们不愿参保。依据《中华人民共和国社会保险法》第十条，职工应当参加基本养老保险，由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险，由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险，由用人单位缴纳工伤保险费，职工不缴纳工伤保险费。第四十四条职工应当参加失业保险，由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险，由用人单位按照国家规定缴纳生育保险费，职工不缴纳生育保险费。</p>	
Remarks from Auditee: none	
Full Audit [Audit Id - 149611] Audit Date: 25/04/2019 PA Score: B	Deadline date:26/04/2020
Good practices Nil	
Areas of improvement <p>Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 5. The factory set up wages and benefit paying system, which included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave etc. Based on the wages from Mar. 2018 to Feb. 2019 provided by the factory, the wage paid by the factory was RMB 4000 to 4500/month according to workers skill, which was higher than the legal requirement. The wages paid to workers were more than the living standard. According to wages records of workers, only social insurance and personal income tax was deducted from wage, and no other disciplinary deduction was identified. All these processes and evidences were cross checked by document review, worker interview and management interview. However, gaps had been identified in implementation:</p> <p>综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂制定了工资支付政策和福利政策，福利政策包括给员工提供法定节假日，病假，婚假，产假等假期。根据工厂提供的2018年3月至2019年2月的工资记录显示，工厂根据员工的技能支付4000-4500元/月的工资，高于当地最低工资标准。依据审核时的评估，工厂给员工提供的总工资超过了当地的体面生活标准。根据员工的工资记录，员工除社保和个税，无其他惩罚性扣款。以上过程均用文件，访谈等方式进行核实过。但也发现工厂和Amfori BSCI要求有差距：</p> <p>5.5 - The main auditee does not respect this principle because the auditee did not provide all kinds of social insurance to all employees as per legal requirement. Based on the social insurance payment records provided by the factory, in Apr. 2019 when the factory had 230 employees in total till the payment date, the factory provided 106 employees (Around 46%) with retirement, unemployment, medical and child-bearing insurance, provided 107 employees (Around 47%) with accident insurance. Audited factory explained that some of the workers did not willing to buy the social insurance in the audited factory because the less retired amount due to the registered permanent residence was in their hometown.</p> <p>生产商因没有依照法规要求为所有员工购买社保而未符合该原则。根据工厂提供的社保缴费记录，在2019年4月截止缴费日全厂人数为230人，工厂为其中的106名员工购买了养老，失业，医疗和生育保险（约46%），为其中的107名员工购买了工伤保险（约47%）。被审核工厂解释由于部分员工户口在老家，退休后获得的社保金额较少，故不愿在被审核工厂参保。</p>	
Remarks from Auditee	

Performance Area 6 : Decent Working Hours	
1- Followup Audit [Audit Id - 178445] Audit Date: 21/04/2020 PA Score: D	Deadline date:21/07/2020
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: Electronic attendance recording systems are used for time keeping and every employee should scan card when they go in and out the facility. As per facility management interview, the peak season was not obvious. Workers worked overtime voluntarily. Employees could enjoy at least one day off after six consecutive working days. However, a gap was identified in this performance area, please refer to relevant checkpoint for details. 工厂采取电子考勤记录方式，所有员工在上下班均需刷卡记录考勤。根据管理层访谈，工厂没有明显的淡旺季。员工按个人意愿加班。每连续工作6天至少休息1天。但是，在此部分有发现缺陷，具体参考相关的检查点。	
<p>6.2 - The previous finding had not been corrected. Overtime hours exceeded the legal requirement. Through document review, auditor found that the monthly overtime hours of 6 out of 8 employees were 54-58 hours in Feb 2020 (current month), 8 out of 8 employees were 40-110.5 hours in Nov 2019 (random month), 8 out of 8 employees were 105-111 hours in Jul 2019 (random month). Law/COC: In accordance with the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.</p> <p>上次发现的问题未改善。加班时间超过法规要求。通过文件审核，审核员发现在抽取的2020年2月（当前月）的考勤中，8名随机抽取的员工6人为54-58小时；8名随机抽取的员工2019年11月（随机月）的考勤中，8人的月加班时间为40-110.5小时，2019年7月（随机月）的考勤中，8人的月加班时间为105-111小时。法规/行为准则：依据《中华人民共和国劳动法》第41条，用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时；因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。</p>	
Remarks from Auditee: none	
Full Audit [Audit Id - 149611] Audit Date: 25/04/2019 PA Score: D	Deadline date:26/04/2020
Good practices Nil	
Areas of improvement Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 6. The factory made a policy of working hour system and controlled working hours. According to the policy and implementation records, workers worked 8 hours per day, and 5 days per week. Workers worked from 08:00 to 17:30 with 1.5 hours lunch break from 12:00 to 13:30 and some knitting workers worked in 2 shifts: 18: 00-02: 00/08:00-17:30. The factory arranged workers sometimes working 0-3 hours OT on weekdays, and sometimes 8-11 hours OT on Saturday according to production orders. OT wages were paid at 150% and 200% on weekdays and rest days respectively, which was in line with local law. Meanwhile, workers had right to choose working overtime or not. The factory ensured workers had at least one day off per week. Furthermore, workers had at least 8 hours' rest on every day. Workers can take a rest during the work time when they felt tired. All this processes and implementation can be verified by interview and document review. However, gaps on overtime hours had been identified in implementation: 综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂制定了工时政策，依照政策以及工厂实际的执行情况，员工每天工作8小时，每周5天。工人工作时间为08:00-17:30，午餐时间为12:00-13:30休息。部分织带员工上两班倒：18: 00-02: 00/08:00-17:30。工厂会依据生产订单进行加班。平日晚上加班0-3个小时，周六有时会加班8-11个小时。加班费按平日1.5倍，周末2倍支付，符合法规要求。同时，员工可自愿选择是否加班。工厂保证了工人每周有1天休息。工厂保证了员工每天至少有8小时的休息时间并且员工在工间如果觉得疲惫，可自由选择休息几分钟。以上均已从员工访谈以及文件信息等方面进行核实。不过，工厂在加班管控方面也有不符合法规的地方，如下： <p>6.2 - The main auditee does not respect this principle. Because workers' overtime hours did not comply with legal requirements. Based on sampling review of workers' attendance records from Mar. 2018 to the audit day, it was noted that about 80% sampled workers' monthly overtime hours were exceeded 36 hours per month and up to 121 hours in Mar. 2018. 生产商因未确保员工的加班时间符合法规要求而未遵守该原则。根据抽样查看员工自2018年3月至审核当天的考勤显示，约80%抽样员工的月加班时间均超过了36小时，最高的在2018年3月达到了121小时。</p>	
Remarks from Auditee	

Performance Area 7 : Occupational Health and Safety	
1- Followup Audit [Audit Id - 178445] Audit Date: 21/04/2020 PA Score: A	Deadline date:21/07/2020
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The overall observation shows the auditee partially fulfils the requirement of performance area 7. The committee of health and safety was set up by the factory. According to the risk assessment on health and safety conducted by the factory, the highest risks of health and safety in the factory were fire safety, chemical safety, and mechanical safety. For fire safety, the factory ensured adequate fire fighting facilities, such as fire extinguishers, fire hydrant, fire alarm, etc. were equipped in the factory. All these facilities of fire safety were checked by the factory every month. Emergency lights, fire hydrant and fire alarm were effective during the testing onsite. There were at least 2 safety exits at each workshop, and were kept clear all the time. The factory conducted fire drills twice per year. Based on workers interview, they were all clear about the location of fire exits, and the escape routes. For chemical safety, the factory set up secondary containment, and MSDS for all chemicals. For mechanism safety, all processes of operation were set up. Workers were well trained to operate it correctly. Based on interview with the knitting workers, they understood well of the risk of mechanism and wore earplugs. The PPEs and occupational health check were provided by the factory accordingly. The factory also set up the emergency procedure and providing the enough service of first aid and trained first aiders in every workshop. Workers could access to clean portable water provided by the factory. Moreover, the factory regularly monitored portable water to ensure its safety. No transportation was provided to workers by the factory. However, gaps had been identified in implementation as follows:</p> <p>整体观察显示被审核方部分符合该绩效区域的要求。工厂创建了员工的健康安全委员会。工厂按照车间情况对工厂内部进行健康安全风险评估。从风险评估来看,消防安全,化学品安全和机械安全风险是工厂最大的风险。在消防安全方面,工厂给所有车间配备了足够的消防设施,例如灭火器,消防栓,消防警铃等,并且工厂每月都会进行检查。审核时经过测试,应急灯,消防栓,和消防警铃都是有效的。工厂车间均设置了至少2个安全出口,并且保持畅通。工厂每年进行2次消防演习。根据员工访谈,员工都很清楚安全出口的位置和逃生路线。在化学品方面,工厂给所有化学品设置了二次容器和MSDS。在机械安全方面,工厂针对有机机械安全风险的岗位都制定了相应的操作规程,并且给员工提供了培训以防范这方面的风险。例如,通过访谈织带车间的员工,员工很了解操作时注意的机械安全内容和佩戴耳塞。工厂也提供了相应的个人劳保用品和职业病体检给员工。在急救政策方面,工厂制定了急救政策,工厂给每个车间配备了足够的药箱和急救员。同时,工厂也提供了合格的饮用水给员工,员工可随时喝水,并且工厂定期监测饮用水保证了饮用水的安全卫生。工厂没有提供交通运输工具接送员工上下班。不过,工厂在以下方面和Amfori BSCI要求尚有差距:</p> <p>7.1 - The main auditee partially respects this principle because the factory had established the complete management system on health and safety, included identify and awareness of related legal regulation, health and safety check, training and etc. However, issues on H&S 7.2 that violated the local regulations were found during the audit. In accordance with BSCI Social Requirements 7.1, the auditee should observe applicable occupational health and safety (OHS) regulations.</p> <p>生产商因已建立完整的健康安全管理体系,包括相关法规的识别与了解,健康安全巡查,培训等,但是审核在健康安全7.2方面仍有违反当地法规的问题出现而未遵守该原则。依据BSCI 7.1要求:被审核方(生产商)应遵守适用的职业健康和安安全法规。</p> <p>7.2 - The previous finding had not been corrected. Insufficient social insurance participated. Auditor found that there were 209 employees in the facility in March 2020. Through reviewing the social insurance documents of March 2020, 106 out of 209 (50.7%) employees had participated in accidental injury insurance. remark: During employee interview, some of them intended not to participate social insurance although the facility could provide it for them. In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state.</p> <p>上次发现的问题未改善。社会保险参保不足。审核员发现企业2020年3月份共209名员工,通过查看20年3月份的社保文件,209名员工中,106名员工(50.7%)参加了工伤保险。备注:通过员工面谈,部分员工表示尽管工厂愿意提供社保给他们但是他们不愿参保。依据《中华人民共和国社会保险法》第十条,职工应当参加基本养老保险,由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险,由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险,由用人单位缴纳工伤保险费,职工不缴纳工伤保险费。第四十四条职工应当参加失业保险,由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险,由用人单位按照国家规定缴纳生育保险费,职工不缴纳生育保险费。</p>	
Remarks from Auditee: none	
Full Audit [Audit Id - 149611] Audit Date: 25/04/2019 PA Score: A	Deadline date:26/10/2019
Good practices Nil	
Areas of improvement <p>Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 7. The committee of health and safety was set up by the factory. According to the risk assessment on health and safety conducted by the factory, the highest risks of health and safety in the factory were fire safety, chemical safety, and mechanical safety. For fire safety, the factory ensured adequate fire fighting facilities, such as fire extinguishers, fire hydrant, fire alarm, etc. were equipped in the factory. All these facilities of fire safety were checked by the factory every month. Emergency lights, fire hydrant and fire alarm were effective during the testing onsite. There were at least 2 safety exits at each workshop, and were kept clear all the time. The factory conducted fire drills twice per year. Based on workers interview, they were all clear about the location of fire exits, and the escape routes. For chemical safety, the factory set up secondary containment, and MSDS for all chemicals. For mechanism safety, all processes of operation were set up. Workers were well trained to operate it correctly. Based on interview with the knitting workers, they understood well of the risk of mechanism and wore earplugs. The PPEs and occupational health check were provided by the factory accordingly. The factory also set up the emergency procedure and providing the enough service of first aid and trained first aiders in every workshop. Workers could access to clean portable water provided by the factory. Moreover, the factory regularly monitored portable water to ensure its safety. No transportation was provided to workers by the factory. However, gaps had been identified in implementation as follows:</p> <p>综合概况:整体观察显示被审核方部分符合该绩效区域的要求。工厂创建了员工的健康安全委员会。工厂按照车间情况对工厂内部进行健康安全风险评估。从风险评估来看,消防安全,化学品安全和机械安全风险是工厂最大的风险。在消防安全方面,工厂给所有车间配备了足够的消防设施,例如灭火器,消防栓,消防警铃等,并且工厂每月都会进行检查。审核时经过测试,应急灯,消防栓,和消防警铃都是有效的。工厂车间均设置了至少2个安全出口,并且保持畅通。工厂每年进行2次消防演习。根据员工访谈,员工都很清楚安全出口的位置和逃生路线。在化学品方面,工厂给所有化</p>	

学品设置了二次容器和MSDS。在机械安全方面，工厂针对有机机械安全风险的岗位都制定了相应的操作规程，并且给员工提供了培训以防范这方面的风险。例如，通过访谈织带车间的员工，员工很了解操作时注意的机械安全内容和佩戴耳塞。工厂也提供了相应的个人劳保用品和职业病体检给员工。在急救政策方面，工厂制定了急救政策，工厂给每个车间配备了足够的药箱和急救员。同时，工厂也提供了合格的饮用水给员工，员工可随时喝水，并且工厂定期监测饮用水保证了饮用水的安全卫生。工厂没有提供交通运输工具接送员工上下班。不过，工厂在以下方面和Amfori BSCI要求尚有差距：

- 7.1 - The main auditee partially respects this principle because the factory had established the complete management system on health and safety, included identify and awareness of related legal regulation, health and safety check, training and etc. However, issues on H&S that violated the local regulations were found during the audit.
生产商因已建立完整的健康安全管理体系，包括相关法规的识别与了解，健康安全检查，培训等，但是审核当天工厂在健康安全方面仍有违反当地法规的问题出现而部分遵守该原则。
- 7.2 - The main auditee partially respects this principle because the factory did not provide 100% workers with accident insurance or commercial accident insurance. The factory had provided 107 out of total 230 employees with accident insurance.

生产商因没有为100%员工提供工伤保险或商业意外保险而部分遵循该准则。工厂为230名中的107名员工提供了工伤保险。

Remarks from Auditee

Performance Area 8 : No Child Labour

1- Followup Audit [Audit Id - 178445] Audit Date: 21/04/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Through due diligence to check this performance area, no new finding was found.
基于尽职调查查看了该部分，没有发现新问题。

Remarks from Auditee:

Full Audit [Audit Id - 149611] Audit Date: 25/04/2019 PA Score: A

Deadline date:

Good practices

Nil

Areas of improvement

Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 8. Factory set up a policy on hiring, which stipulated that the age of workers is over 16 years old. The HR staff who was in charge of hiring was clear about the policy, and checked workers' ID during recruiting and the HR staff knew the skills of asking workers' experience and ages when he had any doubt of workers' ID card or age according to interview. Meanwhile, the factory established remediation measure of child labor in order to set up measure of recruiting child labor incidentally. Based on checking all personnel files of workers, onsite observation, and workers interview, no child labor was identified in the factory.

综合概况：整体观察显示被审核方符合该绩效区域的要求。工厂制定了合适的招聘政策，规定员工年龄为16周岁以上。负责招聘的人事非常了解工厂的政策，在员工入职时会查看员工的身份证并且对员工年龄有怀疑时，会通过有技巧地面谈以核实员工情况。同时工厂制定了童工补救措施以防万一发现童工的应对措施。在审核过程中，通过查阅所有员工的人事资料，现场观察和员工访谈，未发现有任何童工存在。

Remarks from Auditee

Performance Area 9 : Special protection for young workers

1- Followup Audit [Audit Id - 178445] Audit Date: 21/04/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Through due diligence to check this performance area, no new finding was found.
基于尽职调查查看了该部分，没有发现新问题。

Remarks from Auditee:

Full Audit [Audit Id - 149611] Audit Date: 25/04/2019 PA Score: A

Deadline date:

Good practices

Nil

Areas of improvement

Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area. The policy of young worker protection was made by the factory. The factory understood the legal requirement of young workers according to interview with management. During the audit, no young workers were identified in the factory.

综合概况：整体观察显示被审核方符合该绩效区域的要求。工厂制定了未成年工的保护政策，工厂了解如何依照法规要求保护未成年工。在审核过程中，未发现未成年工的存在。

Remarks from Auditee

Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 178445] Audit Date: 21/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: Not rated, since no non-conformance was noted during last audit. 未评估, 上次审核未发现问题点	
Remarks from Auditee:	
Full Audit [Audit Id - 149611] Audit Date: 25/04/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
<p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 10. All employees were directly hired by the factory. Labor contracts were all concluded between the factory and workers on the entering date. The contracts statement included the description of working hours, training, rest time and leave etc. which were in accordance with legal requirement and ILO. Meanwhile, the factory provided a copy of contract to every worker. Based on interview statement of workers, workers understood well of the content of labor contract and no illegal employment was identified during the audit.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂所有员工均为直接招聘。工厂和每个员工在入职当天均签订了劳动合同, 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。</p>	
<u>Remarks from Auditee</u>	
Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 178445] Audit Date: 21/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: Not rated, since no non-conformance was noted during last audit. 未评估, 上次审核未发现问题点	
Remarks from Auditee:	
Full Audit [Audit Id - 149611] Audit Date: 25/04/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
<p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 11. The factory established the policy on anti-forced labor. The management understood well the scope of forced labor. Based on workers interview, no deposit such ID card, no production target, and no charge on uniforms were required by the factory. Workers could leave the factory after each shift, and they could access water and toilets freely. They could refuse to work overtime without punishment, and could resign according to legal requirement and they could leave the factory freely without being searched. No inhumane or degrading treatment was found during the audit and according to interview with workers. The discipline policy was also in line with legal requirement.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了反强迫劳动的政策, 工厂负责人理解哪些方式是属于强迫劳动的范畴。根据员工访谈, 工厂不会扣押证件, 不设定生产配额, 不收取厂服费用。员工下班后可以自由离开工厂, 并且随时可以喝水和上洗手间。员工可以拒绝加班而不会受到惩罚, 可以依照法规要求提出辞工而不会被克扣工资。员工也未遇到任何被侮辱或非人道的待遇。工厂的惩戒政策也是符合法律法规要求。</p>	
<u>Remarks from Auditee</u>	

Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 178445] Audit Date: 21/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Not rated, since no non-conformance was noted during last audit.	
未评估, 上次审核未发现问题点	
Remarks from Auditee:	
Full Audit [Audit Id - 149611] Audit Date: 25/04/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
<p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 12. Environmental Impact Assessment report had been provided by the factory, which also stated the assessment of water resource nearby the factory. The land belonged to the factory was industrial land and water used by the factory was come from municipal water. The main wastes produced by the factory were solid hazardous waste, waste water, noise and waste air. The factory transferred hazardous wastes to a qualified vendor for treatment. Based on the environment monitoring test report, the waste water, boundary noise and waste air were discharged according to standard. The factory also made the policy on saving water and implemented it all the time. The water consumption records were provided for audit review.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂提供了环评报告, 环评报告显示工厂已针对附近水资源进行了评估。工厂主要使用当地市政提供的自来水, 并且工厂用地属于工业用地。工厂的主要污染物为固体废弃物, 废水, 噪声和废气。工厂将危废交给有资质的公司回收处理。根据环境监测报告, 工厂的废水, 噪声和废气达标排放。工厂制定了节约用水政策并且正在实施, 而且工厂每个月均记录用水量来确定政策实施的效果。</p>	
<u>Remarks from Auditee</u>	
Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 178445] Audit Date: 21/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Not rated, since no non-conformance was noted during last audit.	
未评估, 上次审核未发现问题点	
Remarks from Auditee:	
Full Audit [Audit Id - 149611] Audit Date: 25/04/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
<p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 13. The policy on anti-corruption was made by the factory. And the factory analyzed the risk of corruption and found that the process of purchase and sale might be related to corruption. So workers of purchase and sale were well trained and signed anti-corruption and confidential agreement with the factory. During the audit, no misrepresentation was provided by the factory, all information could be cross checked.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂创建了反腐败的政策, 并且根据工厂分析, 工厂的采购和销售有可能涉及到腐败。因此工厂给所有相关人员进行培训, 并且员工也签订了反腐败和保密协议。审核过程中, 工厂提供的数据也均可通过其它方面进行核实, 工厂未提供任何不实信息。审核时也未发现有任何泄密的负面现象。</p>	
<u>Remarks from Auditee</u>	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	21/04/2020	178445	D	A	A	A	B	D	A	A	A	A	A	A	A	C
Full Audit	25/04/2019	149611	D	A	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos





Photo of fire safety equipment evacuation area.JPG

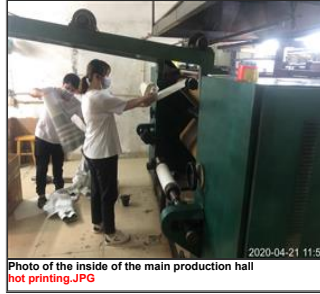


Photo of the inside of the main production hall hot printing.JPG



Photo of the inside of the main production hall time card.JPG



Photo of fire safety equipment evacuation map.JPG



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

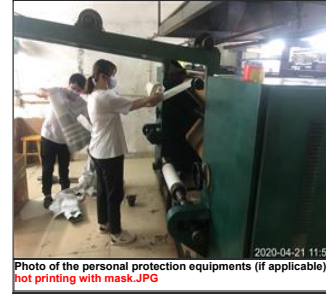


Photo of the personal protection equipments (if applicable) hot printing with mask.JPG



Photo of fire safety equipment extinguisher.JPG



Photo of the inside of the main production hall mask making.JPG



Photo of the sanitary facilities water drinking.JPG



Photo of fire safety equipment hydrant.JPG