

Auditee :	
Audit Date From :	05/08/2020
Audit Date To :	06/08/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	BureauVeritas
Auditor's Name(s) :	Christina Song(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	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 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 :	Tongcheng Friend Household Products Co., Ltd.		
DBID number :	343525		
Audit ID :	188773		
Address :	Qinglong Village, Dagan Town, Tongcheng		
Province :	Anhui	Country :	China
Management Representative :	Mr Li Zhong		
Contact person:	Zhong Li	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	hangbags, belts and shoes
Product Type :	Bags		

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 :	C	
Need of follow-up :	Yes	If YES, by : 06/08/2021

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
B	A	A	A	B	D	B	A	A	B	A	A	A

Executive summary of audit report

Factory name: Tongcheng Friend Household Products Co., Ltd. (桐城市丰瑞德家居用品有限公司)
 Factory address: Qinglong Village, Daguang Town, Tongcheng (桐城市大关镇青龙村)
 Business license number: 91340881798127982M

This was full audit. The auditee was established on 2 Feb. 2007. The factory specialized in the manufacturing of bags. The main production processes include: cutting, printing, sewing, inspection and packing and warehouse etc. The factory encompasses one 3-storey office building, one 2-storey production building, one 3-storey production building, one 4-storey production building, two 1-storey warehouse buildings, one 4-storey dormitory building was available, one kitchen & canteen (only used by the management) was located on 1F of dormitory building. No transportation was provided by the auditee. There was no peak season nor low season in the factory.

Based on the management interview and roster of employees review, there were 93 employees including 13 male workers and 80 female workers. The youngest employee in the auditee was 25 years old. No temporary or dispatched worker was used in the auditee. The auditee used IC card attendance system to record employee's attendance status. Employees in all workshops ran only 1 shift from 7:30 to 17:30 with break time from 11:30-13:30. Management issued the wages of current month at the end of following month by cash. All employees were paid by monthly rate.

According to the payroll and attendance records of each 12 sample employees from Nov. 2019, from March 2020, and June 2020 (current salary paid month) and 5 sample employees from July 2020 (yet to pay), it was noted that all samples were paid at RMB 1900 per month in selected months, which were no less than the local minimum wage of RMB1180 per month since Nov. 1, 2018. Furthermore, all sample employees 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 was noted on statutory holidays. The maximum overtime hours was 2 hours a weekday, 8 hours a rest day, and 74 hours a month. The longest consecutive work period was 6 days.

It was noted that the factory did not provide social insurances and accident commercial insurances to employees.

The attendance records were cross-checked against production records and confidential interviews were conducted with 12 employees from different departments. No inconsistencies regarding working hours and production records was 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 representative Mr Li Zhong/ Manager agreed with the findings and signed the corrective action plan.

Opening meeting factory representatives (name and titles)
 Mr Li Zhong/ Manager
 Mrs Yu Tianshui/ Adm. Supervisor
 Mr Zhou Zhiping/ Worker Representative

Remark:
 1. No in-consistence was noted on the audit date.
 2. There are no agencies used by the auditee, which makes the Agency labour contract not applicable.
 3. There is no government waiver obtained by the auditee, which makes the Government waivers not applicable.
 4. There are no Collective bargaining agreements used by the auditee, which makes the Collective bargaining agreements not applicable.
 5. There is no contractor used by the auditee, which makes the Contractor license not applicable.

Audit Company: Bureau Veritas Consumer Products Service
 Audit Company APSCA Number: 11600002
 Lead Auditor Name: Christina Song
 Auditor APSCA Number: RA21701923

Ratings Summary



Auditee's background information			
Auditee's name :	Tongcheng Friend Household Products Co., Ltd.	Legal status :	Limited company
Local Name :	桐城市丰瑞德家居用品有限公司(business license number: 91340881798127982M)	Year in which the auditee was founded :	2007
Address :	Qinglong Village, Dagan Town,	Contact person (please select) :	Zhong Li
Province :	Anhui	Contact's Email :	wyb.9700@163.com
City :	Tongcheng	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	None
GPS coordinates :	E 117°1'44"; N 31°10'27"	Total turnover (in Euros) :	5000000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	30000000 pcs per year
Product Group :	hangbags, belts and shoes	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Bags		

Auditee's employment structure at the time of the audit			
Total number of workers :	93	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	13	80	
Temporary workers	0	0	
In management positions	4	5	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	13	80	
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 - 188773] Audit Date: 05/08/2020 PA Score: B

Deadline date:30/07/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory had set up a management system to implement amfori BSCI principle such as established the policies, targets and procedures based on amfori BSCI COC. The factory appointed designated person in charge of the system carry out such as training the workers on the policies and procedures, collect relative law and conduct health and safety check regularly etc. Mr Li Zhong/Manager was in charge of the amfori BSCI system. Factory had set up the Suppliers Management Procedure, communicated amfori BSCI COC and TOI to part of its main suppliers and managed its suppliers through regular monitor. However, gaps have been identified in implementation.

工厂建立了一个管理体系去执行amfori BSCI的行为准则，包括根据amfori BSCI准则的要求去制定相关的政策，目标和程序。工厂任命专人负责体系的执行，如培训员工相关的方针政策，收集法律法规，开展健康安全等。李中/经理被任命为负责执行amfori BSCI体系。工厂建立的供应商管理程序，将amfori BSCI行为守则和实施条款传达给了部分主要供应商，也对其供应商进行定期评估。然而，发现被审核方在实施中仍存在与该章节要求之间的差距。

- 1.4 - It was noted that the production capacity assessment procedure was established in the factory, but the factory had not assessed production capacity itself. And workers overtime hours exceeded the statutory overtime hour limits. In accordance with the requirement of Performance Area 1.4. Factory management agreed with the issue and would take corrective action as soon as possible.

工厂建立了生产能力评估程序，但工厂没有对自身的生产能力进行评估。员工的加班时间超出了法规要求。根据执行领域1.4。工厂同意该问题并表示尽快改善。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 - 188773] Audit Date: 05/08/2020 PA Score: A

Deadline date:30/12/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory established effective grievance mechanism for workers. Based on worker interview, workers understood the grievance mechanism and knew how to express their discontent. They can express their discontent through worker representatives, suggestion box or complaint to supervisor directly. Suggestion box was set onsite. The amfori BSCI training and factory rule training were all provided for workers. The factory defined long term target according to amfori BSCI, such as no use child labor. However, gaps have been identified in implementation during this audit.

工厂建立了有效的申诉机制。根据员工访谈，工人了解申诉机制，知道怎么表达自己的不满，通过员工代表或意见箱或直接找主管。意见箱也放置在了工作现场。工厂给员工提供了amfori BSCI培训和工厂规章的培训。工厂制定了依照amfori BSCI的长期目标，如禁用童工。尽管如此，在实践中仍然存在一些偏差。

- 2.4 - It was noted the factory provided BSCI training to workers, but interviewed workers did not know the detailed contents of BSCI Code. In accordance with the requirement of Performance Area 2.4. The factory posted BSCI code in notice board. Factory management agreed with the issue and would take corrective action as soon as possible.

工厂给员工提供了BSCI培训，但被访谈员工并不清楚BSCI准则的内容。根据执行领域2.4。工厂在公告栏张贴了BSCI准则。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 - 188773] Audit Date: 05/08/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory established formal freedom of association policy. The worker have the right of personnel to form, join and organize trade unions of their choice and to bargain collectively on their behalf with the company. The factory never interfered the functioning, establishment or administration of workers organization or collective bargaining. Two worker representatives were selected in Mar. 2020 by workers. The communication meeting between worker representatives and management were elected once per quarter.

工厂建立了尊重员工自由结社的政策，工厂拥有根据自己意愿建立、加入以及组织工会并与企业方进行集体谈判的权利。工厂不从事干扰员工建立或管理员工组织，或进行集体谈判。员工在2020年3月选举产生2名员工代表。员工代表和管理层沟通会议每季度进行一次。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 188773] Audit Date: 05/08/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory established formal policy to prohibit discrimination. The factory prohibited all kind of discrimination such as discrimination based on grounds of race, color, age, gender, came from which province etc. No pregnancy test was requested of female workers. No any threatening, abusive, exploitative behavior and sexual harassment etc was found. No worker in the factory was specially treated. 工厂建立了禁止歧视的制度。工厂禁止所有形式的歧视，如种族、肤色、年龄、性别、省份等。未要求员工孕检。没有发现公司涉及任何威胁、辱骂、剥削和性骚扰等行为。没有员工被特别对待。	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 188773] Audit Date: 05/08/2020 PA Score: B	Deadline date:30/07/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory established Wage and Benefit Procedure. Payrolls from July 2019 to June 2020 were provided and reviewed. The wages were paid at the end of every month by cash. Pay slip was provided to employees. The wages were paid by monthly rate and the minimum wage was RMB1900/month which was above legal minimum wage. The local wage standard RMB 1180 per month since Nov. 2018. The factory paid 150%, 200% and 300% of normal wage to employees for overtime work on normal working days, rest days and statutory holidays respectively. No deduction was used for disciplinary measure. The factory did not provided free food to workers but provided dormitory to them. The factory management knew the concept of living wage. However, gaps have been identified in implementation. 工厂制定了薪资福利程序。2019年7月至2020年6月期间的工资表被提供和评审。工资于每月月底现金发放。有工资条提供给员工。工资按月薪计算，工厂支付的最低工资为每小时人民币1900元，高于法定最低工资标准。当地法定最低工资从2018年11月1日开始为人民币1180元/月。被审核方按正常工资的150%、200%和300%的比率支付员工在正常工作日、休息日和法定假日的加班工资，符合法规的要求。没有任何扣款是处于惩戒的目的。工厂没有给普通员工提供食物，但是提供了员工宿舍。工厂管理层知道生活工资的概念。然而，发现被审核方在实施中仍存在与该章节要求之间的差距。 5.5 - It was noted that the factory did not provide social insurances and accident commercial insurances to employees. In accordance with Article 72 of the Labor Law of the People's Republic of China. Factory management agreed with the issue and would take corrective action as soon as possible. 工厂未给员工缴纳社保，工厂也没有给员工提供商业意外保险。根据《中华人民共和国劳动法》第72条。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 - 188773] Audit Date: 05/08/2020 PA Score: D	Deadline date:30/07/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory had set up working hour management procedure. Electrical IC card attendance system was used to record the working hours. The factory defined from Monday to Sunday as a week. Normal working hour was 8 hours per day and 5 days per week. One daily shift for all production employees: 7:30-11:30, 13:30-17:30. Daily OT was 18:30-20:30. The factory gave employee enough rest time. From sampled workers' attendance records the maximum 2 hours overtime per day, 74 hours overtime per month and 1 day off after 6 days consecutive working days was guaranteed, the factory arranged rest on Sunday. During the worker interview, workers confirmed that they worked overtime voluntarily. However, gaps have been identified in implementation. 工厂建立了工作时间管理程序。工厂用电子IC卡考勤系统记录员工工作时间。工厂定义从周一至周日为一周。正常工作时间是5天8小时一周。生产的员工长白班：7:30-11:30，13:30-17:30。平时加班是 18:30-20:30。工厂给员工提供了足够的休息时间。根据考勤的样本，最大日加班时间2小时，最大月加班74小时，最长连续工作6天，工厂安排每个周日休息。员工访谈表示，加班均是他们自愿。然而，发现被审核方在实施中仍存在与该章节要求之间的差距。 6.2 - According to the attendance records of each 12 sample employees from Nov. 2019, from March 2020, and June 2020 (current salary paid month) and 5 sample employees from July 2020 (yet to pay), it was noted that sample employees worked in excess of 36 overtime hours per month, which was not in compliance with the legal requirement. Such as: 12/12 workers worked 67 hours in Nov. 2019; 12/12 workers worked 71 hours in March 2020; 12/12 workers worked 69.5 hours in June 2020; 5/5 workers worked 74 hours in July 2020; In accordance with Article 41 of the Labor Law of the PRC. The factory has working hour control procedure, and all employees interviewed represented that they were voluntarily to work overtime. 抽样12名员工2019年11月，2020年3月，2020年6月（当前发薪月）和5名员工2020年7月（最近一个完整考勤月）的考勤记录，显示抽样的员工存在月加班时间超过每月加班时间不能超过36小时的规定。如：12/12名员工在2019年11月月加班67小时；12/12名员工在2020年3月月加班71小时；12/12名员工在2020年6月月加班69.5小时；5/5名员工在2020年7月月加班74小时。根据《中华人民共和国劳动法》第41条。工厂有工作时间管控制程序。访谈员工表示自愿加班。工厂同意该问题并表示尽快改善。	
Remarks from Auditee: None	

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 188773] Audit Date: 05/08/2020 PA Score: B

Deadline date:30/12/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory had health and safety procedures and built EHS committee and selected workers, worker representative and factory management join it. The factory arranged person checked fire fighting equipments: safety exit sign, evacuation sign, emergency light, fire alarm bell, fire extinguishers. The factory provided inspected drink water to employees. The factory arranged twice fire drills per year and the last one was conducted in April 2020. The factory had trained four first aiders. One electrician worked for the factory. The factory did not provided transportation car to employees. The factory provided health and safety training to employees. However, gaps have been identified in implementation.

工厂编写了健康安全程序文件，设立了EHS委员会，选举员工和员工代表和工厂管理人员参加。工厂安排人员每月点检消防设施，安全出口标识，疏散标识，应急灯，警铃，灭火器。工厂提供了干净的饮用水给员工。工厂提供一年两次消防演习给员工，最近一次是在2020年4月举行的。工厂培训了4个急救员；1名电工为工厂工作；工厂没有为员工提供厂车。工厂给员工提供了健康安全的培训。然而，发现工厂在实施中仍存在与该执行领域要求之间的差距。

- 7.1 - 1.The factory had provided the laws and regulations list on H&S, but it was not updated regularly, such as Labor law of the People's Republic of China and etc were not updated. In accordance with the requirement of Performance Area 7.1 Factory management agreed with the issue and would take corrective action as soon as possible. 2. It was noted that there were 93 employees in the factory, but safety training for the safety production management personnel in the factory was not carried out in accordance with the safety training outline formulated by the work safety supervision and supervision department. In accordance with Article 21 of Law of the People's Republic of China on Production Safety 3. It was noted that the factory did not provide regular occupational health checks to employees in print workshop and in belt sew workshop who were in contact with chemical and noise. In accordance with Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases
1. 工厂提供了健康安全方面的法律法规清单，但未定期更新；如中华人民共和国劳动法等没有更新。根据执行领域7：职业健康和安全 7.1改善。工厂同意该问题并表示尽快改善。 2. 工厂有93人，审核员发现工厂的安全生产管理人员并未参加相关的安全培训并获得培训合格证书。根据《中华人民共和国安全生产法》第二十一条 3. 审核员发现工厂没有为在丝印车间和分条车间接触化学品和噪音的员工提供定期的职业病体检。根据《中华人民共和国职业病防治法》第35条
- 7.2 - It was noted that the factory did not provide social insurances and accident commercial insurances to employees. In accordance with Article 72 of the Labor Law of the People's Republic of China. Factory management agreed with the issue and would take corrective action as soon as possible.
工厂未给员工缴纳社保，工厂也没有给员工提供商业意外保险。根据《中华人民共和国劳动法》第72条。工厂同意该问题并表示尽快改善。
- 7.6 - It was noted the factory provided protective mask to print workers, but the print worker did not correctly wear protective masks, the mask did not cover his nose. In accordance with Article 42 of Law of the People's Republic of China on Production Safety
工厂给印刷的员工提供了防护口罩，但印刷的员工没有正确佩戴口罩，口罩没有覆盖鼻子。根据《中华人民共和国安全生产法》第42条
- 7.7 - It was noted that the eye wash facility in print workshop has less water pressure. In accordance with Article 8.3 of Hygiene standards for the design of Industrial enterprises (GBZ1-2010) The factory had well managed chemicals storage.
工厂印刷车间的洗眼器水压不足。根据《工业企业卫生设计标准(GBZ1-2010)》8.3 工厂有良好的化学品管理。
- 7.13 - It was noted that the 4 out of 12 electric boxes in sew workshop and in cutting workshop were exposed without insulation protective device. In accordance with Article 6.5 of the General Guide for Safety of Electric User (GB/T13869-2008). Factory had provided the electrical equipment safety training to employees. Factory management agreed with the issue and would take corrective action as soon as possible.
工厂缝纫车间和裁剪车间12个电箱中的4个电箱没有安装保护盖。根据《用电安全导则GB/T13869-2008》第6.5条。工厂为员工提供了电气设备安全培训。工厂同意该问题并表示尽快改善。
- 7.17 - It was noted no pulley guards were installed for 5 sewing machines in the sewing workshop, no needle guard was installed for 5% sew machines. In accordance with Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene. The factory had established machine safety regulations and provided machine safety training for employees. Per employee interview, no injure accident was occurred. Factory management agreed with the issue and would take corrective action as soon as possible.
工厂缝纫车间有5台缝纫机没有安装皮带轮保护罩，5%的缝纫机没有安装护指环。根据《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条。工厂制定了机器安全规程，并为员工提供了机器安全培训。根据员工访谈，工厂没有工伤事故发生。工厂同意该问题并表示尽快改善。
- 7.21 - It was noted that the factory could not provide the auditors with the health certificates for one canteen staff. In accordance with Article 45 of the Law of the PRC on the Food Safety,
审核员发现工厂食堂1名工作人员没有健康证。根据《中华人民共和国食品安全法》第四十五条
- 7.22 - It was noted that no privacy doors were equipped on both workshop toilet stalls and dormitory toilet stalls. In accordance with the requirement of Performance Area 7.22. Factory management agreed with the issue and would take corrective action as soon as possible.
工厂的车间厕所和宿舍厕所的厕格都没有隐私门。根据执行领域7.22。工厂同意该问题并表示尽快改善。
- 7.23 - No transportation was provided to employees.

Remarks from Auditee:

None

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 188773] Audit Date: 05/08/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory established recruitment principles to define and discriminate child labor refers to amfori BSCI Code of Conduct and local law. Interviewed workers confirmed that they were all above 18 years old and no child labor in the factory. Factory made the child labor remedial measures. Based on document review, the youngest employee in the factory was 25 years old. 工厂依据amfori BSCI行为守则和当地的法律法规制定的招聘原则定义和识别童工。被访谈的员工确认他们都大于18岁，工厂里没有童工。工厂制定了童工补救措施。根据文件审核，工厂最小的员工25周岁。	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 188773] Audit Date: 05/08/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory established written young worker protection procedure. Young worker risk assessment was conducted. The factory knew young workers could be arranged in workstation of the whole factory, but could not be arranged to OT and in night shift. No young worker was found in the factory. The youngest worker in the factory was 25 years old. 工厂建立了书面的未成年工保护程序。进行了未成年工风险评估。工厂了解未成年工可以安排在工厂里的所有岗位，但不参加加班和夜班。工厂里没有未成年员工，最小员工25周岁。	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 188773] Audit Date: 05/08/2020 PA Score: B	Deadline date:30/12/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory established recruitment procedure. No labor agent was used. All employees were recruited by the factory directly. Each employee had 2 copies of signed labor contract with facility and the interviewed workers knew the content of the labor contracts. The sampled 12 workers' personnel file and labor contracts transcript were provided for review. 工厂制定了招聘原则。工厂没有使用劳务派遣公司，所有员工都由工厂自己招聘。员工已与工厂签订劳动合同，一式两份。被访谈的员工了解合同上的内容。工厂提供了抽样12名员工的个人档案和劳动合同副本供审核。 10.3 - It was noted that occupational disease might result in the work process of some employees in the factory. However, no indicated in employees employment contracts about the facts, harmful effects, consequences, protective measures and necessary treatment of occupational diseases. In accordance with Article 33 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases Factory management agreed with the issue and would take corrective action as soon as possible. 审核员发现工厂的一些工作过程有可能产生职业病，但是工厂并没有在劳动合同中写明可能会产生职业病的危害及其后果、职业病防护措施和待遇等。根据《中华人民共和国职业病防治法》第33条 工厂同意该问题并表示尽快改善。	
Remarks from Auditee: None	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 188773] Audit Date: 05/08/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory had established the disciplinary procedure for all workers. There was no fine policy in the facility, instead of oral warning, written warning and dismissal base on the violation level. The workers claimed that the management was kind to them, and there were no any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour. 工厂已经建立了惩戒制度，其中没有罚款制度，而是以口头警告、书面惩罚或解雇的方式来作为惩戒方式。员工表示管理人员对他们都比较和善，没有任何奴役、被强迫、被限制、被契约束缚、被贩卖或非自愿的情况发生。	
Remarks from Auditee:	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 188773] Audit Date: 05/08/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory established environment protection policy. The factory conducted and obtained EIA report and official approval during 2009 to 2010. Internal audit covering environment was conducted once per year. There was no direct waste found to be dumped in water, or burned on open fires. No obvious pollution found in this factory.</p> <p>工厂建立了环境保护政策。工厂进行和取得了2009年和2010年间的环境影响报告表和官方许可。每年一次的内审中包含了环境部分。未发现被审核方直接向水体倾倒废物或焚烧废物。在被审核方没有发现明显的污染情况。</p>	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 188773] Audit Date: 05/08/2020 PA Score: A	Deadline date:30/12/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory established program files of Ethical Business Behaviour. The anti-bribery training was provided for workers. The factory had conducted risk assess of Business Behaviour, and defined control solution plan. The factory established the personal information protection procedure. No inconsistency was found among worker interview, production record and attendance record. However, gaps have been identified in implementation.</p> <p>工厂制定了道德的商业行为的程序文件。给员工提供了反贿赂培训。开展了商业行为的风险识别，并制定了控制方案。工厂建立了隐私保护程序。员工访谈、生产记录和考勤记录之间没有发现不一致。然而，发现被审核方在实施中仍存在与该执行领域要求之间的差距。</p> <p>13.4 - The factory did not provide privacy and information security training to employees. The factory established the personal information protection procedure. In accordance with the requirement of Performance Area 13.4 工厂没有提供给员工隐私和信息安全的培训。工厂建立了隐私保护程序。根据执行领域13.4改善。</p>	
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	05/08/2020	188773	B	A	A	A	B	D	B	A	A	B	A	A	A	C

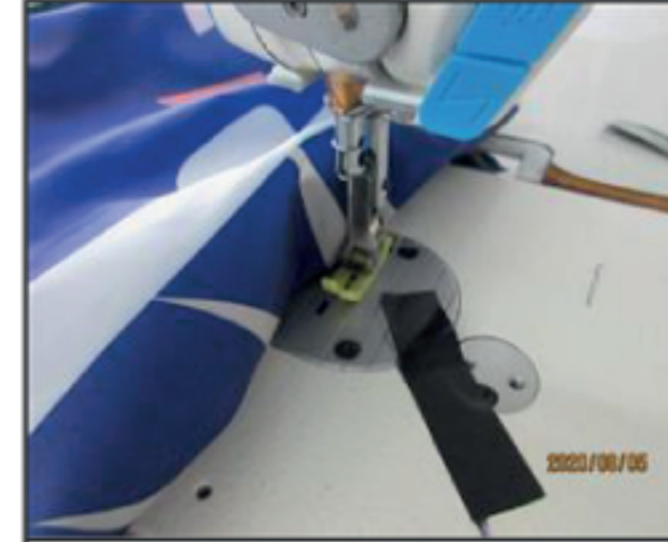
Producer Photos



External photo(s) of the production unit(s)
7.13 No cover.JPG



External photo(s) of the production unit(s)
7.17 No belt guard.JPG



External photo(s) of the production unit(s)
7.17 No needle guard.JPG



External photo(s) of the production unit(s)
7.22 No privacy door of toilet in dormitory building.JPG



External photo(s) of the production unit(s)
7.22 No privacy door of toilet in production building.JPG



External photo(s) of the production unit(s)
7.6 the print worker did not wear mask well.JPG



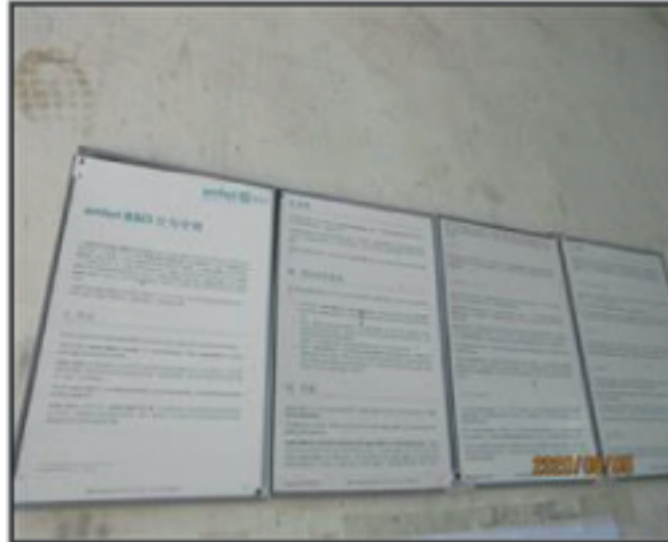
External photo(s) of the production unit(s)
7.7 Less water pressure of the eye wash facility.JPG



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



External photo(s) of the production unit(s)
Bed room.JPG



External photo(s) of the production unit(s)
BSCI code posted.JPG



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



External photo(s) of the production unit(s)
Chemical storage.JPG



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



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



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



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



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



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



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



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



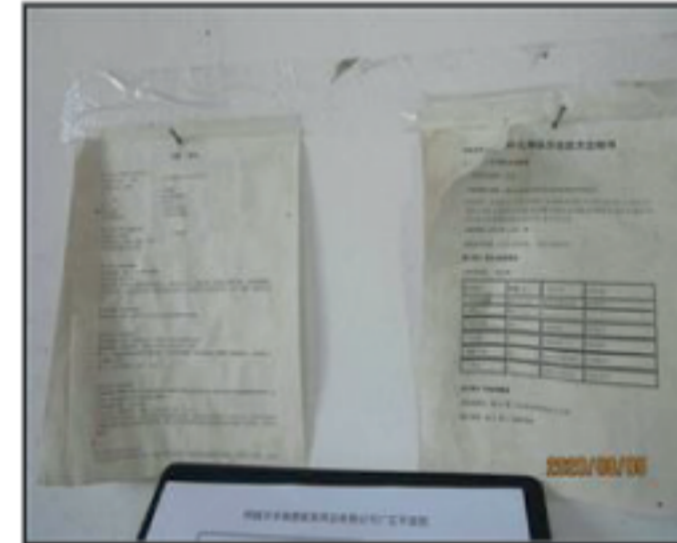
External photo(s) of the production unit(s)
First aid kit.JPG



External photo(s) of the production unit(s)
Hydrant test.JPG



External photo(s) of the production unit(s)
Metal detector.JPG



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



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



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



External photo(s) of the production unit(s)
Packing process and finished goods storage.JPG



External photo(s) of the production unit(s)
PPE notification.JPG



External photo(s) of the production unit(s)
PPE provided to print workers.JPG



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



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



External photo(s) of the production unit(s)
Safety exit.JPG



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



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



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