
Auditee :	Cixi Landsign Electric Appliance Co., Ltd.
Audit Date From :	14/08/2017
Audit Date To :	15/08/2017
Expiry Date of the Audit :	Please refer to the producer profile in the BSCI platform
Auditing Company :	BSI (BSI GROUP INDIA PRIVATE LIMITED)
Auditor's Name(s) :	Jerry Chen(Lead)
Auditing Branch (if applicable) :	BSI Management Systems Certification (Beijing) Co., Ltd



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



Rating	A combination of ratings per performance area where:	Consequence																																													
<p>A OUTSTANDING</p>	<p>o Minimum 7 performance area rated A o No Performance area rated C, D or E</p> <p><i>These are three examples:</i></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><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>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>A</td><td>B</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	A	A	A	A	B	B	B	A	A	A	A	A	A	A	A	B	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without needing 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	A	A	A	A	B	B	B																																	
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<p>B GOOD</p>	<p>o Maximum 3 performance area rated C o No performance area rated D or E</p> <p><i>These are three examples:</i></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><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>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></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>B</td><td>C</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	B	B	A	A	A	A	A	A	B	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	B	B	B	B	B	B	B	B	B																																	
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B	B	B	B	B	B	B	B	B	B	B	C	C	C	C																																	
<p>C ACCEPTABLE</p>	<p>o Maximum 2 performance areas rated D o No performance area rated E</p> <p><i>These are three examples:</i></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>C</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>C</td><td>D</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>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	C	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	C	D	D	C	C	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	C	C	C	C	C																																	
A	A	A	A	A	B	B	B	B	C	C	C	C	D	D																																	
C	C	C	C	C	C	C	C	C	C	C	C	C	D	D																																	
<p>D INSUFFICIENT</p>	<p>o Maximum 6 performance area rated E</p> <p><i>These are three examples:</i></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>D</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>D</td><td>E</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	D	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	D	E	E	D	D	D	D	D	D	D	D	E	E	E	E	E	E	E	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	A	D	D	D	D																																	
A	A	A	B	B	B	C	C	C	D	D	D	D	E	E																																	
D	D	D	D	D	D	D	D	E	E	E	E	E	E	E																																	
<p>E UNACCEPTABLE</p>	<p>o Minimum 7 performance areas rated E</p> <p><i>These are three examples:</i></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><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><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><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	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	E	E	E	E	<p>BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners</p>
A	A	A	A	A	A	E	E	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	E	E	E	E																																	
<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see Annex 5)</p>	<p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p>																																													

Main Auditee Information



Name of producer :	Cixi Landsign Electric Appliance Co., Ltd.		
DBID number :	343579		
Audit ID :	106146		
Address :	NO.355, MINGZHOU RD, GUTANG STREET, CIXI, Ningbo, Zhejiang, China Ningbo		
Province :	Zhejiang	Country :	China
Management Representative :	Mr. Li Jian/ Production Manager		
Contact person:	Jian Li	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Home appliances
Product Type :	humidifier and lamp		

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
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 : 15/08/2018

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

Executive summary of audit report

Opening meeting and Closing meeting: The Fully-Announced Follow-Up Audit for Cixi Landsign Electric Appliance Co., Ltd. (慈溪蓝赛电器有限公司 91330282790059858C (1/1)) located at NO.355, MINGZHOU RD, GUTANG STREET, CIXI, Ningbo, Zhejiang, China was conducted on August 14, 2017.

Upon arrival, the auditor was greeted by Mr. Li Jian/ Production Manager, Ms. Chen Xiaoli/ Financial Staff and Ms. Yun Liang/ Worker Representative. An opening meeting was held to explain the audit process, including document review, EHS walkthrough and employee interview. A full assessment was granted immediately. Mr. Li Jian/ Production Manager signed on the COC and TOI. Besides, auditor emphasized the transparency and integrity policy to the management team. The facility management was cooperative during the whole assessment process.

By the end of the assessment, a closing meeting was held with the facility management team. All the findings and suggestions were clearly explained to management. Mr. Li Jian/ Production Manager and Ms. Yun Liang/ Worker Representative signed on the Corrective Action Plan and agreed the deadline for the CAP. The auditor also reminded the facility that they should submit the Remediation Plan into the BSCI Platform within 60 days. The management was receptive of all the findings and gave the willingness to take appropriate corrective actions.

General Information: The facility was established on June 21, 2006, one 4-storey production building and one flat production building were used by the assessed facility with a total area of approximately 5040 square meters.

There were 50 employees, including 19 management staff and 31 production workers in the facility. There were 19 male employees (38%) and 31 female employees (62%). There were no ethnic minority employees in the facility. All the production workers were Chinese. Totally 10 employees were local residents and the rest 40 were migrant workers mainly from Jiangxi and Anhui Province. All the employees were directly hired by the facility.

The facility used IC Card to track workers' attendance status. There was no apparent peak or non-peak seasons in the facility. Injection workers work in two shifts, from 7:30 to 15:30 and from 15:30 to 23:30. All the other employees worked from 7:30 to 17:00 with a lunch break from 11:30 to 13:00. Normal working days are from Monday to Friday. Overtime work was arranged no more than 2 hours on weekdays' night and 8 hours on Saturdays if needed. No Sunday overtime was conducted by any employees in sample months. The longest consecutively working days was 6 days.

The factory specialized in the manufacture of humidifier and lamp. The production capacity was about 630,000 pieces of lamps and 15,500 pieces of humidifier per month. Production activities included injection, assembly and packing. Sufficient manpower and machines were available; all the production processes can be done independently in the facility. No subcontractors were needed.

According to the review of the 10 sampled employees' attendance records (3 samples randomly selected month December 2016, 3 samples from randomly selected month March 2017 and 4 samples from the most recent paid month of June 2017), it was noted that the minimum wage of the sample workers was RMB 1700 per month, which was no less than the local minimum wage RMB 1660 per month or RMB 9.54 per hour since November 1, 2015. And the sample workers' maximum over time hours were 2 hours a weekday, 8 hours a rest day, 0 hour a holiday, 18 hours a week and 78 hours a month in the reviewed months. The longest consecutively working days was 6 days. All the employees were paid with monthly rate. Wage was paid at the end of the following month in cash; the wages for resigned employees were paid on the termination day immediately. The most recent paid month was June 2017.

According to the social insurance payment receipt provided by factory management, insufficient social insurance was provided by the facility. There were totally 50 employees in the facility, as per provided social insurance receipt of June 2017, 10 employees were provided with work-related injury insurance, maternity insurance, retirement insurance, medical insurance and unemployment insurance. No commercial injury insurance was provided to employees.

In order to verify that provided wage records were accurate and complete a variety of production/ administrative and other records were cross-checked for consistency. No inconsistency was detected with provided records.

Employee Interview: 10 workers were sampled for interviews. In the interview process, they were honest. Their testimonies regarding working hours and wage information were in compliance with that reflected on the provided documents. They also reported that the working environment was clean, organized, well lit. No any kind of discrimination regarding the age, gender or other personal characteristics was reported by the interviewees. As reported, no deposit upon hire or documents withheld existed in the facility. The employees had free access to the restrooms or drink water. All the employees were free to leave the facility

after their shifts. No any kind of forced labor was detected in the facility. All the interviewees appeared content to the current working environment.

Ratings Summary



Auditee's background information			
Auditee's name :	Cixi Landsign Electric Appliance Co., Ltd.	Legal status :	Limited Company
Local Name :	慈溪蓝赛电器有限公司 91330282790059858C (1/1)	Year in which the auditee was founded :	2006
Address :	NO.355, MINGZHOU RD, GUTANG STREET, CIXI, Ningbo, Zhejiang, China	Contact person (please select) :	Jian Li
Province :	Zhejiang	Contact's Email :	601927896@qq.com
City :	Ningbo	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.landsign.com
GPS coordinates :	N: 30°11'37", E: 121°14'48"	Total turnover (in Euros) :	1720000.00
Sector :	Non-Food	Of which exports % :	78.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	22.00
If other, please specify :	N/A	Production volume :	630,000 pieces of lamps and 15500 pieces of humidifier per month
Product Group :	Home appliances	Production cost calculation :	No
If other, please specify :	N/A	Lost time injury calculation cost :	Yes
Product Type :	humidifier and lamp		

Auditee's employment structure at the time of the audit			
Total number of workers :	50	Total number of workers in the production unit to be monitored (if applicable) :	0
		MALE WORKERS	FEMALE WORKERS
Permanent workers		19	31
Temporary workers		0	0
In management positions		8	11
Apprentices		0	0
On probation		0	0
With disabilities		0	0
Migrants (national citizens)		13	27
Migrants (foreign citizens)		0	0
Workers on the permanent payroll		19	31
Production based workers		11	20
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

1- Followup Audit [Audit Id - 106146] Audit Date: 14/08/2017 PA Score: D

Deadline date:14/10/2017

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee established a set of one management system to implement the BSCI code of conduct. Senior manager was available to ensure all values are strictly followed. However, based on satisfactory evidence, the main auditee partially respected this principle because:
工厂建立了一套管理体系来确保工厂遵守BSCI行为准则。同时工厂任命了高级管理者代表来负责BSCI方面事务确保所有条款都有严格实施。但是, 基于令人满意的证据, 被审核方部分尊重BSCI的本条原则。

- 1.1 - New Finding in Follow up audit on <14/8/2017>. Through document review, site observation, management, workers representative & work interview, it was noted that the factory had set up some management procedures to implement BSCI Code of Conduct, but not all policies were properly implemented, such as overtime hours exceeded legal limit and the benefits provided to the workers were not sufficient.
工厂建立了确保BSCI有效实施的管理制度, 但是不是所有制度都得以有效实施, 比如加班时间超时, 没有充分保证员工的福利等。
- 1.2 - Status of Follow up audit on <14/8/2017> Corrective Action Not Taken. Through document review, management, workers representative & work interview, it was noted that appointed BSCI management representative does not understand new BSCI requirements well.
工厂指定的BSCI管理者代表不完全了解新的BSCI行为准则和要求。
- 1.3 - Status of Follow up audit on <14/8/2017> Corrective Action Taken. Through document review, management, workers representative & work interview, it was noted that the facility doesn't elect their significant business partners based on the BSCI Code of Conduct and monitor their social performance.
工厂已对其主要商业伙伴基于BSCI行为准则进行选择以及监控其社会绩效。
- 1.4 - Status of Follow up audit on <14/8/2017> Corrective Action Not Taken. Through document review, management, workers representative & work interview, it was noted that the factory had established the production capacity calculation procedure, but did not conduct the production capacity calculation.
工厂建立了产能评估的程序, 但没有进行产能评估。

Remarks from Auditee:

Accept

Full Audit [Audit Id - 66213] Audit Date: 14/09/2016 PA Score: D

Deadline date:14/12/2016

Good practices

Areas of improvement

Overall, the auditee established the management system policy and its objectives: statement of the beliefs and objectives of the company. The auditee assigned one senior management to responsible that the BSCI requirements are meet. However, there are gap between the current status and BSCI requirement in the factory, and the finding was noted in 1.2,1.3 and 1.4. The auditee shall ensure the policy, procedure are performance in accordance with BSCI requirement.

总的说来, 被审核方已经建立了管理系统, 制定了相关的发展目标, 并且指定高级管理人员就BSCI的执行情况进行监督。但是被审核方管理系统的现状与BSCI的要求仍有差距, 此次审核在1.2, 1.3和1.4仍有发现。被审核方应该采取措施, 让企业的政策、程序严格按照BSCI的要求去执行。

- 1.2 - Based on satisfactory evidence, the main auditee partially respected this principle because appointed BSCI management representative does not understand new BSCI requirements well.
基于满意的证据, 被审核方部分遵守本原则1.2, 因指定的BSCI管理者代表不完全了解新的BSCI行为准则和要求。
- 1.3 - Based on limited evidence, the main auditee partially respects this principle because the auditee doesn't elect their significant business partners based on the BSCI Code of Conduct and monitor their social performance.
基于有限的证据, 被审核方部分遵守本原则1.3, 因未对其主要商业伙伴基于BSCI行为准则进行选择以及监控其社会绩效。
- 1.4 - Based on satisfactory evidence, the main auditee partially respects this principle 1.4, because the auditee does not provide satisfactory evidence of workforce capacity assessment, which is properly organised to meet the expectations of the delivery order and/or contracts.
基于满意的证据, 被审核方部分遵守本原则1.4, 因其未提供有效证据证明对产能、劳动力资源是否满足订单及合同要求。

Remarks from Auditee

Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 106146] Audit Date: 14/08/2017 PA Score: B	Deadline date:14/10/2017
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory provided the records of communication about requirements of social responsibility between the management and workers. The auditee conducted periodical and specific training for employees regarding employees' rights and responsibilities. The auditee established and participated in an effective grievance mechanism and conducted regular survey on the grievance procedure. However, based on satisfactory evidence, the main auditee partially respected this principle because: 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。工厂定期对员工进行有针对性的员工权利和责任方面的培训。工厂建立并参与了一个有效的申诉机制并定期进行调查。但是, 基于令人满意的证据, 被审核方部分尊重BSCI的本条原则。</p> <p>2.1 - Status of Follow up audit on <14/8/2017> Corrective Action Not Taken. Through document review, workers representative & work interview, it was noted that the workers did not meet with management to discuss about improving working conditions; 工人没有与管理层开会讨论持续改善工作条件。</p> <p>2.2 - Status of Follow up audit on <14/8/2017> Corrective Action Taken. Through document review, workers representative & work interview, it was noted that the facility had defined long term goals to protect workers according to the BSCI Code of Conduct. 工厂已经根据BSCI规范制订保护员工的长期目标。</p> <p>2.5 - Status of Follow up audit on <14/8/2017> Corrective Action Not Taken. Through document review, workers representative & work interview, it was noted that there were no indicators of satisfaction among the users to grievance mechanism. 工厂没有建立使用者对投诉机制的满意指标。</p>	
Remarks from Auditee: Accept	
Full Audit [Audit Id - 66213] Audit Date: 14/09/2016 PA Score: C	Deadline date:14/12/2016
<u>Good practices</u>	
<u>Areas of improvement</u> <p>Overall, the auditee established the related policy that involve workers and their representatives in sound information exchange on workplace issues, and the related policy has been posted in workshop to make workers aware of their rights and responsibilities. However, there are gap between the current status and BSCI requirement in the factory, and the finding was noted in 2.1, 2.2, and 2.5. The auditee shall ensure the workers involvement and protection policy, procedure are performance in accordance with BSCI requirement. 总的说来, 被审核方已经建立了员工参与与员工保护方面的政策措施以便宜员工与管理层能及时交换信息以更好地贯彻相关政策; 并且已经通过在生产车间对相关政策进行公示以便宜让员工更好地了解这一政策。但是被员工参与与员工保护方面执行的现状与BSCI的要求仍有差距, 此次审核在2.1, 2.2及2.5仍有发现。被审核方应该采取措施, 让企业的政策、程序严格按照BSCI的要求去执行。</p> <p>2.1 - Based on satisfied evidence, the main auditee partially respected this principle 2.1 because the workers did not meet with management to discuss about improving working conditions; 基于令人满意的证据, 受审核方部分尊重了本原则的2.1, 因为工人没有与管理层开会讨论持续改善工作条件;</p> <p>2.2 - Based on satisfied evidence, the main auditee partially respected this principle 2.2 because the auditee did not define long term goals to protect workers according to the BSCI Code of Conduct; 基于令人满意的证据, 受审核方部分尊重了本原则的2.2, 因为受审核方没有根据BSCI规范制订保护员工的长期目标;</p> <p>2.5 - Based on satisfied evidence, the main auditee partially respected this principle 2.5 because there were no indicators of satisfaction among the users to grievance mechanism. 基于令人满意的证据, 受审核方部分尊重了本原则的2.5, 因为受审核方没有建立使用者对投诉机制的满意指标。</p>	
<u>Remarks from Auditee</u>	

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 106146] Audit Date: 14/08/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: This part was not rated during follow-up audit. 此部分未纳入审核范围。	
Remarks from Auditee:	
Full Audit [Audit Id - 66213] Audit Date: 14/09/2016 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>Overall, the auditee respected this principle. Based on document review, workers interview and worker representative interview, the workers right to form unions in a free and democratic way and right to bargain collectively were fully respected. Workers could freely choose to organize and join the worker organization such as worker representative and trade union in free and democratic way, which did not need to get permission from the auditee's management in advance. The workers of the auditee had elected their worker representative. Based on worker representative interview, it was noted that the auditee did not discriminate against worker representative and the worker representative could be open and freely to contact and interact with workers in the workplace at any time.</p> <p>总体来说, 被审核方符合本章节的要求。根据文件审核, 员工访谈及员工代表访谈, 工人以自由和民主的方式结社的权利以及集体谈判权得到了被审核方充分的尊重。工人可以自行选择和以民主方式建和加入工人组织; 无需提前获得被审核方授权。被审核方工人已经选举了工人代表。根据员工代表访谈, 被审核方没有对员工代表的歧视行为, 工人代表在工作场所可以自由开放的联系或接触工人。</p>	
Remarks from Auditee	
Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 106146] Audit Date: 14/08/2017 PA Score: B	Deadline date:14/10/2017
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on the BSCI code of conduct, the auditee has set up their mission, objective and policy on no discrimination. Trainings were provided to new hires upon hiring and refresh training are provided annually. All interviewed workers were free from discrimination, the auditee would not conduct discriminate pregnancy testing for workers, or assort the worker by its race, age, gender, skin. However, based on satisfactory evidence, the main auditee partially respected this principle because: 对工厂的全面审查发现工厂完全尊重该条款的要求。工厂依据BSCI的行为准则建立了非歧视方面方针政策和程序文件。此外新入职员工在入职新员工培训和每年的更新培训会涉及非歧视政策。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。但是, 基于令人满意的证据, 被审核方部分尊重BSCI的本条原则。	
<p>4.2 - Status of Follow up audit on <14/8/2017> Corrective Action Not Taken. Through document review, management, workers representative & work interview, it was noted that the factory did not conduct satisfaction survey on the grievance procedure. 工厂未对申诉系统做满意度调查。</p>	
Remarks from Auditee: Accept	
Full Audit [Audit Id - 66213] Audit Date: 14/09/2016 PA Score: B	Deadline date:14/12/2016
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>Overall, the auditee partially respected this principle. Based on document review, management interview, workers interview and worker representative interview, it was noted the auditee had taken the necessary measures to avoid or eradicate discrimination in the workplace. The auditee had conducted internal assessment the on the most risky activates in which discrimination may occur and established documented policy and procedures to avoid occurrence of discrimination behaviors. The auditee also had established mechanism to prevent workers from retaliation such as disciplined, dismissed or other kinds of discrimination because of their complaints against infringements of their rights; and ensure workers are not harassed or disciplined on grounds of discrimination as listed in the BSCI Code. No case of discrimination behaviors were identified during the audit. The violation was observed in this principle, and please see the findings listed for detailed information.</p> <p>总体来说, 被审核方部分符合本章节的要求。文件审核, 管理层访谈, 员工访谈及员工代表访谈表明被审核方采取了必要的措施以在工作场所避免或消除歧视。被审核方已经对可能出现歧视的最常见活动做出内部评估, 并制定了书面政策和程序以禁止出现歧视行为。被审核方已建立程序以确保工人不因他们对侵权的投诉而被惩戒、解雇或歧视; 并且不会就BSCI守则列明的歧视行为而受到骚扰或不合理的惩罚。在审核过程中, 也没有发现被审核方存在工人歧视的行为。被审核方不符合本章要求的地方详见不符合项。</p> <p>4.2 - Based on satisfactory evidence, the main auditee partially respected this principle because the factory did not conduct satisfaction survey on the grievance procedure. 根据满意的证据, 被审核方部分遵循本原则4.2; 因为被审核方未对申诉系统做满意度调查。</p>	
Remarks from Auditee	

Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 106146] Audit Date: 14/08/2017 PA Score: B	Deadline date:14/10/2017
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory had established Remuneration Management Procedure. Payrolls from October 2016 to June 2017 were provided and reviewed. All employees were paid by monthly rate in cash at the end of each month. Pay slip was provided to employees. According to the review of the 10 sampled employees' payroll records and attendance records, the minimum wage of the sample workers was RMB 1700 per month, which were not less than the local minimum wage RMB 1660/ month or RMB 9.54/ hour since November 1, 2015. Moreover, 150%, 200% and 300% of normal rate are paid to workers for overtime on normal working days, rest days and holidays respectively, which complied with local law requirement. No deduction was used for disciplinary measure. The company provided paid annual leave to all employees. However, based on satisfactory evidence, the main auditee partially respected this principle because:</p> <p>工厂制定了薪资管理程序。2016年10月至2017年6月的工资单提供了评审。所有员工的工资都是在月底以现金的方式支付月薪工资。并且工资条有提供给员工。当地最低工资自2015年11月1日起,调整为1660元/月,也就是9.54/小时。根据抽样的10名员工的工资和考勤记录评审,工厂支付给员工的最低工资为1700元/月,符合当地最低工资标准。工厂将会按150%, 200% and 300%的比率支付工人在正常工作时间、休息日和法定假日的加班工资,符合法规的要求。没有任何扣减是处于惩戒的目的。工厂提供了有薪年假给所有员工。但是,基于令人满意的证据,被审核方部分尊重BSCI的本条原则。</p> <p>5.4 - New Finding in Follow up audit on <14/8/2017> Through document review, management, workers representative & work interview, it was noted that the factory had no idea of evaluation the local living wage, and they had not done any survey or calculating of the local living wage before the audit. 工厂没有意识去评估当地的最低生活需求工资,也没有在审核前完成最低生活需求工资的调查和计算。</p> <p>5.5 - Status of Follow up audit on <14/8/2017> Corrective Action Not Taken. Through document review, management, workers representative & work interview, it was noted that insufficient social insurance was provided by the facility. There were totally 50 employees in the facility, as per provided social insurance receipt of June 2017, 10 employees were provided with work-related injury insurance, maternity insurance, retirement insurance, medical insurance and unemployment insurance. No commercial injury insurance was provided to employees. In accordance with PRC Labor Act (1995), Article 72 & 73 工厂社会保险参保不足。目前工厂一共有50名员工。工厂给10名员工提供了工伤保险,生育保险,养老保险、医疗保险和失业保险。工厂没有给员工购买商业意外险。</p>	
Remarks from Auditee: Accept	
Full Audit [Audit Id - 66213] Audit Date: 14/09/2016 PA Score: A	Deadline date:14/12/2016
Good practices	
Areas of improvement <p>Overall, the auditee established the factory rule to ensure that all employees will be paid in accordance with legal requirement. Based on these documentation, the benefit such annual leave with pay and other leave with pay will be provided for the related employees. The employees were paid at least RMB1800 per month, which was above local minimum wage standard RMB 1660; the wage will be paid on 30th of next month on time in cash; the slip was provided. There were no different for the payment for the employees between different genders, areas in the same workshop. However, there are gap between the current status and BSCI requirement in the factory, and the finding was noted in 5.5. The auditee shall ensure the workers involvement and protection policy, procedure are performance in accordance with BSCI requirement.</p> <p>总的说来,被审核方已经通过厂规来确保员工能依法获得工资。通过一些文件可以了解到一些福利如带薪年假及其它一些带薪福利都会依法提供给员工;员工最低工资为RMB1800/月,大于当地最低工资水平RMB1660/月;工厂会在每月30日按时支付员工工资,并且为员工提供工资条;同一车间的员工不会因为性别及地域的不同而不一样。但是工厂某些方面的现状与BSCI的要求仍有差距,此次审核在5.5仍有发现。被审核方应该采取措施,让企业的政策、程序严格按照BSCI的要求去执行。</p> <p>5.5 - Based on satisfactory evidence, the main auditee partially respected this principle because the auditee provided retirement, unemployment, incident, medical and maternity insurances for 8 employees (Total 41 employees). 基于满意的证据,受审核方部分遵守本原则,因为受审核方只为8名员工(总计41名员工)支付养老、失业、医疗、生育、工伤保险。</p>	
Remarks from Auditee	

Performance Area 6 : Decent Working Hours	
1- Followup Audit [Audit Id - 106146] Audit Date: 14/08/2017 PA Score: C	Deadline date:14/10/2017
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The facility had established the policy of the working time. According to the document review and interview, the workers worked no more than 40 hours per week for the regular working time, but the workers worked more than 36 hours per month. The sample workers' maximum over time hours was 2 hour a weekday, 8 hours a rest day, 0 hours a holiday, 18 hours a week and 78 hours a month in the testing months. The longest consecutively working days was 6 days in the testing periods. Though most sample workers' monthly overtime hours were over the legal limited 36 hours per month, from the holistic approach, it did not impact other performance areas. No one looks tired in the working time, no worker injured due to the overtime working during the last 12 months, no forced labor was noted, all the overtime hours were voluntary, no subcontractor or home worker noted. Base on satisfactory evidence, the facility partially respects this principle, because: 企业建立了工时制度。在文件查阅和员工访谈中发现, 企业员工每周正常工作时间是40小时, 没有连续工作超过7天, 但加班时间都超过了法律规定的36小时, 所选员工的每天最大加班时间是2小时, 周末最大加班8小时, 节假日不加班, 每周最大加班18小时, 每月最大加班78小时。尽管大部分选择样本员工的月加班时间都超过了法律规定的36小时, 但从整体来看, 其他受审核部分没有受到影响。在工作时间内没有人看上去很疲惫, 也没有人因为加班发生工伤事故, 并且所有的加班都是员工自愿的, 没有强迫劳工, 也没有发现分包工和家庭工。基于满意的证据, 企业没有完全尊重BSCI的本条原则。</p>	
<p>6.2 - Status of Follow up audit on <14/8/2017> Corrective Action Not Taken. Through document review, management, workers representative & work interview, it was noted that monthly overtime hours exceeded legal limit was conducted by employees. Based on 10 sampled employees' attendance records (3 samples randomly selected month December 2016, 3 samples from randomly selected month March 2017 and 4 samples from the most recent paid month of June 2017), it was noted that 7 out of 10 sampled workers' monthly overtime hours were over the legal limit of 36 hours per month, the maximum overtime hours were 74 hours in December 2016, 78 hours in March 2017 and 56 hours in June 2017 respectively. In accordance with Article 41 of the Labor Law of the PRC. 员工的月加班超过法定限制。根据10名抽样员工的考勤记录(随机抽样月份2016年12月3名抽样, 随机抽样月份2017年3月3名抽样, 最近发薪月2017年6月4名抽样), 10名抽样员工中的7名员工的月加班超出法律规定的每月36小时, 最大月加班工时数为2016年12月74小时, 2017年3月78小时和2017年6月56小时。</p>	
Remarks from Auditee: Accept	
Full Audit [Audit Id - 66213] Audit Date: 14/09/2016 PA Score: C	Deadline date:14/12/2016
<u>Good practices</u>	
<u>Areas of improvement</u> <p>Overall, the auditee established the factory rule to ensure that all employees will work in accordance with legal requirement. Based on these documentation, all employees run 1 shift, the regular working time is 07:30-11:30, 13:00-17:00 from Monday to Friday; sometimes, they will overtime work from 18:00 to 20:00 on weekdays and full Sat. The factory used the IC card system to record employees' attendance status. The overtime wage was paid in accordance with legal requirement. However, there are gap between the current overtime status in the factory and BSCI requirement, and the finding was noted in 6.2. The auditee shall ensure the workers involvement and protection policy, procedure are performance in accordance with BSCI requirement. 总的说来, 被审核方已经通过厂规来确保员工工作时间合法。通过一些文件可以了解到所有员工都是一班制, 常规工时为07:30-11:30, 13:00-17:00(周一到周五), 他们有时会在平时晚上加班, 加班时间从18:00到20:00, 有时会在周末加班。工厂通过IC卡系统来记录员工出勤, 工厂的加班工资已经依法获得。但是工厂员工加班时间与BSCI的要求仍有差距, 此次审核在6.2仍有发现。被审核方应该采取措施, 让企业的政策、程序严格按照BSCI的要求去执行。</p>	
<p>6.2 - Based on satisfactory evidence, the main auditee partially respected this principle because the monthly overtime working hours exceeded legal requirement. During the audit, the auditee provided the attendance records from Aug 1, 2015 to the audit date for review. 5 out 13 months of the monthly overtime hours exceeded 36 hours and up to 44 hours which occurred in Apr 2016. It exceeded the legal limit (max 36 OT hours per month). 基于满意的证据, 被审核方部分遵守本原则6.2, 因员工的加班超出法规上限。审核期间, 被审核方提供了2015年8月1日至审核当日的考勤记录, 13个月份的5个月份的月加班时间超出36小时, 最大为44小时发生在2016年4月。超出法规允许的上限(每月最多36小时)。</p>	
Remarks from Auditee	

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 106146] Audit Date: 14/08/2017 PA Score: A Deadline date:14/10/2017

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:

The main auditee established effective system regarding health and safety, appointed one senior management to be responsible for health and safety affairs; periodical health and safety check were conducted. Adequate fire extinguishing equipments were installed at production area. The condition of production was kept in good. Adequate, unlocked and unblocked evacuation exits were available at each production and dormitory floor; PPE notice was posted in place. Adequate first aid kits were equipped and qualified first aiders were available in main auditee. Clean drinking water was free access to all employees. As no transportation was provided to employees and the employees went home by themselves, therefore, 7.23 was rated as N/A. As no dormitory was provided, 7.24 was rated as N/A. However, based on satisfactory evidence, the main auditee partially respected this principle.

被审核方建立了有效的健康和安全管理体系统,并任命一位高级管理人员负责健康和安事务;定期组织安全检查。在生产区配备了足够的消防设施。生产区域的健康安全状况保持良好。生产区的每层均有足够的、未上锁、未阻塞的安全出口;劳保用品提示标志张贴在相应位置。配备了足够的急救药品和有资质的急救员。每名员工可免费饮用清洁的饮用水。工厂没有为员工提供交通工具,员工自己回家。所以,7.23不适用。由于没有提供宿舍,7.24不适用。但是,基于令人满意的证据,被审核方部分尊重BSCI的本条原则。

- 7.1 - Status of Follow up audit on <14/8/2017> Corrective Action Not Taken. Through document review, management, workers representative & work interview, it was noted that workers or worker representatives do not involve in the drafting and enforcement of the internal procedure on occupational health and safety.
员工或员工代表未参与到制定健康安全程序中。
- 7.2 - Status of Follow up audit on <14/8/2017> Corrective Action Not Taken. Through document review, management, workers representative & work interview, it was noted that insufficient work-related injury insurance was provided in the facility. There were totally 50 employees in the facility, per provided social insurance receipt of June 2017, work-related injury insurance was provided to 10 employees, no commercial injury insurance was provided to employees. In accordance with PRC Labor Act (1995), Article 73
工厂工伤保险参保不足。目前工厂一共有50名员工。根据所提供的2017年6月的社保缴费发票,工厂给10名员工提供了工伤保险。工厂没有给员工提供商业意外保险。
- 7.3 - (1) Status of Follow up audit on <14/8/2017> Corrective Action Not Taken. Through document review, site observation, management, workers representative & work interview, it was noted that no occupational health checks were provided to smashing workers of injection workshop and point-welding workers of assembly workshop. In accordance with Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2002) Amendment (2011), Article 36. (2) New Finding in Follow up audit on <14/8/2017>. Through document review, site observation, management, workers representative & work interview, it was noted that no occupational hazard factor testing was conducted by the facility. In accordance with Provisions on the Supervision and Administration of Occupational Health at Work Sites Article 20
(1)工厂没有给注塑车间的碎料员工和组装车间的锡焊工提供职业病体检。(2)工厂没有进行职业病危害因素检测。
- 7.4 - Status of Follow up audit on <14/8/2017> Corrective Action Taken. Through document review, management, workers representative & work interview, it was noted that safety director certificate was provided during this audit.
工厂已经提供安全主任资格证。
- 7.5 - Status of Follow up audit on <14/8/2017> Corrective Action Not Taken. Through document review, management, workers representative & work interview, it was noted that the training record has no information of starting/end time and trainer's qualification, meanwhile, the fire drill photo records have date information but no time information marked onsite.
培训记录没有培训时刻和培训师资质的信息,同时,消防演习照片虽然有日期,但是没有时刻的信息。
- 7.6 - Status of Follow up audit on <14/8/2017> Corrective Action Not Taken. Through document review, site observation, management, workers representative & work interview, it was noted that cotton masks instead of carbon-activated masks were provided to point-welding workers. Moreover, the mold worker was not wearing provided safety shoes during working hours.
工厂给锡焊工提供了棉口罩而不是活性炭口罩。模具员工工作期间没有佩戴所提供的安全鞋。
- 7.8 - Status of Follow up audit on <14/8/2017> Corrective Action Taken. Through document review, site observation, management, workers representative & work interview, it was noted that the emergency procedure is not displayed in production area.
工厂已经在现场张贴应急处理程序。

Remarks from Auditee:
Accept

Full Audit [Audit Id - 66213] Audit Date: 14/09/2016 PA Score: A Deadline date:14/12/2016

Good practices

Areas of improvement

Overall, the auditee established the health and safety policy to ensure that all employees will work in a safety working condition. Based on factory tour, it was noted that the exit sign, emergency light and fire alarm, fire extinguisher, fire hydrant was installed in workshop, storehouse. The first aid kit was available in factory; the fire drill will conduct twice per year, and the records were provided for review; etc. However, there are gap between the current health and safety status in the factory and BSCI requirement, and the finding was noted in 7.1,7.2, 7.3, 7.4,7.5, 7.6 and 7.8. The auditee shall ensure the workers involvement and protection policy, procedure are performance in accordance with BSCI requirement. Remark: The auditee did not provide dormitory, canteen, kitchen and transportation to workers.

总的说来,被审核方已经通过建立一些健康安全政策来确保员工工作在一个健康安全的环境中。通过参观工厂可以了解到安全出口标识、应急灯、灭火器、消防栓等已经安装;有急救药箱可用;消防演习每年举行两次,工厂提供了相关记录等。但是工厂健康安全方面的执行不够充分,与BSCI的要求有差距,此次审核在7.1,7.2, 7.3, 7.4,7.5, 7.6和7.8仍有发现。被审核方应该采取措施,让企业的政策、程序严格按照BSCI的要求去执行。备注:工厂没有为员工提供宿舍,食堂和交通。

- 7.1 - Based on satisfactory evidence, the main auditee partially respected this principle because workers or their representatives do not involve in the drafting and enforcement of the internal procedure on occupational health and safety.
基于满意的证据,被审核方部分尊重本原则7.1,因为员工或员工代表未参与到制定健康安全程序中。
- 7.2 - Based on satisfactory evidence, the main auditee partially respected this principle because the auditee only provided incident insurances for 8 out of 41 employees.
基于满意的证据,受审核方部分遵守本原则7.2,因为受审核方只为8名员工(总计41名员工)支付工伤保险。
- 7.3 - Based on satisfactory evidence, the main auditee partially respected this principle 7.3, because the auditee did not provide occupational health

	<p>examination to soldering workers, which was not compliant with PRC Law of Prevention and Control of Occupational Diseases, article 36. 基于满意的证据, 被审核方部分遵守本原则因为被审核方未给焊接员工进行职业病健康体检, 这不符合中华人民共和国职业病防治法第36条。</p>
7.4 -	<p>Based on satisfactory evidence, the main auditee partially respected this principle because no safety director certificate was provided during this audit. 基于满意的证据, 被审核方部分遵守本原则7.4, 因工厂未提供安全主任资格证。</p>
7.5 -	<p>Based on satisfactory evidence, the main auditee partially respected this principle because the training record has no information of starting/end time and trainer's qualification, meanwhile, the fire drill photo records have date information but no time information marked onsite. 基于满意的证据, 受审核方部分遵守本原则7.5, 因为培训记录没有培训时刻和培训师资质的信息, 同时, 消防演习照片虽然有日期, 但是没有时刻的信息</p>
7.6 -	<p>Based on satisfactory evidence, the main auditee partially respected this principle because the factory did not provide active carbon masks for jionting employees. 基于满意的证据, 受审核方部分遵守本原则7.6, 因为审核中发现工厂没有提供活性炭口罩给焊接工人</p>
7.8 -	<p>Based on satisfactory evidence, the main auditee partially respected this principle because the emergency procedure is not displayed in public. 基于满意的证据, 被审核方部分遵守本原则7.8, 因未在现场张贴应急处理程序。</p>
Remarks from Auditee	

Performance Area 8 : No Child Labour

1- Followup Audit [Audit Id - 106146] Audit Date: 14/08/2017 PA Score: A

Deadline date:14/10/2017

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee established procedures on No child labor and remediation procedures were available in case child labor found. Also age- verification mechanism was used upon recruitment to ensure all workers were above 16 years. No child labor was detected during current assessment. However, based on satisfactory evidence, the main auditee partially respected this principle.

对工厂的全面审查发现工厂完全尊重该条款的要求。工厂建立了不使用童工和童工补救措施程序文件。招聘过程中工厂有年龄识别体系确保员工都满16岁。审核过程没有发现童工。但是, 基于令人满意的证据, 被审核方部分尊重BSCI的本条原则。

8.2 - Status of Follow up audit on <14/8/2017> Corrective Action Not Taken. Through document review, management, workers representative & work interview, it was noted that the age verification mechanism was not documented, including the type of questions used by the recruiter to cross verify the age claimed by the worker.
年龄鉴别情况没有被记录, 包括招聘人员交叉核实应聘人员所声称年龄时所提的问题。

Remarks from Auditee:

Accept

Full Audit [Audit Id - 66213] Audit Date: 14/09/2016 PA Score: A

Deadline date:14/12/2016

Good practices

Areas of improvement

Overall, the auditee respected this principle. The audit had written policy and procedures, which included identification of child labor, and remedial measures to prohibit the using of child labor. The auditee had age-verification mechanism to check the applicant's age through ID card, internet checking and oral interview. Based on document review and employee interview, no child labor or historic child labor was used in the auditee.

总体来说, 被审核方符合本章节的要求。被审核方已经建立文件化的程序禁止使用童工。其中包括童工定义童工补救措施。被审核方已经建立的应聘者年龄确认机制。招聘人员会通过身份证, 口头面试等方式确认应聘者的年龄。根据文件审核员工访谈, 被审核方没有使用童工或历史童工。

8.2 - Based on satisfied evidence, the main auditee partially respected this principle 8.2 because the age verification mechanism was not documented, including the type of questions used by the recruiter to cross verify the age claimed by the worker.
基于令人满意的证据, 受审核方部分尊重了本原则的8.2, 因为年龄鉴别情况没有被记录, 包括招聘人员交叉核实应聘人员所声称年龄时所提的问题。

Remarks from Auditee

Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 106146] Audit Date: 14/08/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: This part was not rated during follow-up audit. 此部分未纳入审核范围。	
Remarks from Auditee:	
Full Audit [Audit Id - 66213] Audit Date: 14/09/2016 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>Overall, the auditee respected this principle. The audit had written young worker protection policy and procedures which included to prevent and mitigate harm to young workers, health and safety training to young workers and young worker grievance, etc. The risk assessment and control measures were covered the special requirements of young workers in the health and safety management of the auditee. Remark: Based on document review and worker interview, no young worker was used in the auditee.</p> <p>总体来说,被审核方符合本章节的要求。被审方建立了保护未成年工的程序,以防止和减缓对未成年工伤害,对未成年工的培训以及未成年工申诉机制。被审核方的健康安全风险已经包含了未成年工的特殊需求。备注:根据文件审核及员工访谈,被审核方没有使用未成年工。</p>	
Remarks from Auditee	
Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 106146] Audit Date: 14/08/2017 PA Score: A	Deadline date:14/10/2017
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Valid labor contracts were signed between the factory and employees within one month of hiring. No illegal item was indicated in the labor contracts. Employees understand the employment relationship between the factory and themselves. However, based on satisfactory evidence, the main auditee partially respected this principle because: 所有员工入职一月之内与工厂之间签订了有效的劳动合同。合同中不存在不合理条款。员工理解与工厂的劳资关系。但是,基于令人满意的证据,被审核方部分尊重BSCI的本条原则。	
<p>10.1 - Status of Follow up audit on <14/8/2017> Corrective Action Not Taken. Through document review, management, workers representative & work interview, it was noted that the facility only provided work-related injury insurance, maternity insurance, retirement insurance, medical insurance and unemployment insurance to 10 out of 50 employees. 工厂只为50名员工中的10名员工提供了工伤保险、生育保险、养老保险、医疗保险和失业保险。</p>	
Remarks from Auditee: Accept	
Full Audit [Audit Id - 66213] Audit Date: 14/09/2016 PA Score: A	Deadline date:14/12/2016
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>Overall, the auditee established the factory rule to ensure that all employees will be hired in accordance with legal requirement. Based on the documentation, the labor contract will be signed and provided copy for every employee. All employees did not pay for their work, and they withhold the ID card and the certificate by themselves. However, there are gap between the current status and BSCI requirement in the factory, and the finding was noted in 10.1. The auditee shall ensure the workers involvement and protection policy, procedure are performance in accordance with BSCI requirement.</p> <p>总的说来,被审核方已经通过厂规来确保员工能依法雇佣。通过一些文件可以了解到员工需要签劳动合同并会获得劳动合同的副本;员工获得工作时不需要付费,他们自己保留身份证及其它证书。但是工厂某些方面的现状与BSCI的要求仍有差距,此次审核在10.1仍有发现。被审核方应该采取措施,让企业的政策、程序严格按照BSCI的要求去执行。</p>	
<p>10.1 - Based on satisfactory evidence, the main auditee partially respected this principle because the auditee provided retirement, unemployment, incident, medical and maternity insurances for 8 employees (Total 41 employees). 基于满意的证据,受审核方部分遵守本原则,因为受审核方只为8名员工(总计41名员工)支付养老、失业、医疗、生育、工伤保险。</p>	
Remarks from Auditee	

Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 106146] Audit Date: 14/08/2017 PA Score: A	Deadline date:14/10/2017
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee established procedures on no bond labor and all employees are freely to terminate their relationship with the auditee. 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. However, based on satisfactory evidence, the main auditee partially respected this principle because: 对工厂的全面审查发现工厂完全尊重该条款的要求。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。员工表示管理人员对他们都比较和善, 没有任何奴役或非自愿的情况发生。但是, 基于令人满意的证据, 被审核方部分尊重BSCI的本条原则。 11.4 - Status of Follow up audit on <14/8/2017> Corrective Action Not Taken. Through document review, management, workers representative & work interview, it was noted that the disciplinary procedures did not appoint a person who shall help the worker express his/her viewpoint or disagreement with any disciplinary measure. 纪律处罚程序没有指定人员负责为受处罚的员工表达观点或异议。	
Remarks from Auditee: Accept	
Full Audit [Audit Id - 66213] Audit Date: 14/09/2016 PA Score: A	Deadline date:14/12/2016
Good practices	
Areas of improvement Overall, the auditee respected this principle. The auditee had the written procedures on forbidding forced labor, inhumane or degrading treatment, corporal punishment, mental or physical coercion and/or verbal abuse, and grievance.. However, violations were identified in this performance area, and please see the findings listed for detailed information. 总体来说, 被审核方符合本章节的要求。被审核方有书面的禁止强迫劳动, 虐待和惩戒措施以及投诉的程序。被审核方仍有不符合准则要求的地方, 详见不符合项。 11.4 - Based on satisfactory evidence, the main auditee partially respects this principle because the disciplinary procedures did not appoint a person who shall help the worker express his/her viewpoint or disagreement with any disciplinary measure. 基于满意的证据, 受审核方部分遵守本原则的11.4, 因为纪律处罚程序没有指定人员负责为受处罚的员工表达观点或异议。	
Remarks from Auditee	
Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 106146] Audit Date: 14/08/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: This part was not rated during follow-up audit. 此部分未纳入审核范围。	
Remarks from Auditee:	
Full Audit [Audit Id - 66213] Audit Date: 14/09/2016 PA Score: A	Deadline date:
Good practices	
Areas of improvement Overall, the auditee respected this principle. The auditee had established environmental management policy and procedures which included environment impact assessment, conformity assessment regards to environmental law, waste management, environment issue grievance, etc. The auditee had identified and assessed the environmental impact factors for its operations. The auditee had the environment impact report form / registration form and approval and obtained the construction project environment finishing inspection for its operation. 总体来说, 被审核方符合本章节的要求。被审核方有建立环境政策, 其中包括环境影响的评估, 环保法规符合性识别评估, 废弃物的管理, 环保问题申诉等。被审核方有对环境影响的因素进行识别和评估。被审核方有环境影响评估报告表/环境影响登记表及批复, 并且获得三同时验收。	
Remarks from Auditee	

Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 106146] Audit Date: 14/08/2017 PA Score: A	Deadline date:14/10/2017
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: In order to verify that provided wage records were accurate and complete a variety of production / administrative and other records were cross-checked for consistency. No inconsistency could be detected with provided records. However, based on satisfactory evidence, the main auditee partially respected this principle because: 为了验证提供文件的准确性和完整性, 对生产资料和其他文件进行了交叉验证。没有发现不一致的情况。但是, 基于令人满意的证据, 被审核方部分尊重BSCI的本条原则。 13.1 - Status of Follow up audit on <14/8/2017> Corrective Action Taken. Through document review, management, workers representative & work interview, it was noted that no training on ethics and integrity training is provided to management personnel and workers. 工厂已给管理人员和员工提供商业诚信培训。	
Remarks from Auditee: Accept	
Full Audit [Audit Id - 66213] Audit Date: 14/09/2016 PA Score: A	Deadline date:14/12/2016
<u>Good practices.</u>	
<u>Areas of improvement</u> Overall, the auditee partially respected this principle. The auditee had written procedures on Ethical Behaviour, which included prohibition of corruption, extortion or embezzlement, or any form of bribery, fraud and investigation of unethical behaviors and privacy and information security, etc. The auditee had conducted the assessment on the potential ethic risks. However, violations were identified in this performance area, and please see the findings listed. 总体来说, 被审核方部分符合本章节的要求。被核方已经建立了书面化的商业道德程序, 其中包括风险评估, 不正当收益, 商业欺诈, 不道德行为的调查, 个人隐私和信息安全等。被审核方对潜在的商业道德风险进行了风险评估。被审核方仍有不符合准则要求的地方, 详见不符合项。 13.1 - Based on satisfactory evidence, the main auditee partially respects this principle because no ethics and integrity training is provided to managers and workers. 基于满意的证据, 被审核方部分遵守本原则13.1, 因为未给经理和员工提供商业诚信培训。	
Remarks from Auditee	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	14/08/2017	106146	D	B	A	B	B	C	A	A	A	A	A	A	A	C
Full Audit	14/09/2016	66213	D	C	A	B	A	C	A	A	A	A	A	A	A	C

Producer Photos



External photo(s) of the production unit(s)
Facility address.JPG



Photo of fire safety equipment
Fire alarm testing.JPG



Photo of the inside of the main production hall
Drinking water.JPG



External photo(s) of the production unit(s)
Facility name and outlook.JPG



Photo of fire safety equipment
Fire extinguisher with proper pressure.JPG



Photo of the inside of the main production hall
Emergency procedure post onsite.JPG



Photo first aid facilities
First aid kit.JPG



Photo of fire safety equipment
Fire extinguishers.JPG



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



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



Photo of fire safety equipment
Fire hydrant testing.JPG



Photo of the inside of the main production hall
Labeled switches.JPG



Photo of chemical storage room (if applicable)
MSDS onsite.JPG



Photo of fire safety equipment
Fire hydrant.JPG



Photo of the inside of the main production hall
No smoking sign.JPG

