
Auditee :	Baichuan Dress & Weaving Co. Ltd. Quanzhou
Audit Date From :	04/09/2020
Audit Date To :	04/09/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Alma Xu(Lead)
Auditing Branch (if applicable) :	TUV Rheinland China



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 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 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 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 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 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 :	Baichuan Dress & Weaving Co. Ltd. Quanzhou		
DBID number :	14191		
Audit ID :	191684		
Address :	Xianjing Industrial Area, Fuqiao, Licheng District, Quanzhou		
Province :	Fujian	Country :	China
Management Representative :	Wei Zhao		
Contact person:	Wei Zhao	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Underwear		

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 type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input checked="" 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 : 04/09/2021	

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	A	D	A	A	A	A	A	A	A

Executive summary of audit report

The factory was located at Xianjing Industrial Area, Fuqiao, Licheng District, Quanzhou City, Fujian Province, China (中国福建省泉州市鲤城区浮桥仙景工业区内).

The auditee was specialized in the manufacture of underwear. The main production activities in the factory include cutting, sewing, ironing, inspection, packing.

There were one 6-storey dormitory building and one 7-storey production building with "L" shape at site. The 1st floor of the production building which was about 1500 square meter was rented by one weaving factory. The weaving factory's leasing contract and the copy of business license were provided for check. Based on document review, management representation, employees' interview and onsite observation, there were no shared workers and business relationships between the audited factory and the other company in the same compound. They differed from each other in management system, main products, workforce and etc.

The detail layout of production building was as follows: 1F/Weaving factory, reception desk, 2F/Packing, Finished goods area, Office, 3F/Inspection, Ironing, Office, 4F/Sewing workshop, Office, 5F/ Cutting, Raw material area, Ribbon sewing area, Office, 6F/Stock material area. Office, 7F/ Office. The screen printing process was subcontracted. There was no subcontractor in the factory. All employees were employed by the auditee directly. No child labour or young workers in the factory.

No kitchen or canteen service or transportation services were provided to workers.

During the audit process, the management showed fully support and provided sufficient resources to facilitate the audit. Other facility management staffs also demonstrated cooperation with the audit team. All findings had been discussed and communicated to management representative, top management and workers representative during the closing meeting. The management representative and workers' representative agreed with all findings, which identified during the audit and signed the onsite finding report. The management representative stated that they would take corrective actions for captioned findings and ensure the amfori BSCI Code of Conduct had been implemented in the auditee.

Remark:

- There was no agencies and contractor used by the auditee, which made the agency contractor license/permit was not applicable; no collective bargaining agreements was signed with workers, which made collective bargaining agreements was not applicable; the auditee did not obtain government waivers for social insurance and working hours, which made government waivers for social insurance and working hours were not applicable. Therefore, these documents could not be uploaded to platform.
- Auditor's APSCA registration number: 21701885.
- For auditee name, the description in application form was "BAICHUAN DRESS& WEAVING CO.,LTD.QUANZHOU", the auditee hope to use the same description in previous audit report, which was "Baichuan Dress & Weaving Co. Ltd. Quanzhou". For auditee address, the description in application form was "XIANJING INDUSTRIAL AREA,FUQIAO,LICHENG, QUANZHOU, FUJIAN, CHINA." The auditee hope to use the same description in amfori BSCI platform and previous audit report, that was "Xianjing Industrial Area, Fuqiao, Licheng District, Quanzhou City, Fujian Province, China."
- The finding about 7.1 was added on signed CAP after the finding report was printed and the auditor communicated with the auditee about this issue.

Ratings Summary



Auditee's background information			
Auditee's name :	Baichuan Dress & Weaving Co. Ltd. Quanzhou	Legal status :	LIMITED COMPANY
Local Name :	泉州市百川服饰织造有限公司 913505007593878451	Year in which the auditee was founded :	2004
Address :	Xianjing Industrial Area, Fuqiao, Licheng District,	Contact person (please select) :	Wei Zhao
Province :	Fujian	Contact's Email :	540114670@qq.com
City :	Quanzhou	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	Not applicable
GPS coordinates :	N24°55'12.90", E118°33'2.42"	Total turnover (in Euros) :	9865600.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	7000000 pieces/year
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Underwear		

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	70	139
Temporary workers	0	0
In management positions	3	4
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	53	104
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	70	139
Production based workers	0	0
With shifts at night	2	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 - 191684] Audit Date: 04/09/2020 PA Score: D

Deadline date:03/09/2021

GOOD PRACTICES:

None observed 未发现

AREAS OF IMPROVEMENT:

The auditee had established management system to implement the amfori BSCI Code of Conduct. Wei Zhao/ Administration director was appointed to be management representative to ensure the amfori BSCI values and principles being implemented. The management representative understood that the good social performance was important for amfori BSCI participants and the importance and benefits of having an effective management system and related procedure in place. The auditee had established the management mechanism to monitor its own significant business partners related to its social risk. The amfori BSCI COC and TOI were signed before this audit. The auditee established workforce planning and cost accounting procedure. During this follow up audit, 1.1 and 1.4 was open.

被审核方建立了管理系统以保证amfori BSCI行为守则被遵从。赵炜/行政主管为管理者代表负责amfori BSCI的价值和条款的执行。管理者代表明白自身良好的社会表现对amfori BSCI参与方的重要性也理解有效的管理体系和相关的程序存在的好处和重要性。企业建立对重要商业合作伙伴的管理机制，包括基于风险如何挑选，管理及监控其社会责任表现。企业在评估前已签了amfori BSCI COC和TOI。此次跟进审核中，1.1和1.4未关闭。

- 1.1 - The auditee didn't establish the effective management system to implement the amfori BSCI Code of Conduct and local legal law requirements. Partial findings were noted in this audit due to lack of continuously improvement approach and experience. According to workers and workers' representative interview, the responsibility of BSCI implementation had been trained. The auditee had established the social responsibility management manual and procedures based on amfori BSCI principle and local legal requirement, such as the working hours control procedure, wages and benefit management procedure and occupational health and safety management procedure. However, the auditee didn't respect and monitor the effective of management system. For example: the monthly overtime of employees was more than 36 hours, the employees' social security participation was insufficient, and the occupational health and safety problems, etc.

被审核方未建立有效的管理体系来执行BSCI行为准则和当地法律法规的要求。由于缺少持续改善的方法和经验在此次审核中仍旧发现部分发现点。根据员工和员工代表的访谈，执行amfori BSCI行为准则的职责有进行培训。被审核方已经建立了基于amfori BSCI原则和当地法律法规的社会责任管理手册和程序文件。例如：工作时间控制程序，工资福利程序和职业健康与安全程序。然而，被审核方未充分尊重和监控管理体系的有效性。例如：例如：员工的月加班超36小时，员工的社保参保不足和职业健康与安全的问题等。

- 1.4 - The auditee established workforce capacity calculation procedure, but didn't have a good capacity planning to meet the expectations of the delivery order led to workers have overtime work exceeding 36 hours per month. Remark: The last audit was conducted on October 18, 2019, so the working hours from October 1, 2019 to September 4, 2020 was evaluated.

被审核方有建立了一个劳动力计算程序，但没有一个完善的产能计划去完成预期的订单交货以致于工人过于月份2019年10月至2020年8月存在月加班超过36小时的情况。备注：上次审核在2019年10月18日，因此评估了2019年10月1日至2020年9月4日的工时。

Remarks from Auditee:

NONE

Full Audit [Audit Id - 165238] Audit Date: 18/10/2019 PA Score: D

Deadline date:29/06/2020

Good practices

None observed

Areas of improvement

The auditee had established social compliance management policies, procedures and organization structure to implement amfori BSCI code of conduct. Mr. Weijie ZHUANG was assigned as management representative to be responsible for the implementation of social compliance management system. They had conducted internal audit on its social performance once per year to monitor the system's effectiveness, identified the significant business partners and established a policy and procedure to select the current and future business partners based on their social compliance performance. However, gaps were identified in implementation in this performance area, please refer to relevant checkpoints for details.

被审核方建立了社会责任管理方针、程序及组织架构来执行amfori BSCI行为准则。庄伟杰先生被任命为管理者代表，来负责社会责任管理体系的运行。他们每年一次就其社会责任的表现进行了内部审核，以确保amfori BSCI体系运行的有效性，识别了主要商业伙伴并建立了基于商业伙伴的社会责任的表现来选择现有的和潜在的商业伙伴的政策和程序。但是，被审核方在该领域的实施也存在缺陷之处，具体参考相关的检查点。

- 1.1 - It was noted that the auditee had not fully set up an effective BSCI management system due to some issues in some performance areas were detected in this audit. Law/COC: In accordance with BSCI Social Requirement 1.1, the auditee should set up an effective management system to implement the BSCI Code of Conduct.

审核发现被审核方并未完全建立起有效的BSCI社会责任管理体系，因为本次审核在部分执行领域有发现不符合项。法规/行为准则：依据BSCI社会责任要求1.1，被审核方应建立有效的管理系统来满足BSCI行为守则。

- 1.4 - It was noted that the auditee did not properly organize its workforce to meet the expectations of the delivery order and/or contracts, as the employees' monthly overtime hours exceeded the local legal requirement in the reviewed months. Law/COC: In accordance with BSCI Social requirement 1.4, the auditee should properly organize the workforce capacity to meet the expectations of the delivery order and/or contracts.

审核发现被审核方没有有效组织其劳工来达成交付订单和/或合同的预期，因为员工加班时间在抽取的月份普遍超过当地法规要求。法规/行为准则：依据BSCI社会责任要求1.4，被审核方应合理组织其劳工来满足订单和/或合同交付的预期。

Remarks from Auditee

Nil

Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 191684] Audit Date: 04/09/2020 PA Score: A	Deadline date:01/03/2021
GOOD PRACTICES: None observed 未发现	
AREAS OF IMPROVEMENT: <p>The auditee established the communication structures to involve workers and their representatives genuinely, such as face to face, appealing their concerns to their representatives or reporting the grievance case by anonymous through suggestion box or general manager's hotline, WeChat group. The management and workers discussed about the improvement of the working condition quarterly and the meeting minutes were retained. The training had covered the amfori BSCI Code of Conduct, factory rules, grievance mechanism, occupational health and safety, human resource etc. The auditee had published the amfori BSCI Code of Conduct at the workplace for workers and all interviewed workers confirmed that they knew their rights and responsibilities. The grievance channel, timelines to address grievances, communication with workers for grievance case, record system for reporting grievance and investigation requirement etc. had been defined in the grievance mechanism. During this follow up audit, 2.4 was not closed.</p> <p>被审核方建立涉及员工和其代表真正的沟通架构。比如面对面交流，向员工代表申诉或通过意见箱匿名举报或者总经理热线，微信群等。管理层与员工每季度进行关于工作环境改善的讨论会且保留会议纪要。培训涵盖了amfori BSCI行为准则、工厂规章制度、申诉机制、职业健康和安全、人力资源等。被审核方在工人工作场所公布了amfori BSCI行为守则且所有受访的工人证实他们知道他们的权利和责任。申诉渠道，提出申诉的时间，申诉案例的员工沟通，报告申诉的记录系统和调查要求已经在申诉机制程序中定义。此次跟进审核，2.4未关闭。</p> <p>2.4 - During the management interview, the management understood the requirements of amfori BSCI and provided relevant training to the workers. However, the audit found that the auditee did not provide proof that the relevant person in charge has sufficient ability to implement the amfori BSCI management system. About 20% of the selected employees still have insufficient understanding of the amfori BSCI standards, such as zero tolerance projects.</p> <p>管理层访谈过程中，管理层理解amfori BSCI的要求并且提供相关的培训给工人。但是，审核发现被审核方未提供证明材料证明相关负责人有足够的的能力来实施amfori BSCI管理系统，约20%抽取的员工对于amfori BSCI标准的了解仍然不足，比如零容忍项目。</p>	
Remarks from Auditee: NONE	
Full Audit [Audit Id - 165238] Audit Date: 18/10/2019 PA Score: B	Deadline date:29/06/2020
Good practices None observed	
Areas of improvement <p>The auditee had defined a long-term plan to protect workers according to the BSCI Code and had taken orientation and refresh training to make workers aware of their rights and responsibilities. Furthermore, the auditee had set an effective operational-level grievance mechanism to protect workers' benefit. However, gap was still identified in implementation in this performance area. Please refer to relevant checkpoints for details.</p> <p>被审核方按照BSCI行为守则明确了长期目标以保护工人，有进行入职前培训和定期培训以使工人充分了解其权利和义务。并且，被审核方有建立有效运行的申诉机制以保护员工利益。但是，被审核方在该领域的实施也存在缺陷之处，具体参考相关的检查点。</p> <p>2.4 - It was noted that the auditee did not have effective system for training to related responsible person to ensure they have sufficient competence to implement BSCI management system, and about 50% of interviewed employees did not have sufficient understanding of BSCI standards. Law/COC: In accordance with BSCI 2.4 requirement, the auditee should build sufficient competence to successfully embed responsible practices in the business operation. This refers to managers, workers and workers representatives.</p> <p>审核发现被审核方没有建立有效的培训系统来保证相关负责人有足够的的能力来实施BSCI管理系统。约50%抽取的员工对于BSCI标准的了解仍然不足。法规/行为准则：依据BSCI 2.4的要求，被审核方应该充分培养下列人士的能力，以便在业务经营中成功结合责任规范，包括经理、工人和工人代表。</p>	
Remarks from Auditee Nil	

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 191684] Audit Date: 04/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed 未发现	
AREAS OF IMPROVEMENT: NOT RATED 未评估	
Remarks from Auditee: NONE	
Full Audit [Audit Id - 165238] Audit Date: 18/10/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None observed	
<u>Areas of improvement</u>	
No nonconformance was observed. 没有发现不符合点。	
<u>Remarks from Auditee</u>	
Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 191684] Audit Date: 04/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed 未发现	
AREAS OF IMPROVEMENT: NOT RATED 未评估	
Remarks from Auditee: NONE	
Full Audit [Audit Id - 165238] Audit Date: 18/10/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None observed	
<u>Areas of improvement</u>	
No nonconformance was observed. 没有发现不符合点。	
<u>Remarks from Auditee</u>	

Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 191684] Audit Date: 04/09/2020 PA Score: A	Deadline date:01/09/2021
GOOD PRACTICES: None observed 未发现	
AREAS OF IMPROVEMENT:	
<p>amfori BSCI management manual and Employee Manual were established to manage about compliance wages and compensations. The legal minimum wage document was collected by the auditee. The legal required minimum wages RMB1720/month, equal to RMB9.89/hour since 1 January 2020. Before that, the local legal minimum wage was RMB 1500/Month, equal to RMB 8.62/Hour. All workers' wage were calculated by hourly. The actual minimum wage was RMB12.36/Hour for workers. All workers were paid on or before 30th for previous month by cash. The pay slips were provided to workers. Payrolls from September 2019 to July 2020 were provided for check. The workers' overtime work was paid as per legal requirement: 150%, 200% and 300% of normal rate which was compensated for overtime on normal working days, rest day and statutory holidays. The auditee had arranged the leave for the workers on statutory holiday. Paid holidays such as annual leave were provided. No disciplinary deduction was charged to workers. During this follow up audit, 5.4 was closed. (In the interview with the management, the auditee conducted a fair wage survey and provided the calculation method of decent living wage data. The minimum wage paid by the factory was higher than the calculated data.). 5.5 was not closed.</p> <p>amfori BSCI 管理手册和员工手册已经建立, 以对合规的薪资福利进行管理。受审核方收集了法定最低工资文件。自从2020年1月1日开始, 最低工资是1720元一个月, 相当于9.89元一小时。在此之前, 当地最低工资是1500元每月, 相当于8.62元每小时。所有工人计时计算工资, 实际支付工人的最低工资是12.36元一小时。所有工人每个月30日之前获得上个月的现金工资。工资条有提供给工人。2019年9月至2020年7月的工资记录有提供查看。员工的加班工资依法规要求进行支付, 被审核方按基本工资的1.5倍, 2倍及3倍支付工人平时加班, 周末加班及假日加班的工资。被审核方在法定节假日安排工人放假。带薪休假比如带薪年假已提供。无纪律性扣款从员工工资中扣减。此次跟进审核, 5.4 关闭。(管理层访谈中了解到, 被审核方做了公平工资调查, 并提供了体面生活工资数据的计算方式, 工厂支付的工人的最低工资高于计算出的数据)。5.5未关闭。</p> <p>5.5 - There were 209 employees in the plant, 27 of whom have reached retirement age, and there were no new employees. Therefore, the auditee should purchase social insurance for 182 employees. According to management interviews and the review of social insurance payment slips (recorded from September 2019 to August 2020), the auditee did not provide all employees with the five types of social insurance required by law. The payment in August 2020 showed that the auditee did not provide medical insurance, maternity insurance, work injury insurance, endowment insurance required by law for 138 out of the 182 employees, and did not provide unemployment insurance for 140 employees. The management representative explained that most employees purchased the new rural social endowment insurance in their hometowns, and counted 40 employees who purchased agricultural insurance. If the workers provided rural insurance payment certificates, the auditee would pay the rural insurance payment in cash. Expense subsidies were given to workers. Workers interviewed said that the factory provided them with insurance subsidies. Some workers interviewed said that their family bought rural insurance and did not want to buy social insurance repeatedly. Reference laws and regulations: Articles 72 and 73 of the Labour Law of the People's Republic of China. Remark: 1. The auditee provided commercial insurance to 207 workers including retired workers. The insurance contract is from April 21, 2020 to April 20, 2021. 2. At present, the auditee provides 24% of the workers with social medical insurance, maternity insurance, endowment insurance, work-related injury insurance, and social unemployment insurance for 23% of the workers.</p> <p>全厂职工209人, 其中27人达到退休年龄, 无新进员工。因此, 被审核方应182名员工购买社会保险。根据管理层访谈和社会保险缴费单(2019年9月至2020年8月记录)审核, 受审核方未向全体职工提供法定要求的五险社会保险。2020年8月的缴费单显示, 被审核方未向182名员工中的138名提供法定要求的医疗保险, 生育保险, 工伤保险, 养老保险, 失业保险。未向140名员工提供失业保险。管理层代表解释说, 大部分职工在老家购买了新型农村社会养老保险, 统计了有40名购买农保的员工, 并且若工人有提供农保缴费凭证的, 被审核方通过现金的方式将农保的费用补贴给了工人, 受访的工人表示工厂有提供农保部分补贴给他们。部分受访工人称家里买了农村保险不想重复购买社会保险。参考法律法规:《中华人民共和国劳动法》第72条和73条。备注: 1. 被审核方给207名工人包含了退休工人提供了商业保险, 保险合同从2020年4月21日至2021年4月20日。2. 目前, 被审核方给24%的工人提供了社会医疗保险, 生育保险, 养老保险, 工伤保险, 给23%的工人提供了社会失业保险。</p>	
Remarks from Auditee: NONE	
Full Audit [Audit Id - 165238] Audit Date: 18/10/2019 PA Score: C	Deadline date:29/06/2020
Good practices	
None observed	
Areas of improvement	
<p>The auditee had set up relevant wages and benefits policy and procedure, and appointed person to be responsible for communicating, deploying, training and monitoring the wages system to ensure the wages and benefits to be paid according with the local law. All employees' wages were calculated on hourly-rated basis. The lowest basic wage paid for the sample was RMB 12.93 per hour, equivalent to RMB 2250 per month, which was not lower than the local law's requirement. Sufficient overtime wages were paid to employees for their overtime hours on workdays and rest days, there was no official public holiday's overtime work. However, gaps were identified in implementation in this performance area, please refer to relevant checkpoints for details.</p> <p>被审核方已经建立了相关工资福利政策和程序文件, 有指定负责人负责沟通、部署、培训和监控工资制度, 以确保工资和福利的发放符合法规要求。所有员工工资按计时方式计算。所抽取的员工最低基本工资为每小时人民币12.93元, 相当于每月人民币2250元, 不低于当地最低工资标准。员工在工作日加班和周末加班分别按1.5倍和2倍的基本工资计算加班费, 没有员工在法定节假日加班。但是, 被审核方在该领域的实施也存在缺陷之处, 具体参考相关的检查点。</p> <p>5.4 - It was noted the auditee did not have a system to assess the local living wage, and the auditee did not conduct survey or calculate the data of local living wage. Law/COC: In accordance with BSCI Social Requirements 5.4, the auditee should provide sufficient remuneration that allows workers to meet a decent living standard. 审核发现被审核方没有系统去评估当地的体面生活工资, 没有计算或调查体面生活工资数据。法规/行为准则: 依据BSCI 社会责任要求5.4: 被审核方应建立机制支付足够的报酬使工人达到体面生活标准。</p> <p>5.5 - Through reviewing the social insurance receipts of latest 3 months (July to September 2019), it was noted that only 38 out of 247 employees (15%) had participated in basic endowment insurance, unemployment insurance, employment injury insurance, medical insurance and maternity insurance. Remark: No rural pension insurance or commercial accident injury insurance participated record was provided for review. The auditee did not provide the reason for employees not joining the social insurances. Law/COC: 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</p>	

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.

通过查看最近3个月的社保收据（2019年7月-2019年9月份），得知被审核方的247名员工中，仅38名员工（15%）参加了养老保险，失业保险，工伤保险，医疗保险和生育保险。备注：被审核方未提供新农保或商业的意外伤害保险参保记录供审核。未对员工没有购买社保的原因进行解释。法规/行为准则：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。

Remarks from Auditee

Nil

Performance Area 6 : Decent Working Hours	
1- Followup Audit [Audit Id - 191684] Audit Date: 04/09/2020 PA Score: D	Deadline date:01/09/2021
GOOD PRACTICES: None observed 未发现	
AREAS OF IMPROVEMENT:	
<p>The auditee has formulated the control procedure for overtime working hours. The working hour's management procedure stipulates that the daily overtime of workers shall be controlled within 3 hours and the weekly working hours shall be within 60 hours. Factory used facial scanners to record workers' attendance. The factory adopted the standard working time system: 8 hours a day, 5 days a week (from Monday to Friday), with at least one day off after six consecutive days of work. Saturday and Sunday were defined as rest days. All employees work in one shift, working hours were divided into two types: winter time (October to April): 08:00-12:00, 13:30-17:30, and overtime: 18:30-20:30; summer time (May to September): 08:00-12:00, 14:00-18:00, and overtime: 19:00-21:00. The working hour records from September 1, 2019 to the audit day were provided for check, and the maximum daily overtime was 2 hours. Workers usually work for eight hours overtime on Saturdays. The maximum weekly overtime was 12 hours. All workers volunteered to work overtime. In this follow-up audit, 6.2 was not closed. Remark: The working hours in September 2019 was used to evaluate the wage in September 2019.</p> <p>被审核方制定了加班工作时间控制程序,工时管理程序规定控制工人日加班在3小时以内,周工时在60小时以内。工厂使用面部扫描机记录工人的出勤时间。工厂采取标准工作时间制度:每天8小时,每周5天(周一到周五),连续六天工作之后至少休息一天。周六日定义为休息天。所有员工均一班倒,工作时间分两种:冬令时(10-4月):08:00-12:00 13:30-17:30,加班:18:30-20:30;夏令时(5-9月):08:00-12:00,14:00-18:00,加班:19:00-21:00。2019年9月1日至审核当天的工时记录提供审核,最大的日加班是2小时。工人通常周六加班8小时。最大周加班是12小时。所有工人自愿加班。在这次跟进审核中,6.2未关闭。备注:2019年9月的工时用于评估2019年9月的工资。</p>	
6.2 -	<p>The auditee does not have an effective system to control overtime. The auditee has established an employee overtime working time control procedure, which requires employees to work no more than 3 hours per day and less than 36 hours per month. However, the company's attendance system There is no way to warn that when their overtime hours are about to exceed or have exceeded the requirements, the personnel department interviewed said that the auditee did not take into account the compliance of working hours in consideration of the delivery time. The interviewed workers said that they were aware of the legal requirements but would rather work overtime for overtime pay, and don't think the workload is heavy. According to the working hour record from September 1, 2019 to the day of review (September 4, 2020), the maximum daily overtime of workers was 2 hours, the monthly overtime of workers ranges from 24 hours to 52 hours, and the maximum monthly overtime was 52 hours which was in July 2020. The three-month sampling attendance records of 10 sampled employees (October 2019, January 2020 and July 2020) show that the maximum overtime hours of the sampled three months was 48 hours, 40 hours, and 52 hours respectively. The 10 sampled employees' monthly overtime hours in three sampled reached the maximum overtime hours. Remark: From 1 to 4 September, 2020, the maximum overtime was 4 hours, and the maximum daily overtime was 2 hours. The last audit was on October 18, 2019. In this audit, the auditor evaluated the working hours from October 1, 2019 to September 4, 2020. Reference laws and regulations: Article 41 of the Labour Law of the People's Republic of China.</p> <p>被审核方没有有效的系统去控制加班,被审核方建立了员工加班工作时间控制程序,该程序要求员工日加班时间不超过3小时和月加班工作时间少于36小时,但是,公司的考勤系统没办法预警当其加班时间快超过或已经超过要求时,受访的人事部称被审核方考虑货期未考虑到工时的合规性,受访工人称他们知晓法规要求但是宁愿加班获取加班费,而且不认为工作量繁重。根据2019年9月1日至审核当日(2020年9月4日)的工时记录,工人的日加班最大是2小时,工人月加班范围从24小时到52小时,最大月加班是52小时,是在2020年7月。10名抽样的员工3个月抽样考勤记录(2019年10月,2020年1月和2020年7月)显示:抽样的三个月最大加班时间分别是48小时,40小时,52小时。10名抽样工人在三个抽样月份中月加班时间均达到最大加班时间。备注:2020年9月1日至4日最大加班时间是4小时,最大日加班是2小时。上次审核是在2019年10月18日,此次审核,审核员评估了2019年10月1日至2020年9月4日的工时。参考法律法规:中华人民共和国劳动法第41条。</p>
Remarks from Auditee: NONE	
Full Audit [Audit Id - 165238] Audit Date: 18/10/2019 PA Score: D	Deadline date:29/06/2020
Good practices None observed	
Areas of improvement	
<p>The auditee had established relevant policy and procedure to ensure that all employees will work in accordance with legal requirement. Facial identification attendance system was used to record their working hours. Employees worked overtime voluntarily. Based on the sampled attendance records, management interview and employee interview, employees could enjoy at least 1 day off after 6 consecutive working days, the normal working hour of all samples were 8 hours per day and 40 hours per week. However, gap was also identified in implementation. Please refer to relevant checkpoints for details.</p> <p>被审核方已经建立了相关政策和程序文件,有以确保员工工作时间符合法规要求。被审核方采用人脸识别的方式记录员工的考勤。员工加班自愿。基于抽取的考勤记录,管理访谈及员工访谈,得知员工每连续工作6天至少休息1天,正常工作时间均为每天8小时,每周40小时。但是,被审核方在该领域的实施也存在缺陷之处,具体参考相关的检查点。</p>	
6.2 -	<p>It was noted that the monthly overtime hours of 17 out of 17 randomly selected employees were 84 hours in August 2019 (random month), 17 out of 17 randomly selected employees were 74 hours in April 2019 (random month) and 17 out of 17 randomly selected employees were 76 hours in November 2018 (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>审核发现17名随机抽取的员工中的17名员工在2019年8月份(随机月)的月加班时间为84小时,17名员工在2019年4月份(随机月)的月加班时间为74小时,17名员工在2018年11月份(随机月)的月加班时间为76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 Nil	

Performance Area 7 : Occupational Health and Safety	
1- Followup Audit [Audit Id - 191684] Audit Date: 04/09/2020 PA Score: A	Deadline date:01/03/2021
GOOD PRACTICES: None observed 未发现	
AREAS OF IMPROVEMENT: <p>The auditee appointed Wei Zhao/ administrative director to be responsible for the collection of health and safety laws and regulations, and established health and safety procedure documents, including industrial accidents, emergency plans, chemical safety, labour protection appliances, electrical and mechanical safety, etc. Completion acceptance and fire acceptance reports were provided for review. The workshop was clean and well ventilated, and the temperature of production floor was comfortable. Safety training has been provided to all employees. Adequate firefighting facilities such as fire extinguishers and fire hydrants have been installed and checked monthly. Escape route were not blocked. Alarm bells, emergency lights and exit signs should be installed properly and checked monthly. There were 20 qualified first-aid workers in the factory, and the first-aid kit with sufficient first aid supplies was provided in the production site. The company conducted at least two fire drills a year, the latest one was on June 22, 2020. The auditee used a cargo elevator and a passenger elevator, and the annual inspection report and qualified administrator certificate provided for check. The enterprise did not provide workers with canteens and transportation. This follow-up audit, 7.1 was partially closed. (The auditee has provided a valid work safety administrator certificate for viewing.) 7.2 was closed. (The auditee provided commercial insurance for all workers, and the contract will take effect from April 21, 2020 to April 20, 2021.) 7.4 was closed (Based on document review, employee representative interview and employee interview, the auditee invited employees and employee representatives to participate in the health and safety risk assessment on June 10, 2020. Workers and workers' representatives said they participated in the assessment.) 7.7 and 7.9 were new findings. 7.13 was closed. (The auditee provided valid electrician certificate for inspection.) 7.17 old finding was closed but new finding was noted. (The belt on sewing machines were not exposed on site. Management said the new type machine was used.)</p> <p>被审核方任命赵炜/行政主管负责健康与安全的法律法规的收集并建立了健康安全程序文件, 包含工伤事故, 紧急预案, 化学品安全, 劳保用品和电气, 机械安全等。竣工验收和消防验收报告有提供审核。车间干净并通风良好, 生产楼层温度舒适。安全培训已提供给所有员工。足够的消防设施如灭火器和消火栓已安装并每月进行检查。逃生路线未被堵塞。警铃、应急灯与安全出口标识合理安装并每月进行检查。工厂有20名具有资质的急救员, 配备足够药品的急救药箱提供在生产场所。企业每年进行至少两次的消防演习, 最近一次消防演习在2020年6月22日举行的。被审核方使用了一部货梯和一部客梯, 年检报告和有资质的管理员证书提供了审核。企业未给工人提供食堂和交通。此次跟进审核, 7.1部分关闭。(被审核方提供了有效的安全生产管理员证书供查看。) 7.2 关闭。(被审核方给所有工人提供了商业保险, 合同从2020年4月21日生效, 截止至2021年4月20日。) 7.4关闭(基于文件审核, 员工代表访谈和员工访谈, 被审核方邀请员工和员工代表参与2020年6月10日的健康安全风险评估。工人和工人代表参与了此次评估。) 7.6和7.9是新问题点。7.13. 关闭。(被审核方提供了有效的电工证供查看。) 7.17部分关闭且有新问题点。(现场使用的车皮带均未裸露。管理层称使用了新的机台。)</p> <p>7.1 - The auditee has established a health and safety management system, but there were still some findings not closed in this follow-up audit, and there were new findings, such as the loss of chemical safety labels, lack of safety risk warning, etc. 被审核方有建立健康安全管理系统, 但是此次跟进审核仍然有问题点未关闭, 且有新发现点, 比如化学品安全标签遗失, 安全风险警示缺失等。</p> <p>7.7 - The sewing oil dispensing containers were not posted with safety label. The workers said they knew what it was and the safety labels were missed by accident. Reference Law: Regulations on Safety Use of Chemicals in Workplaces, Article 12. 缝纫机油分配器未贴有安全标签。工人们说他们知道那是什么, 安全标签被意外遗忘了。参考法律法规: 工作场所安全使用化学品规定 第十二条。</p> <p>7.9 - There was no "heat warning sign" near ironing area. The interviewed workers they were trained by the management to be careful for that and there was no related injury case in past year. Reference Law: Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, Article 28. 熨烫区域附近没有“高温警告标志”。管理层对接受采访的工人进行了培训, 要谨慎操作, 过去一年没有相关的伤害案例。参考法律法规: 中华人民共和国职业病防治法第28条。</p> <p>7.17 - About 10% of tacking machines and 30% of double needle sewing machines missed eye guards. The management said they will make correction continuously. No work-related injury issues occurred because of this in the past 12 months. Reference law: General rules of design on health and safety of production facility (GB5083-1999), Article 6.1.6. 约10%的打枣机和30%的双针车缺失护眼装置。管理层称将继续改进。工厂在过去12个月没有因此发生过工伤事故。参考法规: 生产设备安全卫生设计总则 (GB5083-1999)第 6.1.6条。</p>	
Remarks from Auditee: NONE	
Full Audit [Audit Id - 165238] Audit Date: 18/10/2019 PA Score: B	Deadline date:29/06/2020
Good practices None observed	
Areas of improvement <p>The auditee had established written policy and procedures pertaining to health and safety work condition. The current information on local and national laws and regulations concerning health and safety had been collected by the auditee, which was used as basis to establish its procedure and policy. There were at least 2 exits in each work area of the auditee and the evacuation passages and emergency exits in workshops were clear and unlocked. Sufficient exit sign, evacuation sign, fire extinguishers, fire hydrants, fire sprinklers and fire alarms were installed in relevant areas according to local law requirements. Firefighting equipment such as fire hydrant and fire extinguishers in the auditee were kept unblocked and were easily accessible. First aid kits stocked with sufficient necessary supplies were available in each workshop and the first aid procedure and the contact number of the first aiders was also posted on site. Please refer to relevant checkpoints for details. 被审核方建立了关于健康和安全相关的政策和程序。收集了与健康和安全相关的法律法规, 并将之用作建立程序和政策的基础。其每个工作区域至少都有两个紧急出口, 且所有紧急出口和疏散通道处于畅通状态。厂房内的相关区域均有根据法规要求在配置了出口标示, 疏散标识, 灭火器, 消防喷淋, 消防栓和消防警铃。所有这些消防设施均处于可使用状态。车间配有急救箱, 且张贴了急救程序和急救员联系方式。但是, 被审核方在该领域的实施也存在缺陷之处, 具体参考相关的检查点。</p> <p>7.1 - (Below findings were found in this area): 1. It was noted that findings against occupational health and safety regulations were found in PA7, please refer to relevant checkpoints for details. 2. It was noted that the auditee could not provide the qualification certificate of the principal in charge for review. Law/COC: 1. In accordance with BSCI Social Requirement 7.1, the auditee should observe applicable occupational health and safety (OHS) regulations. 2. In accordance with the Law of the PRC on Work Safety Article 24, the principal in charge and persons for the management of</p>	

	<p>work safety in production and business entities have to have the knowledge about work safety and the competence for the management, which are commensurate with the production and business activities of these entities. The principal in charge and persons for the management of work safety in production and business entities that produce, trade or store hazardous articles, and mines, metal smelting, building construction, and road transport shall only be appointed to the posts after they pass the examinations in their knowledge about work safety and their competence in the management conducted by the competent departments for work safety supervision and administration. No fees shall be charged for taking such examinations. Entities that produce or store hazardous articles, and mines, metal smelting shall have certified safety engineer to work on the management of work safety.</p> <p>(被审核方在本条款中存在以下问题点): 1. 审核发现被审核方在健康领域有存在不符合职业健康和安安全法规的问题点, 详情请见相关检查点。2. 审核发现被审核方无法提供其主要负责人的资格证书供审阅。法规/行为准则: 1. 根据BSCI社会责任要求7.1, 被审核方应遵守适用的职业健康和安安全法规。2. 依据《中华人民共和国安全生产法》第24条, 生产经营单位的主要负责人和安全生产管理人员必须具备与本单位所从事的生产经营活动相应的安全生产知识和管理能力。危险物品的生产、经营、储存单位以及矿山、金属冶炼、建筑施工、道路运输单位的主要负责人和安全生产管理人员, 应当由主管的负有安全生产监督管理职责的部门对其安全生产知识和管理能力考核合格。考核不得收费。危险物品的生产、储存单位以及矿山、金属冶炼单位应当有注册安全工程师从事安全生产管理工作。</p>
7.2 -	<p>Through reviewing the social insurance receipts of latest 3 months (July to September 2019), it was noted that only 38 out of 247 employees (15%) had participated in employment injury insurance. Law/COC: In accordance with BSCI Social Requirement 7.2, the auditee should seek to improve workers' protection in case of accident, including through compulsory insurance schemes. Moreover, in accordance with the Social Insurance Law of the People's Republic of China, 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.</p> <p>通过查看最近3个月的社保收据(2019年7月-2019年9月份), 得知被审核方的247名员工中, 38名员工(15%)参加了工伤保险。法规/行为准则: 根据BSCI社会责任要求7.2, 被审核方需要加强对员工因为事故的保护, 包括通过强制的保险制度。另外, 依据《中华人民共和国社会保险法》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。</p>
7.4 -	<p>It was noted that workers and their representative were not involved in health and safety risk assessment. Law/COC: In accordance with BSCI Social Requirements 7.4, workers and their representative should involve in health and safety risk assessment.</p> <p>审核发现工人和工人代表没有受邀参与职业健康安全风险的评估。法规/行为准则: 根据BSCI社会责任要求7.4, 工人和工人代表应当参与职业健康安全风险的评估。</p>
7.13 -	<p>It was noted that there was one electrician in the auditee. However, the auditee could not provide the electrician certificate for review. Law/COC: In accordance with the PRC Labor Law article 55, laborers engaged in special tasks must receive specialized training and acquire a license for such tasks.</p> <p>审核发现被审核方使用了1名电工, 但无法提供该电工操作证供审阅。法规/行为准则: 依据《中华人民共和国劳动法》第55条, 从事特种作业的劳动者必须经过专门培训并取得特种作业资格。</p>
7.17 -	<p>It was noted that the belt guards installed for rolling part of 5 sewing machines in sewing workshop were incomplete. Law/COC: National Safety Technical Code for Electric Equipments-GB19517-2009, 2.3.3, adequate measures shall be implemented to prevent anyone from touching or getting close to dangerous moving parts while the electric equipment is in normal operation, to prevent metal scraps and dust from flying off, to prevent liquid and gas from overflowing, and to avoid extremely high or low temperature of the equipment's outside.</p> <p>审核发现针车车间有5部针车的皮带防护罩不完整。法规/行为准则: 《国家电气设备安全技术规范》-GB19517-2009, 2.3.3应采取适当的措施, 避免电气设备正常使用时接触或接近危险的运动部件, 避免金属屑、粉尘的飞溅, 避免液体、气体的溢出, 避免外壳灼热或低温。</p>
7.23 -	<p>Remark: No transportation was provided by the auditee.</p> <p>备注: 被审核方没有提供交通给员工。</p>
Remarks from Auditee	
Nil	
Performance Area 8 : No Child Labour	
1- Followup Audit [Audit Id - 191684] Audit Date: 04/09/2020 PA Score: A Deadline date:	
GOOD PRACTICES: None observed 未发现	
AREAS OF IMPROVEMENT: NOT RATED 未评估	
Remarks from Auditee: NONE	
Full Audit [Audit Id - 165238] Audit Date: 18/10/2019 PA Score: A Deadline date:	
Good practices	
None observed	
Areas of improvement	
No nonconformance was observed. 没有发现不符合点。	
Remarks from Auditee	

Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 191684] Audit Date: 04/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed 未发现	
AREAS OF IMPROVEMENT: NOT RATED 未评估	
Remarks from Auditee: NONE	
Full Audit [Audit Id - 165238] Audit Date: 18/10/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None observed	
<u>Areas of improvement</u>	
No nonconformance was observed. 没有发现不符合点。	
<u>Remarks from Auditee</u>	
Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 191684] Audit Date: 04/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed 未发现	
AREAS OF IMPROVEMENT: The auditee required that all workers need to sign the labour contract with the factory. All workers were employed by the auditee directly. No seasonal or temporary workers was used in this factory. The contracts content included the description of working hours, compensation, training, rest time and leave etc. which was in line with legal requirement and ILO. Meanwhile, all workers received one copy of labour contract. Based on worker interview, the HR had communicated with them about the items on the labour contracts and the workers understood well of the content of labour contract and no illegal employment was identified during the audit. During this follow up audit, 10.2 was closed. (The auditee has signed a retirement reemployment agreement for the workers who have reached the retirement age.) 被审核方要求所有工人必须和工厂签订劳动合同。所有工人是被审核方直接雇佣。没有季节工和临时工。劳动合同的内容包括工时，薪资，培训，休息时间和假期等，这些内容均符合法规以及国际标准。同时所有员工收到一份劳动合同副本。通过员工访谈，人力资源部门将合同条款传达给了工人，工人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。此次跟进审核，10.2 关闭。（被审核方给达到退休年龄的工人签署了退休返聘协议。）	
Remarks from Auditee: NONE	
Full Audit [Audit Id - 165238] Audit Date: 18/10/2019 PA Score: A	Deadline date:01/01/2020
<u>Good practices</u>	
None observed	
<u>Areas of improvement</u>	
The auditee had signed labor contracts with all employees within 30 days after employment. Employees had a copy of the contract or agreement in their own language. All employees were hired by the auditee directly. No homeworking, temporary employee or contracted employee was used by this auditee. However, gap was identified in implementation in this performance area, please refer to relevant checkpoints for details. 被审核方在员工入职30日内，于员工签订了劳动合同，且员工有取得一份劳动合同复印件。被审核方的员工均由被审核方直接招聘。被审核方没有使用家庭工，临时工和外包工。然而，被审核方在该领域的实施也存在缺陷之处，详细情况请详见相应的问题点	
10.2 - It was noted that the auditee had 4 retirees who hired to work again, but the auditee did not sign written agreement with those retirees, only signed the labor contract. COC/Law: In accordance with the Notice about Issues on Implementing Employment Contract System (Ministry of Labor Document [1996] No. 354) Article 13, when the retiree, who is enjoying pension benefits, will be hired to work again, the employer shall sign a written agreement with him to explicitly define the rights and obligations including job duties, remuneration, health care, labor protection in the course of employment. 审核发现被审核方有4名退休返聘人员，但被审核方没有与这名退休返聘人员签订书面协议，只签订了劳动合同。法规/行为准则：依据《关于实行劳动合同制度若干问题的通知》（劳部[1996]354号）第13条，已享受养老保险待遇的离退休人员被再次聘用时，用人单位应当与其签订书面协议，明确聘用期内的工作内容、报酬、医疗、劳保待遇等权利和义务。	
<u>Remarks from Auditee</u>	
Nil	

Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 191684] Audit Date: 04/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed 未发现	
AREAS OF IMPROVEMENT: NOT RATED 未评估	
Remarks from Auditee: NONE	
Full Audit [Audit Id - 165238] Audit Date: 18/10/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None observed	
<u>Areas of improvement</u>	
No nonconformance was observed. 没有发现不符合点。	
<u>Remarks from Auditee</u>	
Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 191684] Audit Date: 04/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed 未发现	
AREAS OF IMPROVEMENT: NOT RATED 未评估	
Remarks from Auditee: NONE	
Full Audit [Audit Id - 165238] Audit Date: 18/10/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None observed	
<u>Areas of improvement</u>	
No nonconformance was observed. 没有发现不符合点。	
<u>Remarks from Auditee</u>	
Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 191684] Audit Date: 04/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed 未发现	
AREAS OF IMPROVEMENT: NOT RATED 未评估	
Remarks from Auditee: NONE	
Full Audit [Audit Id - 165238] Audit Date: 18/10/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None observed	
<u>Areas of improvement</u>	
No nonconformance was observed. 没有发现不符合点。	
<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	04/09/2020	191684	D	A	A	A	A	D	A	A	A	A	A	A	A	C
Full Audit	18/10/2019	165238	D	B	A	A	C	D	B	A	A	A	A	A	A	C

Producer Photos



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



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



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



Photo first aid facilities
First aid kit.JPG



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



Photo of fire safety equipment
Evacuation map.JPG



Photo of fire safety equipment
Exit mark and emergency light and fire alarm.JPG



Photo of fire safety equipment
Fire extinguishers.JPG



Photo of fire safety equipment
Fire hydrant tested.JPG



Photo of fire safety equipment
Fire hydrant.JPG



Photo of non-conformity
5.5. Insufficient social insurance.JPG

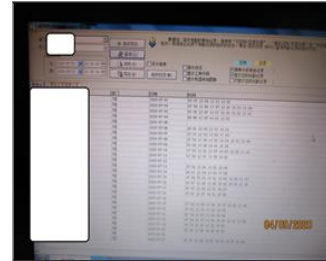


Photo of non-conformity
6.2. Monthly OT exceeded 36 hours.jpg



Photo of non-conformity
7.17.No needle guard.JPG



Photo of non-conformity
7.7. No safety label.JPG



Photo of non-conformity
7.9.No heat warning sign.JPG



Photo of the code of conduct on display
amfori BSCI COC.JPG



Photo of the dormitories (if applicable)
Dormitory building.JPG



Photo of the dormitories (if applicable)
ROOM.JPG



Photo of the inside of the main production hall
Cargo lift.JPG



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



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



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



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



Photo of the inside of the main production hall
Raw material area.JPG



Photo of the inside of the main production hall
Sample making room.JPG



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



Photo of the inside of the main production hall
Stock material warehouse.JPG



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



Photo of the personal protection equipments (if applicable)
Steel glove.JPG



Photo of the sanitary facilities
Drinking water.JPG



Photo of the sanitary facilities
Toilets.JPG