
Auditee :	Taizhou Sonduo Commodity Co., Ltd
Audit Date From :	29/11/2018
Audit Date To :	29/11/2018
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Bill Pei(Lead)
Auditing Branch (if applicable) :	TUV Rheinland China



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Rating Definitions



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

Main Auditee Information

Name of producer :	Taizhou Sonduo Commodity Co., Ltd		
DBID number :	385124		
Audit ID :	139104		
Address :	No.25, Huimin Road, Beicheng Development Zone, Huangyan Taizhou		
Province :	Zhejiang	Country :	China
Management Representative :	Zhiyuan LIN		
Contact person:	Zhiyuan LIN	Sector :	Non-Food
Industry Type :	Plastic Industry	Product group :	Plastic and articles thereof
Product Type :	Plastic products and other commodity		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	C		
Need of follow-up :	Yes	If YES, by : 29/11/2019	

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	A	C	D	A	A	A	A	A	A	A

Executive summary of audit report

Taizhou Sonduo Commodity Co., Ltd (台州市森多日用品有限公司) was located at No.25, Huimin Road, Beicheng Development Zone, Huangyan, Taizhou, Zhejiang (浙江省台州市黄岩区北城开发区惠民路25号). The total roofed area were about 3580 square meter. There were total three 3-storey buildings in the boundary. 1-3F of 2-4# building and 3F of 3-3# building was used as office, production workshop and warehouse. No canteen&kitchen and dormitory was provided by the factory. The main products of the factory were plastic products and other commodity, the main processes were injection, inspection and packing. There was no peak or low season in the factory. There was no dispatched worker in the factory. All workers were recruited directly by the factory. No transportation was provided. No sub-contractor was used by the factory. The factory coordinated with the audit, all processes was conducted smoothly. All findings were agreed by the factory management during the closing meeting. There are no agencies used by the auditee, which makes the agency labour contract not applicable. The auditee did not obtain government waivers and has no collective bargaining agreements. The factory has no security guard, the landlord was responsible for security issue.

Remark:

- There were total three 3-storey buildings in the boundary and each building has four units (1-1#, 1-2#, 1-3#, 1-4#, 2-1#, 2-2#, 2-3#, 2-4#, 3-1#, 3-2#, 3-3#, 3-4#), and all building belongs to Zhejiang Shengzhou Industry Co., Ltd (the landlord). 1-3F of 2-4# building and 3F of 3-3# building was used by the auditee. 1-2F of 3-3# building was used by Haobiao Mold Factory. The other buildings were used by other many companies. The factory management stated that they have no relation with the landlord and other companies in the same boundary, they have independent business license and management system, no employees were shared. This situation was confirmed through factory tour and employees interview.
- The current location of the auditee was No.25, Huimin Road. The auditee moved to current location from No.7, Huimin Road in September 2017, the distance between two locations were about 2.5km. The auditor went to the No.7, Huimin Road to check the situation, there was no any production in that place, and the door was locked. The auditee management stated that they had vacated the building in No.7, Huimin Road.

Ratings Summary



Auditee's background information			
Auditee's name :	Taizhou Sonduo Commodity Co., Ltd	Legal status :	Ltd company
Local Name :	台州市森多日用品有限公司(统一社会信用代码:91331003MA29YXF341)	Year in which the auditee was founded :	2017
Address :	No.25, Huimin Road, Beicheng Development Zone, Huangyan	Contact person (please select) :	Zhiyuan LIN
Province :	Zhejiang	Contact's Email :	sonduo@sonhon.cn
City :	Taizhou	Auditee's official language(s) for written communications :	Chinese (Putonghua)
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	None
GPS coordinates :	N28°40'20.17" E121°14'12.69"	Total turnover (in Euros) :	1500000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Plastic Industry	Of which domestic market % :	0.00
If other, please specify :		Production volume :	200000 pcs per month
Product Group :	Plastic and articles thereof	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Plastic products and other commodity		

Auditee's employment structure at the time of the audit			
Total number of workers :	29	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	0	0	
Temporary workers	12	17	
In management positions	2	1	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	3	2	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	12	17	
Production based workers	0	0	
With shifts at night	2	2	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 139104] Audit Date: 29/11/2018 PA Score: D

Deadline date:28/11/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The factory had established Corporate Social Responsibility (CSR) Manual, policy and procedures to implement amfori BSCI requirements. Mr. Zhiyuan LIN / General Manager was appointed as CSR management representative, he has the decision making power and understood the importance that its own good social performance has for its clients and stated that the factory followed amfori BSCI Code of Conduct and Terms of Implementation. The factory has established supplier management procedure and passed the amfori BSCI COC and TOI to main suppliers. The factory has conducted internal audit and management review for CSR system.

工厂已经建立了企业社会责任手册, 方针和程序文件来实施amfori BSCI要求。林治元先生/总经理被任命为企业社会责任管理者代表。他拥有决策权并且她知道企业具有良好社会绩效对其客户的重要性。他表示企业遵守amfori BSCI行为守则和实施条款。工厂已经建立供应商管理程序并将amfori BSCI行为守则和实施条款传达给主要生产供应商。工厂进行了社会责任管理体系的内审和管理评审。

1.1 - The factory had established written policy and procedure regarding CSR management, but it did not implement effectively. Non-conformances were found in some PA, such as not providing social insurance to employees, monthly overtime hour exceeding 36 hours (PA6), not obtaining fire safety approval (PA7). The factory management stated that most of workers did not want to participate in social insurance and the factory will persuade workers to participate in social insurance, the factory has working hour policy, but no overtime control mechanism was established, the landlord did not provide fire safety approval to them. Interviewed workers stated that their monthly overtime might exceeded 36 hours.

审核中发现企业已经建立了关于社会责任管理的书面的政策和程序, 但是没有有效的实施。有些绩效领域仍然有不符合发现, 例如没有给员工提供社会保险(PA5), 员工月加班超过36小时(PA6), 没有获得建筑消防验收(PA7)。企业管理人员表示一些员工不愿意缴纳社会保险, 他们会劝说员工参加社会保险, 企业有工作时间政策, 但是没有建立加班时间管控机制, 房东没有提供建筑消防验收。被访谈的员工表示他们月加班会超过36小时。

1.4 - The factory has established capacity planning procedure. However, the factory did not conduct a good capacity planning to meet the expectations of the delivery order leading to workers monthly overtime work exceed legal requirements during the past. Interviewed workers stated that their monthly overtime might exceeded 36 hours.

企业建立了产能规划的程序。但是企业没有进行完善的产能规划去完成预期的订单交货以致于工人在过去有超时加班工作。被访谈的员工表示他们月加班会超过36小时。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 139104] Audit Date: 29/11/2018 PA Score: B

Deadline date:28/03/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The factory has posted amfori BSCI COC in the workshop. The factory encouraged all workers to communicate work related issues. The factory has set up objective to protective workers refer to amfori BSCI COC. There was one freely elected worker representative, worker representative met and communicated with management at least quarterly. Workers and representative could express any suggestion or complaint through suggestion box without any retaliation. Training records on health, safety, working rule and working skills were provided for employees and documented.

工厂在生产车间张贴了amfori BSCI行为守则。工厂鼓励员工参与与工作相关事项的交流。工厂参照了amfori BSCI行为守则制定了保护员工的目标。工厂有一名自由选举的工人代表, 员工代表负责和管理层交流至少每季度一次。员工与员工代表可以通过意见箱提出意见或投诉, 不会遭受打击报复。工厂给员工提供了关于健康、安全、工作规则和工作技能的培训, 且保存了培训记录。

2.4 - According to the training record, the factory has provided amfori BSCI training to employees. But the factory did not evaluate the training effectiveness, all interviewed employees did not clearly know amfori BSCI requirements, such as definition of child labor and fair remuneration. Training records show the factory provided amfori BSCI training, but the factory did not evaluate the training effectiveness, all interviewed employees did not clearly know amfori BSCI requirements, such as definition of child labor and fair remuneration.

培训记录显示企业给员工提供了amfori BSCI培训, 但是企业没有评估培训的效果, 所有被访谈的员工不是很清楚amfori BSCI的要求, 例如童工的定义和公平报酬。

2.5 - The factory has established grievance mechanism such as suggestion box, but did not conduct regular survey on grievance mechanism. 企业有建立申诉机制如意见箱, 但是没有对申诉机制进行的定期评审。

Remarks from Auditee:

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining

Full Audit [Audit Id - 139104] Audit Date: 29/11/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The factory has established Freedom of Association and Collective Bargaining policy, the policy was communicated to all workers through training. Worker representative was elected in 2017. The interviewed workers confirmed that the auditee respects their right to establish trade union and freely elect their representatives.

工厂建立了自由结社及集体谈判的政策, 该政策已通过培训的方式传达给了所有工人。工厂在2017年选举了员工代表。被访谈的工人确认被审核方尊重他们成立工会及自由选择工人代表的权利。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 139104] Audit Date: 29/11/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The factory has established formal policy to prohibit discrimination, harassment and abuse. Discrimination based on grounds of race, color, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership or marital status was prohibited. Written disciplinary procedure was established according to the law, and provided training to employees and managers.</p> <p>工厂建立了禁止歧视、虐待、体罚的制度。企业不会因种族、肤色、年龄、性别、性取向、民族、疾病、怀孕、宗教、政治倾向、工会会员身份、婚姻状况而歧视员工。企业按照法律规定建立了惩戒措施的书面程序，并且给员工和管理人员进行了培训。</p>	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 139104] Audit Date: 29/11/2018 PA Score: C	Deadline date:28/11/2019
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The factory has established the wage and benefit management procedure according the local law. The benefit including paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave etc were stated in the procedure. The local Legal minimum wage document was collected by the factory and the document shown that the legal minimum wage was RMB 1660 per month before 1 December 2017 and RMB 1800 per month since 1 December 2017. Payrolls of 6 samples from October 2017 to September 2018 were reviewed randomly, it was noted that wage was calculated by hourly rate and the minimum hourly rate was RMB11 per hour which was higher than the local minimum wage, the payment calculation period was natural month, the wage was paid in cash at the 30th date of following month, the mentioned information were confirmed by worker interview, worker representative interview and management interview.</p> <p>工厂按照当地的法规制定了工资和福利程序，福利包括法定节假日，病假，婚假，产假等假期。工厂定期收集了当地法定最低工资文件，当地法定最低工资文件规定最低工资在2017年12月1日前为人民币1660元/月，自2017年12月1日为人民币1800元/月。随机抽查6个员工从2017年10月到2018年9月的工资表，员工工资按时薪计算并且最低工资为人民币11元/小时高于当地最低工资，工资支付周期为自然月，工资在下个月30号以现金支付，以上的信息都经过员工访谈、员工代表访谈和管理层访谈确认。</p>	
5.4 -	<p>The factory was unaware that fair remuneration and did not perform collection and calculation to identify possible gaps existing between the actual remuneration and the fair remuneration figure. The factory management stated that this is the first time they applied BSCI audit, they did not know how to collect fair remuneration data.</p> <p>企业不了解公平需求工资，也未进行其信息收集和计算，没有办法去识别其实际支付的工资和公平需求工资之间潜在的差距。企业管理人员解释说这是他们第一次申请BSCI审核，不知道怎样收集公平需求工资数据。</p>
5.5 -	<p>The factory has total 29 employees including 3 employees who reached retired age and 0 new employee. 26 employees were applicable for social insurance, but 26 employees had not participated in social insurance including retirement insurance, basic medical insurance, unemployment insurance, maternity insurance and work-related injury insurance. The factory management stated that most of workers did not want to participate in social insurance and the factory will persuade workers to participate in social insurance. Some interviewed workers stated that they have participated in New Rural Co-operative Medical System, so did not want to participate in social insurance. Reference law: Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44 , 53</p> <p>企业总计有29名员工，其中3名已经达到退休年龄，0名新进员工。26名员工应该参加社会保险，但是26员工没有参加养老保险，医疗保险，失业保险，生育保险和工伤保险。企业管理人员表示一些员工不愿意缴纳社会保险，他们会劝说员工参加社会保险。一些被访谈的员工表示他们已经参加了新型农村合作医疗，所以不想参加社会保险。参考法律法规：《中华人民共和国社会保险法》第10, 23, 33, 44, 53条</p>
Remarks from Auditee:	

Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 139104] Audit Date: 29/11/2018 PA Score: D	Deadline date:28/11/2019
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The factory has established working hour policy according to local legal requirement. Normal working hour was 8 hours per day and 5 days per week. Employees in injection workshop worked in two shift: 8:00-16:00 and 16:00-24:00; one shift was arranged for the rest workers, working time was 8:00-11:30, 12:30-17:00. IC card was used to record workers' working time. Time records from October 2017 to the audit date were provided and 6 samples were randomly selected for review. Maximum 2 hours overtime per day, maximum 18 hours overtime per week, maximum 84 hours overtime per month and at least 1 day off after 6 days consecutive working days was guaranteed. During the worker interview, workers confirmed that they worked overtime voluntarily. 150%, 200% and 300% of normal rate would be compensated for overtime on normal working days, rest day and statutory holidays. The monthly overtime in October 2018 were 72 hours. The monthly overtime in November 2018 (till the audit date) were 72 hours.</p> <p>工厂根据法律要求建立了工作时间的政策。正常工作时间为每天8小时，每周5天。注塑车间员工工作两个班次：8:00-16:00 和 16:00-24:00；其他员工工作一个班次：8:00-11:30, 12:30-17:00。IC卡用来记录员工的工作时间。2017年10月1日至审核日的考勤已提供，并查看了6名员工的考勤。每天最大加班2小时，每周最大加班18小时，每月最大加班84小时，每周有一天休息。员工访谈确认，加班自愿。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。2018年10月的月加班时间为72小时。2018年11月（至审核当天）的月加班时间为72小时。</p>	
<p>6.2 - The factory did not establish overtime control mechanism. The working hours recording system did not have capacity to control excessive working hours. The factory General Manager stated that the factory has working hour policy, but no overtime control mechanism was established, workers want to work some overtime to earn more money. Interviewed worker did not know overtime control mechanism. The monthly overtime hours exceeded 36 hours in 12 out of past 13 months. For example: the highest monthly overtime hours of 6 sampled workers in September 2018 (random month) were 78 hours; in June 2018 (random month) were 80 hours; in March 2018 (random month) were 84 hours. Reference law: PRC Labour Law article 41.</p> <p>企业没有建立加班时间管控制机制。企业的工时记录系统不具备控制额外的加班的功能。企业的总经理表示企业有工作时间政策，但是没有建立加班时间管控制机制，员工想要加班来赚取更多的钱。被访谈的员工不知道加班时间管控制机制。审核发现企业在过去13个月的12个月中月加班超过36小时。例如，抽取的6名样本员工的最高加班时间为：在2018年9月（随机月）加班时间达到78小时；在2018年6月（随机月）加班时间达到80小时；在2018年3月（随机月）加班时间达到84小时。参考法律法规：《中华人民共和国劳动法》第41条</p>	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 139104] Audit Date: 29/11/2018 PA Score: A	Deadline date:28/03/2019
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The factory has collected health and safety regulations and laws, and updated them regularly. The factory has established written health and safety management manual. OHS trainings were regularly provided to employees, such as machine safety, PPE use, first aid and etc. Understandable and visible signs were posted in the areas where personal protective equipment should be used. PPE such as safety shoes were provided for injection workers. The factory has one part-time electrician, his certificate was valid till September 2021. Electrical facilities were maintained in good condition and posted with warning signs. First aid procedure was established and posted onsite. First aid kit was provided in each workshop. There were two trained first aiders in the factory, their certificates were issued on 1 November 2018. The factory provided free and clean drinking water for workers. Sufficient firefighting equipment such as fire extinguishers, fire hydrants, fire alarms were installed and inspected monthly. Evacuation plans were posted at each workshop. Emergency lights and exit signs were installed properly and inspected monthly. There were at least two safety exits in each workshop and warehouse. Fire drills were performed twice per year, the latest was one 13 August 2018. The factory has obtained valid inspection report for special equipment. No canteen, dormitory or transport was provided to workers in the factory.</p> <p>工厂收集了职业健康安全方面的法规条款,并定期更新。工厂建立了书面的健康安全管理手册。工厂提供定期的职业健康安全培训给了员工,包括机器安全,劳保用品使用,急救等。工厂在需要佩戴个人防护用品的区域张贴了明显的提醒标识,给注塑车间员工提供了安全鞋。工厂有一名兼职电工,他的证书有效期至2021年9月。所有电气设施都维护良好,并张贴了安全警示标识。工厂建立了急救程序,并在现场进行张贴。工厂在每个车间提供了急救箱。工厂共有2名经过培训的急救员,他们的急救证于2018年11月1日发行。工厂提供了免费和清洁的饮用水给员工。足够的消防设施如灭火器、消火栓、警铃已安装并每月进行检查。疏散图张贴在每个车间。安装了应急灯与安全出口标识,并每月进行检查。每个车间和仓库至少有两个安全出口。消防演习每年举行两次,最近一次是在2018年8月13日。工厂为特种设备获得了有效的检验报告。工厂没有提供食堂,宿舍和交通给员工。</p>	
7.1 -	<p>Through factory tour, there was noise and dust in the crushing area. However, the auditee did not provide occupational health examination to employees contacting with these occupational disease hazards. The factory management stated they did not know this requirements. Reference law: PRC Law of Prevention and Control of Occupational Diseases article 35</p> <p>现场审核发现被审核方粉碎区域存在噪音和粉尘。然而企业没有为从事职业性危害作业的员工提供职业病体检。工厂管理人员表示他们不知道这个要求。参考法律法规:《中华人民共和国职业病防治法》第35条</p>
7.2 -	<p>29 out of 29 employees were not provided with work-related injury insurance. Interview workers stated that they did not participate in work-related injury insurance. Reference law: Social Insurance Law of the People's Republic of China, Article 33</p> <p>工厂没有给29名员工中的29名员工提供工伤保险。被访谈的员工表示他们没有参加工伤保险。参考法律法规:《中华人民共和国社会保险法》第33条</p>
7.11 -	<p>1. The factory did not provide fire certificate or registered record for all 2 buildings which were built around 2008 with construction area over 300 square meters. The factory management stated that the landlord did not provide fire safety approval to them. Reference law: PRC Fire Prevention Law article 11 2. The factory did not provide building construction completion inspection for all 2 buildings which were built around 2008 with construction area over 300 square meters. The factory management stated that the landlord did not provide building construction completion inspection to them. Reference law: PRC Construction Law Article 61</p> <p>1.被审核方无法提供建于2008年前后年建筑面积超过300平方米的2幢建筑的消防验收/备案。企业管理人员表示房东没有提供建筑消防验收。参考法律法规:《中华人民共和国消防法》第十一条 2.被审核方无法提供建于2008年前后年建筑面积超过300平方米2幢建筑的建筑竣工验收报告供查看。企业管理人员表示房东没有提供建筑竣工验收报告。参考法律法规:《中华人民共和国建筑法》第六十一条</p>
7.13 -	<p>Through factory tour, there was no anti-pest barrier in electrical distribution room. Reference law: Standard for safety management of substation and distribution room, article 5.6</p> <p>现场审核发现企业的配电房入口没有安装挡板防止小动物进入。参考法规:变配电室安全管理规范,第5.6条</p>
7.17 -	<p>Three ladders (2 meters high) used for injection molding machines were missing protective handrails. Workers stated no falling down case happened in the past. Reference Law: Safety of Machinery-Permanent Means of Access to Machinery-Part 3: Stairs, stepladders and guard-rails (GB17888.3-2008), 7.1.2.</p> <p>注塑机车间使用的三部梯子约2米高,但是没有安装扶手。被访谈的员工表示过去没有发生过跌落事故。参考法规:机械安全 进入机械的固定设施 第3部分:楼梯、阶梯和护栏 (GB17888.3-2008) 7.1.2.</p>
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 139104] Audit Date: 29/11/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Prohibiting child labor policy and procedures including remedial procedures were established by the factory. The factory verified applicants' age according to recruitment procedure. Based on management interview and workers interview, no child labor worked in the factory. Through reviewing the employee profile, the youngest worker was 23 years old.</p> <p>工厂已建立禁用童工的政策和程序包括童工拯救程序。工厂按照招聘程序核实应聘者的年龄。根据管理层和员工的访谈,公司没有使用童工。根据员工人事档案,工厂最小的员工为23周岁。</p>	
Remarks from Auditee:	

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 139104] Audit Date: 29/11/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The factory respects this principle of special protection for young employees, the factory has established young employee protection management procedure. Through management interview, worker interview, site observation and document review, no young employees existed in the factory at present. The youngest employee was 23 years old.</p> <p>工厂尊重未成年工特殊保护规定, 工厂建立了未成年工保护管理程序。通过管理人员访谈, 员工访谈、现场走访以及文件审核, 未发现企业内目前存在未成年工。工厂员工最小年纪23岁。</p>	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 139104] Audit Date: 29/11/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>All workers were hired directly by the factory. No temporary or dispatched workers were used by the factory. Labor contract were signed between the factory and workers, workers kept one signed labor contract, this was verified through worker interview. Employment conditions such as working hours, position, wages, benefits etc. were clear defined in the labor contract.</p> <p>工厂所有工人均为直接雇佣的, 未使用临时工或者派遣工人。工厂与工人签订了劳动合同, 工人会保留一份劳动合同, 通过工人访谈得到验证。雇佣条件如工作时间、岗位、工资、福利等均在劳动合同里面得到明确说明。</p>	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 139104] Audit Date: 29/11/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The factory has established formal policy to prohibit the forced labor, inhuman disciplinary measure or prison labor, relevant training were provided to the workers. There was no visible restriction with regard to freedom of movement within the site or to leave the site. Employees were free to leave after the work. No forced labor was used in the factory. The factory did not require deposit or withhold workers' ID card.</p> <p>工厂建立了禁止强迫劳动、不人道的处罚或监狱劳工, 并对员工进行了相关培训。员工在自由移动方面无限制, 员工在下班后可以自由离开公司。工厂无强迫劳动现象发生, 工厂不要求员工支付押金, 也不会扣押员工证件。</p>	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 139104] Audit Date: 29/11/2018 PA Score: A	Deadline date:28/11/2019
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The factory has established environment management manual and management procedure. The factory main manufacturing processes were injection and packing, there was no obvious environmental impacts. The factory did not generate industrial wastewater, only domestic wastewater was generated. The factory did not need to obtain environmental permits. The factory collected water and electricity consumption monthly.</p> <p>工厂制定了环境管理手册和环境管理程序。工厂的主要生产工序为注塑和包装, 没有明显的环境污染。工厂不产生工业废水, 只产生生活废水。工厂不需要获得环境许可。工厂每月统计水和电的消耗。</p>	
<p>12.1 - 1. The factory did not obtain environmental impact assessment document and environmental impact assessment approval for construction project. Reference law: PRC Environmental Impact Assessment Law article 16 and article 22 2. The factory had not obtained the environmental protection acceptance check report for their completed construction project. Reference law: Measures for Administration of Environmental Protection Acceptance Check upon Completion of Construction Project article 17</p> <p>1.企业没有获得建设项目环境影响评价文件并且取得建设项目环境影响审查批复。参考法律法规:《中华人民共和国环境影响评价法》第16条, 22条 2. 审核中发现企业没有提供其建设项目竣工环境保护验收报告。参考法律法规:《建设项目竣工环境保护验收管理办法》第十七条</p>	
Remarks from Auditee:	

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 139104] Audit Date: 29/11/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: The factory had established the ethical business behavior policy and the policy were communicated to employees. Some production records such as daily production records and etc. had been reviewed and checked with the attendance records, meanwhile through employee interview, no inconsistency was found. The working hours and wages could be verified in current assessment. The factory had established relevant procedure to collect, use and process personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements. 工厂建立了商业道德制度并对员工做了交流培训。审核员查看了部分生产记录, 比如生产日报表等, 并将这些记录与考勤记录核对, 且通过员工访谈, 没有发现不一致的情况, 企业的工作时间和工资可以验证。企业已经建立相关的程序以确保按照隐私和信息安全法和监控要求收集、使用和进行合理谨慎的处理个人隐私信息。	
Remarks from Auditee:	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	29/11/2018	139104	D	B	A	A	C	D	A	A	A	A	A	A	A	C

Producer Photos



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



Photo of non-conformity 6.2 monthly overtime exceed 36 hours.JPG



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



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



Photo of non-conformity 7.13 no anti pest barrier.JPG



Photo of the inside of the main production hall suggestion box.JPG



Photo first aid facilities first aid kit.JPG



Photo of non-conformity 7.17 no handrail for ladder.JPG



Photo of the inside of the main production hall warning sign.JPG



Photo of fire safety equipment evacuation plan.JPG



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



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



Photo of fire safety equipment exit sign and emergency light and fire alarm.JPG



Photo of the inside of the main production hall attendance machine.JPG



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

