
| | |
|-----------------------------------|---|
| Auditee : | WENZHOU AIER ELECTRICAL TECHNOLOGY CO., LTD. |
| Audit Date From : | 10/07/2018 |
| Audit Date To : | 11/07/2018 |
| Expiry Date of the Audit : | Please refer to the producer profile in the amfori BSCI platform |
| Auditing Company : | SGS |
| Auditor's Name(s) : | Mason Shao(Lead) |
| Auditing Branch (if applicable) : | SGS 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---------------------------------|---|--|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 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: <table><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 | The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit. |
| 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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: <table><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 | The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit. |
| 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| C Acceptable | <ul style="list-style-type: none">• Maximum 2 Performance Areas rated D• No Performance Areas rated E These are three examples: <table><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 | The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days. |
| 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| D Insufficient | <ul style="list-style-type: none">• Maximum 6 Performance Areas rated E These are three examples: <table><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>D</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 | D | 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. |
| 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 | D | E | E | E | E | E | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| E Unacceptable | <ul style="list-style-type: none">• Minimum 7 Performance Areas rated E These are three examples: <table><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 | amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners. |
| 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 : | WENZHOU AIER ELECTRICAL TECHNOLOGY CO., LTD. | | |
| DBID number : | 381928 | | |
| Audit ID : | 128804 | | |
| Address : | 4 Working Zone, First Farm, PingYang County Wenzhou | | |
| Province : | Zhejiang | Country : | China |
| Management Representative : | Yuanliang Zheng | | |
| Contact person: | Yuanliang Zheng | Sector : | Non-Food |
| Industry Type : | Mechanical and electrical engineering | Product group : | Electrical supplies |
| Product Type : | Personal care products | | |

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 : | 11/07/2019 |

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 | C | A | A | B | D | B | A | A | A | A | C | A |

Executive summary of audit report

WENZHOU AIER ELECTRICAL TECHNOLOGY CO., LTD. (business license: 91330326749807623D) was located at 4 Working Zone, First Farm, PingYang County, WenZhou, ZheJiang, China. The establishment date was 16 Apr. 2003 and the factory focus on manufacturing Personal care products. There were total 95 employees in the factory during the audit.

During the audit, the factory used one 5-storey building as workshop, warehouse and office and used one 5-storey building as canteen and dormitory. The main production process flow was Injection moulding-Silk screening-Assembly-Packing.

Management attitude:

During the audit, the management of facility provided support to the audit team so that the audit had been carried out smoothly.

Worker attitude:

Workers interviews were conducted in either individual or group in confidential manner. Total 5 individual workers and 1 group with 5 workers interviews were conducted. All interviewed workers were chosen by auditors without the influence from the management. The interviewed workers were cooperative with the interview and showed satisfying in working in the facility.

Ratings Summary



| Auditee's background information | | | |
|----------------------------------|--|---|-------------------|
| Auditee's name : | WENZHOU AIER ELECTRICAL TECHNOLOGY CO., LTD. | Legal status : | Ltd company |
| Local Name : | 温州艾尔电器科技有限公司 (91330326749807623D) | Year in which the auditee was founded : | 2003 |
| Address : | 4 Working Zone, First Farm, PingYang County | Contact person (please select) : | Yuanliang Zheng |
| Province : | Zhejiang | Contact's Email : | aier2018@yeah.net |
| City : | Wenzhou | Auditee's official language(s) for written communications : | Chinese |
| Region : | North East Asia | Other relevant languages for the auditee : | None |
| Country : | China | Website of auditee (if applicable) : | None |
| GPS coordinates : | North 27°44'17" East 120°35'19" | Total turnover (in Euros) : | 6500000.00 |
| Sector : | Non-Food | Of which exports % : | 90.00 |
| Industry : | Mechanical and electrical engineering | Of which domestic market % : | 10.00 |
| If other, please specify : | | Production volume : | 3000000 pcs |
| Product Group : | Electrical supplies | Production cost calculation : | Yes |
| If other, please specify : | | Lost time injury calculation cost : | No |
| Product Type : | Personal care products | | |

| Auditee's employment structure at the time of the audit | | |
|---|--------------|--|
| Total number of workers : | 95 | Total number of workers in the production unit to be monitored (if applicable) : 0 |
| | MALE WORKERS | FEMALE WORKERS |
| Permanent workers | 28 | 67 |
| Temporary workers | 0 | 0 |
| In management positions | 9 | 15 |
| Apprentices | 0 | 0 |
| On probation | 0 | 0 |
| With disabilities | 0 | 0 |
| Migrants (national citizens) | 17 | 50 |
| Migrants (foreign citizens) | 0 | 0 |
| Workers on the permanent payroll | 28 | 67 |
| Production based workers | 18 | 52 |
| With shifts at night | 8 | 10 |
| Unionised | 0 | 0 |
| Pregnant | - | 0 |
| On maternity leave | - | 0 |

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 128804] Audit Date: 10/07/2018 PA Score: D

Deadline date:10/01/2019

GOOD PRACTICES:

NONE

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 1. The factory set up completed policy and procedure on social accountability. For example, the procedures on hiring, dealing with grievances, training workers, promoting ethical behaviour were established by the factory. The factory had conducted regular internal audit for its social accountability system, and corrected the issues identified during the internal audit. Yuanliang Zheng / General Manager was amfori BSCI representative and took whole charge of amfori BSCI affairs in the factory. The factory also established policy with respect to the selection, management and monitoring of its own significant business partners. The factory had conducted regular assessment for the suppliers on their social accountability. The working hours controlling system is established. However, gaps had been identified in implementation as follows:

综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂建立了完整的社会责任政策和程序, 例如程序中包括招聘, 申诉系统, 员工培训, 反腐败等内容。工厂有定期对社会责任管理体系进行内审, 并改进内审中发现的问题。郑远良/总经理被工厂指定为amfori BSCI负责人, 统筹整个工厂的amfori BSCI事务。工厂还创建了供应商的筛选程序, 在选择供应商时, 工厂同样考虑到了其社会责任表现, 工厂有定期对供应商进行社会责任评估。工厂创建了完整的工时管控系统, 按照员工的产能来匹配订单的交期。但是发现工厂在系统执行方面和amfori BSCI要求有差距:

- 1.1 - The main auditee partially respects this principle because the factory established the procedures on social responsibility and amfori BSCI management system including plan-do-check action cycle, but the management system need improve. For example, factory management did not well understand the relation between long-term goal and short-term investment, so that the factory did not establish the practical long-term goal as per amfori BSCI requirements.
主要被审核方(生产商)部分遵循该准则, 因为工厂建立了社会责任管理程序和amfori BSCI管理系统, 其中包括计划-执行-检查-改善循环, 但管理系统需要完善。例如, 工厂管理层没有很好的理解长期目标和短期投资的关系, 导致工厂没有按照amfori BSCI要求建立长期目标。
- 1.4 - The main auditee partially respects this principle because the factory had realistically calculated the costs of production and delivery times, but the calculation of production capacity was not reasonable to cause workers' monthly overtime working hours exceeded legal requirement.
主要被审核方(生产商)部分遵循该准则, 因为工厂了解如何计算生产产能和订单周期, 但产能分析不合理, 导致员工的月加班工时超过法规要求。

Remarks from Auditee:

Nil

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 128804] Audit Date: 10/07/2018 PA Score: C

Deadline date:10/01/2019

GOOD PRACTICES:

NONE

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 2. 2 worker representatives were elected in factory, and they met the management every three months. According to interview statement with worker representative and workers, they were familiar with workplace-related issues, their labor right e.g. the law, work contracts, job description, working rules. And workers had irregular meeting for getting the information of workplace-related issues, the factory also provided on-board training on workers' right to workers. It has been noted that the auditee had an effective grievance mechanism: the mechanism consisted of using suggestion boxes, worker representation and an open door policy on coming up with suggestion directly to workers' supervisor. All these processes were documented under procedures and integrated into worker trainings. However, gaps had been identified in implementation:

综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂选举了2名员工代表, 代表每3个月会定期和管理层见面。根据员工代表及员工的访谈信息, 工会代表以及员工都很清楚工厂场所相关信息, 以及员工的劳工权利, 例如劳动法, 劳动合同, 工作描述以及厂纪厂规等。同时, 工厂会不定期和员工沟通工厂场所的信息。而且, 工厂会给员工提供关于员工权利的入职培训。审核过程发现, 工厂已建立了完整的申诉系统, 员工可通过意见箱, 工人代表或直接向主管进行沟通等方式提供投诉。所有这些过程均可通过文件以及访谈来核实, 但也发现工厂在如下方面和amfori BSCI要求有差距:

- 2.2 - The main auditee does not respect this principle because as per document review and management and employee review, the factory did not define long-term goals to protect workers according to the amfori BSCI Code of Conduct.
主要被审核方(生产商)未遵循该准则, 因为通过文件审核和管理层以及员工面谈了解到, 工厂没有依据amfori BSCI的行为准则制定长远的目标来保护员工。
- 2.4 - The main auditee partially respects this principle because the factory did not establish effective system for training to make sure workers know the content of training. For example, the management representative provided training on BSCI new Code to its managers and workers, and posted BSCI code onsite, but based on workers interview, workers did not know what is BSCI or what is social accountability either.
主要被审核方(生产商)部分遵循该准则, 因为工厂未建立有效的培训系统来保证员工接受培训的内容。工厂BSCI管理者代表虽给经理和员工提供BSCI行为准则培训, 并将BSCI的行为准则粘贴在现场, 但根据员工访谈, 所有访谈的员工不清楚什么是BSCI, 甚至什么是社会责任也不清楚。

Remarks from Auditee:

Nil

| Performance Area 3 : The rights of Freedom of Association and Collective Bargaining | |
|--|---------------------------|
| Full Audit [Audit Id - 128804] Audit Date: 10/07/2018 PA Score: A | Deadline date: |
| GOOD PRACTICES: NONE | |
| AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 3. Refer to PA 2, 2 worker representatives were elected in factory and they met the management every three months. No collective bargain agreement was concluded between the factory and workers, but the factory did not prevent workers from bargaining for the agreement. Based on the interview statement of worker representative, she was not discriminated by the factory and she also was one of workers in workshop. She had access to workers and workplace freely.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。依照PA2的描述, 工厂选举了2名员工代表, 工人代表每三个月和管理层见面。审核过程中, 工厂和员工无集体谈判协议, 但工厂也未阻止员工有意愿的时候和工厂谈判。根据员工代表的访谈, 在该工厂, 员工代表不会被歧视, 并且该代表本身是一名车间的员工, 她可以随时进入车间和员工沟通。</p> | |
| Remarks from Auditee: | |
| Performance Area 4 : No Discrimination | |
| Full Audit [Audit Id - 128804] Audit Date: 10/07/2018 PA Score: A | Deadline date: |
| GOOD PRACTICES: NONE | |
| AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 4. The factory made one policy on anti-discrimination. The policy defined that the factory would not discriminate workers by race, gender and ages etc. And according to interview statement with workers, workers could use the grievance system through suggestion boxes or tell to worker representatives once workers' right was infringed. Furthermore, the policy on discipline measures made by the factory was in line with legal requirement. All these processes could be verified by document review and interview.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了反歧视的政策, 反歧视政策中表明工厂不会因为种族, 性别, 年龄等原因对员工区别对待, 并且依照员工访谈, 若员工的权利受到任何侵害, 员工可以通过意见箱或和员工代表反馈的形式进行投诉。而且, 通过查看工厂的惩戒措施程序, 其描述的措施均符合法规和BSCI要求。以上均可通过文件审核及访谈核实。</p> | |
| Remarks from Auditee: | |
| Performance Area 5 : Fair Remuneration | |
| Full Audit [Audit Id - 128804] Audit Date: 10/07/2018 PA Score: B | Deadline date: 10/01/2019 |
| GOOD PRACTICES: NONE | |
| AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 5. The factory set up wages and benefit paying system, which included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave etc. Based on the wages from Jun., 2017 to May, 2018 provided by the factory, the minimum wage paid by the factory was RMB 1800 per month, which met legal requirement. Satisfactory evidence showed that the factory provided skill training to workers and workers' post allowance will be increased accordingly when workers received more training. And during the audit, the factory assessed the local decent living standard; the wages paid to workers were more than the living standard. Only social insurance and tax deduction were identified according to wages records of workers. All these processes and evidences were cross checked by document review, worker interview and management interview. However, gaps of social insurance had been identified in implementation:</p> <p>综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂制定了工资支付政策和福利政策, 福利政策包括给员工提供法定节假日, 病假, 婚假, 产假等假期。根据工厂提供的2017年6月至2018年5月的工资记录显示, 工厂给员工支付最低1800元每月的工资, 符合当地最低工资。同时, 工厂给员工提供了相应的技能培训, 若员工的技能提升, 岗位补贴将相应提高。依据审核时的评估, 工厂给员工提供的总工资超过了当地的体面生活标准。根据员工的工资记录, 仅有社保, 税费的扣款记录。以上过程均用文件, 访谈等方式进行核实过。但也发现工厂在社保方面和amfori BSCI要求有差距:</p> <p>5.5 - The main auditee does not respect this principle. The factory provided retirement, illness, maternity, unemployment and injury insurance for 34, 34, 34, 34 and 34 workers, but the factory had total 95 workers. Besides, the factory bought commercial casualty insurance for 26 workers who didn't enjoy injury insurance, so the factory had total 35 workers who didn't enjoy injury insurance or commercial casualty insurance.</p> <p>主要被审核方(生产商)未遵循该准则, 因为工厂提供了养老、医疗、生育、失业及工伤保险分别给34、34、34、34和34名员工, 而工厂有95名员工。此外, 工厂为其余26名未享受工伤保险的员工购买了商业意外险, 所以工厂共有35名员工未享受工伤保险或商业意外险。</p> | |
| Remarks from Auditee: Nil | |

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 128804] Audit Date: 10/07/2018 PA Score: D

Deadline date:10/01/2019

GOOD PRACTICES:

NONE

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 6. The factory made a policy of working hours system and controlled working hours. According to the policy and implementation records, injection moulding workers worked in 3 shifts (9:00-17:00; 17:00-1:00; 1:00-9:00), others workers worked in 1 shift (8:00-11:30, 12:30-17:00) with 8 hours per day, 5 days per week. The factory arranged workers working on Saturday usually and workers had right to choose working overtime or not. The factory ensured workers had every Sunday off per week. Furthermore, workers had at least 8 hours' rest on every day. Workers can take a rest during the work time when they felt tired. All this processes and implementation can be verified by interview and document review. However, gaps had been identified in implementation:

综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂制定了工时政策, 依照政策以及工厂实际的执行情况, 注塑员工3个班次 (9:00-17:00; 17:00-1:00; 1:00-9:00), 其他员工1个班次 (8:00-11:30, 12:30-17:00), 每天上班8小时, 每周5天。周六工厂会依据生产订单进行加班, 员工可自愿选择是否加班。工厂保证了员工每周日休息。工厂保证了员工每天有8小时的休息时间并且员工在工间如果觉得疲惫, 可自由选择休息几分钟。以上均已从员工访谈以及文件信息等方面进行核实。不过, 工厂在以下方面也有不符合法规的地方, 如下:

6.2 - The main auditee does not respect this principle because workers' monthly overtime hours exceeded legal requirement. During the audit, the factory provided workers' attendance records from 1 Jun 2017 to the audit day, based on sampling check, it was noted that all sampled workers' monthly overtime hours exceeded 36 hours, the max. up to 74 hours in Dec. 2017.

主要被审核方(生产商)未遵循该原则, 因为员工的月加班时间超过法规要求。审核期间, 根据工厂提供了工人从2017年6月1日至审核当天的考勤记录, 所有抽样员工的月加班均超过36小时, 最大在2017年12月达到74个小时。

Remarks from Auditee:

Nil

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 128804] Audit Date: 10/07/2018 PA Score: B

Deadline date:10/01/2019

GOOD PRACTICES: NONE

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 7. The committee of health and safety was set up by the factory. According to site observation by auditor and risk assessment records, the highest risks of health and safety in the factory were fire safety and mechanical safety. For fire safety, the factory ensured enough extinguishers in every workshop and fire hydrant, emergency lights and fire alarm were available in the factory. All these facilities of fire safety were checked every month and were effective during the testing on-site. For mechanism safety, all processes of operation were set up, workers were well trained to operate it correctly. According to the interviewee statement, workers understood well of the risk of mechanism and knew to wear relate personal protective equipment. The factory also set up emergency procedure and trained qualified first aiders for providing the service of first aid. The first aid box was also available in every workshop. Potable water was also provided. However, gaps had been identified in implementation as follows:

综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂创建了员工的健康安全委员会, 按照审核员的评估及风险评估记录, 消防安全和机械安全风险是工厂最大的风险。在消防安全方面, 工厂给所有车间配备了足够的消防设施, 例如灭火器, 消防栓, 消防警铃等, 并且工厂的健康安全负责人每月都会进行检查。审核时经过测试, 应急灯, 消防栓和消防警铃都是有效的。在机械安全方面, 工厂针对有机机械安全风险的岗位都制定了相应的操作规程, 并且给员工提供了培训以防范这方面的风险。访谈员工了解操作时注意的机械安全内容以及需要佩戴个人劳保用品。在急救政策方面, 工厂制定了急救政策, 工厂给每个车间配备了药箱, 而且工厂内有培训合格的急救员。同时, 工厂也提供了饮用水给员工, 员工可随时喝水。不过, 工厂在以下方面和amfori BSCI要求尚有差距:

- 7.1 - The main auditee partially respects this principle because the factory had collected the local law, but some collected local laws were not updated.
主要被审核方(生产商)部分遵循该原则, 因为工厂有收集法律法规文件, 但是部分收集的法律法规文件不是最新的。
- 7.2 - The main auditee does not respect this principle because the factory did not provide injury insurances for 35 out of 95 workers.
主要被审核方(生产商)未遵循该原则, 因为工厂未给95名中35名工人提供工伤保险。
- 7.3 - The main auditee partially respects this principle because the auditee conducted occupational health hazards test at workshops and provided on-the-job occupational health examination for the workers contacting hazardous hazards, but the facility did not provide off-the-job occupational health examination for workers contacting occupational health factors.
主要被审核方(生产商)部分遵循该原则, 因为工厂在车间进行了职业危害因素检测, 提供了在岗职业健康体检给接触到职业危害的工人, 但是工厂未提供离岗职业健康体检给接触到危害因素的工人。
- 7.11 - The main auditee partially respects this principle because the factory conducted fire-fighting acceptance for two buildings used by factory, but the factory conducted fire-fighting acceptance for one 5-storey complex according to production building standard rather than dormitory standard, whose 3F-5F were used as dormitory room.
主要被审核方(生产商)部分遵循该原则, 因为工厂所使用的2栋建筑进行了消防验收, 但一栋5层综合楼的3~5层作宿舍使用, 工厂以厂房验收标准为此栋综合楼进行消防验收而不是以宿舍标准。
- 7.13 - The main auditee partially respects this principle because the factory established the management program on electrical installations and equipment, appointed the person to inspect regularly, most of the electricity facilities were in good condition and the inspection records were saved, but the outer protective covers of 5 distribution boxes were not locked at production areas by onsite observation.
主要被审核方(生产商)部分遵循该原则, 因为工厂建立了电气设施管理程序且安排人员去负责定期检查, 大部分电气设施完好且保留了电气设施检查记录, 但根据现场观察, 生产区域5处配电箱外保护盖没有上锁。
- 7.17 - The main auditee partially respects this principle because the factory established the procedure on equipment management and appointed the person to maintain, but the management system need to improve. For example, cranes missed safety buckles.
主要被审核方(生产商)部分遵循该原则, 因为工厂建立了设备管理制度和任命人员去维护保养, 但管理系统需要提升。例如, 行吊无安全扣。
- 7.21 - The main auditee does not respect this principle because the factory didn't obtain the hygiene license of the kitchen.
主要被审核方(生产商)未遵循该原则, 因为工厂未获得食堂的食品经营许可证。
- 7.23 - Remarks : Not Applicable and no transportation was provided to the workers.

备注: 不适用且工厂不提供交通工具给工人。

- 7.25 - The main auditee does not respect this principle because the factory didn't conduct the occupational hazardous factors testing for the necessary posts, such as soldering tin post.
主要被审核方(生产商)未遵循该原则, 因为工厂未安排必要岗位进行职业危害因素监测, 如焊锡岗位。

Remarks from Auditee: Nil

| Performance Area 8 : No Child Labour | |
|---|----------------|
| Full Audit [Audit Id - 128804] Audit Date: 10/07/2018 PA Score: A | Deadline date: |
| GOOD PRACTICES: NONE | |
| AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 8. The policy of recruiting was set up by the factory. And it regulated that the factory would not recruit workers under 16. The factory checked workers' ID during recruiting and HR specialist knew the skills of asking workers' experience and ages when he had any doubt of workers' ID card or age according to interview with HR specialist. Meanwhile, the factory established remediation measure of child labor in order to set up measure of recruiting child labor incidentally. After checking all personnel files of workers, no child labor was identified in the factory.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了合适的招聘政策, 员工入职时工厂都会查看员工的身份证并且当人事专员对员工年龄有怀疑时, 会通过有技巧地面谈以核实员工情况。同时工厂制定了童工补救措施以防万一发现童工的应对措施。在审核过程中, 通过查阅所有员工的人事资料, 未发现有任何童工存在。</p> | |
| Remarks from Auditee: | |
| Performance Area 9 : Special protection for young workers | |
| Full Audit [Audit Id - 128804] Audit Date: 10/07/2018 PA Score: A | Deadline date: |
| GOOD PRACTICES: NONE | |
| AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 9. The policy of young worker protection was made by the factory. The factory understood the legal requirement of young workers according to interview with management. Risk assessment procedure of young workers was established as the requirement of BSCI. During the audit, no young workers were identified in the factory.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了未成年工的保护政策, 工厂了解如何依照法规要求保护未成年工。工厂按照BSCI要求制定了未成年工风险评估程序。在审核过程中, 未发现有任何未成年工的存在。</p> <p>9.2 - NA, there was no young worker worked in the factory currently. 不适用, 工厂目前没有未成年工。</p> <p>9.3 - NA, there was no young worker worked in the factory currently. 不适用, 工厂目前没有未成年工。</p> <p>9.4 - NA, there was no young worker worked in the factory currently. 不适用, 工厂目前没有未成年工。</p> <p>9.5 - NA, there was no young worker worked in the factory currently. 不适用, 工厂目前没有未成年工。</p> <p>9.6 - NA, there was no young worker worked in the factory currently. 不适用, 工厂目前没有未成年工。</p> | |
| Remarks from Auditee: | |
| Performance Area 10 : No Precarious Employment | |
| Full Audit [Audit Id - 128804] Audit Date: 10/07/2018 PA Score: A | Deadline date: |
| GOOD PRACTICES: NONE | |
| AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 10. Labor contracts were all concluded between the factory and workers. The contracts statement included the description of working hours, training, rest time and leave etc. Meanwhile, the factory provided a copy of contract to every worker. Based on interview statement of workers, workers understood well of the content of labor contract and no illegal employment was identified during the audit.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂和每个员工均签订了劳动合同, 劳动合同的内容包括工时, 培训, 休息时间和假期, 报酬和支付条件。同时工厂提供了一份劳动合同副本给员工。通过员工访谈, 员工均了解劳动合同内容, 审核过程中, 工厂无不符合法规的用工形式存在。</p> | |
| Remarks from Auditee: | |

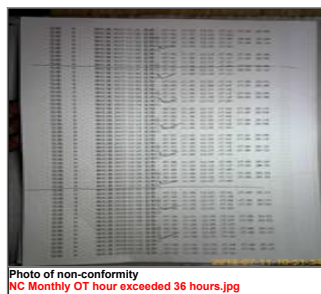
| Performance Area 11 : No Bonded Labour | |
|--|--------------------------|
| Full Audit [Audit Id - 128804] Audit Date: 10/07/2018 PA Score: A | Deadline date: |
| GOOD PRACTICES: NONE | |
| AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 11. The factory established the policy on anti-forced labor. The management understood well the scope of forced labor. And according to onsite observation and interview statement of workers, workers confirmed that there was no evidence showed in the factory, for example, they could resign according to legal requirement and they could leave the factory freely without being searched. No inhumane or degrading treatment was found during the audit and according to interview with workers. The discipline policy was also in line with legal requirement.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了反强迫劳动的政策, 工厂负责人理解哪些方式是属于强迫劳动的范畴。依据现场观察和员工访谈, 员工也很清晰地表明工厂内无强迫劳动的现象, 例如员工可以依照法规要求提出辞工而不会被克扣工资, 并且可以自由离开工厂。员工也未遇到任何被侮辱或非人道的待遇。工厂的惩戒政策也是符合法律法规要求。</p> | |
| Remarks from Auditee: | |
| Performance Area 12 : Protection of the Environment | |
| Full Audit [Audit Id - 128804] Audit Date: 10/07/2018 PA Score: C | Deadline date:10/01/2019 |
| GOOD PRACTICES: NONE | |
| AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 12. The factory made the assessment of water resource nearby the factory. The factory potable water was mineral water. The factory provided potable wate testing report for review. The factory also made the policy on saving water and implemented it all the time, and the water consumption records were provided for audit review. However, gaps had been identified in implementation as follows:</p> <p>综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂针对附近水资源进行了评估。工厂的饮用水为矿泉水。工厂提供了饮用水测试报告供查看。工厂制定了节约用水政策并且正在实施, 而且工厂每个月均记录用水量来确定政策实施的效果。不过, 工厂在以下方面和amfori BSCI要求尚有差距:</p> <p>12.3 - The main auditee partially respects this principle, because the factory obtained EIA, but failed to obtain EIA approval from environment facility for review. 主要被审核方(生产商)部分遵循该准则, 因为工厂获得了环评, 但未获得环评批复供查看。</p> <p>12.4 - The main auditee does not respect this principle because no evidence stated that whether hazardous wastes were transferred to licensed vendor, such as printing ink container, etc. 主要被审核方(生产商)未遵循该准则, 因为无证据表明工厂将危险废弃物, 如废油墨桶等转移给有资质单位处理。</p> | |
| Remarks from Auditee: Nil | |
| Performance Area 13 : Ethical Business Behaviour | |
| Full Audit [Audit Id - 128804] Audit Date: 10/07/2018 PA Score: A | Deadline date: |
| GOOD PRACTICES: NONE | |
| AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 13. The policy on anti-corruption was made by the factory. And the factory analysed the risk of corruption and found that the process of purchase and sale might be related to corruption. So workers of purchase and sale were well trained and signed anti-corruption and confidential agreement with the factory. During the audit, no misrepresentation was provided by the factory, all information could be cross checked.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂创建了反腐败的政策, 并且根据工厂分析, 工厂的采购和销售有可能涉及到腐败。因此工厂给所有相关人员进行培训, 并且员工也签订了反腐败和保密协议。审核过程中, 工厂提供的数据也均可通过其它方面进行核实, 工厂未提供任何不实信息。审核时也未发现有任何泄密的负面现象。</p> | |
| Remarks from Auditee: | |

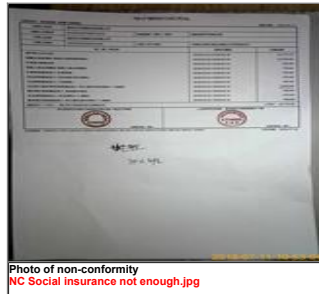
Summary



| Audit Type | Date | Audit Id | PA1 | PA2 | PA3 | PA4 | PA5 | PA6 | PA7 | PA8 | PA9 | PA10 | PA11 | PA12 | PA13 | Overall Rating |
|------------|------------|----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|----------------|
| Full Audit | 10/07/2018 | 128804 | D | C | A | A | B | D | B | A | A | A | A | C | A | C |

Producer Photos





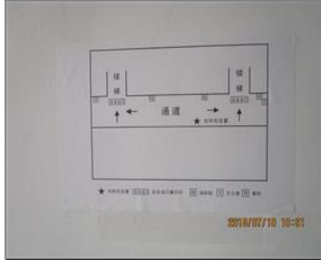


Photo of fire safety equipment
Evacuation plan in the dormitory.JPG



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



Photo of the personal protection equipments (if applicable)
PPE 03.JPG



Photo of fire safety equipment
Evacuation plan.JPG



Photo of the dormitories (if applicable)
Toilet in the dormitory.JPG



Photo of the personal protection equipments (if applicable)
Warning sign 01.JPG



Photo of fire safety equipment
Exit sign and emergency light in the dormitory.JPG



Photo of the inside of the main production hall
Assembly process 01.JPG



Photo of the personal protection equipments (if applicable)
Warning sign 02.JPG



Photo of fire safety equipment
Exit sign and emergency light.JPG



Photo of the inside of the main production hall
Assembly process 02.JPG



Photo of the personal protection equipments (if applicable)
Warning sign 03.JPG



Photo of fire safety equipment
Fire alarm.JPG



Photo of the inside of the main production hall
Attendance recorder.JPG



Photo of the personal protection equipments (if applicable)
Warning sign 04.JPG



Photo of fire safety equipment
Fire facilities in the dormitory.JPG



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

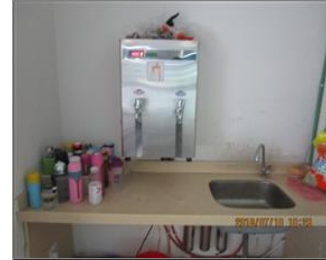


Photo of the sanitary facilities
Potable water.JPG



Photo of fire safety equipment
Fire facilities.JPG



Photo of the inside of the main production hall
Injection moulding process.JPG



Photo of the sanitary facilities
Toilet.JPG



Photo of fire safety equipment
Fire sprinkler and smoking detector.JPG