
Auditee :	Zhejiang Beisheng Industry & Trading Co., Ltd.
Audit Date From :	22/04/2021
Audit Date To :	23/04/2021
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	QIMA Limited
Auditor's Name(s) :	Simon Jia(Lead)
Auditing Branch (if applicable) :	



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>A</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	A	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	A	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 :	Zhejiang Beisheng Industry & Trading Co., Ltd.		
DBID number :	400296		
Audit ID :	209055		
Address :	No.8 Qingxi South road, Wangshantou Industrial area, Quanxi Town, Wuyi City, Jinhua		
Province :	Zhejiang	Country :	China
Management Representative :	Handong Yu		
Contact person:	Handong Yu	Sector :	Non-Food
Industry Type :	Others	Product group :	Others
Product Type :	Cup, Kettle		

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 : 23/04/2022

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	B	B

Executive summary of audit report

[Location and size]:

The announced full audit for Zhejiang Beisheng Industry & Trading Co., Ltd. /浙江倍盛工贸有限公司 (Business license registration number: 91330723MA2E5EX5XM), located at No.8 Qingxi South Road, Wangshantou Industrial Area, Quanxi Town, Wuyi County, Jinhua City, Zhejiang Province, China. (中国浙江省金华市武义县泉溪镇王山头工业区清溪南路8号) was conducted on April 22 & 23, 2021. The factory was established on November 23, 2018. The factory occupied an area of approximately 14500 square meters.

[Structure of facility]:

The auditee rents one 3-storey building and one 4-storey building as office area, workshops and warehouses. Neither dormitory nor kitchen and canteen is available in the factory. The main products of the auditee were Cup and Kettle The main processes include cutting, metalworking, polishing, painting, silkscreen, assembly, inspection and packing.

[Employee analysis]:

There were 99 employees working in the factory. Among them, 88 were production employees and 11 were non-production employees. All employees were permanent employees and 85 employees were migrant employees. And there was total 51 female employees.

[Summary of working hour]:

Factory used electric attendance system to record workers' working time. All employees work for 5 days a week from Monday to Friday in one shift. The normal working hours is 8 hours from 7:30 to 16:30 with one hour for lunch time from 11:30 to 12:30. The attendance records from March 2020 to the audit day were reviewed in the audit. 10 sampled workers' attendance records from February 2021 (current month), May 2020 (random month) and August 2020 (random month) were selected for checking. No obvious peak season in the factory. According to the provided attendance records and workers interviews, the maximum daily overtime hours are 2 hours, the maximum weekly overtime hours are 12 hours per week and the maximum monthly overtime hours are 56 hours.

[Summary of compensation]:

The local minimum wage was RMB 1660 per month equivalent to RMB 9.54 (1660/21.75/8) per hour since December 1, 2017. Payroll records from March 2020 to February 2021 were provided for review. 10 sampled workers' payroll records from February 2021 (current month), August 2020 (random month) and May 2020 (random month) were selected for checking. Workers were paid by hourly rate basis; the minimum basic wage was RMB 12.07 per hour, which was higher than the legal requirement. Wage was released by cash at around the end of the following month. The factory paid 150% and 200% of normal rate for the overtime on regular working days and rest days respectively. No overtime work was arranged on holidays.

[Summary of interview]:

10 workers were interviewed on site, including 7 females and 3 males, and 9 workers were migrant worker. And all of them were permanent workers.

[Special scene during on site observed]:

- The address registered on the business license was "inside Wuyi Hetai Industry and Trade Co., Ltd, Wangshantou Industrial Area, Quanxi Town, Wuyi County, Jinhua City, Zhejiang Province, China". The provided address and actual address was "No.8 Qingxi South Road, Wangshantou Industrial Area, Quanxi Town, Wuyi County, Jinhua City, Zhejiang Province, China." The facility management claimed that the above two addresses were the same one. The local government changed the road name and this address could only be registered by the landlord named Wuyi Hetai Industry and Trade Co., Ltd.
- There were other three facilities located in the same compound with the audited facility, which was named Wuyi Hetai Industry and Trade Co., Ltd, Jinhua Yihao Yao Automobile Industry Co. Ltd and Wuyi Damai Tools Co., Ltd. The main products of this facility were plastic products, plastic products and scooter. The business license and lease contract were not provided for review for a confidential reason. Through employee interviews, no employees transferred between each other.
- There are no agencies and contractor used by the auditee, which makes the contractor license/permit and agency labour contract not applicable. No government waivers and collective bargaining agreements are available in the auditee.
- This audit was conducted by one auditor named Simon Jia, the APSCA registration number was RA 21703309.

Ratings Summary



Auditee's background information			
Auditee's name :	Zhejiang Beisheng Industry & Trading Co., Ltd.	Legal status :	Ltd company
Local Name :	浙江倍盛工贸有限公司	Year in which the auditee was founded :	2018
Address :	No.8 Qingxi South road, Wangshantou Industrial area, Quanxi Town, Wuyi City,	Contact person (please select) :	Handong Yu
Province :	Zhejiang	Contact's Email :	sales@zjbeisheng.com
City :	Jinhua	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) :	Nil
GPS coordinates :	28.861 North 119.900 East	Total turnover (in Euros) :	4000000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Others	Of which domestic market % :	0.00
If other, please specify :		Production volume :	600000 pcs per month
Product Group :	Others	Production cost calculation :	No
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Cup, Kettle		

Auditee's employment structure at the time of the audit		
Total number of workers :	99	Total number of workers in the production unit to be monitored (if applicable) : 0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	48	51
Temporary workers	0	0
In management positions	2	2
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	42	43
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	48	51
Production based workers	0	0
With shifts at night	0	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 209055] Audit Date: 22/04/2021 PA Score: D

Deadline date:

GOOD PRACTICES:

None observed.

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee partially fulfils the requirement of this performance area. The auditee had set up a series of procedures and policies that states their mission, vision and objectives to match the amfori BSCI Code of Conduct and their dedication to comply with social responsibilities. The established procedures and records had included the overall social responsibility policies which consist of anti-discrimination, freedom of association, no child labor, protection for young workers, wages and benefits, working hours, occupational health and safety, environment protection, anti-corruption, etc. Appointment documents for amfori BSCI affair and various of training records such as legal requirements training, health and safety training, etc. And the auditee preformed internal audit and management review for CSR system once per year. The auditee had nominated one senior management, who had some understanding of amfori BSCI standards, for the establishment, implementation and maintenance of the amfori BSCI system. Consideration about amfori BSCI Code of Conduct compliant ability was taken for the business partner selection in procedures, such as conducting the social compliance audit for the suppliers. However, gaps were identified in implementation.

总体而言被审核方部分满足该部分的要求。被审核方建立了表明其使命、愿景和目标的且符合amfori BSCI行为准则和社会责任需要的程序和政策。建立的程序和政策包括总体的社会责任政策比如反歧视、自由结社、未成年工保护、工资和福利、工作时间、职业健康安全、环境保护、反腐败等，以及amfori BSCI事宜任命书，以及各种培训记录比如法规培训、健康安全培训等。被审核方每年定期进行社会责任体系的内审和管理评审。被审核方指定了一名对amfori BSCI要求有所了解的高级管理人员来负责amfori BSCI系统的建立、施行和维护。程序文件显示受审核方在商业伙伴的选择中考虑了其社会责任表现，例如对供应商和分包商进行社会责任审核。但是，仍有部分不足。

- 1.1 -** The auditee has established a system of social responsibility, conducted internal assessment and management review, and conformed to amfori BSCI requirements and relevant local law requirements in most performance areas, however, some performance areas should be improved, for example, systematically overtime and insufficient social insurance coverage were found.

被审核方建立了社会责任体系,进行了内审及管理评审,在大部分执行领域符合了amfori BSCI要求和相关的法规要求,但一些领域仍需要提高,如存在统性地加班和社保参保不足。

- 1.4 -** The auditee does not conduct production cost calculation. There's no satisfactory evidence that the workforce capacity in the company is sufficient and properly planned to match delivery order contracts' expectations and excessive overtime was detected.

被审核方没有进行生产成本计算,没有关于劳动生产能力分析及生产计划的完善记录,并存在加班超时的情况。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 209055] Audit Date: 22/04/2021 PA Score: C

Deadline date:31/07/2021

GOOD PRACTICES:

None observed.

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee partially fulfils the requirement of this performance area. There were workers' representatives in the auditee and relevant election procedures and records were provided for review. amfori BSCI Code of Conduct was displayed on the notice board in the production area. The auditee periodically conducted internal communication meetings with workers and workers' representatives regarding workplace-related issues, and also had set up grievance mechanism which allowed workers to use the mechanism via suggestion box, workers' representatives or senior management directly. Satisfactory evidences had shown that workers knew the channels of reflecting their grievances. However, gaps were identified in implementation.

总体观察显示工厂部分符合该执行领域的要求。被审核方选举了员工代表,并提供了相关的选举程序和记录。amfori BSCI行为准则张贴在生产区域的公告栏内。被审核方周期性地和员工以及员工代表就工作现场的事宜进行沟通。同时,建立了员工申诉机制,允许员工通过意见箱、员工代表或者直接找管理者代表反映问题或者意见。充分证据表明员工知道申诉的渠道。但是,仍有部分不足:

- 2.2 -** The auditee did not define long term goals to protect workers according to the amfori BSCI BSCI Code of Conduct.

被审核方未根据amfori BSCI行为准则建立起长期目标以保护员工。

- 2.4 -** The auditee had posted the amfori BSCI Code of Conduct publicly, and provided amfori BSCI training with all employees, but according to interviews, it was noted that the sampled worker representative was not quite aware of amfori BSCI values and principles.

被审核方张贴了amfori BSCI行为准则,提供了amfori BSCI行为准则的培训给所有员工,但抽样访谈的员工代表并不清楚amfori BSCI的标准和原则。

Remarks from Auditee:

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

Full Audit [Audit Id - 209055] Audit Date: 22/04/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed.

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee fulfilled the requirement of this performance area. The auditee has established policies to guarantee the rights of freedom of association and collective bargaining. Per the workers' and worker representative's statement, they were not limited or other unfair treatment by the factory on forming, joining and voting for a legal worker organization and collective bargaining. Currently, no collective bargaining existed in the factory.

总体观察显示受审核方符合了该项目的要求，受审核方建立了政策去保证自由结社和集体谈判的权利。根据员工和员工代表的陈述，受审核方对于员工成立、参加和投票一个合法工人组织和集体谈判没有任何限制和其他的不公平对待。访谈显示员工与员工代表之间的沟通并无受限。当前厂内没有进行集体谈判事项。

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 209055] Audit Date: 22/04/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed.

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee fulfilled the requirement of this performance area. They had set their objectives refer to local regulation and amfori BSCI Code of Conduct. The auditee publicly stated they forbidden any terms of discrimination when workers are hired, promoted, fired or assigned benefits. Workers would not be discriminated because of their race, religion, age, sex, disability etc. Pregnant worker would not be discriminated. The policy was communicated to all management and workers regularly through training. Grievance channels were also available through directly reporting or via suggestion box or talk to worker representatives.

总体观察显示受审核方满足了该项目的要求。已根据当地法律法规和amfori BSCI行为准则设立了目标。公开声明将在招聘，升迁，解聘及离职中禁止任何形式的歧视。员工不会因为肤色，宗教，年龄，性别及残疾被歧视。通过定期培训将这一政策传达给了管理层及工人。员工可以通过直接汇报或通过意见箱或汇报给员工代表进行申诉。

Remarks from Auditee:

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 209055] Audit Date: 22/04/2021 PA Score: B

Deadline date:31/07/2021

GOOD PRACTICES:

None observed.

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee partially fulfilled the BSCI requirement of this performance area. During this audit, it was noted that the factory had established wage system based on BSCI standards and local requirements. Workers were paid by hourly rate. Wages were issued at around the end of the following month by cash. The minimum wage was guaranteed. The lowest basic wages paid for workers were RMB 12.07 per hour, which was higher than the local minimum wage of RMB 9.54 per hour. Wages were issued timely and sufficiently per the payroll records and interview. Pay slips were provided so workers could understand the composition of their wages. No illegal deduction was made. However, gaps have been identified in implementation.

总体观察显示工厂在该执行领域部分符合BSCI的要求。审核发现工厂有基于BSCI标准和当地法规要求建立起了一套薪酬系统。员工以时薪制支付。工资在下个月的月底左右通过现金发放。最低工资受到保障。员工最低时薪为12.07元，高于当地最低时薪9.54元的水平。根据工资记录和访谈，工资准时、足额发放。工厂提供工资条给员工以使员工明白其工资构成。没有非法扣款的情况。但是在执行的过程当中还是存在以下差距：

- 5.4 -** The wages paid to all randomly selected workers met the living wage, but the auditee did not evaluate the living wage for all workers.
所有随机抽取的员工发放的工资满足生活工资，但被审核方没有评估工人的生活工资。

- 5.5 -** Insufficient social insurance participated. Through reviewing current social insurance receipts of current 12 months, auditor found that there were currently 99 employees (including 6 retirees, no newly joined employee, dispatched employees and temporary employees) in April 2021, only 20 employees (21.5%) had participated in basic endowment insurance, unemployment insurance, maternity insurance and basic medical insurance, and 66 employees (70.9%) had participated in employment injury insurance. The auditee purchased the commercial insurance for the rest employees who were not covered with employment injury insurance. The validation period for the commercial insurance was from March 18, 2021 to March 17, 2022. The auditee did not have the written procedure in terms of social insurance management and did not require all employees should participate in social insurance. Reference Law: China Labor Law, Article 72 & 73.

社会保险参保不足。通过文件审核，审核员查阅了最近12个月的社保收据，发现被审核方2021年4月共99名员工（包含6名退休员工，无新进员工，劳务派遣工和临时员工），只有20名员工（21.5%）参加了养老保险、失业保险、生育保险和医疗保险，和66名员工（70.9%）参加了工伤保险。被审核方为其他没有参加工伤保险的员工购买了商业保险。商业保险的有效期从2021年3月18日至2022年3月17日。被审核方也没有建立书面的社保管理制度，未按规定所有员工均需参加社保。

Remarks from Auditee:

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 209055] Audit Date: 22/04/2021 PA Score: D

Deadline date:31/07/2021

GOOD PRACTICES:

None observed.

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee partially fulfills the requirement of this performance area. The auditee had made its own working hour regulations and rules based on the legal requirements and amfori BSCI Code of Conduct. As per on site observation and documents review, the auditee used electronic attendance recording system to record all workers' working hours including overtime hours. As per sampled payroll and attendance records, it was found that one rest day in every 7-day period was guaranteed. And the auditee also provided orientation training to new hired workers about the rules on working hours and etc. However, gaps were identified in implementation.

总体观察显示被审核方部分符合该执行领域的要求, 被审核方根据法律要求以及amfori BSCI要求建立了工作时间规章制度。被审核方采用电子考勤系统记录员工的工作时间包括加班时间。根据所抽样员工的工资和考勤记录发现, 所有员工能确保连续工作六天后休息一天。同时被审核方给新进的员工入职培训有包括关于工作时间的规定。但是, 仍有部分不足:

- 6.2 -** Monthly overtime hours exceeded the legal requirement (36 hours per month). The auditee had provided the attendance records from March 2020 to audit day. According to the sampled records, the maximum monthly overtime hours of all sampled workers were 56 hours in May 2020 (random month) and 56 hours in August 2020 (random month) respectively. Reference law: the PRC Labour Law article 41.

工人的工作时间超出法规要求 (每月36小时)。工厂提供了2020年3月到审核当天的考勤记录。抽样发现, 所有抽取的员工每月最大加班时间在2020年5月 (随机月)为56小时, 2020年8月 (随机月) 为56小时。

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 209055] Audit Date: 22/04/2021 PA Score: B

Deadline date:31/07/2021

GOOD PRACTICES:

None observed.

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee partially fulfills the requirements of this performance area. The auditee had established policies and procedures on occupational health and safety based on amfori BSCI standards and local law requirements. The auditee regularly carried out risk assessments for safe, healthy and hygienic working conditions, and used the risk assessments to develop and maintain an action plan which contains all the necessary measures to promote and maintain safe, healthy and hygienic working conditions. Regular health and safety training were provided to employees on work station safety, machine safety, use of PPE, fire evacuation, fire-fighting etc. Written accident and emergency procedures were developed and implemented. Accident and injuries reporting procedure was established and followed effectively and accident was required to be recorded and kept as per requirements, and no accident happened in the past one year. OHS procedure documented workers' right to remove workers themselves from imminent danger and the right was well-informed to workers by training. Fire-fighting equipment such as fire hydrants, fire extinguishers, fire alarms were available and well maintained in the factory. Escape routes and aisles and emergency exits were fully and simultaneously unblocked and unlocked. Exit signs and evacuation indicating signs were properly installed inside factory building and well-functioning and verified once per month. Proper evacuation plans were posted inside workshops and warehouses. Production machines were maintained by competent personnel regularly and maintenance records were kept. Written emergency procedures were established and communicated to workers, and adequate qualified first aiders and first aid kits were available in the factory. The washing facilities and adequate restrooms were always accessible without restriction. The space, illumination was adequate for the health and safety of workers. (Remark: 7.21 No kitchen and canteen were provided by the auditee; 7.23 No transportation was provided by the auditee; 7.24 No dormitory was provided by the auditee). However, gaps had been identified in the performance area.

总体观察显示被审核方部分符合该执行领域的要求。工厂基于amfori BSCI标准和当地法规对于职业健康和安全的的要求建立了政策和程序。被审核方定期针对安全、健康、卫生工作条件进行了风险评估,并且运用风险评估来开发和维持一个包含能够促进和维护安全、健康和卫生的工作条件的所有必要措施的改善计划。在工作场所安全、机器安全、劳保用品适用、消防疏散及防火安全等方面为工人提供了定期的职业健康培训给员工。建立并执行了事故应急程序。建立并执行了工伤汇报程序,要求记录并保留了工伤记录,过去一年内未发生过工伤事故。职业健康安全程序中规定了工厂尊重工人在迫切危险发生时可无需批准离开的权利,并将该权利通过培训的方式传达给了工人。消防器材如消防栓、灭火器警铃安装适当,并对其进行了有效维护。工厂的逃生路线和走廊及紧急出口未被堵塞、未被上锁。安全出口指示及疏散指示适当安装在厂房内,且运行良好,一个月检查一次。适当的消防平面图张贴在了车间和仓库内。生产机器安装由有资质的人员定期维护保养并保留有维护保养记录。建立了书面的急救程序并将之传达给了工人,有足够的经培训合格的急救人员以及充足的急救药品。洗淋设施和充足的卫生间不受限制的提供。工作场所的空间、照明足以确保工人的健康和安全。备注: 7.21 被审核方没有提供食堂和餐厅; 7.23 被审核方未提供交通; 7.24 被审核方没有提供宿舍。但是,在该执行领域仍然存在差距。

- 7.1 -** 1. The auditee was in line with most of the regulations on occupational health and safety relevant for its activities such as the regulations on electricity, fire protection, escape routes and emergency exit, first aid etc. But the auditee was not fully in line with the occupational health and safety regulations applicable for its activities such as chemical storage, PPE, etc.
2. The auditee did not provide occupational health examination for all workers who contacting the noise, dust and chemicals. Reference law: PRC Law of Prevention and Control of Occupational Diseases Article 35.
3. No training records/certificate of safety production knowledge and management skill for the principal in charge and persons for the management of work safety in the facility. During document review, auditor found that the facility could not provide the training records/certificate of safety production knowledge and management skill of the principal in charge and persons for the management of work safety for review. Reference law: Article 21 of Law of the People's Republic of China on Production Safety and Article 10 of Provisions on safety training for production and business units.
- 1.被审核方大部分符合了职业健康安全与其活动相关的规定如关于电力、防火、逃生路线和紧急出口、急救等方面的规定。但是,被审核方没有完全遵守适用于其活动的职业健康安全规定,如化学品存放和防护用品等。2.被审核方没有提供职业健康体检给全部接触噪音、粉尘和化学品的员工。3.企业主要负责人安全和管理能力培训记录/证书。在文件审核时,企业无法提供该企业主要负责人和安全管理人員的安全生产知识和管理能力培训记录/证书供审阅。
- 7.3 -** During facility tour, auditor noted that hazardous factors such as benzene and xylene existed in painting workshop and silk screen workshop, and noise existed in metalworking workshop. However, the facility could not provide evaluation report of occupational hazardous factors for review. Reference law: Provisions on the Supervision and Administration of Workplace Occupational Health Article 20.
- 在现场巡查时,审核员发现企业生产中存在职业病危害因素,例如喷漆车间和丝印车间存在职业危害因素如苯和二甲苯,金工车间存在职业危害因素如噪音。但是企业未能提供其作业场所的职业危害因素监测报告供审阅。
- 7.4 -** Workers and their representative were not involved in health and safety risk assessment.
- 工人和工人代表没有参与健康与安全的风险评估。
- 7.6 -** Although the factory has established the PPE procedure, provided the PPE and relevant training to employees. However, it was noted that one painting worker who contacting the chemicals did not wear the gas mask, two painting workers and one silk screen worker who contacting the chemicals only wore the general cotton mask instead of standard gas mask during the working time, all polishing workers who contacting the dust did not wear the provided goggles during the working time. Reference law: Law of the PRC on Work Safety article 42.
- 尽管工厂建立了个人防护用品程序,提供了相关劳保用品及培训,但是现场观察到1名接触化学品的喷漆员工没有佩戴防毒口罩,两名接触化学品的喷漆员工和1名接触化学品的丝印员工上班期间仅佩戴普通棉口罩而不是标准的防毒口罩。所有接触粉尘的抛光员工没有佩戴护目镜。
- 7.7 -** 1. No safety label for hazardous chemical. During facility tour, auditor found that there was no safety label was attached for all the hazardous chemicals such as thinner. Reference Law: Regulations on the Safe Use of Chemicals in Workplace, Article 12. 2. No record for distribution, use and disposal of chemicals. During facility tour and document review, auditor noted that the auditee used some chemicals on site, such as paint and thinner. But the auditee had no record for distribution, use and disposal of chemicals. 3. It was noted that no secondary containers were installed for partial chemicals such as thinner used on site. Reference law: Regulations on the Safety Management of Dangerous Chemicals article 20.
1. 危险化学品没有安全标识。在现场巡查时,审核员发现全厂使用的所有危险化学品如稀释剂均无安全标识。2. 无化学品分配、使用和弃置记录。经现场走访和文件审核,审核员发现企业现场有使用一些化学品,比如油漆和稀释剂,但是企业未能提供这些化学品的分配、使用和弃置记录。3. 审核发现工厂现场使用的部分危险化学品如稀释剂没有二次容器。
- 7.8 -** It was noted that the emergency procedure was established but not posted in the production areas..
- 审核发现被审核方已建立应急程序但没有张贴在生产区域。
- 7.9 -** It was noted that no warning sign of electricity dangerous was posted nearby two electric boxes in the production area. Reference law: Law of the PRC on Work Safety Article 32.
- 审核发现生产区域2个配电箱附近没有张贴有电危险的标志。

- 7.11 -** 1.It was noted that the auditee could not provide the fire certificate for all buildings. Reference law: PRC Fire Prevention Law article 11 and Article 13. 2. It was noted that the auditee could not provide the construction safety certificate of all the buildings. Reference law: PRC Construction Law Article 61 3. The goods were stored against the wall or pillar in the warehouse. During facility tour, the goods were stored against the wall or the pillar in finished products warehouse and material warehouse. Reference law: General Rules for Fire Safety Management of Storage Occupancies GA1131-2014 Article 6.8.
1. 审核发现被审核方不能提供所有建筑的消防验收证书。2. 审核发现被审核方不能提供所有建筑的竣工验收报告。3. 企业的仓库中货物靠墙靠柱堆放。经现场走访发现, 企业的成品仓库和原料仓中货物靠墙靠柱堆放。
- 7.13 -** It was noted that no protection cover was installed for two electric boxes in the production area. Reference law: National Safety Technical Code for Electric Equipments (GB19517-2009) 2.2.
审核发现生产区域2个配电箱没有安装保护盖。
- 7.17 -** No certificate for special appliance operator. During facility tour, auditor found that there were three cargo lifts used by the facility, however the facility could not provide the safety management certificate for the cargo lift for review. Reference law: Regulations on Safety Supervision of Special Appliance article 38.
特种设备作业人员未取得作业证书。在现场巡查时, 审核员发现企业有三部货梯, 但企业无法提供该货梯安全管理证书供审阅。
- 7.22 -** The toilets were clean, but the toilet facility such as soap and toilet paper were not installed in the toilets.
厕所干净, 但没有提供厕纸和洗手液。

Remarks from Auditee:

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 209055] Audit Date: 22/04/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed.

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee fulfills the requirement of this performance area. It was noted that the factory had established policies and procedure to prevent recruitment of child labor. The age verification procedure was used during hiring process and periodic check was conducted to identify suspicious child labor. A child labor remediation procedure was also established to handle child labor issue. Currently the youngest worker in the factory was 19 years old.

总体观察显示工厂符合了该执行领域的要求。工厂建立政策和程序去防止雇佣到童工。在招聘中会使用到年龄核实程序并且会定期检查确认可疑童工身份。工厂同时建立了童工补救措施去处理童工问题。当前工厂最年轻员工为19岁。

Remarks from Auditee:

Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 209055] Audit Date: 22/04/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed.

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee fulfilled the requirement of this performance area. They established policy and procedure regarding identify the young worker. Risk assessment about young worker is conducted. If young workers were hired, they would not be arranged in hazardous position and would not work overtime or in night shift. Especial training would be provided including facility rules, health & safety, grievance measures, etc. (Remark: 9.6 No young worker in the facility.)

总体观察显示受审核方符合了该项目的要求。工厂建立了政策和程序去识别未成年工。组织了相应的风险评估。如果雇佣未成年工, 工厂将不会将他们安排在危险岗位, 不会安排加班, 不会安排在夜班工作。给未成年工安排关于工厂政策, 健康安全及申诉机制等的培训。(备注: 工厂没有未成年工)

Remarks from Auditee:

Performance Area 10 : No Precarious Employment

Full Audit [Audit Id - 209055] Audit Date: 22/04/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed.

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee fully fulfilled the requirement of this performance area. The factory has established a policy based on BSCI standards and local law requirements to protect employment relationship. All hired workers signed labor contracts within one month with the audited factory and a copy of labor contracts was provided to workers. The contents on labor contracts were fully in compliance with local law on working hour, payments, working condition protection, etc.

总体观察显示受审核方全部符合了该项目的要求。工厂依据BSCI的标准和当地法规要求建立了包含雇佣关系的政策和程序。所有雇佣的员工都会与工厂在一个月内在签订劳动合同并且会留一份劳动合同副本给员工。劳动合同的内容, 如工时, 支付方式, 工作条件等均完全符合当地法律。

Remarks from Auditee:

Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 209055] Audit Date: 22/04/2021 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u> None observed	
<u>AREAS OF IMPROVEMENT:</u> <p>The overall observation showed that the auditee fully fulfilled the requirement of this performance area. The auditee has established a policy based on amfori BSCI standards and local law requirements to identify and prevent bonded labor. Training regarding identifying and reporting bonded labor was provided to workers periodically. No any form of bonded labor observed or reported during the audit</p> <p>总体观察显示受审核方符合了该项目的要求。工厂依据amfori BSCI的标准和当地法规要求建立了识别和防止强迫劳工的政策和程序，定期给员工提供强迫劳工的识别与汇报。在此次审核中没有发现或者收到报告任何形式的强迫劳工。</p>	
<u>Remarks from Auditee:</u>	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 209055] Audit Date: 22/04/2021 PA Score: B	Deadline date:31/07/2021
<u>GOOD PRACTICES:</u> None observed.	
<u>AREAS OF IMPROVEMENT:</u> <p>The overall observation shows that the auditee partially fulfills the amfori BSCI requirement of this performance area.No industrial waste water and obvious noise were generated from the auditee. The result of the monitoring report for the air pollution emission met the local law requirement. And the production hazardous wastes were submitted to the qualified unit to treat. The auditee had established BSCI management manual and related procedures, including procedures of environmental protection. Training regarding environment protection was provided to workers. The living wastes were handled by the sanitation department. However, gaps have been identified in implementation.</p> <p>总体观察显示被审核方在该执行领域部分符合amfori BSCI的要求。被审核方没有明显的工业废水和噪音生成。大气污染物监测报告结果符合当地法规要求。危险废弃物递交给有资质的单位处理。被审核方已经建立amfori BSCI管理手册和相关程序，包括环境保护程序。针对环境保护的培训也有提供给员工。生活垃圾由环卫部门统一处理。但是在执行的过程中还存在差距。</p> <p>12.1 - 1.The auditee had identified the significant impacts and environmental implications associated to its activity, but there was no grievance mechanism in place to address the environmental concerns of surrounding communities.</p> <p>2.It was noted that the auditee could not provide Environmental Impact Assessment for review. Reference law: PRC Environmental Impact Assessment Law Article 16.</p> <p>3. No Environmental Impact Assessment (EIA) registration/approval for construction project. During the document review, the auditee could not provide the EIA registration/approval for construction project for review. Reference law: PRC Environmental Impact Assessment Law article 22, 4. It was noted that the auditee could not provide the environmental protection acceptance check approval for their construction project for review. Reference law: Measures for the Administrative Regulation on Environmental Protection of Construction Projects Article 17.</p> <p>1. 被审核方识别了其商业活动的重大影响以及对环境造成的后果，但是且被审核方没有建立有关周围社区环境问题的申诉机制。2.审核发现被审核方无法提供环境影响评价文件供审阅。3.企业没有取得建设项目环境影响评价备案/批复。在文件审阅中，企业无法提供该建设项目的环境影响审查备案/批复供审阅。4. 审核发现企业无法提供该建设项目的环境保护竣工验收报告供审阅。</p>	
<u>Remarks from Auditee:</u>	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 209055] Audit Date: 22/04/2021 PA Score: B	Deadline date:31/05/2021
<u>GOOD PRACTICES:</u> None observed.	
<u>AREAS OF IMPROVEMENT:</u> <p>The overall observation shows that the auditee partially fulfills the amfori BSCI requirement of this performance area. The auditee had established the business ethic policy for their business integrity. Corruption, extortion or embezzlement or any forms of bribery was not permitted in the business relationship. The disclosure of information policy indicated that all documents/records were required to be accurate and no falsifying information was permitted in their supply chain. The auditee identified the situations and activities where acts of corruption, extortion or bribery were most likely to occur in its context. No unethical behaviour was observed during this audit.However, gaps have been identified in implementation.</p> <p>总体观察显示被审核方在该执行领域部分符合amfori BSCI的要求。被审核方为其商业诚信建立了商业道德政策。商业关系中不允许腐败、敲诈勒索、盗用或任何形式的行贿受贿行为。信息公开政策指出所有的文件均要求准确，并且在供应链中不允许伪造信息。被审核方已识别会导致贿赂和腐败发生的可能的情况。此次审核中未有发现不道德商业行为。但是在执行的过程中还存在差距。</p> <p>13.4 - According to documents review and management interview, it was noted that the factory did not establish information safety management procedure.</p> <p>基于文件审核和管理层访谈，工厂未建立信息安全管理程序。</p>	
<u>Remarks from Auditee:</u>	

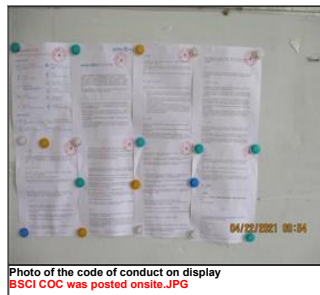
Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	22/04/2021	209055	D	C	A	A	B	D	B	A	A	A	A	B	B	C

Producer Photos





04/22/2021 15:05

Photo of non-conformity
Attendance records of February 2021.jpg



Photo of the inside of the main production hall
Assembly and packing workshop.JPG



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

04/22/2021 15:05

Photo of non-conformity
Attendance records of May 2020.jpg



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

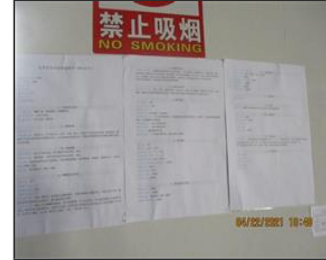


Photo of chemical storage room (if applicable)
MSDS for chemicals.JPG



Photo of non-conformity
No safety label for hazardous chemicals.JPG



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



Photo of the sanitary facilities
Toilet inside.JPG