
Auditee :	HESHAN YUEHAN UMBRELLA MANUFACTURING CO., LTD.
Audit Date From :	09/10/2019
Audit Date To :	09/10/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	APCER
Auditor's Name(s) :	Stanley Ao(Lead)
Auditing Branch (if applicable) :	



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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<p style="text-align: center;">A Very Good</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
<p style="text-align: center;">B Good</p>	<ul style="list-style-type: none"> • Maximum 3 Performance Areas rated C • No Performance Areas rated D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
A	A	A	A	A	A	B	B	B	B	B	B	B																													
A	A	A	A	A	B	B	B	B	B	B	B	C																													
B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p style="text-align: center;">C Acceptable</p>	<ul style="list-style-type: none"> • Maximum 2 Performance Areas rated D • No Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	C	C	C	C																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
<p style="text-align: center;">D Insufficient</p>	<ul style="list-style-type: none"> • Maximum 6 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	E	E	E	E	E	E	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	A	D	D	D																													
A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	E	E	E	E	E	E																													
<p style="text-align: center;">E Unacceptable</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
<p style="text-align: center;">Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

Main Auditee Information



Name of producer :	HESHAN YUEHAN UMBRELLA MANUFACTURING CO., LTD.		
DBID number :	383719		
Audit ID :	163693		
Address :	Longxi Industrial Area, Taoyuan Town Heshan		
Province :	Guangdong	Country :	China
Management Representative :	Wen Wen'an		
Contact person:	WenAn Wen	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Home textiles
Product Type :	Tent		

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 : 09/10/2020	

Rating per Performance Area (PA)												
PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	A	A	A	B	D	A	A	A	A	A	A	B

Executive summary of audit report

HESHAN YUEHAN UMBRELLA MANUFACTURING CO., LTD. is located at Longxi Industrial Area, Taoyuan Town, Heshan City, Guangdong Province, China. The applied address is the same as onsite address, and that on business license and BSCI platform. This is a limited company. The total area occupied by the facility is around 3000 square meters. The auditee produces tents; the production processes include: cutting, sewing, inspection and packing. This factory was established in 1999. The factory's local name is “鹤山市粤汉制伞有限公司 (9144078419432044XB)”.

Currently a total of 48 workers (15 males and 33 females) are currently working in the factory, including 36 production workers and 12 non-production workers. All workers are hired by the factory directly; 36 workers are local residents and 12 workers are migrants from other provinces in China. There were 47 workers present on the audit day. Currently no young worker is working at the factory. The youngest worker is 21 years old, born in April 1998 and hired in August 2019.

In view of the facility, the factory consists of 1 block of 4-storey building as production workshops, 3/F of 1 block of 3-storey building as office and showroom (1/F and 2/F is empty); no dormitory, no kitchen or canteen is available for workers' use. Workers eat at nearby restaurants, or sometimes cook by themselves at home (local residents) or rented houses. The auditee has established health and safety policy and procedures; trainings including fire drills and joint fire drills were provided to workers regularly; emergency exits are marked clearly for easy evacuation, and kept open; evacuation plans were posted inside the facility and emergency lights were installed at production floors; enough fire-fighting equipment such as fire extinguishers, hydrants and fire alarms were installed in workshops, checked regularly and maintained in good condition.

During this audit, total 5 workers (2 males and 3 females) were randomly selected and interviewed, including 3 individuals and 2 workers in one group. Workers feel comfortable when talking with the auditor and provided positive comments towards the facility.

Currently there's no union at the factory, because it's not recognized by government. However, 2 worker representatives were elected by workers in January 2019. Worker representative is the bridge between management and workers.

Workers work for 5 days a week, in one shift: 8:00am to 5:30pm with 90 minutes lunch break from 12:00pm to 1:30pm. Finger-printing time-recording system is used for time-keeping; all in & out time should be kept for working including overtime hours. According to management & workers interview and records review, there's no obvious peak or non-peak season in the factory. Based on provided time records and management and workers interview, through review of 3 sampled months (August 2019, April 2019 and December 2018) time records, it was noted that, all workers' monthly overtime hours were 74-84 hours, most weekly working hours were 58, and 1 day off after 6 consecutive working days was guaranteed.

Workers' wages are calculated on an hourly-rated basis and paid in cash by end of next month. The lowest basic wage was RMB1810 per month, which is higher than the local legal minimum standard RMB1550; for overtime wages, 150% and 200% of basic wages were paid to workers for their overtime on workdays and rest days respectively, no overtime was ever arranged on public holidays. The auditee did not provide the information on fair remuneration scan prior to the audit. Based on provided payrolls, current lowest normal wage for workers was RMB1810 per month, which is lower than the local living wage (RMB1880/month) calculated by the auditor. The lowest normal wage did not include overtime wage. For social insurance coverage, it was noted that, recent 6 months' social insurances receipts reviewed indicated that, out of total 48 workers, 23 workers did not participate in pension insurance, unemployment insurance, medical insurance, maternity insurance or work-related injury insurance. The auditee has bought commercial accident insurance for all 48 workers, which is valid from August 26, 2019 to August 25, 2020. There are no retired/ temporary/ dispatched/ new workers in recent month. The reason why workers did not participate in social insurances was that these workers wanted to save more money and were not willing to pay social insurance premiums.

Remarks:
1) During this audit, payrolls from September 2018 to August 2019 and attendance records from September 2018 to October 09, 2019 were provided and reviewed.
2) No other serious issue was noted during this audit.
3) APSCA auditor registration number: 21700151

Ratings Summary



Auditee's background information			
Auditee's name :	HESHAN YUEHAN UMBRELLA MANUFACTURING CO., LTD.	Legal status :	Limited company
Local Name :	鹤山市粤汉制伞有限公司 (9144078419432044XB)	Year in which the auditee was founded :	1999
Address :	Longxi Industrial Area, Taoyuan Town	Contact person (please select) :	WenAn Wen
Province :	Guangdong	Contact's Email :	mg1@yhtent.com
City :	Heshan	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 :	N 22°43'7", E 112°54'18"	Total turnover (in Euros) :	1900000.00
Sector :	Non-Food	Of which exports % :	40.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	60.00
If other, please specify :		Production volume :	8,000pcs per month
Product Group :	Home textiles	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Tent		

Auditee's employment structure at the time of the audit			
Total number of workers :	48	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	15	33	
Temporary workers	0	0	
In management positions	4	8	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	5	7	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	15	33	
Production based workers	10	26	
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 - 163693] Audit Date: 09/10/2019 PA Score: D

Deadline date:09/10/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on documents review, site management and workers interview, it was noted that the auditee has set up a management system to implement BSCI Code of Conduct, and has appointed a senior manager (Mr. Wen Wen'an/ Production Manager) to ensure that the BSCI values and principles are followed in a satisfactory manner. Furthermore, the auditee has communicated this Code to all workers by trainings and bulletin boards, and to their suppliers by trainings. However, based on satisfactory evidence, the main auditee could not fully respect this principle, due to findings noted in some performance areas such as PA5, PA6 and PA7 etc.

根据文件审核, 管理层及员工访谈, 发现被审核方建立了执行BSCI行为守则的管理体系, 委派高级经理(生产经理温文安先生) 以确保充分遵循BSCI价值和原则要求, 并通过各种培训和公告将此行为准则传达给员工和供应商。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则, 因为在5,6,7等执行领域都发现问题存在。

1.1 - The auditee's social management system was proved to be not so effective since some non-compliances were detected regarding Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety and Ethic Business Behavior. For details please refer to Performance Areas 1, 2, 5, 6, 7 and 13.
被审核方的社会责任管理体系尚待完善, 因为在此次审核中, 发现了关于工人参与和保护、公平报酬、体面劳动时间、职业健康与安全 and 商业道德方面的问题。具体请参见1, 2, 5, 6, 7和13章节。

1.4 - Based on satisfactory evidence, the auditee did not fully respect BSCI principles because it was noted that the auditee could not organize its workforce capacity reasonably or effectively. Based on the finding on PA6.2, workers' monthly overtime hours exceeded legal limits systematically, up to 84 hours in maximum.

基于满意的证据, 发现被审核方没有完全尊重BSCI原则, 因为没有合理及有效组织生产, 导致系统性的加班超时如PA6.2, 最高达84小时。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 163693] Audit Date: 09/10/2019 PA Score: A

Deadline date:09/10/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on documents review, site management and workers interview, it was noted that this auditee has taken specific steps to make workers aware of their rights and responsibilities, and has established an operational-level grievance mechanism for individuals and communities, such as worker representatives and suggestion box etc. Relevant policy has been communicated to workers and stakeholders. However, based on satisfactory evidence, the main auditee couldn't fully respect this principle.

根据文件审核, 管理层及员工访谈, 发现被审核方制定了具体方案来确保员工知道他们的权利和义务, 并为员工和社团建立了有效的可执行的申诉机制, 比如员工代表和意见箱。相关的政策也已经让员工和利益相关方知晓。但是, 基于令人满意的证据, 主要受审核方没有能够完全尊重这个原则。

2.5 - Based on satisfactory evidence, it was noted that there's no grievance record in recent year, nor regular survey on the grievance procedure so as to make improvements.

基于满意的证据, 发现被审核方过去一年没有投诉记录, 也没有定期对申诉机制进行调查评审以便改善。

Remarks from Auditee:

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

Full Audit [Audit Id - 163693] Audit Date: 09/10/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on documents review, site management and workers interview, it was noted that there is no labor union in the auditee, but 2 worker representatives were elected by workers in January 2019. Workers could raise their concerns through suggestion box, workers representatives or communicating with management directly. The auditee never interferes with workers to join legal associations or take part in their activities.

Based on satisfactory evidence, the main auditee fully respected this principle.

根据文件审核, 管理层及员工访谈, 发现被审核方没有工会, 但是有2名员工代表于2019年1月由所有员工选举产生。员工可以经由意见箱, 工人代表表达意见和建议, 也可以直接和管理层沟通。被审核方不干预员工加入合法团体或参与活动。基于令人满意的证据, 主要受审核方完全尊重这个原则。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 163693] Audit Date: 09/10/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on management, workers interview and records review, it was noted that this auditee has established documented anti-discrimination policy and procedures, communicated to all workers and implemented them accordingly at the site. There's no discrimination in hiring, compensation and benefits, or access to training, promotion, termination, etc. Relevant records have been provided and reviewed during this audit. Based on satisfactory evidence, the main auditee fully respected this principle. 根据管理层, 员工访谈及文件记录查阅, 发现被审核方建立了反歧视的政策及程序, 传达给全体员工, 并按相关要求实施。被审核方在招聘、工资福利、培训、晋升或离职等方面不存在歧视。本次审核中, 查阅了相关记录。基于令人满意的证据, 被审核方完全尊重这个原则。	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 163693] Audit Date: 09/10/2019 PA Score: B	Deadline date:09/10/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on provided payrolls and workers interview, it was noted that all workers' wages were calculated on a hourly-rated basis, and the lowest basic wages were RMB1810 per month, which is higher than local law's requirement RMB1550 per month. For overtime wages, 150%, 200% and 300% of basic wages were paid to workers on workdays, rest days and public holidays respectively. Workers were paid in cash, by or before end of next month. The auditee has provided social benefits such as social insurance, annual leave and maternity leave etc. to eligible workers. However, based on satisfactory evidence, the main auditee could not fully respect this principle, due to insufficient coverage on workers' social insurance. 根据提供的工资表和员工访谈, 发现员工工资均按计时方式计算。员工最低基本工资为每月人民币1810元, 高于当地法规标准没有1550元。工作日加班, 周末加班以及法定假日加班分别按1.5倍, 2倍以及3倍基本工资计算。员工工资按月在次月月底前以现金方式发放。被审核方还提供社保, 年假和产假等法律规定的福利给员工。但是, 基于令人满意的证据, 主要被审核方没有完全尊重这个原则, 因为员工社保覆盖不足。 5.5 - Based on satisfactory evidence, it was noted that not all workers were covered by legally required 5 types of social insurances: recent 6 months' social insurances receipts reviewed indicated that, out of total 48 workers, 23 workers (48%) did not participate in pension insurance, unemployment insurance, medical insurance, maternity insurance or work-related injury insurance. The auditee has bought commercial accident insurance for all 48 workers, which is valid from August 26, 2019 to August 25, 2020. There's no retired/ temporary/ dispatched/ new workers in recent month. The reason why workers did not participate in social insurances was that these workers wanted to save more money and were not willing to pay social insurance premiums. (Reference Law/ Regulation: PRC Labor Law, article 72) 基于满意的证据, 发现被审核方员工的社会保险覆盖不足: 根据厂方提供的近6个月社会保险缴费单据显示, 在48名员工中, 23名员工(48%)没有参加养老保险, 失业保险, 医疗保险, 生育保险和工伤保险。被审核方为全部48名员工购买了商业意外险, 有效期从2019年8月26日至2020年8月25日止。最近月份工厂并没有员工退休, 也没有临时工, 派遣工及新员工。部分工人没有参保, 是因为他们希望多存钱, 不愿支付社保费用。(《中华人民共和国劳动法》第72条)	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 163693] Audit Date: 09/10/2019 PA Score: D	Deadline date:09/10/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on documents and time records review, management and workers interview, it was noted that the auditee has established written working hours policy, and communicated to all workers; workers' regular working hours are 40 hours per week, the daily overtime hours did not exceed 3 hours, total weekly working hours were 58 hours in maximum, and all workers could enjoy at least one day off after six consecutive working days. All workers worked overtime voluntarily. However, based on satisfactory evidence, the main auditee couldn't fully respect this principle, due to systematically excessive monthly overtime hours. 根据管理层和员工访谈以及考勤审核, 发现被审核方建立了工时政策, 且被审核方的正班工时为每周40小时, 每天加班不超过3小时, 周工时最大为58小时, 工人连续工作6天后休息一天。员工加班均为自愿。但是, 基于令人满意的证据, 主要被审核方没有完全尊重这个原则, 因为存在系统性的月加班超时。 6.2 - Through review of randomly selected 3 months'time records (August 2019, April 2019 and December 2018), it was noted that the monthly overtime hours of all 5 randomly selected workers were 84 hours in August 2019 (recent month), 74 hours in April 2019(random month) and 82 hours in December 2018 (random month), exceeding the legal requirements of 36 hours per month. (Reference Law/ Regulation: PRC Labor Law, article 41) 通过随机抽查3个月考勤(2019年8月, 2019年4月和2018年12月), 发现员工月加班超时: 随机抽取的5名员工的月加班时间在2019年8月为84小时, 在2019年4月(随机月)为74小时, 在2018年12月(随机月)加班时间为82小时, 超过每月加班36小时的法规要求。(《中华人民共和国劳动法》第41条)	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 163693] Audit Date: 09/10/2019 PA Score: A	Deadline date:09/10/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Based on site observation, management and workers interview as well as documents/ records review, it was noted that this auditee has established documented policy and procedures on health and safety management, and communicated them to all workers, implemented them accordingly on site, such as one manager (Mr. Wen Wen'an/ Production Manager) was appointed to be in charge of health and safety issues, and safety trainings including fire drills would be provided to all workers regularly; the last fire drill was conducted on August 21, 2019. Necessary fire-fighting equipment are equipped in the facility and inspected regularly. However, based on satisfactory evidence, the main auditee could not fully respect this principle. No dormitory, no canteen or kitchen provided to workers No transportation provided to workers 根据现场观察, 管理层及员工访谈, 文件审核, 发现被审核方已经建立健康安全的政策和程序并按要求实施, 比如, 指定一名管理层 (生产经理温文安先生) 负责健康安全事宜, 定期给员工提供安全培训等, 最近一次消防演习是在2019年8月21日举行。现场配备了必要的防火设施, 并定期进行检查, 保持良好状况。但是, 基于令人满意的证据, 主要被审核方没有能够完全尊重这个原则。工厂没有提供宿舍和食堂给员工 工厂没有提供交通工具给员工</p> <p>7.1 - Based on satisfactory evidence, it was noted that the health & safety management system was not operated effectively, which resulted in some findings on PA7 regarding violations or nonconformance against legal occupational health & safety regulations and BSCI principles. 基于满意的证据, 发现被审核方的健康安全管理体系没有有效运行, 导致在PA7发现关于违反法定的职业健康安全和BSCI原则的问题。</p> <p>7.3 - Based on satisfactory evidence, it was noted that the auditee didn't conduct workplace occupational hazards factors testing in the past year, so as to evaluate the impact on workers' health. (Law/ Regulation Reference: Supervision and Administration of Occupational Health at Work Sites Article 20) 基于满意的证据, 发现被审核方在过去一年没有进行工作场所职业危害因素检测, 以便评估对员工健康的影响。 (《工作场所职业卫生监督管理规定》第20条)</p> <p>7.5 - Based on satisfactory evidence, it was noted that there were no sufficient evidences to prove that the auditee had established an efficient training system. Although the auditee maintained related training records with workers' signatures, the auditee did not provide relevant training materials or training examinations or evaluation for review. 基于满意的证据, 被审核方没有建立充分有效的培训机制, 虽然保留有员工签名的培训记录, 但是没有培训教材和培训后的测试或培训效果评估。</p> <p>7.8 - As per onsite observation, no accident or emergency procedures were displayed onsite for workers and first aid personnel reference, for example, no clear instructions for workers when imminent and serious danger threatens workers' safety and health. 基于现场观察, 被审核方没有在生产现场张贴应急程序供员工及急救人员参考使用, 例如, 当发生危害员工的安全与健康时, 没有明确的指引该如何应对。</p> <p>7.13 - Based on satisfactory evidence, it was noted that the auditee did not keep records for checking electrical installations and equipment in the factory. (Reference Law/ Regulation: Fire Prevention Regulation for Organ, Group and Enterprise, article 26) 基于满意的证据, 被审核方没有保留检查用电装置及电器设备的记录。 (《机关、团体、企业、事业单位消防安全管理规定》第26条)</p> <p>7.22 - Based on site observation, it was noted that no washing facility was available in workers' washroom in the production building. 基于现场观察, 被审核方车间员工洗手间没有洗手设施。</p>	
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 163693] Audit Date: 09/10/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Based on site observation, documents review, management and workers interview, it was noted that the auditee has established documented policy and procedure regarding prohibition of child labor, and remedial measures/ procedures on child labor employment. As per procedures on hiring and HR management, the auditee would authenticate ID cards through eye-measurement, face to face interview, physical appearance comparison and background survey etc. Copies of identification cards for all workers would be kept in personnel files accordingly. During this audit, no child labor was identified. The youngest worker hired by the auditee was 21 years old, born in April 1998 and hired in August 2019. Based on satisfactory evidence, the main auditee fully respected this principle. 根据现场观察, 文件审核, 管理层及员工访谈, 发现被审核方建立了禁止使用童工的程序及童工补救措施。依照程序及HR管理层, 公司通过目视、访谈、与员工比对等方式去鉴别身份证真假。每位员工的身份证复印件保存在人事档案里。在本次审核中, 没有发现童工, 最小员工的年龄是21岁, 生于1998年4月, 受雇与2019年8月。基于令人满意的证据, 主要被审核方完全尊重这个原则。</p>	
Remarks from Auditee:	

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 163693] Audit Date: 09/10/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on site observation, documents review, management and workers interview, it was noted that the auditee has established documented policy and procedures to protect young workers, and conducted risk assessment accordingly. When young workers are hired, they will get regular health examination, and will not be arranged on hazardous work positions, or with too much overtime. Currently no young worker is working in the auditee; the youngest worker is 21 year old, born in April 1998 and hired in August 2019. Based on satisfactory evidence, the main auditee fully respected this principle. 根据现场观察, 文件审核, 管理层及员工访谈, 发现被审核方建立了保护未成年工的政策和程序, 并进行了风险评估。如果招用了成年工, 将要依法进行登记、安排定期体检、不安排危险岗位作业, 或者安排过多加班等。被审核方目前没有聘用未成年工, 最小员工为21岁, 生于1998年4月, 受雇于2019年8月。基于令人满意的证据, 主要被审核方完全尊重这个原则。	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 163693] Audit Date: 09/10/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on management and workers interview, documents and records review, it was noted that the auditee has established documented procedures regarding hiring process, and implemented them accordingly. Top management and HR staff were aware of all these policy and procedures. The auditee signed labor contracts with each worker within one month after hiring and provided each worker one copy. Legal employment relationship is properly regulated on labor contracts. Currently the auditee didn't have temporary workers or dispatched workers onsite. Based on satisfactory evidence, the main auditee fully respected this principle. 根据管理层及员工访谈及文件记录审核, 发现被审核方建立了书面的雇佣程序, 并按相关要求执行。管理层员工很清楚这些政策和程序。被审核方在员工入职一个月内与每位员工签订劳动合同, 同时提供一份复印件给员工。劳动合同恰当地规定了合法的雇佣关系。目前, 被审核方没有聘用临时工或派遣工。基于令人满意的证据, 被审核方完全尊重这个原则。	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 163693] Audit Date: 09/10/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on site observation, documents review, management and workers interview, it was noted that the auditee management has established documented policy and procedures regarding prohibition of bonded labor, and communicated to all workers and implemented them accordingly, through trainings or posters on site. No deposit or ID card was withheld by the auditee. No illegal disciplinary measure was noted during this audit. No bonded labor was found during this audit either. All workers are free to leave the facility or terminate employment. Management was aware of related regulations. Based on satisfactory evidence, the main auditee fully respected this principle. 根据现场观察, 文件审核, 管理层及员工访谈, 发现被审核方建立了书面的禁止强迫劳工政策和程序, 并通过培训或告示让员工知晓, 并按相关要求执行。受审核方在雇佣过程中没有收取押金或扣押证件。没有发现违法的纪律处罚措施。本次审核中, 未发现强迫劳动。员工可以自由出入或者离职。管理层清楚知道相关法规要求。基于令人满意的证据, 主要被审核方完全尊重这个原则。	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 163693] Audit Date: 09/10/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on documents/ records review, management and workers interview as well as onsite observation, it was noted that the auditee has established documented policy and procedures to ensure its production activities to meet with local environmental law requirements. The auditee has obtained relevant permits from local environment authority, conducted related risk assessment as well. As per site observation, there's no serious pollution, or did not delivery much hazardous wates. Based on satisfactory evidence, the main auditee did fully respect this principle. 根据文件记录审核, 管理层及员工访谈, 现场观察, 发现被审核方建立了环保政策和程序来确保其生产活动符合当地环境法律法规的要求, 并进行了相应的风险评估。被审核方也获得了当地环保部门的许可。根据现场观察, 此工厂没有严重的污染, 也没有产生危废。基于令人满意的证据, 主要被审核方完全尊重这个原则。	
Remarks from Auditee:	

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 163693] Audit Date: 09/10/2019 PA Score: B

Deadline date:09/10/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on management and workers interview as well as documents/ records review, it was noted that the auditee has established documented Anti-Bribery and Anti-Corruption Policy, and has provided trainings to all workers with relevant records in place. The auditee has taken measures to keep accurate information and all relevant records in place as well. During this audit, no evidence indicated the auditee has tried to keep fake information. Relevant trainings with records were provided for review. However, based on satisfactory evidence, the main auditee could not fully respect this principle.

根据现场观察，文件审核，管理层及员工访谈，发现被审核方已经建立书面的反贿赂及反腐败政策，并给员工提供相关培训，保留了培训记录。被审核方已采取可能的措施保留准确的信息和相关记录。在此次审核中，并无证据显示被审核方试图虚假陈述或保留虚假信息，相关培训记录已提供审核。但是，基于令人满意的证据，主要被审核方没有完全尊重这个原则。

- 13.4 -** Based on documents review and management interview, it was noted that the auditee did not establish procedures to use, collect or otherwise process personal information with reasonable care or in accordance with privacy and information security laws or regulatory requirements.
基于满意的证据，发现被审核方没有建立程序从而以谨慎合理的方式，按照隐私和信息安全法律法规的要求收集，使用或处理个人信息。

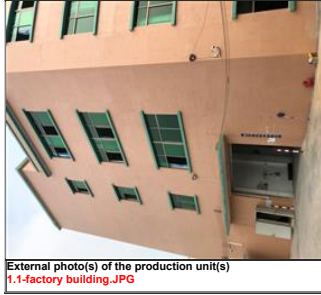
Remarks from Auditee:

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	09/10/2019	163693	D	A	A	A	B	D	A	A	A	A	A	A	B	C

Producer Photos



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

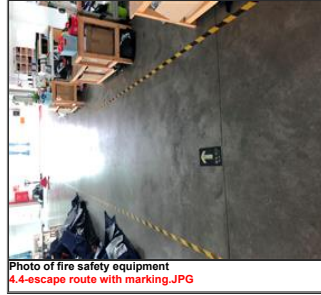


Photo of fire safety equipment
4.4-escape route with marking.JPG



Photo of the inside of the main production hall
9.4-warehouse.JPG



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



Photo of non-conformity
5-NC7.22.JPG



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



Photo first aid facilities
2-first aid kit.JPG



Photo of the code of conduct on display
7-COC display.JPG



Photo of the personal protection equipments (if applicable)
11.2-PPE for workers (metal glove).JPG



Photo of chemical storage room (if applicable)
9.1-chemicals storage.JPG



Photo of the inside of the main production hall
9.1-cutting A.JPG



Photo of the sanitary facilities
13-sanitary facility.JPG

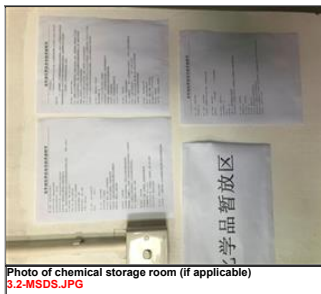


Photo of chemical storage room (if applicable)
9.2-MSDS.JPG



Photo of the inside of the main production hall
9.2-sewing.JPG



Photo of the inside of the main production hall
14.1-attendance recorder.JPG

