
Auditee :	FOSHAN NANHAI MACOCITY CRAFTWORK INDUSTRY CO.,LTD
Audit Date From :	15/03/2018
Audit Date To :	16/03/2018
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Vincent Xie(Lead)
Auditing Branch (if applicable) :	SGS CHINA



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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence
A Very Good	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated A No Performance Areas rated C, D or E These are three examples: A B B B A A A A A A A B B B B B B B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
B Good	<ul style="list-style-type: none"> Maximum 3 Performance Areas rated C No Performance Areas rated D or E These are three examples: A A A A A A B B B B B B B 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.
C Acceptable	<ul style="list-style-type: none"> Maximum 2 Performance Areas rated D No Performance Areas rated E These are three examples: A A A A A A A A A C C C C A A A A A B B B B C C C D C C C C C C C C C C D D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
D Insufficient	<ul style="list-style-type: none"> Maximum 6 Performance Areas rated E These are three examples: A A A A A A A A A A D D D A A A B B B C C C D D D E D D D D D D D E E E E E E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
E Unacceptable	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated E These are three examples: A A A A A A E E E E E E E A A B B C D E 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.
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 :	FOSHAN NANHAI MACOCITY CRAFTWORK INDUSTRY CO.,LTD		
DBID number :	376887		
Audit ID :	119287		
Address :	Jianshe Road, Northern Park, Shishan Industry Park, Shishan Town, Nanhai Area Foshan		
Province :	Guangdong	Country :	China
Management Representative :	Huang Minying		
Contact person:	Mingying Huang	Sector :	Non-Food
Industry Type :	Accessories	Product group :	Arts, crafts and needlework
Product Type :	Accessories/evening bag		

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	
Audit Announcement :	<input type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input checked="" type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	C		
Need of follow-up :	Yes	If YES, by : 16/03/2019	

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	B	A	C	C	D	B	A	A	A	A	C	A

Executive summary of audit report

1. Business license No.: 914406056713648176, valid from 25 Jan 2008 to 23 Jan 2019.

2. FOSHAN NANHAI MACOCITY CRAFTWORK INDUSTRY CO., LTD (local name 佛山市南海万宝城工艺制品有限公司) located at Jianshe Road, Northern Park, Shishan Industry Park, Shishan Town, Nanhai Area, Foshan City, Guangdong Province, China. The factory used parts of the 1st and 2nd floor of one 3-storey buildings, the 4th floor of two 4-storey buildings as production/warehouse area, one 4-storey building as office/dormitory/canteen area. Total covering about 5000 S.Q. meters.

3. There were another two factories located at the same boundary, one named style furniture factory used the other areas (1st to 3rd floor) of the 3-storey buildings (specified in furniture manufacturing); one named Fibop Medical factory used the 1st ~3rd floor of the two 4-storey buildings (specified in medical equipment manufacturing), and the dormitory/canteen building was shared using by these 3 factories. All the 3 factories were operated independently, no workers were missing used, this audit only focused on the audited factory areas and the share areas.

4. The auditee was specified in craftwork, handbag manufacturing, the main processes included: cutting, polishing, graving, handwork, assembling; sewing, packing. During the audit, there were 76 employees worked in the factory. According to the management interview, the production capacities reached to 101131pcs /year, the annual turnover at about 530000 Euro.

5. The management allowed auditor to visit and take photos for all areas of the factory, review production records, relevant attendance records and payroll records. Workers interview were conducted in confidential and independent place without any interference. Interviewees were cooperated with auditor. Normally, they felt ok with the factory.

Ratings Summary



Auditee's background information			
Auditee's name :	FOSHAN NANHAI MACOCITY CRAFTWORK INDUSTRY CO.,LTD	Legal status :	LIMITED CO
Local Name :	佛山市南海万宝城工艺制品有限公司 (914406056713648176)	Year in which the auditee was founded :	2008
Address :	Jianshe Road, Northern Park, Shishan Industry Park, Shishan Town, Nanhai Area	Contact person (please select) :	Mingying Huang
Province :	Guangdong	Contact's Email :	2851513185@qq.com
City :	Foshan	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	cantones
Country :	China	Website of auditee (if applicable) :	N/A
GPS coordinates :	North 23°10'12.488" East 112°59'11.166"	Total turnover (in Euros) :	530000.00
Sector :	Non-Food	Of which exports % :	92.11
Industry :	Accessories	Of which domestic market % :	7.89
If other, please specify :		Production volume :	101131pcs /year
Product Group :	Arts, crafts and needlework	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Accessories/evening bag		

Auditee's employment structure at the time of the audit			
Total number of workers :	76	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	31	45	
Temporary workers	0	0	
In management positions	3	15	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	25	31	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	31	45	
Production based workers	28	30	
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 - 119287] Audit Date: 15/03/2018 PA Score: D

Deadline date:16/05/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation showed the auditee partially fulfilled the requirement of performance area 1. Mr. Su Weifei/Factory manager was appointed as BSCI representative and took charge of BSCI affairs in the factory. The factory established the policy and procedure on social accountability including Child Labour/Young labour, forced labour, Discrimination, Remuneration, Working Hours, Health and Safety, dealing with grievances, etc. were set up. The factory conducted SA system internal audit regularly, and signed BSCI COC commitments or assessed social performances for its business partners. However, gaps had been identified in implementation:

综合观察显示被审核方部分符合该绩效区域的要求。苏伟飞/工厂经理被工厂指定为BSCI负责人，负责整个工厂的BSCI事务推进。工厂建立了相应的社会责任政策及相应程序，覆盖童工/未成年工，反强迫劳动，反歧视，工资福利，工时，健康安全，申诉等内容，同时进行了定期的社会责任体系内审，并且与商业伙伴根据BSCI要求签署了BSCI行为守则承诺书，评估其社会责任表现。但也发现工厂执行上有差距：

1.1 - The main auditee partially respected this principle because the defect of the management system effectiveness resulted in the issues on some PA, such as workers involvement, Health & Safety, Decent Working Hours, Fair Remuneration, environment management etc.

工厂未完全遵守该原则，因为管理体系有效性存在缺失以致于工厂在部分绩效领域，如员工参与，健康安全，体面工作时间，公平报酬，环境管理等方面出现问题。

1.3 - The main auditee partially respected this principle because the factory did not identify all the key business partners such as the security service/canteen subcontractors was not covered and monitored.

工厂未完全遵守该原则，因为工厂未识别部分重要的合作伙伴如保安及餐厅分包商并监控其社会责任绩效。

1.4 - The main auditee partially respected this principle because the factory evaluated cost and workforce capacity, but based on production plan, the worker's overtime hours were not well controlled in the peak months, the OT hours exceed legal requirement.

工厂未完全遵守该原则，因为工厂评估了生产成本和产能，但按照工厂的生产计划，员工加班时间未能进行良好控制，员工加班工时超过了法规要求。

Remarks from Auditee:

None

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 119287] Audit Date: 15/03/2018 PA Score: B

Deadline date:16/05/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation showed the auditee partially fulfilled the requirement of performance area 2. The factory set up the policy on worker protection. There was not trade union founded in the factory, 2 worker representatives were freely elected and available. According to interview with worker representative and workers, they were familiar with workplace issues/their labor right. The factory also provided on-board training and on-job training to employees. The auditee set up a grievance mechanism, workers could use suggestion boxes, or express their grievance to the worker representative or their direct supervisor/manager. However, gaps had been identified in implementation:

综合观察显示被审核方部分符合该绩效区域的要求。工厂建立了员工保护政策，虽然没有成立工会但是由员工选举了2名员工代表。据员工代表及员工的访谈信息，员工代表以及员工都清楚工厂场所相关信息，以及员工的劳工权利。工厂给员工提供关于员工权利的入职培训和在岗培训。工厂已建立了申诉系统，员工可通过意见箱，员工代表或主管或经理进行沟通等方式进行投诉。但也发现工厂执行上存在以下差距：

2.2 - The main auditee partially respected this principle because the factory set up long-term goals to protect workers according to the BSCI Code of Conduct, but the workers were not participating into the goals setting and knew little about the goals, and the factory did not collect/analyze the goal data to monitor the achievement.

工厂未完全遵守该原则，因为工厂根据BSCI行为守则设置了长期的员工保护的目标，但员工或员工代表并未参与该目标的制定并清楚了解该目标，工厂也没有定期对其设定目标进行监控统计。

2.5 - The main auditee partially respected this principle because the factory set up the grievance handling procedure, but the procedure did not specify how to avoid the conflict of interest.

工厂建立了申诉程序，但是未定义申诉处理过程中如何避免利益冲突。

Remarks from Auditee:

None

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 119287] Audit Date: 15/03/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed the auditee fulfilled the requirement of performance area 3. 2 worker representatives were elected and available in the factory. The representatives had meeting with the management regularly with meeting note kept. 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 statement of worker representative, she was not discriminated by the factory. 综合观察显示被审核方符合该绩效区域的要求。工厂选举了2名员工代表, 代表和管理层定期开会沟通, 并保留了相应的会议记录。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。据员工代表的访谈, 员工代表不会被歧视。	
Remarks from Auditee:	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 119287] Audit Date: 15/03/2018 PA Score: C	Deadline date:16/05/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed the auditee partially fulfilled the requirement of performance area 4. The factory set up the policy on anti-discrimination which defined that the factory would not discriminate workers by race, gender and ages, native, territory etc. According to statement with workers, workers could use the grievance system through communicating with direct manager once workers' right was infringed. no negative feedback from workers on discrimination issue during the audit. However, gaps had been identified in implementation: 综合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, 籍贯, 地域等原因对员工区别对待。据员工访谈, 若员工的权利受到任何侵害, 员工可以通过直接经理反馈的形式进行投诉。审核期间无来自员工方面关于歧视的负面反馈, 但也发现工厂执行上存在以下差距: 4.1 - The main auditee partially respected this principle because the factory set up the anti-discrimination policy and procedure but the factory did not analyse the potential discrimination risk of internal processes and set up the related prevention action. 工厂未完全遵守该原则, 因为工厂建立了反歧视政策及程序, 但是未分析内部流程中潜在的易于发生歧视的风险并制定预防措施。	
Remarks from Auditee: None	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 119287] Audit Date: 15/03/2018 PA Score: C	Deadline date:16/05/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed the auditee partially fulfilled the requirement of performance area 5. The factory set up wages and benefit payment policy and system, which included social insurance, paid statutory holidays, sick leave, annual leave, maternity leave, etc. Based on the wages from Feb. 2017 to Jan. 2018 provided by the factory, the minimum wage paid by the factory was RMB 1510 per month, OT hours were paid at 150%/200% of normal wage for OT on weekday/weekend, no OT occurred in statutory holiday, which met legal requirement. And the factory provided the attendance bonus, free dormitory and meals for workers. The wages were issued at the end of the following month by cash, wage list was issued and confirmed by workers. The deduction in the wage only included the social insurance, it was legal. All these processes and evidences were cross checked by document review, worker interview and management interview. However, gaps had been identified in implementation: 综合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和福利政策, 福利政策包括给员工提供法定社会保险, 节假日, 病假, 年假, 产假等假期。据工厂提供的2017年2月至2018年1月的工资记录, 工厂给员工支付最低1510元/月的工资, 平时及周末加班按平时薪资的150%、200%支付加班费, 无法定假日加班的安排, 符合法规要求, 并且提供了全勤奖及免费的食宿。根据员工的工资记录, 员工工资扣款项包括社保, 符合法规要求。工厂于次月月底发放员工工资, 员工通过工资单确认工资情况。以上过程均可通过文件, 访谈等方式进行核实过。但也发现工厂在执行方面和BSCI要求有差距: 5.4 - The main auditee did not respect this principle because the factory did not clear about the concept of decent remuneration that allowed workers to meet a decent standard of living and identifying potential actions to fill the gaps. 工厂未遵守该原则, 因为工厂不清楚体面的公平报酬的概念使工人可以体面得生活的公平报酬, 未识别实际工资和体面生活工资的差距及如何补足差距。 5.5 - The main auditee did not respect this principle because the factory only provided legal retirement/unemployment/medical/maternity/injury insurance for 18 of 76 employees. purchased one commercial incident for 50 employees. 工厂未遵守该原则, 因为工厂只为76名员工中18名员工提供了养老, 失业, 医疗, 生育, 工伤保险, 为50名员工购买了商业意外保险。	
Remarks from Auditee: None	

Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 119287] Audit Date: 15/03/2018 PA Score: D	Deadline date:16/05/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT:	
<p>The overall observation showed the auditee partially fulfilled the requirement of performance area 6. The factory used IC card recording system to record workers working hours. During the audit, attendance records were provided for review from Feb 1, 2017 to the audit day. According to the policy and attendance records, workers worked 8 hours (8:00~11:30, 13:00~17:30) per day, 5 days per week. The factory arranged workers working on Saturday or weekday night sometimes (from 18:00 to 20:00 or 21:00) and workers had right to choose overtime or not. The factory ensured workers had one day off per seven days. 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 of overtime had been identified in implementation:</p> <p>综合观察显示被审核方部分符合该绩效区域的要求。工厂使用IC卡系统进行员工考勤记录,工厂提供了从2017年2月至审核当天的考勤记录,依照工时政策以及工厂及实际出勤情况,员工每天上班8小时,早上8点至中午11点30分,下午13点00分至下午17点30分上班,每周5天。周六及平时工厂会根据生产订单进行加班(晚上加班从18:00到20:00或21:00),员工可自愿选择是否加班。工厂保证了员工每周有一日休息。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,工厂在加班时间的管控有不符合法规的地方。</p> <p>6.2 - The main auditee did not respect this principle because the monthly OT hours exceeded legal requirement. According to the attendance records from Feb 1, 2017 to the audit day, over 80% workers' monthly OT hours exceeded 36 hours, the maximum were 92 hours which occurred in Jul 2017.</p> <p>工厂未遵守该原则,因为员工月加班超过法规要求。根据工厂提供的从2017年2月至审核当天的考勤记录,超过80%员工加班超过法规要求的36小时,最大为92小时,发生在2017年7月。</p>	
Remarks from Auditee: None	

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 119287] Audit Date: 15/03/2018 PA Score: B

Deadline date:01/05/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation showed the auditee partially fulfilled the requirement. The factory set up the H&S management policy and regulation, health and safety committee was set up, Mr. Wang Lihua/GM was responsible for the whole affairs of health and safety. For fire safety, the factory had equipped sufficient firefighting facilities like extinguishers, fire hydrant, fire alarm in workshops/warehouse, emergency light, exit sign, evacuation sign was available onsite. All these facilities of fire safety were checked regularly, they were effective during the testing on-site. The fire exits, evacuation aisles were kept accessible. For mechanism safety, safety operation WI was set up, emergency button was equipped. For chemical safety, the factory had set up the chemical management operation regulation and provided the related training for workers. For electrical safety, one qualified electrician was in place for the regular maintaining and checking. According to the worker interview, workers understood the risk of their working environment. The factory also set up emergency procedure and trained 2 first aider for providing the service of first aid. The first aid box/eye washing facilities were available onsite. Clean potable water was also provided. Confirmed by site observation and workers/management interview, no transportations were provided, so 7.23 marked as NA. However, gaps had been identified in implementation:

综合观察显示被审核方部分符合该绩效区域的要求。工厂建立了健康安全政策及相关规定，建立了健康安全委员会，王立华先生负责整体的健康与安全事务。在消防安全方面，工厂给车间及仓库配备了足够的消防设施，例如灭火器，消防栓，消防警铃等，并设置了应急灯/出口标识/警铃/疏散指示，这些设施每月都会进行检查。审核时经过测试，应急灯，消防栓和消防警铃都是有效的。安全出口，人员疏散通道均保持畅通。在机械安全方面，工厂制定了相应的安全操作规程，设备设置了必要的紧急按钮。在化学品安全方面，工厂建立并推行了化学品管理规定并对员工进行培训。电气安全方面，工厂安排了一名有资质的电工负责电气设施的定期维护及检查。通过访谈员工，员工了解其工作环境相关的风险。在急救政策方面，工厂制定了急救程序，配备了药箱及洗眼器，培训了2名急救员。同时，工厂也提供了卫生的饮用水给员工。据现场观察，员工及管理层访谈确认，工厂未提供交通服务，故7.23不适用。不过，工厂在以下方面和BSCI要求尚有差距：

7.1 - The main auditee partially respected this principle because the management representative responsible for health and safety was not familiar with the legal and BSCI requirement on health and safety, and lead to some issues were raised in health and safety section.

工厂未完全遵守该原则，因为健康安全管理者代表不熟悉法规和BSCI对健康安全的要求及未有效执行，以致于健康安全方面出现问题。

7.2 - The main auditee did not respect this principle because the factory only provided legal retirement/unemployment/medical/maternity/injury insurance for 18 of 76 employees, purchased one commercial accident for 50 employees, but the factory did not guarantee all employees were covered in injury insurance.

工厂未遵守该原则，因为工厂只为75名员工中18名员工提供了养老，失业，医疗，生育，工伤保险，为50名员工购买了商业意外保险，但工伤险整体仍未覆盖所有员工。

7.3 - The main auditee partially respected this principle because the factory did not arrange the pre-job/on-job/off-job occupational health examination for the hazards involved workers including the polishing/cutting/graving/gluing workers.

工厂未完全遵守该原则，因为工厂未对涉及职业危害岗位员工（包括开料/抛光/雕刻/粘胶工人）提供岗前/在岗期及离岗时的职业病体检。

7.6 - The main auditee partially respected this principle because the factory provided the PPE for related hazard involved processes, but it was found that the mask provided for the graving/gluing workers were not active carbon mask, the mask for the polishing workers not the dust proof mask.

工厂未完全遵守该原则，因为工厂为各岗位的操作工人配备了劳保用品，但是提供给雕刻及黏胶的工人的口罩非活性炭口罩，为抛光工人提供的口罩非防尘口罩。

7.7 - The main auditee partially respected this principle because the factory set up the chemical management procedure, but it was found that there was not safety label or MSDS available for the glue/solvent/cleaner used onsite, and no secondary containers were equipped for the storage.

工厂未完全遵守该原则，因为工厂虽然建立了化学品管理程序，但是现场使用的胶水/溶剂/清洁剂未按张贴安全标签或MSDS，存储区未设置防泄漏设施。

7.9 - The main auditee partially respected this principle because the factory conducted the risk assessment for the working place, but no PPE sign, hazard notice was posted in the hazardous post like the polishing/cutting/graving/gluing operation.

工厂未完全遵守该原则，因为工厂虽然建立进行了工作环境的风险评估，但是存在职业危害的岗位未张贴PPE及职业危害标识（如开料/抛光/雕刻/粘胶岗位）

7.13 - The main auditee partially respected this principle because the factory arranged one electricians to maintain the electrical facilities, but it was found that one electrical control box for the easy lift was not equipped with external cover.

工厂未完全遵守该原则，因为工厂虽然安排了一名电工进行电气设施维护，但也发现了一处简易电梯的电箱没有安装外盖。

7.16 - The main auditee partially respected this principle because there was not evacuation plan posted in the dormitory and the 4th floor of the two 4-storey building.

工厂未完全遵守该原则，因为宿舍区及两栋4层的建筑的第四层未张贴疏散平面图。

7.17 - The main auditee partially respected this principle because it was found that parts of the facilities not well maintained: 1) one ladder higher than 2m used was not equipped with handrails, and one platform higher than 2m used for packing materials storage lacked of guardrails in few areas; 2) 3 sewing machines and 2 buttoning machines missed the pulley guards; and one easy lift used onsite without equipping the interlock for the safety door; 3) the factory could not provide the elevator operator's certificate or qualification of elevator management for review.

工厂未完全遵守该原则，因为工厂在部分设施设备管理上存在以下问题：1）一个梯子高于2米缺乏扶手，一处平台（高于两米）用于存储包材部分区域缺乏护栏，2）3台缝线机及2台打钉机皮带轮缺乏护罩，一台简易电梯安全门未安装连锁装置，3）工厂有电梯在使用但是未能提供电梯操作或管理人员证书。

7.21 - The main auditee partially respected this principle because the factory did not monitor the conformity of the kitchen, kept the qualification like food hygiene license /kitchen worker's health certificates.

工厂未完全遵守该原则，因为工厂虽然饭堂外包，但未能监控饭堂的证照如食品卫生许可证，厨工健康证。

7.25 - The main auditee partially respected this principle because although the factory had assessed the occupational health and safety hazards in the risk assessment, but the factory did not entrust the qualified 3rd bureau to conduct the occupational hazards testing (noise/air quality test) to monitor the working environment yet.

工厂未完全遵守该原则，因为尽管工厂对车间工作场所进行了职业健康危害风险评估，但是工厂并未委托有资质的第三机构进行车间职业危害因素测试以监控工作环境。

Remarks from Auditee: None	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 119287] Audit Date: 15/03/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed the auditee fulfilled the requirement of performance area 8. The recruiting policy was set up, which defined that the factory refused to recruit the worker whose age below 16 years old, and the factory set up the procedure on crossing-check workers' age. The recruitments staffs known how to cross-check workers' age when the age was doubtful. The factory also established remediation measure of child labor in case of recruiting child labor incidentally. After checking all personnel files of workers, the youngest worker was 18 years' old, no child labor was identified in the factory.</p> <p>综合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, 规定工厂不招聘16岁以下的工人, 并建立年龄核实程序, 招聘人员了解如何交叉审核可疑的员工年龄。工厂制定了童工补救措施以防发现童工及时处理。在审核过程中, 通过查阅所有员工的人事资料, 最年轻工人已经18岁, 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 - 119287] Audit Date: 15/03/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed the auditee fulfilled the requirement of performance area 9. The policy of young worker protection was set up. The factory understood the legal requirement of young workers according to management interview, and the factory had conducted the risk analysis and assessment on young workers. The youngest worker in the factory was 18 years' old, no young workers were identified in the factory during the audit.</p> <p>9.2-9.6 N/A, No young worker worked in the factory.</p> <p>综合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, 工厂也进行了未成年工的风险分析与评估。工厂最年轻工人已经满18岁, 在审核过程中, 未发现未成年工的存在。</p> <p>9.2-9.6 不适用, 工厂内没有未成年工人。</p>	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 119287] Audit Date: 15/03/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed the auditee fulfilled the requirement of performance area 10. Labor contracts were concluded between the factory and workers. The contracts statement included the description of work content/place/hours/rest/wage, social insurance, health and safety. The factory provided a copy of contract to every worker. Based on interview statement of workers, workers understood of the content of labor contract. No illegal employment was identified during the audit.</p> <p>综合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作内容、地点、工时、休息及报酬, 社保和劳动保护, 并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, 工厂无不合规的用工形式存在。</p>	
Remarks from Auditee:	

Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 119287] Audit Date: 15/03/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed the auditee fulfilled the requirement of performance area 11. The factory had set up the procedure on anti-forced labor. The discipline policy was also reviewed and it was legal. According to onsite observation and statement of workers and management, workers confirmed that there was no evidence of forced labor occurred in the factory. No inhumane or degrading treatment was found during the audit and according to interview with workers.</p> <p>综合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程序, 工厂的惩戒规定也是符合法律法规要求。据现场观察和管理层及员工访谈, 员工清晰地表明工厂内无强迫劳动的现象。员工也未遇到任何被侮辱或非人道的待遇。</p>	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 119287] Audit Date: 15/03/2018 PA Score: C	Deadline date:16/05/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed the auditee partially fulfilled the requirement of performance area 12. The factory had established the environment protection policy and conducted EIA, obtain the EIA register approval, environment protection facilities was in place. The factory also set up a waste disposing process, the waste like the empty glue containers were recycled by the supplier, relevant documents were provided for review. However, gaps had been identified in implementation:</p> <p>综合观察显示被审核方部分符合该绩效区域的要求。工厂建立了环境保护政策规定, 工厂已进行环境影响评价, 取得了当地环保局的环境影响的登记批复, 工厂也建立了废弃物的处理流程, 如费胶水桶由供应商进行回收, 相关文件也保存并提供查阅。但是在执行上也存在以下差距:</p> <p>12.2 - The main auditee did not respect this principle because the factory did not conduct the waste air and noise testing regularly.</p> <p>工厂未遵守该原则, 工厂未进行定期的废气及噪音监测。</p> <p>12.5 - The main auditee partially respected this principle because although the factory had an energy saving policy/process in place, but did not set up a water saving/waste water reducing program and implemented.</p> <p>工厂未完全遵守该原则, 工厂建立了节能的政策/流程, 但未建立节水及减少排放的机制并推行。</p>	
Remarks from Auditee: None	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 119287] Audit Date: 15/03/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed the auditee fulfilled the requirement of performance area 13. The policy on anti-corruption was established, and the factory communicated and provided related training for employees, the corruption risk was also assessed with related prevention action in place. During the audit, no misrepresentation was provided by the factory.</p> <p>综合观察显示被审核方符合该绩效区域的要求。工厂建立了反腐败的政策, 并将该政策与员工沟通, 提供培训, 工厂也评估了厂内腐败产生的风险并采取了预防措施。审核过程中, 工厂未提供任何不实信息。</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	15/03/2018	119287	D	B	A	C	C	D	B	A	A	A	A	C	A	C

Producer Photos



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



Photo of fire safety equipment
evacuation sign.JPG



Photo of the dormitories (if applicable)
bedroom.JPG



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



Photo of fire safety equipment
exit sign emergency light.JPG



Photo of the dormitories (if applicable)
dormitory and office building.JPG



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



Photo of fire safety equipment
fire alarm testing.JPG



Photo of the dormitories (if applicable)
dormitory exit.JPG



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



Photo of fire safety equipment
fire hydrant fire extinguisher.JPG



Photo of the dormitories (if applicable)
evacuation stair.JPG



Photo of the inside of the main production hall
cutting.JPG



Photo of fire safety equipment
fire hydrant testing.JPG



Photo of non-conformity
buttoning machine missed the pulley guard.JPG



社会保险分档种申报汇总表

人员类别	申报项目	申报人数	缴费基数	缴费率	缴费金额	费率	缴费金额		
1	在职	基本养老保险	18	11880.0	0.201	2378.00	0	0.00	1740.00
2	在职	基本医疗保险	18	11880.0	0.203	2411.64	0.002	43.78	2732.27
3	在职	失业保险	18	11880.0	0.11	1306.80	0.008	424.64	1094.00
4	在职	工伤保险	18	11880.0	0.04	463.28	0.015	151.82	5541.30
5	在职	生育保险	18	11880.0	0.001	19.24	0	0.00	181.44
合计					11550.2		5760.24	17316.4	



Photo of the inside of the main production hall polishing 2.JPG



Photo of the sanitary facilities Toilet.JPG

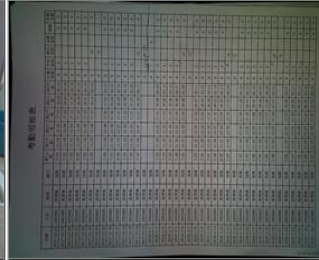


Photo of non-conformity OT exceeded 36 hours per month.jpg



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



Photo of the code of conduct on display COC.JPG



Photo of non-conformity safety door of easy lift without interlock.JPG



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



Photo of the canteen (if applicable) canteen.JPG



Photo of non-conformity sewing machine missed the pulley guard.JPG



Photo of fire safety equipment emergency light testing.JPG



Photo of the canteen (if applicable) kitchen.JPG



Photo of non-conformity stair without handrail and the platform higher than 2m used for packing materials storage lacked of guardrails in few areas.JPG



Photo of fire safety equipment evacuation plan.JPG