
Auditee :	Tonglu Mili Knitting Factory
Audit Date From :	26/03/2020
Audit Date To :	26/03/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	ABS
Auditor's Name(s) :	Claire (Tian) Ma(Lead)
Auditing Branch (if applicable) :	ABS QE China



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<p>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																													
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<p>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>
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B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p>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>
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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>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>
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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>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>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 :	Tonglu Mili Knitting Factory		
DBID number :	389402		
Audit ID :	176275		
Address :	No. 30 Longteng Road, Hengcun Town, Tonglu County, Hangzhou		
Province :	Zhejiang	Country :	China
Management Representative :	Ms. Jianfen Li / Manager		
Contact person:	Jianfen Li	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	other soft goods (please specify)
Product Type :	knitting goods		

Audit Details



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" 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 : 26/03/2021

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	B	B	D	A	A	A	A	A	A	A

Executive summary of audit report

This was an announced follow up audit arranged for Tonglu Mili Knitting Factory (桐庐米力针织厂 91330122670644219B) which was located at No. 30 Longteng Road, Hengcun Town, Tonglu County, Hangzhou, Zhejiang, China (中国浙江省杭州市桐庐县横村镇龙腾路30号) .

The auditor verified the business license with the address, legal entity representative, business scope, and other information according to website <http://www.gsxt.gov.cn/>. The local name and address were the same as above. The auditee moved from "No. 1028 Tongqian Road, Hengcun Town, Tonglu County" to the current location since Dec. 2018 and the address on the business license was updated. The auditee was established in Mar. 2008.

The auditee used the 1st and 2nd floors of one 5-storey production building. Total construction area was about 3200 square meters. The 3rd, 4th and 5th floors of the same building were used by other factories. Per management and workers interview, the auditee was separate from other factories in the same building. There was no workforce flow or products sharing. Dormitory, canteen or transportation tool are not available.

The auditee was specialized in the manufacturing of knitting goods. The main production activities were included sewing-finishing-packing.

There were 10 male employees and 8 female employees, including 4 management staffs, 2 QCs, 1 warehouse staff and 11 production workers. The ethnic background of management was from mainland China, and production workers were all mainland Chinese. There were 3 migrants in the auditee. There was no dispatched worker. All the workers were recruited directly by the auditee.

Their regular workday was from Monday to Friday with 8 hours per day. There was 1 shift arranged for workers: 8:00~11:00, 12:00~17:00. The peak season in the factory was not obvious. Usually, 2 hours' overtime was arranged after work for production workers. The factory used fingerprint time machine to register workers' attendance status. And the workers' maximum overtime hours were 2 hours a weekday, 8 hours a rest day, 0 hour a holiday, 16 hours a week, 68 hours a month in the testing months. The longest consecutively working days were 6 days in the testing periods.

According to the review of the 6 sampled employees' payrolls from Mar. 2019 to Feb. 2020 and attendance records from Mar. 2019 to the audit day, it was noted that the minimum wage of the sample workers was RMB 13.22 per hour (RMB2300 per month), which was more than the local minimum wage (i.e. RMB 1660 per month since Dec. 2017). They were paid by hourly rate on 25th of next month by cash. All were paid 150% and 200% of normal wage for the overtime working on weekday and rest day respectively. Annual leave was provided to employees worked more than one year.

The auditee provided social insurance records from Apr. 2019 to Mar. 2020. According to the records in Mar. 2020, there were 18 workers in the auditee, no retiree, new joined workers, temporary or dispatched workers, the auditee provided retirement / unemployment / maternity / medical / accident insurance for 8 workers (Coverage: 44.44%). Commercial injury insurance was provided for the rest 10 workers (coverage: 55.56%), valid to 3 May 2020. No waiver was provided by the factory.

There are no agencies used by the auditee, which makes the agency labour contract not applicable. Moreover, no collective bargaining agreements and waiver were applicable currently.

All the findings were discussed with the management in the closing meeting. The factory signed the onsite finding report, BSCI COC & TOI. The auditor reminded the factory that they should submit the Remediation Plan into the BSCI Platform within 60 days. The management was receptive of all the findings and gave the willingness to take appropriate corrective actions.

The performance areas needed improvement were PA1, PA2, PA4, PA5, PA6, PA7.

Remark: ABS Quality Evaluation Inc. has been approved as a provisional member of APSCA. The auditor conducted this audit (Claire Ma/21703851) was an APSCA registered auditor.

Ratings Summary



Auditee's background information			
Auditee's name :	Tonglu Mili Knitting Factory	Legal status :	Privated company
Local Name :	桐庐米力针织厂(91330122670644219B)	Year in which the auditee was founded :	2008
Address :	No. 30 Longteng Road, Hengcun Town, Tonglu County,	Contact person (please select) :	Jianfen Li
Province :	Zhejiang	Contact's Email :	tlmili@163.com
City :	Hangzhou	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	N/A
Country :	China	Website of auditee (if applicable) :	N/A
GPS coordinates :	N29°50'54.62", E119°36'48.81"	Total turnover (in Euros) :	2400000.00
Sector :	Non-Food	Of which exports % :	50.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	50.00
If other, please specify :	N/A	Production volume :	1,2000 pieces per month
Product Group :	other soft goods (please specify)	Production cost calculation :	No
If other, please specify :	knitting goods	Lost time injury calculation cost :	No
Product Type :	knitting goods		

Auditee's employment structure at the time of the audit			
Total number of workers :	18	Total number of workers in the production unit to be monitored (if applicable) :	0
		MALE WORKERS	FEMALE WORKERS
Permanent workers		10	8
Temporary workers		0	0
In management positions		2	2
Apprentices		0	0
On probation		0	0
With disabilities		0	0
Migrants (national citizens)		3	0
Migrants (foreign citizens)		0	0
Workers on the permanent payroll		10	8
Production based workers		8	6
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

1- Followup Audit [Audit Id - 176275] Audit Date: 26/03/2020 PA Score: D

Deadline date:26/05/2020

GOOD PRACTICES:

The main auditee conducted the CSR internal audit and management review annually.

AREAS OF IMPROVEMENT:

Status of Follow up audit on 26 Mar. 2020: The main auditee set up CSR management manual and procedures, conducted the CSR internal audit and management review annually; Ms. Jianfen Li / Manager was appointed as BSCI management representative and responsible for ensuring that the BSCI values and principles were followed in a satisfactory manner. Ms. Li stated that the main auditee would keep moving on BSCI program. However, based on satisfactory evidence, the main auditee partially respected this principle.

2020年3月26日跟进审核情况: 被审核方建立了社会责任管理手册和程序, 每年进行社会责任内审以及管理评审; 被审核方任命李建芬/经理作为管理者代表确保BSCI有关的价值以及原则有效执行。李女士表示被审核方会在BSCI项目上进行持续改善。但基于令人满意的证据, 被审核方部分尊重BSCI的本条原则。

1.1 - Previous Finding: The auditee had set up the management procedures to implement the BSCI Code of Conduct, but not all policies were properly implemented. Still some findings were noted in some PAs. Moreover, the main auditee didn't update its business license in time after change the location. Not closed. The main auditee updated its business license after change the location. The main auditee had established written policy and procedure regarding BSCI management, but it did not implement effectively, also had non-conformance found in some PAs. (Working hours, Social insurance, EHS issue and etc).

前次问题: 被审核方建立了确保BSCI有效实施的管理制度, 但是不是所有制度都得以有效实施, 工厂在一些执行领域中仍然存在问题。另外, 被审核方在地址变更后未及时更新其营业执照。未关闭: 被审核方在地址变更后已经更新其营业执照。评估中发现被审核方已经建立了关于BSCI管理的书面的政策和程序, 但是没有有效的实施, 比如有些PA仍然有不符合发现(工时, 社会保险, 环境健康安全方面等)。

1.4 - Previous Finding: The auditee did not recruit enough employee or well organize its capacity to meet the expectation to deliver orders as most sample workers' overtime hours in the attendance records exceeded the local legal overtime requirement. Not closed: The auditee had established the workforce analyze procedure and calculate the production capacity data but didn't have workforce capacity planning which led workers' OT exceeded legal limits.

前次问题: 被审核方没有雇佣足够的员工或者进行良好的组织生产来保证客人的订单生产。因为审核员抽样的考勤中显示抽样员工的加班时间超过法律要求。未关闭: 被审核方建立了产能分析程序并计算了生产能力数据, 但未进行产能规划以至于员工加班超过法规要求。

Remarks from Auditee:

Accept and will take corrective action.

Full Audit [Audit Id - 147701] Audit Date: 08/04/2019 PA Score: D

Deadline date:08/06/2019

Good practices

NONE

Areas of improvement

The auditee established CSR procedure based on BSCI Code of Conduct and relevant national law, and provided the relevant training for all employees regularly. The commitment to comply with the BSCI Social Requirements was signed by designated person. The auditee had sent the BSCI Code of conduct to the suppliers and the suppliers expressed that they would comply with the requirement. No home worker was used by the auditee. Based on satisfactory evidence, the auditee partially respected this principle. Detail please refer to listed findings.

被审核方依据BSCI行为准则以及相关法规建立了企业社会责任程序, 并定期对员工进行培训。指定一名负责人已签署BSCI承诺书, 企业也将承诺书传递给供应商, 供应商均表示会遵守该承诺书。企业未使用家庭工。基于满意的证据, 被审核方部分遵守本原则。详情请见列举的审核发现。

1.1 - The auditee had set up the management procedures to implement the BSCI Code of Conduct, but not all policies were properly implemented. Still some findings were noted in some PAs. Moreover, the main auditee didn't update its business license in time after change the location.

被审核方建立了确保BSCI有效实施的管理制度, 但是不是所有制度都得以有效实施, 工厂在一些执行领域中仍然存在问题。另外, 被审核方在地址变更后未及时更新其营业执照。

1.4 - The auditee did not recruit enough employee or well organize its capacity to meet the expectation to deliver orders as most sample workers' overtime hours in the attendance records exceeded the local legal overtime requirement.

被审核方没有雇佣足够的员工或者进行良好的组织生产来保证客人的订单生产。因为审核员抽样的考勤中显示抽样员工的加班时间超过法律要求。

Remarks from Auditee

NONE

Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 176275] Audit Date: 26/03/2020 PA Score: B	Deadline date:26/05/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Status of Follow up audit on 26 Mar. 2020: The main auditee posted BSCI COC in public, established grievance mechanism for individuals, and communicated with employees; workers understood the grievance mechanism based on the interviews. Interviewed employees understood their right and responsibilities. However, based on satisfactory evidence, the main auditee partially respected this principle. 2020年3月26日跟进审核情况: 被审核方张贴BSCI行为准则在现场, 建立了针对个人的申述机制, 并传达给员工; 访谈中工人理解抱怨机制。受访员工理解他们的权利和职责。但是基于令人满意的证据, 被审核方部分尊重BSCI的本条原则。</p> <p>2.4 - Previous Finding: The auditee maintained training records on the BSCI COC and TOI, however about 67% interviewees were not clear of the basic definition or requirements. Not closed:The auditee provided the amfori BSCI training for all workers but no mechanism to evaluate the training effect. According to worker interview, 50% interviewed workers didn't know the requirement of amfori BSCI, such as anti-bribery, etc. 前次问题: 尽管被审核方保留BSCI新版的行为守则及生产商专用实施条款相关培训的资料和记录, 约67%受访员工都不清楚基本的概念及要求。未关闭: 被审核方给所有员工提供了amfori BSCI的培训, 但没有验证培训效果的机制。根据员工访谈, 50%被访谈的员工不清楚amfori BSCI的要求, 如禁止贿赂等。</p> <p>2.5 - Previous Finding: The auditee had established the grievance mechanism. However, the auditee did not collect any grievance or suggestion from workers in past 12 months. The suggestion box was installed at the workshop. Meanwhile, the auditee did not elevate the effective of the grievance mechanism. Not closed: The suggestion box was set in a place that could ensure workers make anonymous suggestion. Although the grievance procedure provided by the auditee mentioned anonymous complaint was collected by suggestion box, no any grievance record was collected in the recent one year and the auditee did not make investigation about that. 前次问题: 被审核方已经建立了申诉机制。但是被审核方在过去十二个月中没有收集到任何来自工人的意见和建议。意见箱被安装在车间内。同时, 被审核方没有对申述机制的有效性进行评审。未关闭: 意见箱设置在一个可以确保员工匿名申诉的地方, 尽管被审核方提供了申诉机制表示员工可以通过意见箱进行申诉, 但是被审核方近一年未收集到任何申诉记录, 被审核方并未开展任何调查。</p>	
Remarks from Auditee: Accept and will take corrective action.	
Full Audit [Audit Id - 147701] Audit Date: 08/04/2019 PA Score: B	Deadline date:08/06/2019
Good practices NONE	
Areas of improvement <p>The auditee established management system which involved employees and representative in sound information exchange idea. Employees could express any suggestion or complaint through representatives without any retaliation. According to the grievance record, there was no any complaint in the past one year. And through interview with employees, they were satisfied with facility management. Based on satisfactory evidence, the auditee partially respected this principle. Detail please refer to listed findings. 被审核方建立了管理体系, 针对员工与员工代表沟通想法。员工可以通过员工代表提出意见或投诉, 不会遭受打击报复。在过去一年内, 无员工进行过申诉。并且, 通过员工访谈, 员工对企业管理感到满意。基于满意的证据, 被审核方部分遵守本原则。详细请见列举的审核发现。</p> <p>2.4 - The auditee maintained training records on the BSCI COC and TOI, however about 67% interviewees were not clear of the basic definition or requirements. 尽管被审核方保留BSCI新版的行为守则及生产商专用实施条款相关培训的资料和记录, 约67%受访员工都不清楚基本的概念及要求。</p> <p>2.5 - The auditee had established the grievance mechanism. However, the auditee did not collect any grievance or suggestion from workers in past 12 months. The suggestion box was installed at the workshop. Meanwhile, the auditee did not elevate the effective of the grievance mechanism. 被审核方已经建立了申诉机制。但是被审核方在过去十二个月中没有收集到任何来自工人的意见和建议。意见箱被安装在车间内。同时, 被审核方没有对申述机制的有效性进行评审。</p>	
Remarks from Auditee NONE	

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 176275] Audit Date: 26/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: This part was not rated during this follow up audit. 此部分未纳入审核范围。	
Remarks from Auditee: None	
Full Audit [Audit Id - 147701] Audit Date: 08/04/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
NONE	
<u>Areas of improvement</u>	
<p>The auditee established formal policy to respect the right of personnel to form and join the worker representative committee of their choice and to bargain collectively on their behalf with the auditee. The auditee would not interfere with the establishment, functioning or administration of employees or collective bargaining. Employee representatives were elected by all employees including the production employees. They regularly conducted the employee representative meeting about the daily operation, discussed the matter with management. Based on satisfactory evidence, the auditee respected this principle. Remark: No trade union was formed in the auditee.</p> <p>被审核方建立了正式的政策来尊重员工根据自己意愿建立、加入以工人委员会并与企业方进行集体谈判的权利。被审核方不干扰员工建立或管理员工或进行集体谈判。被审核方通过员工包括生产员工自由选举产生员工代表。被审核方定期与员工代表举行会议，讨论日常事务及管理。基于满意的证据，被审核方遵守本原则。备注：被审核方没有成立工会。</p>	
Remarks from Auditee None	
Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 176275] Audit Date: 26/03/2020 PA Score: B	Deadline date:26/05/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT:	
<p>Status of Follow up audit on 26 Mar. 2020: The main auditee established anti-discrimination procedure and no evidence showed employees were discriminated on recruitment, training, promotion and among different gender, age etc. No any threatening, abusive, exploitative behavior and sexual harassment etc was found. All interviewed workers said they were treated equally. Based on satisfactory evidence, the main auditee partially respected this principle.</p> <p>2020年3月26日跟进审核情况：被审核方建立了反歧视程序，没有证据显示员工在招聘、培训、升迁以及不同性别、年龄等方面被歧视。没有发现公司涉及任何威胁、辱骂、剥削和性骚扰等行为。被访谈的员工表示受到公平对待。基于令人满意的证据，被审核方部分尊重BSCI的本条原则。</p> <p>4.2 - Previous Finding: The auditee did not conduct satisfaction surveys on the grievance mechanism. Moreover, the suggestion box was placed in an open area, which could not ensue the employee to report by privacy method when they meet the discrimination. Not closed: The suggestion box was set in a place that could ensure workers make anonymous suggestion. The auditee did not conduct satisfaction surveys on the grievance mechanism.</p> <p>前次问题：被审核方没有进行申诉机制的满意度调查。且其意见箱设置在开放区域，当发生歧视或类似情形时，无法确保其可以以相对较私密的方式进行汇报。未关闭：意见箱设置在一个可以确保员工匿名申诉的地方，被审核方没有做例如投诉机制方面的满意度调查。</p>	
Remarks from Auditee: Accept and will take corrective action.	
Full Audit [Audit Id - 147701] Audit Date: 08/04/2019 PA Score: B	Deadline date:08/06/2019
<u>Good practices</u>	
NONE	
<u>Areas of improvement</u>	
<p>The auditee established formal policy to prohibit discrimination, harassment and abuse. Discrimination based on grounds of race, color, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership or marital status was prohibited. Based on satisfactory evidence, the auditee partially respected this principle. Detail please refer to listed findings.</p> <p>被审核方建立了禁止歧视、虐待、体罚的制度，不会因种族、肤色、年龄、性别、性取向、民族、疾病、怀孕、宗教、政治倾向、工会会员身份、婚姻状况等而歧视员工。基于满意的证据，被审核方部分遵守本原则。详情请见列举的审核发现。</p> <p>4.2 - The auditee did not conduct satisfaction surveys on the grievance mechanism. Moreover, the suggestion box was placed in an open area, which could not ensue the employee to report by privacy method when they meet the discrimination.</p> <p>被审核方没有进行申诉机制的满意度调查。且其意见箱设置在开放区域，当发生歧视或类似情形时，无法确保其可以以相对较私密的方式进行汇报。</p>	
Remarks from Auditee NONE	

Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 176275] Audit Date: 26/03/2020 PA Score: B	Deadline date:26/05/2020
GOOD PRACTICES: The main auditee calculate the living wage prior to the audit.	
AREAS OF IMPROVEMENT: <p>Status of Follow up audit on 26 Mar. 2020: The main auditee established Remuneration Management Procedure. Payrolls from Mar. 2019 to Feb. 2020 were provided and reviewed. The wages were paid by cash on 25th of every month. Pay slip was provided to employees. Based on 6 sampled employees' payrolls and attendance records, the wages were paid by hour rate and the minimum wage was RMB13.22 per hour (RMB2300 per month), which higher than legal minimum wage (i.e.RMB 1660 since Dec. 2017). The auditee paid 150% and 200% of normal wage to employees for overtime work on normal working days and rest days, which complied with local legal requirement. The auditee provided paid leaves to all employees. No deduction was used for disciplinary measure. The main auditee partially respected the principle.</p> <p>2020年3月26日跟进审核情况：被审核方制定了薪资管理程序。2019年3月至2020年2月期间的工资表被提供和评审。工资于每月25日以现金支付。有工资条提供给员工。依据6名抽样员工的工资表和考勤，工资以时薪制支付，最低工资为每小时人民币13.22元（每月人民币2300元），高于法定最低工资标准（当地最低工资自2017年12月，调整为1660元/月），被审核方按正常工资的150%、200%的比率支付员工在正常工作日、休息日的加班工资，符合法规的要求。被审核方提供了有薪假给所有员工。没有任何扣款是处于惩戒的目的。被审核方部分尊重BSCI的本条原则。</p> <p>5.5 - Previous Finding: There were total 18 employees included 2 retirees, 0 temporary worker, 0 dispatch and 5 newly joined employees in the auditee. And the auditee provided the social insurance payment records from Mar. 2018 to Feb. 2019. Based on the social insurance payment in Feb. 2019, the facility provided retirement insurance, medical insurance employees, maternity insurance, unemployment insurance and work-related injury insurance to 8 (72.7%) employees. And the auditee provided group commercial accident insurance to other 10 employees (56%, valid from 04 May 2018 to 03 May 2019 and 04 May 2019 to 03 May 2020). No social insurance waiver was provided. According to the management and employee interview, some employees were unwilling to bear the co-payment part of social insurance. Not closed: The auditee did not provide social insurance to workers as per legal requirement. The auditee provided social insurance records from Apr. 2019 to Mar. 2020. According to the records in Mar. 2020, there were 18 workers in the auditee, no retiree, new joined workers, temporary or dispatched workers, the auditee provided retirement / unemployment / maternity / medical / accident insurance for 8 workers (Coverage: 44.44%). The management representative and interviewed workers explained that the workers didn't want to get the social insurance. Commercial injury insurance was provided for the rest 10 workers (coverage: 55.56%), valid to 3 May 2020. No waiver was provided by the factory. Reference law: PRC Labor Law article 72 & article 73.</p> <p>前次问题：被审核方总共18名员工，其中2名退休返聘、0名临时工、0名派遣员工和5名新进员工。被审核方提供了2018年3月至2019年2月的社会保险缴费记录。根据2019年2月的社会保险缴费记录，被审核方仅给8名（72.7%）员工参加养老保险、医疗保险、生育保险、失业保险和工伤保险。并给其余10名员工提供团体商业意外伤害保险（56%，有效期自2018年5月4日至2019年5月3日和2019年5月4日至2020年5月3日）。没有提供社保批文。根据管理层和员工访谈，因为部分员工不愿意承担社会保险的个人费用。未关闭：被审核方因未按照法规要求给所有人员提供所有险种社保。被审核方提供了2019年4月至2020年3月的社保记录，根据3月的记录显示，被审核方有18名员工，没有退休员工，新员工，临时工和劳务派遣员工。被审核方给8名员工提供养老/失业/生育/医疗/工伤保险（覆盖率：44.44%）。管理者代表和被访谈员工解释，工人不愿意社会保险。被审核方给10个员工提供商业险（覆盖率：55.56%），有效期至2020年5月3日。被审核方未获得任何批文。参考法规：《中华人民共和国劳动法》第72条和73条。</p>	
Remarks from Auditee: Accept and will take corrective action.	
Full Audit [Audit Id - 147701] Audit Date: 08/04/2019 PA Score: B	Deadline date:08/06/2019
Good practices	
NONE	
Areas of improvement	
<p>The auditee established Remuneration Management Procedure. Payrolls from Mar. 2018 to Feb. 2019 were provided and reviewed. The wages were paid by cash within 25th of every month. Pay slip was provided to employees. Based on the sampled employees' payrolls and attendance records, the wages were paid by monthly rate and the minimum wage was RMB1850 per month, which exceeded legal minimum wage (i.e. RMB 1660/month since Dec. 2017, be equal to RMB9.54/hour). The auditee paid 150% and 200% of normal wage to employees for overtime work on normal working days and rest days respectively, which complied with local legal requirement. The auditee provided paid leaves to all employees. No deduction was used for disciplinary measure. Based on satisfactory evidence, the auditee partially respected this principle. Detail please refer to listed findings.</p> <p>被审核方制定了薪资管理程序。2018年3月至2019年2月期间的工资表被提供和评审。工资于每月25日之内以现金支付。并提供工资条给员工。依据抽样员工的工资和考勤记录，工资以月薪支付，最低工资为每月人民币1850元，超出法定最低工资标准（自2017年12月起，当地最低工资为1660元/月，相当于9.54元/小时）。被审核方按正常工资的150%和200%的比率支付员工在正常工作日和休息日的加班费，符合当地法规的要求。被审核方提供了带薪休假给所有员工。没有任何扣款是出于惩戒的目的。基于满意的证据，被审核方部分遵守本原则。详细请见列举的审核发现。</p> <p>5.5 - There were total 18 employees included 2 retirees, 0 temporary worker, 0 dispatch and 5 newly joined employees in the auditee. And the auditee provided the social insurance payment records from Mar. 2018 to Feb. 2019. Based on the social insurance payment in Feb. 2019, the facility provided retirement insurance, medical insurance employees, maternity insurance, unemployment insurance and work-related injury insurance to 8 (72.7%) employees. And the auditee provided group commercial accident insurance to other 10 employees (56%, valid from 04 May 2018 to 03 May 2019 and 04 May 2019 to 03 May 2020). No social insurance waiver was provided. According to the management and employee interview, some employees were unwilling to bear the co-payment part of social insurance. (Labor Law of PRC, Article 72&73)</p> <p>被审核方总共18名员工，其中2名退休返聘、0名临时工、0名派遣员工和5名新进员工。被审核方提供了2018年3月至2019年2月的社会保险缴费记录。根据2019年2月的社会保险缴费记录，被审核方仅给8名（72.7%）员工参加养老保险、医疗保险、生育保险、失业保险和工伤保险。并给其余10名员工提供团体商业意外伤害保险（56%，有效期自2018年5月4日至2019年5月3日和2019年5月4日至2020年5月3日）。没有提供社保批文。根据管理层和员工访谈，因为部分员工不愿意承担社会保险的个人费用。（《中华人民共和国劳动法》第72和73条）</p>	
Remarks from Auditee	
NONE	

Performance Area 6 : Decent Working Hours	
1- Followup Audit [Audit Id - 176275] Audit Date: 26/03/2020 PA Score: D	Deadline date:26/05/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Status of Follow up audit on 26 Mar. 2020: The main auditee established Working Hour Management Procedure which defined that normal working hours were 40 hours per week, maximum 3 overtime hours per day and 36 OT hours per month. The main auditee used fingerprint time machine to record working hours. Their regular work days were from Monday to Friday with 8 hours per day. Sampled workers' maximum OT hours were 2 hours per day, 16 hours per week and 68 hours per month; the longest consecutive working days were 6 days. No overtime work was arranged on statutory holidays. The peak season in the factory was not obvious. No one looked tired during the working time, no worker injured due to the overtime working during last 12 months, no forced labor was found, all the overtime hours were voluntary, no sub-contractor or home worker was found. However, based on satisfactory evidence, the main auditee partially respected this principle.</p> <p>2020年3月26日跟进审核情况：被审核方制定了工作时间管理程序，规定公司实行每周40小时的标准工时制，最多加班每天不超3小时，每月不超36小时。被审核方使用指纹考勤机记录员工的考勤。正常的工作时间为周一至周五每天8小时。抽样员工最大加班时间为每天2小时，每周16小时，每月68小时；最长的连续工作天数是6天。未安排法定假日加班。工厂淡季不明显。未发现员工表现疲劳，过去12个月没有员工因为加班受工伤，无强迫劳动情形，所有加班都出于自愿，未发现分包或者家庭工。但是基于令人满意的证据，被审核方部分尊重BSCI的本条原则。</p> <p>6.2 - Previous Finding: The auditee provided the time records from Mar. 2018 to the audit date. According to the sampled attendance records of Feb. 2019(current month), Dec. 2018(random month) and Jun. 2018(random month), the 6 sampled workers' monthly overtime were more than 36 hours of legal requirement in the sampled months. e.g. Max. 82 hours in Dec. 2018, Max. 74 hours in Jun. 2018. Not closed: The auditee recording system didn't have the capacity to flag excessive working hours. As per the payroll from Mar. 2019 to Feb. 2020 and the working time records from Mar. 2019 to the audit day provided by the auditee, 6 out of 6 sampled workers' time records showed that the monthly overtime hours exceeded 36 hours except for Feb. 2019. The maximum one was 68 hours in Aug. 2019. Reference law: PRC Labour Law article 41. 前次问题：被审核方提供了2018年3月至审核当日的考勤记录。根据所抽样的2019年2月（当前月）、2018年12月（随机月）、2018年6月（随机月）的考勤记录，抽样6名员工在抽样月份内的月加班时间超过法规要求的36小时，其中2018年12月最大加班时间为82小时，2018年6月最大加班时间为74小时。未关闭：被审核方考勤系统没有控制员工过度加班。被审核方提供2019年3月至审核当天的考勤以及2019年3月至2020年2月的工资，根据抽样6名员工的考勤和工资，所有员工除了2019年2月，月加班超过法规要求的36小时，最大为68小时，发生在2019年8月。参考法律法规：《中华人民共和国劳动法》第41条。</p>	
Remarks from Auditee: Accept and will take corrective action.	
Full Audit [Audit Id - 147701] Audit Date: 08/04/2019 PA Score: D	Deadline date:08/06/2019
Good practices: NONE	
Areas of improvement: <p>The auditee established Working Hour Management Procedure which defined that normal working hours were 8 hours per day and 40 hours per week, maximum 3 overtime hours per day and 36 OT hours per month. The auditee used electronic attendance system to record workers' working hours. Based on the sampled time records, maximum daily overtime was 2 hours, maximum monthly overtime was 82 hours, and maximum total weekly working hours were 58 hours; the longest consecutive working days were 6 days. No overtime work was arranged on statutory holidays. Though the sampled workers' monthly overtime hours exceeded the legal limit, but no one looked tired during the working time, no worker injured due to the overtime working during last 12 months, no forced labor was found, all the overtime hours were voluntary, no home worker was found. Based on satisfactory evidence, the auditee partially respected this principle. Detail please refer to listed findings. 被审核方制定了工作时间管理程序，规定公司实行每天8小时和每周40小时的标准工时制，每天加班不超3小时，每月加班不超36小时。被审核方使用电子考勤系统记录员工的考勤。基于抽样的考勤记录，员工的最大加班时间为每天2小时，每月82小时；每周最大总工作时间为58小时；最长的连续工作天数是6天。没有安排在法定假日加班。尽管抽样员工的月加班均超出法规上限，但未发现员工表现疲劳，过去12个月没有员工因为加班受工伤，无强迫劳动情形，所有加班都出于自愿，未发现家庭工。基于满意的证据，被审核方部分遵守本原则。详细请见列举的审核发现。</p> <p>6.2 - The auditee provided the time records from Mar. 2018 to the audit date. According to the sampled attendance records of Feb. 2019(current month), Dec. 2018(random month) and Jun. 2018(random month), the 6 sampled workers' monthly overtime were more than 36 hours of legal requirement in the sampled months. e.g. Max. 82 hours in Dec. 2018, Max. 74 hours in Jun. 2018. (China Labor Law, Article 41) 被审核方提供了2018年3月至审核当日的考勤记录。根据所抽样的2019年2月（当前月）、2018年12月（随机月）、2018年6月（随机月）的考勤记录，抽样6名员工在抽样月份内的月加班时间超过法规要求的36小时，其中2018年12月最大加班时间为82小时，2018年6月最大加班时间为74小时。（《中华人民共和国劳动法》第四十一条）</p>	
Remarks from Auditee: NONE	

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 176275] Audit Date: 26/03/2020 PA Score: A

Deadline date:26/05/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Status of Follow up audit on 26 Mar. 2020: The main auditee established effective system regarding health and safety, appointed one senior management to be responsible for health and safety affairs; periodical health and safety check were conducted. Adequate fire extinguishing equipments were installed at production area. The condition of production floors was kept in good. Adequate unlocked and unblocked evacuation exits were available at production floors. Proper PPEs were provided for relevant workers; adequate first aid kits were equipped and qualified first aiders were available in main auditee. Clean drinking water was free access to all employees. Based on satisfactory evidence, the main auditee partially respected the principle. Remark: The factory did not provide transportation, canteen or dormitory.

2020年3月26日跟进审核情况: 被审核方建立了有效的健康和安全管理体系统, 并任命一位高级管理人员负责健康和安事务; 定期组织安全检查。足够的消防设施配备在生产区。生产区域的健康安全状况保持良好。生产区有足够的、未上锁、未阻塞的安全出口; 合适的劳保用品提供给相关工人; 配备了足够的急救药品和有资质的急救员。每名员工可免费饮用清洁的饮用水。基于令人满意的证据, 被审核方部分尊重该原则。注: 被审核方未给员工提供食堂, 交通工具和宿舍。

- 7.4 - Previous Finding: Workers or worker representatives did not take part in health & safety risk assessment. Not closed: The auditee had conducted the health and safety risk assessment while the record showed no workers or worker representatives were involved in.
前次问题: 工厂进行健康安全风险评估时, 员工和员工代表没有参与其中。未关闭: 被审核方进行了职业健康安全风险评估, 但是记录显示没有工人和工人代表的参与。
- 7.5 - Previous Finding: Based the evacuation drills records, the time for evacuating from the building was not recorded. Moreover, the main auditee didn't update its business license in time after change the location. Closed: Based the evacuation drills records, the time for evacuating from the building was recorded. The main auditee updated its business license after change the location.
前次问题: 根据消防演习记录显示, 逃生疏散时间没有记录。另外, 被审核方在变更地址后未及时更新其营业执照。关闭: 根据消防演习记录显示, 逃生疏散时间已经记录。被审核方在变更地址后更新其营业执照。
- 7.8 - Previous Finding: The auditee did not display the accident and emergency procedures in a way that is clear for workers and first-aid personnel. Not closed. The auditee did not display the accident and emergency procedures in a way that was clear for workers and first-aid personnel.
前次问题: 被审核方未以工人和急救人员清晰可见的方式展示意外和应急程序。未关闭: 被审核方未以工人和急救人员清晰可见的方式展示意外和应急程序。
- 7.13 - Previous Finding: It's noted that three electricity boxes were missed internal protective cover in the workshop. Closed: Based on onsite observation, all junction boxes were installed with inner cover.
前次问题: 车间约三个的电箱没有内部防护板。关闭: 根据现场查看, 所有电箱安装了内盖。
- 7.17 - Previous Finding: 1) No needle guards were installed for all the sewing machines. 2) The auditee did not provide regular inspection report for special appliances of two elevators. 1) Closed. Based on onsite observation, all sewing machines were installed with needle protection rings. 2) Not closed. There was 1 cargo lift used by the auditee, however, no annual inspection report was provided during the audit. (Reference law: Regulations on Safety Supervision of Special Equipment (2009 Amendment), Article 28).
前次问题: 1) 所有缝纫机没有安装护针器。2) 被审核方没有提供特种设备如两台电梯的定期检验报告。1) 关闭。现场查看, 所有缝纫机安装了挡针。2) 未关闭。被审核方使用一部电梯, 但审核中没有提供电梯的年检报告。(参考法规: 《特种设备安全监察条例(2009修正)》第二十八条)。
- 7.22 - Previous Finding: No soap was supplied in the toilets. Not closed: No toilet paper or soap was provided around the toilet.
前次问题: 厕所没有提供肥皂。未关闭: 厕所附近没有提供厕纸和肥皂。

Remarks from Auditee:

Accept and will take corrective action.

Full Audit [Audit Id - 147701] Audit Date: 08/04/2019 PA Score: A

Deadline date:08/06/2019

Good practices

NONE

Areas of improvement

The auditee had established policy and procedure on health and safety and implement it accordingly, such as one manager was appointed to in charge of health and safety issues, safety training provided to employees regularly. Fire facilities such as fire extinguishers, fire hydrant, fire alarm system, emergency light and exit signs were installed and inspected monthly. Fire drills were conducted twice per year. There were adequate qualified first aiders in the company, and first aid kits were available in each workshop. The company claimed that all personnel have the right to remove themselves from imminent danger without seeking prior permission from the company, which was verified by worker interview. Drinking water was provided freely to all workers. Based on satisfactory evidence, the auditee partially respected this principle. Detail please refer to listed findings. Remark: The kitchen/canteen, dormitory and transportation was not provided in the auditee.

被审核方有建立健康安全的政策及程序并按要求执行, 如, 指定一名管理层负责健康安全事宜, 定期给员工提供安全培训。消防设施如灭火器、消防栓、应急灯、安全出口标等已安装并每月检查。消防演习每年两次。公司有足够的有资质的急救员, 每个车间都配备药箱。公司称所有人有权在遇到危险时可以先逃离危险, 并通过员工访谈进行确认。饮用水免费提供给所有员工。基于满意的证据, 被审核方部分遵守本原则。详细请见列举的审核发现。注: 被审核方没有提供食堂、宿舍和交通工具给员工。

- 7.4 - Workers or worker representatives did not take part in health & safety risk assessment.
工厂进行健康安全风险评估时, 员工和员工代表没有参与其中。
- 7.5 - Based the evacuation drills records, the time for evacuating from the building was not recorded. Based the evacuation drills records, the time for evacuating from the building was not recorded. Moreover, the main auditee didn't update its business license in time after change the location.

根据消防演习记录显示, 逃生疏散时间没有记录。另外, 被审核方在变更地址后未及时更新其营业执照。
- 7.8 - The auditee did not display the accident and emergency procedures in a way that is clear for workers and first-aid personnel.
被审核方未以工人和急救人员清晰可见的方式展示意外和应急程序。
- 7.13 - It's noted that three electricity boxes were missed internal protective cover in the workshop. (National Safety Technical Code for Electric Equipments GB19517-2009, Article 2.2)
车间约三个的电箱没有内部防护板。(《国家电气设备安全技术规范GB19517-2009》第2.2条)

7.17 -	1) No needle guards were installed for all the sewing machines.(General rules of design on health and safety of production facility GB5083-1999, Article 6.1.5) 2) The auditee did not provide regular inspection report for special appliances of two elevators. (Regulations on Safety Supervision of Special Appliance article 28) 1) 所有缝纫机没有安装护针器。(《生产设备安全卫生设计总则》(GB5083-1999)第6.1.5条) 2) 被审核方没有提供特种设备如两台电梯的定期检验报告。(《特种设备安全监察条例》第二十八条)
7.22 -	No soap was supplied in the toilets. 厕所没有提供肥皂。

Remarks from Auditee
NONE

Performance Area 8 : No Child Labour

1- Followup Audit [Audit Id - 176275] Audit Date: 26/03/2020 PA Score: A	Deadline date:
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GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:
This part was not rated during this follow up audit. 此部分未纳入审核范围。

Remarks from Auditee:
None

Full Audit [Audit Id - 147701] Audit Date: 08/04/2019 PA Score: A	Deadline date:
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Good practices
NONE

Areas of improvement
The policy of prohibiting using child labour and the saving child labour had been established in the auditee and known by the management. The child labour was less than 16 year old per local law in China. The HR department was appointed to hire the new employees and the staff known the policies and the laws related child labour, the HR staff had technical ability to verify the employee's true identity. All the employees' ID copies were kept by the factory. Based on the cross checking, no child labour or historical child labour was found in the auditee. Based on satisfactory evidence, the auditee respected this principle. 被审核方制定了禁止使用童工以及童工补救的程序, 管理人员了解该政策。根据中国当地法律, 童工的年龄是小于16周岁。人事部门负责新员工的招聘, 人事部门员工有能力发现并核实员工的真实身份。工厂保存了所有员工的身份证复印件。经过交叉验证, 此次审核中没有发现童工或者历史童工。基于满意的证据, 被审核方遵守本原则。

Remarks from Auditee
None

Performance Area 9 : Special protection for young workers

1- Followup Audit [Audit Id - 176275] Audit Date: 26/03/2020 PA Score: A	Deadline date:
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GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:
This part was not rated during this follow up audit. 此部分未纳入审核范围。

Remarks from Auditee:
None

Full Audit [Audit Id - 147701] Audit Date: 08/04/2019 PA Score: A	Deadline date:
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Good practices
NONE

Areas of improvement
The auditee has ensured protective measures are taken to protect the hired juvenile workers (between 16 and 18 years old) from harm via detailed procedures and trainings. Satisfactory evidence has shown that the auditee provided trainings to relevant management staffs to ensure that juvenile workers not to work overtime, work at night and work at the operating posts which do harm to their health. And the auditee did not hire employee under the age of 18 years old. Based on satisfactory evidence, the auditee respected this principle. Remark: No young worker was identified. 被审核方制定了程序表明需对雇佣的未成年工(介于16到18岁间)进行及时的相关保护措施, 充分的证据显示被审核方为相关的管理人员提供了培训来确保未成年工不加班, 不安排上夜班, 不在对其身体健康产生负面影响的工作岗位上上班。被审核方没有招聘18岁以下的员工。基于满意的证据, 被审核方遵守本原则。备注: 没有未成年工。

Remarks from Auditee
None

Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 176275] Audit Date: 26/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: This part was not rated during this follow up audit. 此部分未纳入审核范围。	
Remarks from Auditee: None	
Full Audit [Audit Id - 147701] Audit Date: 08/04/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
NONE	
<u>Areas of improvement</u>	
<p>All employees were permanent employees and hired directly by the factory. Valid labor contracts were signed between the auditee and employees within one month of hiring. No illegal item is indicated in the labor contracts. Employees understand the employment relationship between the auditee and themselves. Based on satisfactory evidence, the auditee respected this principle.</p> <p>所有员工均为固定工，并由工厂直接招聘。员工入职一月之内与工厂之间签订了有效的劳动合同。合同中不存在不合理条款。员工理解与工厂的劳资关系。基于满意的证据，被审核方遵守本原则。</p>	
<u>Remarks from Auditee</u>	
None	
Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 176275] Audit Date: 26/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: This part was not rated during this follow up audit. 此部分未纳入审核范围。	
Remarks from Auditee: None	
Full Audit [Audit Id - 147701] Audit Date: 08/04/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
NONE	
<u>Areas of improvement</u>	
<p>The auditee did not engage in any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour according to workers interview, review of management manual, grievance log and onsite observation. Factory did not keep any original documents from the workers or collect any deposit upon hiring. According to interview with management and supervisors, they were all aware of the procedures regarding anti-bonded labour. Workers were not subject to inhumane or degrading treatment, corporal punishment, mental or physical coercion and/or verbal abuse according to interviewed workers. Based on satisfactory evidence, the auditee respected this principle.</p> <p>根据员工访谈、查看管理制度、投诉记录以及现场观察，没有发现工厂有使用奴役，强迫，担保，契约卖身，贩卖人口或其他非自愿劳工的情况。工厂在招工时未收取任何形式的押金，也没有扣押员工证件。管理人员和现场主管均表示知晓反强迫劳工的相关管理规定。受访员工表示未受到任何非人道待遇，以及体罚，精神及身体虐待和语言辱骂等。基于满意的证据，被审核方遵守本原则。</p>	
<u>Remarks from Auditee</u>	
None	

Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 176275] Audit Date: 26/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Status of Follow up audit on 26 Mar. 2020: The main auditee established the procedure to protect the environment. No environmental pollution was identified during the audit; Based on satisfactory evidence, the main auditee respected this principle. 2020年3月26日跟进审核情况: 被审核方建立了环境保护程序。审核期间未发现污染环境的行为; 基于令人满意的证据, 被审核方尊重BSCI的本条原则。 12.3 - Previous Finding: The auditee did not provide Environmental Impact Assessment Report and approval for review. Closed. The auditee provided Environmental Impact Register Form during the audit. 前次问题: 被审核方没有提供环境影响报告和批复供审核。关闭: 被审核方提供了环境影响登记表。	
Remarks from Auditee: None	
Full Audit [Audit Id - 147701] Audit Date: 08/04/2019 PA Score: B	Deadline date:08/06/2019
<u>Good practices</u> NONE	
<u>Areas of improvement</u> The auditee established the environment management producue and provided the significant environmental impact list of their site and its processes. Based on satisfactory evidence, the auditee partially respected this principle. Please see the findings listed in detailed information. 被审核方建立了环境管理程序文件, 提供了现场和过程的重要环境因素清单。基于满意的证据, 被审核方部分遵守本原则。具体详见审核发现。 12.3 - The auditee did not provide Environmental Impact Assessment Report and approval for review. (PRC Environmental Impact Assessment Law, Article 16&22) 被审核方没有提供环境影响报告和批复供审核。(《中华人民共和国环境影响评价法》第16和22条)	
Remarks from Auditee NONE	

Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 176275] Audit Date: 26/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Status of Follow up audit on 26 Mar. 2020: The main auditee established procedures against any act of corruption. Auditor reviewed the payrolls and attendance records provided by main auditee, cross checked these records with other records such as shipping records, and interviewed workers, no inconsistency was identified. In addition, Personal Information Care Procedure was also documented. Based on satisfactory evidence, the main auditee respected this principle. 2020年3月26日跟进审核情况: 被审核方建立了反腐败反贿赂的程序。审核员审核了工资表和考勤记录, 交叉检查了其它一些记录, 如出货记录, 和员工进行了访谈, 未发现不一致。此外, 个人隐私保护程序也已经文件化。基于令人满意的证据, 被审核方尊重BSCI的本条原则。</p> <p>13.1 - Previous Finding: The auditee did not provide training to workers about the business ethics. Closed. Based on document review, the auditee provided training to workers about the business ethics. 前次问题: 被审核方没有提供商业道德的培训给员工。 关闭: 被审核方提供了商业道德的培训给员工。</p> <p>13.2 - Previous Finding: The auditee did not update its address of Business License after the change of location, so the address of Business License was inconsistent with the actual production address. The management explained that the facilities was removed from "No. 1028 Tongqian Road, Hengcun Town, Tonglu County" to the current location since Dec. 2018, but didn't update the business license accordingly. Closed: The auditee updated its address of Business License, so the address of Business License was consistent with the actual production address. 前次问题: 被审核方搬迁后, 没有及时更新营业执照地址。营业执照的注册地址和实际生产地址不一致。工厂管理层解释, 工厂于2018年12月从"桐庐县横村镇桐千路1028号"搬迁到当前地址, 但是没有进行营业执照的更新。 关闭: 被审核方搬迁后, 现在更新了营业执照地址。营业执照的注册地址和实际生产地址一致。</p>	
Remarks from Auditee: None	
Full Audit [Audit Id - 147701] Audit Date: 08/04/2019 PA Score: B	Deadline date:08/06/2019
Good practices NONE	
Areas of improvement <p>The auditee provided policies to prohibit the corruption in purchase and other business activities. In order to verify that provided wage records were accurate and complete a variety of production / administrative and other records were cross-checked for consistency. No inconsistency could be detected with provided records in the current audit. Based on satisfactory evidence, the auditee partially respected this principle. Detail please refer to listed findings. 被审核方提供了政策来防止采购及其他商业行为中的腐败。为了验证提供文件的准确性和完整性, 对生产资料和其他文件进行了交叉验证。此次审核没有发现不一致的情况。基于满意的证据, 被审核方部分遵守本原则。详细请见列举的审核发现。</p> <p>13.1 - The auditee did not provide training to workers about the business ethics. 被审核方没有提供商业道德的培训给员工。</p> <p>13.2 - The auditee did not update its address of Business License after the change of location, so the address of Business License was inconsistent with the actual production address. The management explained that the facilities was removed from "No. 1028 Tongqian Road, Hengcun Town, Tonglu County" to the current location since Dec. 2018, but didn't update the business license accordingly. In accordance with Article 17 of Enterprises Legal Representative Registration Management Regulation of the People's Republic of China 被审核方搬迁后, 没有及时更新营业执照地址。营业执照的注册地址和实际生产地址不一致。工厂管理层解释, 工厂于2018年12月从"桐庐县横村镇桐千路1028号"搬迁到当前地址, 但是没有进行营业执照的更新。根据《中华人民共和国企业法人登记管理条例》第17条</p>	
Remarks from Auditee NONE	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	26/03/2020	176275	D	B	A	B	B	D	A	A	A	A	A	A	A	C
Full Audit	08/04/2019	147701	D	B	A	B	B	D	A	A	A	A	A	B	B	C

Producer Photos



External photo(s) of the production unit(s)
Factory address.JPG



Photo of fire safety equipment
Fire alarm.JPG



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



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



Photo of fire safety equipment
Fire fighting equipment.JPG



Photo of the inside of the main production hall
Needle protecting ring installed.JPG



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



Photo of fire safety equipment
Fire safety check.JPG



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



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



Photo of fire safety equipment
Hydrant testing.JPG



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



Photo first aid facilities
First aid kits.JPG



Photo of fire safety equipment
Spraying system.JPG



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



Photo of fire safety equipment
Emergency light.JPG



Photo of non-conformity
NC toilet without toilet paper.JPG



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



Photo of fire safety equipment
Evacuation map.JPG



Photo of non-conformity
NC without soap.JPG



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



Photo of fire safety equipment
Evacuation sign.JPG



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



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



Photo of fire safety equipment
Exit sign.JPG



Photo of the inside of the main production hall
Inner cover was installed.JPG

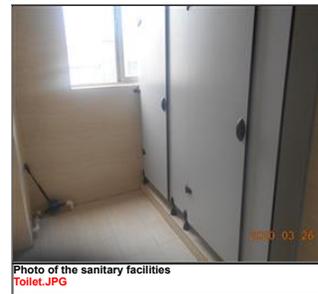


Photo of the sanitary facilities
Toilet.JPG