
Auditee :	Guang Zhou Ruixin Leather Co., Ltd.
Audit Date From :	10/09/2018
Audit Date To :	10/09/2018
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	Cathrine Lee(Lead)
Auditing Branch (if applicable) :	Intertek South China - Shenzhen



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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																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
<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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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>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>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 :	Guang Zhou Ruixin Leather Co., Ltd.		
DBID number :	360196		
Audit ID :	133258		
Address :	No.3 Third Layer Building Second, LiRong Road, Shiling Town, HuaDu District Guangzhou		
Province :	Guangdong	Country :	China
Management Representative :	Mr. Wuping Yao/ Facility Manager		
Contact person:	Weibiao Zhang	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	handbags, belts and shoes
Product Type :	Handbags		

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 : 10/09/2019	

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	A	C	D	B	A	A	A	A	B	B

Executive summary of audit report

Guang Zhou Ruixin Leather Co., Ltd (Business license number: 91440114050647881H) was located in No.3 Third Layer Building Second, LiRong Road, Shiling Town, HuaDu District, Guangzhou City, Guangdong Province, China. This was a company limited. The total land area occupied by the facility was about 1100 square meters. They established in 2012. A total of 48 employees including 30 female employees and 18 male employees were working in the facility during the audit. The facility consisted 3rd floor of one 4-storey building used as workshop, warehouse and office. No dormitory, kitchen and canteen provided by the facility. The main production processes were listed as follows: Cutting, Edge Painting, Sewing, Hand-working, Inspection, and Packing. The production capacity was 25000 pieces of handbags per month.

This initial audit was conducted by Intertek Testing Services Shenzhen Ltd. At 10:00 am of September 10, 2018, one auditor entered the facility then held an opening meeting according to the Client's Program, Mr. Wuping Yao/ Facility Manager, Mr. Junwei Wo/ Administration Officer, and Mr. Zhiquan Yang/ Worker Representative were present in the meeting. They stated that they would be co-operative with this audit. During the closing meeting, the facility management agreed with all the findings and expressed that they would make the improvement within 12 months.

Comments for each Performance Area (PA) were listed as below:

Nonconformance was observed in PA1, PA2, PA5, PA6, PA7, PA12 and PA13. Please refer to the findings in these PA for details.

The performance status in PA3: The facility established written procedure to ensure the rights of freedom of association and collective bargaining are respected. One worker representative was freely elected. No negative information was noted during this audit.

The performance status in PA4: There was no discrimination in hiring, compensation and benefits, access to training, promotion, termination noted during the audit. The facility established written procedure to ensure no discrimination. No negative information was noted during this audit.

The performance status in PA8: No children in the facility. The facility established a written policy and procedure to ensure no child labor used. According to personnel files review and employee interview, the lowest age of employees in the facility was more than 22 years old. No negative information was noted during this audit.

The performance status in PA9: The written protection procedure for young workers was established. They would be provided with regular health examination and would not be assigned to work in hazardous working area, if the facility hired young worker. No young workers and no negative information were noted during this audit.

The performance status in PA10: The facility signed labor contract with all employees within one month after employment. No temporary workers or apprentice was used in the facility. No negative information was noted during this audit.

The performance status in PA11: The facility established written procedure to ensure no forced labor used. There was no forced, bonded or involuntary prison labour in the facility noted during the audit. Employees were not required to pay any deposits or leave their ID cards to the employer. Employees could free to leave their working stations once their shifts end. No negative information was noted during this audit.

Remark:

- The attendance records from August 1, 2017 to September 10, 2018 were reviewed at this audit. All employees worked in one shift, the regular working hours was from 8:00 to 17:30 included 1.5 hours' lunch break. IC card swiping system was used for time keeping. No peak season in the facility.
- The payroll records from August 2017 to July 2018 were reviewed at this audit. Employees' wages were calculated on hourly rated basis. The facility paid lowest basic wages were RMB 2000 per month before 1st July 2018, and RMB 2100 per month since 1st July 2018. For overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on normal working days and rest days. No overtime was arranged on public holidays and Sundays. Employees were paid on cash on 15th of each month after the previous wage calculation cycle.
- No child labour or young worker was noted in the facility.
- The facility located at 3/F of one 4-storey building, total 4 facilities in this building. Through onsite observation from outside of the other facility, these 4 facilities had own facility name which posted at their own gate, and workers of these 4 facilities were easy identified by facility ID cards (1/F was a hardware manufacturing facility, 2/F was the traditional company, 4/F was a handbags manufacturing facility.). Through management interview and employee interview, they would not mingle to use employees. Therefore, only the facility "Guang Zhou Ruixin Leather Co., Ltd" was included in this audit scope.

Ratings Summary



Auditee's background information			
Auditee's name :	Guang Zhou Ruixin Leather Co., Ltd.	Legal status :	Limited company
Local Name :	广州瑞鑫皮具有限公司 (91440114050647881H)	Year in which the auditee was founded :	2012
Address :	No.3 Third Layer Building Second, LiRong Road, Shiling Town, HuaDu District	Contact person (please select) :	Weibiao Zhang
Province :	Guangdong	Contact's Email :	gzhd668@126.com
City :	Guangzhou	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	Nil
Country :	China	Website of auditee (if applicable) :	Not applicable.
GPS coordinates :	E: 113°9'11" N: 23°28'1"	Total turnover (in Euros) :	500000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	25000 pieces of handbags per month.
Product Group :	handbags, belts and shoes	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Handbags		

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	18	30	
Temporary workers	0	0	
In management positions	1	0	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	11	21	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	18	30	
Production based workers	0	0	
With shifts at night	0	0	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 133258] Audit Date: 10/09/2018 PA Score: D

Deadline date:09/09/2019

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee established the written social responsibility manual. The auditee designated Mr. Wuping Yao/ Facility Manager as management system representative. The auditee conducted internal audit and management review yearly to review internal performance on BSCI Management System. The auditee monitored their suppliers according to their BSCI Management System Manual, all suppliers signed social commitment with the auditee. However, there was gap identified in implementation. Please refer to specific question for the finding.

被审核方建立了书面的社会责任手册,姚武平厂长作为管理者代表。被审核方每年举行内部审核和管理评审以评估内部的BSCI管理体系表现。被审核方也对其供应商进行监控;所有的供应商均签订了社会责任承诺书。然而,在执行中仍有发现差距的地方,具体请参考相关检查点。

1.1 - The facility had not set up an effective management system to implement the BSCI Code of Conduct, since there were some gaps between implementation and policy about benefit and working hours. Please refer to relevant performance area for details. Law/COC: In accordance with BSCI requirement, the auditee should set up an effective management system to implement the BSCI Code of Conduct.

由于在福利和加班时间等方面发现部分缺失,工厂并没有建立和实施一个有效的系统来执行BSCI的原则要求。具体请参考相应的执行领域。法规/行为准则:依据BSCI的要求,企业应建立和实施一个有效的系统来执行BSCI的原则要求。

1.4 - The auditee's workforce capacity was not properly organised to meet the expectations of the delivery order and/or contracts due to the overtime hours exceeding the local law requirement. Please refer to checkpoint #6.2 for details. Law/COC: In accordance with BSCI Social Requirements, the auditee's workforce capacity should be properly organised to meet the expectations of the delivery order and/or contracts.

受审核方的劳动力没有被正确安排以满足客人订单的期望,月加班时间超出了法律的规定,具体参考检查点6.2。法规/行为准则:根据BSCI社会责任要求,受审核方的劳动力需要被正确安排以满足客人订单的期望。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 133258] Audit Date: 10/09/2018 PA Score: B

Deadline date:09/09/2019

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee set up procedure to make workers aware of their rights and responsibilities. 1 worker representative elected by all employees. The facility management involved and exchanged information on health, safety, benefits, wages, working hours, and other issues with workers representatives quarterly. The facility posted BSCI COC in workshops. However, there was gap identified in implementation. Please refer to specific question for the finding.

该企业有建立相关程序使工人了解其权利和责任。1名员工代表由全体雇员选举出来。该企业的管理层有和员工代表每季度交流关于健康,安全,福利,工资和工作时间等问题的信息。企业在车间有张贴BSCI COC。然而,在执行中仍有发现差距的地方,具体请参考相关检查点。

2.4 - The workers' representative and workers were not well aware of BSCI code, although the auditee posted BSCI code in public and provided the training about BSCI code for all employees. LAW/COC: In accordance with BSCI Social Requirement 2.4, there is satisfactory evidence that the facility management the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation.

尽管被审核方有张贴BSCI行为准则并提供了BSCI行为准则的培训给全体员工,但是工人代表和工人并不完全了解BSCI的行为准则。法规/行为准则:依据BSCI社会责任要求2.4,有满意证据显示被审核企业有确保管理人员,员工和员工代表能有具有足够的的能力参与到BSCI行为准则在企业的运作。

Remarks from Auditee:

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

Full Audit [Audit Id - 133258] Audit Date: 10/09/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

No nonconformance was observed.
没有发现不符合点。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 133258] Audit Date: 10/09/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No nonconformance was observed. 没有发现不符合点。	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 133258] Audit Date: 10/09/2018 PA Score: C	Deadline date:09/09/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The facility established the compensation and benefits management procedure. Mr. Wuping Yao/ Facility Manager was appointed to communicate, implement and monitor the wages system to ensure the wages and benefits to be paid according with the local law and BSCI Code of Conduct. The paid minimum wage was RMB2000 per month before 1st July 2018, and RMB2100 per month since 1st July 2018. The facility provided all employees paid annual leave, child bearing leave and national holiday. However, there was gap identified in implementation. Please refer to specific question for the finding. 企业建立了工资和福利管理程序,企业指定姚武平/厂长来负责沟通、部署和监控工资制度,以确保工资和福利的发放符合法规和BSCI行为守则。工厂员工的最低基本工资2018年7月1日前为RMB2000每月,2018年7月1日起为RMB2100每月。工厂有提供员工有薪的年假,产假和国假。然而,在执行中仍有发现差距的地方,具体请参考相关检查点。	
5.4 -	During management interview, auditor found that the facility management did not understand the living wage of local area and did not know how to evaluate and calculate the living wage. Law/COC: In accordance with BSCI social requirement 5.4, the facility should have a good understanding to living wage and know how to evaluate and calculate the living wage. 通过管理层面谈,审核员发现企业不了解当地的生活工资,不清楚如何评估计算生活工资。法规/行为准则:依据BSCI社会责任要求5.4,企业应该了解当地的生活工资,并清楚如何评估计算生活工资。
5.5 -	Insufficient social insurance participated. Through document review, auditor found that there were only 2 out of 48 employees had participated in basic endowment insurance, basic medical insurance, unemployment insurance, maternity insurance and injury insurance. Remark: The facility bought the commercial accident injury insurance for all other employees. Law/COC: In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state. 社会保险参保不足。通过文件审核,审核员发现企业的48名员工中,只有2名员工参加了养老保险,医疗保险,失业保险,生育保险,工伤保险。备注:企业为其他所有员工购买了商业意外伤害险。法规/行为准则:依据《中华人民共和国社会保险法》第十条,职工应当参加基本养老保险,由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险,由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险,由用人单位缴纳工伤保险费,职工不缴纳工伤保险费。第四十四条 职工应当参加失业保险,由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险,由用人单位按照国家规定缴纳生育保险费,职工不缴纳生育保险费。
Remarks from Auditee:	

Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 133258] Audit Date: 10/09/2018 PA Score: D	Deadline date:09/09/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Mr. Wuping Yao/ Facility Manager was appointed to communicate, implement and monitor the working hour system to ensure the working hour within the local law and BSCI Code of Conduct. The normal working hour of all employees were 8 hours per day and 40 hours per week, the maximum total weekly working hours were not exceeded 60 hours. The facility paid overtime wage as the legal requirement. However, excessive monthly overtime hours were noted in this audit.</p> <p>企业指定姚武平/厂长负责沟通、部署和监控工时制度, 以确保工作时间符合法规和BSCI行为守则。根据提供的考勤记录和员工访谈, 得知所有员工正常工作时间为每天8小时, 每周40小时, 所有员工的最高周工作时间均未超过60小时。企业有按法规支付员工加班费。然而, 在本次审核中发现了月加班超时的问题。</p> <p>6.2 - Overtime hours exceeded the legal requirement. The monthly overtime hours of 8 out of 8 randomly selected employees reached 56 hours in July 2018 (current month), 8 out of 8 randomly selected employees reached 58 hours in April 2018 (random month), 8 out of 8 randomly selected employees reached 68-70 hours in December 2017 (random month). Law/COC: In accordance with the PRC Labour Law article 41 The employing unit may extend working hour due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.</p> <p>加班时间超过法规要求。在2018年7月份(当前月), 8名抽样的员工中8人的月加班时间为56小时。在2018年4月份(随机月), 8名抽样的员工中8人的月加班时间为58小时。在2017年12月份(随机月), 8名抽样的员工中8人的月加班时间为68-70小时。法规/行为准则: 依据《中华人民共和国劳动法》第41条, 用人单位由于生产经营需要, 经与工会和劳动者协商后可以延长工作时间, 一般每日不得超过一小时; 因特殊原因需要延长工作时间的, 在保障劳动者身体健康的条件下延长工作时间。</p>	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 133258] Audit Date: 10/09/2018 PA Score: B

Deadline date:09/09/2019

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee established management system on health and safety. The auditee conducted health and safety hazardous assessment, health and safety internal audit and health and safety training yearly. All fire-preventing equipment was maintained in good condition. The factory kept all emergency route and exit unblocked. All necessary fire equipment such as fire extinguishers, fire alarms and fire hoses were installed in the workshops. These facilities were checked monthly. First aid boxes were placed in the workshops and ventilation, lighting and cleanliness of workshops were acceptable. The factory provided clean potable water for all employees. Employees have the right to remove themselves from imminent danger without seeking permission from the company. The auditee conducted the fire drill twice per, the last fire drill conducted 27 April 2018. However, there was gap identified in implementation. Please refer to specific question for the finding. Remark: The facility did not provide dormitory, kitchen, canteen, and transportation to employees.

被审核方已经建立了健康安全管理体系。企业会定期每年组织健康安全风险评估，健康安全内审，健康安全培训。审核员现场测试了消防设施并检查了紧急逃生出口及路线，发现消防设施保持完好，所有的出口及路线均畅通无阻。所有必须的消防设施，如灭火器、消防栓及消防警铃都安装在各车间，消防设施每月检查一次。车间配置了急救药箱和车间的通风、照明及清洁程度可以接受。工厂提供了清洁的饮用水给所有员工。员工有权在遇到使自己远离即时发生的危及自身安全的严重危险，而不需要公司的事前准许。企业每年举办两次的消防演习，上次演习时间是2018年4月27日。然而，在执行中仍有发现差距的地方，具体请参考相关检查点。备注：企业没有提供宿舍、厨房、餐厅和交通给员工。

7.1 - 1) Through document review, facility tour and employee interview, it was noted that the auditee was not in line with the occupational health & safety regulations because some gaps were noted. Please refer to the relevant checkpoints in PA 7 for details. Law/COC: In accordance with BSCI Social Requirement 7.1, the auditee should be in line with the occupational health & safety regulations. 2) No qualification certificate for the principal in charge in the facility. During document review, auditor found that the facility could not provide the qualification certificate of the principal in charge for review. Law/COC: In accordance with the Law of the PRC on Work Safety Article 24, the principal in charge and persons for the management of work safety in production and business entities have to have the knowledge about work safety and the competence for the management, which are commensurate with the production and business activities of these entities. The principal in charge and persons for the management of work safety in production and business entities that produce, trade or store hazardous articles, and mines, metal smelting, building construction, and road transport shall only be appointed to the posts after they pass the examinations in their knowledge about work safety and their competence in the management conducted by the competent departments for work safety supervision and administration. No fees shall be charged for taking such examinations. Entities that produce or store hazardous articles, and mines, metal smelting shall have certified safety engineer to work on the management of work safety.

1) 通过文件审核、现场走访和员工面谈，发现被审核方没有符合职业健康安全的相关规定，因为发现了一些差距，请详见PA7的相关问题点。法规/行为守则：根据BSCI社会责任要求7.1，被审核方应该符合职业健康安全的相关规定。2) 企业主要负责人没有获取安全资格证书。通过文件审核，审核员发现企业主要负责人没有取得安全培训资格证书。依据《中华人民共和国安全生产法》第二十四条，生产经营单位的主要负责人和安全生产管理人员必须具备与本单位所从事的生产经营活动相应的安全生产知识和管理能力。危险物品的生产、经营、储存单位以及矿山、金属冶炼、建筑施工、道路运输单位的主要负责人和安全生产管理人员，应当由主管的负有安全生产监督管理职责的部门对其安全生产知识和管理能力考核合格。考核不得收费。危险物品的生产、储存单位以及矿山、金属冶炼单位应当有注册安全工程师从事安全生产管理工作。

7.4 - There was no cooperation between management and worker representative and employees when developing and implementing system towards ensuring OHS. Law/COC: In accordance with BSCI Social Requirement 7.4, the facility management should cooperate with worker representative and employees when developing and implementing system towards ensuring OHS.

审核发现企业在制定和推行健康安全系统时，管理层与员工代表和员工之间缺乏合作。法规/行为守则：根据BSCI社会责任要求7.4，企业在制定和推行健康安全系统时，管理层与员工代表和员工之间应加强合作。

7.7 - Safety facilities for hazardous chemicals were not compliant with legal requirement. During facility tour, auditor found that the paint used in edge painting room (About 5L), but there was no secondary containment. Law/COC: In accordance with Regulations on the Safety Management of Dangerous Chemicals article 20, The units producing, storing dangerous chemicals shall, according to the categories and hazardous characteristics of the dangerous chemicals they producing, storing, set up the corresponding safety facilities and equipments for monitoring, aeration, protection against exposure to sun, temperature adjusting, fireproof, fire fighting, flameproof, pressure discharging, prevention of toxicants, neutralization, moistureproof, protection against thunder, protection against static, antiseptis, prevention of leakage, protection dams or segregated operations, etc.. In addition, the units shall carry out maintenance and caring regularly according to the national standards, industrial standards or the relevant provisions of the State, thus to guarantee the safety operations of facilities and equipments.

危险化学品储存的安全设施不符合要求。在现场巡查时，审核员发现在油边房使用的油墨(约5升)，没有按要求设置防泄漏安全措施。法规/行为守则：危险化学品安全管理条例第二十条，生产、储存危险化学品的单位，应当根据其生产、储存的危险化学品的种类和危险特性，在作业场所设置相应的监测、监控、通风、防晒、调温、防火、灭火、防爆、泄压、防毒、中和、防潮、防雷、防静电、防腐、防泄漏以及防护围堤或者隔离操作等安全设施、设备，并按照国家标准、行业标准或者国家有关规定对安全设施、设备进行经常性维护、保养，保证安全设施、设备的正常使用。生产、储存危险化学品的单位，应当在其作业场所和安全设施、设备上设置明显的安全警示标志。

7.17 - No belt cover was equipped. During facility tour, auditor found that no belt cover was equipped to 2 out of 3 sewing machines used at sample making workshop in the facility. Law/COC: In accordance with Law of the PRC on Work Safety article 33, The design, manufacture, installation, application, inspection, maintenance, repair of and safety facilities shall comply with the national or industrial standards. Manufacturing units shall maintain and inspect the safety facilities regularly to ensure they are in good working conditions. Maintenance and inspection records should be properly maintained and assigned to relevant staff.

缺少皮带罩。企业版房3台样车中2台没有安装皮带罩。法规/行为守则：依据《中华人民共和国安全生产法》第33条，安全设备的设计、制造、安装、使用、检测、维修、改造和报废，应当符合国家标准或者行业标准。生产经营单位必须对安全设备进行经常性维护、保养，并定期检测，保证正常运转。维护、保养、检测应当作好记录，并由有关人员签字。

7.21 - No kitchen and canteen provided by the facility.

企业未提供厨房和餐厅。

7.22 - Lack of suppliers in the toilet. During the facility tour, auditor found that all the toilets in the production area did not have soap. Law/COC: In accordance with BSCI Social Requirement 7.22, the facility should provide workers with clean washing facilities, changing rooms and toilets. The toilet should have hygienic conditions, soap supply, working locks and separate wash room facilities for women and men.

厕所缺少物品。通过现场走访，审核员发现企业在生产区内所有厕所内没有提供肥皂。法规/行为守则：依据BSCI社会责任要求7.22，被审核方应提供清洁的洗涤用品、更衣室和厕所。厕所应该有良好的卫生条件、洗涤用品、可工作的门锁、和清洗房间设施男女分开。

7.23 - No transportation provided by the facility.

企业未提供交通。

Remarks from Auditee:

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 133258] Audit Date: 10/09/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No nonconformance was observed. 没有发现不符合点.	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 133258] Audit Date: 10/09/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No nonconformance was observed. 没有发现不符合点.	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 133258] Audit Date: 10/09/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No nonconformance was observed. 没有发现不符合点.	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 133258] Audit Date: 10/09/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No nonconformance was observed. 没有发现不符合点.	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 133258] Audit Date: 10/09/2018 PA Score: B	Deadline date:09/09/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The facility had established a written environmental policy. Furthermore, the facility had provided Environmental Impact Assessment report and EIA approval. o environmental pollution concern was detected in the facility. However, there was gap identified in implementation. 工厂有建立书面的环境政策和程序。工厂有提供环境影响报告, 及环评批复报告。审核现场未发现污染环境的行为。然而, 在执行中仍有发现差距的地方, 具体请参考相关检查点。 12.1 - The factory did not provide the significant environmental impact list of their site and its processes, such as the waste air, waste water, noise and Chemical wastes etc. Law/COC: In accordance with BSCI Social requirement 12.1, the auditee should continuously identify the significant impacts and environmental implications associated to its activity. 企业未提供现场和过程的重要环境因素清单, 如废水, 废气, 噪声, 危废等。法规/行为准则: 根据BSCI社会责任要求12.1, 企业需要持续现场和过程的重要环境因素。	
Remarks from Auditee:	

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 133258] Audit Date: 10/09/2018 PA Score: B	Deadline date:09/09/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The facility had established procedure to actively oppose any act of corruption, extortion or embezzlement, or in any form of bribery in its activities. However, there was gap identified in implementation. Please refer to specific question for the finding. 工厂有建立程序以积极反对在其企业活动中出现的任何贪污、勒索或挪用行为、或任何贿赂行为。然而，在执行中仍有发现差距的地方，具体请参考相关检查点。</p> <p>13.4 - The facility did not establish the procedure to ensure it collects and uses personal information with reasonable care with privacy and information security laws and regulatory requirements. Law/COC: In accordance with BSCI Social Requirement 13.4, the auditee collects, uses and otherwise processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements. 企业未建立程序确保收集和使用时按法规要求保护个人隐私 法规/行为准则: 依据BSCI社会责任要求13.4, 被审核员在收集和使用个人信息时应按法规要求保护个人隐私。</p>	
Remarks from Auditee:	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	10/09/2018	133258	D	B	A	A	C	D	B	A	A	A	A	B	B	C

Producer Photos



External photo(s) of the production unit(s)
Facility entrance.jpg

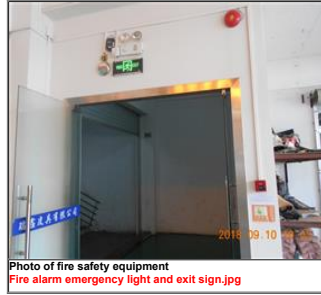


Photo of fire safety equipment
Fire alarm emergency light and exit sign.jpg



Photo of the inside of the main production hall
Material warehouse.jpg



External photo(s) of the production unit(s)
Facility name.jpg



Photo of fire safety equipment
Fire extinguishers.jpg



Photo of the inside of the main production hall
No smoking sign.jpg



External photo(s) of the production unit(s)
Production building.jpg



Photo of fire safety equipment
Fire hydrant.jpg



Photo of the inside of the main production hall
Packing workshop.jpg

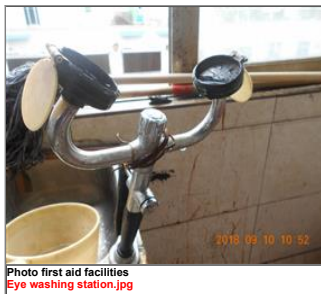


Photo first aid facilities
Eye washing station.jpg



Photo of non-conformity
Lack of belt cover.jpg



Photo of the inside of the main production hall
Sample making workshop.jpg



Photo first aid facilities
First aid kit.jpg



Photo of non-conformity
Lack of secondary container.jpg



Photo of the inside of the main production hall
Sewing workshop.jpg



Photo first aid facilities
Material in first aid kit.jpg



Photo of the code of conduct on display
Posted BSCI COC.jpg



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



Photo of chemical storage room (if applicable)
Chemical in secondary container.jpg



Photo of the inside of the main production hall
Attendance recording machine.jpg



Photo of the personal protection equipments (if applicable)
Earplugs worn.jpg



Photo of chemical storage room (if applicable)
Chemical with label.jpg



Photo of the inside of the main production hall
Cutting workshop.jpg



Photo of the personal protection equipments (if applicable)
PPE Sign.jpg

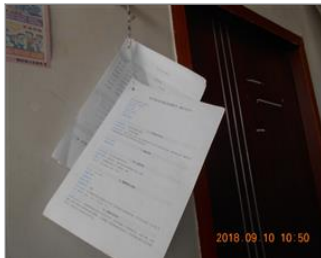


Photo of chemical storage room (if applicable)
Posted MSDS.jpg



Photo of the inside of the main production hall
Electrical box.jpg



Photo of the personal protection equipments (if applicable)
Proper mask and gloves worn.jpg



Photo of fire safety equipment
Evacuation map.jpg



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



Photo of the sanitary facilities
Drinking water.jpg



Photo of fire safety equipment
Evacuation sign and emergency light at stair.jpg



Photo of the inside of the main production hall
Handworking workshop.jpg



Photo of the sanitary facilities
Toilet.jpg



Photo of fire safety equipment
Evacuation sign.jpg