
Auditee :	QUANZHOU DASON BAGS CO.,LTD.
Audit Date From :	19/12/2019
Audit Date To :	19/12/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	BureauVeritas
Auditor's Name(s) :	Stanley Yang(Lead)
Auditing Branch (if applicable) :	



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



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<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>
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>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>
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>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 :	QUANZHOU DASON BAGS CO.,LTD.		
DBID number :	397675		
Audit ID :	170943		
Address :	Anda North Road, Wanan Developing Zone, Luojiang Area Quanzhou		
Province :	Fujian	Country :	China
Management Representative :	Ms. Janice Chan / Manager		
Contact person:	Janice Chan	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	hangbags, belts and shoes
Product Type :	LUGGAGE 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	<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 : 19/12/2020	

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

Executive summary of audit report

According to the business license, QUANZHOU DASON BAGS CO., LTD. (泉州盛仕达包装有限公司) was located at Anda North Road, Wan'an Developing Zone, Luojiang Area, Quanzhou, FUJIAN (福建省泉州市洛江区万安开发区安达北路). The factory was established on March 16, 2015 (Uniform Code of Social Credit: 91350504315736469G) and the factory being audited specialized in the manufacture of bags.

The factory occupied part of 1/F and the whole 4/F and 5F of one 5-storey production building. The factory also rented the 5/F of one 5-storey dormitory building for employees. The main production activities includes: cutting, sewing, lasting, inspection and packing. Per factory management, there was no obvious peak season.

There were a total of 31 employees in the factory, including 5 non-production employees and 26 production employees. There were about 13 male employees and 18 female employees. The factory used electronic time recording system to record working hours. Employees in this factory normally ran 1 shift from 8:00 to 12:00, 14:00 to 18:00. Production workers were paid at monthly rate by cash on the 30th of the following month.

According to payroll and attendance records of 20 sampled workers (5 samples from March, May, October 2019 and 5 samples from November 2019), it was noted that the minimum wages paid to employees was RMB 2550 per month, which met the local minimum wage of RMB 1500 per month since July 2017. Further, all sample employees were paid 150% of their normal wage for the overtime working hours on the normal working days and 200% of their normal wage for the overtime working hours on the rest days. No overtime working hours was noted on the statutory holidays. The maximum overtime hours were 94 hours per month. The maximum consecutive working days were 6 days.

According to the social insurance receipt provided by the factory management, it was noted that 4 out of 31 (12.9% of) employees were provided with accident, maternity, medical, unemployment and pension insurance in December 2019.

The attendance records were cross-checked against production records and confidential interviews were conducted with 5 employees from different departments. No inconsistencies regarding working hours was found.

In the beginning of the audit, an opening meeting was held with factory representatives including Ms. Janice Chan / Manager, Mr. Li / Admin and Mr. Li Shi Zhi / Worker Representative. At the end of the audit, a closing meeting was held with these factory representatives. All of the findings were disclosed and discussed and a draft corrective action plan was explained to these factory representatives, and Ms. Janice Chan / Manager, agreed with the findings and signed the corrective action plan.

Remark:
 1. There was no contractor/agencies/government waivers/collective bargaining used or available by the auditee, which made the contractor license/agency labour contract/government waivers/collective bargaining agreements not applicable.
 2. Audit Company: Bureau Veritas Consumer Products Service
 Audit Company APSCA Number: 11600002
 Lead Auditor Name and APSCA Auditor Registered Number: Stanley Yang (ASCA 21702342)

Ratings Summary



Auditee's background information			
Auditee's name :	QUANZHOU DASON BAGS CO.,LTD.	Legal status :	Private Limited
Local Name :	泉州盛仕达包装袋有限公司	Year in which the auditee was founded :	2015
Address :	Anda North Road, Wanan Developing Zone, Luojiang Area	Contact person (please select) :	Janice Chan
Province :	Fujian	Contact's Email :	125573239@qq.com
City :	Quanzhou	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 :	118.28'E 24.54'N	Total turnover (in Euros) :	2500000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	300000 pieces per month
Product Group :	hangbags, belts and shoes	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	LUGGAGE BAG		

Auditee's employment structure at the time of the audit			
Total number of workers :	31	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	13	18	
Temporary workers	0	0	
In management positions	3	2	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	11	16	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	13	18	
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 - 170943] Audit Date: 19/12/2019 PA Score: D

Deadline date:18/03/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee partially respected the requirement of this performance area. The auditee had set up a written social manual and designated Ms. Janice Chan, Manager, as management system representative. The auditee had conducted internal audit and management review to review internal performance regularly. The auditee also monitored their subcontractors; all subcontractors had signed social commitment and would be regularly monitored by the auditee. However, some gaps were identified in implementation.

整体观察表明, 受审核方部分满足这个部分的要求。被审核方已经建立一个书面的社会责任手册和程序; 并且指定Janice Chan (经理) 作为管理者代表。被审核方会定期举行内部审核和管理评审以评估内部的社会责任表现。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, 并且被审核方也会定期对其进行社会责任评估。但是运行过程中仍发现了一些缺陷。

1.1 - It was noted that gaps were noted in some performance areas although the factory set up a management system to implement the BSCI Code of Conduct. This violated BSCI 1.1. Social management was not implemented effectively and non-compliances were detected. Factory management represented that the factory management stated they would learn this requirement immediately.

审核员发现尽管工厂已确立执行BSCI行为守则的管理体系, 但是在几个执行领域仍存在不足。根据BSCI 1.1改善。管理体系不完善, 导致不符合项的发现。工厂表示将尽快建立执行BSCI行为守则的有效管理体系。

1.4 - It was noted that the auditee had established capacity analysis procedure and conducted capacity analysis and established the production plan. However, according to the time records from the auditee, employees worked in excess of the statutory overtime hour limits. This violated BSCI 1.4

被审核方制定了产能规划程序, 对产能进行了规划, 制定了生产计划。但根据厂方提供的工时记录, 审核员发现员工加班时间超出了法定标准。不符合BSCI1.4条款

Remarks from Auditee:

None

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 170943] Audit Date: 19/12/2019 PA Score: B

Deadline date:18/03/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee made effort to enhance workers' awareness on their rights and responsibilities through trainings during the new orientation and refresh trainings for all employees. And the auditee strengthened on building all employees including management, workers and worker representatives' competence to improve their social accountability awareness. However, the gap was noted in 2.2 and 2.4

受审核方通过新老员工的培训提高工人对其权利和责任的意识; 加强对管理人员、员工及员工代表能力的培养, 提高他们的社会责任意识。但是在2.2和2.4有缺陷。

2.2 - Although the auditee had defined long term goals to protect workers, workers and worker representatives were not involved in defining these goals. This violated BSCI 2.2.

虽然被审核方建立了保护员工的长期目标, 但是员工和员工代表没有参与到长期目标的制定中。不符合BSCI2.2条款。

2.4 - The auditee had established the written procedure on training program. And the auditee provided the training records to indicate that all employees were provided with relevant training. However, the worker and worker representatives were not well aware of BSCI Code of Conduct. This violated BSCI 2.4.

厂方已建立书面的培训程序对所有员工进行BSCI行为守则的培训。且工厂提供了培训记录显示对所有人员进行了相关培训。但是工人及工人代表对BSCI行为守则的认识不够充分。不符合BSCI2.4条款

Remarks from Auditee:

None

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

Full Audit [Audit Id - 170943] Audit Date: 19/12/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee fully respects the requirement of this performance area. Worker union was elected by employees. Employees could raise their concerns through worker union, suggestion box or management directly. Through documents review, management review and employee review, no grievance case happened until this audit.

被审核方完全遵守本执行领域要求。工会由员工选举产生。工厂可以通过工会, 意见箱或直接和管理者沟通。通过员工访谈和管理者访谈, 工厂目前为止没有发生投诉现象。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 170943] Audit Date: 19/12/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee fully fulfilled the requirement of this performance area. The auditee had established non-discrimination policy and effectively cascade to all employees through trainings and posting BSCI code of conduct in the workshop. All interview employees represented that no discrimination occurred in the auditee. 整体观察表明, 受审核方完全满足这个部分的要求。受审核方建立了明确的反歧视政策并且清楚地通过培训, 员工手册及BSCI行为守则张贴在生产车间等方式告知员工。所有受访员工都向审核员反映不存在歧视。	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 170943] Audit Date: 19/12/2019 PA Score: B	Deadline date:18/03/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee partially fulfilled the requirement of this performance area. The auditee complied with local minimum wage requirement to pay normal wage to employees, and the wages were issued in cash in a timely manner, regularly and fully in legal tender. Meanwhile, the auditee paid enough overtime wages to employees, statutory holiday wages and annual leave according to the local law. However, not all employees were provided with legal social insurance. 整体观察表明, 受审核方部分满足这个部分的要求。被审核方遵循当地最低工资标准为员工支付正常工资, 且将工资按时, 定期以现金的方式全额支付给员工。被审核方按照法律要求给员工支付了足够的加班费工资, 法定节假日工资及带薪年假等。但是工厂没有为所有员工购买了社会保险。 5.5 - According to the social insurance receipt provided by the factory management, it was noted that 4 out of 31 (12.9% of) employees were provided with accident, maternity, medical, unemployment and pension insurance in December 2019. Per employee interview, 5/5 interviewees stated that they did not want to attend the social insurance scheme. This violated Article 73 of the Labor Law of the People's Republic of China 由工厂提供的2019年12月份的社保缴费收据显示: 工厂仅为4/31(12.9%)名员工提供了生育、医疗、工伤、失业和养老保险。根据员工面谈, 5/5员工反映他们不愿意参加社保。根据《中华人民共和国劳动法》第73条	
Remarks from Auditee: None	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 170943] Audit Date: 19/12/2019 PA Score: D	Deadline date:18/03/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee partially respected the requirement of this performance area. The factory respected local law related to working hours and had clearly communicated working hour policy to all employees through employee handbook. The auditee complied with local requirement of the normal working hours of 40 hours per week, and all employees had at least one day rest per 7 days. Interviewed employees confirmed that they could choose to work overtime hours or not. However, gaps were identified in overtime hours. Sampled employees' overtime working hours were more than 36 hours per month. 整体观察表明, 受审核方部分满足这个部分的要求。工厂尊重当地的关于工作时间和加班时间的规定, 通过员工手册向员工传达了工厂关于工作时间的政策。被审核方遵循员工每周正常工作时间为40小时, 每七天均至少有一天休息。面谈的员工证实加班是自愿的, 然而, 加班时间的问题上仍存在欠缺。抽样员工的加班时间超过36小时每个月。 6.2 - It was noted that 20 out of 20 sample population employees worked in excess of the statutory overtime hour limits. A review of 20 sample population employees' time records (5 samples from March, May 2019, 5 samples from the most current paid month October 2019, and 5 samples from the yet-to-pay month November 2019), yielded the following: 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 92 hours) in March 2019, which was not in compliance with the legal requirement; 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 82-84 hours) in May 2019, which was not in compliance with the legal requirement; 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 80 hours) in October 2019, which was not in compliance with the legal requirement; 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 94 hours) in November 2019, which was not in compliance with the legal requirement. This violated Article 41 of the Labor Law of the PRC 根据厂方提供的工时记录, 审核员发现员工加班时间超出了法定标准。审核员抽20个样本(其中从2019年3月,5月抽取5个, 从最近工资发放月2019年10月抽取5个, 从最近完整月工资未发放月2019年11月抽取5名), 发现共有20名员工加班时间超出了法定标准, 具体为: 5/5名员工在2019年3月的加班时间为92小时, 超过每月加班时间不能超过36小时的法律规定; 5/5名员工在2019年5月的加班时间为82-84小时, 超过每月加班时间不能超过36小时的法律规定; 5/5名员工在2019年10月的加班时间为80小时, 超过每月加班时间不能超过36小时的法律规定; 5/5名员工在2019年11月的加班时间为94小时, 超过每月加班时间不能超过36小时的法律规定。根据《中华人民共和国劳动法》第41条	
Remarks from Auditee: None	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 170943] Audit Date: 19/12/2019 PA Score: A	Deadline date:18/03/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The auditee partially respects the requirement of this performance area. The auditee had established right occupational health and safety policy and procedure. Trainings and drills were conducted to all workers and management to enforce their awareness. Fire drills conducted twice a year. Per factory tour, the auditee had taken certain measure to protect employees' health and safety. Firefighting equipment such as exit signs, fire extinguishers, fire hydrants and etc. were set in this factory, and regular inspection were conducted monthly. Further, first aid kit, drinking water, toilets and etc. were set for employees. However, gaps were noted during implementation.</p> <p>被审核方部分遵守本执行领域要求。被审核方制定了相对健全的职业健康安全的方针政策及程序文件，且通过定期培训和和演习的方式来提高管理人员和员工的意识。工厂每年举行两次消防演习。通过现场巡查发现被审核方采取了一定的措施来保护员工的健康安全。现场安装了安全出口标志、灭火器、消防栓等消防设施，并每月进行检查。同时，也为员工配备了药箱、饮水、厕所等设施。但是，在执行过程中存在差距。</p> <p>7.2 - It was noted that only 4/31 employees were provided with injury insurance in the factory. This violated BSCI 7.2. 审核员发现工厂只为4/31名员工提供了工伤保险。 不符合BSCI7.2条款</p> <p>7.17 - It was noted that the 20/30 sewing machines were not equipped with pulley guards and neelde guards. This violated Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene. 审核发现工厂针车车间20/30台针车没有安装针挡和保护罩。 根据《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条改善</p> <p>7.22 - It was noted that no tissue or soap was provided in the toilets. This violated BSCI COC. 审核发现工厂洗手间没有提供肥皂和纸巾。 根据BSCI COC改善</p>	
Remarks from Auditee: None	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 170943] Audit Date: 19/12/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee fully respected the requirement of this performance area. The auditee established its child labor forbidden policy and remedial policies. HR related officer was well of the recruitment process establishes by the auditee including robust age-verification mechanisms. And check the ID strictly during the hiring process to ensure that no child labor was hired. Through management interview, worker representative interview and employee interview, all knew that child labor forbidden policy. And no child labor was hired in the auditee with confirmation.</p> <p>整体观察表明，受审核方完全满足这个部分的要求。受审核方建立了禁止童工政策及童工拯救政策。负责招聘的相关HR人员清楚受审核方制定的关于年龄合适的雇佣流程通过身份证件核查每名新进员工的年龄确保童工不被录用。员工面谈，员工代表面谈和管理层面谈都证实清楚地知晓禁止童工政策。经核查确定被审核方没有雇佣童工。</p>	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 170943] Audit Date: 19/12/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee fully fulfilled the requirement of this performance area. Now there were no young workers in this factory. The factory had established related policies to ensure young workers' working time and not to contact with hazardous materials just in case they would hire the young workers in the future.</p> <p>整体观察表明，受审核方完全满足这个区的要求。审核发现这个工厂没有未成年工。工厂建立了完整的未成年工保护政策，包括工作时间和禁止未成年工接触有毒化学品等等以便应对未来可能使用到的未成年工人。</p>	
Remarks from Auditee:	

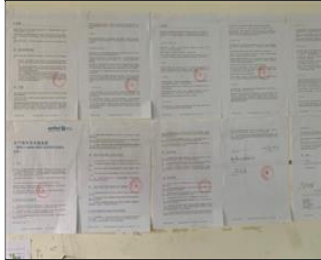
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 170943] Audit Date: 19/12/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee fully respected the requirement of this performance area. The factory established the clear hiring procedure according to local legal requirement. Confirmed through employee and employee representative interview, they need to sign standard labor contracts with factory and they kept one labor contract by themselves. 整体观察表明, 受审核方完全满足这个部分的要求。工厂根据当地的法规要求建立了清楚地招聘程序。通过员工和员工代表面谈, 确认所有员工进厂时必须签标准的劳动合同, 并且他们自己都留有一份合同。	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 170943] Audit Date: 19/12/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee fully respected the requirement of this performance area. The auditee had established written policies to forbidden bonded labour, and explained these policies and procedures to all employees clearly through training to employees during orientation and refresh training to all existing employees. Confirmed through employee and employee representative interview, workers were not subjected to inhumane or degrading treatment, corporal punishment, mental or physical coercion and/or verbal abuse. 整体观察表明, 受审核方完全满足这个区的要求。被审核方建立了书面的禁止强迫劳动政策程序, 且通过新员工入职培训及老员工定期培训将此政策程序清晰地传达给所有员工。通过员工和员工代表面谈, 确认员工没有受到非人道或有辱人格的待遇、体罚、精神或肉体胁迫和/或言语虐待。	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 170943] Audit Date: 19/12/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee partially fulfilled the requirement of this performance area. The facility formally designated a qualified person with responsibility for communicating, deploying, and monitoring the environment practices elaborated upon in the environmental management system. The auditee had established the environmental policy and invited the qualified parties to conduct testing of factors of occupational hazards and emission and boundary noisy monitoring. 整体观察表明, 受审核方部分满足这个区的要求。被审核方指定了一名人员负责沟通、部署和监控环保管理体系。厂方有建立环境方针政策, 每年邀请有资质机构进行职业病危害因素检测及废气和厂界噪声的监测。	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 170943] Audit Date: 19/12/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee fully respected the requirement of this performance area. The auditee had established written ethic policy and none of any act of corruption, or any form of bribery in its activity was noticed during this audit. Meanwhile, they worked out the detailed measure on prevention of corruption and bribery according to the activities in this factory. The auditee kept accurate information regarding its own activities, structure and performance during this audit. And the factory had established privacy information procedure. 整体观察表明, 受审核方完全满足这个区的要求。被审核方制定了书面的廉政政策并且在审核过程中并没有发现任何腐败或贿赂的商业行为, 同时结合工厂的具体运行活动制定详细的反腐败及贿赂的措施。在此次审核中受审核方保留了有关其商业活动、架构和绩效的准确信息。且被审核方制定了保密信息的程序文件。	
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	19/12/2019	170943	D	B	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos



External photo(s) of the production unit(s)
BSCI posters.JPG



External photo(s) of the production unit(s)
Cutting workshop.JPG



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



External photo(s) of the production unit(s)
Dormitory.JPG



External photo(s) of the production unit(s)
Drinking water.JPG



External photo(s) of the production unit(s)
Evacuation plan.JPG



External photo(s) of the production unit(s)
Evacuation sign.JPG



External photo(s) of the production unit(s)
Exit sign and emergency light.JPG



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



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



External photo(s) of the production unit(s)
Finished goods storage area.JPG



External photo(s) of the production unit(s)
Fire alarm.JPG



External photo(s) of the production unit(s)
Fire extinguishers.JPG



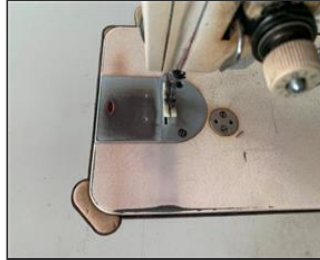
External photo(s) of the production unit(s)
Fire hydrant.JPG



External photo(s) of the production unit(s)
First aid kit.JPG



External photo(s) of the production unit(s)
Inspection area.JPG



External photo(s) of the production unit(s)
NC 7.17 Sewing machine without needle guard.JPG



External photo(s) of the production unit(s)
NC 7.17 Sewing machine without pulley guard.JPG



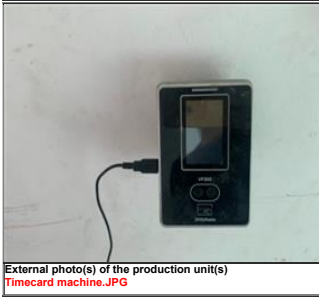
External photo(s) of the production unit(s)
NC 7.22 Toilet without soap and tissue.JPG



External photo(s) of the production unit(s)
Punching area.JPG



External photo(s) of the production unit(s)
Testing of fire hydrant.JPG



External photo(s) of the production unit(s)
Timecard machine.JPG