
Auditee :	Quanzhou Weigao Crafts Co., Limited
Audit Date From :	06/04/2017
Audit Date To :	07/04/2017
Expiry Date of the Audit :	Please refer to the producer profile in the BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Floyd Zhang(Lead)
Auditing Branch (if applicable) :	TUV Rheinland China



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



Rating	A combination of ratings per performance area where:	Consequence																																													
<p>A OUTSTANDING</p>	<p>o Minimum 7 performance area rated A o No Performance area rated C, D or E</p> <p><i>These are three examples:</i></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><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>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>A</td><td>B</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	A	A	A	A	B	B	B	A	A	A	A	A	A	A	A	B	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
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<p>B GOOD</p>	<p>o Maximum 3 performance area rated C o No performance area rated D or E</p> <p><i>These are three examples:</i></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><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>B</td><td>C</td><td></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>B</td><td>C</td><td>C</td><td>C</td><td></td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	B	C		B	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 needing follow-up audit.</p>
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B	B	B	B	B	B	B	B	B	B	B	C	C	C																																		
<p>C ACCEPTABLE</p>	<p>o Maximum 2 performance areas rated D o No performance area rated E</p> <p><i>These are three examples:</i></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>C</td><td>C</td><td>C</td><td>C</td><td></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>C</td><td>D</td><td></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>C</td><td>D</td><td>D</td><td></td></tr> </table>	A	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	C	D		C	C	C	C	C	C	C	C	C	C	C	C	D	D		<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
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<p>D INSUFFICIENT</p>	<p>o Maximum 6 performance area rated E</p> <p><i>These are three examples:</i></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><td></td><td></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><td></td><td></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><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	E	E	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
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<p>E UNACCEPTABLE</p>	<p>o Minimum 7 performance areas rated E</p> <p><i>These are three examples:</i></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><td></td><td></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><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><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	E	E	E	E	<p>BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners</p>
A	A	A	A	A	A	E	E	E	E	E	E	E																																			
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<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see Annex 5)</p>	<p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p>																																													

Main Auditee Information



Name of producer :	Quanzhou Weigao Crafts Co., Limited		
DBID number :	366974		
Audit ID :	75929		
Address :	Tiancuoshan Industrial Zone, Zhaoxian Community, Beifeng Street, Fengze District, Quanzhou		
Province :	Fujian	Country :	China
Management Representative :	Mr. Li Yuanjing		
Contact person:	Yuanjing Li	Sector :	Non-Food
Industry Type :	Accessories	Product group :	Arts, crafts and needlework
Product Type :	Crafts		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	
Audit Announcement :	<input type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input checked="" type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	C		
Need of follow-up :	Yes	If YES, by : 07/04/2018	

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
C	A	A	A	B	D	A	A	A	A	A	A	A

Executive summary of audit report

The auditee occupied one 5-storey production building, from 1st floor to 4th floor as production area, and the 5th floor as office and show room. No dormitory or canteen provided to workers. Remark: there was one 1-storey building located in the boundary, it was noted that it was obsolete, no production process, goods or workers inside but some obsolete samples.

The main products were Crafts with main production processes: Material preparing, Injection, Painting and Packing.

There were total 59 employees on the audit day; all of them were recruited by the auditee directly.

Remark: The auditee' English name: Quanzhou Weigao Crafts Co., Limited, it had been confirmed with management representative. The name shown on the auditee nameboard is "Fujian Quanzhou Wei Gao crafts Co., Ltd.," as claimed by management representative, it was not used in the business contract with it's clients.

Ratings Summary



Auditee's background information			
Auditee's name :	Quanzhou Weigao Crafts Co., Limited	Legal status :	Co., Ltd.
Local Name :	福建泉州唯高工艺品有限公司 (91350503561683593Y)	Year in which the auditee was founded :	2010
Address :	Tiancuoshan Industrial Zone, Zhaoxian Community, Beifeng Street, Fengze District,	Contact person (please select) :	Yuanjing Li
Province :	Fujian	Contact's Email :	Weigao6688@163.com
City :	Quanzhou	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	English
Country :	China	Website of auditee (if applicable) :	N/A
GPS coordinates :	N24°56'47.25", E118°33'36.03"	Total turnover (in Euros) :	1500000.00
Sector :	Non-Food	Of which exports % :	90.00
Industry :	Accessories	Of which domestic market % :	10.00
If other, please specify :		Production volume :	320,000 pieces per year
Product Group :	Arts, crafts and needlework	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Crafts		

Auditee's employment structure at the time of the audit			
Total number of workers :	59	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	31	28	
Temporary workers	0	0	
In management positions	2	1	
Apprentices	0	0	
On probation	0	0	
With disabilities	1	0	
Migrants (national citizens)	24	21	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	31	28	
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 - 75929] Audit Date: 06/04/2017 PA Score: C	Deadline date:01/08/2017
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The auditee had set up an effective management system to implement the BSCI code with detailed policy, procedure and records which was understood by management. Mr. Liu Jianhua/Factory Director had been appointed as management representative to ensure that the BSCI values and principles were followed in a satisfactory manner. However, gaps have been identified in implementation. 工厂建立了实施BSCI守则的管理体系, 包括方针, 政策, 和记录, 管理层也理解其要求. 刘建华/厂长被任命为以合适的方式来实施BSCI价值及准则的管理者代表. 然而, 发现工厂在实施中仍存在与该执行领域要求之间的差距.</p> <p>1.3 - The factory had established the management system to select current and future significant business partners to respect the BSCI requirements, but it did not require the business partners especially all the suppliers to sign the BSCI Code of Conduct, or the social performance monitoring did not cover all the significant business partners that conducted by the factory. 工厂有建立依据BSCI要求选择现在和将来商业合作伙伴的管理体系, 但是其没有要求相关的商业合作伙伴特别是工厂所有的供应商签署BSCI行为守则, 并且工厂也没有对所有主要的商业合作伙伴的社会责任表现进行监控.</p> <p>1.4 - The auditee did not establish effective workforce planning to reduce unnecessary overtime as OT hours exceeded local legal requirements that identified in PA6.2. 因为PA6.2发现的加班超时问题, 所以工厂未建立有效的人力规划来减少加班.</p>	
Remarks from Auditee:	
Performance Area 2 : Workers Involvement and Protection	
Full Audit [Audit Id - 75929] Audit Date: 06/04/2017 PA Score: A	Deadline date:01/08/2017
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observation showed that the auditee fulfilled the requirements of this performance area. Satisfactory evidence had shown that there were freely-elected worker representatives, who meet the management twice per year. An annual training plan was established in consultancy with these worker representatives, which covered the training needs of all workers' rights and responsibilities, H&S, and workplace rules. It has been noted that the auditee had an effective grievance mechanism: the mechanism consists of using suggestion boxes, workers representatives, etc. However, gaps have been identified in implementation. 审核发现工厂满足这个章节的要求. 充足的证据显示工厂有自由选举的员工代表, 其与管理层一年沟通两次. 年度培训计划覆盖了工人的权利, 健康安全, 和厂纪厂规. 工厂有投诉机制包括意见箱和工人代表. 然而, 发现工厂在实施中仍存在与该执行领域要求之间的差距.</p> <p>2.2 - The factory did not define the long-term goals for protecting workers in line with the aspirations of the BSCI Code of Conduct. E.g. the goals for decrease the turn over. 工厂未依据BSCI行为守则的期望来定义保护工人的长期目标. 例如降低员工流失率的目标.</p>	
Remarks from Auditee:	
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 75929] Audit Date: 06/04/2017 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observation showed that the auditee fulfilled the requirements of this performance area. The auditee had set up an effective procedure to guarantee the rights of Freedom of Association and Collective Bargaining. Worker representatives had been freely-elected by workers' own choosing in a democratic manner. Collective Bargaining was not prohibited. No workers were discriminated against because of their worker representative membership. Records of worker representatives interacting with worker had been provided for assessment. 审核发现工厂满足这个章节的要求. 工厂建立的有效的程序保证工人的结社自由和集体谈判权. 工人代表是工人自由和民主选举的. 集体谈判权没有被禁止. 工人代表身份不会被歧视. 工厂有提供工人代表和工人的沟通记录.</p>	
Remarks from Auditee:	

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 75929] Audit Date: 06/04/2017 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observation showed that the auditee fulfilled the requirements of this performance area. The facility had a written procedure against discrimination which clearly state that the auditee did not discriminate any worker based on race, color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, national origin or marital status. Recruitment and employment policies and practices were free from discriminatory bias, and no discrimination in compensation was detected.</p> <p>审核发现工厂满足这个章节的要求。工厂建立了书面的程序禁止歧视工人基于种族, 肤色, 年纪, 性别, 性倾向, 残疾, 信仰, 政治倾向, 工会身份, 和婚姻状态。工厂在雇佣, 雇佣政策及福利方面没有歧视的案例发现。</p>	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 75929] Audit Date: 06/04/2017 PA Score: B	Deadline date:01/08/2017
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The payroll records of workers from Mar. 2016 to Feb. 2017 had been provided for assessment. Minimum wage was respected, and 150%, 200%, 300% of normal rate would be compensated for overtime on normal working days, Saturday and statutory holidays. Wage was paid by cash on or before 30th of each following month based on hourly-rate. Detailed information was included in pay stub, e.g. minimum wage, OT premium, etc. Nothing deducted from workers' wage. Local legal minimum wage, RMB1350/Month (since 1 Jul. 2015). Workers enjoyed paid annual leave and paid sick leave which was in line with legal requirements. However, gaps have been identified in implementation.</p> <p>工厂提供的2016年3月到2017年2月的工资表供审核。最低工资有保证, 工作日, 周末及法定节假日的加班费按平时的150%, 200%, 300% 来执行。工资按时薪核算, 于每月30号发放上个月工资, 包括基本工资, 加班费等, 没有其他扣款。本地最低工资标准: RMB1350每月, 始于2015/07/01。工人的年休假和病假福利符合法规要求。然而, 发现工厂在实施中仍存在与该执行领域要求之间的差距。</p>	
<p>5.5 - As per the social insurance receipts of Mar. 2017, social insurance was paid out of 59 employees including 1. Retirement insurance: 3, 2. Medical insurance: 3, 3. Work-related injury insurance: 3, 4. Unemployment: 3, 5. Maternity insurance: 3. The social insurance did not cover all employees. Reference law: the PRC Labor Act (1995), Article 72&73.</p> <p>工厂提供的2017年3月份社保缴费凭证审核发现, 3/59购买了养老, 医疗, 工伤, 失业和生育保险。保险未覆盖所有员工。参考法规: 中华人民共和国劳动法, 第72和73条。</p>	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 75929] Audit Date: 06/04/2017 PA Score: D	Deadline date:01/08/2017
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The attendance records from 1 Mar. 2016 to the audit day were provided for assessment. The electronic attendance recorder was used as the time recording. Workers attendance information recorded at the beginning and end of each working shift. Standard working hour system implemented. Normal working hour was 8 hours per day and 5 days per week, at least one day off following six consecutive working days. Workday was defined from Monday to Friday, and rest day was defined from Saturday to Sunday. All workers were arranged with One shift, 8:00-12:00; 14:00-18:00, 2 OT hours on normal working days, and 8 OT hours on Saturday, and rested on Sunday, weekly working hours were controlled within 60 hours. in the Apr. 2017, daiy OT hours were 2 hours maximum, and monthly OT hours were 10 hours maximum. However, gaps have been identified in implementation.</p> <p>工厂提供了2016年3月1日到审核当天的考勤记录供审核。工厂采用电子考勤记录方式。工人的每个班次的起止时间都有记录。工厂采用五天八小时的标准工时制度。连续上班六天后休一天。工作日定义为周一至周五, 周六及周日为休息日。工人安排为一班: 8:00-12:00; 14:00-18:00 平时加班2个小时, 周六加班8小时, 周日休息。周上班时间在60小时以内。在2017-4, 工作日加班最多2小时, 月加班最多10小时。然而, 发现工厂在实施中仍存在与该执行领域要求之间的差距。</p>	
<p>6.2 - The facility recording system didn't have the capacity to flag excessive working hours. Based on the payroll records of workers from Mar. 2016 to Feb. 2017 and the working time records from 1 Mar. 2016 to the audit day provided by the facility, it was noted that 12 out of 15 sampled workers' monthly overtime hours exceeded 36 hours from Mar. 2016 to Mar. 2017, the maximum overtime hours were up to 80 hours per month. Reference law: the PRC Labor Law (1995), Article 41. (The factory did not present any valid comprehensive working hours system waiver for review.)</p> <p>工厂的考勤系统无法标记出额外的加班时间。根据工厂提供的2016年3月到2017年2月的工资表和2016年3月1日到审核当天的考勤记录, 审核发现, 从2016年3月至2017年3月, 12/15名工人的月加班时间超过36小时, 最多的达到每月80小时。参考法规: 中华人民共和国劳动法, 第四十一条。(工厂没有提供任何有效的综合计时批文供查看)。</p>	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 75929] Audit Date: 06/04/2017 PA Score: A	Deadline date:01/08/2017
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observation showed that the auditee fulfilled the requirements of this performance area. Risk assessment list and training records provided for review. Satisfactory evidence showed that the auditee had installed an adequate amount of and properly working firefighting equipment. Satisfactory evidence showed that the auditee had developed and implemented the accident and emergency procedures. Last fire drill conducted in Mar. 2017. Escape routes and emergency exits kept unblocked and unlocked. However, gaps have been identified in implementation. Remark: No transportation provided to workers. No dormitory or canteen provided to workers.</p> <p>审核发现工厂满足这个章节的要求. 风险评估清单和培训记录有提供审阅. 工厂有安装充足的消防设施. 有建立事故及应急预案. 最近一次消防演习举办于2017年3月. 逃生通道及紧急出口保持畅通. 然而, 发现工厂在实施中仍存在与该执行领域要求之间的差距. 备注: 工厂未提供交通设施. 工厂未提供宿舍及饭堂.</p>	
<p>7.1 - It was noted that the factory failed to provide the on-the-job occupational disease examination (ODE) to all painting workers at 4th floor of production building. Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35. 工厂未提供在岗职业病健康检查给厂房四楼喷漆工位的工人. 参考法规: 中华人民共和国职业病防治法 第三十五条.</p>	
<p>7.2 - As per the social insurance receipts of Mar. 2017, work-related insurance was only paid for 3 out of 59 employees. It did not cover all employees. Reference law: the PRC on Prevention and Control of Occupational Diseases, Article 7. 工厂提供的2017年3月份社保缴费凭证审核发现, 工厂为3/59员工购买了工伤保险, 未覆盖所有员工. 参考法规: 中华人民共和国职业病防治法, 第七条.</p>	
<p>7.4 - The worker or worker representative did not join the OHS risk assessment. 员工或员工代表未参与风险评估.</p>	
<p>7.7 - 1) No secondary containers were provided to the thinner that stored in the molding workshop at 1st floor of production building. Reference Law: Regulation for Safety of Hazardous Chemical, Article 20. 2) It was noted that the thinner container was not labeled properly at 1st floor of production building. Reference law: Regulations on the Safety Administration of Dangerous Chemicals, Article 26. 1) 厂房一楼注浆车间使用的开油水未配置二次容器. 参考法规: 危险化学品安全管理条例, 第20条. 2) 厂房一楼注浆车间使用的开油水容器未张贴合适的标签. 参考法规: 危险化学品安全管理条例, 第26条.</p>	
<p>7.13 - Partly electrical switches missing the cover, e.g. electrical switch at the molding workshop at 1st floor of the production building. Reference law: Safety Code of Electric Power Industry—Part 1: Thermal and Machine, 3.5.5 部分电源开关缺失电箱, 例如, 生产大楼一楼注浆车间的一处电源开关. 参考法规: 电业安全工作规程, 第3.5.5条.</p>	
<p>7.17 - It was noted that no handrails set for the steel ladder at ground floor big size goods loading, (about 1.8 meters high). Reference law: Safety requirements for fixed steel ladders and platform-Part 3: Industrial guardrails and steel platform, 4.1.1. 工厂园区放置的高1.8米的钢梯, 装大尺寸货物使用, 其未安装扶手. 参考法规: 固定式钢梯及平台安全要求第3部分: 工业防护栏杆及钢平台 4.1.1.</p>	
<p>7.22 - It was noted the factory was not equipped the private door to toilets, no ventilation fans, soap or tissues provided. Reference law: Hygienic standards for the design of industrial enterprises (GBZ 1-2010), 7.3.4. 现场审核发现工厂的厕所没有安装隐私门, 也没有排风装置和清洁手的用品及纸巾. 相关法律法规: 工业企业设计卫生标准, 第7.3.4条.</p>	
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 75929] Audit Date: 06/04/2017 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observation showed that the auditee fulfilled the requirements of this performance area. The facility had a written procedure of Recruitment Management and Child Labor Remediation. Age and identity of the candidates had been verified prior to recruitment. The auditee reviewed, validated and kept on file legal proof of age documentation upon hiring a candidate. By review the roster and workers personnel files, no child labor worked in the auditee, the youngest worker is over 18 years old.</p> <p>审核发现工厂满足这个章节的要求. 工厂建立了书面的招聘管理程序及童工拯救程序. 招聘前有识别工人年纪. 工厂在招聘工人时, 有审核和保存应聘者的身份证复印件. 依据花名册及人事档案, 未发现童工. 工人年龄都大于18岁.</p>	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 75929] Audit Date: 06/04/2017 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observation showed that the auditee fulfilled the requirements of this performance area. The facility had a written procedure of special protection for young workers. No young workers identified during the audit.</p> <p>审核发现工厂满足这个章节的要求. 工厂建立了书面的未成年工保护程序. 审核未发现未成年工.</p>	
Remarks from Auditee:	

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 75929] Audit Date: 06/04/2017 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observation showed that the auditee fulfilled the requirements of this performance area. The facility had a written procedure to guarantee no Precarious Employment. Satisfactory evidence that the auditee engaged workers based on recognised and documented employment relationships. Per labor contracts review, labor contracts articles, e.g. working hours, remuneration, working condition and probationary period could meet legal requirements. It was noted no temporary workers or apprentice identified.</p> <p>审核发现工厂满足这个章节的要求.工厂建立了书面的程序保证不采用危险的雇佣.充足的证据显示工厂与工人之间有签订书面的劳动合同.劳动合同审核发现, 上班时间, 报酬, 工作条件及试用期均符合法规要求. 没有临时工及学徒工.</p>	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 75929] Audit Date: 06/04/2017 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observation showed that the auditee fulfilled the requirements of this performance area. The facility had a written procedure to guarantee no bonded labour. Satisfactory evidence showed that the auditee did not engage in any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour. Satisfactory evidence showed that the auditee did not subject workers to inhumane or degrading treatment, corporal punishment, mental or physical coercion and/or verbal abuse. Per document review of disciplinary procedures, it was reasonable and communicated with workers by training. No migrant workers identified during the audit day.</p> <p>审核发现工厂满足这个章节的要求.工厂建立了书面的程序保证不雇佣抵债工.充足的证据显示, 工厂未雇佣任何形式的劳役, 强迫, 抵债, 非自愿工人. 充足的证据显示工厂未虐待, 体罚, 精神和肉体/语言的侮辱. 厂纪厂规是合理的并有通过培训跟工人沟通. 未发现外籍劳工.</p>	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 75929] Audit Date: 06/04/2017 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observation showed that the auditee fulfilled the requirements of this performance area. The facility had a written management system to protection of the environment. The environmental impact assessment and approval provided for review, Local environmental laws had been collected.</p> <p>审核发现工厂满足这个章节的要求.工厂建立了书面的环保体系. 工厂提供了环评及批复, 相关环保法规有收集.</p>	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 75929] Audit Date: 06/04/2017 PA Score: A	Deadline date:01/08/2017
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observation showed that the auditee fulfilled the requirements of this performance area. Satisfactory evidence showed that the auditee actively opposed any act of corruption, extortion or embezzlement, or in any form of bribery in its activities as a business enterprise. No falsifying information identified during the audit. However, gaps have been identified in implementation.</p> <p>审核发现工厂满足这个章节的要求.充足的证据显示工厂反对任何形式的腐败, 敲诈, 侵占及贿赂. 未发现篡改的信息. 然而, 发现工厂在实施中仍存在与该执行领域要求之间的差距.</p>	
<p>13.1 - The auditee did not develop policies or procedures against any act of corruption; the auditee did not takes active measures to prevent or remediate them.</p> <p>工厂未建立反腐败的政策或文件, 工厂未采取预防和补救行动措施.</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	06/04/2017	75929	C	A	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos





Photo of fire safety equipment
41 Fire extinguisher .JPG

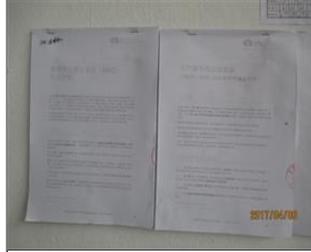


Photo of the code of conduct on display
71 Displayed BSCI code.JPG



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



Photo of fire safety equipment
42 Alarm bell .JPG



Photo of the inside of the main production hall
91 Incoming goods warehouse.JPG



Photo of the personal protection equipments (if applicable)
11 PPE signs.JPG



Photo of fire safety equipment
43 Fire hydrant.JPG



Photo of the inside of the main production hall
91 Material preparing .JPG



Photo of the sanitary facilities
131 Drinking water.JPG



Photo of fire safety equipment
44 Emergency escape plan.JPG



Photo of the inside of the main production hall
92 Injection.JPG



Photo of the sanitary facilities
132 Toilet.JPG