
Auditee :	Guangdong Changying Electrical Appliance Co., Ltd.
Audit Date From :	26/07/2016
Audit Date To :	28/07/2016
Expiry Date of the Audit :	26/07/2017
Auditing Company :	TUEV NORD GROUP
Auditor's Name(s) :	Zi Long Hu(Lead)
Auditing Branch (if applicable) :	



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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>
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>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>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></tr> <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>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>B</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	A	B	B	B	B	B	B	B	B	A	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	C	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
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A	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	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>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>C</td><td>D</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>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	C	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	C	D	D	C	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>
A	A	A	A	A	A	A	A	A	A	C	C	C	C	C																																	
A	A	A	A	A	B	B	B	B	C	C	C	C	D	D																																	
C	C	C	C	C	C	C	C	C	C	C	C	C	D	D																																	
<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>A</td><td>D</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>D</td><td>E</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>D</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	A	D	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	D	E	E	D	D	D	D	D	D	D	D	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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D	D	D	D	D	D	D	D	E	E	E	E	E	E	E																																	
<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>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><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	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	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>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 :	Guangdong Changying Electrical Appliance Co., Ltd.		
DBID number :	9559		
Audit ID :	53859		
Address :	1#, No. 13, Xinyou East Road, Shunde High-Tech Zone (Ronggui), Foshan City,		
Province :	Guangdong	Country :	China
Management Representative :	Mr. He Shengyi / Administration Manager		
Contact person:	Shengyi He	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Home appliances
Product Type :	Electronic oven, electric stove		

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 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 : 28/07/2017

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	A	A	A	B	D	B	A	A	A	A	B	A

Executive summary of audit report

Guangdong Changying Electrical Appliance Co., Ltd. established on October 9, 2001 (Registration No.: 440681400007539) and specialized in the manufacture of electronic oven and electric stove. The main production activities include punching, washing, silk printing, assembling and pacing. The peak seasons were not obvious. And the main markets were Europe and America. The main customers were Walmart, Carrefour and etc.

The factory located at 1#, No. 13, Xinyou East Road, Shunde High-Tech Zone (Ronggui), Foshan City, Guangdong Province, China. The factory occupied one 3-storey office building, four 4-storey production buildings (A, B, C and D) and one 3-storey dormitory building for administration staff with canteen located on the 1st floor with a total land area about 20609 square meters.

Remark: 1. the audited factory rented part of the 2nd floor of the office building (about 250 square meters) to 'Guangdong Shunde Zhongchen Appliance Co., Ltd.', an e-commerce company, and provided the rent contract to auditor for review. The renting period started from July 1, 2016 to June 30, 2018.

2. In addition, the audited factory rented the 3rd to the 7th floor (totally 85 rooms) of one apartment building from 'Foshan Jinxiuyuan Investment Co., Ltd.' as production workers' dormitory with renting period from October 1, 2015 to September 30, 2016. And it takes about 3 minutes' drive from the factory to the dormitory area for production workers.

The factory has 457 employees (male 280 and female 177), including 390 production employees and 67 non-production staffs. The youngest employee in the factory is 19 years old.

The factory uses IC card to record the working hours of employees. The factory operates one shift, the working hours are from 08:00 to 17:00 with lunch breaks from 12:00 to 13:00 for production workers. For administration workers, the working hours are from 08:00 to 17:00 with lunch breaks from 11:30 to 13:00. According to the attendance time records for all 21 sampled employees (7 samples from September 2015, 7 samples from April 2016 and 7 samples from the most recent paid month June 2016 respectively), it was noted that the maximum overtime hours were 2 hours per weekday, 20 hours per week and 90 hours per month. And the maximum consecutive working days were 6 days.

Remark: The security guards and canteen staffs were provided by the outsourced company and their working schedules were as follow. For security guards: 07:30-15:30, 15:30-23:30 and 23:30-07:30. For canteen staff: 09:00-13:00, 16:00-20:00. Also, the outsourcing contracts and the wage records of the security guards and canteen staffs were provided for review on the audit day.

Employees are paid by hourly rate and wages are paid by cash around the 20th day of the following month. Pay stubs are issued to employees and the employees sign the payroll records.

According to payroll records of 21 sampled workers (7 samples from September 2015, 7 samples from April 2016 and 7 samples from the most recent paid month June 2016 respectively), it was noted that the minimum wages paid to all employees in all sampled months was at least RMB 8.68 per hour, which met with the local minimum wage of RMB 8.68 per hour since May 2015. Further, all sample employees were paid 150% of their normal wage for the overtime working hours on normal working days and 200% of their normal wage for the overtime working hours on the rest days. No overtime working hours were noted on statutory holidays.

According to the social insurance payment receipt provided by factory management, it was noted that only 189 out of 491 employees were provided with pension, unemployment, accident, medical and maternity insurance in June 2016. In addition, the factory provided commercial accident insurance to other 110 employees from October 27, 2015 to October 26, 2016.

Confidential interviews were conducted with 20 employees from different departments. The attendance records were cross-checked against production records and no inconsistencies regarding working hours were found.

A closing meeting was held with the factory representatives and all of the findings were discussed. Mr. He Shengyi (Administration Manager) and Ms. Gan Cuihong (Worker Representative) signed the onsite CAP and agreed to take corrective actions.

Ratings Summary



Auditee's background information			
Auditee's name :	Guangdong Changying Electrical Appliance Co., Ltd.	Legal status :	Limited Co.
Local Name :	广东长盈电器有限公司	Year in which the auditee was founded :	2001
Address :	1#, No. 13, Xinyou East Road, Shunde High-Tech Zone (Ronggui),	Contact person (please select) :	Shengyi He
Province :	Guangdong	Contact's Email :	HSY20060101@126.com
City :	Foshan City,	Auditee's official language(s) for written communications :	Mandarin
Region :	North East Asia	Other relevant languages for the auditee :	English
Country :	China	Website of auditee (if applicable) :	N/A
GPS coordinates :	22°45'23" N, 113°18'49"E	Total turnover (in Euros) :	20000000.00
Sector :	Non-Food	Of which exports % :	95.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	5.00
If other, please specify :		Production volume :	about 140000 pieces per month
Product Group :	Home appliances	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Electronic oven, electric stove		

Auditee's employment structure at the time of the audit			
Total number of workers :	457	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	280	177	
Temporary workers	0	0	
In management positions	18	7	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	215	155	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	280	177	
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 - 53859] Audit Date: 26/07/2016 PA Score: D

Deadline date:28/09/2016

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee partially respected the requirements of this performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. Administration manager was in charge of implementing BSCI Code of Conduct and integrating the requirement into day-to-day business. Satisfactory evidence has shown that management understood the importance and benefits of having an effective management system and the related procedure. And the auditee had established a set of social compliance policy and procedure based on BSCI standards. However, gaps were still noted in implementation. For example, no protection of the environment was included in this internal audit and the auditee has not laid out a detailed workforce planning to reduce the unnecessary overtime. 整体观察表明, 受审核方部分满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂已经成立并公开表示自己的使命、愿景, 和目标。行政经理是BSCI执行情况的总负责人, 并将BSCI的准则融入到日常的生产经营中。充分的证据显示管理层理解一个有效的管理体系的重要性和好处, 并且也建立了一套社会责任政策和程序。但是受审核方在执行该领域的过程中仍然存在缺失, 如内部审计没有包含环境的内容, 且受审核方没有制定较为详细的生产力计划从而避免不必要的加班。

1.1 - It was noted that the factory had set up some management procedures to implement the BSCI code of conduct, but not all policies were properly implemented. For example, the internal audit and management review were conducted in June 2016, but no protection of the environment was included in this internal audit. This violated BSCI 1.1.

工厂建立了有效实施的管理制度, 但是不是所有的制度都得以有效实施, 例如: 工厂在2016年6月已执行了内部审计和管理评审, 但是内部审计没有包含环境的内容。根据BSCI要求改善。

1.4 - It was noted that factory did not have a good understanding of the production rate per unit so that could not coordinate the overtime working and the timely delivery, resulting in the excessive overtime working issue. This violated BSCI 1.4.

审核员发现工厂对于每个车间的生产力了解不够, 因此无法很好地协调即使交货与加班之间的关系。因此导致加班超出法律规定的问题。根据BSCI 要求改善。

Remarks from Auditee:

Nil

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 53859] Audit Date: 26/07/2016 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee respected the requirements of this performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. An annual training plan is established, which cover the training needs of all adult workers in rights and responsibilities, health and safety and workplace rules. It has been noted that the auditee has an effective grievance mechanism consists of using suggestion box, worker representation and directly talk with management level. All these processes are documented under procedures and records.

整体观察表明, 受审核方满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂已经成立并公开表示自己的使命、愿景和目标。工厂设立了详尽的年度培训计划, 设计员工权利义务, 健康安全, 和工作规章。工厂的有效申诉机制包含意见箱和员工代表。所有的这些过程都有书面程序和记录支持。

Remarks from Auditee:

Nil

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

Full Audit [Audit Id - 53859] Audit Date: 26/07/2016 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee fulfilled the requirements of this performance area. Worker committee was established in the auditee and procedure was set up entitling employees to join any organization in a democratic way. Satisfactory evidence was shown that worker representative was freely elected and interacting with employees in workplace without interference. Meetings with workers were arranged regularly during working hours.

整体观察表明受审核方符合该执行领域的要求。工厂内部设有员工代表大会, 且工厂建立了相关的程序运行员工自由民主地加入任何组织。充分的证据显示员工代表是由员工自由选举出来的, 并且可以自由地在工厂场所和员工沟通交流。受审核方亦提供了与员工在工作期间定期沟通的会议记录。

Remarks from Auditee:

Nil

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 53859] Audit Date: 26/07/2016 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fulfilled the requirements of this performance area. Satisfactory evidence was observed that employees of older than 16 were all welcomed and employees' promotion was based on their working ability regardless of their age, gender, race and etc. For employees promoted or fired, a notice will be posted in the blackboard of the factory. Furthermore, it was noted that no monetary disciplinary was implemented in the factory. A written procedure was established describing reasons for disciplinary measures, such as oral warning, written warning and firing, all of which were in accordance with legal requirement. 总体观察显示被审核方符合该执行区域的要求。充分的证据显示工厂招聘所有满16岁的员工, 员工的升迁不以他们的年龄, 性别和种族为转移。任何员工的升迁或辞退, 都会张贴在公告栏上。另外工厂没有任何罚款措施, 工厂的惩罚措施仅包含口头警告, 书面警告和辞退, 而这几种都符合法律的要求。	
Remarks from Auditee: Nil	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 53859] Audit Date: 26/07/2016 PA Score: B	Deadline date:28/09/2016
GOOD PRACTICES: The main auditee exceeds expectations with respect to this principle because the auditee provides this information and calculation of fair remuneration 工厂超出了本规定的要求, 因为工厂在审核前填好并提供了自评表上的最低生活需求工资。	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee partially fulfilled the requirements of this performance area. Production workers were paid at hourly rate in cash around the 20th of the following month. According to payroll and attendance records of 21 sampled workers (7 samples from the most recent paid June 2016, 7 samples from April 2016 and 7 samples from September 2015), it was noted that the minimum wages paid to employees was at least RMB 8.68 per hour, which met with the local requirement of RMB 1510 per month or RMB 8.68 per hour since May 2015 and above the local basic needs wage of 1452 per month. The minimum wage notices was posted on site. Wages fluctuated based on the skills and education background of employees. Satisfactory evidence proves that employees were compensated 150% of their overtime work conducted on normal working days and 200% of their overtime work conducted on rest days. No overtime work was conducted on statutory holidays. However, gaps were identified in implementation. For example, state mandated social insurance were not covering 100% production workers. 整体的观察表明被审核方部分符合该执行区域的要求。员工每个月20号前准时发工资。根据抽样的21名员工的记录(2016年6月抽取7名, 2016年4月抽取7名和2015年9月抽取7名)显示, 员工的最低工资为至少8.68元每小时, 符合当地的最低工资标准1510元每个月或8.68元每小时, 该标准从2015年5月开始实施。另外也高于当地的最低生活工资标准即1452元每月。工厂将最低工资的标准贴在现场。员工的工资根据工作经验以及部门的不同而变化。另外员工在工作日延长工作获得正常工资的150%, 周末加班获得正常工资的200%, 工厂没有在法定节假日加班。但是被审核方在该领域的执行过程中仍存在缺陷, 如员工社保参保不足。 5.5 - According to the social insurance payment receipt provided by factory management, it was noted that only 189 out of 491 employees were provided with pension, unemployment, accident, medical and maternity insurance in June 2016. In addition, the factory provided commercial accident insurance to other 110 employees from October 27, 2015 to October 26, 2016. This violated Article 73 of the Labor Law of the PRC. 审核员发现工厂的社会保险覆盖不足。根据厂方提供的2016年6月社会保险缴费单据显示工厂仅为189/491名员工提供了养老、失业、工伤、医疗和生育保险。同时, 工厂额外为110名员工购买了商业险, 保险期限从2015年10月27日到2016年10月26日。根据《中华人民共和国劳动法》第73条改善。	
Remarks from Auditee: Nil	

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 53859] Audit Date: 26/07/2016 PA Score: D

Deadline date:28/09/2016

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee partially fulfilled the requirements of this performance area. The factory used IC card to record working hours. There was only one shift for production employees (from 08:00 to 17:00 with lunch break from 12:00 to 13:00). According to the attendance time records for all 21 sampled employees (7 samples from September 2015, 7 samples from April 2016 and 7 samples from the most recent paid month June 2016 respectively), it was noted that the maximum overtime hours were 2 hours per weekday, 20 hours per week and 90 hours per month. And the maximum consecutive working days were 6 days. However, gaps were identified in implementation. For examples, employees were found overtime work in excess of the statutory overtime hour limits 36 hours.

整体的观察表明被审核方部分符合该执行领域的要求。工厂使用IC卡来记录考勤,生产员工上班时间为8:00-12:00,13:00-17:00。抽样的21名员工的记录显示员工最大日加班为2小时,最大月加班为90小时,最大周工时为60小时,而最大连续工作天数为6天。但是,工厂在执行该领域的过程中仍存在缺失,如月加班超过法律规定的36小时。

6.2 - It was noted that 19 out of 21 sampled employees worked in excess of the statutory overtime hour limits. A review of 21 sampled employees' time records (7 samples from September 2015, 7 samples from April 2016 and 7 samples from the most recent paid month June 2016) yielded the following: 5 out of 7 sampled employees worked in excess of 36 overtime hours per month (i.e. 82 hours) in June 2016, which was not in compliance with the legal requirement; 7 out of 7 sampled employees worked in excess of 36 overtime hours per month (i.e. 65 to 90 hours) in April 2016, which was not in compliance with the legal requirement; 7 out of 7 sampled employees worked in excess of 36 overtime hours per month (i.e. 77.5 to 90 hours) in September 2015, 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。审核员从厂方提供的工资记录中抽取21个样本(其中从2015年9月抽取7个,从2016年4月抽取7个,从最近工资支付月份2016年6月抽取7个),发现共有19名员工加班时间超出了法定标准,具体为:5/7名员工在2016年6月的加班时间为82小时,超过每月加班时间不能超过36小时的法律规定;7/7名员工在2016年4月的加班时间为65到90小时,超过每月加班时间不能超过36小时的法律规定;7/7名员工在2015年9月的加班时间为77.5到90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条改善。

Remarks from Auditee:

Nil

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 53859] Audit Date: 26/07/2016 PA Score: B

Deadline date:28/09/2016

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee partially fulfilled the requirement of this performance area. The factory had established policies and procedures based on BSCI standards and local law requirements for occupational health and safety. Regular health and safety trainings were provided to employees on work station safety, machine safety, use of PPE, use of chemicals and etc. Written accident and emergency protocol was set and drills were conducted. Fire fighting equipments, such as fire extinguishers and fire hydrants were sufficiently available in the factory. Clear evacuation signs and emergency lights were provided. Sufficient first aid supplies were available in workshops and a fast response agreement was concluded with local hospital for emergency. Clean drinking water and sufficient restrooms were always accessible without restrictions. The temperature, humidity and lighting were acceptable in the factory. However, gaps have been identified in implementation.

总体观察显示工厂部分符合了该执行领域的要求。工厂基于BSCI标准和当地法规对于职业健康和安全的建立政策和程序。提供定期的职业健康安全培训给员工,内容涉及到工位安全、机器安全、劳保用品使用、化学品使用等。工厂建立了书面的意外紧急预案病进行了演习。如灭火器消防栓等的消防设施在厂内配置足够。清晰的逃生标识和应急灯也有提供。车间有足够的急救用品。工厂与当地医院签订绿色通道协议以应对紧急情况。干净的饮用水和充足的卫生间不受限制的提供。厂内温湿度可以接受。但是,在执行的过程中仍然存在缺失。

- 7.1 - It was noted that the factory provided the occupational health checks to employees in factory workshops who were in contact with printing inks and noises yearly. However, the occupational health checks were not provided to employees before they take the posts or leave the posts. This violated Article 36 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases, for the laborers that are engaged in the operations contacting the harm of occupational diseases.
审核员发现厂方有给生产车间接触油墨和噪音的员工提供定期的职业病体检,但工厂并没有组织这些员工在上岗前和离岗时进行职业病体检。根据《中华人民共和国职业病防治法》第36条改善。
- 7.2 - According to the social insurance payment receipt provided by factory management, it was noted that only 189 out of 491 employees were provided with pension, unemployment, accident, medical and maternity insurance in June 2016. In addition, the factory provided commercial accident insurance to other 110 employees from October 27, 2015 to October 26, 2016. This violated Article 73 of the Labor Law of the PRC and BSCI 7.2.
审核员发现工厂的社会保险覆盖不足。根据厂方提供的2016年6月社会保险缴费单据显示工厂仅为189/491名员工提供了养老、失业、工伤、医疗和生育保险。同时,工厂额外为110名员工购买了商业险,保险期限从2015年10月27日到2016年10月26日。根据《中华人民共和国劳动法》第73条和BSCI要求改善。
- 7.3 - It was noted that the risk assessment did not include consultation with workers, the factors of the dormitory, kitchen and canteen. This violated BSCI 7.3.
审核员发现工厂的风险评估没有包括与工人协商的内容,没有涵盖宿舍、饭堂和厨房。根据BSCI要求改善。
- 7.6 - It was noted that necessary personal protective equipment was provided to relevant employees. However, 2 out of 2 employees who were in contact with printing ink in the silk printing area did not wear rubber gloves. This violated Article 42 of Law of the People's Republic of China on Production Safety.
审核员发现工厂有提供必要的个人劳保用品给相关的员工,但是工厂丝印区域的2/2名员工没有佩戴橡胶手套。根据《中华人民共和国安全生产法》第42条改善。
- 7.7 - It was noted that all naphtha containers being used in the silk printing area were posted with name labels instead of safety labels. This violated Article 14 of the Regulation For Chemical Usage Safety in Work Place.
审核员发现工厂丝印区域正在使用的盛装白电油的容器没有张贴安全标签。根据《工作场所安全使用化学品规定》第14条改善。
- 7.8 - It's noted through site tour that the accident procedures were not visually displayed to employees through the facility. This violated BSCI 7.8.
审核员发现事件及应急响应程序未有公示。根据BSCI要求改善。
- 7.9 - 1. It was noted that noises generated in the punching workshop might cause negative effects to employees' health. However, no warning sign of occupational hazardous was posted in factory workshops. This violated Article 12 and 13 of Administrative Provision on the Occupational Hazardous Notification and Warning Sign. 2. It was noted that no appropriate visible warning signs were posted near the cargo lifts in the factory. This violated BSCI 7.9.
1.审核员发现工厂冲压车间的噪音可能造成员工身体的损伤,但厂方未在生产车间设置相应的职业病危害告知卡。根据《用人单位职业病危害告知与警示标识管理规范》第12条,第13条改善。2.审核员发现工厂的载货电梯附近没有张贴合适的安全警示标识。根据BSCI要求改善。
- 7.22 - It was noted that the basic supplies such as liquid soap and toilet papers were not provided in the lavatory. This violated BSCI 7.22.
审核员发现工厂生产区域厕所内未提供基本的备品:如厕纸和洗手液。根据BSCI要求改善。
- 7.23 - Remark: The factory did not provide transportation such as shuttle bus to employees.
备注:工厂未提供交通工具如上下班的通勤巴士给员工。

Remarks from Auditee:

Nil

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 53859] Audit Date: 26/07/2016 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfilled the requirements of the performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. Satisfactory evidence has shown that the auditee established a policy that will never employ and use any child labor under the age of 16 years old. Furthermore, the auditee also established adequate and remedial policies and procedures to provide for further protection in case children are found to be working. Trainings on this issue is included in the training scheme and were periodically provided to HR staffs and all other relevant employees. All workers' original ID cards at the time of recruitment will be verified and the photocopies of workers' ID cards will be kept in the personnel files, which will be also periodically reviewed. Based on factory tour and personnel profiles review, no child labor was found and the youngest worker sampled was 19 years old when being hired by the factory.</p> <p>整体观察表明, 受审核方满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂已经成立并公开表示自己的使命、愿景和目标。充分的证据表明被审核方制定了程序禁止招聘年龄在16岁以下的员工。同时, 被审核方也制定了相关的童工补救相关的程序。被审核方提供的培训记录也显示定期向相关员工提供了培训。根据被审核方提供的人事档案和员工访谈, 被审核方在员工招聘的过程中严格审查了员工的身份证明文件并将该文件的复印件保存在了人事档案中。通过查看员工的人事档案, 审核员发现工厂最小年纪的员工为19岁。</p>	
Remarks from Auditee: Nil	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 53859] Audit Date: 26/07/2016 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfilled the requirements of the performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. The auditee has ensured protective measures are taken to protect the hired juvenile workers from harm via detailed procedures and trainings. Satisfactory evidence has shown that the auditee provide trainings to relevant management staffs to ensure that juvenile workers (16 years old to 18 years old) 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 employees under the age of 18 years old. The youngest employee found in the auditee was 19 years old.</p> <p>整体观察表明, 受审核方满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂成立并公开表示自己的使命、远景和目标。被审核方制定了程序表明需对已雇佣的未成年工(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(介于16到18岁间)不加班, 不在晚上上班, 不在对其身体健康产生负面影响的工作岗位上上班。受审核方没有招聘18岁以下的员工。受审核方最小年纪的员工为19岁。</p>	
Remarks from Auditee: Nil	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 53859] Audit Date: 26/07/2016 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfilled the requirements of the performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. Satisfactory evidence has shown that the auditee provides workers with understandable information before entering into employment. Labor contracts are signed in local language and a copy is provided to employee, which was confirmed through the employee interview and document review. The contents on labor contracts were fully in compliance with local law on working hour, payments, working condition protection, etc. It has been noted that employees have a positive attitude towards the auditee management.</p> <p>整体观察表明, 受审核方满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂成立并公开表示自己的使命、远景和目标。充分的证据表明被审核方在员工被雇佣前为员工提供了足够且能够理解的信息。通过员工访谈, 员工入职后立即与受审核方签订了劳动合同并保留了副本, 劳动合同条款(如工作时间、工资报酬、劳动保护等)的规定亦符合当地法律的要求, 员工对被审核方的工作环境、员工和管理层关系等都很满意。</p>	
Remarks from Auditee: Nil	

Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 53859] Audit Date: 26/07/2016 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fulfilled the requirements of the performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. Satisfactory evidence has shown that disciplinary measures include oral warning, written warning, demerit recording and dismissal. No corporal punishment, mental or physical coercion or verbal abuse are adopted. Furthermore, disciplinary procedures are in understandable written form and delivered to employees periodically by trainings. 整体观察表明, 受审核方满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂成立并公开表示自己的使命、远景和目标。被审核方制定了明确的惩戒条款, 包括口头警告、书面警告、记过和解除劳动合同关系。被审核方从未采取体罚、虐待、辱骂等方式惩罚员工。此外, 所有书面的惩戒条款均以便于理解的方式, 如提供培训, 传达给了员工。	
Remarks from Auditee: Nil	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 53859] Audit Date: 26/07/2016 PA Score: B	Deadline date:28/09/2016
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee partially fulfilled the requirements of the performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. Satisfactory evidence has shown that the auditee obtained relevant environmental permits and licenses issued by local authorities. Relevant trainings and testing reports relate to environment issues provided by an independent third party or local authorities are also provided. However, gaps were still noted in implementation. For example, the auditee failed to provide the disposal records of general waste. 整体观察表明, 受审核方部分满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂成立并公开表示自己的使命、远景和目标。充分的证据表明被审核方提供了由当地政府部门颁发的环境相关的许可证和其他有效证件。同时, 被审核方提供了环境相关的培训记录和由独立的第三方或政府部门提供的监测报告。但是在该领域的执行过程中仍然存在缺失, 如受审核方未提供普通废物的处理记录。 12.4 - It was noted that no disposal records of general waste were available. This violated BSCI 12.4. 被审核方没有普通废物的处理记录。根据BSCI 12.4改善。	
Remarks from Auditee: Nil	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 53859] Audit Date: 26/07/2016 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fulfilled the requirements of the performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. The auditee has ensured transparency to all aspects of the auditee's operation via detailed procedure and trainings. Satisfactory evidence has shown that trainings are provided to all employees and commitment letter are signed. Any act of corruption, non-transparency, extortion or embezzlement, or in any form of bribery in its activity as a business enterprise will be punished (oral warning, written warning, demerit recording and dismissal). Furthermore, inconsistencies are not noted by cross checking the production records with time records. 整体观察表明, 受审核方部分满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂成立并公开表示自己的使命、远景和目标。被审核方制定了详细的程序来确保其生产运作的各个环节保持公开透明。同时, 被审核方提供了相关的培训给所有员工, 相关员工并签署了承诺书。同时, 任何违反被审核方公开透明反腐败政策的员工均会受到相应的处分(如口头警告、书面警告、记过以及解除劳动合同关系)。此外, 通过反复核对被审核方的生产记录、工时记录以及其他方面的一些记录, 未发现违反被审核方公开透明反腐败政策方面的事实。	
Remarks from Auditee: Nil	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	26/07/2016	53859	D	A	A	A	B	D	B	A	A	A	A	B	A	C

Producer Photos



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



Photo of fire safety equipment
Inspection tag for fire extinguisher.JPG



Photo of the inside of the main production hall
Hardware warehouse.JPG



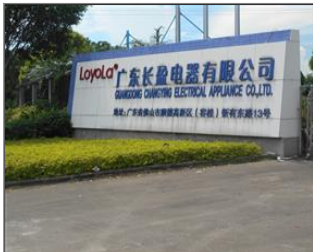
External photo(s) of the production unit(s)
Factory gate.JPG



Photo of fire safety equipment
Lighting evacuation sign along the evacuation passage.JPG



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



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



Photo of fire safety equipment
Working fire hydrant.JPG



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



Photo first aid facilities
First aid kit with sufficient supplies.JPG



Photo of the canteen (if applicable)
Canteen area.JPG



Photo of the inside of the main production hall
Punching process.JPG



Photo of chemical storage room (if applicable)
Chemicals in secondary container.JPG



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



Photo of the inside of the main production hall
Semi-finished accessories.JPG

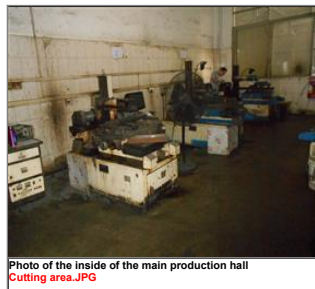




Photo of fire safety equipment
Fire alarm.JPG



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



Photo of non-conformity
Employee did not wear rubber gloves.JPG

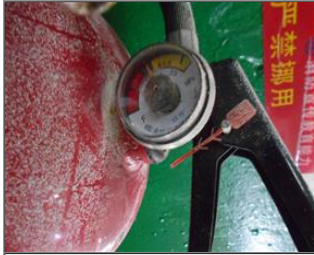


Photo of fire safety equipment
Fire extinguisher was in working pressure.JPG



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



Photo of non-conformity
Name label instead of safety label was posted.JPG



Photo of fire safety equipment
Fire extinguishers.JPG



Photo of the inside of the main production hall
Finished products assembling.JPG



Photo of non-conformity
No warning sign near the cargo lift.JPG



Photo of fire safety equipment
Fire hydrant.JPG



Photo of the inside of the main production hall
Finished products warehouse.JPG