
Auditee :	Cixi HONEYWAY BABY PRODUCTS CO., LTD.
Audit Date From :	15/04/2019
Audit Date To :	16/04/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV NORD GROUP
Auditor's Name(s) :	Wei Fang(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																																							
A Very Good	<ul style="list-style-type: none">• Minimum 7 Performance Areas rated A• No Performance Areas rated C, D or E These are three examples: <table><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	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
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																													
B Good	<ul style="list-style-type: none">• Maximum 3 Performance Areas rated C• No Performance Areas rated D or E These are three examples: <table><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	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
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																													
C Acceptable	<ul style="list-style-type: none">• Maximum 2 Performance Areas rated D• No Performance Areas rated E These are three examples: <table><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	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
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																													
D Insufficient	<ul style="list-style-type: none">• Maximum 6 Performance Areas rated E These are three examples: <table><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>D</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	D	E	E	E	E	E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
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	D	E	E	E	E	E																													
E Unacceptable	<ul style="list-style-type: none">• Minimum 7 Performance Areas rated E These are three examples: <table><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	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
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																													
Zero Tolerance	A Zero Tolerance Issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.																																							

Main Auditee Information



Name of producer :	Cixi HONEYWAY BABY PRODUCTS CO., LTD.		
DBID number :	358906		
Audit ID :	148487		
Address :	Sunjiajing Village, Henghe Town,Cixi City Ningbo		
Province :	Zhejiang	Country :	China
Management Representative :	YI SHI		
Contact person:	YI SHI	Sector :	Non-Food
Industry Type :	Accessories	Product group :	other accessories (please specify)
Product Type :	Pet Products and Baby Products		

Audit Details



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	C		
Need of follow-up :	Yes	If YES, by :	16/04/2020

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

Executive summary of audit report

Cixi HONEYWAY BABY PRODUCTS CO., LTD. (慈溪市佳宝儿童用品有限公司) is Located at Sunjiajing Village, Henghe Town, Cixi City, Ningbo, Zhejiang Province, China (浙江省慈溪市横河镇孙家境村).

The Uniform Code of Social Credit is 9133028273699890XM, valid from May 23, 2002 to May 22, 2022.

In the auditee address, the factory composed of one 2-storey building used as office; one 1-storey building used as production; three 3-storey buildings used as production and warehouse; and one 3-storey building used as canteen, production and warehouse. No dormitory was provided by the facility at present.

The main product is Pet Products and Baby Products, such as highchairs, macro cage.

The main productive operation includes injection, metalworking, coating, sewing, assembly and packing.

[Employee analysis]:

A total of 194 employees including 105 male employees and 89 female employees were currently working in the auditee.

No child labor and young workers worked in the auditee.

[Summary of working hours]:

Attendance records from April 1st, 2018 to the audit day were reviewed in this audit.

All employees, except Formation Section workers, worked 5 days a week from Monday to Friday in one shift (7:30-17:00). The injection workers said that they worked 3 shifts (7:00-15:30, 15:30-23:30 and 23:30-07:30), and they transfer their shifts per week.

Employees, who worked in one shift, sometimes overtime 2 hours at nights and overtime 8 hours on Saturday during peak seasons. IC card attendance machine was used for recording the working time and every employee should record attendances when they went in and out the facility. As per management and workers interviews, the maximum overtime hours were 2 hours per day, 14 hours per week and 58 hours per month.

[Summary of compensation]:

Payroll records from March 2018 to February 2019 reviewed during the audit.

All employees' wages were paid by monthly rate, and the lowest wage was RMB 2100 per month, which was higher than legal minimum wage RMB 1800 per month.

For overtime wages, 150% and 200% of regular wages were paid to employees for their overtime hours on workdays and rest days respectively, no overtime was arranged on statutory holidays.

The wages were paid in cash by the 30th of the following month.

It was noted that the auditee only purchased the 5 types of social insurance for 56 employees and purchased the commercial incident insurance for rest 138 employees

[Summary of Interview]:

Worker interview were conducted individually and in group.

Randomly selected 10 employees, no complaint were raised.

[Special scene during on site observed]:

Nothing special found during audit process.

Ratings Summary



Auditee's background information			
Auditee's name :	Cixi HONEYWAY BABY PRODUCTS CO., LTD.	Legal status :	Ltd. Company
Local Name :	慈溪市佳宝儿童用品有限公司 (9133028273699890XM)	Year in which the auditee was founded :	2002
Address :	Sunjiajing Village, Henghe Town, Cixi City	Contact person (please select) :	Yi SHI
Province :	Zhejiang	Contact's Email :	Allen@cn-sx.cn
City :	Ningbo	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) :	None
GPS coordinates :	N 30°7'17" and E 121°14'44"	Total turnover (in Euros) :	5000000.00
Sector :	Non-Food	Of which exports % :	95.00
Industry :	Accessories	Of which domestic market % :	5.00
If other, please specify :		Production volume :	8000 sets per month
Product Group :	other accessories (please specify)	Production cost calculation :	Yes
If other, please specify :	Pet Products and Baby Products, such as highchairs, macro cage	Lost time injury calculation cost :	Yes
Product Type :	Pet Products and Baby Products		

Auditee's employment structure at the time of the audit		
Total number of workers :	194	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	105	89
Temporary workers	0	0
In management positions	5	2
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	85	60
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	105	89
Production based workers	0	0
With shifts at night	12	12
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

1- Followup Audit [Audit Id - 148487] Audit Date: 15/04/2019 PA Score: D

Deadline date:16/07/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

This was a follow up audit. Based on the satisfactory evidences, the main auditee partially respect this principle. Because:
这是一次跟进审核。基于令人满意的证据,被审核方部分尊重BSCI的本条原则,原因是:

- 1.1 -** Previous finding (May 14, 2018):The facility established and implemented its management system of social responsibility, however, some performance areas still need be improvement. Follow up Audit (April 15, 2019): Corrective action not taken.
跟进审核(2019年4月15日):纠正措施未执行:工厂建立并执行了社会责任管理体系,但一些执行领域发现仍有待提高。
- 1.4 -** Previous finding (May 14, 2018):The facility conducted evaluation on its production cost, but they did not proper planning its production to match delivery order contracts expectation, and excessive monthly overtime is detected. Follow up Audit (April 15, 2019): Corrective action not taken.
跟进审核(2019年4月15日):纠正措施未执行:工厂评估了生产成本,但没有合理的安排生产来满足订单的交货期,还发现加班超时的情况。

Remarks from Auditee:

Full Audit [Audit Id - 123563] Audit Date: 14/05/2018 PA Score: D

Deadline date:30/04/2019

Good practices

None

Areas of improvement

The overall observation showed that the factory did not fulfill the requirement of this performance area. The factory established management procedure on social compliance. The vice general manager Mr. Shi Yi was appointed to be in charge of implementing and maintaining its Management System in the whole factory. The factory also monitored the social compliance performance of all significant suppliers, related documents were maintained for review. However, gaps were identified in implementation:
总体观察被审核方未能符合本执行领域的要求。工厂建立了社会责任管理程序。副总经理施奕先生被任命为整个工厂执行和维护管理体系的主要负责人。工厂还监控了所有重要供应商社会责任表现,相关文件都存档供查阅。但在执行过程中还存在差距:

- 1.1 -** The facility established and implemented its management system of social responsibility, however, some performance areas still need be improvement.
工厂建立并执行了社会责任管理体系,但一些执行领域发现仍有待提高。
- 1.4 -** The facility conducted evaluation on its production cost, but they did not proper planning its production to match delivery order contracts expectation, and excessive monthly overtime is detected.
工厂评估了生产成本,但没有合理的安排生产来满足订单的交货期,还发现加班超时的情况

Remarks from Auditee

Performance Area 2 : Workers Involvement and Protection

1- Followup Audit [Audit Id - 148487] Audit Date: 15/04/2019 PA Score: A

Deadline date:16/07/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

This was a follow up audit. Based on the satisfactory evidences, the main auditee partially respect this principle. Because:
这是一次跟进审核。基于令人满意的证据,被审核方部分尊重BSCI的本条原则,原因是:

- 2.4 -** Previous finding (May 14, 2018):The facility posted the BSCI Code of Conduct on notice board, and arranged related communication meeting regularly. However, the worker representatives and decision makers were not fully aware of BSCI values and principles. Follow up Audit (April 15, 2019): Corrective action not taken.
跟进审核(2019年4月15日):纠正措施未执行:工厂在公告栏张贴了BSCI行为准则,定期安排了相应的交流会议,但员工代表和决策层不太清楚BSCI的价值和原则。

Remarks from Auditee:

Full Audit [Audit Id - 123563] Audit Date: 14/05/2018 PA Score: A

Deadline date:31/08/2018

Good practices

None

Areas of improvement

The overall observation showed that the auditee partially fulfilled the BSCI requirement of this performance area. The factory established its grievance mechanism refer to BSCI COC. Through workers interview, it was noted that workers knew how to raise them complains or suggestion, such as via the suggestion box, worker representative or talk with factory managements face to face. The factory also established worker representative election procedures, and the last election was held at 12-July-2017, 4 workers were elected as worker representatives, and the meetings between worker representatives and management were held quarterly. However, gaps were identified in implementation:

总体观察显示被审方在该执行领域部分符合BSCI的要求。工厂参考BSCI行为守则建立了申诉机制。根据员工访谈,得知员工知道如何进行诉说抱怨或建议,比如通过意见箱,员工代表或与当面跟管理层说。工厂还建立了员工代表选举程序,最近一次选举是在2017年7月12日举行的,共选举出4名员工代表,工人代表和管理层每季度会进行沟通会议。但在执行过程中还存在差距:

- 2.4 -** The facility posted the BSCI Code of Conduct on notice board, and arranged related communication meeting regularly. However, the worker representatives and decision makers were not fully aware of BSCI values and principles.
工厂在公告栏张贴了BSCI行为准则,定期安排了相应的交流会议,但员工代表和决策层不太清楚BSCI的价值和原则

Remarks from Auditee

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

1- Followup Audit [Audit Id - 148487] Audit Date: 15/04/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Full Audit [Audit Id - 123563] Audit Date: 14/05/2018 PA Score: A

Deadline date:

Good practices

None

Areas of improvement

The overall observation showed that the auditee fulfilled the BSCI requirement of this performance area. Freedom association and collective bargaining procedure was established by the factory. The factory respected workers to form or to join unions freely, and the workers had the right to bargain freely. The worker representatives were available and they were elected by workers freely, and the communication meeting between management and worker representative were held regularly.

总体观察显示被审方在该执行领域符合BSCI的要求。工厂建立了自由结社和集体谈判程序。工厂尊重员工自由成立或加入工会组织,自由行使谈判的权利。工厂有员工代表,并且他们是由员工自由选举出来的,管理层与员工代表定期召开沟通会议。

Remarks from Auditee

Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 148487] Audit Date: 15/04/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 123563] Audit Date: 14/05/2018 PA Score: A	
Deadline date:	
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The overall observation showed that the auditee fulfilled the BSCI requirement of this performance area. Through site observation, interview and document review, it was noted that no discrimination was existed in recruitment, training, or promotion etc in the factory, workers are understood the scopes of discrimination and stated that they never been experienced any discrimination.</p> <p>总体观察显示被审方在该执行领域符合BSCI的要求。根据现场观察, 访谈和文件评估, 得知工厂在招聘、培训、晋升过程中不存在歧视的现象, 员工了解歧视的范畴, 并且表示从来没有受到过歧视。</p>	
Remarks from Auditee	
Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 148487] Audit Date: 15/04/2019 PA Score: B	Deadline date:16/07/2019
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>This was a follow up audit. Based on the satisfactory evidences, the main auditee partially respect this principle. Because: 这是一次跟进审核。基于令人满意的证据,被审核方部分尊重BSCI的本条原则, 原因是:</p> <p>5.5 - Previous finding (May 14, 2018):Currently total 192 employees in the facility, the facility just purchased the injury insurance and maternity insurance for 66 employees, unemployment insurance, medical insurance and retirement insurance for 36 employees, and purchased the business injury insurance for rest employees. (China Labor Law, Article 72 and 73) Follow up Audit (April 15, 2019): Corrective action not taken: Currently total 194 employees in the facility, the facility just purchased the 5 types of social insurance for 56 employees and purchased the commercial incident insurance for rest 138 employees. (China Labor Law, Article 72 and 73) 跟进审核(2019年4月15日):纠正措施未执行:工厂目前共有194人, 工厂只为56名员工购买了五项社会保险, 为剩余的138名员工购买了商业工伤保险。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 123563] Audit Date: 14/05/2018 PA Score: B	
Deadline date:30/04/2019	
<u>Good practices</u>	
The facility collected related information to evaluate workers decent living standards. 工厂收集了相关信息去评估员工获得体面生活的标准	
<u>Areas of improvement</u>	
<p>The overall observation showed that the auditee partially fulfilled the BSCI requirement of this performance area. The factory developed it wage and benefit system. The wage were paid before 30th day of following month by cash. The pay slip was provided to workers. 150%, 200%, 300% of normal rate would be compensated for overtime at weekdays, weekends and holidays. Currently no overtime was arranged at holidays. Social insurance was provided to partial workers by the factory. However, gaps were identified in implementation: 总体观察显示被审方在该执行领域部分符合BSCI的要求。工厂开发了其薪资和福利体系。工资在下个月30号前以现金形式发放, 给员工提供了工资条。员工在工作日, 周末以及节假日的加班会获得正常工资的150%, 200%和300%的加班补偿。工厂只为部分员工提供了社保。但在执行的过程中还存在差距:</p> <p>5.5 - Currently total 192 employees in the facility, the facility just purchased the injury insurance and maternity insurance for 66 employees, unemployment insurance, medical insurance and retirement insurance for 36 employees, and purchased the business injury insurance for rest employees. (China Labor Law, Article 72 and 73) 工厂目前共有192人, 工厂只为66名员工购买了工伤生育保险, 只为36名员工购买了失业医疗养老保险, 为剩余员工购买了商业工伤保险。</p>	
Remarks from Auditee	

Performance Area 6 : Decent Working Hours

1- Followup Audit [Audit Id - 148487] Audit Date: 15/04/2019 PA Score: D

Deadline date:16/07/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

This was a follow up audit. Based on the satisfactory evidences, the main auditee partially respect this principle. Because:
这是一次跟进审核。基于令人满意的证据,被审核方部分尊重BSCI的本条原则,原因是:

- 6.2 -** Previous finding (May 14, 2018):The attendance records from Apr 2017 till audit day was provided by the factory, 20 workers' attendance records of Jan 2018, Feb 2018 and Mar 2018 were randomly sampled for review, it was noted that all sampled employees worked in excess of 36 overtime hours per month in Jan 2018 and Mar 2018, max monthly overtime was 46hours in Mar 2018. (PRC Labour Law article 41.) Follow up Audit (April 15, 2019): Corrective action not taken:Based on 20 sample workers' attendance records, 20 selected from June 2018, November 2018 and March 2019, it was noted that the maximum overtime working hours of randomly selected workers'were 54 hours in June 2018, 52 hours in November 2018, 58 hours in March 2019, which exceeded legal overtime limit: 36 hours/month.
跟进审核(2019年4月15日):纠正措施未执行:根据抽样,2018年6月最高月加班时间54小时,2018年11月最高月加班时间为52小时,2019年3月最高月加班时间为58小时,超过法律规定的36小时。

Remarks from Auditee:

Full Audit [Audit Id - 123563] Audit Date: 14/05/2018 PA Score: D

Deadline date:30/04/2019

Good practices

None

Areas of improvement

The overall observation showed that the factory did not fulfill the requirement of this performance area. The factory defined its policy on working time, and communicate it to all workers. Through site observation, interview and document review, only one shift was arranged by the factory, 8hours per day(7:30 to 11:00, 12:30 to 17:00), 40hours per week. If order needed, overtime working would be arranged at some weekdays or Saturdays. Workers could choose overtime or not voluntary, and they get at least one day off per week. However, gaps were identified in implementation:

总体观察被审核方未能符合本执行领域的要求。工厂制定了工作时间的政策,并宣导给了所有员工。通过现场观察,访谈和文件评估,工厂只安排了一班次,每天8小时(7:30至11:00,12:30至17:00),每周40小时。如果订单需要,加班会安排在有些工作日和周六。工人可以自愿选择加班与否,每周可以得到至少一天的休息。但在执行过程中还存在差距:

- 6.2 -** The attendance records from Apr 2017 till audit day was provided by the factory, 20 workers' attendance records of Jan 2018, Feb 2018 and Mar 2018 were randomly sampled for review, it was noted that all sampled employees worked in excess of 36 overtime hours per month in Jan 2018 and Mar 2018, max monthly overtime was 46hours in Mar 2018. (PRC Labour Law article 41.)
工厂提供了2017年4月至审核当天的考勤记录,随机抽取了20个员工2018年1月2月3月的考勤记录,发现所有抽样员工在2018年1月和3月加班超过36小时,最多在2018年3月达46小时

Remarks from Auditee

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 148487] Audit Date: 15/04/2019 PA Score: B

Deadline date:16/07/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

This was a follow up audit. Based on the satisfactory evidences, the main auditee partially respect this principle. Because:
这是一次跟进审核。基于令人满意的证据,被审核方部分尊重BSCI的本条原则,原因是:

- 7.1 -** Previous finding (May 14, 2018):The factory complied with occupational health and safety regulations in most areas, but some areas still needed to be improvement. Follow up Audit (April 15, 2019): Corrective action not taken.
跟进审核(2019年4月15日):纠正措施未执行:工厂在大部分区域遵守了职业健康安全法规,但有一些地方仍需改善。
- 7.3 -** Previous finding (May 14, 2018):The factory did not provide occupational health examination for coating and metalworking workers. (Article 36 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases). Follow up Audit (April 15, 2019): Corrective action not taken: The factory did not provide occupational health examination for all coating and metalworking workers. (Article 36 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases).
跟进审核(2019年4月15日):纠正措施未执行:工厂没有为喷漆和金工的所有员工做职业健康体检。
- 7.6 -** Previous finding (May 14, 2018):The factory provided proper PPE to related workers, but the distribution and exchange records of PPE were not maintained for review. (PRC Production Safety Law (2002), Article 37). Follow up Audit (April 15, 2019): Corrective action not taken.
跟进审核(2019年4月15日):纠正措施未执行:工厂给员工提供了合适的劳保用品,但劳保用品的分发和更换记录也未提供查阅。
- 7.7 -** New finding: The auditee did not provide MSDS for the chemical used in the facility such as hydraulic oil.
新的发现:工厂没有给化学品设置MSDS,例如液压油。
- 7.8 -** New finding: The auditee did not post the accident procedures in workshops for workers and first-aid responder.
新的发现:被审核方没有在车间张贴紧急事故预案供相关员工和急救人员了解。
- 7.13 -** New finding: One unlocked electrical distribution box was found to be without insulated cover.
新的发现:车间的一个未上锁配电箱没有配置内盖。
- 7.16 -** New finding: There was no emergency assemble area in the facility.
新的发现:工厂没有消防紧急集合点。
- 7.17 -** Previous finding (May 14, 2018):The factory maintains its production machines regularly, but three observed sewing machines were not installed with pulley guards, ten observed sewing machines were not installed with needle guards. (Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene). Follow up Audit (April 15, 2019): Corrective action not taken.
跟进审核(2019年4月15日):纠正措施未执行:工厂定期维护其生产设备,但观察到3台缝纫机没有安装皮带轮护罩,10台缝纫机没有安装针护罩。
- 7.22 -** Previous finding (May 14, 2018):Toilet is dirty, the washing soap and toilet tissues were not available. Follow up Audit (April 15, 2019): Corrective action not taken.
跟进审核(2019年4月15日):纠正措施未执行:卫生间脏,也没有提供洗手皂和卫生纸。

Remarks from Auditee:

Full Audit [Audit Id - 123563] Audit Date: 14/05/2018 PA Score: A

Deadline date:31/08/2018

Good practices

None

Areas of improvement

The overall observation showed that the auditee partially fulfilled the BSCI requirement of this performance area. The factory established policies and procedures for occupational health and safety refer to BSCI COC and local law requirements, conducted regular training on occupational health and safety to all employees, such as first aid, evacuation if emergency, safety handle of chemical, use of PPE and etc. Fire fighting facilities, such as fire extinguishers, fire hydrants and fire alarm were sufficient, clear exit signs, evacuation signs and emergency lights were placed. Sufficient first aid supplies and clean drinking water were available at each floor. (No transportation / No dormitory was provided by the factory). However, gaps were identified in implementation.

总体观察显示被审方在该执行领域部分符合BSCI的要求。工厂参考BSCI行为守则和当地法规建立了职业健康安全的政策和程序,定期组织职业健康安全培训给全体员工,如急救,化学品的安全处理,劳保用品使用等。消防设施如灭火器消防栓警铃等足够,清晰的出口标识,逃生标识和应急灯都安装了。每层有足够的急救用品和卫生的饮用水。(工厂没有提供交通和宿舍)。但在执行领域还存在差距

- 7.1 -** The factory complied with occupational health and safety regulations in most areas, but some areas still needed to be improvement
工厂在大部分区域遵守了职业健康安全法规,但有一些地方仍需改善
- 7.3 -** The factory did not provide occupational health examination for coating and metalworking workers. (Article 36 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases).
工厂没有为喷漆和金工员工做职业健康体检
- 7.6 -** The factory provided proper PPE to related workers, but the distribution and exchange records of PPE were not maintained for review. (PRC Production Safety Law (2002), Article 37)
工厂给员工提供了合适的劳保用品,但劳保用品的分发和更换记录也未提供查阅。
- 7.17 -** The factory maintains its production machines regularly, but three observed sewing machines were not installed with pulley guards, ten observed sewing machines were not installed with needle guards. (Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene)
工厂定期维护其生产设备,但观察到3台缝纫机没有安装皮带轮护罩,10台缝纫机没有安装针护罩。
- 7.22 -** Toilet is dirty, the washing soap and toilet tissues were not available.
卫生间脏,也没有提供洗手皂和卫生纸

Remarks from Auditee

Performance Area 8 : No Child Labour	
1- Followup Audit [Audit Id - 148487] Audit Date: 15/04/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 123563] Audit Date: 14/05/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The overall observation showed that the auditee fulfilled the BSCI requirement of this performance area. The recruitment policy and procedure were established by the facility, which stated that the factory would not recruit any workers under 16years old. Admin team would checked the workers ID cards and verified the workers ages information according to recruitment procedure. Meanwhile, the factory also established a remediation measure of child labor in case of such child labor incidentally. No child labour was existed in the factory.</p> <p>总体观察显示被审方在该执行领域符合BSCI的要求。工厂建立了招聘政策和程序，显示工厂不会招收任何低于16岁的员工。行政部门会按照招聘程序检查员工的证件和验证员工的年龄信息。同时工厂还建立了童工补救措施以防意外的童工事宜。工厂不存在童工。</p>	
<u>Remarks from Auditee</u>	
Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 148487] Audit Date: 15/04/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 123563] Audit Date: 14/05/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The overall observation showed that the auditee fulfilled the BSCI requirement of this performance area. Young worker identification and protection policy was established by factory, factory managements well knew the age between 16 years old and 18 years old was young worker in China. The factory could not refuse to hire young worker, and the policy stated that young worker would be arranged at proper position and no overtime would be arranged if hired. Currently, no young worker was employed by the factory per document review, interview and site observation.</p> <p>总体观察显示被审方在该执行领域符合BSCI的要求。工厂建立了未成年工识别和保护的政策，工厂管理层了解在中国年龄在16到18周岁的员工属于未成年工。工厂不会拒绝招聘未成年员工，并且政策显示如果招聘未成年工，他们会被安排在合适岗位，同时不允许加班。通过现场观察，访谈和文件审阅，工厂目前没有雇佣未成年工。</p>	
<u>Remarks from Auditee</u>	

Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 148487] Audit Date: 15/04/2019 PA Score: A Deadline date:16/07/2019	
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>This was a follow up audit. Based on the satisfactory evidences, the main auditee partially respect this principle. Because: 这是一次跟进审核。基于令人满意的证据,被审核方部分尊重BSCI的本条原则,原因是:</p> <p>10.1 - Previous finding (May 14, 2018):The factory signed labor contracts with all employees, but they just provided social insurance for partial employees. (Labor Law of the People's Republic of China (1994), Article 72 & Article 73.) Follow up Audit (April 15, 2019): Corrective action not taken. 跟进审核(2019年4月15日):纠正措施未执行:工厂与所有员工都签订了劳动合同,但仅为部分员工提供了社保。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 123563] Audit Date: 14/05/2018 PA Score: A Deadline date:30/04/2019	
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The overall observation showed that the auditee partially fulfilled the BSCI requirement of this performance area. The factory established a clear recruitment policy, and communicates it to all factory managements and workers. Currently, all workers were permanent workers and hired by the factory directly, workers signed labor contracts with the factory voluntarily and have a copy of labour contract. However, gaps were identified in implementation: 总体观察显示被审方在该执行领域部分符合BSCI的要求。工厂建立了清晰的招聘政策,并将其宣导给所有管理层和员工。当前所有员工都是长期工且工厂直接雇佣,员工自愿与工厂签订了劳动合同并且保留了一份副本。但在执行过程中还存在差距:</p> <p>10.1 - The factory signed labor contracts with all employees, but they just provided social insurance for partial employees. (Labor Law of the People's Republic of China (1994), Article 72 & Article 73.) 工厂与所有员工都签订了劳动合同,但仅为部分员工提供了社保。</p>	
<u>Remarks from Auditee</u>	

Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 148487] Audit Date: 15/04/2019 PA Score: A Deadline date:	
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 123563] Audit Date: 14/05/2018 PA Score: A Deadline date:	
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The overall observation showed that the auditee fulfilled the BSCI requirement of this performance area. The factory defined a policy on no bonded labor refer to BSCI Code of Conduct and local law requirements. Through site observation, interview and document review, no bonded labours were existed in the factory. Workers could leave the facility freely after shift ended, workers could leave the facility while the termination of employment or leave application submitted one month in advance. 总体观察显示被审方在该执行领域符合BSCI的要求。被审核方参考BSCI行为守则和法律要求制定了禁止强迫劳动的政策。据现场观察,访谈及文件评估,工厂不存在强迫用工。工人可以在工作结束后可以自由离开,工人可以在合同到期以及提前一个月提交辞职后离开工厂。</p>	
<u>Remarks from Auditee</u>	

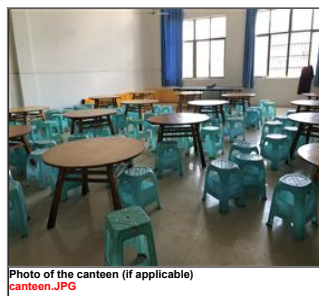
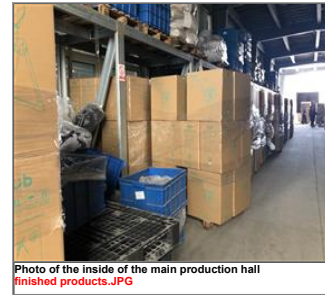
Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 148487] Audit Date: 15/04/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 123563] Audit Date: 14/05/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The overall observation showed that the auditee fully fulfilled the BSCI requirement of this performance area. The factory collected relevant laws and regulations of environmental protection, established the environment policy and procedure to identify and reduce the impacts of its activities to the environment. The environmental impact assessment report and the Environmental Acceptance Check of Construction Project are maintained for review.</p> <p>总体观察显示被审方在该执行领域符合BSCI的要求。工厂收集了环境保护相关的法律法规,建立了环境保护政策和程序去识别和减少其生产活动对环境的影响。环境影响评估报告和建筑项目竣工验收报告都存档供查阅。</p>	
<u>Remarks from Auditee</u>	
Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 148487] Audit Date: 15/04/2019 PA Score: B	Deadline date:16/07/2019
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>This was a follow up audit. Based on the satisfactory evidences, the main auditee partially respect this principle. Because: 这是一次跟进审核。基于令人满意的证据,被审核方部分尊重BSCI的本条原则,原因是:</p> <p>13.4 - Previous finding (May 14, 2018):The factory did not establish a confidential policy on personal private information, such as personal profile, health examination and other disciplinary measures etc. Follow up Audit (April 15, 2019): Corrective action not taken. 跟进审核(2019年4月15日):纠正措施未执行:工厂没有建立关于个人隐私信息的保密政策,如个人档案,健康体检及其他惩戒措施等。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 123563] Audit Date: 14/05/2018 PA Score: B	Deadline date:29/06/2018
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The overall observation showed that the auditee partially fulfilled the BSCI requirement of this performance area. The factory established a policy on ethical business behavior, and they established policies and procedures on Anti-corruption and Anti-bribery. The factory identified the situations and activities where acts of corruption, extortion or bribery are likely to occur in its context. The training on the ethical business behavior was provided for all employees. Through site observation, interview and documents review, the factory provided consistent information and documents, and no non-ethical behavior was observed. However, gaps were identified in implementation.</p> <p>总体观察显示被审方在该执行领域部分符合BSCI的要求。工厂建立了商业道德规范政策,建立了反腐败和反贿赂的政策和程序。工厂识别了可能发生贪污、勒索或贿赂行为的情形和活动。工厂给全体员工提供了商业道德规范的培训。根据现场观察,访谈和文件查阅,工厂提供了一致的信息和文件,没有发现不道德商业行为。但是,在执行过程中仍存在差距</p> <p>13.4 - The factory did not establish a confidential policy on personal private information, such as personal profile, health examination and other disciplinary measures etc. 工厂没有建立关于个人隐私信息的保密政策,如个人档案,健康体检及其他惩戒措施等</p>	
<u>Remarks from Auditee</u>	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	15/04/2019	148487	D	A	A	A	B	D	B	A	A	A	A	A	B	C
Full Audit	14/05/2018	123563	D	A	A	A	B	D	A	A	A	A	A	A	B	C

Producer Photos



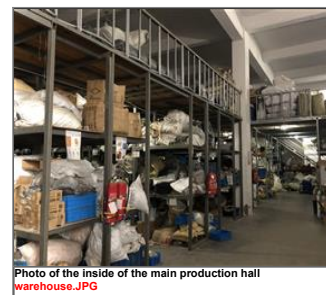
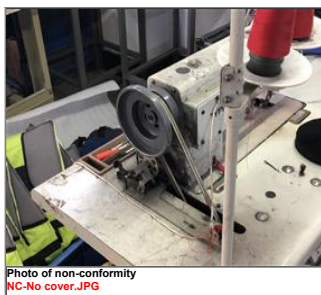
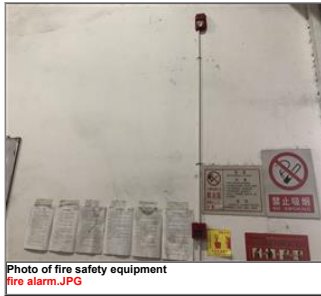




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