
Auditee :	ZHONG JIE EDUCATIONAL TOYS INDUSTRIAL CO.,LTD
Audit Date From :	20/11/2019
Audit Date To :	20/11/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	Cindy Bai(Lead)
Auditing Branch (if applicable) :	Intertek South China - Shenzhen



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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence
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: A B B B A A A A A A A B 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.
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: 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.
C Acceptable	<ul style="list-style-type: none"> Maximum 2 Performance Areas rated D No Performance Areas rated E These are three examples: 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 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.
D Insufficient	<ul style="list-style-type: none"> Maximum 6 Performance Areas rated E These are three examples: 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	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
E Unacceptable	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated E These are three examples: A A A A A A E E E E E E E A A B B C D E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
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 :	ZHONG JIE EDUCATIONAL TOYS INDUSTRIAL CO.,LTD		
DBID number :	386621		
Audit ID :	168100		
Address :	Beilong Area, Huadong Road, Guangyi Street, Chenghai District Shantou		
Province :	Guangdong	Country :	China
Management Representative :	Wu Xuan / HR. Supervisor		
Contact person:	Xuan Wu	Sector :	Non-Food
Industry Type :	Toys and Games	Product group :	toys
Product Type :	Toys (plastic toys and vinyl toys)		

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 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 : 20/11/2020

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

Executive summary of audit report

ZHONG JIE EDUCATIONAL TOYS INDUSTRIAL CO.,LTD (汕头市中杰科教玩具实业有限公司, the business number is: 91440515MA519GB77R) is located at Beilong Area, Huadong Road, Guangyi Street, Chenghai District, Shantou City, Guangdong. The total land area occupied by the facility is about 1,116 square meters. The facility established in 2008 and updated business license due to enterprise transition from factory to company in January 2018.

A total of 50 employees including 24 female employees and 26 male employees are currently working in the facility. The ages range from 19-68 years old. There are 5 local employees of Guangdong province and 45 migrant employees. Migrant employees mostly come from other provinces in China, such as Yunnan, Hubei, and etc.

In view of the facilities, the facility occupied one 11-storey production building as workshops, warehouse and office; one 11-storey building as dormitories for employee. The canteen and kitchen located on 1/F of the dormitory building was available for employees.
(Remark: The dormitory building connected with the production building, and shared one evacuation staircase passage. Both the dormitory building and production building had another 1 evacuation staircase passage respectively.)

The main products manufactured by the facility cover Plastic toys and vinyl toys. The main production processes are listed as follows: assembly, inspection and packing.
The production capacity is 100,000 pieces per month.
Total machines per type are: 2 packing machines, 1 drying machine, 5 assembly lines, and etc.

Remark:
No agency was used in the facility.
EIA Approval provided by the facility during the audit.

- The attendance records from October 1, 2018 to November 20, 2019 were provided for review at this audit. Based on the provided attendance records, all employees worked one shift and the normal working hour was from 08:00 to 17: 30 with 1.5 hours' lunch break from 12:00 to 13:30. All production employees generally worked from Monday to Friday and worked 8 hours on Saturday. Finger print system was used for time keeping and employees should print their fingers when they went in and out the workshop. The peak season was not obvious as per facility management.
- The payroll records from October 2018 to September 2019 were provided for review at this audit. Based on the provided payroll records, employees' wages were calculated on an hourly-rated basis. The lowest basic wages were RMB 1700 per month equivalent to 9.77 per hour that was above the legal requirement (RMB1550 per month). For overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on weekdays and rest days. Employees were paid by cash at about 20th day of each month after the previous wage calculation cycle. No statutory holidays existed in the past reviewed months.
- This is a follow-up audit and no finding was noted in previous audit for Performance areas of PA3, PA4, PA10 and PA11, so these Performance areas were not audited and all checkpoints were rated as Not Rated. No finding was noted in this follow up audit for PA8, PA9 and PA13.
- The findings were noted in performance area of PA1, PA2, PA5, PA6, PA7 and PA12.
- There are no agencies used by the auditee, which makes the agency labour contract not applicable. No EIA approval was obtained by the facility.
- Auditor name: Cindy Bai, APSCA registration number: RA21700282

Ratings Summary



Auditee's background information			
Auditee's name :	ZHONG JIE EDUCATIONAL TOYS INDUSTRIAL CO.,LTD	Legal status :	Limited company
Local Name :	汕头市杰科科教玩具实业有限公司(统一社会信用代码:91440515MA519GB77R)	Year in which the auditee was founded :	2008
Address :	Beilong Area, Huadong Road, Guangyi Street, Chenghai District	Contact person (please select) :	Xuan Wu
Province :	Guangdong	Contact's Email :	2841695262@qq.com
City :	Shantou	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	www.zhongjietoys.com
GPS coordinates :	N23°30'7.66, E116°45'15.90?	Total turnover (in Euros) :	639157.34
Sector :	Non-Food	Of which exports % :	70.00
Industry :	Toys and Games	Of which domestic market % :	30.00
If other, please specify :		Production volume :	100000 pieces per month
Product Group :	toys	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Toys (plastic toys and vinyl toys)		

Auditee's employment structure at the time of the audit			
Total number of workers :	50	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	26	24	
Temporary workers	0	0	
In management positions	4	2	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	22	21	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	26	24	
Production based workers	0	0	
With shifts at night	4	0	
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 - 168100] Audit Date: 20/11/2019 PA Score: D

Deadline date:19/05/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The facility had set up a management system to implement the BSCI Code of Conduct, and had appointed a senior manager to ensure that the BSCI values and principles are followed in a satisfactory manner. Furthermore, the facility communicated this Code to all employees by various training and bulletin board and to their suppliers by training. However, two findings were identified in this performance area, please refer to relevant checkpoint for details.

工厂有建立执行BSCI行为守则的管理体系，有委派高级经理以确保充分遵循BSCI价值和原则要求，并且有通过各种培训和公告将此行为准则传达给员工和供应商。但是，在此部分有发现两个问题点，具体参考相关的检查点。

- 1.1 - This finding had not been corrected. The factory had established social compliance policy and procedures based on amfori BSCI standards. However, the facility did not set up a fully effective management system to implement the amfori BSCI Code of Conduct and some non-compliances were identified during the audit in some performance areas, such as overtime control and EHS management. In accordance with amfori BSCI Social Requirement, there should be satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct.

此问题点没有改善。企业基于amfori BSCI标准建立起了一套社会责任政策和程序，但企业未能建立一个完全有效的amfori BSCI管理体系以执行amfori BSCI行为守则的要求，当前审核在几个执行领域发现一些有待完善的地方，比如加班管控和健康安全管控。依据amfori BSCI社会责任要求，受审核方必须有满意证据显示企业有建立有效的管理体系来执行amfori BSCI行为守则。

- 1.4 - This finding had not been corrected. There was no satisfactory evidence that the auditee's workforce capacity is properly organized to meet the expectations of the delivery order and/or contracts because negative answer was noted in Checkpoint 6.2 for exceeded monthly overtime hours. BSCI COC: The auditee's workforce capacity should be properly organized to meet the expectations of the delivery order and/or contracts.

此问题点没有改善。由于在检查点 6.2 有发现月加班超时的问题，所以没有充分的证据证明被审核方对员工数量合理规划以满足订单/合同要求。BSCI 行为守则：被审核方（生产商）应组织其劳工来达成交付订单和/或合同预期和要求。

Remarks from Auditee:

None

Full Audit [Audit Id - 141463] Audit Date: 28/12/2018 PA Score: D

Deadline date:30/06/2019

Good practices

Nil

Areas of improvement

The facility collected local law, regulation and amfori BSCI requirement. The facility HR Manager Mr. Yang Fu Ling was assigned to establish the management system to implement the amfori BSCI Code of Conduct based on the local law, regulation and amfori BSCI requirement. The facility conducted internal audit and management review once a year to ensure that the management system had been implemented effectively. In addition, the facility had established a policy and procedure to select the current and future significant business partners based on their social compliance performance. The facility required the business partners to sign amfori BSCI code of conduct and TOI, comply with amfori BSCI requirement. The facility conducted annual onsite monitoring report on significant business partners. However, two findings were identified in this performance area, please refer to relevant checkpoints for details.

企业收集了当地法律法规与amfori BSCI的要求，并委派工厂人事经理杨富岭先生，根据当地法律法规与amfori BSCI的要求，建立了amfori BSCI行为守则的管理体系。企业每年进行一次内审与管理评审，以确保该管理体系得到有效地执行。此外企业建立了基于商业伙伴的社会责任的表现来选择现有的和潜在的商业伙伴的政策和程序。企业要求商业伙伴签署amfori BSCI行为守则与TOI,遵守amfori BSCI的要求，并每年对重要商业伙伴进行现场评估。然而，在此部分有发现两个问题点，具体参考相关的检查点。

- 1.1 - The factory had established social compliance policy and procedures based on amfori BSCI standards. However, the facility did not set up a fully effective management system to implement the amfori BSCI Code of Conduct and some non-compliances were identified during the audit in some performance areas, such as overtime control and EHS management. In accordance with amfori BSCI Social Requirement, there should be satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct.

企业基于amfori BSCI标准建立起了一套社会责任政策和程序，但企业未能建立一个完全有效的amfori BSCI管理体系以执行amfori BSCI行为守则的要求，当前审核在几个执行领域发现一些有待完善的地方，比如加班管控和健康安全管控。依据amfori BSCI社会责任要求，受审核方必须有满意证据显示企业有建立有效的管理体系来执行amfori BSCI行为守则。

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

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

Remarks from Auditee

Nil

Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 168100] Audit Date: 20/11/2019 PA Score: B	Deadline date:19/05/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The facility posted amfori BSCI Code of Conduct in notice board for employees reading and the facility provided regular training on right and obligation and general social compliance requirement to employees and management. The facility established ongoing communication about social requirements between workers and management. Moreover, the facility had set an effective operation grievance mechanism to protect workers' benefit. However, two findings were identified in this performance area, please refer to relevant checkpoints for details. 企业在公告栏张贴amfori BSCI行为守则供员工参考, 并提供定期培训让员工与管理了解权利与社会责任的基本要求。企业也建立了员工与管理层定期沟通的制度。另外企业有建立有效运行的申诉机制以保护员工利益。但是, 在此部分有发现两个问题点, 具体参考相关的检查点。</p> <p>2.2 - This finding had not been corrected. As per document review and management and employee interview, the facility defined a long term goals to protect workers. However, workers and workers representatives did not involve in defining the goals. In accordance with amfori BSCI social compliance requirement, the facility should define long term goals to protect workers according to the amfori BSCI Code of Conduct. 此次问题点没有改善。通过文件审核和管理层以及员工面谈, 发现企业制定了保护员工的长远目标。但是, 未让工人和工人代表参与以共同明确目标。依据amfori BSCI 社会责任要求, 企业应该依据amfori BSCI的行为准则制定一个长远的目标来保护员工。</p> <p>2.4 - This finding had not been corrected. The auditee maintained training records on the amfori BSCI Code of Conduct and TOI. However, about 50% interviewees were not clear of the basic definition or requirements. In accordance with amfori BSCI social compliance requirement, the facility should provide amfori BSCI training to all levels of employees in the facility and ensure they well know amfori BSCI requirement. 此问题点没有改善。尽管被审核方保留amfori BSCI新版的行为守则及生产商专用实施条款相关培训的资料和记录, 但约50%受访员工不清楚基本的概念及要求。依据amfori BSCI 社会责任要求, 企业应该提供充分的amfori BSCI的培训给各阶层的员工, 并确保他们很好的知悉amfori BSCI的要求。</p>	
Remarks from Auditee: None	
Full Audit [Audit Id - 141463] Audit Date: 28/12/2018 PA Score: B	Deadline date:30/06/2019
Good practices Nil	
Areas of improvement <p>The facility posted amfori BSCI Code of Conduct in notice board for employees reading and the facility provided regular training on right and obligation and general social compliance requirement to employees and management. The facility established ongoing communication about social requirements between workers and management. Moreover, the facility had set an effective operation grievance mechanism to protect workers' benefit. However, two findings were identified in this performance area, please refer to relevant checkpoints for details. 企业在公告栏张贴amfori BSCI行为守则供员工参考, 并提供定期培训让员工与管理了解权利与社会责任的基本要求。企业也建立了员工与管理层定期沟通的制度。另外企业有建立有效运行的申诉机制以保护员工利益。但是, 在此部分有发现两个问题点, 具体参考相关的检查点。</p> <p>2.2 - As per document review and management and employee interview, the facility defined a long term goals to protect workers. However, workers and workers representatives did not involve in defining the goals. In accordance with amfori BSCI social compliance requirement, the facility should define long term goals to protect workers according to the amfori BSCI Code of Conduct. 通过文件审核和管理层以及员工面谈, 发现企业制定了保护员工的长远目标。但是,未让工人和工人代表参与以共同明确目标。依据amfori BSCI 社会责任要求, 企业应该依据amfori BSCI的行为准则制定一个长远的目标来保护员工。</p> <p>2.4 - The auditee maintained training records on the amfori BSCI Code of Conduct and TOI. However, about 40% interviewees were not clear of the basic definition or requirements. In accordance with amfori BSCI social compliance requirement, the facility should provide amfori BSCI training to all levels of employees in the facility and ensure they well know amfori BSCI requirement. 尽管被审核方保留amfori BSCI新版的行为守则及生产商专用实施条款相关培训的资料和记录, 但约40%受访员工不清楚基本的概念及要求。依据amfori BSCI 社会责任要求, 企业应该提供充分的amfori BSCI的培训给各阶层的员工, 并确保他们很好的知悉amfori BSCI的要求。</p>	
Remarks from Auditee Nil	

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 168100] Audit Date: 20/11/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No violation was noted in last audit. This PA was not rated during this follow up audit. 上次审核没有发现问题点。此次跟进审核，该部分没有评估。	
Remarks from Auditee:	
Full Audit [Audit Id - 141463] Audit Date: 28/12/2018 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> No nonconformance was observed. 没有发现不符合项。	
<u>Remarks from Auditee</u> Nil	
Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 168100] Audit Date: 20/11/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No violation was noted in last audit. This PA was not rated during this follow up audit. 上次审核没有发现问题点。此次跟进审核，该部分没有评估。	
Remarks from Auditee:	
Full Audit [Audit Id - 141463] Audit Date: 28/12/2018 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> No nonconformance was observed. 没有发现不符合项。	
<u>Remarks from Auditee</u> Nil	

Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 168100] Audit Date: 20/11/2019 PA Score: B	Deadline date:19/05/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT:	
<p>Based on the payroll records from October 2018 to September 2019 provided by the facility, all employees' wages were calculated on an hourly rated basis. The lowest employees' basic wages were RMB9.77 per hour, which was higher than the local legal requirement RMB8.91 per hour. For overtime wages, 150%, 200% and 300% of basic wages were paid to employees for overtime on workdays, rest days and public holidays respectively. Employees were paid by cash on or before 20th of each month after the previous wage calculation cycle. The facility had provided social benefits such as paid annual leave etc to eligible employees, and also provided at least RMB200 per month as full attendance bonus to all employees. All employees had been provided with written and understandable information about their employment conditions in respect to wages during orientation training. However, two findings were identified in this performance area and please refer to relevant checkpoints for details.</p> <p>基于企业提供的2018年10月至2019年09月工资记录,发现员工的工资按时薪方式计算,员工基本工资为至少每小时9.77元,高于当地最低工资标准每小时8.91元。工作日加班,休息日加班和节假日加班分别按1.5倍,2倍和3倍的基本工资计算。员工工资按月在次月20号之前以现金的形式发放。企业有提供年假等法律规定的福利给相关人员,也有提供每月至少人民币200元的全勤奖金给员工。所有员工在入职之前已被告知企业的工作条件和待遇等信息。但是,在此部分有发现两个问题点,具体参考相关的检查点。</p>	
5.4 -	<p>This finding had not been corrected. The facility management did not collect the Basic Needs Wage information, and the facility management knew that they should provide sufficient remuneration that allows workers to meet a decent living standard. However, based on the provided payroll records, the facility paid employees as minimum RMB1700 per month for the normal working hours, which was above the local minimum wage (RMB1550). BSCI COC: The auditee should provide sufficient remuneration that allows workers to meet a decent living standard.</p> <p>此问题点没有改善。企业没有搜集关于Basic Needs Wage的信息,企业也知道他们应该按照BSCI的要求提供足够的待遇让员工过上体面的生活。不过,基于企业提供的工资表,工厂给员工的正班工资为最低每月人民币1700元,高于当地最低工资RMB1550。BSCI行为准则:被审核方(生产商)应支付足够的报酬使工人达到体面生活标准。</p>
5.5 -	<p>This finding had not been corrected. Through document review, auditor found that there were total 50 employees (including 2 retirees) in the facility. All employees were hired by the facility directly. Based on the social insurance coverage status of November 2019, it was noted that only 4 out of 49 employees (8%) had participated in basic endowment insurance, unemployment insurance, employment injury insurance, and maternity insurance. No employee (0%) had participated in basic medical insurance. Through management interview and employee interview, auditor noted that some employees did not want to participate in social insurance. Remark: The facility purchased commercial group injury insurance for 16 employees, with validation from December 9, 2018 until December 9, 2019. In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state.</p> <p>此问题点没有改善。通过文件审核,发现被审核方共50名员工(其中包含2名退休工人),所有员工均是工厂自己直接聘用的员工。基于2019年11月的社保收据,49名员工中仅有4名员工(8%)参加了养老保险,失业保险,工伤保险,生育保险。无人(0%)参加医疗保险。通过管理人员访谈及员工访谈了解到部分员工不愿意购买社保。备注:企业为16名员工购买了商业的团体意外伤害保险,有效期从2018年12月9日至2019年12月9日。依据《中华人民共和国社会保险法》第十条,职工应当参加基本养老保险,由用人单位和职工共同缴纳基本养老保险费。第二十三条职工应当参加职工基本医疗保险,由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条职工应当参加工伤保险,由用人单位缴纳工伤保险费,职工不缴纳工伤保险费。第四十四条职工应当参加失业保险,由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条职工应当参加生育保险,由用人单位按照国家规定缴纳生育保险费,职工不缴纳生育保险。</p>
Remarks from Auditee: None	
Full Audit [Audit Id - 141463] Audit Date: 28/12/2018 PA Score: B	Deadline date:30/06/2019
Good practices Nil	
Areas of improvement	
<p>Based on the payroll records from December 2017 to November 2018 provided by the facility, all employees' wages were calculated on an hourly rated basis. The lowest employees' basic wages were RMB9.77 per hour, which was higher than the local legal requirement RMB8.91 per hour. For overtime wages, 150%, 200% and 300% of basic wages were paid to employees for overtime on workdays, rest days and public holidays respectively. Employees were paid by cash on or before 15th of each month after the previous wage calculation cycle. The facility had provided social benefits such as paid annual leave etc to eligible employees, and also provided at least RMB200 per month as full attendance bonus to all employees. All employees had been provided with written and understandable information about their employment conditions in respect to wages during orientation training. However, two findings were identified in this performance area and please refer to relevant checkpoints for details.</p> <p>基于企业提供的2017年12月至2018年11月工资记录,发现员工的工资按时薪方式计算,员工基本工资为至少每小时9.77元,高于当地最低工资标准每小时8.91元。工作日加班,休息日加班和节假日加班分别按1.5倍,2倍和3倍的基本工资计算。员工工资按月在次月15号或15号之前以现金的形式发放。企业有提供年假等法律规定的福利给相关人员,也有提供每月至少人民币200元的全勤奖金给员工。所有员工在入职之前已被告知企业的工作条件和待遇等信息。但是,在此部分有发现两个问题点,具体参考相关的检查点。</p>	
5.4 -	<p>The facility management was not aware of Basic Needs Wage. Based on the provided payroll records, the facility paid at least RMB9.77 per hour for employees for the normal working hours, which was higher than the local minimum wage standard RMB8.91 per hour. In accordance with the amfori BSCI Social Requirements, the auditee should provide sufficient remuneration that allows workers to meet a decent standard of living. 企业对Basic Needs Wage没有了解。基于企业提供的工资表,企业给员工按照至少每小时人民币9.77元支付对应的正班工作时间,高于当地最低工资标准的每小时8.91元。根据amfori BSCI社会责任要求,受审核方应该提供足够的福利待遇让员工过上体面的生活。</p>
5.5 -	<p>Through document review, auditor found that there were total 49 employees (including 3 retirees) in the facility. All employees were hired by the facility directly. Based on the social insurance coverage status of December 2018, it was noted that only 1 out of 46 employees (2%) had participated in basic endowment insurance, unemployment insurance, employment injury insurance, and maternity insurance. No employee (0%) had participated in basic medical insurance. Through management interview and employee interview, auditor noted that some employees did not</p>

want to participate in social insurance. Remark: The facility purchased commercial group injury insurance for 16 employees, with validation from December 9, 2018 until December 9, 2019. In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state.

通过文件审核,发现被审核方共49名员工(其中包含3名退休工人),所有员工均是工厂自己直接聘用的员工。基于2018年12月的社保收据,46名员工中仅有1名员工(2%)参加了养老保险,失业保险,工伤保险,生育保险。无人(0%)参加医疗保险。通过管理人员访谈及员工访谈了解到部分员工不愿意购买社保。备注:企业为16名员工购买了商业的团体意外伤害保险,有效期从2018年12月9日至2019年12月9日。依据《中华人民共和国社会保险法》第十条,职工应当参加基本养老保险,由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险,由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险,由用人单位缴纳工伤保险费,职工不缴纳工伤保险费。第四十四条 职工应当参加失业保险,由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险,由用人单位按照国家规定缴纳生育保险费,职工不缴纳生育保险。

Remarks from Auditee

Nil

Performance Area 6 : Decent Working Hours	
1- Followup Audit [Audit Id - 168100] Audit Date: 20/11/2019 PA Score: D	Deadline date:19/05/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The attendance records from October 1, 2018 to November 20, 2019 were provided for review in the audit. Based on the provided attendance records and employee interview, it was noted that finger print attendance system was used for time keeping for all employees, employees should scan their finger print when they go in and out of the facility. The normal working hour was 5 days per week and 8 hours per day. Workers worked overtime voluntarily. Peak month was not obvious per the facility management. All employees except for security guards worked in 1 shift, the working hours are from 8:00 to 12:00, 13:30 to 17:30. Most of employees normally worked overtime for 2 to 3 hours on normal working days and 8 hours on Saturdays. Kitchen staffs worked from 8:30 to 14:00, 15:00 to 19:30 including 2 hours' overtime. Security guards worked in 3 shifts, the working hours are from 8:00 to 16:00, or from 16:00 to 00:00, or from 00:00 to 08:00. All employees enjoyed 1 day off after 6 consecutive working days. However, one finding was identified in this performance area and please refer to relevant checkpoint for details.</p> <p>基于企业提供的2018年10月1日至2019年11月20日的考勤记录与员工访谈,发现所有员工采用指纹考勤系统记录考勤,所有员工在上下班均需扫描指纹.员工的正班时间为每周5天每天8小时.员工按个人意愿加班.生产旺季不明显.除保安外,所有员工为1班工作制,工作时间为8:00至12:00,13:30至17:30.大部分员工在工作日通常加班2至3小时,周六通常加班8小时.厨房工人工作时间为08:30至14:00,15:00至19:30,其中包含2小时加班时间.保安为3班工作制,工作时间分别为8:00至16:00,或16:00至00:00,或00:00至08:00.所有员工每6天连续工作后休息1天.但是,在此部分有发现一个问题点,具体参考相关的检查点.</p> <p>6.2 - This finding had not been corrected. Through document review, it was noted that the monthly overtime hours of 8 out of 8 randomly selected samples ranged was 80 hours in September 2019 (current month); the monthly overtime hours of 8 out of 8 randomly selected samples ranged 86 hours in June 2019 (random month); the monthly overtime hours of 8 out of 8 randomly selected samples ranged from 77 to 80 hours in January 2019 (random month). In accordance with the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.</p> <p>此问题点没有改善.通过文件审核,审核员发现在抽取的2019年09月份(当前月)的考勤中,8名随机抽取的样本中8人的月加班时间为80小时;2019年6月份(随机月)的考勤中,8名随机抽取的样本中8人的月加班时间为86小时;2019年1月份(随机月)的考勤中,8名随机抽取的样本中8人的月加班时间为77至80小时.依据《中华人民共和国劳动法》第41条,用人单位由于生产经营需要,经与工会和劳动者协商后可以延长工作时间,一般每日不得超过一小时;因特殊原因需要延长工作时间的,在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时,但是每月不得超过三十六小时.</p>	
Remarks from Auditee: None	
Full Audit [Audit Id - 141463] Audit Date: 28/12/2018 PA Score: D	Deadline date:30/06/2019
Good practices Nil	
Areas of improvement <p>The attendance records from December 1, 2017 to December 28, 2018 were provided for review in the audit. Based on the provided attendance records and employee interview, it was noted that finger print attendance system was used for time keeping for all employees, employees should scan their finger print when they go in and out of the facility. The normal working hour was 5 days per week and 8 hours per day. Workers worked overtime voluntarily. Peak month was not obvious per the facility management. All employees except for security guards worked in 1 shift, the working hours are from 8:00 to 12:00, 13:30 to 17:30. Most of employees normally worked overtime for 2 to 3 hours on normal working days and 8 hours on Saturdays. Kitchen staffs worked from 8:30 to 14:00, 15:00 to 19:30 including 2 hours' overtime. Security guards worked in 3 shifts, the working hours are from 8:00 to 16:00, or from 16:00 to 00:00, or from 00:00 to 08:00. All employees enjoyed 1 day off after 6 consecutive working days. However, one finding was identified in this performance area and please refer to relevant checkpoint for details.</p> <p>基于企业提供的2017年12月1日至2018年12月28日的考勤记录与员工访谈,发现所有员工采用指纹考勤系统记录考勤,所有员工在上下班均需扫描指纹.员工的正班时间为每周5天每天8小时.员工按个人意愿加班.生产旺季不明显.除保安外,所有员工为1班工作制,工作时间为8:00至12:00,13:30至17:30.大部分员工在工作日通常加班2至3小时,周六通常加班8小时.厨房工人工作时间为08:30至14:00,15:00至19:30,其中包含2小时加班时间.保安为3班工作制,工作时间分别为8:00至16:00,或16:00至00:00,或00:00至08:00.所有员工每6天连续工作后休息1天.但是,在此部分有发现一个问题点,具体参考相关的检查点.</p> <p>6.2 - Through document review, it was noted that the monthly overtime hours of 7 out of 8 randomly selected samples ranged from 84 to 85 hours in November 2018 (current month); the monthly overtime hours of 7 out of 8 randomly selected samples ranged from 85 to 88 hours in August 2018 (random month); the monthly overtime hours of 8 out of 8 randomly selected samples ranged from 40 to 80 hours in April 2018 (random month). In accordance with the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.</p> <p>通过文件审核,审核员发现在抽取的2018年11月份(当前月)的考勤中,8名随机抽取的样本中7人的月加班时间为84至85小时;2018年8月份(随机月)的考勤中,8名随机抽取的样本中7人的月加班时间为85至88小时;2018年4月份(随机月)的考勤中,8名随机抽取的样本中8人的月加班时间为40至80小时.依据《中华人民共和国劳动法》第41条,用人单位由于生产经营需要,经与工会和劳动者协商后可以延长工作时间,一般每日不得超过一小时;因特殊原因需要延长工作时间的,在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时,但是每月不得超过三十六小时.</p>	
Remarks from Auditee Nil	

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 168100] Audit Date: 20/11/2019 PA Score: B

Deadline date:19/05/2020

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The facility had established written policy and procedures pertaining to health and safety work condition. The current information on local and national laws and regulations concerning health and safety had been collected by the facility, which was used as basis to establish its procedure and policy. The facility maintained a comfortable temperature throughout the work floor. All switches in the electrical control panels had been labeled with warning sign. All safety exits were affixed with both exit signs and emergency lights. The facility installed sufficient fire extinguishers, fire hydrant, fire alarm system and fire sprinkler system in the facility. All fire fighting equipment were inspected once a month. All safety exits and evacuation passageway were kept unblocked. Evacuation maps were posted in the workshops. Fire hydrant and fire alarm worked normally through testing during audit day. Sufficient first aid kits stocked with necessary supplies were provided in workshop. Drinkable water was available in workshop and employee can access freely. Work instructions or guidelines were posted in each workstation. Employees had received regular and recorded health & safety training such as fire drill, fire safety training, and machine safety operation, and etc. However, findings were identified in this performance area and please refer to relevant checkpoints for details. Remark for 7.23: No transportation was provided by the facility.

企业建立了关于健康和安全的政策和程序,并收集了与健康和安全相关的法律法规,将之用作建立程序和政策的基础。企业有保持舒适的工作环境。所有配电箱开关有张贴警示标示。所有安全出口有安装出口标识和应急灯,车间有安装足够的灭火器,消防栓,消防警铃和喷淋系统。所有消防设施每月点检一次。所有安全出口与消防通道都是保持畅通无阻的状态。车间有张贴疏散平面图,消防栓和消防警铃在审核当天经测试均可正常工作。车间配有装有足够药品的急救箱,车间配备了饮用水台,员工可以自由取用。工作岗位均张贴了作业指导,工人有定期接受健康安全培训如消防演习,消防培训,机器安全操作等。但是,在此部分有发现问题点,具体参考相关的检查点。针对7.23的备注:企业未提供交通给员工。

- 7.1 - 1) This is finding had been corrected. The facility had provided the certificate of safety production knowledge and management skill of the principal in charge and persons for the management of work safety for review. The valid date was August 20 and September 20, 2020. 2) This finding had not corrected. Through document review, it was noted that the facility was not fully complied with law requirements on Health and Safety such as occupational safety, and etc. Please refer to checkpoints in PA7 for details. In accordance with amfori BSCI Social Requirements, the auditee should ensure its activities are in observance of the occupational health and safety regulations
1) 此问题点已经改善。工厂已经提供了主要负责人和安全管理人证书供审核。有效期至2020年8月20日和2020年9月20日。2) 此问题点没有改善。工厂未完全遵守关于健康安全的法定要求,如在职业安全等方面有违反项,具体参考PA7检查点。依据amfori BSCI社会责任要求,受审核方需确保完全符合健康安全方面的法规要求。
- 7.2 - This is finding had not been corrected. Based on the social insurance coverage status of November 2019 and commercial insurance receipt, it was noted that 20 out of 50 employees did not participate in employment injury insurance. In accordance with the Social Insurance Law of the People's Republic of China, Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees.
此问题点没有改善。基于2019年11月的社保发票和商业保险收据,发现受审核方共有50员工,其中有20名员工未参加工伤保险。依据《中华人民共和国社会保险法》第三十三条,职工应当参加工伤保险,由用人单位缴纳工伤保险费,职工不缴纳工伤保险费。
- 7.4 - This is finding had not been corrected. Workers and their representative were not involved in health and safety risk assessment. In accordance with amfori BSCI Social Requirements, workers and their representative should involve in health and safety risk assessment.
此问题点没有改善。审核发现工人和工人代表没有受邀参与职业健康安全风险的评估。根据amfori BSCI社会责任要求,工人和工人代表应当参与职业健康安全风险的评估。
- 7.5 - This is finding had not been corrected. During facility tour, auditor found that there were 3 cargo lifts in the facility, however the facility could not provide the safety management staff of the cargo lifts for review. In accordance with Regulations on Safety Supervision of Special Appliance article 38, the operator of special appliances (mentioned in Article 2, such as boiler, compressing equipment, lift, lifting appliance, Operators and managers of special vehicles in the factory (onsite) shall undergo relevant examination and qualifications to obtain special appliances certificate from the Special Appliance Quality Safety Monitoring department before operating those appliances.
此问题点没有改善。在现场巡查时,审核员发现企业有3台货梯,但企业无法提供电梯安全管理员作业证书供审阅。依据《特种设备安全监察条例》第38条,第三十八条 锅炉、压力容器、电梯、起重机械、客运索道、大型游乐设施、场(厂)内专用机动车辆的作业及其相关管理人员(以下统称特种设备作业人员),应当按照国家有关规定经特种设备安全监督管理部门考核合格,取得国家统一格式的特种作业人员证书,方可从事相应的作业或者管理工作。
- 7.6 - New finding. Auditor found that 2 out of 2 employees contacting with glue for products in the assembly workshop only wore ordinary one-off mask and did not wear gloves. Local Law: In accordance with Law of the PRC on Work Safety article 42, manufacturing units shall provide personal protective equipment to employees. Manufacturing units shall supervise and train employees to ensure they properly wear and use the personal protective equipment.
新问题。审核中发现工厂组装车间有2名使用胶水的员工只佩戴了普通的一次性口罩并且没有佩戴手套。法规要求:依据《中华人民共和国安全生产法》第42条,生产经营单位必须为从业人员提供符合国家标准或者行业标准的劳动防护用品,并监督、教育从业人员按照使用规则佩戴、使用。
- 7.7 - 1) This is finding had been corrected. As per facility tour, auditor noted that the facility had attached Chinese label for chemical, such as glue. 2) This finding had not been corrected. During facility tour, auditor found that there was no secondary containment for chemical, such as glue. In assembly workshop in the facility. In accordance with Regulations on the Safety Management of Dangerous Chemicals article 20, The units producing, storing dangerous chemicals shall, according to the categories and hazardous characteristics of the dangerous chemicals they producing, storing, set up the corresponding safety facilities and equipments for monitoring, aeration, protection against exposure to sun, temperature adjusting, fireproof, fire fighting, flameproof, pressure discharging, prevention of toxicants, neutralization, moistureproof, protection against thunder, protection against static, antiseptis, prevention of leakage, protection dams or segregated operations, etc.. In addition, the units shall carry out maintenance and caring regularly according to the national standards, industrial standards or the relevant provisions of the State, thus to guarantee the safety operations of facilities and equipments.
1)此问题点已经改善。通过现场走访,审核员发现工厂已经给化学品粘贴上标签了,比如胶水。2)此问题点没有改善。在现场巡查时,审核员发现企业使用的化学品如胶水没有按要求设置防泄漏安全措施。危险化学品安全管理条例第二十条,生产、储存危险化学品的单位,应当根据其生产、储存的危险化学品的种类和危险特性,在作业场所设置相应的监测、监控、通风、防晒、调温、防火、防爆、泄压、防毒、中和、防潮、防雷、防静电、防腐、防泄漏以及防护围堤或者隔离操作等安全设施、设备,并按照国家标准、行业标准或者国家有关规定对安全设施、设备进行经常性维护、保养,保证安全设施、设备的正常使用。生产、储存危险化学品的单位,应当在其作业场所和安全设施、设备上设置明显的安全警示标志。
- 7.17 - 1) This finding had been corrected. As per document review, the facility had provided the inspection report for all 3 cargo lifts, the valid date was till to March 2020. 2) This finding had been corrected. As per document review, the facility had provided the registered certificate for all 3 cargo lifts, the registered date was March 23, 2019.
1)此问题点已经改善。工厂已经提供了3部货梯的检验报告,有效期至2020年3月。2)此问题点已经改善。根据文件审核,工厂已经提供了3部货梯的登记证,登记日期是2019年3月23日。
- 7.21 - 1) This finding had not been corrected. During facility tour, auditor found that one kitchen and canteen located at 1/F of one 11-storey dormitory building. But no valid Food Operation Permit was provided for review. In accordance with the Administrative Measures on Food Operation

	<p>Permission Article 4, Food operation permission shall follow the principle of one permit for one site. Namely, one Food Operation Permit shall be obtained prior to the food operator engages in food business operations in a particular site. 2) This finding had not been corrected. During document review, total 2 staffs (cooks) working in kitchen, but the facility only provided photocopy, instead of original copy of the health certificate for review. In accordance with the PRC Law on food safety article 45, Personnel for food production and trading shall obtain health certificate prior to get on duty if they come into contact with ready-to-eat food, and they shall undergo a medical examination yearly.</p> <p>1)此问题没有改善。在现场巡查时, 审核员发现企业一栋十一层宿舍楼的一楼用作餐厅和厨房, 但企业未提供食品经营许可证。依据《食品经营许可管理办法》第4条, 食品经营许可实行一地一证原则, 即食品经营者在一个经营场所从事食品经营活动, 应当取得一个食品经营许可证。2) 此问题没有改善。过文件审核, 审核员发现在食堂工作的2名厨工, 但企业仅提供健康证明的复印件供查看, 未提供原件。依据《中华人民共和国食品安全法》第45条, 从事接触直接入口食品工作的食品生产经营人员应当每年进行健康检查, 取得健康证明后方可上岗工作。</p> <p>7.24 - 1) This finding had not been corrected. During facility tour, auditor found that the facility did not provide the personal cabinet to keep their personal belongs in the dormitory rooms. Local law: In accordance with amfori BSCI Social requirements, the dormitory should provide safe places for workers to keep their personal belongings. 2) This finding had not been corrected. During facility tour, auditor found that facility dormitory building connected the production building, and shared one evacuation staircase passage. (The dormitory building and production building had another 1 evacuation staircase passage respectively.) In accordance with the Code of Design on Building Fire Protection and Prevention (GB50016-2014) article 3.3.5, Staff dormitory is prohibited to be set up at a factory building; and article 3.3.9, Staff dormitory is prohibited to be set up in a warehouse.</p> <p>1)此问题没有改善。在现场巡查时, 审核员发现企业在宿舍没有提供储物柜给员工存放个人物品。根据amfori BSCI社会责任要求, 宿舍需要提供安全的地方供员工存放个人物品。2) 此问题没有改善。在现场巡查时, 审核员发现工厂员工宿舍与生产楼相连, 共用一个疏散楼梯。(生产楼与宿舍楼分别各自另有一个疏散楼梯。)依据《建筑设计防火规范GB50016-2014》第3.3.5条, 员工宿舍严禁设置在厂房内, 和第3.3.9条, 员工宿舍严禁设置在仓库内。</p>
<p>Remarks from Auditee: None</p>	
<p>Full Audit [Audit Id - 141463] Audit Date: 28/12/2018 PA Score: B</p>	<p>Deadline date:30/06/2019</p>
<p><u>Good practices</u></p>	
<p>Nil</p>	
<p><u>Areas of improvement</u></p>	<p>The facility had established written policy and procedures pertaining to health and safety work condition. The current information on local and national laws and regulations concerning health and safety had been collected by the facility, which was used as basis to establish its procedure and policy. The facility maintained a comfortable temperature throughout the work floor. All switches in the electrical control panels had been labeled with warning sign. All safety exits were affixed with both exit signs and emergency lights. The facility installed sufficient fire extinguishers, fire hydrant, fire alarm system and fire sprinkler system in the facility. All fire fighting equipment were inspected once a month. All safety exits and evacuation passageway were kept unblocked. Evacuation maps were posted in the workshops. Fire hydrant and fire alarm worked normally through testing during audit day. Sufficient first aid kits stocked with necessary supplies were provided in workshop. Drinkable water was available in workshop and employee can access freely. Work instructions or guidelines were posted in each workstand. Employees had received regular and recorded health & safety training such as fire drill, fire safety training, and machine safety operation, and etc. However, thirteen findings were identified in this performance area and please refer to relevant checkpoints for details. Remark for 7.23: No transportation was provided by the facility.</p> <p>企业建立了关于健康和安全的政策和程序,并收集了与健康和安全相关的法律法规, 将之用作建立程序和政策的基础。企业有保持舒适的工作环境。所有电箱开关有张贴警示标示。所有安全出口有安装出口标识和应急灯, 车间有安装足够的灭火器, 消防栓,消防警铃和喷淋系统。所有消防设施每月点检一次。所有安全出口与消防通道都是保持畅通无阻的状态。车间有张贴疏散平面图。消防栓和消防警铃在审核当天经测试均可正常工作。车间配有装有足够药品的急救箱,车间配备了饮用水台, 员工可以自由取用。工作岗位均张贴了作业指导,工人有定期接受健康安全培训如消防演习,消防培训,机器安全操作等。但是,在此部分有发现十三个问题点, 具体参考相关的检查点。针对7.23的备注: 企业未提供交通给员工。</p> <p>7.1 - 1) During document review, auditor found that the facility could not provide the training records / certificate of safety production knowledge and management skill of the principal in charge and persons for the management of work safety for review. In accordance with the Law of the PRC on Work Safety Article 24, The principal in charge and persons for the management of work safety in production and business entities have to have the knowledge about work safety and the competence for the management, which are commensurate with the production and business activities of these entities. The principal in charge and persons for the management of work safety in production and business entities that produce, trade or store hazardous articles, and mines, metal smelting, building construction, and road transport shall only be appointed to the posts after they pass the examinations in their knowledge about work safety and their competence in the management conducted by the competent departments for work safety supervision and administration. No fees shall be charged for taking such examinations. Entities that produce or store hazardous articles, and mines, metal smelting shall have certified safety engineer to work on the management of work safety. 2) Through document review, it was noted that the facility was not fully complied with law requirements on Health and Safety such as occupational safety, and etc. Please refer to checkpoints in PA7 for details. In accordance with amfori BSCI Social Requirements, the auditee should ensure its activities are in observance of the occupational health and safety regulations.</p> <p>1)在文件审核时, 企业无法提供该企业主要负责人和安全生产管理人员的安全生产知识和管理能力培训记录/证书供审阅。依据《中华人民共和国安全生产法》第24条, 生产经营单位的主要负责人和安全生产管理人员必须具备与本单位所从事的生产经营活动相应的安全生产知识和管理能力。危险物品的生产、经营、储存单位以及矿山、金属冶炼、建筑施工、道路运输单位的主要负责人和安全生产管理人员, 应当由主管的负有安全生产监督管理职责的部门对其安全生产知识和管理能力考核合格。考核不得收费。危险物品的生产、储存单位以及矿山、金属冶炼单位应当有注册安全工程师从事安全生产管理工作。2)工厂未完全遵守关于健康安全的法定要求,如在职业安全等方面有违反项,具体参考PA7检查点。依据amfori BSCI社会责任要求, 受审核方需确保完全符合健康安全方面的法规要求。</p> <p>7.2 - Based on the social insurance coverage status of December 2018, it was noted that 32 out of 49 employees did not participate in employment injury insurance. In accordance with the Social Insurance Law of the People's Republic of China, Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. 基于2018年12月的社保发票, 发现受审核方共有49员工, 其中有32名员工未参加工伤保险。依据《中华人民共和国社会保险法》第三十三条,职工应当参加工伤保险, 由用人单位缴纳工伤保险费, 职工不缴纳工伤保险费。</p> <p>7.4 - Workers and their representative were not involved in health and safety risk assessment. In accordance with amfori BSCI Social Requirements, workers and their representative should involve in health and safety risk assessment. 审核员发现工人和工人代表没有受邀参与职业健康安全风险的评估。根据amfori BSCI社会责任要求, 工人和工人代表应当参与职业健康安全风险的评估。</p> <p>7.5 - During facility tour, auditor found that there were 3 cargo lifts in the facility, however the facility could not provide the safety management staff of the cargo lifts for review. In accordance with Regulations on Safety Supervision of Special Appliance article 38, the operator of special appliances (mentioned in Article 2, such as boiler, compressing equipment, lift, lifting appliance, Operators and managers of special vehicles in the factory (onsite) shall undergo relevant examination and qualifications to obtain special appliances certificate from the Special Appliance Quality Safety Monitoring department before operating those appliances. 在现场巡查时, 审核员发现企业有3台货梯, 但企业无法提供电梯安全管理员作业证书供审阅。依据《特种设备安全监察条例》第38条, 第三十八条锅炉、压力容器、电梯、起重机械、客运索道、大型游乐设施、场(厂)内专用机动车辆的作业人员及其相关管理人员(以下统称特种设备作业人</p>

	<p>员), 应当按照国家有关规定经特种设备安全监督管理部门考核合格, 取得国家统一格式的特种作业人员证书, 方可从事相应的作业或者管理工作。</p>
<p>7.7 -</p>	<p>1) During facility tour, auditor found that there was no labels for the chemicals used and stored in color-painting workshop on 9/F and packing workshop on 3/F in the production building, and chemicals stored in the chemical warehouse such as paint and thinner. In accordance with the Regulations on the Safe Use of Chemicals in Workplace, Article 12 The unit, which uses chemical, shall set up identification label for all chemicals in using. For dangerous chemical, a safety label shall be applied and MSDS be provided for worker. 2) During facility tour, auditor found that there was no secondary containment for all chemicals stored and used in the facility. In accordance with Regulations on the Safety Management of Dangerous Chemicals article 20, The units producing, storing dangerous chemicals shall, according to the categories and hazardous characteristics of the dangerous chemicals they producing, storing, set up the corresponding safety facilities and equipments for monitoring, aeration, protection against exposure to sun, temperature adjusting, fireproof, fire fighting, flameproof, pressure discharging, prevention of toxicants, neutralization, moistureproof, protection against thunder, protection against static, antiseptis, prevention of leakage, protection dams or segregated operations, etc.. In addition, the units shall carry out maintenance and caring regularly according to the national standards, industrial standards or the relevant provisions of the State, thus to guarantee the safety operations of facilities and equipments.</p> <p>1)在现场巡查时,审核员发现生产楼九楼彩绘车间和三楼包装车间以及化学品仓库使用和储存的化学品如油漆和天那水等没有安全标识。依据《工作场所安全使用化学品规定》第十二条,使用单位使用的化学品应有标识,危险化学品应有安全标签,并向操作人员提供安全技术说明书。2)在现场巡查时,审核员发现企业使用和存储的所有化学品没有按要求设置防泄漏安全措施。危险化学品安全管理条例第二十条,生产、储存危险化学品的单位,应当根据其生产、储存的危险化学品的种类和危险特性,在作业场所设置相应的监测、监控、通风、防晒、调温、防火、灭火、防爆、泄压、防毒、中和、防潮、防雷、防静电、防腐、防泄漏以及防护围堤或者隔离操作等安全设施、设备,并按照国家标准、行业标准或者国家有关规定对安全设施、设备进行经常性维护、保养,保证安全设施、设备的正常使用。生产、储存危险化学品的单位,应当在其作业场所和安全设施、设备上设置明显的安全警示标志。</p>
<p>7.17 -</p>	<p>1) During facility tour, auditor found that there were 3 cargo lifts used in the facility. However, the facility could not provide the inspection certificate for all 3 cargo lifts. In accordance with Regulations on Safety Supervision of Special Appliance article 28, the operating unit with special appliances shall, pursuant to the regular inspection requirements of safety and technical manual, to apply for regularly inspection at the Special Appliance Inspection and Testing Institutions one month before the expiry date of the safety inspection approval. After the application, the Special Appliance Inspection and Testing Institution shall, pursuant to the requirements of the safety and technical manual, carry out the safety performance inspection and energy efficiency test timely. The special appliance shall not be used prior to pass the regularly inspection. 2) During facility tour, auditor found that there were 3 cargo lifts in the facility. However, the facility could not provide the registered certificate for all 3 cargo lifts. In accordance with Regulations on Safety Supervision of Special Appliance article 25, the operating unit with special appliance shall apply the registration for the special appliance from the Special Appliance Quality Safety Monitoring Department of the municipality city or above, before they are used or after they have been used for 30 days. The approved registration certificate/letter for special appliance should be affixed at the relevant special appliance.</p> <p>1)在现场巡查时,审核员发现企业有3台货梯,但企业无法提供这3台货梯的检验合格报告。依据《特种设备安全监察条例》第28条,特种设备使用单位应当按照安全技术规范的定期检验要求,在安全检验合格有效期届满前1个月向特种设备检验检测机构提出定期检验要求。检验检测机构接到定期检验要求后,应当按照安全技术规范的要求及时进行安全性能检验和能效测试。未经定期检验或者检验不合格的特种设备,不得继续使用。2)在现场巡查时,审核员发现企业有3台货梯,但企业无法提供这3台货梯的登记证。依据《特种设备安全监察条例》第25条,特种设备在投入使用前或投入使用后30日内,特种设备使用单位应当向直辖市或设区的市的特种设备安全监督管理部门登记。登记标志应当置于或附着于该特种设备的显著位置。</p>
<p>7.21 -</p>	<p>1) During facility tour, auditor found that one kitchen and canteen located at 1/F of one 11-storey dormitory building. But no valid Food Operation Permit was provided for review. In accordance with the Administrative Measures on Food Operation Permission Article 4, Food operation permission shall follow the principle of one permit for one site. Namely, one Food Operation Permit shall be obtained prior to the food operator engages in food business operations in a particular site. 2) During document review, total 2 staffs (cooks) working in kitchen, but the facility only provided photocopy, instead of original copy of the health certificate for review. In accordance with the PRC Law on food safety article 45, Personnel for food production and trading shall obtain health certificate prior to get on duty if they come into contact with ready-to-eat food, and they shall undergo a medical examination yearly.</p> <p>1)在现场巡查时,审核员发现企业一栋十一层宿舍楼的一楼用作餐厅和厨房,但企业未提供食品经营许可证。依据《食品经营许可证管理办法》第4条,食品经营许可实行一地一证原则,即食品经营者在一个经营场所从事食品经营活动,应当取得一个食品经营许可证。2)过文件审核,审核员发现在食堂工作的2名厨工,但企业仅提供健康证明的复印件供查看,未提供原件。依据《中华人民共和国食品安全法》第45条,从事接触直接入口食品工作的食品生产经营人员应当每年进行健康检查,取得健康证明后方可上岗工作。</p>
<p>7.24 -</p>	<p>1) During facility tour, auditor found that the facility did not provide the personal cabinet to keep their personal belongs in the dormitory rooms. In accordance with amfori BSCI Social requirements, the dormitory should provide safe places for workers to keep their personal belongings. 2) During facility tour, auditor found that facility dormitory building connected the production building, and shared one evacuation staircase passage. (The dormitory building and production building had another 1 evacuation staircase passage respectively.) In accordance with the Code of Design on Building Fire Protection and Prevention (GB50016-2014) article 3.3.5, Staff dormitory is prohibited to be set up at a factory building; and article 3.3.9, Staff dormitory is prohibited to be set up in a warehouse.</p> <p>1)在现场巡查时,审核员发现企业在宿舍没有提供储物柜给员工存放个人物品。根据amfori BSCI社会责任要求,宿舍需要提供安全的地方供员工存放个人物品。2)在现场巡查时,审核员发现工厂员工宿舍与生产楼相连,共用一个疏散楼梯。(生产楼与宿舍楼分别各自另有一个疏散楼梯。)依据《建筑设计防火规范GB50016-2014》第3.3.5条,员工宿舍严禁设置在厂房内,和第3.3.9条,员工宿舍严禁设置在仓库内。</p>
<p>Remarks from Auditee</p>	<p>Nil</p>

Performance Area 8 : No Child Labour	
1- Followup Audit [Audit Id - 168100] Audit Date: 20/11/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Through due diligence to check this performance area, no new finding was found. 基于尽职调查查看了该部分, 没有发现新问题。	
Remarks from Auditee:	
Full Audit [Audit Id - 141463] Audit Date: 28/12/2018 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> No nonconformance was observed. 没有发现不符合项。	
<u>Remarks from Auditee</u> Nil	
Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 168100] Audit Date: 20/11/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Through due diligence to check this performance area, no new finding was found. 基于尽职调查查看了该部分, 没有发现新问题。	
Remarks from Auditee:	
Full Audit [Audit Id - 141463] Audit Date: 28/12/2018 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> No nonconformance was observed. 没有发现不符合项。	
<u>Remarks from Auditee</u> Nil	
Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 168100] Audit Date: 20/11/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No violation was noted in last audit. This PA was not rated during this follow up audit. 上次审核没有发现问题点。此次跟进审核, 该部分没有评估。	
Remarks from Auditee:	
Full Audit [Audit Id - 141463] Audit Date: 28/12/2018 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> No nonconformance was observed. 没有发现不符合项。	
<u>Remarks from Auditee</u> Nil	

Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 168100] Audit Date: 20/11/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No violation was noted in last audit. This PA was not rated during this follow up audit. 上次审核没有发现问题点。此次跟进审核，该部分没有评估。	
Remarks from Auditee:	
Full Audit [Audit Id - 141463] Audit Date: 28/12/2018 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> No nonconformance was observed. 没有发现不符合项。	
<u>Remarks from Auditee</u> Nil	

Performance Area 12 : Protection of the Environment

1- Followup Audit [Audit Id - 168100] Audit Date: 20/11/2019 PA Score: B

Deadline date:19/05/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The facility collected law and regulation etc related to the environment. As a basis, the facility established the environment protection management policy and procedures accordingly. One senior Manager was responsible for continuous improvements in their environmental performance. The facility had provided wastegas discharged and boundary noise monitoring report for review. However, two findings were identified in this performance area and please refer to relevant checkpoints for details.

企业搜集了环境方面的法律法规,并以此为基础,建立了相应的环境保护方针和程序.企业任命了一名高级经理来推进环境持续改善.企业提供了废气排放和厂界噪音监测报告供审核.但是,在此部分有发现二个问题点,具体参考相关的检查点。

12.1 - This finding had been corrected. As per document review and facility management, the facility had provided the EIA document (Environment impact assessment) during the audit, which showed that the products in the facility are plastic toys and vinyl toys, and the main processes are Assembly, Inspection and Packing.

此问题点已经改善.通过文件审核和管理层面谈,工厂提供了环境影响报告供审核,工厂的产品是塑胶玩具和搪胶玩具,主要工序是组装,检验和包装。

12.3 - 1) This finding had not been corrected. As per document review, the facility could not provide the EIA approval / registration for construction project for review. Local law: In accordance with The PRC Environmental Impact Assessment Law article 22, The construction unit shall submit the Environmental Impact Report or Environmental Impact Report Form of the construction project to the authorized environmental protection administrative department in charge in accordance with the regulations of the State Council for examination and approval. The state implements register management for Environmental Impact Registration Form. 2) This finding had not been corrected. As per document review, the facility could not provide the environmental protection acceptance check approval for their construction project for review. Local law: In accordance with the Measures for Administration of Environmental Protection Acceptance Check upon Completion of Construction Project article 17, For construction units accord with the acceptance check conditions prescribed in Article 16, competent departments of environmental protection administration shall approve the application report of environmental protection acceptance check, application form of environmental protection acceptance check or registration card of environmental protection acceptance check. For construction projects with a registration card of environmental protection acceptance check upon completion of project completed, competent departments of environmental protection administration shall, after checking, give the opinions on the registration card of environmental protection acceptance check and make approval decisions. Construction projects without official approval on the application report, application form or registration card of environmental protection acceptance check upon completion of projects shall not be put into production or use.

1)此问题点没有改善.在文件审阅中,企业无法提供该建设项目的环评审批/备案供审阅.根据《中华人民共和国环境影响评价法》第22条,建设项目的环评报告书、报告表,由建设单位按照国务院的规定报有审批权的环境保护行政主管部门审批;国家对环境影响登记表实行备案管理。2)此问题点没有改善.通过文件审核,企业无法提供该建设项目的环境保护竣工验收报告供审阅.根据《建设项目竣工环境保护验收管理办法》第十七条,对符合第十六条规定的验收条件的建设项目,环境保护行政主管部门批准建设项目竣工环境保护验收申请报告、建设项目竣工环境保护验收申请表或建设项目竣工环境保护验收登记表。对填报建设项目竣工环境保护验收登记卡的建设项目,环境保护行政主管部门经过核查后,可直接在环境保护验收登记卡上签署验收意见,作出批准决定。建设项目竣工环境保护验收申请报告、建设项目竣工环境保护验收申请表或者建设项目竣工环境保护验收登记表未经批准的建设项目,不得正式投入生产或者使用。

Remarks from Auditee:

None

Full Audit [Audit Id - 141463] Audit Date: 28/12/2018 PA Score: C

Deadline date:30/06/2019

Good practices

Nil

Areas of improvement

The facility collected law and regulation etc related to the environment. As a basis, the facility established the environment protection management policy and procedures accordingly. Mr. Yang Fu Ling / HR Manager was responsible for continuous improvements in their environmental performance. The facility had provided wastegas discharged and boundary noise monitoring report for review. However, three findings were identified in this performance area and please refer to relevant checkpoints for details.

企业搜集了环境方面的法律法规,并以此为基础,建立了相应的环境保护方针和程序.企业任命了人事经理杨富岭先生来推进环境持续改善.企业提供了废气排放和厂界噪音监测报告供审核.但是,在此部分有发现三个问题点,具体参考相关的检查点。

12.1 - During facility tour, auditor found that products in the facility are plastic toys and vinyl toys, and the main processes are color-painting, assembly, inspection and packing. However, the facility did not compile the EIA document (Environment impact assessment) for assessing detailed environmental impacts and relevant protective measures. In accordance with the PRC Environmental Impact Assessment Law Article 16, the state conducts systematic management over the Environmental Impact Assessment of construction projects with the degree of impact on the environment. Construction units shall compile Environmental Impact Report, Environmental Impact Report Form or fill out Environmental Impact Registration Form (hereinafter referred to as Environmental Impact Assessment Documents) under the following rules: (1) For those that may cause heavy environmental impact, Environmental Impact Report shall be compiled, and the environmental impact produced shall be fully assessed. (2) For those that may cause slight environmental impact, Environmental Impact Report Form shall be compiled, and the environmental impact produced shall be analyzed or specially assessed. (3) For those that have very little environmental impact and do not need any Environmental Impact Assessment, Environmental Impact Registration Form shall be filled out. The construction projects' systematic management directory of Environmental Impact Assessment is made and published by the environmental protection administration agency under the State Council.

在现场巡查时,审核员发现企业生产的产品为塑胶玩具和搪胶玩具,主要工序为彩绘,装配,检验和包装.但是企业未编写环境影响评价文件来评估具体的环境影响和相关的保护措施.根据《中华人民共和国环境影响评价法》第16条,国家根据建设项目对环境的影响程度,对建设项目的环境影响评价实行分类管理.建设单位应当按照下列规定组织编制环境影响报告书、环境影响报告表或者填报环境影响登记表(以下统称环境影响评价文件):

(一)可能造成重大环境影响的,应当编制环境影响报告书,对产生的环境影响进行全面评价;(二)可能造成轻度环境影响的,应当编制环境影响报告表,对产生的环境影响进行分析或者专项评价;(三)对环境影响很小、不需要进行环境影响评价的,应当填报环境影响登记表.建设项目的环境影响评价分类管理名录,由国务院环境保护行政主管部门制定并公布。

12.3 - 1) During document review, the facility could not provide the EIA approval / registration for construction project for review. In accordance with The PRC Environmental Impact Assessment Law article 22, The construction unit shall submit the Environmental Impact Report or Environmental Impact Report Form of the construction project to the authorized environmental protection administrative department in charge in accordance with the regulations of the State Council for examination and approval. The state implements register management for Environmental Impact Registration Form. 2) During facility tour, auditor found that products in the facility are plastic toys and vinyl toys, and the main processes are color-painting, assembly, inspection and packing. Waste gas and hazardous waste generated from manufacturing would cause influence on the

<p>environment. However, during document review, the facility could not provide the environmental protection acceptance check approval for their construction project for review. In accordance with the Measures for Administration of Environmental Protection Acceptance Check upon Completion of Construction Project article 17, For construction units accord with the acceptance check conditions prescribed in Article 16, competent departments of environmental protection administration shall approve the application report of environmental protection acceptance check, application form of environmental protection acceptance check or registration card of environmental protection acceptance check. For construction projects with a registration card of environmental protection acceptance check upon completion of project completed, competent departments of environmental protection administration shall, after checking, give the opinions on the registration card of environmental protection acceptance check and make approval decisions. Construction projects without official approval on the application report, application form or registration card of environmental protection acceptance check upon completion of projects shall not be put into production or use.</p> <p>1)在文件审阅中,企业无法提供该建设项目的环境影响审查批复/备案供审阅。根据《中华人民共和国环境影响评价法》第22条,建设项目的环境影响报告书、报告表,由建设单位按照国务院的规定报有审批权的环境保护行政主管部门审批;国家对环境影响登记表实行备案管理。2)在现场巡查时,审核员发现企业生产的产品为塑胶玩具和搪胶玩具,主要工序为彩绘、装配、检验和包装。生产过程中产生的废气及危险废弃物会对环境造成影响。但在文件审核中,企业无法提供该建设项目的环境保护竣工验收报告供审阅。根据《建设项目竣工环境保护验收管理办法》第十七条,对符合第十六条规定的验收条件的建设项目,环境保护行政主管部门批准建设项目竣工环境保护验收申请报告、建设项目竣工环境保护验收申请表或建设项目竣工环境保护验收登记卡。对填报建设项目竣工环境保护验收登记卡的建设项目,环境保护行政主管部门经过核查后,可直接在环境保护验收登记卡上签署验收意见,作出批准决定。建设项目竣工环境保护验收申请报告、建设项目竣工环境保护验收申请表或者建设项目竣工环境保护验收登记卡未经批准的建设项目,不得正式投入生产或者使用。</p>
<p>Remarks from Auditee</p> <p>Nil</p>
<p>Performance Area 13 : Ethical Business Behaviour</p>
<p>1- Followup Audit [Audit Id - 168100] Audit Date: 20/11/2019 PA Score: A Deadline date:</p>
<p>GOOD PRACTICES:</p> <p>None</p>
<p>AREAS OF IMPROVEMENT:</p> <p>No violation was noted in last audit. This PA was not rated during this follow up audit. 上次审核没有发现问题点。此次跟进审核,该部分没有评估。</p>
<p>Remarks from Auditee:</p>
<p>Full Audit [Audit Id - 141463] Audit Date: 28/12/2018 PA Score: A Deadline date:</p>
<p>Good practices</p> <p>None</p>
<p>Areas of improvement</p> <p>No nonconformance was observed. 没有发现不符合项。</p>
<p>Remarks from Auditee</p> <p>Nil</p>

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	20/11/2019	168100	D	B	A	A	B	D	B	A	A	A	A	B	A	C
Full Audit	28/12/2018	141463	D	B	A	A	B	D	B	A	A	A	A	C	A	C

Producer Photos



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



Photo of fire safety equipment
explosion-proof light.JPG



Photo of the dormitories (if applicable)
washing station.JPG



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



Photo of fire safety equipment
Fire alarm.JPG



Photo of the inside of the main production hall
Assembly and Packing workshop.JPG



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



Photo of fire safety equipment
Fire extinguishers.JPG



Photo of the inside of the main production hall
Assembly workshop.JPG



Photo first aid facilities
First aid box.JPG



Photo of fire safety equipment
Fire hydrant.JPG



Photo of the inside of the main production hall
Attendance device.JPG



Photo of chemical storage room (if applicable)
chemical stored area.JPG



Photo of non-conformity
bedroom without locker.JPG



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



Photo of chemical storage room (if applicable)
eye washing station.JPG



Photo of non-conformity
chemical without secondary container.JPG



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



Photo of chemical storage room (if applicable)
MSDS Poster.JPG



Photo of non-conformity
one out of two evacuation exit of production building
shared with dormitory building.JPG



Photo of the inside of the main production hall
Package material warehouse.JPG



Photo of fire safety equipment
Automatic fire sprinkler.JPG



Photo of non-conformity
worker with one-off mask.JPG



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



Photo of fire safety equipment
Electric box.JPG



Photo of the canteen (if applicable)
canteen.JPG



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



Photo of fire safety equipment
emergency light.JPG



Photo of the canteen (if applicable)
kitchen.JPG



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



Photo of fire safety equipment
Evacuation sign on the wall.JPG



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



Photo of the personal protection equipments (if applicable)
worker with one-off mask.JPG



Photo of fire safety equipment
Evacuation map.JPG



Photo of the dormitories (if applicable)
bedroom.JPG



Photo of the sanitary facilities
Drinking equipment.JPG

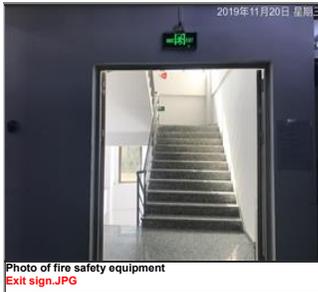


Photo of fire safety equipment
Exit sign.JPG



Photo of the dormitories (if applicable)
Fire extinguishers in dormitory area.JPG



Photo of the sanitary facilities
Toilet.JPG