
Auditee :	Anji Leisa Furniture Co., Ltd
Audit Date From :	17/03/2021
Audit Date To :	17/03/2021
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	APCER
Auditor's Name(s) :	Amy Li(Lead)
Auditing Branch (if applicable) :	



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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<p>A Very Good</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
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<p>B Good</p>	<ul style="list-style-type: none"> • Maximum 3 Performance Areas rated C • No Performance Areas rated D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p>C Acceptable</p>	<ul style="list-style-type: none"> • Maximum 2 Performance Areas rated D • No Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	C	C	C	C																													
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C	C	C	C	C	C	C	C	C	C	C	D	D																													
<p>D Insufficient</p>	<ul style="list-style-type: none"> • Maximum 6 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	E	E	E	E	E	E	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	E	E	E	E	E	E																													
<p>E Unacceptable</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

Main Auditee Information

Name of producer :	Anji Leisa Furniture Co., Ltd		
DBID number :	399592		
Audit ID :	206081		
Address :	Floor 4-5, No.1 Plant, Beishan Industrial Zone, Xiaoyuan Subdistrict, Anji County Huzhou		
Province :	Zhejiang	Country :	China
Management Representative :	Guangxi Zhu		
Contact person:	Guangxi Zhu	Sector :	Non-Food
Industry Type :	Construction	Product group :	Furnitures
Product Type :	Gaming chair, office chair, etc.		

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 : 17/03/2022	

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	A	A	A	A	A	A	A

Executive summary of audit report

Anji Leisa Furniture Co., Ltd is located at Floor 4-5, No.1 Plant, Beishan Industrial Zone, Xiaoyuan Subdistrict, Anji County, Huzhou, Zhejiang, China. Based on the interview with management & workers and onsite observation, this site address is covered by the registration address in the business license. The company started their operations on June 15, 2018 at the current location. The factory's local name is "安吉雷萨家具有限公司 (91330523MA2B4PAQ7G)".

The auditee rented 4F&5F of one 5-storey mixing building, used as office, production site and warehouse. The total size was about 2,000 square meters. Related lease contract was provided for review. All other areas in the same compound were used by the landlord. Different factories had different management systems, etc. And products were different. No dormitory or canteen was provided by the factory. Workers all lived 1,000 meters to 2,000 meters near the factory, lived at home or rent a house, about RMB200 to RMB300 per month. They all had meals at home.

There were total 48 employees, including 27 males and 21 females in the factory according to worker roster, site observation and the interview with management and workers. There were 38 production employees, 5 other employees (including quality control, warehouse workers and sales) and 5 non-production employees (including management employees and office staff). No children or young workers worked in the factory. The youngest employee was over 20 years old, who was born on June 25, 2000 and started the work in the factory on March 2, 2020. 79.17% employees were migrant workers and all employees were hired by the factory directly. There was no Trade Union or worker committee available in the factory, but there was one worker's representative elected by workers.

The main products manufactured by the factory were gaming chair, office chair, etc. The main production processes including cutting, sewing, gluing, woodworking, gunning, assembly, finishing and packing, etc. The main production machines and equipment including 1 cutting machine, 2 drilling machines and 26 sewing machines, etc. The peak months were not obvious in the factory currently.

The inspection documents for completed building construction project and fire license of the factory building were provided for review. Concerning the fire safety management, the building owner obtained the Fire Inspection Certificate from local Fire Brigade with the number 安公消竣备字(2019)第0044号. Based on documents check, site observation and interview, fire safety was managed effectively.

The auditee had established health and safety committee and conducted risk assessment. The relevant policy and procedures were available for review. The trainings including joint fire drills and evacuation exercise were provided to workers regularly. Emergency exits fulfilled the legal requirements and were marked legibly for easy evacuation during emergencies, and they were kept open during the audit. Evacuation plans were posted inside plant and emergency lights were installed at all of the designated places of the floor and staircases. Enough firefighting equipment, such as, fire extinguishers, hydrants and alarms were installed in place, maintained by regular checks and kept in good condition, which were also confirmed by onsite check and test randomly during the audit.

Attendance records from March 2020 to the audit day and payroll records from March 2020 to February 2021 were reviewed in this audit. By cross checking those records, production records and interviews with the management, workers and worker representative, no inconsistency on working hours was identified during the audit. All workers worked in one shift from 8:00 to 17:00 with 1 hour lunch break from 11:30 to 12:30 in winter season (from October to April) and 7:30 to 17:00 with 1.5 hours lunch break from 11:30 to 13:00 in summer season (from May to September). Workers worked overtime work at night for 2 hours from 18:00 to 20:00 and 3 to 4 nights per week, but they always had one day off per week. Fingerprint attendance machine was used for recording check in/out time and all employees should record their working time when they entered and exited the facility.

All employees' wages were calculated by hourly rate and the lowest basic wage was RMB16.5 per hour equal to RMB2,871 per month in all selected months, which was higher than the local legal minimum payment requirement (RMB9.54 per hour equal to RMB1,660 per month since December 1, 2017). For overtime premium, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively, and no overtime was arranged on statutory holidays. The auditee provided the information on fair remuneration scan for review. Based on the provided payrolls, the lowest normal wage for workers was RMB2,871/month, which was more than the local living wage (RMB2,002/month) calculated by the auditee.

The factory's social insurance coverage was insufficient, social insurance receipts from February 2020 to January 2021 were provided for review. As the social insurance receipt of the latest month (January 2021), 44 out of 47 (around 93.62%) employees not retired yet had been covered by retirement, unemployment, medical, work-related injury and maternity insurance. All other employees were not provided with commercial insurance. There was no

temporary, dispatch employee or retiree, only one new employee was hired in March 2021. The reason of other employees did not purchase social insurance was that they wanted to make more money and were not willing to take part of their wage to purchase social insurance.

6 employees were interviewed, including 4 males and 2 females. Interviewees were satisfied with the working condition and management system in the facility. The facility management and workers (representative) showed a positive attitude to this audit during the whole process. The audit was basically fulfilled according to the audit plan sent prior to the audit. At the end of the audit, all the findings were accepted by the auditee. The performance areas that needed improvements were as follows: PA1-2, PA5-7 and PA12. No other serious issue was noted in this audit.

Remark:

1. There was no agency, contractor or collective bargaining agreement used by the auditee, which makes these documents not applicable. Also, no government waiver was obtained currently, which makes the waiver not applicable.
2. No employee was affected by COVID-19. Also, the production was not affected by the epidemic situation in recent 12 months. Workers were paid as per legal requirements and they were all provided with social insurance as legal requirement if wanted. The auditee provided masks for all employees for free. The auditee took employees' temperature each day and recorded them. Also, they disinfected all areas of the factory each day. (#COVID19)
3. The audit was conducted by Amy Li. APSCA registration number: RA21703889

Ratings Summary



Auditee's background information			
Auditee's name :	Anji Leisa Furniture Co., Ltd	Legal status :	Limited Company
Local Name :	安吉雷萨家具有限公司 (91330523MA2B4PAQ7G)	Year in which the auditee was founded :	2018
Address :	Floor 4-5, No.1 Plant, Beishan Industrial Zone, Xiaoyuan Subdistrict, Anji County	Contact person (please select) :	Guangxi Zhu
Province :	Zhejiang	Contact's Email :	1366694780@qq.com
City :	Huzhou	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) :	NONE
GPS coordinates :	30°41' 17"N, 119°36'27"E	Total turnover (in Euros) :	10000000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Construction	Of which domestic market % :	0.00
If other, please specify :		Production volume :	80,000 sets per year
Product Group :	Furnitures	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Gaming chair, office chair, etc.		

Auditee's employment structure at the time of the audit		
Total number of workers :	48	Total number of workers in the production unit to be monitored (if applicable) :
	MALE WORKERS	FEMALE WORKERS
Permanent workers	27	21
Temporary workers	0	0
In management positions	2	1
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	21	17
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	27	21
Production based workers	22	16
With shifts at night	0	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

1- Followup Audit [Audit Id - 206081] Audit Date: 17/03/2021 PA Score: D

Deadline date:16/03/2022

GOOD PRACTICES:

None.

AREAS OF IMPROVEMENT:

The auditee appointed Guangxi Zhu/Manager as management representative to implement amfori BSCI requirements, including developing social compliance procedures, following up audit findings report, administrating the grievance mechanisms and identifying the laws and regulations, etc. Periodical internal audit and management review procedures were established in the audited factory. The auditee conducted internal audit (January 7, 2021) and management review (February 25, 2021). The auditee established procedures to collect and update relevant laws (labor, ethic, EHS, etc.) according to the amfori BSCI Code of Conduct. This follow-up audit conducted on March 17, 2021: The last audit findings were not corrected:

工厂任命祝光熙/经理作为管理者代表执行amfori BSCI的要求, 其中包含了负责制定社会责任的程序, 跟进审核报告问题点, 处理投诉意见以及识别法律和法规等。工厂有建立了定期开展内审和管理评审的程序文件。分别在2021年1月7日以及2021年2月25日开展内审和管理评审。工厂根据amforiBSCI的行为准则建立了收集和更新了劳工, 道德, 环境, 健康和安全的法律法规等。2021年3月17号跟进审核结果: 上次发现问题未改善:

1.1 - This follow-up audit conducted on March 17, 2021: The last audit finding was not corrected: Based on satisfactory evidence, it was noted that the social accountability management system was established in the factory. However, part procedures were not operated effectively, they did not have effective corrective/preventive action plans for the existing findings yet, also did not communicate related procedures to related parties to make sure they understand and execute related procedures, which resulted in the findings identified on PA1-2, PA5-7 and PA12. For example, in PA6, the auditee had established related working hour procedure, and appointed manager (Guangxi Zhu) to take responsible for it, however the working hour procedure was not communicated to direct production department sufficiently, and there is no corrective action plan for exceeding overtime issue currently, overtime was not controlled.

2021年3月17号跟进审核, 前次问题未改善: 基于满意的证据, 工厂有建立管理体系。但是部分程序没有有效运行, 针对现有的问题还没有有效的纠正预防措施, 没有和相关的部门进行有效沟通, 确保他们理解相关的程序。导致在PA1-2& 5-7&12区域发现问题。例如, 在第六部分, 工厂有建立相关的工作时间的程序, 有专门的经理(祝光熙)负责, 但是工时程序没有和直接生产部门充分沟通, 目前也没有加班超时方面的整改计划, 加班时间没有得到控制。

1.4 - This follow-up audit conducted on March 17, 2021: The last audit finding was not corrected: Based on satisfactory evidence, employees' overtime exceeded law requirement in most selected months (August of 2020, November of 2020), which was resulted from unreasonable production planning. The factory did not organize its workforce capacity to meet the expectations of the delivery orders or contracts.

2021年3月17号跟进审核, 前次问题未改善: 基于满意的证据, 员工在大部分的抽样月份(2020.8,2020.11), 加班时间超过了法律标准, 是由于工厂的不合理的生产规划导致的。工厂没有建立有效的产能规划来确保符合交货期或合同预期。

Remarks from Auditee:

Full Audit [Audit Id - 175986] Audit Date: 31/03/2020 PA Score: D

Deadline date:30/03/2021

Good practices

None

Areas of improvement

The overall observation shows that the auditee had established a management system to ensure daily operations work in line with BSCI conduct of code, social responsibility policy was issued. The BSCI COC in local language was posted on the notice board in the factory. Mr. Zhu Guangxi / Factory Manager was responsible that the BSCI social requirements. The COC and TOI were signed before this audit. The factory had established four manuals and 54 program files, internal audit and management review were conducted by auditee. Company had communicated the social compliance code with its significant suppliers by providing the copy of BSCI code of conduct to them, the auditee manages its business relations in a responsible manner, the most recent assessment was conducted in Jan 2020. However, based on satisfactory evidence, the main auditee did not fully respect this principle, gaps were identified in implementation:

整体观察表明被评估工厂已建立了管理系统, 确保日常运营工作与BSCI行为准则一致, 工厂已建立了社会责任政策。中文版的BSCI行为守则张贴在工厂内的广告板上。祝光熙厂长负责BSCI社会责任要求。工厂在评估前已签了BSCI COC和TOI。工厂建立了四本手册和54个程序文件, 工厂对其体系进行了内审和管理评审。工厂将BSCI行为准则发送给了其重要供应商并在遵守行为准则方面进行了沟通,被审核方以负责任的方式管理其业务关系, 最近一次评估在2020年1月进行。但是, 基于令人满意的证据, 主要审核方没有完全尊重这个原则,在执行中存在以下差距:

1.1 - It was noted that the auditee had established a Social Management System, but the management system was not operated effective, for example, on-site occupational health and safety operations need to be improved, and the workforce capacity in the auditee was not assessed, occupational health management, Protection of the Environment, etc.

审核发现工厂BSCI有管理体系文件, 但是没有得到充分的执行, 比如现场职业健康安全运行需改进, 没有进行合理产能规划, 职业健康安全的管理, 保护环境等。

1.4 - It was noted that the auditee had collected production capacity data but did not conduct a comprehensive workforce capacity assessment by calculating the costs of production and delivery times realistically (including labour costs), and establish overtime control plan.

工厂有收集产量数据如日产量、月产量等, 但没有基于这些数据去进行全面有效的人工产能规划, 包括计算出实际的生产成本以及交付时间(包括劳动成本), 建立加班时间控制规划。

Remarks from Auditee

Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 206081] Audit Date: 17/03/2021 PA Score: A	Deadline date:16/03/2022
GOOD PRACTICES: None.	
AREAS OF IMPROVEMENT: The grievance mechanism procedure had been established in the auditee and communicated to all employees regularly, 1 workers' representative was elected to collect the suggestions and complaints of all workers on October 10, 2020, the management employees held the meetings with their workers' representative regularly, and latest meeting was held on January 26, 2021. New version amfori BSCI COC were posted in the visible places as requirement. This follow-up audit conducted on March 17, 2021: The last audit finding was not corrected: 被审核方建立了申诉的机制,并且将此政策向所有的员工定期进行沟通。被审核工厂在2020年10月10日通过自由选举出来1名员工代表,向员工收集意见。并且定期和员工代表开会,最近一次会议在2021年1月26日开展。新版本的amfori BSCI的行为准则按要求张贴在了车间内员工容易看见的地方。2021年3月17号跟进审核结果:上次发现问题未改善: 2.5 - This follow-up audit conducted on March 17, 2021: The last audit finding was not corrected: Based on satisfactory evidence, it was noted that factory had grievance procedure, had provided the training, and had appointed manager (Guangxi Zhu) to deal with the grievance, but no regular satisfaction survey was conducted to ensure and improve the effectiveness on the grievance mechanism. 2021年3月17号跟进审核,前次问题未改善:基于满意的证据,工厂建立了投诉机制,提供了培训,指定了经理(祝光熙)负责投诉处理,但工厂未进行定期的满意度调查以确保并改善该申诉机制的有效性。	
Remarks from Auditee:	
Full Audit [Audit Id - 175986] Audit Date: 31/03/2020 PA Score: A	Deadline date:30/05/2020
Good practices None	
Areas of improvement The auditee had set and publicly stated their mission, vision and objective, which also refer to BSCI COC. Furthermore, the auditee had ensured worker involvement via detailed procedures and trainings on worker and worker representation and grievance mechanism. Satisfactory evidence had shown that there were freely-elected worker representatives, last year's employee representative election was held in Oct 2019, who meet and communication with management at least four times per year, the most recent communication meeting took place on 10, Mar, 2020. An annual training plan was established, training record on health, safety, work rule and working skills which provided for employees were documented. However, based on satisfactory evidence, the main auditee did not fully respect this principle, gaps were identified in implementation: 受审核方参照了BSCI行为守则,公开表示他们的使命、愿景和目标。此外,被评估工厂明确职工参与,通过详细的程序及对工人和工人代表进行申诉机制培训。令人满意的证据表明,有自由选举的工人代表,去年的员工代表选举在2019年10月份进行,与管理人员交流至少每年四次,最近的交流会议于2020年3月10日举行。工厂建立年度培训计划,工厂对员工的健康、安全、工作规则和工作技能进行了培训,且保存了培训记录。但是,基于令人满意的证据,主要审核方没有完全尊重这个原则,在执行中存在以下差距: 2.5 - It was noted that factory had grievance procedure, had provided the training, and had pointed the manager Zhu Guangxi to deal with the grievance, but no regular satisfaction survey was conducted to ensure and improve the effectiveness on the grievance mechanism. 工厂建立了投诉机制,提供了培训,指定了经理祝光熙负责投诉处理,但工厂未进行定期的满意度调查以确保并改善该申诉机制的有效性。	
Remarks from Auditee	
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 206081] Audit Date: 17/03/2021 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 175986] Audit Date: 31/03/2020 PA Score: A	Deadline date:
Good practices None	
Areas of improvement Based on documents review, workers interview and worker representative interview, the factory had established policy & procedures on freedom of association, the workers could freely choose to join the worker organization such as worker representative organization without advanced permission. Based on workers representative interview, no discrimination was found against worker representative. The workers representative could be openedly and freely to contact workers in the workplace at any time. In 2019, the factory had a total of one employee representative elected by the employees: Li Shuaijie. The employee representative cleared his rights. 根据文件审核,员工访谈及员工代表访谈,工厂制定了结社自由的政策和程序,工人可以自行选择和以民主方式加入工人组织,无需提前获得被审核方授权。根据员工代表访谈,被审核方没有对员工代表的歧视行为,工人代表在工作场所可以自由开放的接触工人。2019年一共有有一名由员工们选举产生的员工代表:李帅杰。工人代表明确自己的权利。	
Remarks from Auditee	

Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 206081] Audit Date: 17/03/2021 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 175986] Audit Date: 31/03/2020 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>In 2020 the factory had given employees anti-discrimination training. No case of discrimination behaviors were identified during the audit. Based on document review, management interview, workers interview and worker representative interview, it was noted the factory had taken the necessary measures to avoid discrimination among the workers. The factory had conducted internal assessment of the most risky activities in which discrimination may occur and established written policy and procedures to avoid occurrence of discrimination behaviors. The factory also had established mechanism to prevent workers from retaliation such as disciplined, dismissed or other kinds of discrimination because of their complaints against infringements of their rights and ensure workers not to harass or discipline on grounds of discrimination as listed in the BSCI Code.</p> <p>2020年工厂已为员工们提供了反歧视培训。在审核过程中，也没有发现工厂存在工人歧视的行为。基于文件审核，管理层访谈，员工访谈及员工代表访谈表明被审核方采取了必要的措施以在工作场所避免歧视。工厂已经对可能出现歧视的最常见活动做出内部评估，并制定了书面政策和程序以禁止出现歧视行为。工厂已建立程序以确保工人不因他们对侵权的投诉而被惩戒、解雇或歧视；并且不会就BSCI守则列明的歧视行为而受到骚扰或不合理的惩罚。</p>	
Remarks from Auditee	

Performance Area 5 : Fair Remuneration

1- Followup Audit [Audit Id - 206081] Audit Date: 17/03/2021 PA Score: B

Deadline date:16/03/2022

GOOD PRACTICES:

The auditee knew and calculated the BNW. Based on the provided payrolls, the lowest normal wage for all workers was RMB2871/month currently, which was more than legal minimum wage (RMB1660/month) and local living wage (RMB2002/month) calculated by the auditee. The lowest normal wage and local living wage didn't include overtime wage. 被审核方了解并计算了基本需求工资。根据工厂提供的工资册，工厂支付给所有员工的最低正常工资为2871元/月，高于当地最低工资1660元/月以及工厂计算出的当地体面的基本生活工资2002元/月。员工的最低正常工资和体面的基本生活工资均不包含加班费。

AREAS OF IMPROVEMENT:

The factory provided the payrolls from March 2020 to February 2021 for review. The local legal minimum wage standard was RMB9.54 per hour equal to RMB1,660 per month since December 1, 2017. All employees were paid no less than minimum wage standard (RMB16.5 per hour equal to RMB2,871 per month) in all selected months. Wages were paid by cash no late than 15th of each month in the following month, which complied with legal requirements. 'Pay-slips' were distributed to all workers when wages were paid. It was also cross verified during worker's interview. All employees were paid based on the positions and working hours etc., and same salary was paid for same work. The factory's social insurance coverage was insufficient, social insurance receipts from February 2020 to January 2021 were provided for review. As the social insurance receipt of the latest month (January 2021), 44 out of 47 (around 93.62%) employees not retired yet had been covered by retirement, unemployment, medical, work-related injury and maternity insurance. All other employees were not provided with commercial insurance. There was no temporary, dispatch employee or retiree, only one new employee was hired in March 2021. The reason of other employees did not purchase social insurance was that they wanted to make more money and were not willing to take part of their wage to purchase social insurance. Based on the provided payrolls, the lowest normal wage for workers was RMB2871/month in all selected months, which was more than local living wage (RMB2002/month) calculated by the auditee. The factory provided leave according to employees' application and legal requirement on paid basis. Maternity benefit was provided to female employee who was legally entitled to this welfare as per legal requirements. No illegal or unreasonable deduction had been identified through document review or reported by the interviewed workers. This follow-up audit conducted on March 17, 2021: New finding was identified in this audit.

工厂提供了2020年3月至2021年2月的工资册供查阅。当地法定最低工资标准从2017年12月之后是9.54元/小时等同于1660元/月。工厂支付给工人的工资在所有抽样月最低为16.5元/小时等同于2,871元/月。每月工资在下个月不超过15号以现金发放，符合法律要求。在工资发放时给员工发放了工资条。在员工访谈中对上述事实进行了交叉验证。所有工人根据其工作岗位和时间等支付工资，并实行同工同酬。工厂的社会保险覆盖不足。工厂提供了2020年2月到2021年1月的社保收据，根据厂方提供的最近月2021年1月社会保险缴费单据显示工厂为44/47名（93.62%）未退休员工提供了养老，失业，医疗，工伤和生育保险。没有为所有其他工人购买商业保险。没有临时，派遣工或退休工人，仅在2021年3月招聘了1名新员工。其他员工没有购买社会保险的原因是他们想赚更多的钱，不愿意拿自己的一部分工资去购买社会保险。根据工厂提供的工资册，在抽样月支付给工人的最低的正常工资为2871元/月，高于工厂计算出的当地的体面的基本生活工资2002元/月。工厂按照法律要求并根据员工申请提供了带薪假期并给符合要求的女性员工提供了产假。通过员工访谈及记录查询没有发现任何形式的不合理扣款。2021年3月17号跟进审核结果：本次审核发现新问题点：

5.5 - New finding on March 17, 2021: Based on satisfactory evidence, it was noted that the factory's social insurance coverage was insufficient, social insurance receipts from February 2020 to January 2021 were provided for review. As the social insurance receipt of the latest month (January 2021), 44 out of 47 (around 93.62%) employees not retired yet had been covered by retirement, unemployment, medical, work-related injury and maternity insurance. All other employees were not provided with commercial insurance. There was no temporary, dispatch employee or retiree, only one new employee was hired in March 2021. (PRC Labor Law Article 72&73) Remark: The reason of other employees did not purchase social insurance was that they wanted to make more money and were not willing to take part of their wage to purchase social insurance. 2021年3月17号审核，新问题点：基于满意的证据，审核员发现工厂的社会保险覆盖不足。工厂提供了2020年2月到2021年1月的社保收据，根据厂方提供的最近月2021年1月社会保险缴费单据显示工厂为44/47名未退休员工提供了养老，失业，医疗，工伤和生育保险。没有为所有其他工人购买商业保险。没有临时，派遣工或退休工人，仅在2021年3月招聘了1名新员工。（《中华人民共和国劳动法》第七十二条&七十三条）备注：其他员工没有购买社会保险的原因是他们想赚更多的钱，不愿意拿自己的一部分工资去购买社会保险。

Remarks from Auditee:

Full Audit [Audit Id - 175986] Audit Date: 31/03/2020 PA Score: A

Deadline date:

Good practices

It was noted that factory had made the exercise for calculating the BNW and paid more than the value calculated. The lowest total remuneration wage by factory was RMB 2436/ month higher than the BNW 2002 / month calculated by factory.工厂已经进行了计算BNW，并支付了超出计算值的费用。工厂的最低工资为2436元每月，高于工厂计算的BNW 2002元/月。

Areas of improvement

The Legal minimum wage document was collected by the factory. Payrolls of 5 samples from Mar 2019 to Feb 2020 were reviewed randomly. Legal minimum wage was from RMB1660 / month equal to 9.54 / hour. The factory minimum wage was RMB 14.00 / hour. Wage was calculated at hourly rate. The workers' overtime work was compensated legally. Wage was paid by cash at 10th of following month. The pay slip was provided to workers. Paid holidays were provided. The factory had provided social insurances for all employees.

工厂收集了法定最低工资文件。随机抽了5名来自不同部门的工人从2019年3月至2020年2月的工资记录。当地的最低工资标准为RMB1660元等同与每小时RMB9.54元。工厂支付工人的最低工资为人民币14.00元每小时。员工的加班工资依法得到补偿。每个月10号发上月工资。工资单提供给了员工。带薪休假已提供。工厂有为所有员工提供社会保险。

Remarks from Auditee

Performance Area 6 : Decent Working Hours	
1- Followup Audit [Audit Id - 206081] Audit Date: 17/03/2021 PA Score: D	Deadline date:16/03/2022
GOOD PRACTICES: None.	
AREAS OF IMPROVEMENT: <p>The factory provided the working time records since March 2020 for review. By cross checking those records, production records and interview with the management, workers and worker representative, no inconsistency on working hours was identified during the audit. The peak months were not obvious in the factory. All workers worked in one shift from 8:00 to 17:00 with 1 hour lunch break from 11:30 to 12:30 in winter season (from October to April) and 7:30 to 17:00 with 1.5 hours lunch break from 11:30 to 13:00 in summer season (from May to September). Workers worked overtime at night for 2 hours from 18:00 to 20:00 and 3 to 4 nights per week, all workers had overtime working on Saturday for 8 hours, but they always had one day off on Sundays per week. Fingerprint attendance machine was used for recording check in/out time and all employees should record their working time when they entered and exited the facility. Workers worked overtime voluntarily. The overtime compensation was paid legally. This follow-up audit conducted on March 17, 2021: The last audit finding was not corrected: 工厂提供了自2020年3月以来的考勤记录供查阅。根据交叉审核工厂提供的考勤数据、生产记录和管理层访谈，员工访谈以及员工代表访谈，没有发现关于工时方面的不一致。工厂淡季不明显。工人实行长白班工作制；冬令时（10月到4月）工作时间为早上8:00至下午5:00，中午休息时间为11:30至12:30；夏令时（5月到9月）工作时间为早上7:30至下午5:00，中午休息时间为11:30至13:00；工人通常从18:00~20:00加班2小时及每星期加班3到4个晚上，员工每周六会加班8小时，周日为休息时间。工厂使用指纹考勤系统记录工作时间。员工自愿加班，加班费依法足额支付。2021年3月17号跟进审核结果：上次发现问题未改善:</p> <p>6.2 - This follow-up audit conducted on March 17, 2021: The last audit finding was not corrected: Based on satisfactory evidence, by reviewing 6 sample workers' time records and payrolls from three sampled months (August of 2020, November of 2020, February of 2021) and 6 samples from March of 2021(the current month) provided by the factory, it was noted that all randomly selected workers' monthly overtime were 56 to 64 hours in August of 2020, all randomly selected workers' monthly overtime were 56 hours in November of 2020, which exceeded legal overtime limit: 36 hours per month. The maximum monthly overtime was 64 hours. (PRC Labor Law Article 41) 2021年3月17号跟进审核，前次问题未改善：基于满意的证据，根据6名抽样员工2020年8月，2020年11月，2021年2月和2021年3月（最近月）的工资和考勤记录发现，随机抽样中的6名员工2020年8月，6名员工2020年11月，加班时间分别为56~64小时，56小时，超过法定36小时的限制。最大月加班时间为64小时。（《中华人民共和国劳动法》第四十一条）</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 175986] Audit Date: 31/03/2020 PA Score: D	Deadline date:30/03/2021
Good practices None	
Areas of improvement <p>Normal working hour was 8 hours per day and 5 days per week. There was 1 shift production from 8:00 to 17:00 with 1.0 hour lunch break from 11:30 to 12:30 for all workers. The 1 shift production workers generally had overtime work at night from 18:00 to 20:00 and on Saturday for 8 hours from 8:00 to 17:00, all workers always rested on Sundays and public holidays; Fingerprint attendance system was used for time recording. Attendance records of 5 workers from different workshops from Mar 2019 to Mar 31, 2020 were randomly selected. Maximum 2 hours overtime per day 18 hours per week, 72 hours per month and 1 day off after 6 days consecutive working days was guaranteed. During the worker interview, workers confirmed that they worked overtime voluntarily. However, based on satisfactory evidence, the main auditee did not fully respect this principle, gaps were identified in implementation: 正常工作时间为每天8小时，每星期5天。工厂给所有员工安排了一班制，工作时间：8:00-17:00, 11:30-12:30午饭休息；如果需要加班在晚上18:00至20:00和周六的8:00至17:00，员工们在星期天和公休日休息。使用指纹考勤系统。随机抽了5名来自不同车间的工人从2019年3月至2020年3月31日的考勤记录。员工每天最高加班2小时，每周最高加班18小时，每月最高加班72小时，6天连续工作后休息1天。在员工访谈时，工人们反映他们加班是自愿的。但是，基于令人满意的证据，主要审核方没有完全尊重这个原则，在执行中存在以下差距:</p> <p>6.2 - Based on 5 sample workers' overtime records and payroll from three sampled months (May, Aug of 2019, Feb of 2020) provided by the factory, it was noted that all 5 selected workers' monthly overtime were 62 hours in May 2019, 72 hours in Aug 2019, 8 hours in Feb 2020, exceeded legal overtime limit: 36 hours per month. The maximum monthly overtime hours is 72 hours. (The PRC Labor Law article 41) 基于抽样5名员工2019年5月，2019年8月，2020年2月的考勤记录发现，5名员工在2019年5月加班时间均为62小时，2019年8月加班时间均72小时，2020年2月加班时间均为8小时。最大月加班时间为72小时/月。（《中华人民共和国劳动法》第41条）</p>	
Remarks from Auditee	

Performance Area 7 : Occupational Health and Safety	
1- Followup Audit [Audit Id - 206081] Audit Date: 17/03/2021 PA Score: A	Deadline date:16/03/2022
GOOD PRACTICES: None.	
AREAS OF IMPROVEMENT: <p>The health and safety procedures had been established, and appointed Manager (Guangxi Zhu) to take responsible for it. The audited factory had conducted the risks assessments regularly and taken actions according to them. The audited factory had ensured that all fire-fighting equipment, such as fire extinguishers, fire alarms and hydrants were installed as requirements. The emergency exits and passages were clearly marked. All workers could escape from their workshops freely without the permission of any management employee. Regular joint fire drills were conducted twice a year, the latest one was conducted on October 14, 2020. Adequate first aid materials were available in the factory and inspected regularly. Drinkable water could be accessed by all employees at any time. The audited factory did not provide canteen, dormitory or transportation for employee. Therefore, 7.21&7.23&7.24 were not applicable. This follow-up audit conducted on March 17, 2021: The last audit findings were partially corrected and new finding was identified: 7.9 Anti-scald warning sign was posted on the cooking rice machine in this audit. And this machine was broken, all employees had meals at home.</p> <p>被审核的工厂已经制定了健康安全的程序文件，任命经理（祝光照）负责。被审核工厂进行过健康安全风险的评估，并且针对其进行了相应的改善。在消防的安全方面，工厂按要求均配备了灭火器，消防栓以及消防警铃等消防器材，并且明确的标识了安全出口和疏散通道。员工在发生紧急情况时无需得到任何管理人员的批准，即可从车间逃生。工厂每年进行2次疏散演习，最近的一次联合的演习是在2020年10月14日。工厂配备了足够的急救设施，如急救的药箱。工厂定期检查药箱并且保证所有的药品随时都能使用。工厂保证员工随时可以接触到饮用水。被审核的工厂未给员工提供食堂、宿舍或交通。因此，7.21&7.23&7.24不适用。2021年3月17号跟进审核结果：上次发现问题部分改善，且发现新问题：7.9 本次审核，蒸饭机上有张贴防烫标志。而且蒸饭机坏了，所有员工在家吃饭。</p> <p>7.1 - This follow-up audit conducted on March 17, 2021: The last audit finding was not corrected: Based on satisfactory evidence, it was noted that the health & safety management system was established in the factory, and EHS Manager (Guangxi Zhu) took responsible for it. The latest EHS meeting was conducted on February 27, 2021. However, it was not operated effectively, which resulted in some findings in PA7 regarding legal occupational health and safety regulations as well as amfori BSCI Code of Conduct during the audit. E. g: the auditee failed to provide the updated list or information of law and legal requirements, such as "The law of Environmental Impact Assessment of People's Republic of China". 2021年3月17号跟进审核，前次问题未改善：基于满意的证据，工厂有建立健康安全管理体系，有专门的EHS经理(祝光照)负责。最新的健康安全会议在2021.2.27举行。但是，体系没有有效运行，导致在PA7发现违反职业健康安全相关法规及amfori BSCI行为准则的问题。例如：工厂没有提供最新的健康安全法律收集，比如“中华人民共和国环境影响评价法”。</p> <p>7.2 - New finding on March 17, 2021: Based on satisfactory evidence, it was noted that the factory's social insurance coverage was insufficient, social insurance receipts from February 2020 to January 2021 were provided for review. As the social insurance receipt of the latest month (January 2021), 44 out of 47 (around 93.62%) employees not retired yet had been covered by work-related injury insurance. All other employees were not provided with commercial insurance. 2021年3月17号审核，新问题点：基于满意的证据，审核员发现工厂的社会保险覆盖不足。工厂提供了2020年2月到2021年1月的社保收据，根据厂方提供的最近月2021年1月社会保险缴费单据显示工厂为44/47名未退休员工提供了工伤保险。没有为所有其他工人购买商业保险。</p> <p>7.3 - This follow-up audit conducted on March 17, 2021: The last audit findings were not corrected: 1. Based on satisfactory evidence, occupational hazard was identified in the factory (such as, noise, dust, and chemicals in woodworking, gluing and gunning workshops), which might cause occupational diseases to employee in those workshops. However, no valid testing report of factors of occupational hazards was provided for review. (Article 20 of Provisions on the Supervision and Administration of Occupational Health at Work Sites) 2. Based on satisfactory evidence, it was noted that employees in woodworking, gluing and gunning workshops were in contact with chemicals, dust, noise, etc. However, the factory did not provide occupational health check for all related employees in recent 12 months. (Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases) 2021年3月17号跟进审核，前次问题未改善：1.基于满意的证据，审核员发现木工，胶棉，枪钉等车间存在职业危害（噪音，粉尘，化学品），对车间的员工存在潜在的职业病危害影响。但工厂未能提供最近一年有效期内的对这些车间进行职业危害因素检测。（《工作场所职业卫生监督管理规定》第20条）2.基于满意的证据，工厂最近12个月没有为木工，胶棉，枪钉车间接触职业危害（噪音，粉尘，化学品）的员工提供职业病体检。（《中华人民共和国职业病防治法》第35条）</p> <p>7.11 - This follow-up audit conducted on March 17, 2021: The last audit finding was not corrected: Based on satisfactory evidence, part materials in the finished warehouse and raw material warehouse were stored against the wall. (Rules Concerning Warehouse Safety and Fire Control Article 18) 2021年3月17号跟进审核，前次问题未改善：基于满意的证据，成品仓库和原料仓库的部分物品靠墙堆放。（《仓库防火安全管理规则》第十八条）</p> <p>7.13 - This follow-up audit conducted on March 17, 2021: The last audit finding was not corrected: Based on satisfactory evidence, it was noted that the factory used ordinary fluorescent lighting in raw material warehouse and finished warehouse. (Hygienic standards for the Design of Industrial Enterprises (GBZ1-2010) Article 6.5.4.7) 2021年3月17号跟进审核，前次问题未改善：基于满意的证据，工厂原料仓库和成品仓库内使用的是普通的荧光灯。（《工业企业卫生设计标准》(GBZ1-2010) 6.5.4.7条）</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 175986] Audit Date: 31/03/2020 PA Score: A	Deadline date:30/05/2020
Good practices None	
Areas of improvement <p>The auditee made effective safety management, there was no zero tolerance project be found on the scene about "occupational health and safety". The auditee had documented health and safety management procedures and manuals. Relevant implementation records including risk assessment document, health and safety training evidence, fire and evacuation drill log, fire device check records were provided for review. During onsite walk through, it was noted that the facility premise was structurally safe as there was no visible defect found during the audit. Factory floor were found organized and clean during the audit. Emergency exits were provided and marked legibly for easy evacuation during emergencies. Fire alarms were installed. The latest fire drill was conducted on 11 Oct 2019. The factory identified risk assessment of occupational health safety according to various workshops. Drinking water was provided free of charge, access to water must never be used as means for discrimination or as a disciplinary measure. During site tour it was noted that working environment with respect to lighting of the factory was acceptable. Firefighting equipment were provided and maintained through regular checks. Evacuation plans were posted inside plant and emergency lights were installed at all of the designated places of the production floor and staircase. The factory had 1 trained first aid personnel. There was a medical agreement with a local hospital (Anji Chinese Medicine Hospital) by the management for the workers. First aid kits were provided in case if it was required by any employee in-side the production floor. Sufficient number of toilets were provided separately for male and female workers, the factory makes sure that workers are allowed to use toilets in a way that is respectful towards them. the procedures enable workers to report immediately to their</p>	

	<p>supervisor any situation which may present a serious danger to life or health. Both accidents and near-misses are reported. The right of workers to remove themselves from imminent danger without seeking permission. No any fire drill was occurred during the audit day(s). N/A note: During the management and workers interview, it was noted the following: 7.21 There was no canteen provided by the facility to workers. 7.23 There was no transportation provided by the facility to workers. 7.24 The factory did not provide dormitory for employees. However, based on satisfactory evidence, the main auditee did not fully respect this principle, gaps were identified in implementation: 工厂实施有效安全管理。现场没有在职业健康安全方面发现零容忍项目。工厂建立了健康安全管理程序文件和执行手册。岗位风险评估, 健康安全培训, 消防和疏散演习, 消防器材点检等相关记录均提供并进行了查阅。在生产现场发现工厂厂房结构安全, 无明显缺陷。生产车间干净整洁。有足够的出口且进行了标识。在现场安装了火警警报铃, 最后一次消防演习在2019年10月11日进行。工厂识别了职业健康安全的风 险并做了风险评估。现场有免费的饮用水, 从不将用水作为歧视或惩戒措施。工厂给员工免费提供了必须的劳保用品, 消防设施齐全, 消防逃生平面图有张贴在现场, 在车间和楼梯间必要的位置均安装了应急灯。工厂共有1名合格的急救人员, 并与附近医院(安吉中医院)签订了医疗急救协议。现场有足够数量的男女厕所, 被审核方确保以尊重工人的方式准予工人使用洗手间。被审核方有合适的体系, 以便工人能立即向其主管汇报任何严重危害人们生命或健康的情形。工人有权在迫切危险发生时无需批准离开。审核期间没有发生任何消防演习。备注: 根据管理层和员工的访谈: 7.21工厂没有给员工提供食堂。7.23工厂没有提供接送服务给员工。7.24工厂没有给员工提供宿舍。但是, 基于令人满意的证据, 主要审核方没有完全尊重这个原则, 在执行中存在以下差距:</p>
7.1 -	<p>It was noted that the health & safety management system was not operated effectively, which resulted in some findings on PA7 regarding violations on legal occupational health and safety regulations were identified during the audit. E. g: the auditee failed to provide the updated list or information of law and legal requirements, such as "The law of Environmental Impact Assessment of People's Republic of China". 工厂的健康安全管理体系没有有效运行, 导致在PA7发现关于违反法定的职业健康安全问题。例如: 工厂没有提供最新的健康安全法律收集, 比如"中华人民共和国环境影响评价法"。</p>
7.3 -	<p>1. It was noted that the employees in the gun nailing & spray glue processes, etc, workers were did not arrange for occupational health and safety examinations, these production position will produce noise & peculiar smell, etc, these would have a potential impact on the health for employees. PRC Law of Prevention and Control of Occupational Diseases Article 35) 2. It was noted that the facility did not conduct the occupational hazards factors testing in gun nailing section for the noise and spray glue section for peculiar smell. (Provisions on the Supervision and Administration of Workplace Occupational Health Article 20) 1. 工厂没有安排对枪钉、喷胶等岗位的员工进行职业健康安全体检, 这些生产岗位会产生噪音和异味等, 这些将对员工的健康产生潜在影响。(《中华人民共和国职业病防治法第三十五条》) 2. 工厂没有委托进行职业危害因素检测(如枪钉车间的噪音, 喷胶工序的异味等)。(《工作场所职业卫生监督管理规定》第20条)</p>
7.9 -	<p>It was noted that the factory provides a cooking rice device for workers, but the factory did not post warning sign of scald for the cooking rice device. (Employing Unit Occupational Disease Hazard Notification and Warning Sign Supervision Regulations Article 13) 工厂为员工提供了蒸饭箱, 但是工厂没有在蒸饭箱旁张贴防烫伤标示。(《用人单位职业病危害告知与警示标识管理规范》第十三条)</p>
7.11 -	<p>It was noted that the goods were placed against walls in the finished product warehouse. (This violated Warehouse Safety Management Plan Article 18.) 工厂成品仓库的货物靠墙堆放。(该项违反了《仓库防火安全管理规划》第18条的规定。)</p>
7.13 -	<p>It was noted that the factory was using ordinary fluorescent lighting in warehouse for raw & warehouse for finished products. (Hygienic standards for the Design of Industrial Enterprises (GBZ1-2010) Article 6.5.4.7) 工厂原料仓库和成品仓库内使用的是普通的荧光灯。(《工业企业卫生设计标准》(GBZ1-2010) 6.5.4.7条)</p>

Remarks from Auditee

Performance Area 8 : No Child Labour

1- Followup Audit [Audit Id - 206081] Audit Date: 17/03/2021 PA Score: A Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Full Audit [Audit Id - 175986] Audit Date: 31/03/2020 PA Score: A Deadline date:

Good practices

None

Areas of improvement

The auditee met the requirements for this PA. On assessment day, the age documents for all employees were provided for review, no employee under the age of 16 was found in the factory, the youngest employee in the factory is 19 years old, and born in Oct 2000. According to the interview, the management checked all the applicants ID card for age verifying and the management was clearly understand the definition of child labor according to Chinese Labor Law. And the factory had setup the policies and written procedures for the case of remedying children found to be working, employees' ID cards were checked upon hiring.
被审核方符合了此章节的要求, 提供了所有相关员工的年龄文件审核, 没有16岁以下的员工被发现, 工厂年龄最小的员工19周岁, 出生于2000年10月。根据访谈, 管理层雇佣员工时会审查申请者的身份信息, 并且管理层知道童工的定义, 被审核方制定了相应的童工救济程序, 在员工录用时均检查了身份证。

Remarks from Auditee

Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 206081] Audit Date: 17/03/2021 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 175986] Audit Date: 31/03/2020 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The auditee met the requirements of this PA in general. The youngest employee in the factory is 19 years old. The factory had written young worker protection policy and procedures which included preventing young workers from harms, providing health and safety training and grievance procedures to young workers, etc. The risk assessment and control measures were covered the special requirements of young workers in the health and safety management of the auditee. N/A Note (9.1/9.2/9.4/9.5/9.6): There was no juvenile worker found in this factory during this audit through document review, worker interview, management review and onsite observation.</p> <p>总体来说, 被审核方符合本章节的要求。工厂年龄最小的员工是19周岁。被审方建立了保护未成年工的程序, 以防止和减缓对未成年工伤害, 对未成年工的培训以及未成年工申诉机制。被审核方的健康安全风险已经包含了未成年工的特殊需求。备注: 通过文件查看, 员工访谈和现场观察均没有在工厂发现未成年工。</p>	
Remarks from Auditee	
Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 206081] Audit Date: 17/03/2021 PA Score: A	Deadline date:
GOOD PRACTICES:	
None.	
AREAS OF IMPROVEMENT:	
<p>The factory established recruitment principles according to amfori BSCI Code of Conduct and local laws and regulations. The recruitment principles included but not limited: recruitment process, remuneration, working hours, disciplinary measures, regular training, regular promotion and termination of employment, etc. Related training was provided for all employees regularly, and latest one was provided in September 2020. No dispatched worker, seasonal worker, summer job worker or temporary worker was hired by factory. All employees are permanent workers and the labor contracts of sample workers were provided for review. This follow-up audit conducted on March 17, 2021: The last audit finding was corrected: 10.3 It was noted that the auditee provided occupational disease notification to workers in signed labor contracts during this audit.</p> <p>工厂根据amforiBSCI的行为守则和当地的法律法规制定了招聘原则, 招聘原则包括但不限于: 招聘的流程、薪资报酬、工作时间、纪律措施、定期的培训、定期的晋升以及离职等。定期的提供相关的培训, 最新的培训在2020年9月进行。工厂没有雇佣派遣工人、季节工、暑期工或临时工人。所有的雇员都是长期的合同工, 提供了抽样员工的劳动合同查看。2021年3月17号跟进审核结果: 上次发现问题改善: 10.3 本次审核, 被审核方在劳动合同中写明了职业危害提醒。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 175986] Audit Date: 31/03/2020 PA Score: A	Deadline date:30/05/2020
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>Based on employees interview and document review, it was noted that the factory signed labor contracts with all employees. The labor contracts were written in local language and the items complied with most legal requirements. The Factory provided workers with understandable information before entering into the employment. Confirmed through employee and employee representative interview, they needed to sign standard labor contracts with factory and they kept one labor contract. The factory conducted new employee training in March 2020. However, based on satisfactory evidence, the main auditee did not fully respect this principle, gaps were identified in implementation:</p> <p>通过员工访谈及文件审核, 被审核方跟员工已经签订了劳动合同, 合同使用当地语言且条款符合大部分法规要求。工厂在员工入职前向员工提供培训。通过员工和员工代表面谈, 确认所有员工进厂时必须签标准的劳动合同, 并且他们自己都留有一份合同。工厂在2020年3月份进行了新员工培训。但是, 基于令人满意的证据, 主要审核方没有完全尊重这个原则, 在执行中存在以下差距:</p> <p>10.3 - It was noted that the factory did not provide occupational disease notification to workers in signed labor contracts, such as workers contact noise in gun nailing workshop, and such as workers contact peculiar smell in spray glue workshop. (PRC Law on Prevention and Treatment of Occupational Diseases, article 33)</p> <p>工厂未在劳动合同中告知工人工作过程中可能产生的职业病危害及其后果、职业病防护措施和待遇等, 例如枪钉车间接触噪音, 喷胶车间接触异味等。(《中华人民共和国职业病防治法》第三十三条)</p>	
Remarks from Auditee	

Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 206081] Audit Date: 17/03/2021 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 175986] Audit Date: 31/03/2020 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The auditee met the requirements of this PA in general. No zero tolerance findings about forced labor. All employees were permitted to leave the facility freely after the shift was over. The auditee setup the written policy to prohibit the use of corporal punishment, mental or physical coercion or verbal abuse. No prisoners work is found during current assessment. All products were finished and packed in the plant and no home worker was found in this audit. There was no forced labor was found in the facility. All employees were voluntary to work in the facility according to the observation. According to the documents review and employee interview, the facility didn't retain the ID or salary or other benefit of the workers.</p> <p>总体来说，被审核方符合本章节的要求。在强迫劳动方面没有发现零容忍项。工作结束后工人可以离开工厂。工厂建立了书面的政策禁止任何体罚，精神肉体的惩戒，或者语言的攻击。没有发现来自监狱的产品，也未发现采用家庭工形式。此次审核未发现被强迫劳工，看到的所有员工都是自愿参加工作。根据文件审查和访谈，工厂没有存在任何扣押身份证件或者薪资的行为。</p>	
<u>Remarks from Auditee</u>	

Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 206081] Audit Date: 17/03/2021 PA Score: A	Deadline date:16/03/2022
GOOD PRACTICES: None.	
AREAS OF IMPROVEMENT: <p>The audited factory had collected the laws and regulations related the environment protection and all management employees understood related requirements, the environment impacts were identified in the factory. The auditee had conducted environment impact assessment in December 2019 but was unable to provide the approval document of environment impact assessment or approval document for on-site inspection and acceptance of completed environmental protection facilities for review currently. This follow-up audit conducted on March 17, 2021: The last audit findings were partially corrected: 12.4 The factory provided a monitoring report of noise emitted from production process in this audit.</p> <p>被审核工厂收集了适用的环境保护的法律与法规并且所有管理层了解其要求，识别出了厂内的环境因素。工厂在2019年12月做了环评但目前未能提供环评批复或环评验收。2021年3月17号跟进审核结果：上次发现问题部分改善：12.4 本次审核，工厂提供了厂界噪音监测报告。</p> <p>12.3 - This follow-up audit conducted on March 17, 2021: The last audit finding was not corrected: Based on satisfactory evidence, it was noted that the auditee was unable to provide the approval document of environment impact assessment or approval document for on-site inspection and acceptance of completed environmental protection facilities for review currently. (PRC Environmental Impact Assessment Law (2016) article 22& Regulations on the Administration of Construction Project Environmental Protection (2017) Article 17) Remark: The auditee had conducted environment impact assessment in December 2019.</p> <p>2021年3月17号跟进审核，前次问题未改善：基于满意的证据，审核员发现被审核方未能提供环评批复或环评验收。（《中华人民共和国环境影响评价法(2016)》第22条&《建设项目环境保护管理条例(2017)》第十七条）备注：工厂在2019年12月做了环评。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 175986] Audit Date: 31/03/2020 PA Score: B	Deadline date:30/03/2021
Good practices None	
Areas of improvement <p>The auditee had established environmental protection management procedure. The factory had a good understanding of the environmental impacts of its business activities. And appointed the Zhu Guangxi / manager as the head of environmental management. Supplier control policy regarding environmental protection was defined and implemented. The factory had mechanisms in place to promote water conservation and water waste reduction. The facility has set up procedures to improve the environmental and work condition according to BSCI code of conduct. The factory used tap water supplied by local water plant which was under the supervision of local government. However, based on satisfactory evidence, the main auditee did not fully respect this principle, gaps were identified in implementation:</p> <p>工厂建立了环境保护相关管理制度以及供应商环境保护管理制度，审核方对商业活动的环境影响有一个较好的理解。并任命祝光熙/经理为环境管理负责人。被审核方有适当的机制来提高节水和减少废水的能力。同时根据BSCI行为准则制定了改进环境和工作条件的规定。工厂在政府监督下使用当地水厂提供的自来水。但是，基于令人满意的证据，主要审核方没有完全尊重这个原则，在执行中存在以下差距：</p> <p>12.3 - It was noted the factory had not obtained the environmental protection acceptance check report for their completed construction project, although the factory had filed an environmental impact registration in Dec 2019. (Regulations on the Administration of Construction Project Environmental Protection Article 17)</p> <p>工厂没有提供其建设项目竣工环境保护验收报告，尽管工厂已进行环境影响评估并获得环评批复在2019年12月。（《建设项目环境保护管理条例(2017)》第十七条）</p> <p>12.4 - It was noted that the factory did not provide a monitoring report of noise emitted from production process. (Law of the People's Republic of China on Prevention and Control of Pollution from Environmental Noise (1996) Article 23)</p> <p>工厂没有提供厂界噪音监测报告。（中华人民共和国预防和控制环境噪声污染法（1996）第23条）</p>	
Remarks from Auditee	

Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 206081] Audit Date: 17/03/2021 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 175986] Audit Date: 31/03/2020 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The auditee met the requirements of this PA in general. There was no zero tolerance project be found on the scene about "ethical business behavior". The auditee set up several policies to prohibit the corruption in purchase and other business activities. The factory had set up appropriate measures to ensure and demonstrate no corruption, extortion, embezzlement, bribery, falsified information or misrepresentation in the supply chain. The auditee identified the situations and activities where acts of corruption, extortion or bribery were most likely to occur in its context and policies / procedures against any act of corruption and takes active measures to prevent and remediate them.</p> <p>总体来说, 被审核方符合本章节的要求。没有在“道德商业行为”方面发现零容忍的情况。受审核方建立了政策来防止采购及其他商业行为中的腐败。工厂建立了合适的管理措施来确保及明确在供应链中不能存在行贿索贿, 挪用盗用公款, 贪腐, 提供虚假资料, 虚报等行为。在管理制度中明确了在哪些方面可能存在贪腐, 挪用公款或者贿赂等行为以及相应的预防管理措施。</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	17/03/2021	206081	D	A	A	A	B	D	A	A	A	A	A	A	A	C
Full Audit	31/03/2020	175986	D	A	A	A	A	D	A	A	A	A	A	B	A	C

Producer Photos



External photo(s) of the production unit(s)
1.1_Factory_name.jpg



External photo(s) of the production unit(s)
1.2_Factory_building.jpg



Photo first aid facilities
2.1_First_aid_kit.jpg

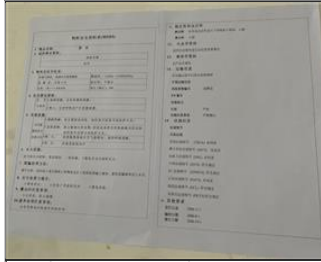


Photo of chemical storage room (if applicable)
3.1_MSDS.jpg



Photo of fire safety equipment
4.1_Exit_sign_and_emergency_light.jpg



Photo of fire safety equipment
4.2_Fire_alarm.jpg



Photo of fire safety equipment
4.3_Fire_hydrant.jpg



Photo of fire safety equipment
4.4_Fire_evacuation_plan.jpg



Photo of fire safety equipment
4.6_Fire_extinguishers.jpg



Photo of fire safety equipment
4.6_Exit_route_with_marking.jpg



Photo of non-conformity
5.1_Ordinary_fluorescent_lighting_used_in_the_warehouse.jpg



Photo of non-conformity
5.2_Laws_not_updated.jpg



Photo of non-conformity
5.3_Materials_against_the_wall.jpg



Photo of the code of conduct on display
7.1_BSCI_CoC_poster_on_site.jpg



Photo of the inside of the main production hall
14.1_Suggestion_box.jpg



Photo of the inside of the main production hall
14.2_Time_recorder.jpg



Photo of the inside of the main production hall
14.3_Potable_water.jpg



Photo of the inside of the main production hall
9.1_Finished_warehouse.jpg



Photo of the inside of the main production hall
9.2_Sewing.jpg



Photo of the inside of the main production hall
9.3_Material_and_accessory_warehouse.jpg



Photo of the inside of the main production hall
9.4_Finishing_and_packing.jpg



Photo of the inside of the main production hall
9.5_Woodworking.jpg



Photo of the inside of the main production hall
9.6_Gunning_and_assembly.jpg



Photo of the inside of the main production hall
9.7_Gluing.jpg



Photo of the inside of the main production hall
9.8_Cutting.jpg



Photo of the personal protection equipments (if applicable)
11.1_PPE_used_by_employee.jpg



Photo of the personal protection equipments (if applicable)
11.2_PPE_notice.jpg



Photo of the sanitary facilities
13.1_Toilet.jpg



Photo of the sanitary facilities
13.2_Photo_of_the_sanitary_facilities.jpg