
Auditee :	SHAOXING CHUANGDONG TOUR ARTICLES CO.,LTD
Audit Date From :	11/09/2020
Audit Date To :	11/09/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Ation Lin(Lead)
Auditing Branch (if applicable) :	TUV Rheinland China



This is an extract of the on line Audit Report.The complete report is available in the amfori BSCI Platform.
Access www.bsciplatform.org, for entitled users only.

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any, means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent.

This is an extract of the amfori BSCI Audit Report, which is available in the amfori BSCI Platform. © amfori, 2018 - The English version is the legally binding One.



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 A A A A A A A A A A A A A A A A A A A A A A A B B B A A A A A A A B B B B B B B	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 E E E E E E E E E E E E E E E E E E E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
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 :	SHAOXING CHUANGDONG TOUR ARTICLES CO.,LTD		
DBID number :	404366		
Audit ID :	192383		
Address :	Wurong Village, Sunduan Street Industrial Park, Yuecheng District Shaoxing		
Province :	Zhejiang	Country :	China
Management Representative :	Naideng Fan		
Contact person:	Naideng Fan	Sector :	Non-Food
Industry Type :	Accessories	Product group :	Arts, crafts and needlework
Product Type :	flags, fans products, fashion fabric masks		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<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 : 11/09/2021	

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	A	D	A	A	A	A	A	B	A

Executive summary of audit report
<p>1. Ation Lin (APSCA registration number: 21701895)</p> <p>2. Factory address in amfori BSCI platform changed from "SUNDUAN INDUSTRIAL PARK, SHAOXING CITY, ZHEJIANG, CHINA" to "Wurong Village, Sunduan Street Industrial Park, Yuecheng District, Shaoxing City, Zhejiang Province" "浙江省绍兴市越城区孙端街道工业区（吴融村）". The detailed reason as following: The auditee wanted to update address which was same as business license and the Registration Form for Foreign Trader: "Wurong Village, Sunduan Street Industrial Park, Yuecheng District, Shaoxing City". Actually these two addresses were same address.</p> <p>3. One 4-storey office building, one 4-storey production building (1F: eating place and warehouse, 2F: cutting and digital printing, 3F sewing, 4F: warehouse), and connected with one 5-storey production building. The auditee rented all these 3 buildings from Ningbo XXX Clothing Co., Ltd. No production of landlord was available at the audited address.</p> <p>4. The total building area used by auditee was about 8,500 square meters. The main products manufactured by the facility were flags, fans products, fashion fabric masks. The main production processes were listed as follows: digital printing, cutting, sewing and packing.</p> <p>5. No obvious slack or peak season for the auditee. No sub-contracted labor was found during audit. All workers were directly hired by the auditee. The auditee was cooperative during audit, factory management let auditor do worker interview and take photos, agreed with findings. The management of the auditee was responsible for the security of the auditee.</p> <p>6. There was no agency used by the auditee, which made the agency labour contract not applicable. No contractor was used, which made contractor license not applicable. There was no collective bargaining agreement used by the auditee, which made the collective bargaining agreement not applicable. Factory did not provide government waiver during audit, which made the government waiver not applicable.</p>

Ratings Summary



Auditee's background information			
Auditee's name :	SHAOXING CHUANGDONG TOUR ARTICLES CO.,LTD	Legal status :	Ltd company
Local Name :	绍兴创栋旅游用品有限公司 (91330600776485308C)	Year in which the auditee was founded :	2005
Address :	Wurong Village, Sunduan Street Industrial Park, Yuecheng District	Contact person (please select) :	Naideng Fan
Province :	Zhejiang	Contact's Email :	erin@flagchuangdong.com
City :	Shaoxing	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) :	N/A
GPS coordinates :	N 30°4'27", E 120°41'21"	Total turnover (in Euros) :	3900000.00
Sector :	Non-Food	Of which exports % :	70.00
Industry :	Accessories	Of which domestic market % :	30.00
If other, please specify :		Production volume :	5 millions pieces / year
Product Group :	Arts, crafts and needlework	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	flags, fans products, fashion fabric masks		

Auditee's employment structure at the time of the audit			
Total number of workers :	44	Total number of workers in the production unit to be monitored (if applicable) :	0
		MALE WORKERS	FEMALE WORKERS
Permanent workers		9	35
Temporary workers		0	0
In management positions		2	3
Apprentices		0	0
On probation		0	0
With disabilities		0	0
Migrants (national citizens)		0	1
Migrants (foreign citizens)		0	0
Workers on the permanent payroll		9	35
Production based workers		0	0
With shifts at night		0	0
Unionised		0	0
Pregnant		-	0
On maternity leave		-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 192383] Audit Date: 11/09/2020 PA Score: D

Deadline date:30/08/2021

GOOD PRACTICES:

NONE

AREAS OF IMPROVEMENT:

According to the amfori BSCI Code of Conduct and relevant laws and regulations, enterprises had established corporate social responsibility procedures and conducted regular training for employees. Ms. Naideng Fan, the designated person, had signed the amfori BSCI code of Conduct commitment. The auditee conducted an internal audit and management review on its performance of social responsibility in March 2020. Supplier social responsibility control procedures had been established and the auditee had monitored the major supplier's social responsibility performance through audits.

企业依据amfori BSCI行为准则以及相关法规建立了企业社会责任程序，并定期对员工进行培训。指定的负责人范乃登已签署amfori BSCI行为守则承诺书。被审核方于2020年3月就其社会责任的表现进行了内部的审核以及管理评审。供应商社会责任控制程序已建立，被审核方通过审核的方式监督了主要供应商的社会责任表现。

1.1 - The company established written amfori BSCI system, but did not take practical measures to ensure that all procedures were effectively implemented. As a result, the factory had problems in terms of health and safety, working hours, etc. For example, the auditee did not establish overtime control procedures. Employees said they volunteer to work overtime to make more money. Based on attendance records, workers worked 12 months of overtime in excess of statutory requirements.

公司建立了书面的amfori BSCI体系，但未能采取切实可行的措施确保所有程序得到有效执行。以致于工厂在健康安全，工作时间等方面有问题。如：被审核方没有建立加班控制程序。员工表示自愿加班，来赚更多的钱。基于考勤记录，工人12个月月加班超出法规要求。

1.4 - The facility provided written workforce planning procedure, but the procedure was not effectively implemented which lead to worker's overtime exceeded legal requirement for 12 months.

企业提供了书面的产能规划程序，但该程序没有有效执行导致12个月的员工加班时间超过法规要求。

Remarks from Auditee:

NONE

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 192383] Audit Date: 11/09/2020 PA Score: A

Deadline date:30/03/2021

GOOD PRACTICES:

NONE

AREAS OF IMPROVEMENT:

The auditee referred to the amfori BSCI Code of Conduct and established long-term goals for employee protection. The auditee established communication channels between management and workers, including suggestion boxes and employee representatives. Regular communication meetings were held between staff representatives and management representatives. Grievance mechanisms had been established and used to deal with complaints. Interviewed employees understood the content of the amfori BSCI Code of Conduct.

受审核方参照了amfori BSCI行为守则，建立了保护员工的长期目标。被审核方建立了管理层及工人的沟通渠道，包括设置了意见箱和员工代表。员工代表和管理层代表之间定期地召开沟通会议。申诉机制已经建立并用于处理投诉案件。访谈员工了解amfori BSCI行为守则的内容。

2.5 - The auditee established the grievance procedure and there was one suggestion box on site. But the auditee did not conduct regular surveys on user satisfaction (external and internal stakeholders) with the grievance procedure.

被审核方建立了申诉机制。现场设立了一个意见箱。但被审核方没有做用户（外部和内部利益相关方）对申诉程序的满意度调查。

Remarks from Auditee:

NONE

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

Full Audit [Audit Id - 192383] Audit Date: 11/09/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

NONE

AREAS OF IMPROVEMENT:

The auditee established Freedom of Association and Collective Bargaining policy, the policy was communicated to all workers by training, and worker representatives were elected. The interviewed workers confirmed that the auditee respect their right to establish trade union and freely elect their representatives.

被审核方建立了自由结社及集体谈判的政策，该政策已通过培训的方式传达给了所有工人，工厂选举了员工代表。被访谈的工人确认被审核方尊重他们成立工会及自由选择工人代表的权利。

Remarks from Auditee:

NONE

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 192383] Audit Date: 11/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: <p>The factory made one policy on anti-discrimination. The policy defined that the factory would not discriminate workers by race, gender and ages etc. And according to interview statement with workers, workers could use the grievance system through suggestion boxes or telling to worker representatives once workers' right was infringed. Furthermore, the policy on discipline measures made by the factory was in line with legal requirement and amfori BSCI requirement.</p> <p>工厂制定了反歧视的政策，反歧视政策中表明工厂不会因为种族，性别，年龄等原因对员工区别对待。并且依照员工访谈，若员工的权利受到任何侵害，员工可以通过意见箱和员工代表反馈的形式进行投诉。而且，通过查看工厂的惩戒措施程序，其描述的措施均符合法规和amfori BSCI要求。</p>	
Remarks from Auditee: NONE	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 192383] Audit Date: 11/09/2020 PA Score: A	Deadline date:30/03/2021
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: <p>Compensation and wage procedure was established in the facility. Payrolls of 8 samples from Aug. 2019 to Jul. 2020 were reviewed randomly. The local minimum standard set at RMB1800 per month equivalent to RMB10.34 per hour (1800/21.75/8) after 1 Dec. 2017. Wage was calculated by hourly rate, and the minimum wage paid by factory to worker was RMB12.65 per hour. 150% & 200% 300% of normal rate for overtime on regular weekdays, rest days and statutory holidays respectively. The payment cycle was natural month. Wage was paid by cash before 25th of the following month.</p> <p>企业建立了薪酬福利的程序文件。8名工人从2019年08月至2020年07月的工资记录被随机查阅。当地法定最低工资在2017年12月1日后为人民币1800元/月，相当于10.34元/小时（1800/21.75/8）。企业给工人支付的工资按时薪计算，且给员工支付的最低工资为12.65元/小时。员工在正常日，休息日和法定假日的加班费分别相当于正常工资的150%，200%和300%。工资结算周期为自然月。当月工资在下一个月25号前以现金形式支付给工人。</p> <p>5.5 - Not all employees were provided social insurance. Total of 44 employees were employed on the audit day, and no employees were rehired after retirement. There were no new employees after August 2020, and no employees resigned after August 2020. Therefore, the factory should provide social insurance for 44 employees in August 2020. The factory provided the social insurance certificates from September 2019 to July 2020 for review. According to the social insurance certificates and the social insurance online system verification, in July 2020, the factory did not provide pension, medical, unemployment, maternity and work-related injury insurance for two employees. The factory management explained that employees did not want to participate in social insurance, and if someone wanted to participate in social insurance, the factory would provide it for him/her. Workers who did not participate in social insurance said they did not want to participate in social insurance because they were already enrolled in the local rural cooperative Medical insurance, even though the factory had communicated the social insurance policy to them. Reference laws and regulations: article 10,23,33,44,53 of the social insurance law of the People's Republic of China. (Note: The factory did not collect relevant documents of employees' participation in local rural cooperative medical insurance.)</p> <p>不是所有员工都提供社保。工厂审核当天一共雇佣了44名员工，没有退休返聘员工，2020年8月后没有新进员工，2020年8月后没有员工辞职。因此工厂应该在2020年8月为44名员工提供社会保险。工厂提供了2019年09月至2020年7月的社保凭证供审核，根据社保凭证和社保在线系统验证，在2020年7月，工厂未给2名员工提供养老、医疗、失业、生育和工伤保险。工厂管理层解释到员工不想参加社会保险，如果有人想参加社会保险，工厂会为他/她提供的。未参加社保的员工表示他们不想参加社会保险，因为他们已经参加了当地的农村合作医疗保险，尽管工厂已给他们沟通了社保政策。参考法律法规：《中华人民共和国社会保险法》第10，23，33，44，53条。（备注：工厂未收集员工参加当地农村合作医疗保险的相关文件）。</p>	
Remarks from Auditee: NONE	

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 192383] Audit Date: 11/09/2020 PA Score: D

Deadline date:30/08/2021

GOOD PRACTICES:

NONE

AREAS OF IMPROVEMENT:

Factory did not provide Comprehensive Working Hours System Approval during audit. Finger print recording system was used to record each IN/OUT time. Normal working time for all departments: 08:30-11:30, 12:30-17:30, 8 hours per day and 5 days per week. Daily overtime was 18:30-20:30 when applicable. Saturday was arranged as overtime. Sunday was guaranteed as the rest day. Maximum overtime work 2 hours per day, 18 hours per week, 82 hours per month and guarantee at least one day off in every 7 days. Time records of 8 samples from 01 Aug. 2019 to audit day were reviewed randomly.

工厂审核期间没有提供综合计时批文。指纹系统用于记录员工的上下班时间。所有部门的正常工作时间为：08:30-11:30，12:30-17:30。正常工作时间为每天8小时，每星期5天。一天的加班时间为：18:30-20:30。周六为加班，周日休息。最大的加班时间为每天2小时，每周18小时，每月82小时。每7天至少保证有1天休息。8名员工从2019年08月01号到审核当天的考勤随机抽取查阅。

6.2 - Monthly overtime of workers exceeded legal requirement. The auditee did not set up overtime controlling procedure. The management claimed that they arranged overtime due to delivery time of some goods was tight. The workers also did not know any overtime control in the factory. According to worker attendance records from 01 Aug. 2019 to 31 Aug. 2020, the workers monthly OT working hours exceeded 36 hours for 12 months. By the end of the audit day (11 Sep. 2020), the maximum monthly overtime in Aug. 2020 was 82 hours. The maximum monthly overtime in Sep. 2020 was 24 hours. For example: Monthly overtime for all 8 samples workers in Nov. 2019 were 82 hours. Monthly overtime for all 8 samples workers in Jun. 2020 were 74 hours. Monthly overtime for all 8 samples workers in Jul. 2020 were 78 hours. (Reference law: PRC Labor Law article 41).

员工的月加班超过法规要求。被审核方没有建立加班控制程序。管理层申明安排员工加班因为一些货物的交货期比较紧。员工也不知道工厂有加班的控制。根据工人的2019年08月01日至2020年08月31号的考勤，工人12个月月加班超出36小时要求。截止至审核当天(2020年09月11号)，2020年08月的最大月加班时间为82小时。2020年09月的最大月加班时间为24小时 例如：抽取的8名样本员工在2019年11月的月加班时间为82小时。抽取的8名样本员工在2020年06月的月加班时间为74小时。抽取的8名样本员工在2020年07月的月加班时间为78小时。参考法律法规：《中华人民共和国劳动法》第41条）

Remarks from Auditee:

NONE

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 192383] Audit Date: 11/09/2020 PA Score: A	Deadline date:30/03/2021
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT:	
<p>During plant tour, it was found that proper personal protective equipment were provided with proper warnings. The drinking water test report was provided for review. Work-related Injury Record Sheet and Work-related Injury Research Report were reviewed but no work-related injury happened in the past one year. There was obvious chemical smell in digital printing workshop. Factory did not provide occupational health examination to workers who contacted occupational hazardous. The factory had collected the laws and regulations related health and safety. During plant tour, document review and worker interview, training records on personal protective equipment usage were reviewed. Assessment Management Procedure and Risk Assessment Form were reviewed. Sufficient firefighting equipment such as fire extinguishers were installed and inspected monthly. Evacuation routes were not blocked and evacuation plans were posted at each floor. Machine operation procedure was posted in the workshop. Health and safety training was documented. Employees brought their own meals to the factory. The factory provided an area for employees to eat. Kitchen, dormitory or transportation was not provided.</p> <p>在现场巡查中发现,企业给员工提供了个人防护用品,且有相应的警告标识。企业提供了饮用水测试报告给评估。工伤记录以及工伤调查报告显示过去一年无员工发生工伤。数码印刷车间有明显的化学气味。工厂没有提供职业病体检给接触危害因素员工。工厂收集了关于健康的法律与法规。通过现场走访、文件审核以及员工访谈,如何使用劳动防护用品的培训记录提供审阅。健康与安全风险识别与评估程序以及风险评估记录已提供审核。足够的消防设施如灭火器已安装并每月进行检查。逃生路线未被堵塞、疏散图张贴在生产场所中。机器操作规程张贴于生产现场。健康安全培训以文件记录下来。员工自己带饭在工厂吃。工厂提供一个区域给员工吃饭。工厂没有提供厨房,宿舍和交通工具给员工。</p> <p>7.1 - 1) Factory did not provide occupational health examination to workers who contacted occupational hazardous. E.g.: Digital printing workers were exposed to chemical. Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35 2) Based on document review and management interview, factory did not provide occupational disease hazardous element inspection report for the past 12 months (there was obvious chemical smell in digital printing workshop). Reference law: Workplace Occupational Health Monitoring Administration Regulation, article 20 1) 工厂没有提供职业病体检给接触危害因素员工。如:接触化学品的数码印花员工。参考法规: 中华人民共和国职业病防治法,第三十五条 2) 基于文件审阅和管理层访谈,工厂未提供最近12个月内的职业病危害因素检测报告(数码印刷车间存在明显化学气味)。参考法规: 工作场所职业卫生监督管理规定,第20条</p> <p>7.2 - The injury management system was not well-established. The 2 workers who did not reach retired age were not provided with employment injury insurance or commercial accident insurance. Reference law: The People's Republic of China on Prevention and Control of Occupational Diseases, article 7 工伤管理体系未完全建立。2名没有达到退休年龄的员工没有提供工伤保险或商业意外险。参考法规: 中华人民共和国职业病防治法 第7条</p> <p>7.6 - 1) Cutting worker did not wear metal glove which provided by factory during operation. Reference laws: Occupation Disease Prevention Law of P.R.C, Article 42 2) No wearing mask indication sign was available in digital printing workshop. No wearing metal glove indication sign was available in cutting workshop. Reference law: Code of Occupational Hazard Notification and Warning Sign Management for Employer (2014), article 13 1) 裁剪工人操作时没有佩戴工厂提供的金属手套。参考法律法规: 中华人民共和国安全生产法,第42条 2) 数码印刷车间没有设置提示穿戴口罩的标识。裁剪车间没有设置提示穿戴金属手套的标识。参考法规: 用人单位职业病危害告知与警示标识管理规范(2014),第13条</p> <p>7.13 - 2 covers of electrical box were missing and the some parts with electric were exposed. Reference law: Article 6.7 of the General Guide for Safety of Electric User GB/T13869-2008 2个电箱保护盖缺失,带电部分裸露在外。参考法律法规: 《用电安全导则GB/T13869-2008》第6.7条</p> <p>7.17 - About 50% sewing machines in the sewing workshop were not equipped with needle guard. Reference law: Article 6.1.2 of Code of Design of Manufacturing Equipment Safety and Hygiene 缝制车间约50%的缝纫机没有安装针档。参考法规: 《生产设备安全卫生设计总则(GB5083-1999)》第6.1.2条。</p>	
Remarks from Auditee: NONE	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 192383] Audit Date: 11/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT:	
<p>Policy of prohibiting using child labour and the saving child labour policy had been established in the factory and known by the management. The definition of child labour in the china laws and the international convention were known by the HR staff. The HR staff had technical ability to verify the employee's true identity. All the employees' ID copies were kept by the factory. Based on the cross checking, no child labour was found in the factory. 工厂制定了禁止使用童工以及童工补救的程序,管理人员了解该政策,并且人事部门了解中国法律以及国际公约对童工的定义。负责招聘的人员了解相关的要求并且有能力发现并核实员工的真实身份。工厂保存了所有人的身份证复印件。经过交叉验证,审核中未发现童工。</p>	
Remarks from Auditee: NONE	

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 192383] Audit Date: 11/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fulfilled the requirements of the performance area. The auditee established procedure file for young worker refers to BSCI Code of Conduct and local law. The management knows the worker between 16 years old and 18 years old should be protected legally while working. Such as: provide pre-service health check free of charge and training, registration in local labor department and no poisonous and harmful position arranged etc. No young worker hired by the auditee. 整体观察表明, 受审核方满足这个绩效区域的要求。受审核方依据BSCI行为守则和当地的法律法规建立了针对未成年工人的程序文件, 管理知道雇佣年龄在16-18周岁之间的工人在工作中应该依法进行保护, 如: 提供免费的体检、培训, 在当地劳动部门备案以及不能安排有毒有害岗位等。受审核方内没有未成年工人。	
Remarks from Auditee: NONE	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 192383] Audit Date: 11/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: No casual workers or agency workers were used by factory. Factory signed labor contract with all employees as legal requirements. 工厂没有使用临时工或劳务派遣工。工厂按法规要求和所有员工签订劳动合同。	
Remarks from Auditee: NONE	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 192383] Audit Date: 11/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: Based on site tour and interview, there was no prison labor or forced labor. No ID card or wage was withheld by factory. No migrant (foreign citizens) was found. No corporal punishment, threats and intimidation occurred. It was observed that workers were working without pressure. Disciplinary measures were all reasonable: Verbal warning, warning letter and termination. 基于现场走访和访谈, 工厂里没有监狱劳力或强迫劳动。身份证和工资没有被工厂扣留。没有发现外国劳工。体罚, 威胁和恐吓等行为没有发生。员工在没有压力的环境下工作。所有的惩戒措施都是合理的: 口头警告, 警告信和解除劳务关系。	
Remarks from Auditee: NONE	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 192383] Audit Date: 11/09/2020 PA Score: B	Deadline date:30/08/2021
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: The auditee did not conduct EIA document and did not obtain EIA approval for construction project. The related environmental laws were collected. Factory established solid waste management procedure, environmental emergency handling procedure and etc. The auditee needed to conduct pollution discharge registration or obtained pollution discharge permit before 30 Sep. 2020. 被审核方没有做建设项目环境影响文件, 也没有取得环评批复。工厂收集了相关的环境法规。工厂建立了固废管理程序, 环境应急处理程序等。被审核方需要在2020年9月30日前进行排污登记或取得排污许可证。 12.1 - The auditee did not conduct EIA document and did not obtain EIA approval for construction project. (there was waste gas and industrial enterprises noise at boundary generated during production) Reference law: PRC Environmental Impact Assessment Law article 16 and article 22 被审核方没有做建设项目环境影响文件, 也没有取得环评批复。(生产中有废气和厂界噪音产生)参考法律法规: 《中华人民共和国环境影响评价法》第16条, 22条 12.4 - During audit, factory did not provide monitoring report for waste gas caused by digital printing process. Reference law: Measures for the Administration of Environmental Surveillance, article 21 审核期间工厂没有提供数码印刷排出的废气监测报告。参考法规: 《环境监测管理办法》, 第21条	
Remarks from Auditee: NONE	

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 192383] Audit Date: 11/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: The auditee established anti-bribery policy and procedure. The procedure included handling any act of corruption and identified where the major risks of corruption could occur. Training record of anti-bribery procedure for workers and management were provided for review. Based on site tour, interview and document review, no any corruption behavior was found. The auditee established a procedure to protect confidentiality of personal private information. 工厂建立了反贿赂政策和程序。程序包括处理腐败行为和主要风险发生点。员工和管理层的反贿赂培训记录提供审阅。基于现场走访，访谈和文件审核，没有发现腐败行为。工厂建立了保护个人隐私信息的程序。	
Remarks from Auditee: NONE	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	11/09/2020	192383	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 gate.JPG



External photo(s) of the production unit(s)
1-2 Factory compound.JPG



External photo(s) of the production unit(s)
1-3 factory name.JPG



Photo first aid facilities
2-1 First aid kit.JPG



Photo of fire safety equipment
4-1 Fire extinguisher.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 Emergency lamp and Exit sign.JPG



Photo of fire safety equipment
4-5 Test of fire hydrant.JPG



Photo of the canteen (if applicable)
6-2 eating place.JPG



Photo of the code of conduct on display
7-1 Photo of amfori BSCI COC on Display.JPG



Photo of the inside of the main production hall
9-1 digital printing.JPG



Photo of the inside of the main production hall
9-2 cutting.JPG



Photo of the inside of the main production hall
9-3 sewing.JPG



Photo of the inside of the main production hall
9-4 packing.JPG



Photo of the inside of the main production hall
9-5 warehouse.JPG



Photo of the inside of the main production hall
9-6 Electronic attendance machine.JPG

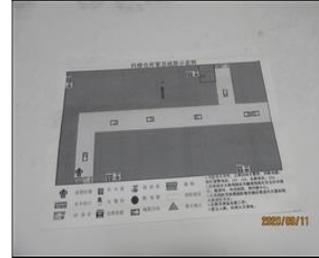


Photo of the inside of the main production hall
9-7 Evacuation plan.JPG



Photo of the inside of the main production hall
9-8 Suggestion box.JPG



Photo of the inside of the main production hall
9-9 Warning sign.JPG



Photo of the personal protection equipments (if applicable)
11-1 PPE.JPG



Photo of the sanitary facilities
13-1 Drinking water.JPG



Photo of the sanitary facilities
13-2 Toilet.JPG



Photo of non-conformity
NC - 5.5 Not all employees were provided social insurance.JPG

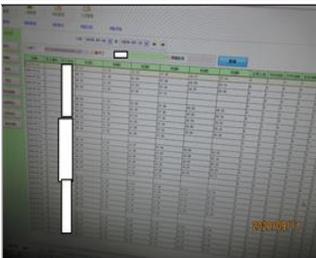


Photo of non-conformity
NC - 6.2 Monthly overtime of workers exceeded legal requirement.JPG



Photo of non-conformity
NC - 7.13 covers of electrical box were missing.JPG



Photo of non-conformity
NC - 7.17 sewing machines were not equipped with needle guard.JPG



Photo of non-conformity
NC - 7.6 Cutting worker did not wear metal glove .JPG