
Auditee :	Yiwu Saiqiao Jewelry Co.,Ltd
Audit Date From :	05/11/2018
Audit Date To :	05/11/2018
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	BureauVeritas
Auditor's Name(s) :	Tony Shi(Lead)
Auditing Branch (if applicable) :	



This is an extract of the on line Audit Report.The complete report is available in the amfori BSCI Platform.
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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<p style="text-align: center;">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																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
<p style="text-align: center;">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>
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 style="text-align: center;">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																													
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 style="text-align: center;">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>
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 style="text-align: center;">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 style="text-align: center;">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 :	Yiwu Saiqiao Jewelry Co.,Ltd		
DBID number :	384501		
Audit ID :	137085		
Address :	Building No.13, Second Floor, Sihai Avenue 99, Yiwu		
Province :	Zhejiang	Country :	China
Management Representative :	Mr. Zhang Huizhong/ Vice General Manager		
Contact person:	Huizhong Su	Sector :	Non-Food
Industry Type :	Accessories	Product group :	other accessories (please specify)
Product Type :	Simulated jewelry		

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 : 05/11/2019	

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	A	D	A	A	A	A	A	A	A

Executive summary of audit report

Yiwu Saiqiao Jewelry Co., Ltd. (the Chinese name is 义乌赛巧饰品有限公司- 91330782MA2DB8R14C) was located at Building No.13, Second Floor, Sihai Avenue 99, Yiwu City, Zhejiang Province, China. (The Chinese Address was 浙江省义乌市四海大道99号13幢2楼).

The factory was established on March 26, 2018; it was specialized in manufacture of Jewellerys. The main production activities include assembling, inspection and packing. There was no obvious peak or slack season in the factory. The facility rented the second floor of the 3-storey building from Zhejiang Hualai Spandex Co.,Ltd and no dormitory was provided in the factory. The total construction area was about 1600 square meters of this building. The first and third floor of this building was used by Yiwu Choucheng Fangxiang Colorful printing Factory. The both factories had separated Business License and different management as well as employees.

Mr. Zhang Huizhong/ Vice General Manager, Mr. Qi Meitong/Admin Director, Mr. Xuan Jiping/Account, Mr. Hou Zhiqiang/Sales and Ms. Xiao Ni/ Worker Representative attended the opening meeting. The above persons were responsible for Human Resource, Account, Health and Safety, Quality, Environment and Management Representatives.

The factory has 41 employees (male 28 and female 13), including 23 production employees and 18 office staffs. The youngest employee in the factory is 19 years old.

The factory uses biometric attendance recording system to record the working hours of employees. The factory ran 1 shift for all employees: the normal working hour from 8:00 to 17:30 with break time from 12:00 to 13:30. A review of 20 sample population employees' time records (5 sample employees from September 2018, 5 sample employees from of June 2018, 5 sample employees from May 2018 and 5 sample employees from yet-to month October 2018), it was noted that the maximum overtime hours were 2 hours per weekday, 18 hours per week and 80 hours per month. And the maximum consecutive working days were 6 days.

Employees are paid by monthly rate and wages are paid by cash on the 10th of the following month. Pay stubs are issued to employees and the employees sign the payroll records.

(5 sample employees from September 2018, 5 sample employees from of June 2018, 5 sample employees from May 2018), it was noted that all the rest sample employees were paid RMB2200 per month, which was higher than the local legal minimum wage requirement of RMB 1800 per month since December 1, 2017. Further, all sample employees were paid 150% of their normal wage for the overtime working hours on normal working days , 200% of their normal wage for the overtime working hours on the rest days and 300% of their normal wage for the overtime working hours on the Statutory Holidays. No overtime working hours were noted on statutory holidays.

According to the social insurance payment receipt provided by factory management, it was noted that only 6 out of 40 employees were provided with pension, unemployment, maternity, medical and accident insurance in September 2018. The rest 34 employees were provided with group commercial insurance, which valid from September 29, 2018 to September 28, 2019.

A closing meeting was held with the factory representatives and all of the findings were discussed. Mr. Zhang Huizhong/ Vice General Manager signed the onsite CAP and agreed to take corrective actions.

Remark: There are no contractors or agencies used by the auditee, which makes the contractor license/permit and agency labour contract not applicable. No Government waivers and Collective bargaining agreements were available.

Ratings Summary



Auditee's background information			
Auditee's name :	Yiwu Saiqiao Jewelry Co.,Ltd	Legal status :	Limited Co.,
Local Name :	义乌市赛巧饰品有限公司(统一社会信用代码:91330782MA2DB8R14C)	Year in which the auditee was founded :	2018
Address :	Building No.13, Second Floor, Sihai Avenue 99,	Contact person (please select) :	Huizhong Su
Province :	Zhejiang	Contact's Email :	ron@soqjewelry.com
City :	Yiwu	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	Local dialect
Country :	China	Website of auditee (if applicable) :	N/A
GPS coordinates :	N29.16.58, E.120.0.45	Total turnover (in Euros) :	4109589.04
Sector :	Non-Food	Of which exports % :	1.00
Industry :	Accessories	Of which domestic market % :	0.00
If other, please specify :		Production volume :	120000 pcs per month
Product Group :	other accessories (please specify)	Production cost calculation :	No
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Simulated jewelry		

Auditee's employment structure at the time of the audit		
Total number of workers :	41	Total number of workers in the production unit to be monitored (if applicable) :
	MALE WORKERS	FEMALE WORKERS
Permanent workers	28	13
Temporary workers	0	0
In management positions	14	4
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	22	12
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	28	13
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 - 137085] Audit Date: 05/11/2018 PA Score: D

Deadline date:04/02/2019

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Based on MI, WI, WRI, DE, SO, it was noted that the facility had established the Social Management System and Cascade Effect. The factory partially respected this PA as the facility violated BSCI 1.4 because of unreasonable order schedule and lack of workers.

基于管理层访谈、员工访谈、员工代表访谈, 文件查阅和现场走访发现工厂已经部分建立了社会管理体系和级联效应。工厂部分尊重这个PA, 因为不合理的排单和工人数量不够导致了工厂违反BSCI1.4。

- 1.1 - The factory had established BSCI management system, but it was not effectively implemented, such as workers overtime working exceeded legal requirement, partial EHS issues were found. This violated Performance Area 1: Social Management System and Cascade Effect 1.1
工厂已经建立了BSCI管理系统, 但是没有有效的被执行, 比如工人加班工作超法规要求, 部分环境健康安全的问题被发现。根据执行领域1: 社会管理体系和级联效应 1.1
- 1.4 - The factory had established the production capacity assessment procedure, but they had not assessed production capacity. This violated Performance Area 1: Social Management System and Cascade Effect 1.4
工厂已建立生产能力评估程序, 但还未进行生产能力评估。根据执行领域1: 社会管理体系和级联效应 1.4

Remarks from Auditee:

Nil

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 137085] Audit Date: 05/11/2018 PA Score: B

Deadline date:04/02/2019

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Based on MI, WI, WRI, DE, SO, it was noted that the facility had partially established the system about Workers Involvement and Protection. The factory partially respected this PA as no long term goals were established to protect workers according to the BSCI Code of Conduct as well as external grievance mechanism.

基于管理层访谈、员工访谈、员工代表访谈, 文件查阅和现场走访发现工厂已经部分建立了工人参与度和保护体系。工厂部分尊重这个PA因为被审核方没有根据BSCI行为准则建立长期目标来保护员工和外部申诉机制。

- 2.2 - It was noted that the factory did not provided the commitment that they will implement the social responsibility according to the local law and BSCI Code of Conduct and the factory had a long-term goals, the factory did not have a plan to reflect a step-by-step approach toward sustainable improvements. This Violated Performance Area 2: Workers Involvement and Protection 2.2.
工厂没有有承诺执行社会责任且有建立长期目标, 也没有建立如何逐步达到该目标的计划。根据执行领域2: 工人参与和保护2.2
- 2.5 - The established grievance mechanism was not including all interested parties, only for internal part. In accordance with Performance Area 2: Workers Involvement and Protection 2.5.
工厂建立的申诉机制没有包含所有利益相关方, 只是对工厂内部适用。根据执行领域2: 工人参与和保护2.5

Remarks from Auditee:

Nil

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

Full Audit [Audit Id - 137085] Audit Date: 05/11/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

NIL

AREAS OF IMPROVEMENT:

Based on MI, WI, WRI, DE, SO, it was noted that the facility had fully established the system about The Rights of Freedom of Association and Collective Bargaining. And this PA was fully respected.

基于管理层访谈、员工访谈、员工代表访谈, 文件查阅和现场走访发现工厂已经建立了结社自由与集体谈判权体系并且这个PA被工厂完全尊重。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 137085] Audit Date: 05/11/2018 PA Score: A	Deadline date:
GOOD PRACTICES: NIL	
AREAS OF IMPROVEMENT: Based on MI, WI, WRI, DE, SO, it was noted that the facility had established the system about No Discrimination. And this PA was fully respected. 基于管理层访谈、员工访谈、员工代表访谈, 文件查阅和现场走访发现工厂已经建立不歧视体系并且这个PA被工厂完全尊重。	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 137085] Audit Date: 05/11/2018 PA Score: A	Deadline date:04/02/2019
GOOD PRACTICES: NIL	
AREAS OF IMPROVEMENT: Based on MI, WI, WRI, DE, SO, it was noted that the facility had established the system about Fair Remuneration. The factory partially respected this PA as the factory encouraged all employees to participate social insurance, however, employees were not willing to pay for the insurance fees. 基于管理层访谈、员工访谈、员工代表访谈, 文件查阅和现场走访发现工厂已经建立公平报酬体系。工厂部分尊重这个PA, 因为工厂鼓励员工参加社会保险, 然而员工不愿意缴纳社保费用。 5.5 - According to the social insurance payment receipt provided by factory management, it was noted that only 6 out of 40 employees were provided with pension, unemployment, maternity, medical and accident insurance in September 2018(15%). The rest 34 employees were provided with group commercial insurance, which valid from September 29, 2018 to September 28, 2019. According to factory management, they did not provide social insurance to all employees because some employees were unwilling to participate in the social insurance program. All employees interviewed also confirmed that they were voluntarily to participate in the social insurance program. Factory management agreed with the issue and would take corrective action as soon as possible. This violated Article 73 of the Labor Law of the People's Republic of China. 根据厂方提供的2018年9月的社会保险缴费单据显示工厂为6/40名员工提供了养老,生育, 失业, 医疗和工伤保险(15%)。工厂为其余34名员工提供了团体商业意外险, 有效期为2018年9月29日到2019年9月28日。根据工厂管理层访谈, 社保覆盖不足是由于部分员工不愿意缴纳社保。根据员工访谈, 员工自愿缴纳社保。工厂同意该问题并表示尽快改善。根据《中华人民共和国劳动法》第73条	
Remarks from Auditee: Nil	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 137085] Audit Date: 05/11/2018 PA Score: D	Deadline date:04/02/2019
GOOD PRACTICES: NIL	
AREAS OF IMPROVEMENT: Based on MI, WI, WRI, DE, SO, it was noted that the facility had established the system about Decent Working Hours. The factory partially respected this PA as the facility violated BSCI 6.2 because of unreasonable order schedule and lack of workers. 基于管理层访谈、员工访谈、员工代表访谈, 文件查阅和现场走访发现工厂已经建立了体面劳动时间体系。工厂部分尊重这个PA, 因为不合理的排单和工人数量不够导致了工厂违反BSCI6.2。 6.2 - According to the payroll and attendance records of 5 sample employees from September 2018, 5 sample employees from of June 2018, 5 sample employees from May 2018, 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 72 hours) in September 2018, which was not in compliance with the legal requirement; 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 78-80 hours) in June 2018, which was not in compliance with the legal requirement; 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 74-76 hours) in May 2018, which was not in compliance with the legal requirement. A review of 5 sample employees from yet-to month October 2018, 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 72 hours) in October 2018, which was not in compliance with the legal requirement. The Production Manager was appointed to control the overtime hours. Currently, they did not have a plan to reduce monthly overtime hours to meet legal requirement. All employees interviewed represented that they were voluntarily to work overtime and they confirmed that they overtime worked more than 36 hours per month. Factory management agreed with the issue and would take corrective action as soon as possible. This Violated Article 41 of the Labor Law of the PRC 根据工厂提供的工资考勤记录, 抽样2018年9月5名员工, 2018年6月5名员工和2018年5月5名员工, 显示 5/5名员工在2018年9月的加班时间为72小时, 超过每月加班时间不能超过36小时的法律规定; 5/5名员工在2018年6月的加班时间为78-80小时, 超过每月加班时间不能超过36小时的法律规定; 5/5名员工在2018年5月的加班时间为74-76小时, 超过每月加班时间不能超过36小时的法律规定。抽样未发薪月2018年10月5名员工的考勤, 显示5/5名员工在2018年10月的加班时间为72小时, 超过每月加班时间不能超过36小时的法律规定。工厂生产经理负责管控加班时间。目前工厂暂无减少加班时间的计划。访谈员工表示自愿加班, 在生产旺季时每月加班时间超过36小时。工厂同意该问题并表示尽快改善。根据《中华人民共和国劳动法》第41条	
Remarks from Auditee: Nil	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 137085] Audit Date: 05/11/2018 PA Score: A	Deadline date:04/01/2019
GOOD PRACTICES: NIL	
AREAS OF IMPROVEMENT: Based on MI, WI, WRI, DE, SO, it was noted that the facility had established the system about Occupational Health and Safety. The factory partially respected this PA as there were many defects during the actual implementation which led to this PA wasn't done well. 基于管理层访谈、员工访谈、员工代表访谈, 文件查阅和现场走访发现工厂已经建立了职业健康与安全体系。工厂部分尊重这个PA, 因为工厂在实际执行过程中存在比较多的缺陷, 导致这一部分完成得不好。	
<p>7.3 - It was noted that the risk assessment for safe, healthy and hygienic working conditions was not conducted sufficiently. The risk assessment did not include consultation with workers, regular monitoring and testing. A good risk assessment shall include consultation with workers, regular monitoring and testing and be appropriate for the safety and health of all workers. All interviewed workers did not know the content of risk assessment. Factory management agreed with the issue and would take corrective action as soon as possible. This violated Performance Area 7: Occupational Health and Safety 7.3. 工厂为车间岗位进行风险评估不充分。风险评估没有包括与工人协商的内容, 没有包括定期监控和检测。根据执行领域7: 职业健康和安全 7.3. 良好的风险评估应包括与工人协商的内容, 定期监控和检测, 适合所有工人安全和健康。访谈员工不清楚风险评估的内容。工厂同意该问题并表示尽快改善。</p> <p>7.11 - It was noted that the factory failed to provide the original special equipment operator certificate for 1 cargo lift operator in the factory for auditors' review. In accordance with Article 38 of Safety Monitoring Regulation of Special Equipment 审核员发现工厂不能提供1位货梯司机的特种设备作业人员证原件。根据《特种设备安全监察条例》第38条</p> <p>7.13 - It was noted that no warning sign was marked on 1 electric switch box in the factory workshop. This Violated Article 2-7 of Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008 Factory management knew the requirement and per factory tour, it was noted that all other electricity connection boxes were posted with warning signs. Factory management agreed with the issue and would take corrective action as soon as possible. 工厂车间1个接线盒没有张贴警示标志。根据《安全标志及使用导则(GB 2894-2008)》警示标志2-7 工厂管理层清楚相关要求。现场查看, 所有其他配电箱张贴有警示标志。工厂同意该问题并表示尽快改善。</p> <p>7.23 - Remark: No transportation was provided to employees by the factory.</p>	
Remarks from Auditee: Nil	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 137085] Audit Date: 05/11/2018 PA Score: A	Deadline date:
GOOD PRACTICES: NIL	
AREAS OF IMPROVEMENT: Based on MI, WI, WRI, DE, SO, it was noted that the facility had established the system about No Child Labour. And this PA was fully respected. 基于管理层访谈、员工访谈、员工代表访谈, 文件查阅和现场走访发现工厂已经建立了不雇用童工体系, 并且这个PA被工厂完全尊重。	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 137085] Audit Date: 05/11/2018 PA Score: A	Deadline date:
GOOD PRACTICES: NIL	
AREAS OF IMPROVEMENT: Based on MI, WI, WRI, DE, SO, it was noted that the facility had established the system about Special Protection for Young Workers. And this PA was fully respected. 基于管理层访谈、员工访谈、员工代表访谈, 文件查阅和现场走访发现工厂已经建立保护青年工体系, 并且这个PA被工厂完全尊重。	
Remarks from Auditee:	

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 137085] Audit Date: 05/11/2018 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The factory had established clear recruit policies to respect local law requirements. Confirmed through employee and employee representative interview, they need to sign standard labor contracts with factory and they kept one labor contract. This PA was fully respected. 工厂建立了清楚地招聘程序来遵守当地的法规要求。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。这个PA被工厂完全尊重。	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 137085] Audit Date: 05/11/2018 PA Score: A	Deadline date:
GOOD PRACTICES: NIL	
AREAS OF IMPROVEMENT: Based on MI, WI, WRI, DE, SO, it was noted that the facility had established the system about No Bonded Labour. And this PA was fully respected. 基于管理层访谈、员工访谈、员工代表访谈，文件查阅和现场走访发现工厂已经建立无强迫劳动体系，并且这个PA被工厂完全尊重。	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 137085] Audit Date: 05/11/2018 PA Score: A	Deadline date:
GOOD PRACTICES: NIL	
AREAS OF IMPROVEMENT: Based on MI, WI, WRI, DE, SO, it was noted that the facility had established the system about Protection of the Environment and this PA was fully respected. 基于管理层访谈、员工访谈、员工代表访谈，文件查阅和现场走访发现工厂已经建立了保护环境体系，并且这个PA被工厂完全尊重。	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 137085] Audit Date: 05/11/2018 PA Score: A	Deadline date:04/02/2019
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee basically fulfilled the requirement of this performance area. However, there were some defects during the actual implementation which led to the factory partially respected this PA. 整体观察表明，受审核方基本满足这个执行领域的要求。然而工厂在实际执行过程中存在比较多的缺陷，导致工厂部分尊重这个部分。 13.1 - Based on management interview document review, the auditee did not conduct the risk assessment of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise. This violated Performance Area 13: Ethical Business Behaviour 13.1 根据管理层访谈和文件审核，被审核方没有对经营活动过程中哪些环节易出现腐败、贿赂等进行风险评估。根据执行领域13:道德商业行为 13.1	
Remarks from Auditee: Nil	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	05/11/2018	137085	D	B	A	A	A	D	A	A	A	A	A	A	A	C

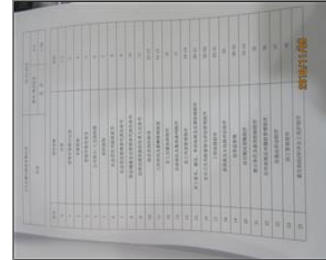
Producer Photos



External photo(s) of the production unit(s) Assembling and inspection and packing.JPG



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



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



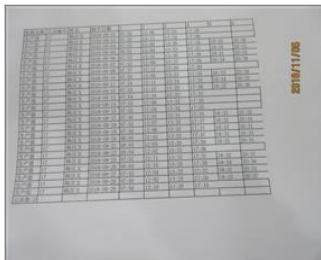
External photo(s) of the production unit(s) Attendance record machine.JPG



External photo(s) of the production unit(s) Finding 7.13 No warning sign.JPG



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



External photo(s) of the production unit(s) Attendance record sample.JPG



External photo(s) of the production unit(s) Finished products warehouse.JPG



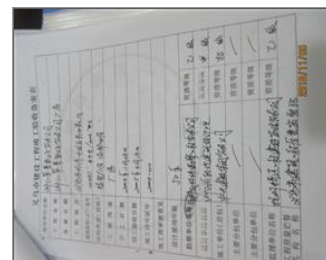
External photo(s) of the production unit(s) Stability licenses-1.JPG



External photo(s) of the production unit(s) BSCI COC posted.JPG



External photo(s) of the production unit(s) Fire acceptance check.JPG



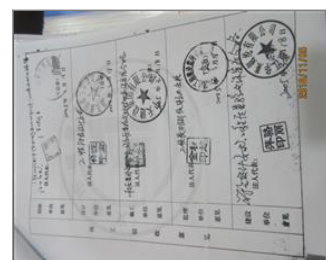
External photo(s) of the production unit(s) Stability licenses-2.JPG



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



External photo(s) of the production unit(s) Fire alarm button and back-up battery.JPG



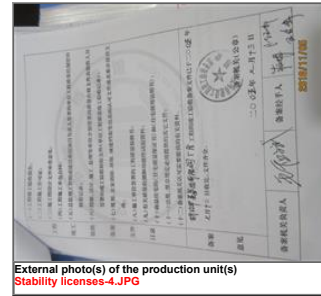
External photo(s) of the production unit(s) Stability licenses-3.JPG



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



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



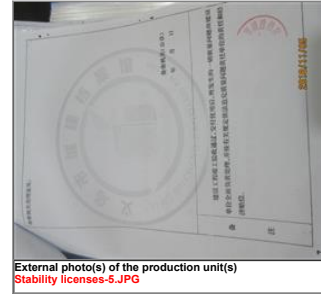
External photo(s) of the production unit(s)
Stability licenses-4.JPG



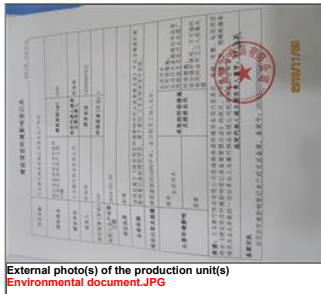
External photo(s) of the production unit(s)
Emergency light testing.JPG



External photo(s) of the production unit(s)
Fire extinguishers and fire hydrant.JPG



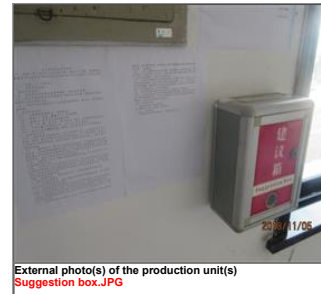
External photo(s) of the production unit(s)
Stability licenses-5.JPG



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



External photo(s) of the production unit(s)
Fire hydrant testing.JPG



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



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



External photo(s) of the production unit(s)
First aid kit.JPG



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



External photo(s) of the production unit(s)
Exit sign and emergency light.JPG



External photo(s) of the production unit(s)
No smoking sign.JPG



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



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



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