


Score Card Report

FACTORY	AUDIT INFORMATION	SUPPLIER
Location ID: F22822 Location Name: YIWU SOQ JEWELRY CO LTD Address: Building NO. 13, 2ND FLOOR, SIHAI AVENUE 99 City/State/Zip: YIWU, ZHEJIANG China Email: Factory Contact Name: Ron Factory Contact Email: ron@soqjewelry.com Factory Contact Phone: 182 5897 9229	Audit Form Name : JCP - ELEVATE - Audit Tool - V45 Assessment Type: 1. Initial SA Audit Start Date: 24 Jun 2019 09:30 AM Completed Date: 24 Jun 2019 03:30 PM Rating: Fair	Supplier ID and Name: 048322 TANYA CREATIONS LLC

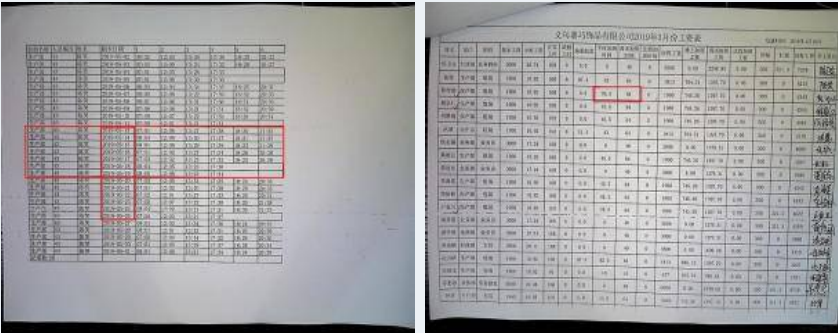
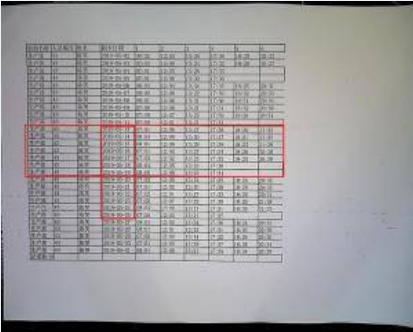
Final Category

ID	QUESTION TEXT	RESPONSE	PRIORITY
FC001	Auditor Name	Emily Xu	
FC002	Performance Rating:	Fair	
FC004	Score (%): (Note: enter number only, NO %-sign)	88	
FC003	Audit Cycle:	12 months	
FC004	Next Audit Date:	24 Jun 2020	



WAGES AND BENEFITS

ID	QUESTION TEXT	RESPONSE	PRIORITY
5.14	5.14 Social insurance is insufficient as per local law. Comments <ul style="list-style-type: none"> Detailed Finding: <p><i>It was noted that a total of 39 employees were eligible to receive five types of social insurances in May 2019 according to the law. However, through review of social insurance enrollment list and payroll records, only 11 employees were enrolled in pension insurance, medical insurance, occupational injury insurance, unemployment insurance and child-bearing insurance. (Remark: There were 28 employees were enrolled commercial injury insurance. The period of validity from September 29, 2018 to September 28, 2019.)</i></p>  Legal Requirement: <p><i>In accordance with PRC Labor Law article 72 The sources of social insurance funds shall be determined according to the categories of insurance, and the practice of unified accumulation of insurance funds shall be introduced. The employer and individual labourers shall participate in social insurance in accordance with law and pay social insurance costs.</i></p> <p><i>Article 73 Labourers shall be entitled to social insurance treatment in any one of the following cases:</i></p> <ol style="list-style-type: none"> (1) Pension insurance; (2) Medical insurance; (3) Occupational injury insurance; (4) Unemployment insurance; (5) Child-bearing insurance. <p><i>The dependents of the labourer who dies shall enjoy, in accordance with law, subsidies provided to these dependents.</i></p> <p><i>The conditions and standards on the eligibility of labourers for social insurance treatment shall be stipulated by laws and regulations.</i></p> <p><i>The social insurance funds for labourers shall be paid in due time and in full.</i></p> Recommendation: <p><i>It is recommended that the factory should ensure all eligible employees are entitled with all five types of social insurance schemes and therefore receive all of their statutory welfare to comply with the Law. Under situations, some employees might be reluctant to be enrolled and contribute to such social insurances schemes, the factory should host training sessions to help them understand the importance of contributing toward social</i></p> 	Non-Compliant	MEDIUM

HOURS OF WORK

ID	QUESTION TEXT	RESPONSE	PRIORITY
6.8	<p>6.8 Workers are systematically working excessive overtime (I O D)</p> <p>Comments</p> <ul style="list-style-type: none"> Detailed Finding: <ol style="list-style-type: none"> It was noted that the monthly overtime hours of 10 out of 10 randomly selected workers exceeded 36 hours in May 2019 with the highest of 97 hours; 5 out of 5 exceeded 36 hours in March 2019 with the highest of 109.5 hours; 5 out of 5 exceeded 36 hours in August 2018 with the highest of 94.5 hours; no worker had worked more than 3 overtime hours per day. It was noted that the weekly working hours of 10 out of 10 randomly selected workers exceeded 60 hours in May 2019 with the highest of 69 hours; 5 out of 5 workers exceeded 60 hours in April 2019 with the highest of 68 hours; 5 out of 5 exceeded 60 hours in August 2018 with the highest of 67 hours.  <ul style="list-style-type: none"> Legal Requirement: <ol style="list-style-type: none"> In accordance with PRC Labor Law article 41, the employer may extend working hours due to the requirements of its production or business after consultation with the trade union and laborers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of laborers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours. In accordance with JCPenney Supplier Principles. Recommendation: <ol style="list-style-type: none"> It is recommended that the factory should arrange reasonable production plan, increase productivity using positive means (such as bonuses) and reduce the overtime hours to ensure it is within 3 hours per day and 36 hours per month. Employees should be educated on health/safety dangers of excessive overtime. It is recommended that factory should arrange reasonable production plan, increase productivity using positive means (such as bonuses) and limit the working hours to comply with the client's requirement. 	Non-Compliant	HIGH
6.10	<p>6.10 Legally-mandated rest day is not provided (I D)</p> <p>Comments</p> <ul style="list-style-type: none"> Detailed Finding: <p>It was noted that 20 out of 20 randomly selected records have worked more than 6 consecutive days without 1 day off during June 2018 to June 2019, the maximum consecutive working days were 13 days from May 13, 2019 to May 25, 2019.</p>  <ul style="list-style-type: none"> Legal Requirement: <p>In accordance with PRC Labor Law article 38, the employer shall guarantee that its staff and workers have at least one day off in a week.</p> Recommendation: <p>It is recommended that the factory should arrange reasonable production plan, increase productivity using positive means (such as bonuses) and ensure every worker enjoy at least 1 day off in a week. Develop a work schedule that limits overtime and does not encourage employees to work on their rest days. Employees should be educated on the health/safety impact of excessive overtime.</p> 	Non-Compliant	HIGH

HEALTH AND SAFETY : Clauses apply to both production areas and dormitories

ID	QUESTION TEXT	RESPONSE	PRIORITY
7.1.43	<p>7.1.43 Bulk chemicals are not stored in appropriate secondary containers kept off the ground (O)</p> <p>Comments</p> <ul style="list-style-type: none"> Detailed Finding: <p><i>It was noted that factory did not have safety facilities such as anti-leakage facilities for two barrels of chemical (machine Oil) used in casting section.</i></p>  Legal Requirement: <p><i>In accordance with Regulation for Safety of Dangerous Chemical article 20, units that produce, store and use the dangerous chemical should install related safety facilities in workshop or warehouse for monitor, ventilation, sun proof, air-condition, fire prevention, fire fighting, explosive prevention, pressure release, gas defense, antiseptis, counteract, anti-moisture, lighting proof, anti-static, anti-leakage, safeguard, and isolation. According to the national laws and requirements of dangerous chemical material, the above facilities and equipment should be kept and maintained safely.</i></p> Recommendation: <p><i>It is recommended that factory should provide proper chemical safety training to workers, conduct regular chemical safety inspection, and install the relevant safety facilities in workshop or warehouse for its dangerous chemical material used.</i></p> 	Non-Compliant	HIGH
7.1.44	<p>7.1.44 Chemicals are not labeled with appropriate safety precautions (O)</p> <p>Comments</p> <ul style="list-style-type: none"> Detailed Finding: <p><i>It was noted that there was no label or no local language label attached on two barrels of chemical (machine Oil) used in casting section.</i></p>  Legal Requirement: <p><i>In accordance with Regulation For Chemical Usage Safety in Workplace, article 12, the chemicals used by the unit should be labeled, dangerous chemicals should have safety labels, the unit should provide safety data sheet to operator.</i></p> <p><i>Article 14, (1) In case of transferring or loading the chemicals purchased into a new container, it is required to mark clearly the descriptions of these chemicals on the newly adopted container. As to those hazardous chemicals that have been transferred or loaded into a new container, it is necessary to stick a safety precautions mark on the new container. (2) The original safety precautions mark upon those containers that contain hazardous chemicals shall not be replaced before these containers have been cleansed.</i></p> Recommendation: <p><i>It is recommended that the factory shall ensure that all chemical containers in the working area are properly labeled with safety precautions. Further the Management should provide proper chemical safety training to workers and conduct regular chemical safety inspection,</i></p> 	Non-Compliant	MEDIUM
7.1.92	<p>7.1.92 Factory is not undertaking, maintaining and paying for regular occupational health tests for employees as required by law</p> <p>Comments</p> <ul style="list-style-type: none"> Detailed Finding: <p><i>It was noted that the factory did not provide occupational disease health check to its workers in casting section who expose to dust at the time of employment, position take-up period and at time of off position.</i></p> Legal Requirement: <p><i>In accordance with PRC Occupational Disease Prevention Law article 35, the employ unit should provide occupational disease health check for laborers with exposure to occupational disease harm. The employ unit should provide health check to these laborers at the time of employment, position take-up period and at time of off position; the laborers should be informed with health check result without deceit. The occupational disease health check fee should be paid by employer.</i></p> 	Non-Compliant	MEDIUM

<ul style="list-style-type: none"> Recommendation: <i>It is recommended that the factory should provide proper Health & Safety training to workers, conduct regular Health & Safety inspection, provide occupational health check to workers exposing to occupational disease harm.</i> 		
<p>7.1.126 7.1.126 Factory is not monitoring and assessing the factors of occupational disease hazards regularly at the workplace as required by law (Auditor guidance: It's acceptable if the type of test report is Entrust/Commision)</p> <p>Comments</p> <ul style="list-style-type: none"> Detailed Finding: <i>It was noted that the factory could not provide the regular testing of occupational hazardous factors for the last 12 months.</i> Legal Requirement: <i>In accordance with Regulations of Occupational Hazardous Factor Regular Testing, Article 4, the employer should establish system of occupational hazardous factors regular testing, and should entrust occupational hygiene technical service institution with corresponding qualification to conduct testing of factors of occupational hazards at least once a year. If otherwise provided by the State, such provision will prevail. Article 7, the employer should verify the qualification and the metrology accreditation scope of the occupational hygiene technical service institution before signing the contract of testing. Copies of related qualification documents should be kept in records by the employer.</i> Recommendation: <i>It is recommended that the factory should ensure to conduct testing of factors of occupational hazards at least once a year according to legal requirement.</i> 	Non-Compliant	MEDIUM