

Auditee :	QUANZHOU JULI BAG CO., LTD.
Audit Date From :	15/08/2017
Audit Date To :	15/08/2017
Expiry Date of the Audit :	Please refer to the producer profile in the BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Allen Li(Lead)
Auditing Branch (if applicable) :	TUV Rheinland China



BSCI Audit Summary Report

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



Rating	A combination of ratings per performance area where:	Consequence																																													
A OUTSTANDING	<ul style="list-style-type: none">o Minimum 7 performance area rated Ao No Performance area rated C, D or E <p>These are three examples:</p> <table><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><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>A</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>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></table>	A	A	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	B	A	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 needing follow-up audit.
A	A	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	B																																	
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B GOOD	<ul style="list-style-type: none">o Maximum 3 performance area rated Co No performance area rated D or E <p>These are three examples:</p> <table><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><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>B</td><td>C</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>B</td><td>C</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	B	B	A	A	A	A	A	B	B	B	B	B	B	B	B	C	C	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C	The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.
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B	B	B	B	B	B	B	B	B	B	B	C	C	C	C																																	
C ACCEPTABLE	<ul style="list-style-type: none">o Maximum 2 performance areas rated Do No performance area rated E <p>These are three examples:</p> <table><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><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>C</td><td>D</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>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	C	C	A	A	A	A	A	B	B	B	B	C	C	C	C	D	D	C	C	C	C	C	C	C	C	C	C	C	C	C	D	D	The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.
A	A	A	A	A	A	A	A	A	C	C	C	C	C	C																																	
A	A	A	A	A	B	B	B	B	C	C	C	C	D	D																																	
C	C	C	C	C	C	C	C	C	C	C	C	C	D	D																																	
D INSUFFICIENT	<ul style="list-style-type: none">o Maximum 6 performance area rated E <p>These are three examples:</p> <table><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><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>D</td><td>E</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>D</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	A	A	A	A	D	D	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	D	E	E	D	D	D	D	D	D	D	D	E	E	E	E	E	E	E	The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.
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D	D	D	D	D	D	D	D	E	E	E	E	E	E	E																																	
E UNACCEPTABLE	<ul style="list-style-type: none">o Minimum 7 performance areas rated E <p>These are three examples:</p> <table><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><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><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><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	E	E	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	E	E	E	E	BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners
A	A	A	A	A	A	E	E	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	E	E	E	E																																	
Zero Tolerance	A Zero Tolerance issue was identified (see Annex 5)	Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.																																													

Main Auditee Information

Name of producer :	QUANZHOU JULI BAG CO., LTD.		
DBID number :	371841		
Audit ID :	106306		
Address :	No.139 ChongShun Street,QingMeng Economic Development Zone, Quanzhou		
Province :	Fujian	Country :	China
Management Representative :	Ding Liao		
Contact person:	Guangjin Zhang	Sector :	Non-Food
Industry Type :	Accessories	Product group :	other accessories (please specify)
Product Type :	Bags		

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		
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 :	15/08/2018

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	C	D	A	A	A	A	A	A	A

Executive summary of audit report

QUANZHOU JULI BAG CO., LTD. (泉州聚力箱包有限公司) was specialized in the manufacturing of bags. It was located at No.139 ChongShun Street, QingMeng Economic Development Zone, Quanzhou City, Fujian, China. Factory occupied one 3-storey building as production floors and warehouse. 2/F to 3/F of one 6-storey building used as dormitory, 4/F to 5/F was used as office.

The buildings were owned by company of Quanzhou Huisheng Fire Protection Equipment Co., Ltd. (泉州市辉盛防火设备有限公司) which focused on Fire Protection Equipment trading. It used the 6/F of the 6-storey building as office.

And 1/F of the 6-storey building was rent to others used as stores.

There were no relationship and there was no worker shared among the auditee, which was confirmed through management interview and on-site observation. Auditor only audited the areas occupied by auditee.

No production process was subcontracted to outsource. All employees including Security guard were recruited by auditee directly.

The main production process including: cutting, sewing, and packing

No canteen, transportation facility was provided.

No obvious peak season in the factory.

The factory management were cooperation with the audit and the interviewed worker representative showed that the management was kind and the workplace was comfortable. Factory management agreed with the findings at the closing meeting.

Remark:

Factory english address in their business license was No.139 ChongShun Street, Branch of Quanzhou Economic Technology Development Zone, Fujian, China. (福建省泉州经济技术开发区崇顺街139号), but on BSCI platform was No.139 ChongShun Street, QingMeng Economic Development Zone, Quanzhou City, Fujian, China. As confirmed with factory management, QingMeng Economic Development Zone was the traditional name of this area for a long time in their business, and both address were the same places.

Ratings Summary


Auditee's background information			
Auditee's name :	QUANZHOU JULI BAG CO., LTD.	Legal status :	Limited Company
Local Name :	泉州聚力箱包有限公司 (No. 913505833357665502)	Year in which the auditee was founded :	2015
Address :	No.139 ChongShun Street,QingMeng Economic Development Zone,	Contact person (please select) :	Guangjin Zhang
Province :	Fujian	Contact's Email :	13859795783@163.com
City :	Quanzhou	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 :	N24°52'21", E118°33'22"	Total turnover (in Euros) :	3000000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Accessories	Of which domestic market % :	0.00
If other, please specify :		Production volume :	45000 pcs per month
Product Group :	other accessories (please specify)	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Bags		

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) : 0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	23	25
Temporary workers	0	0
In management positions	2	1
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	17	19
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	23	25
Production based workers	0	0
With shifts at night	2	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 - 106306] Audit Date: 15/08/2017 PA Score: D

Deadline date:15/01/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee had established a management manual and procedures according to the BSCI Code of Conduct. Ding Liao / Factory Director was appointed as management representative to ensure the BSCI values and principles being implemented. The executives and management staffs aware of the legal rights and duties under labour legislation. Coherent relevant documents with the statements were provided for review. Regular training against BSCI Code and Terms of Implementation were held in the factory. The BSCI Code of Conduct was posted at the place available by all employees. Factory established systems to monitor its business partners' social accountability, and conducted regular audit for their significant suppliers. Management manual was provided by the factory.

受审核方已经根据BSCI行为守则要求建立了管理手册和程序文件。厂长丁廖被任命为管理者代表负责BSCI的价值和条款的执行。管理层员工了解劳工权益和劳动法规要求。工厂提供了描述一致的相关文件参考。定期举行BSCI生产商实施条款培训。工厂在员工可见处张贴BSCI行为守则。工厂建立了系统去管控其商业合作伙伴的社会责任的执行情况, 并对其主要供应商进行了定期的审核工厂提供了BSCI管理手册。

- 1.1 -** There was some deficiency for the factory's BSCI management system, such as the deficiency capacity of expectations of the delivery order planning and overtime control, deficiency of Occupational Health and Safety management system.

工厂在BSCI管理体系上存在缺陷, 例如在完成预期订单交货的产能计划上以及加班时间控制上的存在缺陷, 在健康安全管理系统方面存在缺陷。

- 1.4 -** Though factory have a cost calculation procedure, but factory didn't have a good capacity planning to meet the expectations of the delivery order led to workers' monthly overtime work exceeded legal requirement in all 12 months in past one year (refer to 6.2).

虽然工厂有成本核算程序, 但是工厂没有一个完善的产能计划去完成预期的订单交货以致于工人在过去一年中的12个月中月加班工作都超出了法规要求(见6.2)。

Remarks from Auditee:

None

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 106306] Audit Date: 15/08/2017 PA Score: B

Deadline date:15/01/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Workers were familiar with workplace-related issues, their right and obligation, work contracts, job description, working rules, etc. Effective grievance mechanism was available for using. Communication meeting about EHS had held regularly between management and workers & workers Rep. once a quarter at least.

员工都很清楚工厂场所相关信息, 员工的劳工权利和义务, 劳动合同, 工作职责以及工作守则等。有完整的申诉机制可使用。工厂管理层和员工开展关于社会责任方面的沟通。管理层和工人, 工人代表之间关于EHS的沟通会议定期举行, 至少一个季度一次。

- 2.2 -** The auditee did not define any long term goals to protect workers according to the BSCI values and principles or its BSCI performance. Such as long term goals about benefits improvement, working environment improvement.

被审核方没有根据BSCI使命或愿意或其BSCI表现去定义任何保护员工的长期目标, 例如关于福利提升, 工作环境改善方面的长期目标。

Remarks from Auditee:

None

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

Full Audit [Audit Id - 106306] Audit Date: 15/08/2017 PA Score: A

Deadline date:

GOOD PRACTICES:

NONE

AREAS OF IMPROVEMENT:

The facility had established a written policy and procedure regarding the freedom of association and collective bargaining. Employee rights on freedom of association and collective bargaining were regulated in the written procedure. Orientation training and refreshing training were conducted to ensure employees know their rights. Workers' representatives could access to workers and workers were free to meet and discuss workplace issues in the facility during their break and before or after work.

工厂针对自由结社和集体谈判建立了书面和政策程序。员工的自由结社和集体谈判权利在规定的程序中定义。新员工培训和定期的培训确保员工知道该权利。员工代表在休息时间和上下班期间可以自由的会见员工并讨论工作场所问题。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 106306] Audit Date: 15/08/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>They had set their objectives that refer to the local regulation and BSCI Code of Conduct. The auditee publicly stated that they forbade any terms of discrimination when workers are hired, promoted, fired or assigned benefits. Workers would not be discriminated because of their race, religion, age, sex, disability etc. Pregnant worker would not be discriminated. The policy was communicated to all management and workers regularly through training. Grievance channels were also available through directly reporting or using suggestion box or talk to worker representatives.</p> <p>已根据当地法律法规设立了目标。已公开声明将在招聘、升迁、解聘及离职中禁止任何形式的歧视。员工不会因为肤色、宗教、年龄、性别及残疾被歧视。通过培训将这一政策传达给了管理层及工人。可以通过直接汇报或使用意见箱或告诉员工代表进行申诉。</p>	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 106306] Audit Date: 15/08/2017 PA Score: C	Deadline date:15/01/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Fair remuneration would be provided to all workers considering their skills and positions. Local minimum wage and overtime wage payment was communicated to all workers through displaying and training of facility policy. Payrolls of 6 samples from July 2016 to June 2017 were reviewed randomly during this audit. Legal minimum wage was RMB1500/month and equal to RMB8.62 (1500/21.75/8)/hour since 1 July 2017. And factory had collected this updated information. From 1 July, 2015 to 30 June, 2017, legal minimum wage was RMB1350/month and equal to 7.76(1350/21.75/8)/ hour. The factory minimum wage was RMB9.77 / per hour. All workers' wage was calculated at hourly rate. The workers' overtime work was compensated legally. Wage was paid by cash at 30th of following month. Pay slip were provided for workers. Paid annual leave, holiday and other leaves were given according to the law.</p> <p>根据工人的技能和职位提供了公平的报酬。通过培训及张贴的方式告知员工最低工资及加班工资的法规要求。随机抽查了6名来自不同车间的工人从2016年7月至2017年6月的工资记录。当地的最低工资标准自2017年7月1日起为人民币1500等同于每小时人民币8.62(1500/21.75/8)。在2015年7月1日至2017年6月30日期间,为人民币1350等同于每小时人民币7.76(1350/21.75/8)。企业支付工人的最低工资为人民币9.77元每小时。所有员工工资为计时工资。员工的加班工资依法得到补偿。每个月30号发上月工资。工资条提供给了员工。带薪年假、假日以及其他假期依据法律进行了提供。</p> <p>5.4 - It was noted that the factory did not establish calculation method for decent living wages and did not identify the gap between actual remuneration and living wage. 评估中发现工厂尚未建立体面的生活工资的计算方式,且没有识别实际薪酬和生活工资之间的差距。</p> <p>5.5 - Social insurances records from July 2016 till July 2017 was provided. And the latest records in July 2017 showed that only 2 out of 48 employees were provided basic endowment insurance, unemployment insurance, injury insurance, basic medical insurance and maternity insurance. Factory had purchased commercial accident insurance for workers (1 year validity period from August 9, 2017 to August 8, 2018). Refer to PRC Labor Law Article 72-73. 审核了从2016年7月至2017年7月的社保记录。最新的2017年7月的社保记录显示48名员工中只有2名员工提供养老保险、失业保险、工伤保险、医疗保险、和生育保险。工厂为所有员工购买商业意外险(去1年有效期从2017年8月9日至2018年8月8日)。参考法规《中华人民共和国劳动法》第72-73条。</p>	
Remarks from Auditee: None	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 106306] Audit Date: 15/08/2017 PA Score: D	Deadline date:15/01/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Auditee established working hour policy according to local legal requirement. Working hour was 8 hours per day and 40 hours per week. Electronic finger printing attendance recording system was used to record workers' working time. 1 shift for workers in the factory: 8:00-12:00, 14:00-18:00. 3 shifts for security guards, 8:00-16:00, 16:00-0:00 and 0:00-8:00. Attendance records from July 1, 2016 till the audit day was provided. Maximum 2 hours overtime per day, maximum 18 hours overtime per week. 150%, 200% and 300% of normal rate would be compensated for overtime on normal working days, rest day and statutory holidays. In July 2017, workers' maximum overtimes had reached to 82 hours per month and in August 2017, from August 1 to the audit day (August 15, 2017), 26 hours overtimes of this month were noted.</p> <p>工厂根据法律要求建立了工作时间的政策。工作时间为每天8小时,每周40小时。指纹识别考勤系统用来记录员工的工作时间。工人为1班, 8:00-12:00, 14:00-18:00, 保安为3班, 8:00-16:00, 16:00-0:00 以及0:00-8:00。提供了2016年7月1日至今的考勤记录, 每天最大加班2小时, 每周最大加班18小时。被审核方按基本工资的1.5倍、2倍及3倍支付工人平时加班、周末加班及假日加班的工资。2017年7月, 工人的最大月加班时间达到了82小时, 而在2017年8月, 从8月1日至审核当日2017年8月15日, 在2017年8月1日有26小时的加班。</p> <p>6.2 - Attendance records from July 1, 2016 till the audit day were provided for reviewing. It was noted that employees' monthly overtimes exceeded 36 hours every month and ranged from 54 hours to 84 hours during this period. All 6 sampled employees' monthly overtimes were 76 hours in June 2017 (recent paid month), all 6 sampled employees' monthly overtime hours were 84 hours in December 2016 (Random month); and all 6 sampled employees' monthly overtime hours were 68 hours in October 2016 (random month). (Reference laws: Labor Law of the P.R.C. Article 41) 审核了2016年7月1日至审核当日的考勤, 发现每月员工的月加班时间都超过了36小时, 在54小时至84小时之间。2017年6月(当前已支付月)所有6名随机抽取的工人月加班时间达到了76小时, 2016年12月(随机月)所有7名随机抽取的工人月加班达到了84小时, 2016年10月(随机月), 6名随机抽取的工人中的6人月加班时间达到68小时。参考劳动法41章。</p>	
Remarks from Auditee: None	

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 106306] Audit Date: 15/08/2017 PA Score: A

Deadline date:15/01/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory had established policies and procedures based on BSCI standards and local law requirements for occupational health and safety. Regular health and safety training was provided to employees on work station safety, machine safety, use of PPE, used of chemicals, etc. Written accident and emergency protocol was set and drills were conducted. Firefighting equipment, such as fire extinguishers and fire hydrants were sufficiently available in the factory. Clear evacuation signs and emergency lights were provided. Sufficient first aid supplies were available in workshops and a fast response agreement was concluded with local hospital for emergency. Clean drinking water and sufficient restrooms were always accessible without restrictions. The temperature, humidity and lighting were acceptable in the factory.

No transportation, canteen, kitchen were provided for workers during this audit.

工厂基于BSCI标准和当地法规对于职业健康和安全的要求建立了政策和程序。提供定期的职业健康安全培训给员工, 内容涉及到工位安全、机器安全、劳保用品使用、化学品使用等。工厂建立了书面的意外紧急预案并进行了演习。如灭火器消防栓等的消防设施在厂内配置足够。清晰的逃生标识和应急灯也有提供。车间有足够的急救用品。工厂与当地医院签订绿色通道协议以应对紧急情况。干净的饮用水和充足的卫生间不受限制的提供。厂内温湿度可以接受。

工厂没有设置通勤车, 食堂, 厨房。

7.4 - Though factory had conducted health and safety risk assessment, workers or worker representative didn't be involved in health and safety risk assessment.

虽然工厂进行了职业健康安全风险的评估, 但是工人和工人代表没有受邀参与进行职业健康安全风险的评估。

7.7 - No second container and MSDS provided for the oil in air compressor room. Reference Law: Regulation of Chemical Safety Usage in Workplace, Article 12, and Regulation for Safety of Hazardous Chemical, Article 20.

空压机房的机油没有提供二次容器以及物质安全资料表。参考法律法规: 工作场所安全使用化学品规定第十二条以及危险化学品安全管理条例 第二十条。

7.8 - The factory did not visually displayed emergency procedures in workshops

审核发现工厂的车间内事故没有张贴应急处理程序。

7.17 - As per observation, 5 sewing machines were not installed with needle protection safeguards and belt guard. Reference Law: General rules of design on health and safety of production facility (GB5083-1999), Article 6.1.6.

现场巡查时发现5台车缝机没有安装挡针板以及皮带罩。参考法规: 生产设备安全卫生设计总则第6.16条款。

7.22 - There was no private door, no ventilation fans installed and privacy board was too low (about 0.8 meters height) to keep privacy in the toilet on 1/F of the production building. No soap and tissues provided in all toilets in the factory. Reference law: Hygienic standards for the design of industrial enterprises (GBZ 1-2010), 7.3.4

厂房1楼的厕所没有安装隐私门, 没有排风装置, 隐私隔断大约0.8米高, 不足以包装隐私, 全厂车间内的厕所没有清洁手的用品及纸巾, 相关法律法规: 工业企业设计卫生标准 7.3.4

7.24 - There was no enough fire protection distance between dormitory building and production building as requirement of Code for Fire Protection Design of Buildings (GB50016-2014), Article 3.4.1, no less than 10 meters away. Reference law: Code for Fire Protection Design of Buildings (GB50016-2014), Article 3.4.1.

审核中发现工厂的宿舍楼和生产厂房之间没有足够的防火间距, 根据建筑设计防火规范(GB50016-2014)第3.4.1条, 至少间距10米。参考法规: 建筑设计防火规范(GB50016-2014)第3.4.1条。

Remarks from Auditee:

None

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 106306] Audit Date: 15/08/2017 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The facility had a written procedure of Recruitment Management and Child Labor Remediation. Age and identity of the candidates had been verified prior to recruitment. The auditee reviewed, validated and kept on file legal proof of age documentation upon hiring a candidate. By review the roster and workers personnel files, no child labor worked in the auditee, the youngest worker was 21 years old.

工厂建立了书面的招聘管理程序及童工拯救程序。招聘前有识别工人年纪。工厂在招聘工人时, 有审核和保存应聘者的身份证复印件。依据花名册及人事档案, 未发现童工。最小的工人年龄21岁。

Remarks from Auditee:

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 106306] Audit Date: 15/08/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: They had set their objectives that refer to the local regulation and BSCI Code of Conduct. If young workers were hired, they would not be arranged in hazardous position and would not work overtime or in night shift. Especial training would be provided including facility rules, H&S, grievance measures. No young worker was hired in the facility. The youngest worker was 21 years old. 工厂建立了政策和程序去识别未成年工。如果雇佣未成年工, 工厂将不会将他们安排在危险岗位, 不会安排延长加班, 不会安排在夜班。将会提供给未成年工关于工厂政策, 健康安全及申诉机制的培训。目前工厂未雇佣未成年工。最年轻的工人年纪为21岁。	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 106306] Audit Date: 15/08/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory has established a policy based on BSCI standards and local law requirements to protect employment relationship. All hired workers signed labor contracts within one month with the audited factory and a copy of labor contracts was provided to workers. The contents on labor contracts were fully in compliance with local law on working hour, payments, working condition protection, etc. 工厂基于BSCI的标准和当地法规要求建立了包含雇佣关系的政策和程序。所有雇佣的员工都会与所审核的工厂在一个月内签订劳动合同并且会留一份劳动合同副本给员工。劳动合同的内容, 如工时, 工作, 工作条件等均完全符合当地法律。	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 106306] Audit Date: 15/08/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory has established a policy based on BSCI standards and local law requirements to identify and prevent bonded labor. Training regarding identifying and reporting bonded labor was provided to workers periodically. There was not any form of bonded labor observed or reported during the audit. 工厂基于BSCI的标准和当地法规要求建立了识别和防止强迫劳工的政策和程序, 定期给员工提供强迫劳工的识别与报告。在这次审核中没有发现或者得到报告强迫劳工的情况。	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 106306] Audit Date: 15/08/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory has set goal and established a policy based on BSCI standards and local law requirements to identify and reduces the impacts of its activities to the environment. Hazardous wastes were treated by the qualified contractor. Training regarding environment protection was provided to workers. No waste water, air emission discharged from production process. 工厂基于BSCI的标准和当地法规要求建立了环境的方针和目标以识别和减少其生产活动对于环境的影响。已获得环评报告等证件。针对环境保护的培训也有提供给员工。生产工序没有废水, 废气产生。	
Remarks from Auditee:	

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 106306] Audit Date: 15/08/2017 PA Score: A

Deadline date:15/01/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory has established a policy based on BSCI standards on ethical business behavior. The established procedures identified and handle non-ethical behavior and showed zero tolerance. Based on onsite observation and the provided documents/ records, the factory provided consistent information for this audit and no non-ethical behavior was observed.

工厂基于BSCI要求建立了商业道德规范政策。程序可以识别和处理不道德的商业行为并实施零容忍措施。根据现场观察和所提供的文件/记录, 工厂在审核中提供一致性的信息。当前审核没有发现不道德商业行为。

- 13.4 -** No privacy policy and process were in place to protect the personnel information.
工厂未建立个人隐私的政策和程序来保护个人的信息。

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	15/08/2017	106306	D	B	A	A	C	D	A	A	A	A	A	A	A	C

Producer Photos



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



Photo of fire safety equipment
Fire hydrant.JPG



Photo of the sanitary facilities
Toilet.JPG



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



Photo of fire safety equipment
Fire hydrant testing.JPG



Photo of the dormitories (if applicable)
Dormitory room.JPG



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



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



Photo of non-conformity
Finding 5.5 Only 2 out of 48 employees were provided
social insurances.JPG



Photo first aid facilities
First aid kit.JPG



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



Photo of non-conformity
Finding 6.2 Employees monthly overtime exceeded 36
hours.JPG



Photo first aid facilities
First aid procedure.JPG



Photo of the inside of the main production hall
Cutting.JPG



Photo of non-conformity
Finding 7.17 Sewing machines were not installed with
needle protection safeguards and belt guard.JPG



Photo of fire safety equipment
Emergency light and sign.JPG



Photo of the inside of the main production hall
Drinkable water supplier.JPG



Photo of non-conformity
Finding 7.22 Privacy board was too low to keep privacy in the toilet on 1F of the production building and no private door and no ventilation fans installed.JPG



Photo of fire safety equipment
Evacuation plan.JPG



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



Photo of non-conformity
Finding 7.25 There was not enough fire protection distance between dormitory building and production building.JPG



Photo of fire safety equipment
Fire alarm.JPG



Photo of the inside of the main production hall
Sewing.JPG



Photo of non-conformity
Finding 7.7 No second container and MSDS provided for the oil in air compressor room.JPG



Photo of fire safety equipment
Fire extinguisher .JPG



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