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Auditee :	<b>Linhai Jinnuo Craftwork Co., Ltd</b>
Audit Date From :	<b>06/01/2021</b>
Audit Date To :	<b>06/01/2021</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>TUEV Rheinland</b>
Auditor's Name(s) :	<b>Ation Lin(Lead)</b>
Auditing Branch (if applicable) :	<b>TUV Rheinland China</b>

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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
<b>A</b> <b>Very Good</b>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated A</li> <li>No Performance Areas rated C, D or E</li> </ul> These are three examples: 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>B</b> <b>Good</b>	<ul style="list-style-type: none"> <li>Maximum 3 Performance Areas rated C</li> <li>No Performance Areas rated D or E</li> </ul> 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.
<b>C</b> <b>Acceptable</b>	<ul style="list-style-type: none"> <li>Maximum 2 Performance Areas rated D</li> <li>No Performance Areas rated E</li> </ul> These are three examples: 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.
<b>D</b> <b>Insufficient</b>	<ul style="list-style-type: none"> <li>Maximum 6 Performance Areas rated E</li> </ul> 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.
<b>E</b> <b>Unacceptable</b>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated E</li> </ul> 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	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
<b>Zero Tolerance</b>	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 :	<b>Linhai Jinnuo Craftwork Co., Ltd</b>		
DBID number :	<b>367396</b>		
Audit ID :	<b>202810</b>		
Address :	<b>No.1199, Huifeng South Road, Jiangnan District, Linhai, Taizhou</b>		
Province :	<b>Zhejiang</b>	Country :	<b>China</b>
Management Representative :	<b>Chaohui Wang</b>		
Contact person:	<b>Chaohui Wang</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Accessories</b>	Product group :	<b>Arts, crafts and needlework</b>
Product Type :	<b>Christmas ball</b>		

**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 type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input checked="" 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 : 06/01/2022

Rating per Performance Area (PA)												
PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	A	A	A	A	D	A	A	A	A	A	A	A

Executive summary of audit report
<p>1. Auditor: Aton Lin, RA, registration number: 21701895)</p> <p>2. The address in business license in Chinese was “浙江省台州市临海市江南街道汇丰南路1199号”.</p> <p>3. Total 8 buildings were located at the boundary wall. All buildings belonged to Zhejiang XX New Energy Tech. Co., Ltd. The auditee rented parts of 1st and 2nd floor of one 6-storey building used as office and dormitory; half parts of 1st floor of No.1, 2 building (total 2-storey) used as production; the whole 2nd floor of No.1, 2 building used as warehouse; the whole No.3 building used as production workshop and warehouse. Other buildings were used by other factories which produced plastic ball, outdoor furniture, solar parts, motor parts and etc.</p> <p>4. The auditee had independent business license and employees. Verified from site observation, document review, and management and worker interview, the auditee didn't share the employees with other units. The auditee chased plastic ball from Taizhou XX Plastic Co., Ltd. (B factory) which rented half parts of 1st floor of No.1 building. The purchase order and invoice were provided for review. B factory also provided plastic balls to other client. The auditee did not have business with other factories.</p> <p>5. The total building area used by auditee was about 27,000 square meters. The main product manufactured by the facility was Christmas ball. The main production processes were listed as follows: painting and vacuum coating, dyeing, assembly and package.</p> <p>6. Apr. to Sep. was peak season for the auditee. About 40% painting and vacuum coating, dyeing production lines were not running due to the audit was conducted in slack season. No sub-contracted labor was found during audit. No production process was sub-contracted. 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 security guards belonged to landlord.</p> <p>7. 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 Comprehensive Working Hours System Approval during audit, which made the Comprehensive Working Hours System Approval not applicable.</p>

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>Linhai Jinnuo Craftwork Co., Ltd</b>	Legal status :	<b>Limited company</b>
Local Name :	临海市金诺工艺品有限公司 (913310827549082850)	Year in which the auditee was founded :	<b>2003</b>
Address :	<b>No.1199, Huifeng South Road, Jiangnan District, Linhai,</b>	Contact person (please select) :	<b>Chaohui Wang</b>
Province :	<b>Zhejiang</b>	Contact's Email :	<b>827479627@qq.com</b>
City :	<b>Taizhou</b>	Auditee's official language(s) for written communications :	<b>Chinese</b>
Region :	<b>North East Asia</b>	Other relevant languages for the auditee :	<b>None</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>www.tzjinnuo.com</b>
GPS coordinates :	<b>N 28°47'34" E 121°7'57"</b>	Total turnover (in Euros) :	<b>2200000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>100.00</b>
Industry :	<b>Accessories</b>	Of which domestic market % :	<b>0.00</b>
If other, please specify :		Production volume :	<b>18000000 pcs per year</b>
Product Group :	<b>Arts, crafts and needlework</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :		Lost time injury calculation cost :	<b>Yes</b>
Product Type :	<b>Christmas ball</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>39</b>	Total number of workers in the production unit to be monitored (if applicable) :	<b>0</b>
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>	
Permanent workers	<b>21</b>	<b>18</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>2</b>	<b>1</b>	
Apprentices	<b>0</b>	<b>0</b>	
On probation	<b>0</b>	<b>0</b>	
With disabilities	<b>0</b>	<b>0</b>	
Migrants (national citizens)	<b>13</b>	<b>1</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>21</b>	<b>18</b>	
Production based workers	<b>0</b>	<b>0</b>	
With shifts at night	<b>0</b>	<b>0</b>	
Unionised	<b>0</b>	<b>0</b>	
Pregnant	<b>-</b>	<b>0</b>	
On maternity leave	<b>-</b>	<b>0</b>	

**Finding Report**



**Performance Area 1 : Social Management System and Cascade Effect**

Full Audit [Audit Id - 202810] Audit Date: 06/01/2021 PA Score: D

Deadline date:30/12/2021

**GOOD PRACTICES:**

NONE

**AREAS OF IMPROVEMENT:**

Social responsibility policy and procedure were issued. Vice GM / Chaohui Wang was responsible for the amfori BSCI social requirements. The internal audit and management review of social responsibility review was conducted in Dec. 2020. The factory established procedure to monitor its main suppliers' social performance, and communicated amfori BSCI COC and TOI to main suppliers. The main suppliers were plastic balls, packing material and etc. Related assessment records were provided for review. The auditee established workforce planning procedure, but was not implemented effectively.

企业已建立了社会责任政策和程序文件。副总经理王朝晖负责amfori BSCI社会责任要求。企业在评估前已签了amfori BSCI的COC和TOI。企业社会责任内审和管理评审于2020年12月进行。工厂建立了主要供应商的社会责任监控程序，并将amfori BSCI COC和TOI传达其主要供应商。主要供应商有塑料球，包材等。相关评估记录提供审阅。企业建立了产能规划程序，但未有效执行。

- 1.1 - The auditee established the amfori BSCI document system, but the system was not implemented effectively: - Through management interview, There were issues on working hours, benefit etc. But effective way to solve the problems was not established by the company. -Through worker representative interview; The management claimed that they arranged overtime based on the order. The workers were willing to earn more money through overtime.

被审核方建立了amfori BSCI文件体系，但该体系并未有效执行。-通过管理者层访谈，工厂在工时、福利等方面存在问题，但缺少有效的途径问题来解决这些问题。-管理层申明他们根据订单来安排员工加班。员工愿意加班赚更多的钱。

- 1.4 - The factory established production capacity evaluation procedure, but did not evaluate its workforce capacity effectively. The production plan only followed the order and there was no overtime control system implemented, and workers were not clear about the overtime control plan, which leads the workers overtime working hour exceed 36 hours per month for mostly months.

工厂建立了产能评估程序，但是未对其产能进行有效评估，工厂的生产安排仅根据订单情况，未实施加班管控系统，且员工不清楚工厂的具体加班管控计划，以至于员工的月加班时间在过去大部分月份超过36小时。

**Remarks from Auditee:**

NONE

**Performance Area 2 : Workers Involvement and Protection**

Full Audit [Audit Id - 202810] Audit Date: 06/01/2021 PA Score: A

Deadline date:

**GOOD PRACTICES:**

NONE

**AREAS OF IMPROVEMENT:**

The worker representatives were elected by workers freely in Jan. 2020. The auditee had defined the long term goals to protect workers according to amfori BSCI Code of Conduct. There were freely-elected worker representatives, who met and communicated with management at least 4 times per year. An annual training plan was established. Training record on health, safety, work rule and working skills which provided for employees were documented.

工人代表在2020年1月由工人自由选择产生。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。工厂有自由选举的工人代表，负责和管理层交流至少每年4次。企业建立年度培训计划。企业对员工的健康、安全、工作规则和工作技能进行了培训，且保存了培训记录。

**Remarks from Auditee:**

NONE

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

Full Audit [Audit Id - 202810] Audit Date: 06/01/2021 PA Score: A

Deadline date:

**GOOD PRACTICES:**

NONE

**AREAS OF IMPROVEMENT:**

The worker representatives were freely elected by workers. No collective bargain agreement was concluded between the factory and workers, but the factory did not prevent workers from bargaining for the agreement.

工厂依照员工意愿选举了员工代表。审核过程中，工厂和员工无集体谈判协议，但工厂也未阻止员工有意愿的时候和工厂谈判。

**Remarks from Auditee:**

NONE

<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 202810] Audit Date: 06/01/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> NONE	
<b>AREAS OF IMPROVEMENT:</b> The worker claimed that no discrimination in the factory, workers came from different provinces of China. During worker interviews, it was found that there was no unequal, abuse, unusual disciplinary practices, and there were no preference on the religion, origin, political affiliation or age, gender or social background. 员工申明工厂里没有歧视，工人来自中国的不同的省份。在员工访谈中，员工反映在被评估企业里，没有不平等，虐待，不寻常的纪律处分，且没有对宗教，出身，政治派别或年龄，性别或社会背景有偏见。	
<b>Remarks from Auditee:</b> NONE	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 202810] Audit Date: 06/01/2021 PA Score: A	Deadline date:30/12/2021
<b>GOOD PRACTICES:</b> NONE	
<b>AREAS OF IMPROVEMENT:</b> In Employee Handbook, paid annual leave, statutory holiday, sick leave, marriage leave, maternity leave and funeral leave were defined. Payrolls of 7 samples from Dec. 2019 to Nov. 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 monthly rate for office staffs, and the minimum wage paid by factory to worker was RMB 3000 per month. Wage was calculated by hourly rate for production staffs, and the minimum wage paid by factory to worker was RMB 14 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 20th of the following month. The pay slip was provided to workers. 企业在员工手册中规定了带薪年休假、法定假日、病假、婚假、产假以及丧假。7名工人从2019年12月至2020年11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）。企业给办公室的员工按月薪计算，且给办公室员工的最低工资为3000元/月。企业给生产的员工按时薪计算，且给办公室员工的最低工资为14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。当月工资在下个月20前以现金形式支付给工人。工资条提供给员工。 <b>5.5 -</b> Not all workers were provided with social insurance. There were total 39 employees hired at the factory during audit date, no employee was retired, no employees were new hired after Dec. 2020 and no employee was resigned since Dec. 2020, so the factory should provide social insurance to 39 employees in Dec. 2020. The factory provided social insurance receipts from Jan. 2020 to Dec. 2020 for review, through reviewing the social insurance receipts and social insurance online system verifying, 12 employees were not provided with retirement insurance and medical insurance, unemployment insurance, child-bearing insurance in Dec. 2020. All workers were provided with work-related injury insurance. The workers who did not participate in social insurance stated that they did not want to participate in social insurance because they had participated in local rural medical insurance. Reference law: Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44, 53. (Remark: the retiree hired to work again could not participate in social insurance in local; the factory did not collect the relevant documents about workers participated in local rural medical insurance). Social insurance for 3 persons who were relatives of boss were paid in social insurance account of the auditee. 不是所有员工都提供社保。工厂审核当天一共雇佣了39名员工，没有退休返聘员工，2020年12月后没有新进员工，2020年12月后没有员工辞职。因此工厂应该在2020年12月为39名员工提供社会保险。工厂提供了2020年01月至2020年12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12月，工厂未给12名员工提供养老、医疗、失业、生育保险。所有员工都提供提供工伤保险。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。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：当地的退休返聘人员不能再参加社会保险；工厂未收集员工参加当地农村合作医疗保险的相关文件）。3名老板亲戚的挂在被审核方的社保系统里。	
<b>Remarks from Auditee:</b> NONE	

<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 202810] Audit Date: 06/01/2021 PA Score: D	Deadline date:30/12/2021
<b>GOOD PRACTICES:</b> NONE	
<b>AREAS OF IMPROVEMENT:</b> <p>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 was as below for all workers: 07:30-11:30, 12:30-16:30, overtime: 18:00-20:00. Attendance records from 1 Dec. 2019 to audit day were reviewed. The sampled recorder showed the maximum 2 hours overtime per day, 16 hours overtime per week, 62 hours overtime per month. Employees said that they did not work overtime on Sundays and statutory holidays and all sampled employees worked consecutively 6 days in maximum per week. All of them represented that they worked overtime based on their own will and they could refuse to work overtime without any punishment.</p> <p>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。所有员工的正常上班时间：07:30-11:30, 12:30-16:30, 加班: 18:00-20:00。企业提供了自2019年12月1日至审核当天的考勤记录供审核。所抽取样本考勤中，最大日加班时间2小时，周加班16小时，月加班62小时，员工没有在周日和法定节假日加班，抽样的员工每周最多连续工作6天。所有受访的员工表示他们的加班均是自愿的，而且他们可以拒绝加班而不会被惩罚。</p> <p><b>6.2 - Monthly overtime of workers exceeded legal requirement. The auditee didn't set up overtime control procedure to control monthly overtime; the attendance system had no alert function when monthly overtime exceeded limit. Workers and worker representative confirmed that they worked overtime voluntarily for a higher income. According to worker attendance records from 01 Dec. 2019 to 31 Dec. 2020, the workers monthly OT working hours exceeded 36 hours for 8 months. By the end of the audit day (06 Jan. 2021), the maximum monthly overtime in Dec. 2020 was 32 hours. The maximum monthly overtime in Jan. 2021 was 8 hours. For example: Monthly overtime for all 7 samples workers in Jun. 2020 were 60 hours. Monthly overtime for all 7 samples workers in Aug. 2020 were 40-62 hours. Monthly overtime for all 7 samples workers in Sep. 2020 were 56 hours. (Reference law: PRC Labor Law article 41).</b></p> <p>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来控制月加班时间，考勤系统在月加班超时时也没有预警功能。员工和员工代表确认自愿加班以得到更高的收入。根据工人的2019年12月01日至2020年12月31号的考勤，工人有8个月加班超出36小时要求。截止至审核当天(2021年01月06号)，2020年12月的最大月加班时间为32小时。2021年01月的最大加班时间为8小时。例如：抽取的7名样本员工在2020年06月的月加班时间为60小时。抽取的7名样本员工在2020年08月的月加班时间为40-62小时。抽取的7名样本员工在2020年09月的月加班时间为56小时。参考法律法规：《中华人民共和国劳动法》第41条</p>	
<b>Remarks from Auditee:</b> NONE	



<b>Performance Area 7 : Occupational Health and Safety</b>	
Full Audit [Audit Id - 202810] Audit Date: 06/01/2021 PA Score: A	Deadline date:30/06/2021
<b>GOOD PRACTICES:</b> NONE	
<b>AREAS OF IMPROVEMENT:</b>	
<p>The auditee did not conduct occupational hazardous element inspection. The auditee did not provide occupational physical exam to workers who contacted with occupational hazardous element. During plant tour, it was found that proper personal protective equipment were provided with proper warnings. Training records on personal protective equipment usage were reviewed. The auditee obtained Fire safety certificate and Construction Assessment Report in 2015. Fire early warning system, fire extinguishers, fire hydrants were installed and inspected monthly. Emergency lights and exit marks were installed properly and inspected monthly. The evacuation drills for production area and dormitory were conducted in May 2020 and Nov. 2020. Evacuation routes were not blocked and evacuation plans were posted at each workshop. There were adequate first aiders in the factory. Sufficient first aid kits stocked with necessary supplies were provided in workshops. The drinking water test report was provided for review. Factory did not provide canteen and transportation to workers. Canteen belonged to the landlord. Workers could chose to eat in canteen of landlord or outside canteen.</p> <p>工厂没有做职业病危害因素检测。被审核方没有提供职业病体检给接触职业病危害因素的员工。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。个人防护用品的使用培训记录提供审阅。工厂于2015年取得了所有建筑的消防验收报告和建筑工程竣工验收报告。企业安装了消防预警系统,灭火器,消防栓且每月进行了检查。安装了应急灯和出口标志并每月进行检查。车间和宿舍的消防演习于2020年05月和2020年11月份进行。疏散通道没有被堵塞且每个车间粘贴了消防逃生图。企业有足够的急救员,车间里提供了充足的急救用品。企业提供了饮用水测试报告给评估。工厂没有提供食堂和交通工具给员工。食堂属于房东。员工可以选择在房东的食堂吃饭或者外面的餐厅吃饭。</p>	
7.1 -	<p>1) Factory did not provide pre-job, on-job and off-job occupational health examination to workers who contacted occupational hazardous. E.g.: painting workers were exposed to chemical and etc. Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35 2) The auditee did not conduct occupational disease hazardous element inspection for the past 12 months (there was obvious chemical smell in painting workshop). Reference law: Workplace Occupational Health Monitoring Administration Regulation, article 20</p> <p>1) 工厂没有提供岗前,在岗和离岗的职业病体检给接触危害因素员工。如:接触化学品的染色员工等。参考法规: 中华人民共和国职业病防治法,第三十五条 2) 工厂未做最近12个月内的职业病危害因素检测(染色车间存在明显化学品气味)。参考法规: 工作场所职业病卫生监督管理规定,第20条</p>
7.6 -	<p>No occupational Hazardous Notice was posted in painting workshop. Reference law: Code of Occupational Hazard Notification and Warning Sign Management for Employer (2014), article 16</p> <p>染色车间没有设置职业病危害告知卡。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16条</p>
7.11 -	<p>It was noted that the Building 1, 2 and 3 had one floor added inside of 2nd floor of each building, but the factory did not obtain the fire-fighting acceptance certificate or register certificate and Building Structure Safety Certificate or Record for add floors. The added floors(approx. 2000m<sup>2</sup> in building 3, 3000m<sup>2</sup> in building 1 and 3000m<sup>2</sup> in building 2) were completed in 2016. The building looked solid and did not have cracks. Adequate number of escape exits. Fire fighting facilities were fully equipped. Reference law: Fire Prevention Law of the People's Republic of China, Article 11 and Construction Law of the People's Republic of China, Article 61</p> <p>评估中发现1, 2, 3号楼的2楼内部分别进行了加了1层,但工厂没有获得加层的建筑消防验收报告以及竣工验收或备案。加层(3号楼约2000平方米,1号楼约3000平方米和2号楼约3000平方米)完成于2016年。厂房看起来坚固,没有裂缝。逃生出口数量足够。消防设施配备齐全。参考法律法规:《中华人民共和国消防法》第11条以及《中华人民共和国建筑法》第61条。</p>
7.24 -	<p>No locked cabinet to keep personal belongings was provided for rooms in the dormitory. Reference law: code for design of dormitory building, article 4.2.3</p> <p>宿舍的房间未提供可以上锁的小柜子用于保存私人的物品。参考法规: 宿舍建筑设计规范,第4.2.3条</p>
<b>Remarks from Auditee:</b> NONE	
<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 202810] Audit Date: 06/01/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> NONE	
<b>AREAS OF IMPROVEMENT:</b>	
<p>The factory established an employment management procedure which states the factory should never employ and use any child labor under the age of 16 years old, and the factory would verify all employees' original ID cards at the time of recruitment and keep the photocopies of employees' ID cards in the personnel files. No child labor was found during audit.</p> <p>企业建立了雇用管理程序,陈述其不使用小于16岁的童工。企业在招聘员工时会核查员工的身份证原件和保留其复印件在员工档案里。审核期间没有发现童工。</p>	
<b>Remarks from Auditee:</b> NONE	

<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 202810] Audit Date: 06/01/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> NONE	
<b>AREAS OF IMPROVEMENT:</b> There was no young worker identified based on document review, plant tour and worker interviews. The risk assessment for young worker was conducted while the factory did not engage any young worker. 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. 基于文件审阅, 现场走访和员工访谈, 没有发现未成年工。即使工厂没有聘用未成年工, 工厂还是进行了有关未成年工的风险评估。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。	
<b>Remarks from Auditee:</b> NONE	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 202810] Audit Date: 06/01/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> NONE	
<b>AREAS OF IMPROVEMENT:</b> Facility provided workers with understandable information before entering into the employment. Each employee had signed labor contract with facility, and they had obtained the copy of the labor contract. 企业在员工入职前向员工提供培训。员工已与企业签订劳动合同, 并且企业提供劳动合同副本给员工。	
<b>Remarks from Auditee:</b> NONE	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 202810] Audit Date: 06/01/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> NONE	
<b>AREAS OF IMPROVEMENT:</b> 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。	
<b>Remarks from Auditee:</b> NONE	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 202810] Audit Date: 06/01/2021 PA Score: A	Deadline date:30/06/2021
<b>GOOD PRACTICES:</b> NONE	
<b>AREAS OF IMPROVEMENT:</b> Factory conducted environment impact assessment report in Oct. 2016 and obtained environment impact assessment approval in Dec. 2016 and obtained the acceptance approval for environmental facilities in Mar. 2018. The related environmental laws were collected. The environmental monitoring reports (industrial enterprises noise at boundary, waste gas, waste water) in Nov. 2020 were provided for review and the monitor result complied with local law. Factory established solid waste management procedure, environmental emergency handling procedure and etc. The hazardous wastes were transferred to the qualified company to dispose. The auditee obtained pollution discharge registration. (valid date: 12 Apr. 2020 to 11 Apr. 2025) 工厂于2016年10月做了环境影响报告并于2016年12月取得环评批复, 且在2018年03月取得环保设施竣工验收报告。工厂收集了相关的环境法规。2020年11月的环境因素监测报告(厂界噪音, 废气, 废水)提供审核且监测结果符合当地法规。工厂建立了固废管理程序, 环境应急处理程序等。被审核方取得了排污登记。有效期: 2020年4月12日到2025年4月11日。 <b>12.4 -</b> The factory signed hazardous waste transfer agreement with qualified vendor. But factory did not provide the hazardous waste transfer manifest for last year for review. The hazardous waste was waste painting barrels. Reference law: Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes, Article 59 工厂和有资质的单位签署了危废转移协议。但工厂没有提供最近一年的危险废物转移联单。危废有: 废油漆桶。参考法规: 中华人民共和国固体废物污染环境防治法, 第五十九条	
<b>Remarks from Auditee:</b> NONE	

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 202810] Audit Date: 06/01/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>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.</p> <p>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。</p>	
<b>Remarks from Auditee:</b>	
NONE	

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	06/01/2021	202810	D	A	A	A	A	D	A	A	A	A	A	A	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



External photo(s) of the production unit(s)  
1-4 some production lines were not running due to the audit was conducted in slack season.JPG



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



Photo first aid facilities  
2-2 Eye washing equipment .JPG



Photo of chemical storage room (if applicable)  
3-1 Chemical storage.JPG



Photo of chemical storage room (if applicable)  
3-2 MSDS.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 code of conduct on display  
7-1 Photo of amfori BSCI COC on Display.JPG



Photo of the dormitories (if applicable)  
8-1 Dormitory.JPG



Photo of the dormitories (if applicable)  
8-2 dormitory building.JPG



Photo of the inside of the main production hall  
9-1 painting and vacuum coating.JPG



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



Photo of the inside of the main production hall  
9-3 assembly and package.JPG



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



Photo of the inside of the main production hall  
9-5 Warning sign.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 personal protection equipments (if applicable)  
11-1 PPE reminder .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 workers were provided with social insurance.JPG

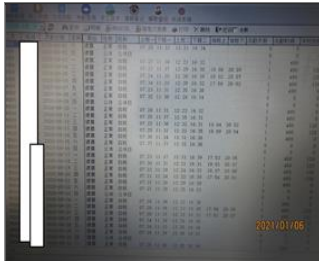


Photo of non-conformity  
NC - 6.2 Monthly overtime of workers exceeded legal requirement.JPG



Photo of non-conformity  
NC - 7.24 No locked cabinet to keep personal belongings was provided for rooms in the dormitory.JPG