
Auditee :	Ningbo yaoma art&crafts co.,ltd
Audit Date From :	28/03/2018
Audit Date To :	28/03/2018
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV SUD
Auditor's Name(s) :	Viola Lu(Lead)
Auditing Branch (if applicable) :	TUV SUD China



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>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>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>
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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>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>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>
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D	D	D	D	D	D	D	E	E	E	E	E	E																													
<p>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>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 :	Ningbo yaoma art&crafts co.,ltd		
DBID number :	360796		
Audit ID :	120057		
Address :	#C11, Far-Easst Industrial Park, Yuyao Ningbo		
Province :	Zhejiang	Country :	China
Management Representative :	Lin Shu Wang		
Contact person:	Wei Xu	Sector :	Non-Food
Industry Type :	Accessories	Product group :	Arts, crafts and needlework
Product Type :	Storage box		

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 : 28/03/2019

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	A	A	A	C	D	B	A	A	A	A	B	A

Executive summary of audit report

[Location and size]:
The factory started their operation from 2 September 2003, the business license number: 913302817532605798, it was located at C11, Far-Easst Industrial Park, Yuyao, Ningbo, Zhejiang, China. The occupied area was 1,100 square meters and the construction area was about 2,200 square meters.

[Structure of facility]:
The factory used one 2-storey building as office, production workshop and warehouse. No dormitory, kitchen or canteen is provided in the factory. The main products were Storage box. The production processes included fabric cutting/punching, sewing, wood processing, paper cutting, die cutting, glue spraying, assembly and packing.

[Employee analysis]:
Currently 23 employees are working in the factory. Among them 18 are production employees and 5 are non-production employee. Out of 23 employees, 7 are males and 16 are females. All employees are permanent employees. 19 employees are migrant employees from other provinces in China.

[Summary of working hour]:
There was no obvious peak season and low season in the factory. Worker used fingerprint system to record their working hour information. The facility provided attendance records of February 2017 to audit date, attendance records from November 2017 to January 2018 for 5 sampled workers were sampled for checking, there was 1 shift in the factory, from 8:00am-11:30am, 12:00pm-4:30pm. Sometimes 2 hours of weekday overtime per day and 8 hours of rest day overtime per week were conducted. No statutory holiday overtime was conducted. Reasonable rest breaks and the 7th day of rest were guaranteed. The maximum overtime was 2 hours per day and 56 hours per month. Overtime work was conducted voluntarily per the interview.

[Summary of compensation]:
The facility had established payment system based on BSCI standards and local law requirements. The facility provided payrolls of February 2017 to January 2018 and attendance records of February 2017 to audit date, payrolls and attendance records from November 2017 to January 2018 for 5 sampled workers were sampled for checking, workers were paid by hourly rate, wages were issued at the 30th day of each month by cash. The minimum wage was guaranteed based on local minimum wage standards. The lowest basic wages paid for workers were RMB10.6 per hour, which was higher than the local minimum wage of RMB9.54 per hour before 1 December 2017 and RMB10.34 per hours since 1 December 2017. Pay slips were provided so that workers could understand the composition of their wages. No illegal deduction was made. Workers were paid by 150% and 200% of regular rate for weekday and rest day overtime, respectively.

[Summary of interview]:
Worker interview were conducted by individually and in group. Randomly selected 5 employees, no complaint was raised.

[Special scene during on site observed]:
The auditee only rented one 2-storey building from Lefuli (Ningbo) Toys Co Ltd, the other buildings were used by the landlord, their products were different and no worker exchange was observed, this audit only covered the area used by the auditee.

Ratings Summary



Auditee's background information			
Auditee's name :	Ningbo yaoma art&crafts co.,ltd	Legal status :	Ltd company
Local Name :	宁波耀马工艺品有限公司 (913302817532605798)	Year in which the auditee was founded :	2003
Address :	#C11, Far-Easst Industrial Park, Yuyao	Contact person (please select) :	Wei Xu
Province :	Zhejiang	Contact's Email :	1215393270@qq.com
City :	Ningbo	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	English
Country :	China	Website of auditee (if applicable) :	N/A
GPS coordinates :	30°0'57" N, 121°9'31"E	Total turnover (in Euros) :	640000.00
Sector :	Non-Food	Of which exports % :	80.00
Industry :	Accessories	Of which domestic market % :	20.00
If other, please specify :		Production volume :	200000 pieces per month
Product Group :	Arts, crafts and needlework	Production cost calculation :	No
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Storage box		

Auditee's employment structure at the time of the audit			
Total number of workers :	23	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	7	16	
Temporary workers	0	0	
In management positions	1	1	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	4	15	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	7	16	
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 - 120057] Audit Date: 28/03/2018 PA Score: D

Deadline date:28/09/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee did not fulfill the requirement of this performance area. The facility established the social compliance management system and procedures refer to BSCI code of conduct. They has designated a senior manager, who had good understanding of social compliance requirements, for the establishment, implementation and maintainance of the BSCI system. They had established the supplier selection /evaluation procedure and specific guidance; all its significant business partners are involved in supplier evaluation plan, evaluation was conducted before supplier selection. Information regarding BSCI COC were communicated between managements and workers regularly. However, gaps were identified in implementation.

总体观察显示被审核方不符合该执行领域的要求。工厂参考BSCI行为守则建立了社会责任管理系统和程序。并指定了一名了解社会责任要求的高级管理人员负责BSCI系统的建立、施行和维护。建立了供应商选择/评估程序和详细指引, 所有的重要商业伙伴都被纳入供应商评估计划, 在选择供应商前都组织过评估。涉及BSCICOC的信息交流定期在管理层与员工间举行。但是在执行过程中仍有不足:

1.1 - The facility has set up a system of social responsibility, and conformed to BSCI requirements and relevant local law requirements in most performance areas, however, some performance areas should be improvement, such as: fair remuneration, decent working hours, etc. 工厂已经建立了社会责任体系, 在大部分执行领域符合了BSCI要求和相关的法规要求, 但一些领域仍需要提高, 如: 公平报酬, 体面工作时间等。

1.4 - The facility has established procedures regarding cost calculation and production planning. However, the facility does not conduct production cost calculation, no satisfactory evidence to show that the workforce capacity in the facility is sufficiently and properly planned to meet the expectations of the delivery order, and excessive overtime is detected. 工厂已经建立了生产成本核算及产能规划程序。但工厂没有进行生产成本计算, 没有满意的证据显示工厂的劳动生产能力有进行充分和正确的规划以达成交付订单的预期, 且存在加班超时的情况。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 120057] Audit Date: 28/03/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee fulfilled the BSCI requirement of this performance area. The facility had established procedure and built communication structure to enhance worker protection and involvement, such as regular exchange meeting between the management and worker representatives. Labor right training was also provided to increase workers' awareness of their labor rights. Grievance mechanism was established by written procedures and accessible ways to report complaints. Workers could raise their grievances through suggestion box, worker representative or communication with management directly. Currently no grievances were raised in the factory.

总体观察显示被审核方在该执行领域符合BSCI的要求。工厂已经建立了程序以及建立了沟通架构去增强员工保护和参与, 如定期在管理层与员工代表之间进行交流会议。工厂也提供劳工权利培训去增强员工对其自身劳工权利的了解。工厂通过书面程序和可行的报告投诉的方式来建立起了申诉机制。员工可以通过意见箱、员工代表或直接与管理沟通的方式去提出申诉。当前并没有收到申诉。

Remarks from Auditee:

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

Full Audit [Audit Id - 120057] Audit Date: 28/03/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee fulfilled the BSCI requirement of this performance area. The facility has set up freedom of association policy which allows workers to participate associations on their own will if legally permitted and the facility prohibits discriminating these workers for any identities. Satisfactory evidences have shown that the factory provided periodical training to workers about the rights and obligations.

总体观察显示被审核方在该执行领域符合BSCI的要求。工厂已经建立了自由结社的政策, 允许员工自由参加法律允许的团体, 而且禁止对员工的任何身份有歧视的行为。充分证据表明被审核方给员工定期举行了有关权利和责任的培训。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 120057] Audit Date: 28/03/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee fulfilled the BSCI requirement of this performance area. The facility has set up no discrimination policy which prohibits discriminating these workers for any identities, sex, age, background and etc. During onsite observation, worker interview and document review, no discrimination issue found. The facility had taken necessary preventative measures so that workers are not harassed or disciplined due to discrimination. 总体观察显示被审核方在该执行领域符合BSCI的要求。工厂建立了反歧视政策,禁止对员工的身份、性别、年龄、背景等进行任何形式的歧视行为。通过现场观察,员工访谈和文件评审都未发现歧视的问题。工厂采取了必要的预防措施以确保员工不会因为歧视而遭到骚扰或惩戒。	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 120057] Audit Date: 28/03/2018 PA Score: C	Deadline date:28/09/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee partially fulfilled the BSCI requirement of this performance area. The facility had established payment system based on BSCI standards and local law requirements. The facility provided payrolls of February 2017 to January 2018 and attendance records of February 2017 to audit date, payrolls and attendance records from November 2017 to January 2018 for 5 sampled workers were sampled for checking, workers were paid by hourly rate, wages were issued at the 30th day of each month by cash. The minimum wage was guaranteed based on local minimum wage standards. The lowest basic wages paid for workers were RMB10.6 per hour, which was higher than the local minimum wage of RMB9.54 per hour before 1 December 2017 and RMB10.34 per hours since 1 December 2017. Pay slips were provided so that workers could understand the composition of their wages. No illegal deduction was made. However, gaps had been identified in implementation. 总体观察显示被审核方在该执行领域部分符合BSCI的要求。工厂已基于BSCI标准和当地法规要求建立起了一套薪酬系统。工厂提供了2017年2月至2018年1月的工资表和2017年2月至审核当天的考勤记录,5名抽样员工2017年11月至2018年1月的工资表和考勤记录被抽样查看,员工以时薪制支付,工资在每月30号通过现金发放。员工最低工资根据当地最低工资标准进行了保障。员工最低时薪为10.6元,高于当地的最低工资标准每小时9.54元(2017年12月1日之前)和每小时10.34元(2017年12月1日之后)。工厂提供工资条给员工以使员工明白其工资构成。厂内没有违法扣款的情况。但是在执行的过程当中还是存在以下差距: 5.4 - The facility did not collect information to calculate basic living wage. 工厂未收集信息以计算基本生活工资。 5.5 - Total 23 employees in the facility, the facility just purchased the injury insurance, maternity insurance, unemployment insurance, retirement insurance and medical insurance for 8 employees. (China Labor Law, Article 72 and 73) 工厂有23人,仅为8位员工购买了工伤保险,生育保险,失业保险,养老保险和医疗保险。	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 120057] Audit Date: 28/03/2018 PA Score: D	Deadline date:28/09/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee did not fulfill the BSCI requirement of this performance area. Worker used fingerprint system to record their working hour information. The facility provided attendance records of February 2017 to audit date, attendance records from November 2017 to January 2018 for 5 sampled workers were sampled for checking, there was 1 shift in the factory, from 8:00am-11:30am, 12:00pm-4:30pm. Sometimes 2 hours of weekday overtime per day and 8 hours of rest day overtime per week were conducted. No statutory holiday overtime was conducted. Reasonable rest breaks and the 7th day of rest were guaranteed. The maximum overtime was 2 hours per day and 56 hours per month. Workers were paid by 150% and 200% of regular rate for weekday and rest day overtime, respectively. Overtime work was conducted voluntarily per the interview. However, gaps had been identified in implementation. 总体观察显示被审核方在该执行领域不符合BSCI的要求。审核发现,员工使用指纹系统记录工时信息。工厂提供了2017年2月至审核当天的考勤记录,5名抽样员工2017年11月至2018年1月的考勤记录被抽样查看,所有员工只上一个班次,从上午8点到11点30分,下午12点到4点30分。有时员工工作日每天加班2小时,周末加班8小时。法定节假日没有加班的情况。合理的休息时间和第七天休息均得到保证。最大加班时间是每天2个小时,每月56个小时。员工平时及周末加班费分别以正常工资的150%及200%支付。根据访谈,加班是自愿性质。但是在执行的过程当中还是存在以下差距: 6.2 - The facility provided attendance records of February 2017 to audit date, attendance records from November 2017 to January 2018 for 5 sampled workers were sampled for checking, all 5 sampled workers' overtime hours exceeded 36 hours per month legal limit in these 3 months, the maximum was up to 52 hours in November 2017, 56 hours in December 2017 and 50 hours in January 2018. (China Labor Law, Article 41) 工厂提供了2017年2月至审核当天的考勤记录,5名抽样员工2017年11月至2018年1月的考勤记录被抽样查看,所有5名抽样员工在这3个月的加班时间都超过了36个小时的法规限值,最大月加班时间为2017年11月的52个小时,2017年12月的56个小时和2018年1月的50个小时。	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 120057] Audit Date: 28/03/2018 PA Score: B	Deadline date:28/06/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee partially fulfilled the BSCI requirement of this performance area. The facility had established procedures in accordance with BSCI standards and local law requirements on occupational health and safety and implemented the system properly. Regular external and internal risk assessment was conducted. Regular health and safety training was provided to employees too. Written accident and emergency procedure was set and emergency drills were conducted. Firefighting equipment, such as fire extinguishers, fire hydrants, etc. were functional and sufficiently available in the factory. Sufficient safety exits were provided in workshops. Clear evacuation signs and emergency lights were provided. Evacuation paths were not blocked and wide enough for evacuation. First aid supplies were provided in workshop. Clean drinking water and rest rooms were always accessible without restrictions. The temperature, humidity and lighting were controlled in satisfactory level in the factory. However, gaps had been identified in implementation. (Remark: No transportation, canteen or dormitory was provided to employees.)</p> <p>总体观察显示被审核方在该执行领域部分符合BSCI的要求。工厂已经依照BSCI标准和当地法规对于职业健康和安全的标准建立了程序并基本上实施了该体系。工厂进行了定期的内外部风险评估,同时也提供定期的健康安全培训给员工。工厂建立了书面的意外紧急预案并进行了应急演练。如灭火器、消防栓等的消防设施在厂内功能正常、配置足够。车间有足够的出口。清晰的逃生标识和应急灯也有提供。逃生通道不受堵、宽度足够逃生。厂内提供了急救用品。干净的饮用水和卫生间不受限制的提供给员工。厂内温、湿度以及光照均控制在令人满意的水平。但是在执行的过程当中还是存在以下差距:(备注:工厂没有提供交通工具、饭堂、宿舍给员工使用。)</p> <p>7.1 - Through communication with workers and worker representatives, they were not involved in drafting and enforcing its internal procedure on occupational health and safety. 通过与员工和员工代表沟通得知他们未参与到拟定并执行职业健康安全内部程序。</p> <p>7.2 - The facility just purchased the injury insurance for 8 out of 23 employees. No commercial accident insurance was provided to employees. (China Labor Law, Article 72 and 73) 工厂仅为23名员工中的8人购买了工伤保险。没有商业意外保险提供给工人。</p> <p>7.3 - The facility conducted the occupational hazards factors testing, but occupational health examination was not provided to workers who were exposed to hazardous work environment, such as the workers contacted chemicals. (The People's Republic of China on Prevention and Control of Occupational Diseases, Article 32) 工厂进行了职业危害因素的检测,但是工厂没有给暴露在危险工作环境里的员工提供职业健康检查,如接触化学品的员工。</p> <p>7.4 - Through communication with workers and worker representatives, they were not involved in health and safety risk assessment. 通过与员工和员工代表沟通得知他们没有参与健康与安全的风险评估。</p> <p>7.9 - The facility didn't post occupation hazard notification card on wood processing post and glue spraying post. (Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, Article 24) 工厂没有在木工岗位和喷漆岗位张贴职业危害告知卡。</p> <p>7.17 - The facility provided the annual inspection report of cargo lift, but it was noted that: a. The operator's certificate of cargo lift was not provided. (Article 38 of Special Appliance Quality Safety Monitoring Regulation) b. Two sewing machines, one drilling machine and one button attaching machine was not equipped with belt guard. Two button attaching machines were not equipped with guard circle. (Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene) 工厂提供了货梯的年检报告,但是:a.不能提供货梯操作工的操作证。b.2台针车,1台钻孔机和1台钉扣机没有皮带防护罩。2台钉扣机没有防护圈。</p> <p>7.22 - Through facility observation, the toilet is clean, but the hand washing liquid soap and toilet tissues were not available in toilets. 现场观察卫生间是干净的,但没有提供洗手液和卫生纸。</p>	
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 120057] Audit Date: 28/03/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee fulfilled the BSCI requirement of this performance area. The facility had set up no child labor policy, age verification mechanism, recruitment procedures and remedial procedures in case children are found. And the facility maintained the personal files such as worker profiles and age documents for all workers. Through document review, facility walk-through and workers' interview, there were no children working in the facility.</p> <p>总体观察显示被审核方在该执行领域符合BSCI的要求。工厂已经建立了不使用童工政策、年龄核对机制、招聘程序以及童工补救程序等。同时工厂也保留了所有员工的人事档案以及年龄文件等。通过文件审核、现场走访以及员工访谈,没有发现工厂有使用童工。</p>	
Remarks from Auditee:	

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 120057] Audit Date: 28/03/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee fulfilled the BSCI requirement of this performance area. The facility had set up young worker protection procedure and also established post risk assessment procedure for young workers. Satisfactory evidences have shown that there are no young workers currently hired by the factory. 总体观察显示被审核方在该执行领域符合BSCI的要求。工厂已经建立了未成年工保护程序,并建立了针对未成年工人的岗位风险评估程序。充分证据显示工厂目前没有使用未成年工人。	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 120057] Audit Date: 28/03/2018 PA Score: A	Deadline date:28/09/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee partially fulfilled the BSCI requirement of this performance area. The facility had set up hiring procedures and provided orientation training to new workers about the legal rights such as wages and benefits, working hours, occupational health and safety and etc. Satisfactory evidences showed that there are no temporary workers, home workers and students at school ages hired by the facility and the facility did not use dispatched workers. At the same time, the facility signs labor contracts with all workers and also provided copies of the labor contracts to all workers. However, gap was identified in implementation. 总体观察显示被审核方在该执行领域部分符合BSCI的要求。工厂已经建立了招聘程序并给新进员工提供了关于合法权利的入职培训,比如工资福利、工作时间、职业健康安全等。充分证据表明目前工厂没有使用临时工、家庭工以及学生工,所有员工都是工厂直接招聘,没有使用派遣工。同时,工厂和所有员工都签订了劳动合同并给员工提供了一份劳动合同副本。但是在执行过程中仍有不足: 10.1 - The facility has signed labour contracts with all employees, but they did not pay the social insurance for 15 out of 23 employees. (Labor Law of the PRC, Article 72 & Article 73) 工厂与所有员工签订了劳动合同,但未给23名员工中的15名员工购买社会保险。	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 120057] Audit Date: 28/03/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee fulfilled the BSCI requirement of this performance area. The facility had established policy and procedure based on BSCI standards and local law requirements to prevent bonded labor. Workers might leave the facility freely and no personal documents were withheld by the facility. Training regarding identifying and reporting bonded labor was provided to management and workers periodically. There was no bonded labor detected during the audit. 总体观察显示被审核方在该执行领域符合BSCI的要求。工厂已经基于BSCI的标准和当地法规要求建立了防止强迫劳工的政策和程序。工厂能自由离开工厂,并且工人的个人证件不会被工厂扣押。工厂定期给管理人员和员工提供强迫劳工的识别与报告的培训。在这次审核中没有发现强迫劳工的情况。	
Remarks from Auditee:	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 120057] Audit Date: 28/03/2018 PA Score: B	Deadline date:28/06/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee partially fulfilled the BSCI requirement of this performance area. The facility has established environmental manual and procedures based on BSCI principles and local law requirements. Environmental law/regulation are collected and updated regularly. Hazardous water was handled by a qualified company. Air emission, waste water and noise were monitored annually. Training regarding environment protection was provided to workers. However, gap was identified in implementation.</p> <p>总体观察显示被审核方在该执行领域部分符合BSCI的要求。工厂已经基于BSCI原则和当地法规要求建立了环境手册和程序文件。定期收集与更新环境法律法规。危险废弃物委托给有资质的公司处理。工厂每年对废气、废水和噪音进行监测。定期为员工提供环境保护方面的培训。但是在执行过程中仍有不足:</p> <p>12.1 - The facility did not continuously identify the significant impacts and environmental implications associated to its activity. 工厂没有持续识别其商业活动的主要影响和环境影响。</p>	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 120057] Audit Date: 28/03/2018 PA Score: A	Deadline date:28/06/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee partially fulfilled the BSCI requirement of this performance area. The facility had established a procedure to encourage ethical business behavior and prevent non-ethical behavior. Common non-ethical behavior, such as corruption, extortion, bribery, etc. was identified by the procedure and the facility showed zero tolerance to any non-ethical business behavior. Report channels were provided for workers. Training for ethical business activity was provided to workers. During the audit period no non-ethical business behavior was detected. However, gap was identified in implementation.</p> <p>总体观察显示被审核方在该执行领域部分符合BSCI的要求。工厂建立了商业道德规范的程序去鼓励道德的商业行为以及防止不道德的商业行为。常见的不道德商业行为,如贪污、勒索、贿赂等已被程序识别出来。工厂对任何不道德的商业行为均采取实施零容忍态度。工厂为员工提供了举报的渠道。工厂也为员工提供了道德商业行为的培训。当前审核没有发现不道德商业行为。但是在执行过程中仍有不足:</p> <p>13.1 - The facility established its policy based on BSCI principle on ethical business behavior, but they did not identify the major risks of ethical business violation. 工厂基于BSCI原则建立了商业道德规范政策,但未识别违背商业道德的主要风险。</p>	
Remarks from Auditee:	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	28/03/2018	120057	D	A	A	A	C	D	B	A	A	A	A	B	A	C

Producer Photos



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



Photo of non-conformity
NC-Excessive overtime hours-2.JPG



Photo of the inside of the main production hall
Finished goods stored area.JPG



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



Photo of non-conformity
NC-Excessive overtime hours-3.JPG



Photo of the inside of the main production hall
Glue spraying area.JPG



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



Photo of non-conformity
NC-Insufficient social insurance coverage.JPG

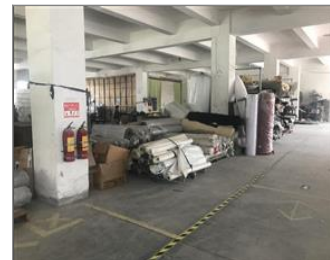


Photo of the inside of the main production hall
Material stored area.JPG



Photo first aid facilities
Eye washer.JPG



Photo of non-conformity
NC-The button attaching machine was not equipped with guard circle and belt guard.JPG



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



Photo first aid facilities
First aid box.JPG



Photo of non-conformity
NC-The drilling machine was not equipped with belt guard.JPG



Photo of the inside of the main production hall
Paper cutting and die cutting area.JPG



Photo of chemical storage room (if applicable)
Chemical stored area.JPG



Photo of non-conformity
NC-The sewing machine was not equipped with belt guard.JPG



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



Photo of fire safety equipment
Exit sign and emergency light and fire alarm.JPG



Photo of the code of conduct on display
COC posted on site.JPG



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

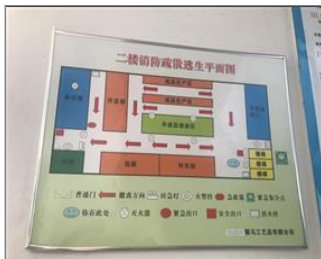


Photo of fire safety equipment
Fire evacuation plan.JPG



Photo of the inside of the main production hall
Assembly area.JPG



Photo of the inside of the main production hall
Wood processing workshop.JPG



Photo of fire safety equipment
Fire extinguishers.JPG



Photo of the inside of the main production hall
Drinking water.JPG



Photo of the personal protection equipments (if applicable)
PPE provided.JPG



Photo of fire safety equipment
Fire hydrant.JPG



Photo of the inside of the main production hall
Fabric cutting and punching area.JPG



Photo of the sanitary facilities
Toilets.JPG

Photo of non-conformity
NC-Excessive overtime hours-1.JPG