
Auditee :	Zhejiang Huangyan Jingcheng Mould & Plastic Factory
Audit Date From :	28/10/2019
Audit Date To :	28/10/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV SUD
Auditor's Name(s) :	Jancy Xu(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 style="text-align: center;">A Very Good</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
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<p style="text-align: center;">B Good</p>	<ul style="list-style-type: none"> • Maximum 3 Performance Areas rated C • No Performance Areas rated D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p style="text-align: center;">C Acceptable</p>	<ul style="list-style-type: none"> • Maximum 2 Performance Areas rated D • No Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	C	C	C	C																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
<p style="text-align: center;">D Insufficient</p>	<ul style="list-style-type: none"> • Maximum 6 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	E	E	E	E	E	E	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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D	D	D	D	D	D	D	E	E	E	E	E	E																													
<p style="text-align: center;">E Unacceptable</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
<p style="text-align: center;">Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

Main Auditee Information



Name of producer :	Zhejiang Huangyan Jingcheng Mould & Plastic Factory		
DBID number :	346494		
Audit ID :	166023		
Address :	No.47 Ningchuan East Road, Ningxi Town, Huangyan District Taizhou		
Province :	Zhejiang	Country :	China
Management Representative :	Mr. Chen Jinmin		
Contact person:	Yunpeng Chen	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Electrical supplies
Product Type :	Festival lightings		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural <input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 28/10/2020

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	B	D	A	A	A	A	A	C	A

Executive summary of audit report

[Location and size]:
The audited factory Zhejiang Huangyan Jingcheng Mould & Plastic Factory (Unified Social Credit Code: 91331003148147922G) started their operation since 1991, it was located at No.47 Ningchuan East Road, Ningxi Town, Huangyan District, Taizhou 318023 Zhejiang, China. The total production areas were around 5000 square meters.

[Structure of facility]:
In the company premises, the auditee used one 3-storey building, and two 4-storey buildings as office, production workshops, and warehouses. No dormitory, kitchen and canteen in the factory.
Main products of the factory were: festival lightings.
The productive operation includes crashing, mixing, injection, assembling, inspection and packing.

[Employee analysis]:
There were 36 employees working in the factory.
Among them 28 were production employees, 8 were non-production employees. All employees were permanent employees, 1 was migrant employee, and there were 20 female employees.

[Summary of working hour]:
Factory used electronic attendance system to record workers' working time.
Attendance records from October 2018 to the audit day were provided for review. The peak seasons in the facility were April to September and the rest months were medium. Then sampled 3 months attendance records from March, August and September 2019 during audit.
One shift was arranged for all employees from 7:30 to 11:30 and 13:00 to 17:00, 1.5 hours break were provided to them for lunch and rest from 11:30 to 13:00.
Max 3 hours overtime work per day were arranged on some workdays. Max 8 hours overtime work per day were arranged on Saturday irregularly. No overtime work was arranged on Sundays or holidays for employees. The max monthly overtime exceeded legal limit. No inconsistencies between time and production records were found.

[Summary of compensation]:
Payroll records from October 2018 to September 2019 were provided for review. Sampled 3 months payroll records from March, August and September 2019 during audit.
Wages were released by cash on 8th of following month.
All employees were paid by hourly rate, the minimum basic wage paid by the auditee was RMB 15 per hour, which was higher than local minimum wage rate RMB 1800 per month or equal to RMB 10.34 per hour. The factory paid 150% and 200% of normal rate for the overtime on regular working days and rest days respectively for all employees.

[Summary of interview]:
Workers interview were conducted by individual and in group.
Randomly selected 6 employees, no complaint was raised.

[Special scene during on site observed]:

1. There are no agencies used by the auditee, which makes the agency labor contract not applicable; all employees were hired by the facility directly, contractor license/permit is not available. In addition, no government waivers, collective bargaining agreements are not available.
2. The Environmental license was not provided for review.
3. Name of the auditor: Jancy Xu; APSCA registration number:21700841

**Producer : Zhejiang Huangyan Jingcheng
Mould & Plastic Factory**

DBID : 346494 and Audit Id : 166023

Audit Date : 28/10/2019

Audit Type : Full Audit

Ratings Summary



Auditee's background information			
Auditee's name :	Zhejiang Huangyan Jingcheng Mould & Plastic Factory	Legal status :	Private owned
Local Name :	浙江黄岩精诚模具塑料厂 (统一社会信用代码: 91331003148147922G)	Year in which the auditee was founded :	1991
Address :	No.47 Ningchuan East Road, Ningxi Town, Huangyan District	Contact person (please select) :	Yunpeng Chen
Province :	Zhejiang	Contact's Email :	jcmjslc@126.com
City :	Taizhou	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 :	North Latitude: 28°35'39", East Longitude: 120°58'34"	Total turnover (in Euros) :	4500000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	0.00
If other, please specify :		Production volume :	1000000 pcs/month
Product Group :	Electrical supplies	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Festival lightings		

Auditee's employment structure at the time of the audit			
Total number of workers :	36	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	16	20	
Temporary workers	0	0	
In management positions	2	2	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	1	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	16	20	
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 - 166023] Audit Date: 28/10/2019 PA Score: D

Deadline date:27/04/2020

GOOD PRACTICES:

N/A

AREAS OF IMPROVEMENT:

The auditee had established social compliance policy and procedures based on BSCI standards. The system was implemented generally in the factory. The factory had nominated one senior manager, Mr. Chen Jinmin / Vice General Manager, for the establishment, implementation and maintenance of the BSCI system, communicating the requirements of BSCI COC and BSCI TOI to its significant business partners, asked them to sign on the BSCI COC and TOI and conducted social behavior audit regularly and asked all its business partners to sign the letter of commitment of social accountability. The auditee conducted internal audit in July 2019, and conducted management review in August 2019. However, gaps were identified in implementation.

审核发现被审核方已经基于BSCI的标准建立起了一套社会责任政策和程序。这个系统在工厂大体被执行。工厂指定副总经理陈金敏先生来负责BSCI系统的建立、施行和维护，通过将BSCI行为守则及生产商实施条款传达给其重要商业伙伴并要求其签署，对重要商业伙伴进行了定期的社会责任评估，且要求其签订社会责任承诺书。内审安排在2019年7月、管理评审安排在2019年8月。但是，仍有部分不足：

- 1.1 - The facility had set up a social compliance management system since 2015, and conformed to BSCI requirements and relevant local law requirements in most performance areas, however, some performance areas should be improved, such as: PA 1, PA 2, PA 5, PA 6, PA 7, PA 12, and etc.

工厂自2015年起建立了社会责任管理体系，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：PA 1, PA 2, PA 5, PA 6, PA 7, PA 12, 等。

- 1.4 - The auditee had established the workforce planning and cost accounting procedure, and relevant records were provided for review, but due to poor implement of the procedure caused the workers' monthly overtime working hours exceeded the law requirement.

企业已建立了产能规划和成本核算程序，并且相关记录提供给了审核，但由于执行不力导致工人月加班时间超出法律的要求。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 166023] Audit Date: 28/10/2019 PA Score: A

Deadline date:27/02/2020

GOOD PRACTICES:

N/A

AREAS OF IMPROVEMENT:

Worker representative was selected by workers, exchange meeting on social compliance between management and workers representative were hold regularly. Furthermore, the factory had established channels for grievances. Employees might raise their grievances through suggestion box, worker representative and directly communicated with the senior management. The channels were set and necessary investigation would be taken per the established grievance procedures and available grievance reports. However, gaps have been identified in implementation.

工厂员工选举了员工代表，管理层和员工代表定期沟通会议。工厂建立了申诉的渠道，员工可以通过意见箱、员工代表和直接一高层管理沟通的方式去提出申诉。根据建立起来的申诉程序，这些沟通渠道是设立起来并且必需的调查也要进行。但是在执行的过程当中还是存在以下差距：

- 2.2 - The factory had defined a long-term goal to protect workers according to the BSCI Code of Conduct, but the long term goal did not reflect a step-wise approach toward making sustainable improvements and did not genuinely involve workers and workers representatives in defining the goals.

工厂有按照BSCI守则建立保护工人的长远目标，但是此目标未反映做出可持续改进的渐进式方法，并且没有确实地让工人和工人代表共同参与制定此目标。

Remarks from Auditee:

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

Full Audit [Audit Id - 166023] Audit Date: 28/10/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee has established 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. The factory provided periodical training to workers about the rights and obligations. There was no trade union in the factory currently.

被审核方建立了自由结社的政策，尊重员工自由参加法律允许的团体或者组织的自由和权利，而且禁止对员工的任何身份有歧视的行为。被审核方给员工定期举行了有关权利和责任的培训。当前工厂没有工会。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 166023] Audit Date: 28/10/2019 PA Score: A	Deadline date:
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT: The auditee established the Anti-discrimination policy and implemented it accordingly. Management and workers stated that the auditee prohibited pregnancy testing as a condition of employment or continued employment. Through documents review (such as personnel files, labor contracts, payroll records, attendance records and resignation records), management interview and works interview, no evidence showed that discrimination existed in the company. 受审核方有建立反歧视的政策，并按要求执行。管理层及员工称被审核方严禁把做怀孕测试作为雇佣或继续雇佣的条件。通过文件审核（如人事档案、劳动合同、工资表、考勤记录及辞工记录）、管理层访谈、员工访谈，未发现歧视。	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 166023] Audit Date: 28/10/2019 PA Score: B	Deadline date:27/04/2020
GOOD PRACTICES: The auditee calculated basic living wage with records. 被审核方计算了基本生活工资并保存了记录。	
AREAS OF IMPROVEMENT: During this audit, it was noted that the factory had established wage system based on BSCI standards and local requirements. Workers were paid by hourly rate. Wages were issued on 8th of following month by cash. The minimum wage was guaranteed. The lowest basic wages paid for workers were RMB15 per hour, which was higher than local minimum wage of RMB10.34 per hour. Wages were issued timely and sufficiently per the payroll records and interview. Pay slips were provided so workers could understand the composition of their wages. No illegal deduction was made. However, gaps were identified in implementation. 审核发现工厂有基于BSCI标准和当地法规要求建立起了一套薪酬系统。员工以时薪制支付。工资在次月8号通过现金发放。最低工资受到保障。员工最低时薪为15元，高于当地最低时薪10.34元的水平。根据工资记录和访谈，工资准时、足额发放。工厂提供工资条给员工以使员工明白其工资构成。没有非法扣款的情况。但是，仍有部分不足： 5.5 - Not all the employees are covered by social insurance. There are currently 36 permanent employees (including 5 retired employees, 0 new employee) hired at the facility. As per the provided social insurance records of July to September 2019, 71% workers were provided with social insurance; individual commercial insurance was provided to 91.7% workers, valid period is from March 27, 2019 to March 26, 2020. As per the management and employees' interview, it was noted that some employees did not want to buy social insurance. (China Labor Law, Article 72&73). 员工社保购买不足。工厂现有员工36名长期工人(包括5名退休人员, 0名新员工)。根据所提供的2019年7月到9月的社保记录，工厂为71%的人员提供了社会保险；为91.7%的人员提供了个人商业意外险，有效期为2019年3月27日到2020年3月26日。根据管理人员和员工汇报，一些员工不愿意购买社会保险。	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 166023] Audit Date: 28/10/2019 PA Score: D	Deadline date:27/04/2020
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT: Written policy and procedures on working hours and wages were established. Normal working hours in the factory were 8 hours per day and 40 hours per week. The maximum daily working time was 11 hours (8 hours regular+3 hours overtime) per day, and the maximum weekly working hours were 57 hours (40 hours regular working time +17 hours overtime). Workers had the right to take breaks in every working day such as 1.5 hours for lunch and break. Employees were paid 150% of normal rate for overtime on weekdays and 200% of normal rate for overtime on weekends. No overtime was conducted on holidays. And one day off per seven days was guaranteed for all employees. However, gaps were identified in implementation. 工厂建立了书面的工时工资政策。工厂正常工作时间为8小时每天，40小时每周。最多上班时间为11小时（8小时正班时间+3小时加班时间），最多周上班时间是57小时（40小时正班时间+17小时加班时间）。工人享有在工作日休息的权利如有1.5小时的吃饭午休时间。平时加班费以正常工资的150%支付，周末加班支付200%的工资。当前没有法定节假日加班。另外，所有员工都提供了七天一体。但是，仍有部分不足： 6.2 - As per sampled attendance records of March, August and September 2019, it was noted that all sampled workers' monthly overtime working hours in all above months exceeded legal limit respectively. The maximum monthly overtime working hours were 82 hours in August 2019. (China Labor Law, Article 41) 抽样了3个月的考勤记录，包括2019年3月，8月和9月，发现所有抽样员工在所有抽样月份加班时间超过法律规定的时间。最大月加班时间是2019年8月的82小时。	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 166023] Audit Date: 28/10/2019 PA Score: A	Deadline date:27/02/2020
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT: <p>The auditee had established BSCI management manual and related procedures, including safety operation instructions of production equipment; a management staff had been appointed as the representative of EHS; safety training was provided for all workers; fire drill was conducted twice per year; the latest fire drill was conducted in October 2019; all workshops and office were equipped with fire protection facilities (like fire extinguishers, fire hydrants, etc.) and emergency lights; all fire protection facilities were monitored regularly; potable water was tested regularly and available at workshops; first aid material was provided as required; a fast response agreement was signed with local hospital for emergency; at workplaces the temperature, humidity and illumination met requirements. There was no kitchen in the factory. No transportation was available in the factory. No dormitory in the factory. However, gaps were identified in implementation.</p> <p>被审核方已经建立BSCI管理手册和相关程序, 包括生产设备的安全操作指导书; 一名管理人员已经被任命为职业健康安全代表; 为所有员工提供了安全培训; 每年实施两次消防演习; 最近一次安排在2019年10月。所有车间和办公室安装了消防设施(如灭火器、消防栓等)和应急灯; 定期检查所有消防设施; 饮用水定期检测并在车间提供; 按要求提供了急救药品; 被审核方与当地医院签订绿色通道协议以应对紧急情况; 工作场所的温度、湿度和照明符合要求。。工厂没有设餐厅; 工厂未提供交通; 工厂没有提供宿舍。但是, 仍有部分不足:</p> <p>7.1 - The health and safety regulation are not fully followed due to the findings listed as follows in PA7. 由于存在本执行领域提到的下列问题, 工厂没有完全遵循安全卫生的法规要求。</p> <p>7.3 - The risk assessment records did not cover all the production processing such as injection and mixing. 风险评估记录未涵盖到所有的生产工序, 例如注塑和拌料。</p> <p>7.7 - MSDS of chemicals were posted, but no secondary container was provided to the large volume chemical containers of hydraulic oil. (The Code for design of building fire protection and prevention (GB50016-2014), Article 3.6.12) 化学品的物质安全资料表已张贴, 但是大容量的液压油没有提供二次容器。</p> <p>7.22 - Privacy doors were installed in the toilet, but no basic supplies were provided, such as toilet paper, soap, ect. 厕所提供了隐私门, 但是没有配备基本备品, 如厕纸和肥皂等。</p>	
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 166023] Audit Date: 28/10/2019 PA Score: A	Deadline date:
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT: <p>The auditee had established procedure regarding prohibition child labor and remedial measure on child labor. As per procedure on hiring and HR management, the company would authenticate ID cards through eye-measurement, interview, physical appearance comparison. The copy of identification card for all employees would be kept in personnel file. During this audit, through documents review (reviewing personnel file, identification card and roster, etc), workers interview and management interview, there was no child labor and young worker identified.</p> <p>受审核方有建立禁止使用童工的程序及童工补救措施。依照程序及人事管理层, 公司会通过目视、访谈、与员工比对应方式去鉴别身份证。每位员工的身份证的复印件保存在人事档案里。在本次审核中, 通过文件审核(如人事档案、身份证、员工花名册等)、员工访谈及管理层访谈, 没有发现童工及未成年工。</p>	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 166023] Audit Date: 28/10/2019 PA Score: A	Deadline date:
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT: <p>The auditee had established policies and procedure to identify young workers. A procedure regarding working conditions of young workers was also established to handle young worker issue and minimize the risks. Risk assessment that described the processes and areas of work where young workers could not be involved was conducted. Currently no young worker was hired in the factory and the youngest worker in the auditee was over 18 years old. No young workers in the factory.</p> <p>被审核方建立了政策和程序去识别未成年工。建立了针对未成年工工作条件的程序去处理未成年工事项和降低风险。进行了描述有未成年工不能从事的工序和工作区域的风险评估。当前并无未成年工, 年纪最少的员工年龄超过18周岁。工厂没有未成年工。</p>	
Remarks from Auditee:	

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 166023] Audit Date: 28/10/2019 PA Score: A	Deadline date:27/04/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The employment policy and recruitment policy were established in the factory, employee files of all employees were kept, 6 samples were randomly selected for review, the factory signed labour contract with each employee and provided a copy, contents in contract were easily to understand. All employees were employed by the factory directly, the factory did not take any unfair employment way to escape their legal obligations. However, gaps were identified in the implementation: 工厂建立了其雇佣政策和招聘政策, 保留了所有员工的员工档案, 随机抽查了6个样本, 工厂与每个员工签订了劳动合同并提供了一份副本, 合同上的内容容易被理解。所有员工都是工厂直接雇佣的。工厂没有采用不公平的雇佣方式以规避他们应承担的义务。但在执行过程中还有不足: 10.1 - The factory signed labour contracts with all employees, but they did not purchased the social insurance for partial employees. 工厂与所有员工签订了劳动合同, 但工厂没有为部分员工购买社会保险。	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 166023] Audit Date: 28/10/2019 PA Score: A	Deadline date:
GOOD PRACTICES: N/A	
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 - 166023] Audit Date: 28/10/2019 PA Score: C	Deadline date:27/04/2020
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT: The factory has established a policy based on BSCI standards and local law requirements to identify and reduces the impacts of its activities to the environment. The factory had collected local environmental law and was regularly updated. Waste air and noise were monitored by qualified contractor. Training regarding environment protection was provided to workers. However, gaps have been identified in implementation. 工厂基于BSCI的标准和当地法规要求建立了识别和减少其生产活动对于环境的影响的政策。工厂收集环境方面的法律法规并定期更新。废气和噪声已由有资质的公司进行监测。针对环境保护的培训也有提供给员工。但是在执行的过程中还存在差距。 12.1 - The factory did not provide the report form of environmental impacts. (Law of the People's Republic of China on the Environmental Impact Assessment (2003), Article 16). 审核期间工厂没有提供环境影响报告表。 12.3 - No EIA approval was obtained by the auditee. (Law of the People's Republic of China on Appraising of Environment Impacts (2003) Amendment (2016), Article 22) 工厂未取得环评批复。	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 166023] Audit Date: 28/10/2019 PA Score: A	Deadline date:
GOOD PRACTICES: N/A	
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。	
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	28/10/2019	166023	D	A	A	A	B	D	A	A	A	A	A	C	A	C

Producer Photos



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



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



Photo first aid facilities
 First aid kit.JPG



Photo of fire safety equipment
 Fire alarm.JPG



Photo of fire safety equipment
 Fire extinguisher.JPG



Photo of fire safety equipment
 Fire hydrant.JPG

日期	姓名	性别	年龄	身份证号	联系电话	住址	入职日期	工资	加班费	其他
2019.10.28	张三	男	35	330101198410280001	13857123456	浙江省宁波市	2018.01.15	5000	1000	
2019.10.28	李四	女	28	330102199105120002	15957123456	浙江省宁波市	2018.03.20	4500	800	
2019.10.28	王五	男	42	330103197708090003	13757123456	浙江省宁波市	2017.05.10	6000	1200	

Photo of non-conformity
 NC-excessive monthly overtime-1.JPG

日期	姓名	性别	年龄	身份证号	联系电话	住址	入职日期	工资	加班费	其他
2019.10.28	赵六	男	30	330104198903010004	13657123456	浙江省宁波市	2018.06.01	5500	900	
2019.10.28	孙七	女	25	330105199407180005	15857123456	浙江省宁波市	2018.08.15	4800	750	
2019.10.28	周八	男	38	330106198102030006	13557123456	浙江省宁波市	2017.11.20	5800	1100	

Photo of non-conformity
 NC-excessive monthly overtime-2.JPG

日期	姓名	性别	年龄	身份证号	联系电话	住址	入职日期	工资	加班费	其他
2019.10.28	吴九	男	32	330107198704050007	13457123456	浙江省宁波市	2018.02.10	5200	850	
2019.10.28	郑十	女	27	330108199209140008	15757123456	浙江省宁波市	2018.04.25	4600	700	
2019.10.28	冯十一	男	40	330109197901070009	13357123456	浙江省宁波市	2017.07.30	6200	1250	

Photo of non-conformity
 NC-excessive monthly overtime-3.JPG

姓名	身份证号	联系电话	住址	入职日期	工资	加班费	其他
张三	330101198410280001	13857123456	浙江省宁波市	2018.01.15	5000	1000	
李四	330102199105120002	15957123456	浙江省宁波市	2018.03.20	4500	800	
王五	330103197708090003	13757123456	浙江省宁波市	2017.05.10	6000	1200	

Photo of non-conformity
 NC-insufficient social insurance.JPG



Photo of non-conformity
 NC-no secondary container provided.JPG

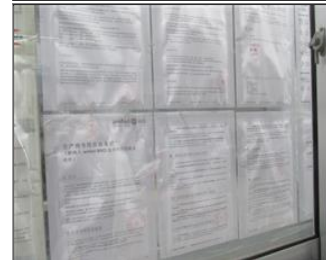


Photo of the code of conduct on display
 COC posted.JPG



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



Photo of the inside of the main production hall
 Crushing and Mixing.JPG



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



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



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



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



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



Photo of the sanitary facilities
Toilet.JPG