Auditee :	**Shandong Aspop Costumes Group Inc.**
Audit Date From :	**05/07/2019**
Audit Date To :	**05/07/2019**
Expiry Date of the Audit :	**Please refer to the producer profile in the amfori BSCI platform**
Auditing Company :	**BureauVeritas**
Auditor's Name(s) :	**Michael Ma(Lead), Jordan Li**
Auditing Branch (if applicable) :	

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Rating Definitions

Rating	A combination of ratings per Performance Area where:	Consequence
A **Very Good**	• Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E These are three examples: 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	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
B **Good**	• Maximum 3 Performance Areas rated C • No Performance Areas rated D or E 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.
C **Acceptable**	• Maximum 2 Performance Areas rated D • No Performance Areas rated E These are three examples: 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	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
D **Insufficient**	• Maximum 6 Performance Areas rated E 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.
E **Unacceptable**	• Minimum 7 Performance Areas rated E 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 E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
Zero Tolerance	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 :	**Shandong Aspop Costumes Group Inc.**		
DBID number :	**351951**		
Audit ID :	**156209**		
Address :	**No. 188 Gengjiao Road, Huantai County Zibo**		
Province :	**Shandong**	Country :	**China**
Management Representative :	**Lina Cui**		
Contact person:	**Lina Cui**	Sector :	**Non-Food**
Industry Type :	**Textiles, clothing, leather**	Product group :	**Apparel**
Product Type :	**Jeans, Khaki, Tencel/Cotton**		

Audit Details

Audit Range :	☐ **Full Audit**	☒ **Follow-up Audit**	
Audit Scope :	☒ **Main Auditee**	☐ **Main Auditee & Farms**	
Audit Environment :	☒ **Industrial**	☐ **Agricultural**	☐ **Small Producer**
Audit Announcement :	☒ **Fully-Announced**	☐ **Fully-Unannounced**	☐ **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 :	**05/07/2020**

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
B	A	A	A	B	D	D	A	A	A	A	A	B

Executive summary of audit report

This was re audit for Shandong Aspop Costumes Group Inc. (山东海思堡服装服饰集团股份有限公司). The factory was established on Apr 17, 2008 and located at No. 188 Gengjiao Road, Huantai County, Zibo City, Shandong Province, China (中国山东省淄博市桓台县耿焦路188号). The business license number was 91370300674531035D. The factory consists of one 6-storey office & dormitory building (the 1st-3rd floor were office, the 4th-5th floor were dormitory and the 6th floor was vacant), one 2-storey part of 3-storey office & production building, one 2-storey production building, three 1-storey production buildings, one 1-storey warehouse and one 2-storey canteen. The total construction areas were around 20000 square meters. And no transportation was provided for employees. The working environment was ventilated, clean, organized and well lit. One 6-storey building was used to dormitory, but it was no longer used by factory.
Ms. Lina Cui/Vice Manager, Ms. Xiaojing Fu/Vice Manager and Ms. Guiying Sun/Worker's Representative attended the opening meeting.

The factory specialized in the manufacture of Jeans, Khaki, Tencel/Cotton. Main processes including cutting, sewing, polishing, printing, embroidering, spraying, washing, ironing, inspection and packing. The normal working time was from 7:30-11:30, 13:00-17:00. There were total 477 employees worked in this factory, all workers were hired by factory directly, no agency worker or company was used. The youngest worker was 19 years old. There was no CBA in the factory. The factory used electronic attendance system to record workers' attendance with detailed time-in and time-out information. The workers' wages were based on hourly rate and the workers were paid before 25ths of next month by cash with wage stubs issued to workers and the workers' signatures on the payrolls. No any government waiver was used by factory.

Auditors randomly selected 60 workers' payroll and attendance records (20 from each month of Dec 2018, Feb 2019 and May 2019) and only 5 workers' attendance records from Jun 2019 for testing and noted that all samples were paid RMB 11-17/hour for hourly rate, which was higher than the latest legal requirement of RMB 9.94/hour since Jun 2018; All workers were properly compensated for overtime hours worked; 45 out of all samples worked in excess of the statutory overtime hour limits of 36 hours/month: 20 in Dec 2018 were 66 hours, 20 in May 2019 were 58 hours and 5 in Jun 2019 were 64 hours; the max continuously working days were 6 days and no workers were provided social insurances by factory in the recent 3 months. And 450 workers were provided with commercial insurance (May 4, 2019-May 3, 2020).

Confidential interviews were conducted with 20 employees from different departments. They reported that the working environment was clean, organized, well lit. They were positive toward the management and the company. No any unusual circumstance was found.

Ms. Lina Cui/Vice Manager, Ms. Xiaojing Fu/Vice Manager and Ms. Guiying Sun/Worker's Representative attended the closing meeting. In the closing meet, auditor discussed all findings with the management and left a draft CAP; also the management accepted the findings and signed on CAP.

Remark:
1. There are no agencies, government waivers used by the factory, which makes above not applicable.
2. Audit Company: Bureau Veritas Consumer Products Service
Audit Company APSCA Number: 11600002
Lead Auditor Name: Michael Ma
APSCA Auditor Registered Number: 21701157
Member Auditor Name: Jordan Li
APSCA Auditor Registered Number: 21701174
3. This audit was a partial scope follow up audit where another audit body had carried out the initial audit. Bureau Veritas does not accept any liability for any issues missed in the initial audit. This audit is focusing on issues that audit had raised.

Ratings Summary

Auditee's background information			
Auditee's name :	**Shandong Aspop Costumes Group Inc.**	Legal status :	**Limited Company**
Local Name :	**山东海思堡服装服饰集团股份有限公司 (91370300674531035D)**	Year in which the auditee was founded :	**2008**
Address :	**No. 188 Gengjiao Road, Huantai County**	Contact person (please select) :	**Lina Cui**
Province :	**Shandong**	Contact's Email :	**jiangchenshzr@163.com**
City :	**Zibo**	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) :	**www.aspop.com.cn**
GPS coordinates :	**N: 37°00'06" E: 118°04'57"**	Total turnover (in Euros) :	**33000000.00**
Sector :	**Non-Food**	Of which exports % :	**0.80**
Industry :	**Textiles, clothing, leather**	Of which domestic market % :	**0.20**
If other, please specify :		Production volume :	**100000 pieces a month**
Product Group :	**Apparel**	Production cost calculation :	**Yes**
If other, please specify :		Lost time injury calculation cost :	**No**
Product Type :	**Jeans, Khaki, Tencel/Cotton**		

Auditee's employment structure at the time of the audit

Total number of workers : **477** Total number of workers in the production unit to be monitored (if applicable) :

	MALE WORKERS	FEMALE WORKERS
Permanent workers	**90**	**387**
Temporary workers	**0**	**0**
In management positions	**10**	**25**
Apprentices	**0**	**0**
On probation	**0**	**0**
With disabilities	**0**	**0**
Migrants (national citizens)	**4**	**10**
Migrants (foreign citizens)	**0**	**0**
Workers on the permanent payroll	**90**	**387**
Production based workers	**0**	**0**
With shifts at night	**4**	**0**
Unionised	**90**	**387**
Pregnant	**-**	**0**
On maternity leave	**-**	**0**

Finding Report

Performance Area 1 : Social Management System and Cascade Effect

1- Followup Audit [Audit Id - 156209] Audit Date: 05/07/2019 PA Score: B Deadline date:31/08/2019

GOOD PRACTICES:
Nil

AREAS OF IMPROVEMENT:

The auditee partially respects the requirement of this performance area. The auditee had set up management system to implement the BSCI Code of Conduct. Auditee had identified their significant business partners especially the suppliers, the agreement that comply with the BSCI code of Conduct were signed with their partners, and had assesses how its significant business partners understand and alignment with amfori BSCI Code of Conduct.
被审核方已建立了执行BSCI行为守则的管理体系。被审核方识别了工厂主要的商业合作伙伴，与其签订了共同遵守BSCI行为守则的协议，而且评估商业合作伙伴如何理解和应用BSCI行为守则。

1.1 - Previous Finding: The auditee had set up management procedures to implement the amfori BSCI Code of Conduct, but not all policies were properly implemented, such as monthly overtime hours exceeded 36 hours, etc. It partially respected Performance area 1: Social Management System and Cascade Effect 1.1. 1st Follow up Audit Corrective Action Taken: It was noted that the factory had already corrected most findings which were noted in previous audit during this audit.
之前发现：被审核方建立了确保amfori BSCI Code of Conduct有效实施的管理制度，但是不是所有制度都得以有效实施，比如月加班超时等。部分尊重绩效区域#1-社会责任管理体系及其级联效应1.1. 第一次跟进：改正。此次审核，工厂已经改善了大部分前次的审核的发现项。

1.4 - Previous Finding: The auditee had established management system on workforce planning, but the auditee's workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts due to the overtime hours exceeded the legal requirement. Through employee interview, employees were voluntary to work overtime. It partially respected Performance area 1: Social Management System and Cascade Effect 1st Follow up Audit Corrective Action not Taken: It was noted that the auditee had established management system on workforce planning, but the auditee's workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts due to the overtime hours exceeded the legal requirement. In accordance with Performance Area 1: Social Management System and Cascade Effect-1.4
之前发现：被审核方虽然建立生产能力规划管理机制，根据考勤记录，被审核方的人力资源没有合适的进行组织以达到交付订单和/或合同的预期要求，因为加班时间超过法规要求。根据员工访谈，员工是自愿加班的。部分尊重绩效区域#1-社会责任管理体系及其级联效应1.4。第一次跟进：没有改正。被审核方虽然建立生产能力规划管理机制，根据考勤记录，被审核方的人力资源没有合适的进行组织以达到交付订单和/或合同的预期要求，因为加班时间超过法规要求。根据执行领域1：社会管理体系和级联效应-1.4

Remarks from Auditee:
Nil

Full Audit [Audit Id - 131878] Audit Date: 21/08/2018 PA Score: D Deadline date:31/12/2018

Good practices

None observed

Areas of improvement

The auditee had established the social responsibility policy and set up management procedures to implement the amfori BSCI Code of Conduct, but not all policies were properly implemented. Senior manager was appointed to ensure that the amfori BSCI values and their level of alignment with amfori BSCI COC. The auditee had good overview of significant business partners and their level of alignment with the amfori BSCI COC. Based on satisfactory evidence, the main auditee partially respects this principle, because:
被审核方确立了社会责任方针并建立了确保amfori BSCI COC有效实施的管理制度，但是不是所有制度都得以有效实施；被审核方指定了高级经理以确保充分遵循amfori BSCI价值和原则要求；被审核方对其主要商业伙伴及其遵守amfori BSCI行为守则的水平有了解。基于令人满意的证据，被审核方部分尊重本条原则，原因是:

1.1 - The auditee had set up management procedures to implement the amfori BSCI Code of Conduct, but not all policies were properly implemented, such as monthly overtime hours exceeded 36 hours, etc. It partially respected Performance area 1: Social Management System and Cascade Effect 1.1.
被审核方建立了确保amfori BSCI Code of Conduct有效实施的管理制度，但是不是所有制度都得以有效实施，比如月加班超时等。部分尊重绩效区域#1-社会责任管理体系及其级联效应1.1.

1.4 - The auditee had established management system on workforce planning, but the auditee's workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts due to the overtime hours exceeded the legal requirement. Through employee interview, employees were voluntary to work overtime. It partially respected Performance area 1: Social Management System and Cascade Effect 1.4.
被审核方虽然建立生产能力规划管理机制，根据考勤记录，被审核方的人力资源没有合适的进行组织以达到交付订单和/或合同的预期要求，因为加班时间超过法规要求。根据员工访谈，员工是自愿加班的。部分尊重绩效区域#1-社会责任管理体系及其级联效应1.4。

Remarks from Auditee

None

Performance Area 2 : Workers Involvement and Protection

1- Followup Audit [Audit Id - 156209] Audit Date: 05/07/2019 PA Score: A Deadline date:31/08/2019

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

BSCI COC and employee handbook were posted on bulletin board. When employees joined in the auditee, BSCI training was provided. Also, refresh training was provided every year. Interviewed employees stated that they could communicated with management about issues noted onsite. They were aware of the social compliance requirement. However, grievance mechanism was not including all interested parties.
被审核方在公告栏张贴了BSCI行为准则和员工手册。在员工入职时，被审核方为其提供BSCI培训，并且每年为员工提供更新培训。访谈的员工表示他们可以与管理层沟通工作现场的问题，也知道社会责任的要求。但被审核方建立的申诉机制没有包含所有利益相关方。

2.2 - Previous Finding: The auditee did not define long term goals to protect workers according to amfori BSCI Code of Conduct. It did not respect Performance area 2.2. 1st Follow up Audit Corrective Action Taken: It was noted that the factory had already defined long term goals to protect workers according to amfori BSCI Code of Conduct.
之前发现：被审核方没有依照amfori BSCI行为准则制定长期目标来保护员工权益。尚未尊重绩效区域 2.2。第一次跟进：改正。工厂已经制定了长期目标来保护员工权益。

2.4 - Previous Finding: Through document review, employee interview and management interview, auditor noted the auditee did not provide regualr amfori BSCI training to employees, and interviewees did not know amfori BSCI requirement, either. It did not respect Performance area 2: Workers Involvement and Protection 2.4. 1st Follow up Audit Corrective Action not Taken: It was noted that there were communication about requirements of social responsibility between the management and workers, but some worker did not know the requirements of social responsibility or the BSCI Code. In accordance with Performance Area 2: Workers Involvement and Protection-2.4
之前发现：通过文件审核，员工访谈和管理人员访谈，发现被审核方没有提供定期的amfori BSCI培训给员工，访谈员工对amfori BSCI要求也不了解。尚未尊重绩效区域#2员工保护2.4。第一次跟进：没有改正。工厂管理层已经与员工之间关于社会责任的沟通，但部分工人并不知道社会责任的要求和BSCI的要求。根据执行领域2：工人参与度和保护-2.4

2.5 - Previous Finding: The facility has established grievance procedure in writing, but it did not publish the person responsible for its administration and grievance reporting hot line or email. And according to employee interview, the employees did not know who the grievance administrator was and they did not know the grievance reporting hot line or email. It partially respected Performance area 2: Workers Involvement and Protection 2.5. 1st Follow up Audit Corrective Action Taken: It was noted that the factory had already published the person responsible for its administration and grievance reporting hot line. And workers had already known who the grievance administrator was and the grievance reporting hot line.
之前发现：被审核方已经建立了书面的员工申诉程序，但是没有公告具体的负责人及其联系方式，如电话或邮箱等。且根据员工访谈，员工也不清楚申诉负责人是谁，不清楚其联系电话或邮箱。部分尊重绩效区域#2员工保护2.5。第一次跟进：改正。工厂已经公告具体的负责人及其联系方式。工人也清楚申诉负责人是谁，知晓其联系电话。

Remarks from Auditee:

Nil

Full Audit [Audit Id - 131878] Audit Date: 21/08/2018 PA Score: D Deadline date:31/12/2018

Good practices

None observed

Areas of improvement

During management interview and document review, the auditee had established workers involvement and protection policy. The employees can show their point through suggestion box or worker representatives freely. The facility has established grievance procedure in writing, but it did not publish the person responsible for its administration and grievance reporting hot line or email. Based on satisfactory evidence, the main auditee partially respected this principle because:
通过管理人员访谈和文件审查，被审核方制定了工人参与和保护政策。员工可以通过意见箱或员工代表自由表达自己的观点。被审核方已经建立了书面的员工申诉程序，但是没有公告具体的负责人及其联系方式，如电话或邮箱等。基于令人满意的证据，被审核方部分尊重了amfori BSCI 的本条原则，原因是：

2.2 - The auditee did not define long term goals to protect workers according to amfori BSCI Code of Conduct. It did not respect Performance area 2.2.
被审核方没有依照amfori BSCI行为准则制定长期目标来保护员工权益。尚未尊重绩效区域 2.2。

2.4 - Through document review, employee interview and management interview, auditor noted the auditee did not provide regualr amfori BSCI training to employees, and interviewees did not know amfori BSCI requirement, either. It did not respect Performance area 2: Workers Involvement and Protection 2.4.
通过文件审核，员工访谈和管理人员访谈，发现被审核方没有提供定期的amfori BSCI培训给员工，访谈员工对amfori BSCI要求也不了解。尚未尊重绩效区域#2员工保护2.4。

2.5 - The facility has established grievance procedure in writing, but it did not publish the person responsible for its administration and grievance reporting hot line or email. And according to employee interview, the employees did not know who the grievance administrator was and they did not know the grievance reporting hot line or email. It partially respected Performance area 2: Workers Involvement and Protection 2.5.
被审核方已经建立了书面的员工申诉程序，但是没有公告具体的负责人及其联系方式，如电话或邮箱等。且根据员工访谈，员工也不清楚申诉负责人是谁，不清楚其联系电话或邮箱。部分尊重绩效区域#2员工保护2.5。

Remarks from Auditee

None

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

1- Followup Audit [Audit Id - 156209] Audit Date: 05/07/2019 PA Score: A Deadline date:

GOOD PRACTICES:
Nil

AREAS OF IMPROVEMENT:
No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit.
前次审核中该执行领域未发现问题点。此次跟进审核未评审该执行领域。该执行领域等级保持不变。

Remarks from Auditee:
Nil

Full Audit [Audit Id - 131878] Audit Date: 21/08/2018 PA Score: A Deadline date:

Good practices

None observed

Areas of improvement

None observed
未发现不符合项

Remarks from Auditee

Performance Area 4 : No Discrimination

1- Followup Audit [Audit Id - 156209] Audit Date: 05/07/2019 PA Score: A Deadline date:

GOOD PRACTICES:
Nil

AREAS OF IMPROVEMENT:
No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit.
前次审核中该执行领域未发现问题点。此次跟进审核未评审该执行领域。该执行领域等级保持不变。

Remarks from Auditee:
Nil

Full Audit [Audit Id - 131878] Audit Date: 21/08/2018 PA Score: A Deadline date:

Good practices

None observed

Areas of improvement

None observed
未发现不符合项

Remarks from Auditee

Performance Area 5 : Fair Remuneration

1- Followup Audit [Audit Id - 156209] Audit Date: 05/07/2019 PA Score: B Deadline date:31/08/2019

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

All employees were paid by hourly rate by cash on the 25th of the following month. Employees were paid at least RMB 11 per hour, which was above the local minimum wage of RMB 9.94 per hour since Jun 2018. Further, all sample employees were paid 150% of their normal wage for the overtime working hours on normal working days and 200% of their normal wage for the overtime working hours on the rest days. Besides, the auditee provided to holiday wages and annual leave to employees according to the local law.
所有员工为计时薪资，于每月25号发放上个月薪资，以现金的方式全额结清。被审核方给员工支付了至少RMB11每小时的工资，高于当地工资的最低标准(RMB9.94每小时/从2018年6月开始)，给员工支付了150%的平时加班费和200%的休息日加班费。并支付了足够的法定节假日工资及带薪年假等。

5.4 - Previous Finding: It was noted that the facility management did not collect the datum and conduct the assessment for the remuneration of decent standard of living as per amfori BSCI requirements. Meanwhile, the interviewed workers and facility management did not know/understand the remuneration of decent standard of living. It did not respect Performance area 5: Fair Remuneration 5.4. 1st Follow up Audit Corrective Action Taken: It was noted that the facility management had already collected the datum and conduct the assessment for the remuneration of decent standard of living as per amfori BSCI requirements. Meanwhile, the interviewed workers and facility management also had already knew/understood the remuneration of decent standard of living.
之前发现：被审核方的管理层没有按照amfori BSCI要求收集相关数据并对当地体面生活工资标准进行评估。同时，员工和管理层均不理解体面生活工资标准。尚未尊重绩效区域#5公平待遇5.4。第一次跟进:改正。工厂已经收集相关数据并对当地体面生活工资标准进行评估，员工和管理层已经理解体面生活工资标准。

5.5 - Previous Finding: 1. Insufficient social insurance participated. Through document review, auditor found that out of total 530 employees in June 2018, including 63 retired employees, there was only 241 employees had participated in basic endowment insurance, unemployment insurance, basic medical insurance, maternity insurance and employment injury insurance. Furthermore, the auditee provided employer liability insurance for 500 employees (including all employees who did not participate in social insurance), which will be valid till May 3, 2019. It did not respect amfori BSCI Performance area 5: Fair Remuneration 5.5, and did not comply with the Social Insurance Law of the People Republic of China, Article 10, Article 23, Article 33, Article 44, Article 53 1st Follow up Audit Corrective Action not Taken: It was noted that no workers were provided social insurances by factory in the recent 3 months. And 450 workers were provided with commercial insurance (May 4, 2019-May 3, 2020). In accordance with Article 73 of the Labor Law of the People's Republic of China Previous Finding: 2. Insufficient paid annual leave was provided to some employees. Through document review, auditor found that the auditee only provided five days' paid annual leave to employees who worked for full 10 years. It partially respected amfori BSCI Performance area 5: Fair Remuneration 5.5, and did not comply with In accordance with the Regulations on Employee's Paid Annual Leave article 3 1st Follow up Audit Corrective Action Taken: It was noted that the factory had already provided annual leaves to workers as legal requirement.
之前发现：1.社会保险参保不足。通过文件审核，审核员发现2018年6月的530名员工,包括63名达到退休年龄的员工，只有241人参加了养老保险,医疗保险,失业保险,生育保险和工伤保险。此外,被审核方为500名员工(包括所有未参加社会保险的员工)提供了雇主责任保险，有效期至2019年5月3日。尚未尊重绩效区域#5公平待遇5.5，且不符合《中华人民共和国社会保险法》第十条，第二十三条，第三十三条，第四十四条，第五十三条。第一次跟进:没有改正。工厂最近3个月没有为工人缴纳社保。另450人缴纳了商业保险(2019年5月4日-2020年5月3日)。根据《中华人民共和国劳动法》第72条 之前发现：2.部分员工带薪年休假不足。通过文件审核，审核员发现企被审核方仅提供了5天的带薪年假给工作满10年的员工. 部分尊重绩效区域#5公平待遇5.5，且不符合《职工带薪年休假条例》第3条 第一次跟进:改正。工厂已经按法定要求给工人提供了带薪年休假。

Remarks from Auditee:

Nil

Full Audit [Audit Id - 131878] Audit Date: 21/08/2018 PA Score: C Deadline date:31/12/2018

Good practices

None observed

Areas of improvement

Payroll records from July 2017 to June 2018 were reviewed. The minimum wage of auditee paid to the employees was RMB 9.94 per hour (equivalent to RMB1730 per month) since June 1, 2018 and RMB 9.43per hour (equivalent to RMB1640 per month) before that. Overtime on normal working days and rest days was paid at 150%, 200% of normal wage. No overtime on public holidays. According to the provided payroll records, paid annual leave and paid holidays were provided. Employees received the wage of last month before end of this month through bank transfer with pay slip. The auditee only provided 5-type social insurance for some employees. Based on satisfactory evidence, the main auditee partially respects this principle because:
被审核方提供了2017年7月至2018年6月的工资记录供审核。被审核方支付给员工的最低工资是2018年6月1日之前9.43元/小时(相当于1640元/月)，2018年6月1日之后9.94元/小时(相当于1730元/月)。正常工作日和休息日的加班费按平时工资的150%，200%支付。法定假日无加班. 工资记录显示企业提供了带薪年假和国定假日给员工。员工在本月月底之前收到上个月的工资和工资条. 被审核方通过银行转账方式发放工资. 被审核方仅这部分员工提供了5项社会保险. 基于令人满意的证据，被审核方部分尊重Amfori BSCI的本条原则，原因是:

5.4 - It was noted that the facility management did not collect the datum and conduct the assessment for the remuneration of decent standard of living as per amfori BSCI requirements. Meanwhile, the interviewed workers and facility management did not know/understand the remuneration of decent standard of living. It did not respect Performance area 5: Fair Remuneration 5.4.
被审核方的管理层没有按照amfori BSCI要求收集相关数据并对当地体面生活工资标准进行评估。同时，员工和管理层均不理解体面生活工资标准。尚未尊重绩效区域#5公平待遇5.4。

5.5 - 1. Insufficient social insurance participated. Through document review, auditor found that out of total 530 employees in June 2018, including 63 retired employees, there was only 241 employees had participated in basic endowment insurance, unemployment insurance, basic medical insurance, maternity insurance and employment injury insurance. Furthermore, the auditee provided employer liability insurance for 500 employees (including all employees who did not participate in social insurance), which will be valid till May 3, 2019. It did not respect amfori BSCI Performance area 5: Fair Remuneration 5.5, and did not comply with the Social Insurance Law of the People Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in

accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state. 2. Insufficient paid annual leave was provided to some employees. Through document review, auditor found that the auditee only provided five days' paid annual leave to employees who worked for full 10 years. It partially respected amfori BSCI Performance area 5: Fair Remuneration 5.5, and did not comply with In accordance with the Regulations on Employee's Paid Annual Leave article 3, employees who work full 1 year but less than 10 years have annual leave with 5 days. For those who work full 10 years but less than 20 years have annual leave with 10 days, and for those who work full 20 years have annual leave with 15 days. State statutory holidays and rest days are excluded from annual leave.
1.社会保险参保不足。通过文件审核，审核员发现2018年6月的530名员工,包括63名达到退休年龄的员工，只有241人参加了养老保险,医疗保险,失业保险,生育保险和工伤保险。此外,被审核方为500名员工(包括所有未参加社会保险的员工)提供了雇主责任保险，有效期至2019年5月3日。尚未尊重绩效区域#5公平待遇5.5，且不符合《中华人民共和国社会保险法》第十条，职工应当参加基本养老保险，由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险，由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险，由用人单位缴纳工伤保险费，职工不缴纳工伤保险费。第四十四条 职工应当参加失业保险，由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险，由用人单位按照国家规定缴纳生育保险费，职工不缴纳生育保险费。2.部分员工带薪年休假不足。通过文件审核，审核员发现企被审核方仅提供了5天的带薪年假给工作满10年的员工. 部分尊重绩效区域#5公平待遇5.5，且不符合《职工带薪年休假条例》第3条，职工累计工作已满1年不满10年的，年休假5天；已满10年不满20年的，年休假10天；已满20年的，年休假15天。国家法定休假日、休息日不计入年休假的假期。

Remarks from Auditee

None

Performance Area 6 : Decent Working Hours

1- Followup Audit [Audit Id - 156209] Audit Date: 05/07/2019 PA Score: D Deadline date:31/08/2019

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The auditee established and complied with the working hour policy according to local requirement of the normal working hours of 8 hours per day and 40 hours per week, all employees had at least 1 day rest per 7 days, and worked 1 overtime hours at most per working day, which did not exceed the legal requirement of 3 hours a day.
被审核方规定了符合当地法规的工作时间政策，并遵循每天8小时，每周40小时的标准工时，每7天均至少有1天休息。每工作日最多加班1小时，不超过法律要求的每天不超过3小时的要求。

6.2 - Previous Finding: 1. Monthly overtime hours exceeded the legal requirement. Through document review, auditor noted that: 1) The monthly overtime hours of all 20 randomly selected employees were 97.8-99.9 hours in June 2018 (current month); 2) The monthly overtime hours of all 20 randomly selected employees were 56-110.1 hours in March 2018 (random month); 3) The monthly overtime hours of all 20 randomly selected employees were 62.5-123.7 hours in December 2017 (random month). It did not respect Performance area 6 Decent Working Hours 6.2, and did not comply with requirement of PRC Labour Law article 41 1st Follow up Audit Corrective Action not Taken: Auditors randomly selected 60 workers' payroll and attendance records (20 from each month of Dec 2018, Feb 2019 and May 2019) and only 5 workers' attendance records from Jun 2019 for testing and noted that 45 out of all samples worked in excess of the statutory overtime hour limits of 36 hours/month: 20 in Dec 2018 were 66 hours, 20 in May 2019 were 58 hours and 5 in Jun 2019 were 64 hours. In accordance with Article 41 of the Labor Law of the People's Republic of China Previous Finding: 2. The overtime wages paid by the auditee were insufficient. Through document review, auditor found that the auditee calculated overtime wages of employees based on the normal wage of the same month, lower than the amount required by local regulation. It did not respect Performance area 6 Decent Working Hours 6.2, and did not comply with requirement of Provisions on Wage Payment by Enterprises in Shandong Province Article 25 1st Follow up Audit Corrective Action Taken: It was noted that the factory had already paid overtime wages as legal requirement.
之前发现：1.月加班时间超过法规要求。通过文件审阅，审核员发现:1)在抽取的2018年6月份(当前月)的考勤中，所有20名随机抽取的员工月加班时间为97.8-99.9小时; 2) 在抽取的2018年3月份(随机月)的考勤中，所有20名随机抽取的员工月加班时间为56-110.1小时; 3)在抽取的2017年12月份(随机月)的考勤中，所有20名随机抽取的员工月加班时间为62.5-123.7小时。尚未尊重绩效区域#6体面劳动时间6.2，且不符合《中华人民共和国劳动法》第41条 第一次跟进:没有改正。抽样60名工人的工资考勤(2018年12月，2019年2月和2019年5月每月20人)和2019年6月5名工人的考勤记录进行测试，其中45名工人月加班时间超过法定36小时/月:2018年12月20人为66小时，2019年5月20人为58小时和2019年6月5人为64小时。根据《中华人民共和国劳动法》第41条 之前发现：2.被审核方支付给员工的加班工资不足。通过文件审核，审核员发现被审核方计算员工的加班工资的基数是按照员工当月的正常工资，低于当地法规要求的数额。尚未尊重绩效区域#6体面劳动时间6.2，且不符合《山东省被审核方工资支付规定》第二十五条和第二十四条 第一次跟进:改正。工厂已经按法定要求支付加班费给工人。

6.4 - Previous Finding: No at least one day off after 6 consecutive working days was provided for employees. Through document review, auditor found that: 1) all 20 randomly selected employees worked for 12 consecutive days without 1 day off in June 2018 (current month); 2) all 20 randomly selected employees worked for 22 consecutive days without 1 day off in March 2018 (random month); 3) all 20 randomly selected employees worked for 13-14 consecutive days without 1 day off in December 2017 (random month). It did not respect Performance area 6 Decent Working Hours 6.4, and did not comply with requirement of PRC Labour Law article 38 1st Follow up Audit Corrective Action Taken: It was noted that the factory had already provided rest to workers as requirement, that's to say, at least 1 day rest after 6 consecutive working days.
之前发现：被审核方未保证员工连续工作6天后至少休息一日。通过文件审核，审核员发现：1)随机抽取的所有20名员工在2018年6月(当前月)最长连续工作12天;2)随机抽取的随机抽取的所有20名员工在2018年3月(随机月)最长连续工作22天;3)随机抽取的随机抽取的所有20名员工在2017年12月(随机月)最长连续工作13-14天。尚未尊重绩效区域#6体面劳动时间6.4，且不符合《中华人民共和国劳动法》第38条。第一次跟进:改正。工厂已经按要求提供休息给工人，即连续6天工作至少休息1天。

Remarks from Auditee:

Nil

Full Audit [Audit Id - 131878] Audit Date: 21/08/2018 PA Score: E Deadline date:31/12/2018

Good practices

None observed

Areas of improvement

The auditee used electronic attendance records system to record employee attendance situation, employees recognized their faces to check in and check out. Through document review and employee interview, normal working hours are 8 hours per day from Monday to Friday and 40 hours per week, which was in compliance with law. If the production was busy, employees worked overtime on normal working day and rest days, the workshop manger would not disturb the employees to have a rest, to go to toilet or to go to drink. Based on satisfactory evidence, the main auditee partially respects this principle, because:
被审核方使用电子考勤系统记录员工出勤情况，员工每天上下班进行人脸识别。根据提供的考勤记录和员工访谈，正常工作时间为自周一至周五每天8小时每周40小时。生产忙时,员工会在正常工作日和休息日加班。被审核方的车间主管并不干扰员工在工作期间有短暂休息，去喝水或者上厕所。基于令人满意的证据，被审核方部分尊重amfori BSCI的本条原则，原因是:

6.2 - 1. Monthly overtime hours exceeded the legal requirement. Through document review, auditor noted that: 1) The monthly overtime hours of all 20 randomly selected employees were 97.8-99.9 hours in June 2018 (current month); 2) The monthly overtime hours of all 20 randomly selected employees were 56-110.1 hours in March 2018 (random month); 3) The monthly overtime hours of all 20 randomly selected employees were 62.5-123.7 hours in December 2017 (random month). It did not respect Performance area 6 Decent Working Hours 6.2, and did not comply with requirement of PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours. 2. The overtime wages paid by the auditee were insufficient. Through document review, auditor found that the auditee calculated overtime wages of employees based on the normal wage of the same month, lower than the amount required by local regulation. It did not respect Performance area 6 Decent Working Hours 6.2, and did not comply with requirement of Provisions on Wage Payment by Enterprises in Shandong Province Article 25, according to this regulation, to calculate the wage base of overtime wages referred to article 20 and to calculate the wage base of holiday wages referred to article 24, should be on the basis of the amount of employee's actual wage of last month after deducting the overtime wages of same month. The employee did not provide normal working in last month, it should be shifted to the previous month which he/she have provided normal working and calculate wage base on the basis of the amount of employee's actual wage of that month after deducting the overtime wages of same month.

	1.月加班时间超过法规要求。通过文件审阅，审核员发现：1）在抽取的2018年6月份（当前月）的考勤中，所有20名随机抽取的员工月加班时间为97.8-99.9小时; 2) 在抽取的2018年3月份（随机月）的考勤中，所有20名随机抽取的员工月加班时间为56-110.1小时; 3）在抽取的2017年12月份（随机月）的考勤中，所有20名随机抽取的员工月加班时间为62.5-123.7小时。尚未尊重绩效区域#6体面劳动时间6.2，且不符合《中华人民共和国劳动法》第41条，用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时；因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。2.被审核方支付给员工的加班工资不足。通过文件审核，审核员发现被审核方计算员工的加班工资的基数是按照员工当月的正常工资，低于当地法规要求的数额。尚未尊重绩效区域#6体面劳动时间6.2，且不符合《山东省被审核方工资支付规定》第二十五条，根据本规定第二十条计算加班工资的工资基数和第二十四条第一款计算劳动者休假工资基数，应当按照劳动者上一月份提供正常劳动所得实际工资扣除该月加班工资后的数额确定。劳动者上一月份没有提供正常劳动的，按照向前顺推至其提供正常劳动月份所得实际工资扣除该月加班工资后的数额确定。
6.4 -	No at least one day off after 6 consecutive working days was provided for employees. Through document review, auditor found that: 1) all 20 randomly selected employees worked for 12 consecutive days without 1 day off in June 2018 (current month); 2) all 20 randomly selected employees worked for 22 consecutive days without 1 day off in March 2018 (random month); 3) all 20 randomly selected employees worked for 13-14 consecutive days without 1 day off in December 2017 (random month). It did not respect Performance area 6 Decent Working Hours 6.4, and did not comply with requirement of PRC Labour Law article 38, the employing unit shall guarantee that its staff and employees have at least one day off in a week. 被审核方未保证员工连续工作6天后至少休息一日。通过文件审核，审核员发现: 1)随机抽取的所有20名员工在2018年6月（当前月）最长连续工作12天; 2)随机抽取的随机抽取的所有20名员工在2018年3月（随机月）最长连续工作22天; 3)随机抽取的随机抽取的所有20名员工在2017年12月（随机月）最长连续工作13-14天。尚未尊重绩效区域#6体面劳动时间6.4，且不符合《中华人民共和国劳动法》第38条，用人单位应当保证劳动者每周至少休息一日。
Remarks from Auditee None	

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 156209] Audit Date: 05/07/2019 PA Score: D Deadline date:31/07/2019

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The auditee collected occupational health and safety regulations and laws, established written health and safety management manual, and obtained the certificate on OHSAS18001: 2007. The auditee trained employees when they participated in the auditee, including the health and safety training, work skill training, etc. The auditee had installed an adequate amount of and properly working firefighting equipment, such as fire extinguishers and fire hydrants in most areas. The auditee had ensured that escape routes, aisles and emergency exits in the production site were not blocked, easily accessible and clearly marked.
被审核方收集了职业健康安全方面的法规条款，建立了书面的健康安全管理手册,并获得了职业健康安全管理体系证书(OHSAS18001:2007)。每位员工入职时，均会安排培训，包括健康安全培训，岗位操作培训。审核方在大部分区域安装了足够的合适的消防设备，如灭火器和消防栓。审核方保持生产车间的逃生路线、走廊和紧急出口未被堵塞、容易进入并且清晰标记。

7.2 - New Finding: It was noted that no workers were provided social insurances by factory in the recent 3 months. And 450 workers were provided with commercial insurance (May 4, 2019-May 3, 2020). In accordance with Performance Area 7: Occupational Health and Safety-7.2
新发现：工厂最近3个月没有为工人缴纳社保。另450人缴纳了商业保险（2019年5月4日-2020年5月3日）。根据执行领域7：职业健康和安全-7.2

7.3 - Previous Finding: The auditee carried out risk assessments for safety, healthy and hygienic working conditions, but the auditee did not allocate adequate human and financial resources to ensure that the identified risks were mitigated, such as emergency light in some area is malfunctioned. It partially respected amfori BSCI Performance area 7: Occupational Health and Safety 7.3. 1st Follow up Audit Corrective Action not Taken: It was noted that the factory carried out risk assessments for safety, healthy and hygienic working conditions, but the factory did not allocate adequate human and financial resources to ensure that the identified risks were mitigated. In accordance with Performance Area 7: Occupational Health and Safety-7.3
之前发现：被审核方进行了健康安全风险评估，但没有根据识别出的风险采取足够的消除或减缓风险的措施。如部分区域应急灯失效。部分尊重绩效区域#7-职业健康与安全7.3. 第一次跟进：没有改正。被审核方进行了健康安全风险评估，但没有根据识别出的风险采取足够的消除或减缓风险的措施。根据执行领域7：职业健康和安全-7.3

7.6 - Previous Finding: It was noted that 1) 4 spraying workshop employees were not wearing rubber gloves, goggles and active carbon masks provided by auditee. 2) 15 polishing workshop employees were wearing disposable surgical masks provided by auditee, the auditee should provided anti-dust mask. It did not respect the amfori BSCI Performance area 7: Occupational Health and Safety 7.6, and did not comply with Law of the PRC on Work Safety article 42 1st Follow up Audit Corrective Action not Taken: It was noted that 1 worker in the polishing workshop was not wearing mask and others in the polishing workshop were wearing general masks without dustproof. Workers in the spraying workshop were not wearing rubber gloves and protective garment and 1 buttoning worker in the finishing workshop was not wearing goggles. In accordance with Article 42 of Law of the People's Republic of China on Production Safety No properly wearing PPE may lead to industrial injury for worker. Factory management agreed with the issue and would take corrective action as soon as possible.
之前发现：审核员发现 1)4名喷药车间的员工在工作时间内没有佩戴工厂提供的橡胶手套，护目镜和活性炭口罩。2)15名打磨车间的员工在工作时间佩戴工厂提供的一次性医用口罩，应该为防尘口罩。没有尊重绩效区域#7职业健康与安全7.6，且不符合《中华人民共和国安全生产法》第42条 第一次跟进：没有改正。工厂打磨车间的1名工人没有佩戴防护口罩，其他工人佩戴的口罩为普通口罩没有防尘功能。喷药车间的工人没有佩戴橡胶手套和防护服。后整车间的1名钉扣工没有佩戴防护眼镜。根据《中华人民共和国安全生产法》第42条 工厂没有佩戴PPE可能导致工伤的产生。工厂同意该问题并表示尽快改善。

7.7 - New Finding: 1. It was noted that there was no secondary container available for 1 bucket of chemical in the silk-printing workshop. In accordance with article 20 of Regulation for Safety of Hazardous Chemical No secondary container may lead to chemicals leaking. Factory management agreed with the issue and would take corrective action as soon as possible. New Finding: 2. It was noted that there was no content label posted on 1 bucket of chemical in the silk-printing workshop. In accordance with Article 14 of the Regulation For Chemical Usage Safety in Work Place No content labels may lead to chemicals misused. Factory management agreed with the issue and would take corrective action as soon as possible.
新发现：1. 工厂丝印车间的1桶化学品没有放在在二次容器内防止泄漏。根据《危险化学品安全管理条例》第20条 没有二次容器可能导致化学品泄露。工厂同意该问题并表示尽快改善。新发现：2. 工厂丝印车间的1桶化学品没有张贴内容标签。根据《工作场所安全使用化学品规定》第14条 没有内容标签可能导致化学品误使用。工厂同意该问题并表示尽快改善。

7.9 - New Finding: It was noted that there were no warning signs posted on 1 electric box in the washing workshop and on 1 electric box in the sewing workshop. In accordance with Article 2-7 of Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008 There was hazard of electrical shock when using Factory management agreed with the issue and would take corrective action as soon as possible.
新发现：工厂水洗车间1电箱和缝纫车间1电箱都没有张贴警告标示。根据《安全标志及使用导则(GB 2894-2008)》警示标志2-7 可能会有触电的风险。工厂同意该问题并表示尽快改善。

7.11 - Previous Finding: Auditor found that materials in the warehouse are stacked against wall. Through auditee tour, auditor found that goods in the finished good warehouse are put against the wall directly. It partially respected Amfori BSCI Performance area 7: Occupational Health and Safety 7.11 and did not comply with General Rules for Fire Safety Management of Storage Occupancies article 6.8 1st Follow up Audit Corrective Action not Taken: It was noted that the materials in the warehouse are stacked against wall. In accordance with Article 18 of Rules for Storage Fire Prevention Safety Management
之前发现：审核员发现企业部分货物靠墙堆放。通过现场巡查，审核员发现企业成品仓库的部分货物靠墙存放。部分尊重绩效区域#7-职业健康与安全7.11且尚未符合《仓储场所消防安全管理通则》GA1131-2014 6.8 第一次跟进：没有改正。工厂部分货物靠墙堆放。根据《仓库防火安全管理规则》第18条

7.13 - New Finding: It was noted that there were no inner insulation cover for 1 electric box in the silk-printing workshop. In accordance with Article 6.7 of the General Guide for Safety of Electric User (GB/T13869-2008) There's a risk of electric shock. Factory management agreed with the issue and would take corrective action as soon as possible.
新发现：工厂丝印车间的1电箱没有安装内绝缘保护板。根据《用电安全导则GB/T13869-2008》第6.7条 可能有触电的风险 工厂同意该问题并表示尽快改善。

7.14 - Previous Finding: 1. No fire hydrant was installed in production building and warehouse. During auditee tour, auditor found that no indoor fire hydrant system were installed in washing section, raw material warehouse and inspecting section. The occupancy area was 1980, 420 and 330 square meters, respectively. It did not respected the amfori BSCI Performance area 7: Occupational Health and Safety 7.14, and did not comply with Code of Design on Building Fire Protection and Prevention (GB50016-2014) Article 8.2.1 1st Follow up Audit Corrective Action not Taken: It was noted that there was no indoor fire hydrant installed in the washing workshop. Other workshops had already been installed with indoor fire hydrants. In accordance with Article 8.2.1 of the Code for design of building fire protection and prevention (GB50016-2014) Fire equipment may not work if there was fire. Factory management agreed with the issue and would take corrective action as soon as possible. Previous Finding: 2. Fire alarm in some area is malfunctioned. During auditee tour, one fire alarm is located in raw material warehouse (2 employees working in there and 420M2) is malfunctioned. It partial respected amfori BSCI Performance area 7: Occupational Health and Safety 7.14 1st Follow up Audit

Corrective Action Taken: It was noted that all fire equipment in the factory were in good condition. Previous Finding: 3. During auditee tour, auditor found that the auditee only recorded maintain records of most fire equipment's till October 2017 in the dormitory building. It is partially respected amfori BSCI Performance area 7: Occupational Health and Safety 7.14, and did not comply with requirement of PRC Fire Prevention Law article 16 (2) 1st Follow up Audit Corrective Action Taken: It was noted that all fire equipment was checked monthly, the latest checked were in Jun 2019.
之前发现: 1.未安装消防栓。在现场巡查时, 审核员发现水洗车间、原料仓库和检验车间没有配备室内消防栓系统, 占地面积分别为1980平米, 420平米和330平米。没有尊重绩效区域#7-职业健康安全7.14, 且不符合《建筑设计防火规范》(GB50016-2014)第8.2.1条 第一次跟进:没有改正。工厂水洗车间没有安装室内消防栓, 其他车间都已经安装了室内消防栓。根据《建筑设计防火规范GB50016-2014》第8.2.1条 在发生火灾时消防器材可能不能起到作用。工厂同意该问题并表示尽快改善。之前发现: 2.部分区域警铃失效。在现场巡查, 审核员发现原材料仓库的警铃失效(2个工人工作于此, 总建筑面积为420 m2) 部分尊重绩效区域#7-职业健康与安全7.14. 第一次跟进:改正。工厂厂区内所有的消防器材都正常工作。之前发现: 3.在现场巡查时, 审核员发现工厂宿舍大部分的消防设施的维护记录只记录到2017年10月份, 例如, 缝纫车间和宿舍楼。这部分尊重绩效区域#7-职业健康与安全7.14, 且尚未符合《中华人民共和国消防法》第16条 第一次跟进:改正。工厂所有的消防器材都进行了月检, 最近一次在2019年6月。

7.15 - Previous Finding: 1. No lamplit evacuation sign. During auditee tour, auditor found that no lamplit evacuation signs were installed in stairs of one 5-storey dormitory building. It partially respected amfori BSCI Performance area 7: Occupational Health and Safety 7.15, and did not comply with requirement of Code of Design on Building Fire Protection and Prevention GB50016-2014 Article 10.3.5 1st Follow up Audit Corrective Action Taken: It was noted that the factory had already installed lamplit evacuation signs in the staircase. Previous Finding: 2. Exit sign were not lamplit. During auditee tour, auditor found that 1) The exit sign was installed on the 2 out of 2 safety exits on the raw materail warehouse which is located in the one flat building was not lamplit. 2) The exit sign was installed on the 1 out of 2 safety exits on the polishing workshop which is located in the one flat building was not lamplit. 3) The exit sign was installed on the 1 out of 2 safety exits on the transferring warehouse which is located in the one flat building was not lamplit. It partially respected amfori BSCI Performance area 7: Occupational Health and Safety 7.15, and did not comply with requirement of Code of Design on Building Fire Protection and Prevention GB50016-2014 Article 10.3.5, 1st Follow up Audit Corrective Action Taken: It was noted that all fire equipment in the factory were in good condition. Previous Finding: 3. The emergency light in some area is malfunctioned. During auditee tour, auditor found that the emergency light is malfunctioned in sewing workshop at 2/F at one 2-storey (partailly 3F) building. It partially respected amfori BSCI Performance area 7: Occupational Health and Safety 7.15 and did not comply with Code of Design on Building Fire Protection and Prevention (GB50016-2014) article 10.3.1 1st Follow up Audit Corrective Action Taken: It was noted that all fire equipment in the factory were in good condition. Previous Finding: 4. Improper opening direction of evacuation door. During auditee tour, auditor found that there were 90 employees working in washing workshop, one out of three evacuation doors were inward door was not in compliance with the legal requirement. It partially respected amfori BSCI Performance area 7: Occupational Health and Safety 7.15, and did not comply with requirement of Code of Design on Building Fire Protection and Prevention (GB50016-2014) article 6.4.11 1st Follow up Audit Corrective Action Taken: It was noted that this door in the washing workshop had already been corrected to outward door.
之前发现: 1.没有灯箱式的疏散指示标识。在现场巡查时, 审核员发现被审核工厂的1栋5层的宿舍的疏散楼梯都没有安装灯箱式的疏散指示标示。部分尊重绩效区域#7-职业健康与安全7.15, 且尚未符合《建筑设计防火规范GB50016-2014》第10.3.5条, 第一次跟进:改正。工厂已经在疏散楼梯间安装了灯箱式疏散指示标示。之前发现: 2.安全出口标识不亮。在现场巡查时, 审核员发现在 1) 位于1栋1层建筑的原材料的2个安全出口标识中的2个不亮。2) 位于1栋1层建筑的打磨车间的2个安全出口标识中的1个不亮。3) 位于1栋1层建筑的流转仓库的2个安全出口标识中的1个不亮。分尊重绩效区域#7-职业健康与安全7.15, 且尚未符合《建筑设计防火规范GB50016-2014》第10.3.5条 第一次跟进:改正。工厂厂区内所有的消防器材都正常工作。之前发现: 3.部分区域应急灯失效。在现场巡查时, 审核员发现在1栋2层生产楼(局部3层)的2楼的缝纫车间安装的应急灯失效。这部分尊重绩效区域#7-职业健康与安全7.15且尚未符合《建筑设计防火规范》(GB50016-2014)第10.3.1条 第一次跟进:改正。工厂厂区内所有的消防器材都正常工作。之前发现: 4.疏散门开启方向不符合要求。在现场巡查时, 审核员发现水洗车间的三个安全出口, 其中一个安全出口是内开门。共90名员工在此车间上工作。这部分尊重绩效区域#7-职业健康与安全7.15, 且尚未《建筑设计防火规范》(GB50016-2014)第6.4.11条 第一次跟进:改正。工厂水洗车间的这个安全门已经改为外开门。

7.17 - Previous Finding: 1. No regular inspection for some special appliances. During document review, auditor found that the auditee did not provide the inspection report of 1 out of 4 safety valves (used on pressure vessel) for review. It partially respected Performance area 7: Occupational Health and Safety 7.17, and it did not comply with Regulations on Safety Supervision of Special Appliance article 28, 1st Follow up Audit Corrective Action Taken: It was noted that all special equipment in the factory had already been regular inspected and all were in the validity period. Previous Finding: 2. No certificate for special appliance operator. During auditee tour, auditor found that there were 1 forklift, 2 cargo lifts and 4 pressure vessels used in the auditee. However, the auditee did not provide the operator certificate of forklift and pressure vessels, and the safety management certificate of cargo lift for review. The auditee management stated that all certificates were submitted to relevant department for recheck. It did not respect Performance area 7: Occupational Health and Safety 7.17, and it did not comply with Regulations on Safety Supervision of Special Appliance article 38 1st Follow up Audit Corrective Action Taken: It was noted that all special equipment operators had already obtained valid operation certificates. New Finding: It was noted that all sewing machines in the sewing workshop were not equipped with needle guards and all bartacking machines in the sewing workshop were not equipped with eye guards. In accordance with Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene No machine guards may lead to workers' industrial injury. Factory management agreed with the issue and would take corrective action as soon as possible.
之前发现: 1.部分特种设备未定期检验。在文件审核时, 审核员发现被审核方未提供4个安全阀(压力容器上用)中1个安全阀的检验报告供审阅. 部分尊重绩效区域#7-职业健康安全7.17, 且尚未符合《特种设备安全监察条例》第28条 第一次跟进:改正。工厂所有的特种设备都定期检验, 并且都在有效期内。之前发现: 2.特种设备作业人员未取得作业证书。在现场巡查时, 审核员发现被审核方有使用1辆叉车, 2部货梯和4部压力容器, 但被审核方没有提供 叉车操作工证书, 压力容器操作工证书和货梯管理员证书供审阅. 被审核方表示所有证书都去复审了. 尚未尊重绩效区域#7-职业健康安全7.17且尚未符合《特种设备安全监察条例》第38条 第一次跟进:改正。工厂所有的特种设备作业人员都取得了有效的作业证书。新发现: 工厂缝纫车间所有的缝纫机都没有安装针挡, 所有的套结机都没有安装护目挡板。根据《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条 没有机器设备的防护可能导致工人出现工伤。工厂同意该问题并表示尽快改善。

7.18 - Previous Finding: Auditee did not provide band-aid in all first aid kits. It partially respected amfori BSCI Performance area 7: Occupational Health and Safety7.18 and it did not comply with standards for the Design of Industrial Enterprises (GBZ1-2010) 8.3.3 1st Follow up Audit Corrective Action Taken: It was noted that all first aid kits in the factory had already been equipped with enough supplies.
之前发现: 被审核方的所有的急救药箱里没有提供创可贴。部分尊重绩效区域#7-职业健康与安全7.18的要求且不符合工业企业卫生设计标准(GBZ1-2010)8.3.3 第一次跟进:改正。工厂所有的急救药箱都配备了充足的药品。

7.22 - Previous Finding: Insufficient facilities provided in washing room. Through auditee tour, auditor found that insufficient facilities provided in washing room, including no paper and soap. It partially respected amfori BSCI Performance area 7: Occupational Health and Safety 7.22. 1st Follow up Audit Corrective Action not Taken: It was noted that insufficient facilities provided in washing room, there was no paper and soap in the washing rooms. In accordance with Performance Area 7: Occupational Health and Safety-7.22
之前发现: 洗手间设施不足。通过现场审核, 审核员发现洗手间设施不足, 包括没有厕纸和肥皂。部分尊重绩效区域#7-职业健康与安全7.22。第一次跟进:没有改正。工厂洗手间设施不足, 包括没有厕纸和肥皂。根据执行领域7:职业健康和安全-7.22

7.23 - No transportation was provided.

Remarks from Auditee:
Nil

Full Audit [Audit Id - 131878] Audit Date: 21/08/2018 PA Score: E Deadline date:31/12/2018

Good practices

None observed

Areas of improvement

The auditee collected occupational health and safety regulations and laws, established written health and safety management manual, and obtained the certificate on OHSAS18001: 2007. The auditee trained employees when they participated in the auditee, including the health and safety training, work skill training, etc. The auditee had installed an adequate amount of and properly working firefighting equipment, such as fire extinguishers and fire hydrants in most areas. The auditee had ensured that escape routes, aisles and emergency exits in the production site were not blocked, easily accessible and clearly marked. The auditee carried out risk assessments for safety, healthy and hygienic working conditions, but the auditee did not allocate adequate human and financial resources to ensure that the identified risks were mitigated. Based on satisfactory evidence, the main auditee partially respected this principle because:
被审核方收集了职业健康安全方面的法规条款，建立了书面的健康安全管理手册,并获得了职业健康安全管理体系证书(OHSAS18001:2007)。每位员工入职时，均会安排培训，包括健康安全培训，岗位操作培训。审核方在大部分区域安装了足够的合适的消防设备，如灭火器和消防栓。审核方保持生产车间的逃生路线、走廊和紧急出口未被堵塞、容易进入并且清晰标记。被审核方进行了健康安全风险评估，但没有根据识别出的风险采取足够的消除或减缓风险的措施。基于令人满意的证据，被审核方部分尊重了amfori BSCI 的本条原则，原因是:

7.3 - The auditee carried out risk assessments for safety, healthy and hygienic working conditions, but the auditee did not allocate adequate human and financial resources to ensure that the identified risks were mitigated, such as emergency light in some area is malfunctioned. It partially respected amfori BSCI Performance area 7: Occupational Health and Safety 7.3.
被审核方进行了健康安全风险评估，但没有根据识别出的风险采取足够的消除或减缓风险的措施。如部分区域应急灯失效。部分尊重绩效区域#7-职业健康与安全7.3.

7.6 - It was noted that 1) 4 spraying workshop employees were not wearing rubber gloves, goggles and active carbon masks provided by auditee. 2) 15 polishing workshop employees were wearing disposable surgical masks provided by auditee, the auditee should provided anti-dust mask. It did not respect the amfori BSCI Performance area 7: Occupational Health and Safety 7.6, and did not comply with Law of the PRC on Work Safety article 42, manufacturing units shall provide personal protective equipment to employees. Manufacturing units shall supervise and train employees to ensure they properly wear and use the personal protective equipment.
审核员发现 1)4名喷药车间的员工在工作时间内没有佩戴工厂提供的橡胶手套，护目镜和活性炭口罩。2)15名打磨车间的员工在工作时间佩戴工厂提供的一次性医用口罩，应该为防尘口罩。没有尊重绩效区域#7职业健康与安全7.6，且不符合《中华人民共和国安全生产法》第42条，生产经营单位必须为从业人员提供符合国家标准或者行业标准的劳动防护用品，并监督、教育从业人员按照使用规则佩戴、使用。

7.11 - Auditor found that materials in the warehouse are stacked against wall. Through auditee tour, auditor found that goods in the finished good warehouse are put against the wall directly. It partially respected amfori BSCI Performance area 7: Occupational Health and Safety 7.11 and did not comply with General Rules for Fire Safety Management of Storage Occupancies article 6.8: Objects shall be piled up in the storeroom as per the following requirements: 1. The distance between the top of any pile and the roof shall not be smaller than 0.3m (for any “人”-shaped building, the distance shall be counted from the crossbeam); 2. The distance between the objects and the illumination lamps shall not be smaller than 0.5m; 3. The distance between the objects and the wall shall not be smaller than 0.5m; 4. The distance between any pile of objects and the pole shall not be smaller than 0.3m; 5. The distance between any two piles of objects shall not be smaller than 1m.
审核员发现企业部分货物靠墙堆放。通过现场巡查，审核员发现企业成品仓库的部分货物靠墙存放。部分尊重绩效区域#7-职业健康与安全7.11且尚未符合《仓储场所消防安全管理通则》GA1131-2014 6.8 库房内堆放物品应满足以下要求：1 堆垛上部与楼板、平屋顶之间的距离不小于0.3m（人字屋架从横梁算起）；2 物品与照明灯具之间的距离不小于0.5m；3 物品与墙之间的距离不小于0.5m；4 物品堆垛与柱之间的距离不小于0.3m；5 物品堆垛与堆垛之间的距离不小于1m。

7.14 - 1. No fire hydrant was installed in production building and warehouse. During auditee tour, auditor found that no indoor fire hydrant system were installed in washing section, raw material warehouse and inspecting section. The occupancy area was 1980, 420 and 330 square meters, respectively. It did not respected the amfori BSCI Performance area 7: Occupational Health and Safety 7.14, and did not comply with Code of Design on Building Fire Protection and Prevention (GB50016-2014) Article 8.2.1, Indoor fire hydrants system shall be installed in below buildings or places: 1. Factory or warehouse building with occupied land area more than 300m2; 2. High-rise public building or residential building at a height more than 21m; 3. Single layer or multilayer buildings with volume more than 5000m3, such as waiting lounge in bus station, dock or airport, exhibition building, department store, hotel, medical treatment building, library; 4. Theater of top grade or Category A, theater of other classes and cinema with more than 800 seats, single layer or multilayer buildings such as auditorium and gymnasium with more than 1200 seats; 5. The office building and classroom building with height more than 15m or volume more than 10,000 m3, and the other single layer or multilayer civil building. 2. Fire alarm in some area is malfunctioned. During auditee tour, one fire alarm is located in raw material warehouse (2 employees working in there and 420M2) is malfunctioned. It partial respected amfori BSCI Performance area 7: Occupational Health and Safety 7.14 3. During auditee tour, auditor found that the auditee only recorded maintain records of most fire equipment’s till October 2017 in the dormitory building. It is partially respected amfori BSCI Performance area 7: Occupational Health and Safety 7.14, and did not comply with requirement of PRC Fire Prevention Law article 16 (2), Government offices, social groups, enterprises, public institutions and other entities shall take the following fire safety precautions: Prepare fire protection facilities and equipment according to the national standards and industrial standards, set up fire safety signage, and conduct regular testing and maintenance so as to ensure they are in good condition and working order;
1.未安装消防栓。在现场巡查时，审核员发现水洗车间、原料仓库和检验车间没有配备室内消防栓系统，占地面积分别为1980平米，420平米和330平米。没有尊重绩效区域#7-职业健康安全7.14，且不符合《建筑设计防火规范》(GB50016-2014)第8.2.1条，下列建筑或场所应设置室内消火栓系统：1. 建筑占地面积大于300m2的厂房和仓库；2. 高层公共建筑和建筑高度大于21m的住宅建筑；3. 体积大于5000m3的车站、码头、机场的候车（船、机）建筑、展览建筑、商店、旅馆建筑、医疗建筑和图书馆建筑等单、多层建筑；4. 特等、甲等剧场，超过800 个座位的其它等级的剧场和电影院等以及超过1200个座位的礼堂、体育馆等单、多层建筑；5. 建筑高度大于15m或体积大于10000m3的办公建筑、教学建筑和其他单、多层民用建筑。2.部分区域警铃失效。在现场巡查，审核员发现原材料仓库的警铃失效（2个工人工作于此，总建筑面积为420 m2）部分尊重绩效区域#7-职业健康与安全7.14. 3.在现场巡查时，审核员发现工厂宿舍大部分的消防设施的维护记录只记录到2017年10月份，例如，缝纫车间和宿舍楼。这部分尊重绩效区域#7-职业健康与安全7.14，且尚未符合《中华人民共和国消防法》第16条 (2) 机关、团体、企业、事业等单位应当履行下列消防安全职责：按照国家标准、行业标准配置消防设施、器材，设置消防安全标志，并定期组织检验、维修，确保完好有效；

7.15 - 1. No lamplit evacuation sign. During auditee tour, auditor found that no lamplit evacuation signs were installed in stairs of one 5-storey dormitory building. It partially respected amfori BSCI Performance area 7: Occupational Health and Safety 7.15, and did not comply with requirement of Code of Design on Building Fire Protection and Prevention GB50016-2014 Article 10.3.5, Lamplit Evacuation Indication Signs shall be installed at the public building, residential building of which the building height more than 54m, high-rise factory building (warehouse), and single layer or multilayer factory building of Category A, B or C. The setting shall conform to the following requirements: 1. It shall be installed right above the safety exit and evacuation door of assembly occupancies; 2. It shall be installed on the wall surface, at a height less than 1.0m to the floor, or on the floor surface, of evacuation passages and its corners. The interval between Lamplit Evacuation Indication Signs shall not more than 20m; the interval in passages in curve shall not more than 10m; the interval in the area of corners in the passages shall not more than 1.0m. 2. Exit sign were not lamplit. During auditee tour, auditor found that 1) The exit sign was installed on the 2 out of 2 safety exits on the raw materail warehouse which is located in the one flat building was not lamplit. 2) The exit sign was installed on the 1 out of 2 safety exits on the polishing workshop which is located in the one flat building was not lamplit. 3) The exit sign was installed on the 1 out of 2 safety exits on the transferring warehouse which is located in the one flat building was not lamplit. It partially respected amfori BSCI Performance area 7: Occupational Health and Safety 7.15, and did not comply with requirement of Code of Design on Building Fire Protection and Prevention GB50016-2014 Article 10.3.5, Lamplit Evacuation Indication Signs shall be installed at the public building, residential building of which the building height more than 54m, high-rise factory building (warehouse), and single layer or multilayer factory building of Category A, B or C. The setting shall conform to the following requirements: 1. It shall

be installed right above the safety exit and evacuation door of assembly occupancies; 2. It shall be installed on the wall surface, at a height less than 1.0m to the floor, or on the floor surface, of evacuation passages and its corners. The interval between Lamplit Evacuation Indication Signs shall not more than 20m; the interval in passages in curve shall not more than 10m; the interval in the area of corners in the passages shall not more than 1.0m. 3. The emergency light in some area is malfunctioned. During auditee tour, auditor found that the emergency light is malfunctioned in sewing workshop at 2/F at one 2-storey (partailly 3F) building. It partially respected amfori BSCI Performance area 7: Occupational Health and Safety 7.15 and did not comply with Code of Design on Building Fire Protection and Prevention (GB50016-2014) article 10.3.1, Emergency lighting shall be installed in the following places at civil buildings, factory buildings and warehouses of Category C, except for residential buildings at a height less than 27m: 1. Enclosed staircases, smoke-proof staircases and their anterooms, and anterooms or shared anterooms of fire elevators, emergency passageway, refuge storey (room); 2. Assembly occupancies such as auditorium, exhibition hall, multi-functional hall, and business hall, dining hall, teletorium with a building area more than 200m2; 3. Underground and semi-underground public places with building area more than 100m2; 4. Evacuation passages at public buildings; 5. Workplaces and evacuation passages at densely populated factory buildings. 4. Improper opening direction of evacuation door. During auditee tour, auditor found that there were 90 employees working in washing workshop, one out of three evacuation doors were inward door was not in compliance with the legal requirement. It partially respected amfori BSCI Performance area 7: Occupational Health and Safety 7.15, and did not comply with requirement of Code of Design on Building Fire Protection and Prevention (GB50016-2014) article 6.4.11, Evacuation doors at a building shall conform to the following requirements: 1. Flush doors which opened to the direction of evacuation shall be adopted for evacuation doors of civil buildings and factory buildings. Sliding doors, roller doors, hanging doors, revolving doors and folding door shall not be adopted. For rooms with no more than 60 persons and the average number of person of evacuation for each door in the room is no more than 30, except for factory buildings of Category A and B, the opening direction of the doors is not limited. 2. Doors of warehouse shall be flush doors open to the direction of evacuation. Sliding doors or roller doors may be set up on the exterior side of the walls on the first floor of warehouse of Category C, D or E. 3. Doors open direct to evacuation staircase or evacuation staircase well, while fully open, shall not reduce the effective width of staircase terrace. 4. Evacuation doors in assembly occupancies where personnel control is needed in case of random access at ordinary times, and the outside doors of residential buildings, dormitory and apartment installed with access control systems shall be ensured easy to open from inside without any tools like a key in case of a fire, and signs and tips for use shall be set up at the conspicuous position.
1.没有灯箱式的疏散指示标识。在现场巡查时，审核员发现被审核工厂的1栋5层的宿舍的疏散楼梯都没有安装灯箱式的疏散指示标示。部分尊重绩效区域#7-职业健康与安全7.15，且尚未符合《建筑设计防火规范GB50016-2014》第10.3.5条，公共建筑、建筑高度大于54m的住宅建筑、高层厂房（库房）和甲、乙、丙类单、多层厂房，应设置灯光疏散指示标志，并应符合下列规定：1. 应设置在安全出口和人员密集的场所的疏散门的正上方；2. 应设置在疏散走道及其转角处距地面高度1.0m以下的墙面或地面上。灯光疏散指示标志的间距不应大于20m；对于袋形走道，不应大于10m；在走道转角区，不应大于1.0m。2.安全出口标识不亮。在现场巡查时，审核员发现在 1) 位于1栋1层建筑的原材料的2个安全出口标识中的2个不亮。2) 位于1栋1层建筑的打磨车间的2个安全出口标识中的1个不亮。3) 位于1栋1层建筑的流转仓库的2个安全出口标识中的1个不亮。分尊重绩效区域#7-职业健康与安全7.15，且尚未符合《建筑设计防火规范GB50016-2014》第10.3.5条，公共建筑、建筑高度大于54m的住宅建筑、高层厂房（库房）和甲、乙、丙类单、多层厂房，应设置灯光疏散指示标志，并应符合下列规定：1. 应设置在安全出口和人员密集的场所的疏散门的正上方；2. 应设置在疏散走道及其转角处距地面高度1.0m以下的墙面或地面上。灯光疏散指示标志的间距不应大于20m；对于袋形走道，不应大于10m；在走道转角区，不应大于1.0m。3.部分区域应急灯失效。在现场巡查时，审核员发现在1栋2层生产楼(局部3层)的2楼的缝纫车间安装的应急灯失效。这部分尊重绩效区域#7-职业健康与安全7.15且尚未符合《建筑设计防火规范》（GB50016-2014）第10.3.1条，除建筑高度小于27m的住宅建筑外，民用建筑、厂房和丙类仓库的下列部位应设置疏散照明：1. 封闭楼梯间、防烟楼梯间及其前室、消防电梯间的前室或合用前室、避难走道、避难层（间）；2. 观众厅、展览厅、多功能厅及建筑面积大于200m2的营业厅、餐厅、演播室等人员密集的场所；3. 建筑面积大于100m2的地下或半地下公共活动场所；4. 公共建筑内的疏散走道；5. 人员密集的厂房内的生产场所及疏散走道。4.疏散门开启方向不符合要求。在现场巡查时，审核员发现水洗车间的三个安全出口，其中一个安全出口是内开门。共90名员工在此车间上工作。这部分尊重绩效区域#7-职业健康与安全7.15，且尚未《建筑设计防火规范》（GB50016-2014）第6.4.11条：建筑内的疏散门应符合下列规定：1. 民用建筑和厂房的疏散门，应采用向疏散方向开启的平开门，不应采用推拉门、卷帘门、吊门、转门和折叠门。除甲、乙类生产房间外，人数不超过60人且每樘门的平均疏散人数不超过30人的房间，其疏散门的开启方向不限；2. 仓库的疏散门应采用向疏散方向开启的平开门，但丙、丁、戊类仓库首层靠墙的外侧可采用推拉门或卷帘门；3. 开向疏散楼梯或疏散楼梯间的门，当其完全开启时，不应减少楼梯平台的有效宽度。4. 人员密集场所内平时需要控制人员随意出入的疏散门和设置门禁系统的住宅、宿舍、公寓建筑的外门，应保证火灾时不需使用钥匙等任何工具即能从内部易于打开，并应在显著位置设置具有使用提示的标识。

7.17 - 1. No regular inspection for some special appliances. During document review, auditor found that the auditee did not provide the inspection report of 1 out of 4 safety valves (used on pressure vessel) for review. It partially respected Performance area 7: Occupational Health and Safety 7.17, and it did not comply with Regulations on Safety Supervision of Special Appliance article 28, the operating unit with special appliances shall, pursuant to the regular inspection requirements of safety and technical manual, to apply for regularly inspection at the Special Appliance Inspection and Testing Institutions one month before the expiry date of the safety inspection approval. After the application, the Special Appliance Inspection and Testing Institution shall, pursuant to the requirements of the safety and technical manual, carry out the safety performance inspection and energy efficiency test timely. The special appliance shall not be used prior to pass the regularly inspection. 2. No certificate for special appliance operator. During auditee tour, auditor found that there were 1 forklift, 2 cargo lifts and 4 pressure vessels used in the auditee. However, the auditee did not provide the operator certificate of forklift and pressure vessels, and the safety management certificate of cargo lift for review. The auditee management stated that all certificates were submitted to relevant department for recheck. It did not respect Performance area 7: Occupational Health and Safety 7.17, and it did not comply with Regulations on Safety Supervision of Special Appliance article 38, the operator of special appliances (mentioned in Article 2, such as boiler, compressing equipment, lift, lifting appliance, Operators and managers of special vehicles in the factory (onsite) shall undergo relevant examination and qualifications to obtain special appliances certificate from the Special Appliance Quality Safety Monitoring department before operating those appliances.
1.部分特种设备未定期检验。在文件审核时，审核员发现被审核方未提供4个安全阀(压力容器上用)中1个安全阀的检验报告供审阅. 部分尊重绩效区域#7-职业健康安全7.17，且尚未符合《特种设备安全监察条例》第28条，特种设备使用单位应当按照安全技术规范的定期检验要求，在安全检验合格有效期届满前1个月向特种设备检验检测机构提出定期检验要求。检验检测机构接到定期检验要求后，应当按照安全技术规范的要求及时进行安全性能检验和能效测试。未经定期检验或者检验不合格的特种设备，不得继续使用。2.特种设备作业人员未取得作业证书。在现场巡查时，审核员发现被审核方有使用1辆叉车，2部货梯和4部压力容器，但被审核方没有提供 叉车操作工证书，压力容器操作工证书和货梯管理员证书供审阅. 被审核方表示所有证书都去复审了. 尚未尊重绩效区域#7-职业健康安全7.17且尚未符合《特种设备安全监察条例》第38条，第三十八条 锅炉、压力容器、电梯、起重机械、客运索道、大型游乐设施、场（厂）内专用机动车辆的作业人员及其相关管理人员（以下统称特种设备作业人员），应当按照国家有关规定经特种设备安全监督管理部门考核合格，取得国家统一格式的特种作业人员证书，方可从事相应的作业或者管理工作。

7.18 - Auditee did not provide band-aid in all first aid kits. It partially respected amfori BSCI Performance area 7: Occupational Health and Safety7.18 and it did not comply with standards for the Design of Industrial Enterprises (GBZ1-2010) 8.3.3, first-aid kits should be prepared based on the actual needs in accordance with Appendix A Form A.4, be checked and updated regularly and easily accessible by employees.
被审核方的所有的急救药箱里没有提供创可贴。部分尊重绩效区域#7-职业健康与安全7.18的要求且不符合工业企业卫生设计标准(GBZ1-2010) 8.3.3，急救箱应当设置在便于劳动者取用的地点，配备内容可根据实际需要参照附录A表A.4确定，并由专人负责定期检查和更新。

7.22 - Insufficient facilities provided in washing room. Through auditee tour, auditor found that insufficient facilities provided in washing room, including no paper and soap. It partially respected amfori BSCI Performance area 7: Occupational Health and Safety 7.22.
洗手间设施不足。通过现场审核，审核员发现洗手间设施不足，包括没有厕纸和肥皂。部分尊重绩效区域#7-职业健康与安全7.22。

7.23 - Remark: The auditee did not provide transportation for employees.
备注: 被审核方没有为员工提供交通.

Remarks from Auditee

None

Performance Area 8 : No Child Labour

1- Followup Audit [Audit Id - 156209] Audit Date: 05/07/2019 PA Score: A Deadline date:

GOOD PRACTICES:
Nil

AREAS OF IMPROVEMENT:
No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit.
前次审核中该执行领域未发现问题点。此次跟进审核未评审该执行领域。该执行领域等级保持不变。

Remarks from Auditee:
Nil

Full Audit [Audit Id - 131878] Audit Date: 21/08/2018 PA Score: A Deadline date:

Good practices

None observed

Areas of improvement

None observed
未发现不符合项

Remarks from Auditee

Performance Area 9 : Special protection for young workers

1- Followup Audit [Audit Id - 156209] Audit Date: 05/07/2019 PA Score: A Deadline date:

GOOD PRACTICES:
Nil

AREAS OF IMPROVEMENT:
No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit.
前次审核中该执行领域未发现问题点。此次跟进审核未评审该执行领域。该执行领域等级保持不变。

Remarks from Auditee:
Nil

Full Audit [Audit Id - 131878] Audit Date: 21/08/2018 PA Score: A Deadline date:

Good practices

None observed

Areas of improvement

None observed
未发现不符合项

Remarks from Auditee

Performance Area 10 : No Precarious Employment

1- Followup Audit [Audit Id - 156209] Audit Date: 05/07/2019 PA Score: A Deadline date:31/08/2019

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Through document review and employee interview, the auditee signed labor contracts with all employees, the labor contracts were in local language (Chinese) and employees could understand it. The content of all employees labor contracts was complete, which included all the clauses required by law, such as the time limit for the employment contract, the work time, rest and vacation, the remunerations, the social security, etc.
通过文件审核和员工访谈，被审核方与员工签订了劳动合同，合同是中文的，员工都能看懂。员工的劳动合同内容是完整的，包括了所有法律要求的项目，如合同期限、工作时间、休息和假日，工资报酬，社会福利等等。

10.2 - Previous Finding: 1. Workers in workshop were engaged in work with occupational hazard factors, but the employment contracts which the auditee provided did not specify the consequence(s) which likely to exist or generate in the course of work, working conditions and protection against occupational hazards. It partially respected amfori BSCI Performance area 10.2 and did not comply with PRC Law of Prevention and Control of Occupational Diseases Article 34, 1st Follow up Audit Corrective Action Taken: It was noted that the facts, harmful effects, consequences, protective measures and necessary treatment of occupational diseases might result in the work process had already indicated in their employment contracts. Previous Finding: 2. No written agreement was signed with the employees who reached retiree age. Through document review, auditor found that there was no written agreement with all 63 employees who reached retiree age, to explicitly define the rights and obligations including job duties, remuneration, health care, labor protection in the course of employment, but signed labor contract instead. It partially respects Performance area 10: No Precarious Employment 10.2 and does not comply with Notice about Issues on Implementing Employment Contract System (Ministry of Labor Document [1996] No. 354) Article 13 1st Follow up Audit Corrective Action Taken: It was noted that written agreement had already been signed with the employees who reached retiree age. Previous Finding: 3. The auditee did not sign labour contract without a fixed term with eligible employees. Through document review, auditor found that the auditee did not sign labour contract without a fixed term with eligible employees who worked over 10 consecutively full years and had signed two fixed-term employment contracts. It partially respects Performance area 10: No Precarious Employment 10.2 and does not comply with PRC Employment Contract Law article 14 1st Follow up Audit Corrective Action Taken: It was noted that the factory had already signed labor contracts without a fixed term with eligible employees who worked over 10 consecutively full years and had signed two fixed-term employment contracts Previous Finding: 4. Insufficient items in the employee roster. Through document review, auditor found that the employee roster provided by facility did not include the information of current residence, contact information, form of employment and term of labour contract. It partially respected Performance area 10: No Precarious Employment 10.2 and did not comply with the Regulations on Implementation of the PRC Employment Contract Law article 8 1st Follow up Audit Corrective Action Taken: It was noted that the factory had already provided the employees roster with sufficient items.
之前发现：1.有害岗位的员工接触到有害因素，但员工合同中未告知员工可能产生的职业危害，应采取的防护措施。部分尊重amfori BSCI绩效区域10.2，且不符合中华人民共和国职业病防治法 第三十四条 第一次跟进:改正。工厂在合同中已经告知了员工可能产生的职业危害。之前发现：2.被审核方没有与退休员工签订退休返聘协议。通过文件审核，审核员发现被审核方没有与所有63名达到退休年龄的员工签订退休返聘协议，来明确其聘用期内的工作内容、报酬、医疗、劳保待遇等权利和义务，只签了劳动合同。部分尊重绩效区域#10-无缺乏保障就业10.2，且不符合关于实行劳动合同制度若干问题的通知(劳部发[1996]354号)第十三条 第一次跟进:改正。工厂已经与退休员工签订了退休返聘协议。之前发现：3.被审核方未与符合条件的员工签订无固定期限劳动合同。通过文件审核，审核员发现被审核方没有与连续工作10年以上和已连续订立二次固定期限劳动合同的员工签订无固定期限劳动合同。部分尊重绩效区域#10-无缺乏保障就业10.2，且不符合《中华人民共和国劳动合同法》第十四条 第一次跟进:改正。工厂已经与符合条件的员工签订无固定期限劳动合同。之前发现：4.职工名册的项目不足。通过文件审核，审核员发现企业建立的职工名册没有包含现住址，联系方式,用工形式和劳动合同期限的内容。部分尊重绩效区域#10-无缺乏保障就业10.2，且不符合《中华人民共和国劳动合同法实施条例》第8条 第一次跟进:改正。工厂已经提供了项目齐全的花名册。

Remarks from Auditee:

Nil

Full Audit [Audit Id - 131878] Audit Date: 21/08/2018 PA Score: A Deadline date:31/12/2018

Good practices

None observed

Areas of improvement

Through document review and employee interview, the auditee signed labor contracts with all employees, the labor contracts were in local language (Chinese) and employees could understand it. The content of all employees labor contracts was complete, which included all the clauses required by law, such as the time limit for the employment contract, the work time, rest and vacation, the remunerations, the social security, etc. But based on satisfactory evidence, the main auditee partially respects this principle, because:
通过文件审核和员工访谈，被审核方与员工签订了劳动合同，合同是中文的，员工都能看懂。员工的劳动合同内容是完整的，包括了所有法律要求的项目，如合同期限、工作时间、休息和假日，工资报酬，社会福利等等。通过文件审核和员工访谈，基于令人满意的证据，被审核方部分尊重amfori BSCI的本条原则，原因是：

10.2 - 1. Workers in workshop were engaged in work with occupational hazard factors, but the employment contracts which the auditee provided did not specify the consequence(s) which likely to exist or generate in the course of work, working conditions and protection against occupational hazards. It partially respected amfori BSCI Performance area 10.2 and did not comply with PRC Law of Prevention and Control of Occupational Diseases Article 34, While an employer concludes labour contract (including the employment contract, hereinafter inclusive) with employees, the employer shall truthfully inform the employees about occupational hazard(s) and the consequence(s) which likely to exist or generate in the course of work, occupational preventive measures and treatment, then state such information in the labour contract without concealing or deceiving. 2. No written agreement was signed with the employees who reached retiree age. Through document review, auditor found that there was no written agreement with all 63 employees who reached retiree age, to explicitly define the rights and obligations including job duties, remuneration, health care, labor protection in the course of employment, but signed labor contract instead. It partially respects Performance area 10: No Precarious Employment 10.2 and does not comply with Notice about Issues on Implementing Employment Contract System (Ministry of Labor Document [1996] No. 354) Article 13, When the retiree, who is enjoying pension benefits, will be hired to work again, the employer shall sign a written agreement with him to explicitly define the rights and obligations including job duties, remuneration, health care, labor protection in the course of employment. 3. The auditee did not sign labour contract without a fixed term with eligible employees. Through document review, auditor found that the auditee did not sign labour contract without a fixed term with eligible employees who worked over 10 consecutively full years and had signed two fixed-term employment contracts. It partially respects Performance area 10: No Precarious Employment 10.2 and does not comply with PRC Employment Contract Law article 14, The term “employment contract without a fixed term” refers to the employment contract in which the employer and the

employee stipulate no certain time of termination of the contract. An employer and an employee may, through negotiations, conclude an employment contract without a fixed term. Under any of the following circumstances, if the employee proposes or agrees to renew or conclude an employment contract, an employment contract without a fixed term shall be concluded unless the employee proposes to conclude a fixed-term employment contract: 1. The employee has already worked for the employer for 10 consecutively full years; 2. When the employer initially adopts the employment contract system or when a state-owned enterprise re-concludes the employment contract due to restructuring, the employee has already worked in this employer for 10 consecutively full years and he attains to the age which is less than 10 years up to the statutory retirement age; or 3. The employment contract is to be renewed after two fixed-term employment contracts have been concluded consecutively, and the employee is not any of the circumstances as mentioned in Article 39 and Article (1) and (2) of Article 40 of this Law. If the employer fails to sign a written employment contract with an employee after the lapse of one full year from the date of start to use him, it shall be deemed that the employer and the employee has concluded an employment contract without a fixed term. 4. Insufficient items in the employee roster. Through document review, auditor found that the employee roster provided by facility did not include the information of current residence, contact information, form of employment and term of labour contract. It partially respected Performance area 10: No Precarious Employment 10.2 and did not comply with the Regulations on Implementation of the PRC Employment Contract Law article 8, the staff roster as mentioned in Article 7 of the PRC Employment Contract Law should contain such employee information including name, sex, identity card number, registered permanent residence and current residence, contact information, form of employment, starting time of employment and length of labour contract.
1.有害岗位的员工接触到有害因素，但员工合同中未告知员工可能产生的职业危害，应采取的防护措施。部分尊重amfori BSCI绩效区域10.2，且不符合中华人民共和国职业病防治法 第三十四条，用人单位与劳动者订立劳动合同（含聘用合同，下同）时，应当将工作过程中可能产生的职业病危害及其后果、职业病防护措施和待遇等如实告知劳动者，并在劳动合同中写明，不得隐瞒或者欺骗。2.被审核方没有与退休员工签订退休返聘协议。通过文件审核，审核员发现被审核方没有与所有63名达到退休年龄的员工签订退休返聘协议，来明确其聘用期内的工作内容、报酬、医疗、劳保待遇等权利和义务，只签了劳动合同。部分尊重绩效区域#10-无缺乏保障就业10.2，且不符合关于实行劳动合同制度若干问题的通知（劳部发[1996]354号）第十三条，已享受养老保险待遇的离退休人员被再次聘用时，用人单位应当与其签订书面协议，明确聘用期内的工作内容、报酬、医疗、劳保待遇等权利和义务。3.被审核方未与符合条件的员工签订无固定期限劳动合同。通过文件审核，审核员发现被审核方没有与连续工作10年以上和已连续订立二次固定期限劳动合同的员工签订无固定期限劳动合同。部分尊重绩效区域#10-无缺乏保障就业10.2，且不符合《中华人民共和国劳动合同法》第十四条，无固定期限劳动合同，是指用人单位与劳动者约定无确定终止时间的劳动合同。用人单位与劳动者协商一致，可以订立无固定期限劳动合同。有下列情形之一，劳动者提出或者同意续订、订立劳动合同的，除劳动者提出订立固定期限劳动合同外，应当订立无固定期限劳动合同：（一）劳动者在该用人单位连续工作满十年的；（二）用人单位初次实行劳动合同制度或者国有企业改制重新订立劳动合同时，劳动者在该用人单位连续工作满十年且距法定退休年龄不足十年的；（三）连续订立二次固定期限劳动合同，且劳动者没有本法第三十九条和第四十条第一项、第二项规定的情形，续订劳动合同的。用人单位自用工之日起满一年不与劳动者订立书面劳动合同的，视为用人单位与劳动者已订立无固定期限劳动合同。4.职工名册的项目不足。通过文件审核，审核员发现企业建立的职工名册没有包含现住址，联系方式,用工形式和劳动合同期限的内容。部分尊重绩效区域#10-无缺乏保障就业10.2，且不符合《中华人民共和国劳动合同法实施条例》第8条，劳动合同法第七条规定的职工名册，应当包括劳动者姓名、性别、公民身份号码、户籍地址及现住址、联系方式、用工形式、用工起始时间、劳动合同期限等内容。

Remarks from Auditee

None

Performance Area 11 : No Bonded Labour

1- Followup Audit [Audit Id - 156209] Audit Date: 05/07/2019 PA Score: A Deadline date:

GOOD PRACTICES:
Nil

AREAS OF IMPROVEMENT:

No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit.
前次审核中该执行领域未发现问题点。此次跟进审核未评审该执行领域。该执行领域等级保持不变。

Remarks from Auditee:
Nil

Full Audit [Audit Id - 131878] Audit Date: 21/08/2018 PA Score: A Deadline date:

Good practices

None observed

Areas of improvement

None observed
未发现不符合项

Remarks from Auditee

Performance Area 12 : Protection of the Environment

1- Followup Audit [Audit Id - 156209] Audit Date: 05/07/2019 PA Score: A Deadline date:31/08/2019

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The auditee had established environment management system and obtained the certificate on ISO14001:2015. The auditee identified relevant environmental factor and conduct monitoring on pollutant regularly. The auditee conducted environmental impact assessment for its construction project.
被审核方建立了环境管理体系，并通过ISO14001:2015认证。被审核方识别了环境因素，定期对污染物进行监测。被审核方对建设项目进行环境影响评价。

12.1 - Previous Finding: The auditee did not have grievance mechanism in place to address the environmental concerns of surrounding communities. It partially respect amfori BSCI Code of Conduct 12.1. 1st Follow up Audit Corrective Action Taken: It was noted that the factory had already had grievance mechanism in place to address the environmental concerns of surrounding communities.
之前发现：被审核方没有建立有关周围社区环境问题的申诉机制。部分尊重amfori BSCI Code of Conduct 12.1。第一次跟进：改正。工厂已经建立有关周围社区环境问题的申诉机制。

12.3 - Previous Finding: No environmental protection acceptance checks report for technical improvement project. During document review and management interview, auditor found that the auditee conducted technical improvement for printing and dyeing process, and obtained approval of Environmental Impact Assessment (EIA) in August 2016. However, the auditee did not obtain the environmental protection acceptance check approval for the technical improvement project according to EIA requirement. It partially respect amfori BSCI Code of Conduct 12.3 and did not comply with the Measures for the Administrative Regulation on Environmental Protection of Construction Projects Article 17 1st Follow up Audit Corrective Action not Taken: No environmental protection acceptance checks report for technical improvement project. During document review and management interview, auditor found that the auditee conducted technical improvement for printing and dyeing process, and obtained approval of Environmental Impact Assessment (EIA) in August 2016. However, the auditee did not obtain the environmental protection acceptance check approval for the technical improvement project according to EIA requirement. It partially respect amfori BSCI Code of Conduct 12.3 and did not comply with the Measures for the Administrative Regulation on Environmental Protection of Construction Projects Article 17
之前发现：企业没有获得技改项目环境保护竣工验收。通过文件审阅和管理人员访谈，审核员发现被审核方在2016年进行了印染技术改造，并于2016年8月获得了环评批复. 但截至目前，没有根据环评批复要求获得此项目的竣工验收. 部分尊重amfori BSCI Code of Conduct 12.3，且不符合《建设项目环境保护管理条例》第十七条 第一次跟进：没有改正。企业没有获得技改项目环境保护竣工验收。通过文件审阅和管理人员访谈，审核员发现被审核方在2016年进行了印染技术改造，并于2016年8月获得了环评批复. 但截至目前，没有根据环评批复要求获得此项目的竣工验收. 部分尊重amfori BSCI Code of Conduct 12.3，且不符合《建设项目环境保护管理条例》第十七条

Remarks from Auditee:

Nil

Full Audit [Audit Id - 131878] Audit Date: 21/08/2018 PA Score: B Deadline date:31/12/2018

Good practices

None observed

Areas of improvement

The auditee had established environment management system and obtained the certificate on ISO14001:2015. The auditee identified relevant environmental factor and conduct monitoring on pollutant regularly. The auditee conducted environmental impact assessment for its construction project and obtained the approval report and the environmental protection acceptance check report from local government. Based on satisfactory evidence, the main auditee partially respected this principle because：
被审核方建立了环境管理体系，并通过ISO14001:2015认证。被审核方识别了环境因素，定期对污染物进行监测。被审核方对建设项目进行环境影响评价，取得了建设项目的环评批复和环境保护验收报告。基于令人满意的证据，被审核方部分尊重了amfori BSCI 的本条原则，原因是：

12.1 - The auditee did not have grievance mechanism in place to address the environmental concerns of surrounding communities. It partially respect amfori BSCI Code of Conduct 12.1.
被审核方没有建立有关周围社区环境问题的申诉机制。部分尊重amfori BSCI Code of Conduct 12.1。

12.3 - No environmental protection acceptance checks report for technical improvement project. During document review and management interview, auditor found that the auditee conducted technical improvement for printing and dyeing process, and obtained approval of Environmental Impact Assessment (EIA) in August 2016. However, the auditee did not obtain the environmental protection acceptance check approval for the technical improvement project according to EIA requirement. It partially respect amfori BSCI Code of Conduct 12.3 and did not comply with the Measures for the Administrative Regulation on Environmental Protection of Construction Projects Article 17, After the completion of the construction project which requires compiling Environmental Impact Report or Environmental Impact Report Form, the construction entity shall carry out inspection and acceptance for the ancillary environmental protection facilities and compile the acceptance report in according with the standards and procedures provided by the administrative department of environmental protection of the State Council. During the process of inspection and acceptance of the environmental protection facilities, the construction entity shall, strictly according to facts, inspect, monitor and record the status of the construction and adjustment of environmental protection facilities. Falsification is prohibited. The construction entity shall make the acceptance check report available to the public according to law, except it is required to keep confidential according to the provisions of the State.
企业没有获得技改项目环境保护竣工验收。通过文件审阅和管理人员访谈，审核员发现被审核方在2016年进行了印染技术改造，并于2016年8月获得了环评批复. 但截至目前，没有根据环评批复要求获得此项目的竣工验收. 部分尊重amfori BSCI Code of Conduct 12.3，且不符合《建设项目环境保护管理条例》第十七条，编制环境影响报告书、环境影响报告表的建设项目竣工后，建设单位应当按照国务院环境保护行政主管部门规定的标准和程序，对配套建设的环境保护设施进行验收，编制验收报告。建设单位在环境保护设施验收过程中，应当如实查验、监测、记载建设项目环境保护设施的建设和调试情况，不得弄虚作假。除按照国家规定需要保密的情形外，建设单位应当依法向社会公开验收报告。

Remarks from Auditee

None

Performance Area 13 : Ethical Business Behaviour

1- Followup Audit [Audit Id - 156209] Audit Date: 05/07/2019 PA Score: B Deadline date:31/08/2019

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Auditee established Ethical Business procedure, but no training was conducted regularly. The auditee established grievance mechanism for workers to report unethical behaves, and proper investigation and disciplinary action would follow.
被审核方建立了商业道德程序，但没有开展这方面的培训。企业建立了适当的投诉机制以便工人举报不道德的行为，并会随之就不道德的行为进行调查和采取处罚措施。

13.1 - Previous Finding: Auditee established Ethical Business procedure, but no training was conducted regularly. It partially respected amfori BSCI Performance area 13: Ethical Business Behaviour 13.1. 1st Follow up Audit Corrective Action Taken: It was noted that the factory had already provided trainings on ethical business procedure.
之前发现：被审核方建立了商业道德程序，但没有开展这方面的培训。部分尊重绩效区域#13商业道德-13.1 第一次跟进：改正。工厂已经提供了商业道德的培训。

13.4 - Previous Finding: Auditee did not establish procedure to collects, uses and otherwise process personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements. It did not respect amfori BSCI Performance area 13: Ethical Business Behaviour 13.4. 1st Follow up Audit Corrective Action not Taken: It was noted that the factory did no establish procedure to collects, uses and otherwise process personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements. In accordance with Performance Area 13: Ethical Business Behaviour-13.4
之前发现：被审核方没有建立程序以按照隐私和信息安全法和监控要求收集，使用和进行合理谨慎的处理。尚未尊重绩效区域#13商业道德-13.4 第一次跟进：没有改正。工厂没有建立程序以按照隐私和信息安全法和监控要求收集，使用和进行合理谨慎的处理。根据执行领域13：商业道德-13.4

Remarks from Auditee:

Nil

Full Audit [Audit Id - 131878] Audit Date: 21/08/2018 PA Score: C Deadline date:31/12/2018

Good practices

None observed

Areas of improvement

Auditee established Ethical Business procedure, but no training was conducted regularly. The auditee established grievance mechanism for workers to report unethical behaves, and proper investigation and disciplinary action would follow. Based on satisfactory evidence, the main auditee partially respects this principle because：
被审核方建立了商业道德程序，但没有开展这方面的培训。企业建立了适当的投诉机制以便工人举报不道德的行为，并会随之就不道德的行为进行调查和采取处罚措施。基于令人满意的证据，被审核方部分尊重amfori BSCI的本条原则，原因是：

13.1 - Auditee established Ethical Business procedure, but no training was conducted regularly. It partially respected amfori BSCI Performance area 13: Ethical Business Behaviour 13.1.
被审核方建立了商业道德程序，但没有开展这方面的培训。部分尊重绩效区域#13商业道德-13.1

13.4 - Auditee did not establish procedure to collects, uses and otherwise process personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements. It did not respect amfori BSCI Performance area 13: Ethical Business Behaviour 13.4.
被审核方没有建立程序以按照隐私和信息安全法和监控要求收集，使用和进行合理谨慎的处理。尚未尊重绩效区域#13商业道德-13.4

Remarks from Auditee

None

Summary

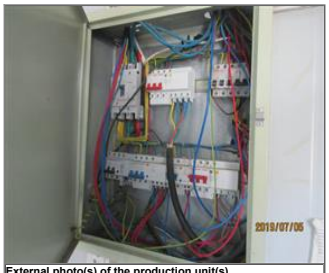
Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	05/07/2019	156209	B	A	A	A	B	D	D	A	A	A	A	A	B	C
Full Audit	21/08/2018	131878	D	D	A	A	C	E	E	A	A	A	A	B	C	D

Producer Photos

External photo(s) of the production unit(s)
7.11 No Gap between Wall and Goods.JPG

External photo(s) of the production unit(s)
Correct-Latest Inspection Record.JPG

External photo(s) of the production unit(s)
Fire Equipment in the Dorm.JPG



External photo(s) of the production unit(s)
7.13 No Inner Insulation Cover.JPG

External photo(s) of the production unit(s)
Correct-Outward Door.JPG

External photo(s) of the production unit(s)
Fire Equipment.JPG

External photo(s) of the production unit(s)
7.17 No Eye Guard.JPG

External photo(s) of the production unit(s)
Cutting Workshop.JPG

External photo(s) of the production unit(s)
Overall.JPG

External photo(s) of the production unit(s)
7.17 No Needle Guard.JPG

External photo(s) of the production unit(s)
Dorm Interior.JPG

External photo(s) of the production unit(s)
PPE Signs.JPG

External photo(s) of the production unit(s)
7.7 No Secondary Container and Content Label.JPG

External photo(s) of the production unit(s)
Drinking Place.JPG

External photo(s) of the production unit(s)
Printing Workshp.JPG

External photo(s) of the production unit(s)
7.9 No Warning Sign.JPG

External photo(s) of the production unit(s)
Electronic Attendance System.JPG

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

External photo(s) of the production unit(s)
Canteen.JPG

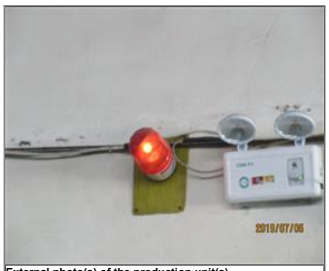
External photo(s) of the production unit(s)
Emergency Light and Exit Sign in the Dorm.JPG

External photo(s) of the production unit(s)
Raw Material Warehouse.JPG

External photo(s) of the production unit(s)
Correct-Emergency Light and Exit Sign were in Good Condition.JPG

External photo(s) of the production unit(s)
Evacuation Plan in the Dorm.JPG

External photo(s) of the production unit(s)
Sewing Workshop.JPG



External photo(s) of the production unit(s)
Correct-Fire Alarm was in Good Condition.JPG

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

External photo(s) of the production unit(s)
Suggestion Box.JPG

External photo(s) of the production unit(s)
Correct-Fire Hydrant was Installed.JPG

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

External photo(s) of the production unit(s)
Testing Emergency Light.JPG

External photo(s) of the production unit(s)
Correct-First Aid Kit with enough Supplies.JPG

External photo(s) of the production unit(s)
Finishing Workshop.JPG

External photo(s) of the production unit(s)
Testing Fire Hydrant.JPG

External photo(s) of the production unit(s)
Correct-Lamplit Evacuation Sign was Installed.JPG

External photo(s) of the production unit(s)
Fire Alarm in the Dorm.JPG

External photo(s) of the production unit(s)
Washing Workshop.JPG