

Producer : Guangzhou Zibai Printing Limited

DBID : 366771 and Audit Id : 162457
Audit Type : Follow-up Audit

Audit Date : 16/09/2019



Auditee :	Guangzhou Zibai Printing Limited
Audit Date From :	16/09/2019
Audit Date To :	16/09/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	BureauVeritas
Auditor's Name(s) :	Dawn Xie(Lead), Anatole Ke
Auditing Branch (if applicable) :	



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Producer : Guangzhou Zibai Printing Limited

DBID : 366771 and Audit Id : 162457
Audit Type : Follow-up Audit

Audit Date : 16/09/2020



Audit Details

Audit Range :	<input type="checkbox"/> Full Audit <input checked="" type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee <input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial <input type="checkbox"/> Agricultural <input type="checkbox"/> Small Producer
Audit Announcement :	<input type="checkbox"/> Fully-Unannounced <input type="checkbox"/> Fully-Unannounced <input checked="" type="checkbox"/> Semi-Unannounced
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 :	16/09/2020

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	B	A	C	C	D	A	A	A	A	A	B	B

Executive summary of audit report

Guangzhou Zibai Printing Limited (hereafter as 'Zibo') (the name in Chinese was '广州梓柏印刷有限公司'; Unified Social Credit Code: 91440113721999387M) was established in 2000. It was located at No.12, Changsha Road, Dalong Street, Panyu District, Guangzhou, China (the address in Chinese in Business License was '广州市番禺区大龙街沙涌村长沙路12号(厂房)'). The facility specialized in the manufacture of production of Hangtag, Leather / PU patch, Heat Transfer Label, Woven Label, and Printed Fabric Label. The main produce processes included printing, post-processing and packing. According to factory management, peak season was not obvious.

The facility occupied one 4-storey building as production and office, and one flat building as warehouse and lunch area. Neither canteen nor dormitory was provided in the factory. The total construction floor area of was 4500 square meters.

There were a total of 152 employees (121 productive employees and 31 non-productive employees) with 47 male and 105 female employees. The youngest employee noted during this audit was 19 years old.

The factory adopted a finger scanning system to record working hours of production employees. Per management and document review, all production employees worked in 1 shift: 8:00-12:00 and 13:30-17:30. Wages of employees were paid at around 30th of the next month by cash. Per payroll review and interviews with management and employees, all production employees were paid by hourly rate.

During the audit, employees' time and wage records were sampled as follows for working hour and wage testing: each 15 samples from current paid month of July 2019, random month of May 2019 and June 2019. And 5 additional time records from current complete but unpaid month August 2019 were reviewed.

According to the sampled time records, it was noted that the maximum overtime hours were 2 hours per weekday, and 84 hours per month. Employees worked consecutive 6 days at most.

According to the sampled payroll records, it was noted that all employees were paid at least CNY 12.07 per hour during tested period, which was not less than the local minimum wage CNY 2100 per month. Employees' overtime hours worked on weekdays, weekends and holidays were paid with 150%, 200% and 300% of employee's normal wage, which were in compliance with legal requirement.

According to the social insurance payment receipt provided by factory management, it was noted that only 141 out of 152 (92.76%) employees were provided with accident, medical, unemployment, maternity, and pension insurance in August 2019. Besides, factory provided 100 employees with commercial accident insurance from December 30, 2018 to December 29, 2019. In this way, all employees were provided with accident insurance.

Further, 15 employees were selected for private interviews from different workshops. No negative comment was issued during employee interviews. Interviewed employees were satisfied with the working environment, compensation, working hour and management team in the factory.

A closing meeting was held with the factory representatives and all of the findings were discussed. Ms. Xiao Yanbo/Deputy General Manager, Ms. Zhang Lizhen/Worker representatives attended the open meeting and the closing meeting. Ms. Xiao Yanbo/Deputy General Manager signed the onsite CAP and agreed to take corrective actions.

Remark:

1. There was no agency or contracted worker used, no collective bargaining agreement was signed and no government waiver was obtained, either. Thus, no photo attached for the relevant documents.
2. There was another facility Guangzhou Panyu Zhao Suliao Zhipin Chang (hereafter as 'Zhao') located at 2nd and 4th floor of the 4-storey production building and was specialized in the manufacture of rubber gloves with high frequency, silk printing and packing processes. This facility shared the same management group and the same attendance recording system with the auditee 'Guangzhou Zibai Printing Limited' and were not separated from each other, thus, both facilities were included in the audit scope.



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Meeuwenlaan 4-6, 8011 BZ, Zwolle, Netherlands
+31 38 426 0100
www.controlunion.com

CERTIFICATE OF COMPLIANCE

(Scope Certificate)

Certificate No: CU1055962GRS-2020-00025531
Registration No: 1055962

Control Union Certifications declares that

Guangzhou Zibai Printing Limited
No.12 Changsha Road, Dalong street, Panyu District
Guangzhou, Guangdong
China

has been inspected and assessed in accordance with the
Global Recycled Standard (GRS) 4.0

and that products of the categories as mentioned below (and further specified in the annex) comply with this standard:

Accessories

Processing steps / activities carried out under responsibility of the above-mentioned company (by the operations as detailed in the annex) for certified products

Processing, Trading, Printing

This certificate is valid until:
2021-06-28
This certificate is valid from:
2020-06-29

Place and date of issue:



2020-06-29, Zwolle

Name of authorised person:

On behalf of the Managing Director

Lifu Wang | Certifier

Stamp of the issuing body



Standard's Logo



This certificate cannot be used as a transaction certificate. The issuing body can withdraw this certificate before it expires if the declared compliance is no longer guaranteed. Accredited by: Sri Lanka Accreditation Board (SLAB), Accreditation No: CP-004-01



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Control Union Certifications B.V.

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ZIBAI (H.K.) INDUSTRIAL LIMITED

RM 26-27, 21/F, METRO CENTRE PHASE II, 21 LAM HING STREET,
KOWLOON BAY, KOWLOON, HONG KONG, CHINA

Bureau Veritas Certification Holding SAS certifies that the company has implemented a FSC™ product groups control system according to the Forest Stewardship Council™ certification system, in the following location and complies with the requirements of:

Standard

FSC Chain of Custody Certification standard, Ref.: FSC-STD-40-004
FSC COC Certification of Multiple Sites standard, Ref.: FSC-STD-40-003

For its activities concerning:

Sales and production of paper products certified FSC 100%, FSC Mix or FSC Recycled *

All sites included in the scope of this certificate are listed in annex. The covered products and processes/activities are performed by the network of Participating Sites, and not necessarily by each of them.

* Updated list of products & species on the FSC database (www.info.fsc.org)

Type of certification: Multi-site

Date of certification decision: December 20th 2018

Certification cycle start date: March 18th 2019

Expiration date: March 17th 2024

FSC Certificate code: BV-COC-120234

BV Certificate No./Version: CN024786/V1

Contract No. 4334641

Issue date : December 20th 2018



Signed on behalf of Bureau Veritas Certification Holding

The validity of this certification shall be verified on: www.info.fsc.org
This certificate itself does not constitute evidence that a particular product supplied by the certificate holder is FSC-certified or FSC Controlled Wood. Products offered, shipped or sold by the certificate holder can only be considered covered by the scope of this certificate when the required FSC claim is clearly stated on sales and delivery documents.
Accredited office: Bureau Veritas Certification Holding - 8, cours du Triangle - 92800 Puteaux - France:
www.bureauveritas.com

Certification decision office: CHINA

Management office: Bureau Veritas Certification HONGKONG

A list of the products or services that are included in the scope of the certificate may be obtained on request to Bureau Veritas Certification. This certificate remains the property of Bureau Veritas Certification, all copies or reproductions and the certificate itself shall be returned or destroyed on Bureau Veritas certification request. All certificates not in English are for reference only.

FSC Certificate CoC Group multi-site rev 7.3

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September 17, 2018



The mark of responsible forestry



FACILITY AND MERCHANDISE AUTHORIZATION

LICENSEE/VENDOR NAME: QS WHOLESALE, LLC

CONTACT NAME, TITLE, E-MAIL ADDRESS:

Michael Kee
Compliance Manager
michael.kee@boardriders.comSTREET ADDRESS: Unit A, 2/F, Kader Building
No. 22 Kai Cheung Road, Kowloon Bay
Kowloon
Hong Kong

TELEPHONE NUMBER: 852 35189037

1. Facility Name (Place where Disney-branded product will be produced):
Guangzhou Zibai Printing Co., Ltd
(FAC-079092)1a. Facility Address:
No. 12 Changsha Road, Dalong Street, Panyu District
Guangzhou, Guangdong
China

1b. Telephone Number: 86 2034731203

1c. Facility Contact Telephone Number: 86 2034731203808

1d. Contact Name, Title and E-mail:
Liangxian Rao, Managing Director, Rao@Zibaicn.com

1e. List all other names by which the Facility is known:

Once signed below by an authorized signatory of Disney Worldwide Services, Inc. or its affiliate (such individual an "Authorized Signatory"), this Facility and Merchandise Authorization (1) confirms that the above-named Licensee/Vendor is authorized to manufacture and/or distribute products bearing intellectual property of The Walt Disney Company and/or its affiliate(s) ("Disney") (which may include, without limitation, Marvel, Pixar and/or Star Wars-branded products) (collectively, the "Disney-Branded Products"), all in accordance with and subject to Licensee/Vendor's written agreement(s) with Disney and (2) may be presented by Licensee/Vendor to Customs authorities to confirm Disney's authorization to import/export Disney-Branded Products.

This Facility and Merchandise Authorization expires on the Expiration Date set forth below unless earlier revoked by Disney.

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Authorized Signatory

Digitally signed by Elizabeth Anne Flores
DN: cn=Elizabeth Anne Flores, c=US,
email=elizabeth.flores@disney.com, c=US
Date: 2019.10.14 16:18:28 -0700Elizabeth Anne Flores
Senior Analyst, Regional Management ILS North AmericaIssuance Date: 2019/Oct/14
Expiration Date: 2022/Oct/14

Audit Details			
Sedex Company Reference: (only available on Sedex System)	ZC: Not available as the factory is non-sedex member	Sedex Site Reference: (only available on Sedex System)	ZS: Not available as the factory is non-sedex member
Business name (Company name):	Guangzhou Zibai Printing Co., Ltd		
Site name:	Guangzhou Zibai Printing Co., Ltd 广州梓柏印刷有限公司		
Site address: (Please include full address)	No. 12, Changsha Road, Dalong Street, Panyu District, Guangzhou City 广州市番禺区大龙街长沙路 12 号	Country:	China
Site contact and job title:	Ms. Ali Rong/Admin Manager		
Site phone:	86-159-1744-3986	Site e-mail:	Zibai29@zibaicn.com
SMETA Audit Pillars:	<input checked="" type="checkbox"/> Labour Standards	<input checked="" type="checkbox"/> Health & Safety (plus Environment 2-Pillar)	<input type="checkbox"/> Environment 4-pillar <input type="checkbox"/> Business Ethics
Date of Audit:	June 23, 2020		

Audit Company Name & Logo:

Bureau Veritas CPS



Report Owner (payee):

(If paid for by the customer of the site
please remove for Sedex upload)

Audit Conducted By					
Affiliate Audit Company	<input checked="" type="checkbox"/>	Purchaser	<input type="checkbox"/>	Retailer	<input type="checkbox"/>
Brand owner	<input type="checkbox"/>	NGO	<input type="checkbox"/>	Trade Union	<input type="checkbox"/>
Multi-stakeholder	<input type="checkbox"/>	Combined Audit (select all that apply)			



TESTEX AG, SWISS TEXTILE TESTING INSTITUTE
GOTTHARDSTRASSE 61
8002 ZÜRICH, SWITZERLAND

OEKO-TEX®
INSPIRING CONFIDENCE

CERTIFICATE

The company

Guangzhou Zibai Printing Ltd.
No.12 Changsha Road, Dalong Street,
Panyu District,
Guangzhou Guangdong 511450
China

OEKO-TEX®
CONFIDENCE IN TEXTILES
STANDARD 100

HK001 156428 TESTEX

Tested for harmful substances
www.oeko-tex.com/standard100



is granted authorisation according to STANDARD 100 by
OEKO-TEX® to use the STANDARD 100 by OEKO-TEX®
mark, based on our test report **HK001 171212.3**

for the following articles:

Puller made of silicone, coloured (in a limited range of 3 colourants) or TPU, coloured (in a limited range of 3 pigments), with or without tape and draw cord made of 100 % polyester or 100 % cotton (including mélange) in white, raw white, dyed or silicone printed (in a limited range of 3 colourants)

Badge made of silicone, coloured (in a limited range of 3 colourants)
(based on materials partly pre-certified according to STANDARD 100 by OEKO-TEX®)

The results of the inspection made according to STANDARD 100 by OEKO-TEX®, Annex 4, **product class I** have shown that the above mentioned goods meet the human-ecological requirements of the STANDARD 100 by OEKO-TEX® presently established in Annex 4 for baby articles.

The certified articles fulfil requirements of Annex XVII of REACH (incl. the use of azo colourants, nickel release, etc.), the American requirement regarding total content of lead in children's articles (CPSIA; with the exception of accessories made from glass) and of the Chinese standard GB 18401:2010 (labelling requirements were not verified).

The holder of the certificate, who has issued a conformity declaration according to ISO 17050-1, is under an obligation to use STANDARD 100 by OEKO-TEX® mark only in conjunction with products that conform with the sample initially tested. The conformity is verified by audits.

The certificate **HK001 156428** is valid until **31.08.2021**

Zurich, 07.12.2020

Matz Bachmann
Managing Director

Faisal Rizal
Customer Service Team Leader



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GOTTHARDSTRASSE 61
8002 ZÜRICH, SWITZERLAND

OEKO-TEX®
INSPIRING CONFIDENCE

CERTIFICATE

The company

Guangzhou Zibai Printing Ltd.
No.12 Changsha Road, Dalong Street,
Panyu District,
Guangzhou Guangdong 511450
China

OEKO-TEX®
CONFIDENCE IN TEXTILES
STANDARD 100

HKA0 093993 TESTEX

Tested for harmful substances
www.oeko-tex.com/standard100



is granted authorisation according to STANDARD 100 by
OEKO-TEX® to use the STANDARD 100 by OEKO-TEX®
mark, based on our test report **HK001 179419.1**

for the following articles:

Hangtag made of paper in white, printed (in a limited range of 10 inks), incl. acc. (painted or electroplated copper or zinc-alloy fastener; yarn-dyed PES tape/drawcord; or raw white/mélange CO tape/drawcord), with or without laminated matt or shiny transparent PET films (based on material partly pre-certified according to STANDARD 100 by OEKO-TEX®)

The results of the inspection made according to STANDARD 100 by OEKO-TEX®, Annex 4, **product class II** have shown that the above mentioned goods meet the human-ecological requirements of the STANDARD 100 by OEKO-TEX® presently established in Annex 4 for products with direct contact to skin.

The certified articles fulfil requirements of Annex XVII of REACH (incl. the use of azo colourants, nickel release, etc.), the American requirement regarding total content of lead in children's articles (CPSIA; with the exception of accessories made from glass) and of the Chinese standard GB 18401:2010 (labelling requirements were not verified).

The holder of the certificate, who has issued a conformity declaration according to ISO 17050-1, is under an obligation to use STANDARD 100 by OEKO-TEX® mark only in conjunction with products that conform with the sample initially tested. The conformity is verified by audits.

The certificate **HKA0 093993** is valid until **15.02.2022**

Zurich, 05.02.2021

Matz Bachmann
Managing Director

Carole Säggerer
Ecology Team Leader





TESTEX AG, SWISS TEXTILE TESTING INSTITUTE
GOTTHARDSTRASSE 61
8002 ZÜRICH, SWITZERLAND

OEKO-TEX®
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CERTIFICATE

The company

Guangzhou Zibai Printing Ltd.
No.12 Changsha Road, Dalong Street,
Panyu District,
Guangzhou Guangdong 511450
China

OEKO-TEX®
CONFIDENCE IN TEXTILES
STANDARD 100

HK001 162620 TESTEX
Tested for harmful substances
www.oeko-tex.com/standard100



is granted authorisation according to STANDARD 100 by
OEKO-TEX® to use the STANDARD 100 by OEKO-TEX®
mark, based on our test report **HK001 178073.1**

for the following articles:

Artificial leather patch or label made of polyurethane/polyester in black and brown/tan, with or without embossed

The results of the inspection made according to STANDARD 100 by OEKO-TEX®, Annex 4, **product class I** have shown that the above mentioned goods meet the human-ecological requirements of the STANDARD 100 by OEKO-TEX® presently established in Annex 4 for baby articles.

The certified articles fulfil requirements of Annex XVII of REACH (incl. the use of azo colourants, nickel release, etc.), the American requirement regarding total content of lead in children's articles (CPSIA; with the exception of accessories made from glass) and of the Chinese standard GB 18401:2010 (labelling requirements were not verified).

The holder of the certificate, who has issued a conformity declaration according to ISO 17050-1, is under an obligation to use STANDARD 100 by OEKO-TEX® mark only in conjunction with products that conform with the sample initially tested. The conformity is verified by audits.

The certificate HK001 162620 is valid until 31.12.2021

Zurich, 05.01.2021

Matz Bachmann
Managing Director

Faisal Rizal
Customer Service Team Leader



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8002 ZÜRICH, SWITZERLAND

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Guangzhou Zibai Printing Ltd.
No.12 Changsha Road, Dalong Street,
Panyu District,
Guangzhou Guangdong 511450
China

OEKO-TEX®
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STANDARD 100

HK003 160895 TESTEX
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is granted authorisation according to STANDARD 100 by
OEKO-TEX® to use the STANDARD 100 by OEKO-TEX®
mark, based on our test report **HK003 176389.1**

for the following articles:

Heat transfer print label with PET film, silk screen print (in a limited range of 4 pigments)

The results of the inspection made according to STANDARD 100 by OEKO-TEX®, Annex 4, **product class II** have shown that the above mentioned goods meet the human-ecological requirements of the STANDARD 100 by OEKO-TEX® presently established in Annex 4 for products with direct contact to skin.

The certified articles fulfil requirements of Annex XVII of REACH (incl. the use of azo colourants, nickel release, etc.), the American requirement regarding total content of lead in children's articles (CPSIA; with the exception of accessories made from glass) and of the Chinese standard GB 18401:2010 (labelling requirements were not verified).

The holder of the certificate, who has issued a conformity declaration according to ISO 17050-1, is under an obligation to use STANDARD 100 by OEKO-TEX® mark only in conjunction with products that conform with the sample initially tested. The conformity is verified by audits.

The certificate HK003 160895 is valid until 30.11.2021

Zurich, 07.12.2020

Matz Bachmann
Managing Director

Faisal Rizal
Customer Service Team Leader



专利证书



证书号第10897893号



实用新型专利证书

实用新型名称：一种具备加热功能的手套治具

发 明 人：何玉联

专 利 号：ZL 2019 2 1601091.9

专利申请日：2019年09月25日

专 利 人：广州梓柏印刷有限公司

地 址：511400 广东省广州市番禺区大龙街道沙涌村长沙路12号
(厂房)

授权公告日：2020年07月03日 授权公告号：CN 210901529 U

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局长
申长雨

申长雨

2020年07月03日

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其他事项参见续页

证书号第10900617号



实用新型专利证书

实用新型名称：一种手套贴合设备

发 明 人：何玉联

专 利 号：ZL 2019 2 1601065.6

专利申请日：2019年09月25日

专 利 人：广州梓柏印刷有限公司

地 址：511400 广东省广州市番禺区大龙街道沙涌村长沙路12号
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授权公告日：2020年07月03日 授权公告号：CN 210901528 U

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局长
申长雨

申长雨

2020年07月03日

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其他事项参见续页

ZIBAI

— 梓柏企業 —

证书类型

1. 一种加胶防滑的手套指尖条 2. 一种具有防水透气保温功能的手套

专利证书



证书号第10900618号



实用新型专利证书

实用新型名称：一种加胶防滑的手套指尖条

发 明 人：何玉联

专 利 号：ZL 2019 2 1601097.6

专利申请日：2019年09月25日

专 利 人：广州梓柏印刷有限公司

地 址：511400 广东省广州市番禺区大龙街道沙涌村长沙路12号
(厂房)

授权公告日：2020年07月03日 授权公告号：CN 210901522 U

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局长
申长雨

申长雨

2020年07月03日

第1页(共2页)

其他事项参见续页

证书号第10900619号



实用新型专利证书

实用新型名称：一种具有防水透气保温功能的手套

发 明 人：何玉联

专 利 号：ZL 2019 2 1601170.X

专利申请日：2019年09月25日

专 利 人：广州梓柏印刷有限公司

地 址：511400 广东省广州市番禺区大龙街道沙涌村长沙路12号
(厂房)

授权公告日：2020年07月03日 授权公告号：CN 210901523 U

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局长
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申长雨

2020年07月03日

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其他事项参见续页

专利证书



证书号 第10904093号



实用新型专利证书

实用新型名称：一种用于乳胶手套的点胶装置

发 明 人：何玉联

专 利 号：ZL 2019 2 1601064.1

专利申请日：2019年09月25日

专 利 人：广州梓柏印刷有限公司

地 址：511400 广东省广州市番禺区大龙街道沙涌村长沙路12号
(厂房)

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申长雨

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2020年07月03日

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其他事项参见续页

证书号 第10553667号



实用新型专利证书

实用新型名称：一种具有锁扣功能的拉头

发 明 人：何玉联

专 利 号：ZL 2019 2 1601169.7

专利申请日：2019年09月25日

专 利 人：广州梓柏印刷有限公司

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局长
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2020年05月19日

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其他事项参见续页

专利证书



证书号第10345979号



实用新型专利证书

实用新型名称：一种具有防潮功能的吊牌

发 明 人：何玉联

专 利 号：ZL 2019 2 1601176.7

专利申请日：2019年09月25日

专 利 人：广州梓柏印刷有限公司

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2020年04月21日

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证书号第10349103号



实用新型专利证书

实用新型名称：一种带有暗码的反光防伪标志

发 明 人：何玉联

专 利 号：ZL 2019 2 1601178.6

专利申请日：2019年09月25日

专 利 人：广州梓柏印刷有限公司

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— 梓柏企業 —

证书类型

1. 一种具有唯一标识的防伪标志 2. 一种可降解的吊牌

专利证书



证书号第10349946号



实用新型专利证书

实用新型名称：一种具有唯一标识的防伪标志

发 明 人：何玉联

专 利 号：ZL 2019 2 1601096.1

专利申请日：2019年09月25日

专 利 人：广州梓柏印刷有限公司

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2020年04月21日

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证书号第10347148号



实用新型专利证书

实用新型名称：一种可降解的吊牌

发 明 人：何玉联

专 利 号：ZL 2019 2 1601000.1

专利申请日：2019年09月25日

专 利 人：广州梓柏印刷有限公司

地 址：511400 广东省广州市番禺区大龙街道沙涌村长沙路12号
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2020年04月21日

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