
Auditee :	Guangzhou New Power Leather Co., Ltd
Audit Date From :	11/06/2019
Audit Date To :	12/06/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	BureauVeritas
Auditor's Name(s) :	Jo Chen(Lead)
Auditing Branch (if applicable) :	



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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
A Very Good	<ul style="list-style-type: none">• Minimum 7 Performance Areas rated A• No Performance Areas rated C, D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr></table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
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																													
B Good	<ul style="list-style-type: none">• Maximum 3 Performance Areas rated C• No Performance Areas rated D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr><tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr></table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
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																													
C Acceptable	<ul style="list-style-type: none">• Maximum 2 Performance Areas rated D• No Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr><tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr></table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
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																													
D Insufficient	<ul style="list-style-type: none">• Maximum 6 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr><tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr><tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	D	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.
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	D	E	E	E	E	E																													
E Unacceptable	<ul style="list-style-type: none">• Minimum 7 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
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																													
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 :	Guangzhou New Power Leather Co., Ltd		
DBID number :	391841		
Audit ID :	153823		
Address :	No.778, BeiHuan Road, European Industrial Park, Huadu Area, Guangzhou		
Province :	Guangdong	Country :	China
Management Representative :	Ms. Yang Situo/Sales Manager		
Contact person:	Situo Yang	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	hangbags, belts and shoes
Product Type :	Laptop backpack, Outdoor backpack, Laptop bags, Caming bag, Hiking bag, Waist bags, Duffel bag, Armband		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	C		
Need of follow-up :	Yes	If YES, by :	12/06/2020

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

Executive summary of audit report

The auditee GUANGZHOU NEW POWER LEATHER CO., LTD (the name in Chinese was '广州新动力皮具有限公司', Business License No. was 9144011457402129XJ) was established in 2011 and located on No.778, BeiHuan Road, European Industrial Park, Huadu Area, Guangzhou, Guangdong, China (the address in Chinese was '广州市花都区狮岭镇欧洲工业园北环路778号').

The audited company was occupied the 1st to 4th floor of one 6-storey production building. Total occupied construction area by the auditee was approximately 8,000 square meters. No dormitory and canteen was provided for employees.

The factory specialized in the production of backpacks and bags. The mainly processes were cutting, sewing, inspection and packing. Silk-screen, hot pressing and embroidering processes were subcontracted to other factory. According to the factory representation, peak season in the factory was not obvious.

There were currently 67 employees in the factory, including 55 production employees and 12 non-production employees. There were 35 male employees and 32 female employees. The youngest employee in the factory was 24 years old. The factory adopted Finger-printing system to record working hours of employees. There was only one working shift in the factory currently (from 8:00 to 12:00 and 13:30 to 17:30). Wages of employee were paid before the 30th day of the next month in cash with wage stubs issued to employees and the employees' signatures on the payrolls. Per payroll review and interview with management and employees, all production employees were paid by hourly rate.

During the audit, 35 employees' time records and 30 payrolls records were sampled as follows for working hour and wage testing: 10 samples from the current paid month April 2019, 10 samples from February 2019, 10 samples from October 2018 and 5 samples from complete but unpaid month May 2019. It was noted that all sampled employees were paid no less than local minimum wages. And all sampled employees were paid 150% and 200% of normal wages for the overtime worked on regular days and rest days in the test period, which met the legal overtime compensation rate.

According to all 35 samples' time records, auditor noted that they worked at most 70 overtime hours per month and 2 hours per day, and all employees' total maximum weekly working hours was 58 hours. The consecutive working day was 6 days.

According to the social insurance payment receipt provided by factory management, it was noted that 7 out of 67 employees (10.45%) were provided with accident, unemployment, maternity, pension and medical insurance in May 2019. Further, no commercial insurance was provided by factory. Therefore, accident insurance did not cover all employees.

Further, 10 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 factory representative and all findings were communicated to management along with corresponding corrective action plans and Ms. Yang Situo / Sales Manager and Mr. Pan Wei / Worker Representative signed the onsite CAP and agreed to take corrective actions.

Remark:

- Auditee was only occupied the 1st to 4th floor of the 6-storey production, the 5th floor and the 6th floor were occupied by other factory. Related document such as business license was provided for review. Per employees and management interview, this factory had independent management and employees. Therefore, other floors were not included in audit scope. And because of business secret, the other factories didn't allow auditor to conduct quickly factory tour and take any photo.
- 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.
- Per management interview, it was noted that PA7.17 would be corrected before July 31, 2019.

Audit Company: Bureau Veritas Consumer Products Service
Audit Company APSCA Number: 11600002
Lead Auditor Name: Jo Chen
APSCA Auditor Registered Number: 21701268

Ratings Summary



Auditee's background information			
Auditee's name :	Guangzhou New Power Leather Co., Ltd	Legal status :	Limited Company
Local Name :	广州新动力皮具有限公司(统一社会信用代码: 9144011457402129XJ)	Year in which the auditee was founded :	2011
Address :	No.778, BeiHuan Road, European Industrial Park, Huadu Area,	Contact person (please select) :	Situo Yang
Province :	Guangdong	Contact's Email :	sales2@juxilong.com
City :	Guangzhou	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) :	None
GPS coordinates :	N23°28'29?, E113°11'14?	Total turnover (in Euros) :	3000000.00
Sector :	Non-Food	Of which exports % :	80.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	20.00
If other, please specify :		Production volume :	35000 piece per month
Product Group :	hangbags, belts and shoes	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Laptop backpack, Outdoor backpack, Laptop bags, Caming bag, Hiking bag, Waist bags, Duffel bag, Armband		

Auditee's employment structure at the time of the audit		
Total number of workers :	67	Total number of workers in the production unit to be monitored (if applicable) :
	MALE WORKERS	FEMALE WORKERS
Permanent workers	35	32
Temporary workers	0	0
In management positions	7	5
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	34	29
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	35	32
Production based workers	0	0
With shifts at night	0	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 153823] Audit Date: 11/06/2019 PA Score: C

Deadline date:31/05/2020

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee partially fulfill the BSCI requirements of this performance area. The auditee had established social compliance policy and procedures based on BSCI standards. The Senior Manager had a well understanding for BSCI requirements to ensure that the BSCI values and principles were well followed. The significant business partners signed BSCI COC, BSCI TOI and the commitment letter of social accountability. Besides, the auditee regularly conducted social compliance assessment to significant business partners. No zero tolerance findings were identified during the audit. However, gaps had been identified in the performance area.

总体观察显示被审核方在该执行领域部分符合BSCI的要求。被审核方基于BSCI标准建立起了一套社会责任政策和程序。高级管理人员对BSCI要求有很好的认识来确保遵循BSCI价值和原则。重点商业伙伴签署了BSCI行为守则、实施条款和社会责任承诺书, 另外, 对重要商业伙伴进行了定期的社会责任评估。审核中未识别到零容忍发现点。但是, 在该执行领域仍然存在差距。

- 1.4 -** It was noted that the facility didn't hire enough employees or properly organized to meet the produce requirement. Based on the sampled employees' time records, the maximum overtime hours were 2 hours per day and 70 hours per month. The maximum working hour per week was 58 hours. Employees could have at least one day leave in consecutive 6 working days. Employees could refuse to work for overtime freely, without penalty. Excessive overtime working hours will result in heavy workload; employees may not have enough rest and increase the risk of health safety issue. The factory management stated that the factory was optimizing the production and they would try their best to control employees' overtime working hours in the future. Please refer to BSCI PA1.4

审核发现工厂没有请足够的工人或更好地组织生产来满足生产的需求。抽样发现员工存在月加班时间超出法定要求的情况, 最大达70小时/每月。工厂的最大日加班是2小时, 最大周工作时间是58小时, 最大连续工作天是6天。员工可以自由选择加班, 不会受到任何的处罚。繁重的工作会引起超时地加班工作, 而过长的工作时间会对员工的健康造成一定的损害。工厂管理层正在优化生产的过程, 将在日后尽可能地控制员工的加班时间。请参看BSCI PA1.4条

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 153823] Audit Date: 11/06/2019 PA Score: A

Deadline date:31/05/2020

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee partially fulfilled the BSCI requirements of this performance area. The auditee provided trainings on BSCI for worker representative, managers and other decision-makers. The auditee took specific steps to make workers know their rights and responsibilities and by training and broadcasting through the displayed BSCI Code of Conduct. The factory defined long term goals to protect workers according to the BSCI Code of Conduct. The sufficient competence was built among managers, workers and workers representatives by providing training for them to successfully embed responsible practices in the business operation. However, gaps had been identified in the performance area.

总体观察显示被审核方在该执行领域部分符合BSCI的要求。被审核方提供了BSCI方面的培训给工人代表、经理以及其他决策者。工厂通过培训和张贴BSCI行为守则进行宣传的方式使工人了解其权利和义务。工厂根据BSCI行为准则建立了长期目标以保护员工。通过培训在经理、工人以及员工代表之间建立起了将其责任实践结合商业运作的的能力。但是, 在该执行领域仍然存在差距。

- 2.4 -** It was noted that the interviewed workers and worker representatives did not have a good understanding of BSCI Code of Conduct. The facility managements represented that they would take correction action as soon as possible. Please refer to BSCI PA 2.4

受访的工人和工人代表对BSCI行为准则没有良好的理解。工厂管理层表示会尽快改善。请参看BSCI PA 2.4

Remarks from Auditee:

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

Full Audit [Audit Id - 153823] Audit Date: 11/06/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee fulfilled the requirements of this performance area. The auditee established policies to guarantee the rights of freedom of association and collective bargaining. There was no trade union at the factory. Worker representatives who were freely elected by workers in 2018. Based on workers and worker representatives' interview, they were not limited or they did not encounter other unfair treatment by the auditee on forming, joining and voting for a legal worker organization and collective bargaining. Workers representatives could communicate with workers without restriction.

总体观察显示被审核方符合该执行领域的要求。被审核方建立起了政策以保证自由结社和集体谈判的权利。工厂未成立工会, 在2018年由工人自由选出员工代表。根据员工和员工代表访谈, 被审核方对于员工成立、参加和投票一个合法工人组织和集体谈判没有任何限制和其他的不公平对待。员工与员工代表之间的可以没有限制的沟通。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 153823] Audit Date: 11/06/2019 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee fulfilled the requirement of this performance area. The factory established policy and procedure to identify forms of discrimination and ensured there was no discrimination on gender, religions, nationalities, region, etc. For example, the hiring procedure guaranteed that recruitment was only based on skills but not gender, nationalities, etc. Based on onsite observation, worker interview and document review, no discrimination issue was found at the factory.</p> <p>总体观察工厂符合该执行领域的要求。工厂建立政策和程序去区分歧视的形式并确保没有基于性别、宗教信仰、民族、地域等的歧视情况发生。例如招聘政策确保招聘只基于技能而不是性别、民族等。现场观察, 员工访谈和文件评审在工厂均未发现歧视的问题。</p>	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 153823] Audit Date: 11/06/2019 PA Score: C	Deadline date:31/05/2020
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee partially fulfilled the BSCI requirement of this performance area. The factory established wage system based on BSCI standards and local requirements. The employees were paid by hourly rate. Workers were paid at the end of following month by cash and payslips were provided to workers on the payment day. The lowest wage paid to workers was CNY 2300 per month at the factory which met the local minimum wage requirement. No overtime was arranged at statutory holidays and basic wage was paid for workers at statutory holidays. Workers were paid 150% and 200% of normal rate for overtime on weekdays and weekends respectively. No illegal deduction was made at the factory. However, gaps had been identified in implementation.</p> <p>总体观察显示工厂在该执行领域部分符合BSCI的要求。工厂有基于BSCI标准和当地法规要求建立起了一套薪酬系统。员工以时薪支付。工资在下月底通过现金发放, 同时在发工资日工资条有提供给工人。工厂支付员工最低基本工资为每月2300元, 满足当地法定的最低工资标准。工人没有加班在法定假, 在法定假工厂有支付工人基本工资。员工在工作日加班、周末加班的加班费分别按照正班工资的150%、200%支付。没有非法扣款的情况。但是在执行的过程当中还是存在差距。</p> <p>5.4 - It was noted that factory did not aware of BNW and local living cost. BNW could make sure that employees were in decent living, which could be improve employees' work efficient. The factory management represented that they would analyze the actual situation and take corrective action. Please refer to BSCI PA 5.4 审核发现工厂对生活保障工资不了解且对当地生活成本不了解。基本生活保障工资可以确保员工更加体面地生活, 可以有效地提高员工的工作效率。工厂管理层表示他们会分析实际产生的原因, 然后会采取相应的改善措施。请参看BSCI PA5.4</p> <p>5.5 - According to the social insurance payment receipt provided by factory management, it was noted that 7 out of 67 employees (10.45%) were provided with accident, unemployment, maternity, pension and medical insurance in May 2019. Further, no commercial insurance was provided by factory. Per employees' private interview and management interview, it was noted that some employees were unwilling to purchase social insurance in the facility. Social insurance didn't cover all employees maybe cause the problem between the employer and the employee, which maybe reduce employees' worked efficiency. The facility management represented that they would enhance the social insurance training to employees and would try their best to improve the purchase rate in the future. Please refer to BSCI PA 5.5 and Article 73 of the Labor Law of the People's Republic of China. 审核员发现工厂的社会保险覆盖不足。根据厂方提供的2019年5月社会保险缴费单据显示工厂仅为7/67名员工 (10.45%)提供工伤、失业、生育、医疗和养老保险。此外, 工厂没有提供商业保险。没有为全体员工提供保险有可能会引起雇主与雇员之间的问题产生, 这有可能会降低员工的工作效率。工厂管理层表示会加强社保的宣传, 尽可能增加社保的购买比例。请参看BSCI PA 5.5 及《中华人民共和国劳动法》第73条</p>	
Remarks from Auditee:	

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 153823] Audit Date: 11/06/2019 PA Score: D

Deadline date:31/05/2020

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee did not fulfill the BSCI requirement of this performance area. Fingerprint attendance system was used to record workers' working time. Based on management interview and document review, there was no obvious production low season or peak season. The normal working hours were 8 hours per day and 40 hours per week. Workers rested on Sunday usually and could at least had one day off per week. Based on worker interview, their overtime work was voluntary. However, gaps had been identified in implementation.

总体观察显示工厂在该执行领域没有符合BSCI的要求。工厂使用指纹考勤系统记录员工的工作时间。根据管理层访谈及文件评审,工厂没有明显的生产淡旺季。正常工作时间是每天8小时每周40小时。工人通常在周日休息,可以每周至少休息一天。根据员工访谈,加班是自愿的。但是在执行的过程当中还是存在差距。

- 6.2 -** It was noted that 25 out of 35 sample population employees worked in excess of the statutory overtime hour limits. A review of 30 sample population employees' time records (10 samples selected from April 2019 as current paid month, 10 samples selected from February 2019, 10 samples selected from October 2018 and an extra of 5 samples selected from the recent yet-to-pay month May 2019 (this month is the most recent month with full attendance record but the wages was not due to release)) yielded the following: • 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e.70 hours) in May 2019, which was not in compliance with the legal requirement; • 10 out of 10 sample population employees worked in excess of 36 overtime hours per month (i.e. 66-68 hours) in April 2019, which was not in compliance with the legal requirement; • 10 out of 10 sample population employees worked in excess of 36 overtime hours per month (i.e. 66 hours) in October 2018, which was not in compliance with the legal requirement. Excessive overtime working hours will result in heavy workload; employees may not have enough rest and increase the risk of health safety issue. The facility management represented that they would take corrective action as soon as possible. Please refer to BSCI PA6.2 & Article 41 of the Labor Law of the PRC

根据厂方提供的工时记录,审核员发现员工加班时间超出了法定标准。审核员从厂方提供的工时记录中抽取35个样本(从最近支付月份2019年4月抽取10个,从2019年2月抽取10个,从2018年10月抽取10个,从最近完整未支付月份2019年5月抽取5个),发现共有15名员工加班时间超出了法定标准。具体为:• 5/5名员工在2019年5月的加班时间为70小时,超过每月加班时间不能超过36小时的法律规定;• 10/10名员工在2019年4月的加班时间为66-68小时,超过每月加班时间不能超过36小时的法律规定;• 10/10名员工在2018年10月的加班时间为66小时,超过每月加班时间不能超过36小时的法律规定。繁重的工作会引起超时地加班工作,而过长的工作时间会对员工的健康造成一定的损害。工厂管理层表示会尽快改善。请参看BSCI PA 6.2及《中华人民共和国劳动法》第41条

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 153823] Audit Date: 11/06/2019 PA Score: B

Deadline date:31/05/2020

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee partially fulfill the BSCI requirement of this performance area. The auditee established policies and procedures on occupational health and safety based on BSCI standards and local law requirements. Internal risk assessment was conducted. Regular health and safety training was provided to employees on work station safety, fire evacuation, fire fighting, etc. Fire drills were conducted twice per year. Fighting equipment, such as fire extinguishers, fire hydrants and fire alarms, etc were sufficient. Evacuation plans were posted at production workshop. Safety exits were installed with emergency lights and exit signs. Fire license and construction approval of factory building were provided for review. First aid procedure was posted in workshop, sufficient first aid supplies and first aiders were available at the factory. The illumination, temperature, humidity, space and sanitation were adequate to ensure the health and safety of workers. However, gaps had been identified in implementation. Remark: The checkpoint 7.21, 7.23 and 7.24 should be rated as N/A because of no canteen, transportation and dormitory was provided for employees.

总体观察显示工厂在该执行领域部分符合BSCI的要求。工厂基于BSCI标准和当地法规对于职业健康和安全的的要求建立了政策和程序。工厂进行了内部风险评估,在工作场所安全、消防疏散及防火安全等方面为工人提供了定期的职业健康培训给员工。消防演习一年进行2次。消防设施例如灭火器、消防栓、消防警铃等在厂内配置足够。疏散图张贴在生产车间。安全出口有安装应急灯和出口标识。工厂建筑的消防验收和竣工验收报告有提供审核。急救程序张贴在车间,工厂有足够的急救用品和急救员。工作场所的照明、温度、湿度、空间、卫生足以确保工人的健康和安。但是在执行的过程中还是存在以下差距。备注:7.21, 7.23和7.24选项应该选择N/A, 因为没有饭堂, 交通和宿舍福利提供给员工。

- 7.2 -** According to the social insurance payment receipt provided by factory management, it was noted that 7 out of 67 employees (10.45%) were provided with accident, unemployment, maternity, pension and medical insurance in May 2019. And no commercial insurance was provided to employees. Therefore, accident insurance didn't cover all employees. Accident social insurance didn't cover all employees maybe cause the problem between the employer and the employee, which maybe reduce employees' worked efficiency. The facility management represented that they would enhance the social insurance training to employees and would try their best to improve the purchase rate in the future. Please refer to BSCI PA 7.2 and Article 73 of the Labor Law of the People's Republic of China.

审核员发现工厂的社会保险覆盖不足。根据厂方提供的2019年5月社会保险缴费单据显示工厂仅为7/67名员工(10.45%)提供工伤保险,并且工厂没有为员工提供商业保险。因此工厂的工伤没有覆盖全体员工。没有为全体员工提供工伤保险有可能会引起雇主与雇员之间的问题产生,这有可能会降低员工的工作效率。工厂管理层表示会加强社保的宣传,尽可能增加社保的购买比例。请参看BSCI PA 7.2 及《中华人民共和国劳动法》第73条。

- 7.5 -** It was noted that the factory did not provide the occupational health checks to employees who were in contact with occupational disease factors (e.g. hazardous material). Regular occupational health checks would be helpful to employees' health. The facility management represented that they would take corrective action. Please refer to Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases and BSCI PA 7.5

审核员发现工厂没有为接触职业病危害因素(如:有毒有害物质)的员工提供职业健康体检。定期职业健康体检有利于员工健康。工厂管理层表示会改善。请参看《中华人民共和国职业病防治法》第35条和BSCIPA7.5

- 7.11 -** 1. It was noted that the factory could not provide the construction safety document (e.g. report or registration files of inspection for completed building construction projects) for factory building (one 6-storey building). As per stated by factory management, the building was completed in 2007. The facility management represented that they would try their best to take corrective action as soon as possible. Please refer to BSCI Code of Conduct7.11 and Article 61 of Construction Law of the People's Republic of China and Article 49 of Regulation on the Quality Management of Construction Projects 2. It was noted that factory management was unable to provide the updated fire acceptance check for the buildings after expanded. The buildings in the factory had a total construction area of 3300 square meters. The production building was expanded to 6-storey from 5-storey. No the fire acceptance check for buildings is provided for review, the facility management could not certificate that all buildings were compliance with the local legal requirement. The facility management represented that they would try their best to take corrective action as soon as possible. Please refer to BSCI Code of Conduct7.11, Article 24 of the Construction Project Fire Safety Supervision and Management Regulation (Extract) and Article 13 of the Construction Project Fire Safety Supervision and Management Regulation 3. It was noted that factory management failed to provide the safety inspection reports for one cargo lift being used in the factory for review. No the safety inspection reports could not certificate the equipment was compliance with the local law requirement. The facility management represented that they would try their best to take corrective action as soon as possible. Please refer to BSCI Code of Conduct7.11 and Article 28 of Safety Monitoring Regulation of Special Equipment

1. 工厂未能提供所有1栋6层建筑的结构安全证明文件(如建筑工程竣工验收报告或相关备案资料)。根据管理人员表述,这些建筑于2007年竣工。工厂管理层表示会尽可能地改善这个问题。请参看BSCI PA 7.11 及《中华人民共和国建筑法》第61条和《建设工程质量管理条例》第49条 2. 厂方未能提供厂房扩建后的消防验收合格证明,建筑面积约3300平方米。工厂的建筑由5层扩建成6层。没有消防验收报告提供,工厂管理层就不能证明这些建筑物是符合当地法律要求的。工厂管理层表示会尽可能地改善这个问题。请参看BSCI PA 7.11 及《中华人民共和国消防法》第13条。3. 审核发现工厂未能提供正在使用的1台载货电梯的安全检验报告。没有安全检验报告就不能证明设备是符合要求。工厂管理层表示会尽可能地改善这个问题。请参看BSCI PA 7.11 及《特种设备安全监察条例》第28条

- 7.17 -** 1. It was noted that the transmission belts of 6 out of 25 sampled sewing machines in the sewing workshop were not equipped with pulley guards on audit day. It was noted that all sampled sewing machines in the sewing workshop were not equipped with needle guards on audit day. Protective equipment would prevent employees from being harmed. The facility management represented that they would take corrective action. Please refer to Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene and BSCI PA7 .17 2. It was noted that the stair for of mezzanine was 2.3 meters height in warehouse. However no handrail was installed to prevent the employees from falling down. Guard-rail installed could help to prevent the employees from falling down. The facility management represented that they would take corrective action as soon as possible. Please refer to Safety Requirements for Fxed Steel Ladders and Platform - Part 3: Industrial guardrails and steel platform and BSCI PA 7.17

1. 审核发现针车车间有6/25台针车均没有为外露的传动皮带安装皮带保护罩;审核发现针车车间所有抽样的针车均没有安装挡针。保护装置可以有效地防止员工受伤。工厂管理层表示会改善。请参看《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条以及BSCI PA7.17 2. 审核发现工厂工厂夹层的楼梯高度为2.3米,但没有安装扶手,不能预防员工坠落。防护栏的安装会有效地防止员工的坠落。工厂管理层表示会尽快改善。请参看《固定式钢梯及平台安全要求_第3部分:工业防护栏及钢平台GB4053.3-2009》和BSCI PA7.17

Remarks from Auditee:

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 153823] Audit Date: 11/06/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee fulfilled the requirement of this performance area. The factory had established policies and procedure to prevent recruitment of child labor. The age verification procedure was used during hiring process. The child labor remediation procedure was also established to handle child labor issue. Currently, the youngest worker was 24 years old at the factory.

总体观察工厂符合该执行领域的要求。工厂建立政策和程序去防止雇佣到童工。在招聘中会使用到年龄核实程序。工厂同时建立了童工补救措施去处理童工问题。当前工厂最年轻员工为24岁。

Remarks from Auditee:

Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 153823] Audit Date: 11/06/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee fulfilled the requirement of this performance area. The factory established policies and procedure to identify young workers. The factory conducted risk assessment on common risks for young workers. HR Specialist knew young workers must be protected in job arrangement, should provide young worker health examination and register in local labor bureau. Currently, there was no young worker at the factory.

总体观察工厂符合该执行领域的要求。工厂建立了政策和程序去识别未成年工。工厂进行了未成年工常见风险的评估。人事专员知道未成年工必须在工作安排上进行保护, 应该提供未成年体检以及在当地劳动局进行备案。当前工厂没有未成年员工。

Remarks from Auditee:

Performance Area 10 : No Precarious Employment

Full Audit [Audit Id - 153823] Audit Date: 11/06/2019 PA Score: B

Deadline date:31/07/2019

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. The factory established a policy based on BSCI standards and local law requirements to protect employment relationship. All hired workers signed labor contracts with the auditee within one month and were provided copies of labor contracts as well. There was no evidence to show the factory tries any unfair employment method to reduce its obligations.

总体观察工厂部分符合该执行领域的要求。工厂基于BSCI的标准和当地法规要求建立了包含雇佣关系的政策和程序。工厂会与所有雇佣的员工在一个月內签订劳动合同, 同时给员工提供一份劳动合同。没有证据显示工厂是通过不公平的雇佣方式去减少其义务。

- 10.3 -** It was noted that occupational disease might result in the work process of some employees in the factory (i.e. lasting worker). However, the facts, harmful effects, consequences, protective measures and necessary treatment of occupational diseases were not indicated in their employment contracts. The facts, harmful effects, consequences, protective measures and necessary treatment of occupational diseases indicated in their employment contracts would help employees' more knew the workstation's risk. The facility management represented that they would take corrective action as soon as possible. Please refer to Article 33 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases and BSCI PA 10.3

审核发现工厂某些工序的部分员工可能会导致职业病(如: 贴合员工)。然而职业病的有害后果, 影响, 防护措施和必要的治疗在劳动合同中没有记录。职业病的有害后果, 影响, 防护措施和必要的治疗在劳动合同中体现有利于员工了解到岗位的风险。工厂管理层表示会尽快改善。请参看《中华人民共和国职业病防治法》第33条和BSCI PA10.3

Remarks from Auditee:

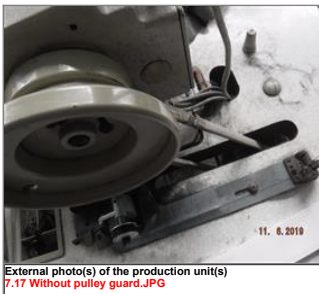
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 153823] Audit Date: 11/06/2019 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee fulfilled the requirements of this performance area. The auditee had established the procedure to identify and prevent bonded labor based on local law and BSCI standards. There was no threat or violence observed. The physical harassment and verbal abuse were prohibited. Workers could leave the production area when off duty. The factory never retained the workers' identity cards and never used prison labor. There was no bonded labor observed during the audit.</p> <p>总体观察显示被审核方符合该执行领域的要求。被审核方基于当地法规和BSCI的标准要求建立了识别和防止强迫劳工的程序。工厂没有发现威胁和暴力。工厂禁止肢体骚扰和言语虐待。员工在下班时可以自由出入。工厂从不扣押员工身份证件,从不使用监狱工。在这次审核中没有发现强迫劳工的情况。</p>	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 153823] Audit Date: 11/06/2019 PA Score: D	Deadline date:31/05/2020
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee partially fulfilled the BSCI requirement of this performance area. The factory established the environment policy and procedure based on local law and BSCI standards. Environment protection training was provided to workers. The factory properly managed its waste prevent from dumping the waste material into the environment.</p> <p>总体观察显示工厂在该执行领域部分符合BSCI的要求。工厂基于当地法规和BSCI的标准建立了环境政策和程序。提供了员工环境保护培训。采取恰当的方式管理废弃物防止倾倒入环境。</p> <p>12.1 - It was noted that the factory did not work out the report form of environmental impacts of the construction of the facility for review. No the report form of environmental impacts of the construction of the facility could not certificate the auditee compliance with the local environment requirement. The facility management represented that they would take corrective action as soon as possible. Please refer to BSCI PA 12.1 and Article 16 of Law of the People's Republic of China on Appraising of Environment Impacts</p> <p>审核发现工厂没有提供环评文件以供查阅。没有环评文件就不能证明被审核方已经符合了当地环境要求。工厂管理层表示会尽快改善。请参看BSCI PA12.1 和《中华人民共和国环境影响评价法》第16条</p> <p>12.3 - 1. It was noted that factory management was unable to provide the approval document of environment impact assessment for review. No the approval document of environment impact assessment could not certificate the auditee compliance with the local environment requirement. The facility management represented that they would take corrective action as soon as possible. Please refer to BSCI PA 12.3 and Article 22 of Law of the People's Republic of China on Appraising of Environment Impacts 2. It was noted that factory management was unable to provide the approval document for on-site inspection and acceptance of completed environmental protection facilities for review. No the approval document for on-site inspection and acceptance of completed environmental protection facilities could not certificate the auditee compliance with the local environment requirement. The facility management represented that they would take corrective action as soon as possible. Please refer to BSCI PA 12.3 & Article 17 of the Regulations on Environmental Protection Check and Acceptance for Completed Construction Project</p> <p>1. 审核发现工厂不能提供建设项目环境影响评价批复文件供审核。没有环评批复文件就不能提供被审核方已经符合了当地环境要求。工厂管理层表示会尽快改善。2. 审核发现工厂未能提供建设项目竣工环境保护验收文件以供查阅。没有环评验收文件就不能提供被审核方已经符合了当地环境要求。工厂管理层表示会尽快改善。请参看BSCI PA 12.3的要求及《建设项目竣工环境保护验收管理办法》第17条。</p> <p>12.4 - It was noted that the organic solvent waste (HW06) were generated in the factory. However, the factory management was unable to provide the hazardous waste entrust disposal contract and relevant transfer manifest of these hazardous wastes for review. The hazardous waste should be retrieved and handled by qualified company. The facility management represented that they would take corrective action as soon as possible. Please refer to BSCI PA 12.4 & Article 57 of Law of the People's Republic of China on Prevention and Control of Solid Waste Pollution.</p> <p>审核员发现工厂有废有机溶剂(HW06)产生,但工厂不能提供相关的合法处置文件(有资质回收商的合同与危废转移联单)。危险废弃物应依法交给有资质的单位做回收处理。工厂管理层表示会尽快改善。请参看BSCI PA 12.4的要求及《中华人民共和国固体废物污染环境防治法》第57条。</p>	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 153823] Audit Date: 11/06/2019 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee fulfilled the requirement of this performance area. The factory established anti-corruption and anti-bribe policy and procedure according to local law. The factory provided relevant training to workers to let them know the relevant policies. The auditee established privacy protection procedure to protect workers' personal information. As per onsite observation and document review, the auditee provided consistent information. No non-ethical behavior was observed during the audit.</p> <p>总体观察显示被审核方符合该执行领域的要求。工厂依据当地法律法规建立了反腐败、反贿赂政策和程序。提供员工相关政策的培训。工厂建立了隐私保护程序去保护员工的个人信息。根据现场观察和文件评审,工厂在审核中提供了一致性的信息。没有发现不道德商业行为。</p>	
Remarks from Auditee:	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	11/06/2019	153823	C	A	A	A	C	D	B	A	A	B	A	D	A	C

Producer Photos





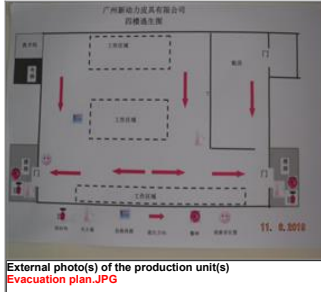
External photo(s) of the production unit(s)
Emergency light testing.JPG



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



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



External photo(s) of the production unit(s)
Evacuation plan.JPG



External photo(s) of the production unit(s)
First aid kit.JPG



External photo(s) of the production unit(s)
Time record system.JPG