
Auditee :	ZHEJIANG ZHENGJI PLASTIC INDUSTRY CO.,LTD
Audit Date From :	05/03/2019
Audit Date To :	05/03/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	Owen Zhu(Lead)
Auditing Branch (if applicable) :	Intertek North East China



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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: A B B B A A A A A A A B 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	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 :	ZHEJIANG ZHENGJI PLASTIC INDUSTRY CO.,LTD		
DBID number :	387071		
Audit ID :	144819		
Address :	No. 399, Tongde Road, Economic Development Zone Tongxiang City Tongxiang		
Province :	Zhejiang	Country :	China
Management Representative :	Zuyi Mo		
Contact person:	Zuyi Mo	Sector :	Non-Food
Industry Type :	Plastic Industry	Product group :	Other plastic like products (please specify)
Product Type :	Plastic folding turnover box and Plastic folding basket		

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 : 05/03/2020	

Rating per Performance Area (PA)

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

Executive summary of audit report

1. In view of the facilities, the auditee consists of one 5-storey building used as office, canteen and kitchen, production areas and warehouse, no dormitory was provided by the auditee.

2. Locked areas encountered during the audit were unlocked timely. At the end of the audit, all the findings were accepted by the facility management.

3. All interviewed employees were satisfied with the facility and no negative information was raised. The employees do enjoy working in the facility. They are satisfied with their salary and management system. The facility gives everybody equal opportunity.

4. 12 months (from February 2018 to January 2019) payroll records and 13 months and 4 days (February 1, 2018 to March 4, 2019) attendance records were available for review during this audit.

5. The local minimum wage standard set at RMB 1800 per month equivalent to RMB 10.34 per hour (1800/21.75/8) since December 1, 2017.

6. According to the attendance records provided by the facility:

1) For January 2018 (current month), the average number of hours worked in a week for the 8 selected samples were 50.9 hours per week. Max. Working hours per week were 54 hours (5 out of 8 selected samples).

2) For November 2018 (random month), the average number of hours worked in a week for the 8 selected samples were 51.7 hours per week. Max. Working hours per week were 54 hours (5 out of 8 selected samples).

3) For June 2018 (random month), the average number of hours worked in a week for the 8 selected samples were 51.1 hours per week. Max. Working hours per week were 54 hours (5 out of 8 selected samples).

7. No obvious peak season in the auditee.

8. All employees are calculated based on hourly-rate base.

9. The business license number is 9133048307530747XF.

10. The performance areas needed improvements were PA1, PA 2, PA 5, PA6, PA7, PA10 and PA 12. Please refer to each performance area for details. For rest performance areas, compliance descriptions were as follow:

Performance area 3
Auditor noted that the auditee respects the right of workers to form or to join unions in a free and democratic way, respected workers' right to bargain collectively, did not discriminate against workers because of their trade union membership, did not prevent workers representatives from having access to or interacting with workers in the workplace. No deviation was observed in The rights of Freedom of Association and Collective Bargaining.

Performance area 4
Auditor noted that the auditee takes the necessary measures to avoid or eradicate discrimination in the workplace, took the necessary preventative and remedial measures to ensure workers are not disciplined, dismissed or otherwise discriminated against because of their complaints against infringements of their rights and took the necessary preventative and remedial measures so workers are not harassed or disciplined on any grounds of discrimination listed in the amfori BSCI Code. No deviation was observed in No Discrimination.

Performance area 8
Auditor noted that the auditee does not engage in illegal child labour directly or indirectly, had established robust age-verification mechanisms as part of the recruitment process, which may not be in any way degrading or disrespectful to the worker, had adequate policies and procedures in writing toward protecting children from any kind of exploitation, had adequate and remedial policies and procedures to provide for further protection in case children are found to be working. No deviation was observed in No Child Labour.

Performance area 9
The auditee has established the protection procedure for young employees. There was no young employee working in this facility. No deviation was observed in Special protection for young workers.

Performance area 11
Auditor noted that the auditee did not engage in any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour, acted rigorously and diligently when engaging and recruiting migrant workers both directly and indirectly, did not subject workers to inhumane or degrading treatment, corporal punishment, mental or physical coercion or verbal abuse and had established all applicable disciplinary procedures in writing and has explained them verbally to workers in clear and understandable terms. No deviation was observed in No Bonded Labour.

Performance area 13
Auditor noted that the auditee had actively opposed any act of corruption, extortion or embezzlement, or in any form of bribery in its activities as a business

enterprise, and identified the situations and activities where acts of corruption, extortion or bribery are most likely to occur in its context. No deviation was observed in Ethical Business Behaviour.

There are no contractor used by the auditee, which makes the contractor license/permit not applicable.

There are no agencies used by the auditee, which makes the agency labour contract not applicable.

There are no collective bargaining agreements used by the auditee, which makes the collective bargaining agreements not applicable.

There are no government waivers obtained by auditee, which government waivers not applicable.

No construction completion acceptance register was provided, which was not applicable

Ratings Summary



Auditee's background information			
Auditee's name :	ZHEJIANG ZHENGJI PLASTIC INDUSTRY CO.,LTD	Legal status :	Limited company
Local Name :	浙江正基塑业有限公司	Year in which the auditee was founded :	2013
Address :	No. 399, Tongde Road, Economic Development Zone Tongxiang City	Contact person (please select) :	Zuyi Mo
Province :	Zhejiang	Contact's Email :	sales2@cn-znkia.com
City :	Tongxiang	Auditee's official language(s) for written communications :	Mandarin
Region :	North East Asia	Other relevant languages for the auditee :	Nil
Country :	China	Website of auditee (if applicable) :	Not applicable
GPS coordinates :	N: 30°36'42" E: 120°30'59"	Total turnover (in Euros) :	6500000.00
Sector :	Non-Food	Of which exports % :	15.00
Industry :	Plastic Industry	Of which domestic market % :	85.00
If other, please specify :		Production volume :	40000 pieces per month
Product Group :	Other plastic like products (please specify)	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Plastic folding turnover box and Plastic folding basket		

Auditee's employment structure at the time of the audit			
Total number of workers :	48	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	31	17	
Temporary workers	0	0	
In management positions	2	2	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	14	5	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	31	17	
Production based workers	0	0	
With shifts at night	10	7	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 144819] Audit Date: 05/03/2019 PA Score: D

Deadline date:31/08/2019

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The auditee had established the social responsibility policy and set up some 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, and he cleared about the new amfori BSCI values and principles. The auditee had provided amfori BSCI training to the relevant responsible person. 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 respected this principle.

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,并了解amfori BSCI要求;被审核方也提供amfori BSCI的培训给相应的负责人;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amfori BSCI的本条原则。

1.1 - The amfori BSCI management system was established but not implemented effectively, such as overtime hours exceeded the legal requirement, and etc. And no effective corrective and preventive actions were implemented. It partially respected amfori BSCI Code of Conduct 1.1.

被审核方建立了确保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,比如,加班时间超过法规要求等。纠正和预防措施也没有有效实施。部分尊重amfori BSCI Code of Conduct 1.1。

1.4 - The auditee had realistically calculated the costs of production and delivery times. And the written records of calculating the production capacity or the costs of production were available, but based on attendance records, the overtime hours exceed legal requirements, the production and delivery times was not reasonable. It partially respected amfori BSCI Code of Conduct 1.4.

被审核方了解如何计算生产产能和订单周期,有保留了计算方法和记录查看,同时根据被审核方提供的考勤,工人的加班时间超出了法律的要求,被审核方的产能规划不合理。部分尊重amfori BSCI Code of Conduct 1.4。

Remarks from Auditee:

None

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 144819] Audit Date: 05/03/2019 PA Score: A

Deadline date:31/07/2019

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

Workers and their representatives conducted meetings periodically to communicate workplace issues and employees also could report to management orally. Suggestion box were installed in the auditee and grievance procedure was established in the auditee. The auditee had defined long term goals, and built sufficient competence among managers, workers. Based on satisfactory evidence, the main auditee partially respected this principle.

员工与他们的代表定期召开会议来沟通,员工也可以口头向管理层汇报问题。被审核方安装了意见箱,并建立了申诉制度。被审核方有制定长期目标来保护员工权益,并提供了足够的能力建设给管理层、员工。基于令人满意的证据,被审核方部分尊重amfori BSCI的本条原则。

2.5 - Auditee has established grievance procedure in writing, but the written procedure did not define the content of Potential conflicts of interest and how to overcome them, and etc. It partially respected amfori BSCI Code of Conduct 2.5

被审核方已经建立了书面的员工申诉程序,书面的申诉程序中未包括潜在的利益冲突以及如何克服这些冲突等。部分尊重amfori BSCI Code of Conduct 2.5。

Remarks from Auditee:

None

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

Full Audit [Audit Id - 144819] Audit Date: 05/03/2019 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	
Full Audit [Audit Id - 144819] Audit Date: 05/03/2019 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	
Full Audit [Audit Id - 144819] Audit Date: 05/03/2019 PA Score: B	Deadline date:31/08/2019
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: The wages of all employees were paid on hourly base, and the wages of all employees were higher than local minimum wage and local living wage. The auditee paid the wages to employees on the 10th of following month in cash and provided pay slip to employees. The auditee was also aware of living wages and knew how to calculate the living wages. The auditee also provided social benefits, such as annual leave, maternity leave to employees. Though employee interview, there was no unreasonable deduction. Based on satisfactory evidence, the main auditee partially respected this principle. 被审核方所有员工的工资为时薪工资, 工资高于当地的最低工资标准和最低生活保障工资标准。被审核方在下个月的10日现金方式支付工资, 并为员工提供工资条。被审核方清楚最低生活保障工资, 也知道怎么核算最低生活保障工资。被审核方有为员工提供年休假, 产假等福利。通过员工访谈, 被审核方也没有不合理扣款。基于令人满意的证据, 被审核方部分尊重amfori BSCI的本条原则。	
<p>5.5 - Insufficient social insurance. Social insurance document from February 2018 to January 2019 was provided for review in this audit. According to the latest social insurance receipt of January 2019, out of all 48 employees in January 2019 (9 retirees, 0 temporary, 0 dispatch and 0 newly joined), only 19 employees (48.7%) had participated in basic endowment insurance, basic medical insurance, unemployment insurance, maternity insurance and employment injury insurance. According to the management interview and employee interview, the reason why not all eligible employees participated in the social insurance was because some employees were unwilling to bear the co-payment part of pension insurance and unemployment insurance. The auditee did not provided commercial incident insurance to the employees (including 9 retirees). It did not respect amfori BSCI Code of Conduct 5.5, and did not comply with requirement of Social Insurance Law of the People's 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.</p> <p>社会保险参保不足。此次审核中, 被审核方提供了2018年2月至2019年1月的社会保险缴费收据供审核。根据最近月2019年1月的社会保险缴费收据, 被审核方2019年1月48名员工中(9名退休员工, 0名临时工, 0名派遣工和0名新员工), 仅19名员工(48.7%)参加了基本养老保险, 医疗保险, 失业保险, 生育保险和工伤保险。根据管理人员访谈和员工访谈, 没有参加社保的员工是因为他们不愿意承担养老和失业的自费部分。被审核方没有员工(包含9退休员工)提供商业意外伤害保险。尚未尊重amfori BSCI Code of Conduct 5.5, 且尚未符合《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。</p>	
Remarks from Auditee: None	

Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 144819] Audit Date: 05/03/2019 PA Score: D	Deadline date:31/08/2019
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>The auditee used electronic attendance records system to record employee attendance situation, employees swiped IC cards 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. Through document review and employee interview, employees are entitled to at least one day off in every consecutive seven day period, the maximum consecutive working days were 6 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 respected this principle.</p> <p>被审核方使用电子考勤系统记录员工出勤情况,员工每天上下班打卡。通过提供的考勤文件审核和员工访谈,正常工作时间为自周一至周五每天8小时每周40小时。通过提供的文件审核和员工访谈,员工7天内至少休息1天,最长连续工作天数为6天。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。</p> <p>6.2 - Overtime hours exceeded the legal requirement. Through document review, auditor found that the monthly overtime hours of 5 out of 8 randomly selected employees were 46 hours in January 2019 (current month); the monthly overtime hours of 5 out of 8 randomly selected employees were 58 hours in November 2018 (random month); the monthly overtime hours of 5 out of 8 randomly selected employees were 60 hours in June 2018 (random month). It did not respect amfori BSCI Code of Conduct 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.</p> <p>加班时间超过法规要求。通过文件审核,审核员发现在抽取的2019年1月份(当前月)的考勤中,所有8名随机抽取员工中5名员工的加班时间为46小时;抽取的2018年11月份(随机月)的考勤中,所有8名随机抽取员工中5名员工的月加班时间为58小时;抽取的2018年6月份(随机月)的考勤中,所有8名随机抽取员工中5名员工的月加班时间为60小时。尚未尊重amfori BSCI Code of Conduct 6.2,且尚未符合《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。</p>	
Remarks from Auditee: None	

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 144819] Audit Date: 05/03/2019 PA Score: B

Deadline date:31/08/2019

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The auditee had regularly carried out risk assessments for safe, healthy and hygienic working conditions. Through employees interview, the auditee trained them 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. 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 had provided ear plugs, masks to employees. The auditee had provided qualified first aid kit in the workshop and warehouse. But based on satisfactory evidence, the main auditee partially respected this principle.

被审核方有定期执行有关安全、健康和卫生工作条件的风险评估。经员工访谈，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。审核方已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。被审核方有提供耳塞、口罩等劳保用品给员工。审核方在车间和仓库有提供符合要求的急救药箱。基于令人满意的证据，被审核方部分尊重了amfori BSCI的本家原则。

7.1 - No occupational health examination was provided to employees engaged in post with occupational disease hazards. During facility tour, auditor found that there were 1 employee (total 1 employee) was working in smashing workshop with dust and noise, 4 employees (total 4 employees) were working in injection workshop and 4 employees (total 4 employees) were working in moulding workshop with noise. However, no periodic occupational health examination reports which required by law for those 9 employees were provided for review. It partially respected amfori BSCI Code of Conduct 7.1, and did not comply with the PRC Law of Prevention and Control of Occupational Diseases Article 35, the employer shall conduct regular occupational health examination for those labourers who are engaged in works with occupational hazard(s) as required by the public health administrative department under the State Council. The occupational health examination shall be conducted before labourers start to take the post, in the course of the work and after leave the post and the employer shall provide the results of the occupational health examinations to labourers in written. The expenses of the occupational health examination shall be borne by employers. The employer shall not arrange labourers to engage in the work with occupational hazard(s) prior to the pre-post occupational health examination, or labourers with any occupational prohibition to engage in the prohibited work from them. Once the occupational health examination indicates that employee is suffering from the occupational damage in relation to his or her occupation, the employer shall transfer such a labourer out of his or her original post, and allocate him or her in a proper way. The employer shall not rescind or terminate the labour contracts signed with those employees without the occupational health examination at time of leaving the post. The occupational health examination shall be undertaken by the Medical and Health Institutions with Practicing Licence of Medical Institution. The Health Administrative Department shall strengthen the standardization management of occupational health examination. The specific administrative measures shall be formulated by the Health Administrative Department of State Council.

企业没有为从事职业性危害作业的员工提供职业健康检查。在现场巡查时，审核员发现在生产碎料车间有1名(共1名)员工接触噪声和粉尘，注塑车间有4名(共4名)和模具车间有4名(共4名)员工接触噪声。但是，企业未能提供上述9名员工按法规要求的定期职业健康检查报告供审核员审阅。部分尊重amfori BSCI Code of Conduct 7.1,《中华人民共和国职业病防治法》第三十五条,对从事接触职业病危害的劳动者,用人单位应当按照国务院卫生行政部门的规定组织上岗前、在岗期间和离岗时的职业健康检查,并将检查结果书面告知劳动者。职业健康检查费用由用人单位承担。用人单位不得安排未经上岗前职业健康检查的劳动者从事接触职业病危害的作业;不得安排有职业禁忌的劳动者从事其所禁忌的作业;对在职业健康检查中发现有与所从事的职业相关的健康损害的劳动者,应当调离原工作岗位,并妥善安置;对未进行离岗前职业健康检查的劳动者不得解除或者终止与其订立的劳动合同。职业健康检查应当由取得《医疗机构执业许可证》的医疗卫生机构承担。卫生行政部门应当加强对职业健康检查工作的规范管理,具体管理办法由国务院卫生行政部门制定。

7.2 - 1) Through the employee interview and document review, auditor noted that workers or worker representatives did not take part in health & safety risk assessment. It partially respected amfori BSCI Code of Conduct 7.2. 2) Insufficient employment injury insurance for all employees. Through document review in February 2019, auditor found that there were only 19 out of 48 employees had participated in employment injury insurance. No commercial incident insurance was provided to employees. It did not respect amfori BSCI Code of Conduct 7.2, and did not comply with requirement of Social Insurance Law of the People's Republic of China, 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.

1)通过员工访谈和文件查阅,审核员发现被审核方进行健康安全风险评估时,员工和员工代表没有参与。部分尊重amfori BSCI Code of Conduct 7.2. 2)工伤保险参保不足。通过文件审核,在2019年2月,审核员发现被审核方的48个员工中只有19人参加了工伤保险。被审核方没有提供商业意外伤害保险。尚未尊重amfori BSCI Code of Conduct 7.2,且尚未符合《中华人民共和国社会保险法》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。

7.3 - The auditee did not take relevant measure to remove or reduce the risk, such as, employees did not wear PPE (Personal Protective Equipment). It partially respected amfori BSCI Code of Conduct 7.3.

被审核方没有根据识别出的风险采取相应的消除或减缓风险的措施,如员工未按要求佩戴劳动防护用品。部分尊重amfori BSCI Code of Conduct 7.3

7.6 - Employees did not wear PPE (Personal Protective Equipment). During facility tour, auditor found that all 4 employees working in the moulding workshop in the production did not wear shielding shoes provided by auditee. It partially respected amfori BSCI Code of Conduct 7.6, and did not comply with the 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. 员工未按要求佩戴劳动防护用品。在现场巡查时,审核员发现在生产模具车间的有4名员工正在进行生产,但员工没有佩戴被审核方提供的防护鞋。部分尊重amfori BSCI Code of Conduct 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 - 1) No report of construction completion acceptance was provided. During facility tour, auditor found that there was one 5-storey building for office, production, canteen and kitchen. However, the auditee could not provide the report of construction completion acceptance of these buildings for review. It partially respected amfori BSCI Code of Conduct 7.11, and did not comply with requirement of PRC Construction Law Article 61, a construction project handed over for acceptance checks for completion must conform to the prescribed construction project quality standards, be provided with complete project technical and economic data and signed project warranty, and be provided with other qualified conditions for completion as prescribed by the state. A construction project may only be handed over for use upon passing the acceptance checks for completion; no construction project shall be handed over for use without going through the acceptance checks for completion or passing the acceptance checks for completion. 2) Partial goods were directly leaned against the pillar. During facility tour, auditor noted that partial goods in raw material warehouse were directly leaned against the pillar. It partially respected amfori BSCI Code of Conduct 7.11, and did not comply with requirement of General Rules for Fire Safety Management of Storage Occupancies GA1131-2014 Article 6.8: Objects shall be piled up in the storeroom as per the following requirements: The distance between the top of any pile and the roof shall not be smaller than 0.3m (for any "U"-shaped building, the distance shall be counted from the crossbeam); The distance between the objects and the illumination lamps shall not be smaller than 0.5m; The distance between the objects and the wall shall not be smaller than 0.5m; The distance between any pile of objects and the pole shall not be smaller than 0.3m; The distance between any two piles of objects shall not be smaller than 1m.

1)被审核方没有提供建筑竣工验收报告供审阅。在现场巡查时,被审核方有一栋5层楼用作办公室,生产和餐厅厨房,但被审核方无法提供该建筑的竣

	<p>工验收报告。部分尊重amfori BSCI Code of Conduct 7.11, 且尚未符合《中华人民共和国建筑法》第六十一条, 交付竣工验收的建筑工程, 必须符合规定的建筑工程质量标准, 有完整的工程技术经济资料和经签署的工程保修书, 并具备国家规定的其他竣工条件。建筑工程竣工经验收合格后, 方可交付使用; 未经验收或者验收不合格的, 不得交付使用 2)部分货物靠柱堆放。通过现场巡查, 审核员发现被审核方原料仓的部分货物都靠柱存放。部分尊重amfori BSCI Code of Conduct 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: a) 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); c) 物品与墙之间的距离不小于0.5m; d) 物品堆垛与柱之间的距离不小于0.3m; e) 物品堆垛与堆垛之间的距离不小于1m。</p>
<p>7.13 -</p>	<p>No protective cover for parts of the electrical switch. During facility tour, auditor found no protective cover for two switches were installed and the live parts were exposed directly in smashing workshop in production building. It partially respected amfori BSCI Code of Conduct 7.13 and did not comply with National Safety Technical Code for Electric Equipments – GB19517-2009 2.2 Preventive measure against the hazard of electric shock Insulation protective technology, direct/indirect touching protective technology, and so on could be adopted to provide adequate protection for electric shock hazard of electric equipments, which work in normal application, caused by direct effect of electrical energy. 2.2.1 To ensure smooth operation and prevent hazard from direct effect of electric current, electric equipments must be with adequate electric insulation performance including insulation resistance, electric strength, quality of thermal endurance, moisture-proof, filthiness-proof, flame resistance, and tracking resistance, and so on.</p>
	<p>电器开关没有保护盖。通过现场巡查发现一栋生产楼碎料车间有两个开关没有保护盖, 带电部分裸露。部分尊重amfori BSCI Code of Conduct 7.13, 且尚未符合《国家电气设备安全技术规范》-GB19517-2009 2.2 电击危险防护 可以采用绝缘保护技术, 直接接触保护技术, 间接接触保护技术等对电气设备按设计用途使用时由于电能直接作用而造成的危险提供足够的保护。2.2.1 为保证正常运行和防止由于电流的直接作用造成的危险, 电气设备必须有足够的绝缘电阻、介质强度、耐热能力、防潮、防污秽、阻燃性、抗漏电起痕性等电气绝缘性能。</p>
<p>7.17 -</p>	<p>1) No certificate for special appliance operator. During facility tour, auditor found that there two travelling cranes used for goods transferring and loading, however the auditee could not provide the travelling crane safety management certificate for review. It partially respected amfori BSCI Code of Conduct 7.17, and did not comply with Regulations on Safety Supervision of Special Appliance Article 38, The operator and related managers (hereinafter referred to as Special Appliance Operator) of boilers, compressing equipment, elevator, lifting appliance, passenger ropeways, large amusement facilities and facility in-bound vehicles shall be examined according to the relevant regulations by relevant supervising department and obtain nationally unified certificate of special appliance operator prior to operating or managing the appliance operation. 2) No license for operators engaged in special tasks. During management interview, there was one welding operator in the auditee. However, the auditee could not provide the welder certificate for review. It partially respected amfori BSCI Code of Conduct 7.17, and did not comply with PRC Labor Law article 55, laborers engaged in special tasks must receive specialized training and acquire a license for such tasks.</p>
	<p>1)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两台行车用于货物的搬运及装载, 但被审核方无法提供该行车安全管理的作业证书供审阅。部分尊重amfori BSCI Code of Conduct 7.17, 且不符合《特种设备安全监察条例》第38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。2)特种作业人员未持证上岗。经过管理层访谈, 被审核方使用了1名焊工, 但无法提供焊工操作证供审阅。部分尊重amfori BSCI Code of Conduct 7.17, 且不符合《中华人民共和国劳动法》第55条, 从事特种作业的劳动者必须经过专门培训并取得特种作业资格。</p>
<p>7.21 -</p>	<p>1) Kitchen staff did not have health certificate. During document review, two employees working in kitchen, one out of two kitchen staff did not have health certificate. It partially respected amfori BSCI Code of Conduct 7.21, and did not comply with PRC Law on food safety article 45, Personnel for food production and trading shall obtain health certificate prior to get on duty if they come into contact with ready-to-eat food, and they shall undergo a medical examination yearly. 2) The auditee did not obtain the Food Operation Permit for its kitchen. During facility tour, auditor found that one kitchen and canteen located on partial 2F of the production building. But the auditee did not obtain the Food Operation Permit. It partially respected amfori BSCI Code of Conduct 7.21, and did not comply with the Administrative Measures on Food Operation Permission Article 4, Food operation permission shall follow the principle of one permit for one site. Namely, one Food Operation Permit shall be obtained prior to the food operator engages in food business operations in a particular site.</p>
	<p>1)食堂食堂的厨工没有健康证明。通过文件审核, 审核员发现在食堂工作的所有2名厨工中有一人没有健康证明。部分尊重amfori BSCI Code of Conduct 7.21, 且不符合《中华人民共和国食品安全法》第45条, 从事接触直接入口食品工作的食品生产经营人员应当每年进行健康检查, 取得健康证明后方可上岗工作。2)被审核方的食堂没有取得食品经营许可证。在现场巡查时, 审核员发现生产楼局部二楼用作餐厅和厨房, 但被审核方没有取得食品经营许可证。部分尊重amfori BSCI Code of Conduct 7.21, 且不符合《食品经营许可证管理办法》第4条, 食品经营许可证可实行一地一证原则, 即食品经营者在一个经营场所从事食品经营活动, 应当取得一个食品经营许可证。</p>
<p>7.23 -</p>	<p>Remark: No transportation was provided. 备注: 审核方未提供交通。</p>
<p>Remarks from Auditee: None</p>	
<p>Performance Area 8 : No Child Labour</p>	
<p>Full Audit [Audit Id - 144819] Audit Date: 05/03/2019 PA Score: A Deadline date:</p>	
<p>GOOD PRACTICES: None observed</p>	
<p>AREAS OF IMPROVEMENT: None observed 未发现不符合项</p>	
<p>Remarks from Auditee:</p>	

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 144819] Audit Date: 05/03/2019 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	
Full Audit [Audit Id - 144819] Audit Date: 05/03/2019 PA Score: A	Deadline date:31/05/2019
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: The auditee's employment relationships are not precarious for the workers, the auditee engages workers based on recognised and documented employment relationship, provided workers with understandable information before entering into employment, and did not use employment arrangements in a way that deliberately does not correspond to the genuine purpose of the law. The auditee signed labor contracts with all the hired employees. Though interview with all randomly selected employees interviewed said that they had one labor contract. Based on satisfactory evidence, the main auditee partially respected this principle. 审核方不存在缺乏保障的就业关系, 根据经认可和登记的雇佣关系与工人订立合约, 在确立雇佣关系前向工人提供可理解信息, 未以跟法律真实目的产生冲突的方式使用雇佣协议。被审核方与的所有员工均签订了劳动合同, 且所有随机抽取的员工均表示他们有一份合同副本由员工本人保管。基于令人满意的证据, 被审核方部分尊重amfori BSCI 的本条原则。 10.2 - The auditee did not sign written agreement with retiree(s) hired to work again. Through document review, auditor found that the auditee had 39 employees and 9 retirees hired to work again, but the auditee did not sign written agreement with these retirees hired to work again. It partially respected amfori BSCI Code of Conduct 10.2, and did 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. 审核方没有与退休返聘人员签订书面协议。通过文件审核, 审核员发现被审核方共有39名员工和9名退休返聘人员, 但被审核方没有与这些退休返聘人员签订书面协议。部分尊重amfori BSCI Code of Conduct 10.2要求, 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13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。	
Remarks from Auditee: None	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 144819] Audit Date: 05/03/2019 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	
Full Audit [Audit Id - 144819] Audit Date: 05/03/2019 PA Score: A	Deadline date:31/07/2019
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>The product were garments, and the main processes are cutting, sewing, ironing, inspection and packaging. There was waste gas in the auditee. Through facility tour, the waste gas treatment facility was running, the auditee had no obvious influence to the environment. The auditee had obtained relevant environmental permits and licences, such as EIA and EIA approval and provided the waste gas monitoring report. The auditee had identified the environmental laws and regulations and updated regularly. But based on satisfactory evidence, the main auditee partially respected this principle.</p> <p>被审核方的产品为塑料制品，主要工序为混料、注塑、检验、包装。被审核方有废气产生。经现场走访，废气处理设施正常运行，被审核方未造成周边环境显著的破坏影响。被审核方持有符合规定的环境许可证和执照，如环评和批复，也提供了废气监测报告。被审核方有识别环境的法律法规，并定期更新。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。</p> <p>12.1 - The auditee did not have grievance mechanism in place to address the environmental concerns of surrounding communities. It partially respected 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。</p>	
Remarks from Auditee: None	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 144819] Audit Date: 05/03/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: None observed 未发现不符合项	
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	05/03/2019	144819	D	A	A	A	B	D	B	A	A	A	A	A	A	C

Producer Photos



External photo(s) of the production unit(s)
Auditee address.JPG



Photo of fire safety equipment
No smoking sign.JPG



Photo of the inside of the main production hall
Finished production warehouse.JPG



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



Photo of fire safety equipment
Power box.JPG



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



External photo(s) of the production unit(s)
Auditee overview.JPG



Photo of non-conformity
NC employee did not wear shielding shoes.JPG



Photo of the inside of the main production hall
Mixing workshop.JPG



Photo first aid facilities
First aid kit.JPG



Photo of non-conformity
NC No protective cover for parts of the electrical switch.JPG



Photo of the inside of the main production hall
Raw material warehouse.JPG



Photo of fire safety equipment
Evacuation map.JPG



Photo of non-conformity
NC Partial goods were directly leaned against the pillar.JPG



Photo of the inside of the main production hall
Semi goods warehouse.JPG



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



Photo of the canteen (if applicable)
Canteen.JPG



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



Photo of fire safety equipment
Fire alarm.JPG



Photo of the canteen (if applicable)
Kitchen.JPG



Photo of the inside of the main production hall
Warning sign.JPG



Photo of fire safety equipment
Fire hydrant and fire extinguishers.JPG



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



Photo of the sanitary facilities
Drinking water.JPG



Photo of fire safety equipment
Fire hydrant testing.JPG



Photo of the inside of the main production hall
Attendance machine.JPG



Photo of the sanitary facilities
Toilet.JPG