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Auditee :	<b>Amula Enterprise Corp.</b>
Audit Date From :	<b>20/03/2017</b>
Audit Date To :	<b>20/03/2017</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the BSCI platform</b>
Auditing Company :	<b>Intertek</b>
Auditor's Name(s) :	<b>Steven Fu(Lead)</b>
Auditing Branch (if applicable) :	<b>Intertek South China - Shenzhen</b>

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This is an extract of the on line Audit Report. The complete report is available in the BSCI Platform.  
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**Rating Definitions**



Rating	A combination of ratings per performance area where:	Consequence																																													
<p><b>A</b></p> <p><b>OUTSTANDING</b></p>	<ul style="list-style-type: none"> <li>o Minimum 7 performance area rated A</li> <li>o No Performance area rated C, D or E</li> </ul> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><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>A</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>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> </table>	A	A	A	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	B	A	A	A	A	A	A	A	A	B	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A	A	A																																	
A	A	A	A	A	A	A	A	A	A	A	B	B	B	B																																	
A	A	A	A	A	A	A	A	B	B	B	B	B	B	B																																	
<p><b>B</b></p> <p><b>GOOD</b></p>	<ul style="list-style-type: none"> <li>o Maximum 3 performance area rated C</li> <li>o No performance area rated D or E</li> </ul> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><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>B</td><td>C</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>B</td><td>C</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	B	B	A	A	A	A	A	B	B	B	B	B	B	B	B	C	C	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	B	B	B	B	B	B	B	B	B																																	
A	A	A	A	A	B	B	B	B	B	B	B	B	C	C																																	
B	B	B	B	B	B	B	B	B	B	B	C	C	C	C																																	
<p><b>C</b></p> <p><b>ACCEPTABLE</b></p>	<ul style="list-style-type: none"> <li>o Maximum 2 performance areas rated D</li> <li>o No performance area rated E</li> </ul> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</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>C</td><td>D</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>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	C	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	C	D	D	C	C	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	C	C	C	C	C																																	
A	A	A	A	A	B	B	B	B	C	C	C	C	D	D																																	
C	C	C	C	C	C	C	C	C	C	C	C	C	D	D																																	
<p><b>D</b></p> <p><b>INSUFFICIENT</b></p>	<ul style="list-style-type: none"> <li>o Maximum 6 performance area rated E</li> </ul> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</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>D</td><td>E</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><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	D	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	D	E	E	D	D	D	D	D	D	D	D	E	E	E	E	E	E	E	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	A	D	D	D	D																																	
A	A	A	B	B	B	C	C	C	D	D	D	D	E	E																																	
D	D	D	D	D	D	D	D	E	E	E	E	E	E	E																																	
<p><b>E</b></p> <p><b>UNACCEPTABLE</b></p>	<ul style="list-style-type: none"> <li>o Minimum 7 performance areas rated E</li> </ul> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><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><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><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	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	E	E	E	E	<p>BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners</p>
A	A	A	A	A	A	E	E	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	E	E	E	E																																	
<p><b>Zero Tolerance</b></p>	<p>A Zero Tolerance issue was identified (see Annex 5)</p>	<p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p>																																													

**Producer : Amula Enterprise Corp.**

DBID : 30314 and Audit Id : 75911

Audit Date : 20/03/2017

Audit Type : Follow-up Audit

**Main Auditee Information**

Name of producer :	<b>Amula Enterprise Corp.</b>		
DBID number :	<b>30314</b>		
Audit ID :	<b>75911</b>		
Address :	<b>No.1,2 Yinfeng Street, Hengtang Village, Tangxia Town Dongguan</b>		
Province :	<b>Guangdong</b>	Country :	<b>China</b>
Management Representative :	<b>Mr. Tu Hanyong</b>		
Contact person:	<b>Hanyong Tu</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Sports equipment and sportwear</b>	Product group :	<b>sportwear</b>
Product Type :	<b>Ice skates</b>		

**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
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 :	D	
Need of follow-up :	Yes	If YES, by : 20/03/2018

**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
E	B	A	A	B	D	E	A	A	A	A	B	A

**Executive summary of audit report**

1st follow-up audit (March 20, 2017):  
 Amula Enterprise Corp. (Business license number:91141900564523974G) is located at No.1,2 Yinfeng Street, Hengtang Village, Tangxia Town, Dongguan City, Guangdong Province, China. This is a Taiwan investment company. The total land area occupied by the facility is about 16,000 square meters. They have established and started their operation at the existing location since 2011.  
 A total of 99 employees including 57 female employees and 42 male employees are currently working in the facility. The facility consists of 2 flat buildings and one 2-storey building used as production floors, warehouses and one 2-storey building used as office, two 6-storey buildings used as dormitory. The ground floor of one dormitory building was used as canteen and kitchen for employees.

The main products manufactured by the facility cover skating shoes.

The main production processes are listed as follows: cutting, sewing, lasting, assembly, inspection and packing.

The production capacity is 20,000 pairs /month.

Major machines per type were: cutting machines, sewing machines, double needle roland machines, packing machines, lasting lines, assembly machines, etc.

Attendance records from March 30, 2016 (last audit day) to March 20, 2017 (audit day) were reviewed in this audit. All employees work for 5 days a week from Monday to Friday in one shift, the normal working hour is from 8:00 to 12:00 and from 13:30 to 17:30. Employees sometimes worked overtime 8 hours on Saturday when busy. Fingerprint recording systems are used for time keeping and every employee should scan their fingers when they go in and out the facility. As per facility management interview, no obvious peak season was present in the facility.

Payroll records from February 2016 to January 2017 were reviewed in this audit. All employees' wages were calculated on hourly-rated basis. The lowest basic wages were RMB1710 per month equivalent to RMB9.83 per hour, which was higher than local law's requirement. For overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively, no overtime on public holidays. Employees were paid by cash on or before the end of each month after the previous wage calculation cycle.

**Ratings Summary**



Auditee's background information			
Auditee's name :	<b>Amula Enterprise Corp.</b>	Legal status :	<b>Ltd. Company</b>
Local Name :	<b>东莞理捷运动器材有限公司</b>	Year in which the auditee was founded :	<b>2011</b>
Address :	<b>No.1,2 Yinfeng Street, Hengtang Village, Tangxia Town</b>	Contact person (please select) :	<b>Hanyong Tu</b>
Province :	<b>Guangdong</b>	Contact's Email :	<b>qc@amulas.com</b>
City :	<b>Dongguan</b>	Auditee's official language(s) for written communications :	<b>Chinese</b>
Region :	<b>North East Asia</b>	Other relevant languages for the auditee :	<b>Nil</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>www.amulas.net</b>
GPS coordinates :	<b>Nil</b>	Total turnover (in Euros) :	<b>2000000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>100.00</b>
Industry :	<b>Sports equipment and sportwear</b>	Of which domestic market % :	<b>0.00</b>
If other, please specify :	<b>N/A</b>	Production volume :	<b>20000 pairs/month</b>
Product Group :	<b>sportwear</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :	<b>N/A</b>	Lost time injury calculation cost :	<b>No</b>
Product Type :	<b>Ice skates</b>		

Auditee's employment structure at the time of the audit			
Total number of workers :	<b>99</b>	Total number of workers in the production unit to be monitored (if applicable) :	<b>0</b>
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>	
Permanent workers	<b>42</b>	<b>57</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>4</b>	<b>5</b>	
Apprentices	<b>0</b>	<b>0</b>	
On probation	<b>0</b>	<b>0</b>	
With disabilities	<b>0</b>	<b>0</b>	
Migrants (national citizens)	<b>39</b>	<b>55</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>42</b>	<b>57</b>	
Production based workers	<b>0</b>	<b>0</b>	
With shifts at night	<b>0</b>	<b>0</b>	
Unionised	<b>0</b>	<b>0</b>	
Pregnant	<b>-</b>	<b>0</b>	
On maternity leave	<b>-</b>	<b>0</b>	

**Finding Report**



**Performance Area 1 : Social Management System and Cascade Effect**

1- Followup Audit [Audit Id - 75911] Audit Date: 20/03/2017 PA Score: E

Deadline date:19/03/2018

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

1st follow-up audit (March 20, 2017): 1 finding noted in this performance area during the previous audit had not been corrected and 2 new findings were raised. The facility had appointed a senior manager to ensure that the BSCI values and principles are followed in a satisfactory manner, while total 3 findings were identified in this performance area, please refer to relevant checkpoint for details.

第一次跟进审核(2017年3月20日): 上次审核中此部分发现的1个问题没有改善, 另外发现2个新问题。此外, 工厂有委派高级经理以确保充分遵循BSCI价值和原则要求, 但总计发现3个问题点。

**1.1 -** 1st follow-up audit (March 20, 2017): New finding. Not establish effective management system. It was noted that the facility did not set up an effective management system to implement the BSCI Code of Conduct. Please refer to 1.3 for detail. In accordance with BSCI 1.1 requirement, the facility should set up an effective management system to implement the BSCI Code of Conduct.

第一次跟进审核(2017年3月20日): 新发现的问题。未建立有效管理系统。审核发现企业没有建立有效的管理系统来执行BSCI的行为守则。具体见1.3部分。依据BSCI 1.1的要求, 企业应建立有效的管理系统来执行BSCI的行为守则。

**1.3 -** 1st follow-up audit (March 20, 2017): New finding. Not monitor the business partners effectively. The facility did not effectively monitor the current and future significant business partners' social performance. The finding of social insurance about subcontracted kitchen staff and security staff were raised. In accordance with the requirement of BSCI 1.3, the auditee should have a management system to select current and future significant business partners and should monitor current and future significant business partners' social performance.

第一次跟进审核(2017年3月20日): 新发现的问题。未有效监控商业伙伴。工厂没有有效监控现有的和潜在的商业伙伴的社会责任执行情况。另外, 有发现外发厨工以及保安社保的不符合项。根据BSCI审核清单B1.3要求, 企业应该建立选择现有的和潜在的商业伙伴的机制并监控现有的和潜在的商业伙伴的社会责任执行情况。

**1.4 -** 1st follow-up audit (March 20, 2017): This finding had not been corrected. There was no satisfactory evidence that the auditee did effective workforce planning allows the auditee to reduce unnecessary overtime. In accordance with BSCI 1.4 requirement, the facility should set up effective workforce planning that allows the auditee to reduce overtime in compliance with local law.

第一次跟进审核(2017年3月20日): 上次发现的问题没有改善。没有满意的证据证明工厂有进行有效的工作规划以减少不必要的加班。依据BSCI 1.4的要求, 企业应建立有效的人力资源加班时间的控制计划, 确保加班时间符合当地法规要求。

**Remarks from Auditee:**

Nil

Full Audit [Audit Id - 45958] Audit Date: 29/03/2016 PA Score: C

Deadline date:30/01/2017

Good practices

None

Areas of improvement

Based on satisfactory evidence, the main auditee partially respects this principle because: 根据充分证据, 主要被审核方(生产商)只遵守部分该原则因为:  
1. There was no satisfactory evidence that the auditee did effective workforce planning allows the auditee to reduce unnecessary overtime. 没有满意的证据证明工厂有进行有效的工作规划以减少不必要的加班。Law: 1. In accordance with BSCI 1.4 requirement, the facility should set up effective workforce planning that allows the auditee to reduce overtime in compliance with local law. 依据BSCI 1.4的要求, 企业应建立有效的人力资源加班时间的控制计划, 确保加班时间符合当地法规要求。

Remarks from Auditee

<b>Performance Area 2 : Workers Involvement and Protection</b>	
1- Followup Audit [Audit Id - 75911] Audit Date: 20/03/2017 PA Score: B	Deadline date:19/03/2018
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> 1st follow-up audit (March 20, 2017): 1 out of 2 findings noted in this performance area during the previous audit had been corrected and no new findings were noted for this performance area. Please refer to relevant checkpoint for details. 第一次跟进审核(2017年3月20日): 上次审核中此部分发现的2个问题其中一个已经改善, 并且未发现新问题。具体参考相关的检查点。 2.2 - 1st follow-up audit (March 20, 2017): This finding had not been corrected. As per document review and management and employee review, the facility did not define a long term goals to protect workers according to the BSCI Code of Conduct. In accordance with BSCI 2.2 requirement, the facility should define long term goals to protect workers according to the BSCI Code of Conduct. 第一次跟进审核(2017年3月20日): 上次发现的问题没有改善。通过文件审核和管理层以及员工面谈了解到, 企业没有依据BSCI的行为准则制定一个长远的目标来保护员工。依据BSCI 2.2的要求, 企业应该依据BSCI的行为准则制定一个长远的目标来保护员工。 2.4 - 1st follow-up audit (March 20, 2017): This finding had been corrected. Based on employees interview, management interview and document review, the BSCI Code training was arranged on March 7, 2017.All employees in the audited facility had participated in this training. 第一次跟进审核(2017年3月20日): 上次发现的问题已经改善。通过文件审核, 管理层面谈和员工访谈, 工厂已经在2017年3月7日安排了BSCI相关的培训, 所有员工均有参与。	
<b>Remarks from Auditee:</b> Nil	
Full Audit [Audit Id - 45958] Audit Date: 29/03/2016 PA Score: C	Deadline date:30/01/2017
<u>Good practices</u> None	
<u>Areas of improvement</u> Based on satisfactory evidence, the main auditee partially respects this principle because: 根据充分证据, 主要被审核方(生产商)只遵守部分该原则因为: 1. As per document review and management and employee review, the facility did not define a long term goals to protect workers according to the BSCI Code of Conduct. 通过文件审核和管理层以及员工面谈了解到, 企业没有依据BSCI的行为准则制定一个长远的目标来保护员工。2. It was noted that the facility did not conduct BSCI code training to all employees. 审核发现企业没有对员工进行BSCI行为守则的培训。Law: 1.In accordance with BSCI 2.2 requirement, the facility should define long term goals to protect workers according to the BSCI Code of Conduct. 依据BSCI 2.2的要求, 企业应该依据BSCI的行为准则制定一个长远的目标来保护员工。2. In accordance with BSCI 2.4 requirement, the facility should conduct BSCI code training to all employees. 依据BSCI 2.4的要求, 企业应对所有的员工进行BSCI行为守则的培训。	
<b>Remarks from Auditee</b>	
<b>Performance Area 3 : The rights of Freedom of Association and Collective Bargaining</b>	
1- Followup Audit [Audit Id - 75911] Audit Date: 20/03/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> 1st follow-up audit (March 20, 2017): This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. 第一次跟进审核(2017年3月20日): 此次为跟进审核, 此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated。	
<b>Remarks from Auditee:</b> Nil	
Full Audit [Audit Id - 45958] Audit Date: 29/03/2016 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> None	
<b>Remarks from Auditee</b>	

<b>Performance Area 4 : No Discrimination</b>	
1- Followup Audit [Audit Id - 75911] Audit Date: 20/03/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> 1st follow-up audit (March 20, 2017): This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. 第一次跟进审核(2017年3月20日): 此次为跟进审核, 此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated。	
<b>Remarks from Auditee:</b> Nil	
Full Audit [Audit Id - 45958] Audit Date: 29/03/2016 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> None	
<u>Remarks from Auditee</u>	



<b>Performance Area 5 : Fair Remuneration</b>	
1- Followup Audit [Audit Id - 75911] Audit Date: 20/03/2017 PA Score: B	Deadline date:19/03/2018
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>1st follow-up audit (March 20, 2017): Employees' wages were calculated on hourly-rated basis. The lowest basic wages were RMB1710 per month equivalent to RMB9.83 per hour that was higher than the legal requirement. For overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively. No overtime was conducted on public holidays. Employees were paid by cash at about 30th of each month after the previous wage calculation cycle. In addition, social benefits such as annual leave to eligible employees. However, one previous finding about social insurance of subcontracted security guards &amp; kitchen staff was not corrected and one new finding about wages during public holiday was identified in this performance area. Please refer to relevant checkpoint for details.                      第一次跟进审核(2017年3月20日): 员工工资按计时方式计算。员工最低基本工资为每月人民币1710元, 折合每小时人民币9.83元, 高于当地最低工资标准。工作日加班与周末加班分别按1.5倍、2倍的基本工资计算。法定节假日未安排员工加班。员工工资按月在次月30号左右以现金形式发放。另外企业有提供年假法律规定的福利给相关人员。但是, 在此部分上次审核涉及到的关于厨工和保安的不符合项没有改善, 另外有发现一个关于法定假工资的问题点, 具体参考相关的检查点。</p> <p>5.5 - 1st follow-up audit (March 20, 2017): This finding had not been corrected. No evidence about social insurance for subcontracted security guards &amp; kitchen staff. Through document review, auditor found that factory did not provide the evidence about social insurance participation of the subcontracted security guards &amp; ketch staff for review during the audit. Law: In accordance with the 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. 1st follow-up audit (March 20, 2017): New finding: No basic wages of public holiday were provided to employees. Through document review, auditor found that the facility did not provide basic wages for New Year's Day (January 1, 2017) in January 2017 to all employees. In accordance with the PRC Labour Law article 51, the employing unit shall pay wages according to law to labourers for their statutory holidays, marriage or funeral leaves or periods when they participate in social activities in accordance with the law.                      第一次跟进审核(2017年3月20日): 上次发现的问题没有改善。没有提供外发保安和厨工的社会保险参保证据。通过文件审核, 审核员发现企业没有提供外发保安和厨工的社会保险参保证据供审核。依据《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。第一次跟进审核(2017年3月20日): 新发现的问题。企业未支付法定休假日的基本工资。通过文件审核, 审核员发现企业未支付2017年1月1日法定假日(1天)的基本工资给员工。依据《中华人民共和国劳动法》第51条, 劳动者在法定休假日和婚丧假期间以及依法参加社会活动期间, 用人单位应当依法支付工资。</p>	
<b>Remarks from Auditee:</b> Nil	
Full Audit [Audit Id - 45958] Audit Date: 29/03/2016 PA Score: B	Deadline date:30/01/2017
<b>Good practices:</b> None	
<b>Areas of improvement</b> <p>Based on satisfactory evidence, the main auditee partially respects this principle because: 根据充分证据, 主要被审核方(生产商)只遵守部分该原则因为:                      1. No evidence about social insurance for subcontracted security guards &amp; kitchen staff. Through document review, auditor found that factory did not provide the evidence about social insurance participation of the subcontracted security guards &amp; ketch staff for review during the audit. 没有提供外发保安和厨工的社会保险参保证据。通过文件审核, 审核员发现企业没有提供外发保安和厨工的社会保险参保证据供审核 Law: In accordance with the 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. 依据《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>	
<b>Remarks from Auditee</b>	

<b>Performance Area 6 : Decent Working Hours</b>	
1- Followup Audit [Audit Id - 75911] Audit Date: 20/03/2017 PA Score: D	Deadline date:19/03/2018
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>1st follow-up audit (March 20, 2017): Fingerprint recording system is used for time keeping and every employee should scan their fingerprint when they go in and out the facility. The peak season was not obvious in the facility. Workers worked overtime voluntarily. Employees worked 2 hours overtime on some normal working days and 8 hours overtime on Saturdays normally. Employees could enjoy at least one day off after six consecutive working days. 1 finding noted in this performance area during the previous audit had not been corrected. Please refer to relevant checkpoint for details. In addition, no new finding was raised for this performance area in this audit.                      第一次跟进审核(2017年3月20日): 企业采用指纹打卡的考勤记录方式, 所有员工在上下班均需扫描指纹。企业无明显的淡旺季。员工按个人意愿加班。员工通常每天加班2小时及周六加班8小时, 每连续工作6天至少休息1天。上次审核发现的一个问题点未改善, 具体参考相关的检查点。此外, 在此部分未发现新的问题。</p> <p><b>6.2 -</b> 1st follow-up audit (March 20, 2017): This finding had not been corrected. Overtime hours exceeded the legal requirement. Through document review, auditor found that the monthly overtime hours of 8 out of 8 randomly selected employees ranged from 48 hours to 66 hours in July 2016 (random month); 8 out of 8 randomly selected employees were 66 hours in December 2016 (random month). Law: 1.In accordance with the 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.                      第一次跟进审核(2017年3月20日): 上次发现的问题没有改善。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2016年7月份(随机月)的记录中, 8名随机抽取的员工8人的的月加班时间为48-66小时; 2016年12月份(随机月)的记录中, 8名随机抽取的员工8人的月加班时间为66小时。</p>	
<b>Remarks from Auditee:</b> Nil	
Full Audit [Audit Id - 45958] Audit Date: 29/03/2016 PA Score: D	Deadline date:30/01/2017
<b>Good practices</b> None	
<b>Areas of improvement</b> <p>Based on satisfactory evidence, the main auditee partially respects this principle because: 根据充分证据, 主要被审核方(生产商)部分遵守该原则因为:                      1. Overtime hours exceeded the legal requirement. Through document review, auditor found that the monthly overtime hours of 12 out of 12 randomly selected employees were 64 hours in January 2016 (current month); 12 out of 12 randomly selected employees were 58 hours in November 2015 (random month); 12 out of 12 randomly selected employees were 42-56 hours in October 2015 (random month). 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2016年1月份(当前月)的记录中, 12名随机抽取的员工的月加班时间为64小时; 2015年11月份(随机月)的记录中, 12名随机抽取的员工的月加班时间为58小时; 2015年10月份(随机月)的记录中, 12名随机抽取的员工的月加班时间为42-56小时。Law: 1.In accordance with the 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. 依据《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>	
<b>Remarks from Auditee</b>	

**Performance Area 7 : Occupational Health and Safety**

1- Followup Audit [Audit Id - 75911] Audit Date: 20/03/2017 PA Score: E

Deadline date:19/03/2018

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

- 1st follow-up audit (March 20, 2017): The facility maintained a comfortable temperature throughout the work floor. The electrical system was in a good condition. All switches in the electrical control panels have been labeled with warning sign. The facility posted the evacuation plans with "You Are Here" sign on the work floor, which indicated escape routes and the location of the fire extinguishers, etc. All safety exits were affixed both exit signs and emergency lights, the work floor was installed with fire alarm system. Sufficient first aid kits stocked with necessary supplies were provided in workshop. Employees had received regular and recorded health & safety training such as fire drill etc. 3 findings found during the previous audit had been corrected, while some new findings were raised during this audit. For Checkpoint 7.23, the facility did not provide transportation to employees.
- 第一次跟进审核(2017年3月20日): 工厂有保持舒适的工作环境。电力系统良好, 所有电箱开关有张贴警示标示。工厂车间有张贴逃生平面图, 上面有指明"我的位置"、逃生路径和灭火器位置等。所有安全出口有安装出口标识和应急灯, 车间有安装消防警铃。车间配有急救箱。工人有定期接受健康安全培训如消防演习等。上次审核发现的三个问题点已经改善, 但是, 在此部分有发现新的问题点, 具体参考相关的检查点。对7.23, 企业未提供交通给员工。
- 7.6 -** 1st follow-up audit (March 20, 2017): This finding had been corrected. Through facility tour, it was noted that all employees whose hands were exposed to glue wore the rubber gloves during working hours. It was also confirmed through interview with relevant chemical operators on 1/F and 2/F of production building.
- 第一次跟进审核(2017年3月20日): 该不符合项已经改善。通过现场走访, 发现所有的在工作时间手会接触化学品的员工都已经佩戴了橡胶手套。厂房1楼以及2楼对应的员工访谈也已经确认这一点。
- 7.7 -** 1st follow-up audit (March 20, 2017): New finding: Safety facilities for hazardous chemicals were not compliant with legal requirement. During facility tour, auditor found that hazardous chemicals such as solvent, paint were stored in the silk printing department (newly used production workshop since January 2017) in the flat production building. However, no secondary container were installed for all of chemicals in these areas. Law: In accordance with Regulations on the Safety Management of Dangerous Chemicals article 20, The units producing, storing dangerous chemicals shall, according to the categories and hazardous characteristics of the dangerous chemicals they producing, storing, set up the corresponding safety facilities and equipments for monitoring, aeration, protection against exposure to sun, temperature adjusting, fireproof, fire fighting, flameproof, pressure discharging, prevention of toxicants, neutralization, moistureproof, protection against thunder, protection against static, antiseptis, prevention of leakage, protection dams or segregated operations, etc.. In addition, the units shall carry out maintenance and caring regularly according to the national standards, industrial standards or the relevant provisions of the State, thus to guarantee the safety operations of facilities and equipments.
- 第一次跟进审核(2017年3月20日): 新发现的问题。危险化学品储存的安全设施不符合要求。在现场巡查时, 审核员发现在一栋平房丝印车间存放化学品如油漆/溶剂等, 该平房车间为2017年1月开始投入使用的。但是化学品的存储区域所有化学品没有配备二次容器。危险化学品安全管理条例第二十条, 生产、储存危险化学品的单位, 应当根据其生产、储存的危险化学品的种类和危险特性, 在作业场所设置相应的监测、监控、通风、防晒、调温、防火、灭火、防爆、泄压、防毒、中和、防潮、防雷、防静电、防腐、防泄漏以及防护围堤或者隔离操作等安全设施、设备, 并按照国家标准、行业标准或者国家有关规定对安全设施、设备进行经常性维护、保养, 保证安全设施、设备的正常使用。生产、储存危险化学品的单位, 应当在其作业场所和安全设施、设备上设置明显的安全警示标志。
- 7.14 -** 1st follow-up audit (March 20, 2017): This finding had been corrected. Through facility tour, all fire extinguishers installed in the facility were kept unblocked with proper pressure.
- 第一次跟进审核(2017年3月20日): 该不符合项已经改善。通过现场走访, 所有工厂内安装的灭火器均没有堵塞且保持正常的压力。
- 7.18 -** 1st follow-up audit (March 20, 2017): New finding: No washing facility was installed at the workplace with toxic or hazardous substances. During facility tour, auditor found that hazardous chemicals such as solvent, paint were used in the silk printing department (newly used production workshop since January 2017) in the flat production building. However, no specialized eye wash station was installed at that place. Law: In accordance with the PRC Law of Prevention and Control of Occupational Diseases Article 25, at the workplace with toxic or hazardous substances where acute occupational injuries may occur, the employer shall have such places equipped with alarming devices, first-aid supplies and washing equipment, and have emergency exit passages built and necessary risk relief areas prepared. For the workplaces exposed to radioactive substances and the transportation and storage of radioisotope, the employer shall install protective equipment and alarming devices, and make sure that the workers exposed to radioactive rays wear personal dosimeters. With regard to the equipment for prevention of occupational diseases, emergency rescue facilities, and the articles to be used by individuals for prevention of occupational diseases, the employer shall have them maintained and overhauled regularly and have their properties and effects tested periodically, in order to keep them in normal condition. Without authorization, it shall not have them dismantled or discontinued their use.
- 第一次跟进审核(2017年3月20日): 新发现的问题。有毒有害场所未配备冲洗设备。在现场巡查时, 审核员发现在一栋平房丝印车间存放化学品如油漆/溶剂等, 该平房车间为2017年1月开始投入使用的。但是没有设置专业的洗眼器。依据中华人民共和国职业病防治法第二十五条, 对可能发生急性职业损伤的有毒、有害工作场所, 用人单位应当设置报警装置, 配置现场急救用品、冲洗设备、应急撤离通道和必要的泄险区。对放射工作场所和放射性同位素的运输、贮存, 用人单位必须配置防护设备和报警装置, 保证接触放射线的工作人员佩戴个人剂量计。对职业病防护设备、应急救援设施和个人使用的职业病防护用品, 用人单位应当进行经常性的维护、检修, 定期检测其性能和效果, 确保其处于正常状态, 不得擅自拆除或者停止使用。依据工业企业设计标准(GBZ1-2010) 8.3, 有可能发生化学性灼伤及经皮肤粘膜吸收引起急性中毒的工作地点或车间, 应根据可能产生或存在的职业性有害因素及其危害特点, 在工作地点就近设置现场应急处理设施。急救设施应包括: 不断水的冲淋、洗眼设施; 气体防护柜; 个人防护用品; 急救包或急救箱以及急救药品; 转运病人的担架和装置; 急救处理的设施以及应急救援通讯设备等。
- 7.21 -** 1st follow-up audit (March 20, 2017): This finding had been corrected. Through the facility tour to the kitchen on 1/F of dormitory building, the pest control facilities such as mosquito killing lamp and mosquito screen were installed in the kitchen.
- 第一次跟进审核(2017年3月20日): 该不符合项已经改善。通过对位于宿舍一楼的饭堂的现场走访确认工厂已经采取虫害防治措施, 厨房内已经安装了灭蝇灯和防蝇纱窗。
- 7.24 -** 1st follow-up audit (March 20, 2017): New finding 1: The facility did not conduct evaluation on occupational hazard factors. During facility tour, auditor found that hazardous factors noise and chemicals such as glue and solvent existed in cutting department and assembly & silk printing department on 1/F and 2nd floor of production building. However, the facility could not provide evaluation report of occupational hazardous factors for review. Law: In accordance with Provisions on the Supervision and Administration of Workplace Occupational Health Article 20, An employing entity with occupational hazards shall entrust an occupational health technical service agency with corresponding qualification to conduct evaluation on occupational hazard factors at least once every year. An employing entity with severe occupational hazards shall, in addition to the above requirement, entrusts an occupational health technical service agency with corresponding qualification to conduct assessment on occupational hazard status at least once every three years. The results of the evaluation and assessment shall be kept in archive, reported to local administration department of work safety, and announced to the workers. New finding 2: Dormitory and warehouse were set at the same building. During facility tour, auditor found that part of 1/F of dormitory building A with the area of about 100 square meters was used as warehouse, in which some materials such as packing material of carton boxes, waste plastic films and waste stitching machines were stored. The 2/F to 6/F of this 6-storey dormitory building were used as dormitories of couples and management staff with 14 rooms on each floor. Law: In accordance with the Code of Design on Building Fire Protection and Prevention (GB50016-2014) article 3.3.5, Staff dormitory is prohibited to be set up at a factory building; and article 3.3.9, Staff dormitory is prohibited to be set up in a warehouse.
- 第一次跟进审核(2017年3月20日): 新发现的问题 1. 企业没有按要求进行职业危害因素检测。在现场巡查时, 审核员发现在生产楼1楼以及2楼的裁床成

<p>型以及丝印部门存在噪音以及化学品如胶水/溶剂的职业危害因素。但是, 企业未能提供该作业场所的职业危害因素监测报告供审阅。依据《工作场所职业卫生监督管理规定》第二十条, 存在职业病危害的用人单位, 应当委托具有相应资质的职业卫生技术服务机构, 每年至少进行一次职业病危害因素检测。职业病危害严重的用人单位, 除遵守前款规定外, 应当委托具有相应资质的职业卫生技术服务机构, 每三年至少进行一次职业病危害现状评价。检测、评价结果应当存入本单位职业卫生档案, 并向安全生产监督管理部门报告和劳动者公布。新发现的问题 2。企业员工宿舍与仓库在同一栋建筑内。在现场巡查时, 审核员发现企业宿舍A栋1楼部分区域大概有100平方米的面积用作仓库, 用于存放包装材料纸箱, 废胶膜, 废弃的针车设备。该栋六层宿舍的2楼到6楼用于工厂的夫妻以及管理层的宿舍, 每层14个房间。依据《建筑设计防火规范GB50016-2014》第3.3.5条, 员工宿舍严禁设置在厂房内, 和第3.3.9条, 员工宿舍严禁设置在仓库内。</p>	
<p><b>Remarks from Auditee:</b> Nil</p>	
<p>Full Audit [Audit Id - 45958] Audit Date: 29/03/2016 PA Score: D <span style="float: right;">Deadline date:30/01/2017</span></p>	
<p><b>Good practices</b> None</p>	
<p><b>Areas of improvement</b></p> <p>Based on satisfactory evidence, the main auditee partially respects this principle because: 根据充分证据, 主要被审核方(生产商)部分遵守该原则因为: 1. Employees did not properly wear PPE (Personal Protective Equipment). During facility tour, auditor found that 1 out of 1 employees working in sewing department that would touch the glue located in 1/F and 1 out of 2 employees working in lasting department in 2/F of production building did not wear the rubber gloves even though the facility had provided to them. 员工未按要求佩戴劳动防护用品。在现场巡查时, 审核员发现在生产楼1楼针车车间的1名喷胶员工和2楼成型车间的2名刷胶员工中的1名员工没有佩戴橡胶手套, 尽管企业有提供。2. Malfunctioned firefighting equipment. During facility tour, auditor found that the pressure of one fire extinguisher on 1/F was too low (in red warning area). 消防器材损坏。在现场走访过程中, 审核员发现生产楼1楼有一个灭火器气压太低(在红色警告区域) 3. No pest control in kitchen. During facility tour, auditor found that 1st floor of dormitory building was used as kitchen and canteen, but no pest control facilities such as mosquito killing lamp and mosquito screen were installed in the kitchen. 企业的厨房里虫害的防治措施不足。在现场巡查时, 审核员发现企业一栋宿舍1楼用作餐厅和厨房, 但没有采取虫害防治措施, 厨房内没有安装灭蝇灯和防蝇纱窗。 Law. 1. In accordance with Law of the PRC on Work Safety article 42, manufacturing units shall provide personal protective equipment to employees. Manufacturing units shall supervise and train employees to ensure they properly wear and use the personal protective equipment.依据《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。2. In accordance with PRC Fire Prevention Law article 16 (2), Government offices, social groups, enterprises, public institutions and other entities shall take the following fire safety precautions: Prepare fire protection facilities and equipment according to the national standards and industrial standards, set up fire safety signage, and conduct regular testing and maintenance so as to ensure they are in good condition and working order;依据《中华人民共和国消防法》第16条(2), 机关、团体、企业、事业等单位应当履行下列消防安全职责:按照国家标准、行业标准配置消防设施、器材, 设置消防安全标志, 并定期组织检验、维修, 确保完好有效; 3. In accordance with Provisions on the Supervision and Administration of Workplace Occupational Health Article 20, An employing entity with occupational hazards shall entrust an occupational health technical service agency with corresponding qualification to conduct evaluation on occupational hazard factors at least once every year. An employing entity with severe occupational hazards shall, in addition to the above requirement, entrust an occupational health technical service agency with corresponding qualification to conduct assessment on occupational hazard status at least once every three years. The results of the evaluation and assessment shall be kept in archive, reported to local administration department of work safety, and announced to the workers.依据《工作场所职业卫生监督管理规定》第二十条, 存在职业病危害的用人单位, 应当委托具有相应资质的职业卫生技术服务机构, 每年至少进行一次职业病危害因素检测。职业病危害严重的用人单位, 除遵守前款规定外, 应当委托具有相应资质的职业卫生技术服务机构, 每三年至少进行一次职业病危害现状评价。检测、评价结果应当存入本单位职业卫生档案, 并向安全生产监督管理部门报告和劳动者公布。7.23 N/A, since no transportation was provided to workers.</p>	
<p><b>Remarks from Auditee</b></p>	
<p><b>Performance Area 8 : No Child Labour</b></p>	
<p>1- Followup Audit [Audit Id - 75911] Audit Date: 20/03/2017 PA Score: A <span style="float: right;">Deadline date:</span></p>	
<p><b>GOOD PRACTICES:</b> Nil</p>	
<p><b>AREAS OF IMPROVEMENT:</b></p> <p>1st follow-up audit (March 30, 2017): The facility established age verification process to screen all applicants. Personal files for all employees contained one photocopy of identification card. During facility tour, document review and employee interview, there were no child labor was found in the facility. Furthermore, the facility had also established prohibition of child labor and child labor remedial procedures to provide for further protection in case children are found to be working. No finding was identified during the previous audit and this audit for this performance area. 第一次跟进审核(2017年3月30日): 企业有建立招聘时核实年龄的程序。所有员工的人事档案中均有保存一份身份证复印件。通过现场走访, 文件审核与员工访谈, 企业内未发现童工。另外, 企业有建立禁止童工政策与童工补救程序。在此部分, 上次审核与这次审核中均未发现问题点。</p>	
<p><b>Remarks from Auditee:</b> Nil</p>	
<p>Full Audit [Audit Id - 45958] Audit Date: 29/03/2016 PA Score: A <span style="float: right;">Deadline date:</span></p>	
<p><b>Good practices</b> None</p>	
<p><b>Areas of improvement</b> None</p>	
<p><b>Remarks from Auditee</b></p>	

<b>Performance Area 9 : Special protection for young workers</b>	
1- Followup Audit [Audit Id - 75911] Audit Date: 20/03/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> 1st follow-up audit (March 20, 2017): This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. 第一次跟进审核(2017年3月20日): 此次为跟进审核, 此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated。	
<b>Remarks from Auditee:</b> Nil	
Full Audit [Audit Id - 45958] Audit Date: 29/03/2016 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
None Remark: no young worker was noted in the factory.	
<u>Remarks from Auditee</u>	
<b>Performance Area 10 : No Precarious Employment</b>	
1- Followup Audit [Audit Id - 75911] Audit Date: 20/03/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> 1st follow-up audit (March 20, 2017): This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. 第一次跟进审核(2017年3月20日): 此次为跟进审核, 此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated。	
<b>Remarks from Auditee:</b> Nil	
Full Audit [Audit Id - 45958] Audit Date: 29/03/2016 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
None	
<u>Remarks from Auditee</u>	



<b>Performance Area 11 : No Bonded Labour</b>	
1- Followup Audit [Audit Id - 75911] Audit Date: 20/03/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> 1st follow-up audit (March 20, 2017): This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated. 第一次跟进审核(2017年3月20日): 此次为跟进审核, 此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated。	
<b>Remarks from Auditee:</b> Nil	
Full Audit [Audit Id - 45958] Audit Date: 29/03/2016 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
None	
<u>Remarks from Auditee</u>	

<b>Performance Area 12 : Protection of the Environment</b>	
1- Followup Audit [Audit Id - 75911] Audit Date: 20/03/2017 PA Score: B	Deadline date:19/03/2018
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>1st follow-up audit (March 20, 2017): The facility had established a written environmental policy. One senior management was responsible for continuous improvements in their environmental performance. Furthermore, the facility had provided EIA (Environmental Impact Assessment), EIA approval for review. However, one finding identified during previous audit was not corrected, please refer to relevant checkpoint for details.                      第一次跟进审核(2017年3月20日): 工厂有建立书面的环境政策。有委任一名高级经理负责环境方面的持续改善。并且, 工厂有提供环境影响报告、环评批复供审核。但是, 在此部分上次发现的问题点并没有改善, 具体参考相关的检查点。</p> <p>12.4 - 1st follow-up audit (March 20, 2017): This finding had not been corrected. Hazardous wastes were not transferred to qualified unit. During facility tour, auditor found that the hazardous wastes, including waste empty containers with glue, thinner and slag with chemical, were generated from lasting section and gluing section on 2/F at production building. During document review, the provided evidences were expired (such as contract was expired in 2012, duplicated form for transferring hazardous waste dated in 2014), no valid evidence to prove that they had transferred the hazardous waste to the qualified unit. During management interview, Mr. Tu in charge of environment management stated that they transferred the hazardous waste to local recycle company after March 2014, and they did not separate the hazardous waste in the factory. Law: In accordance with the PRC Law of Prevention and Treatment of Environmental Pollution by Solid Wastes, Article 57, it is prohibition that the hazardous wastes are provided or submitted to the unit which do not obtain the business permit to engage in collection, storage, utilization and disposal of hazardous wastes.                      第一次跟进审核(2017年3月20日): 上次发现的问题没有改善。危险废物没有交给有资质单位处置。在现场巡查时, 审核员发现企业生产楼成型车间产生危险废弃物, 包括空胶桶, 白电油桶及带化学品抹布等。在文件审核中, 企业提供的证据过期(危废处理合同于2012年过期、危废转移联单是2014年的), 没有有效证据证明危险废弃物是交给有资质的处理单位处理。通过管理层访谈, 负责环境管理的涂先生表示, 企业的危险废弃物从2014年3月后是交给当地回收站处理的, 工厂没有分隔有害废弃物。根据《中华人民共和国固体废物污染环境防治法》第57条, 禁止将危险废物提供或者委托给无经营许可证的单位从事收集、贮存、利用、处置的经营活动。</p>	
<b>Remarks from Auditee:</b> Nil	
Full Audit [Audit Id - 45958] Audit Date: 29/03/2016 PA Score: B	Deadline date:30/01/2017
<b>Good practices:</b> None	
<b>Areas of improvement:</b> <p>Based on satisfactory evidence, the main auditee partially respects this principle because: 根据充分证据, 主要被审核方(生产商)只遵守部分该原则因为: Hazardous wastes were not transferred to qualified unit. During facility tour, auditor found that the hazardous wastes, including waste empty containers with glue, thinner and slag with chemical, were generated from lasting section and gluing section on 2/F at production building. During document review, the provided evidences were expired (such as contract was expired in 2012, duplicated form for transferring hazardous waste dated in 2014), no valid evidence to prove that they had transferred the hazardous waste to the qualified unit. During management interview, Mr. Tu in charge of environment management stated that they transferred the hazardous waste to local recycle company after March 2014, and they did not separate the hazardous waste in the factory. 危险废物没有交给有资质单位处置。在现场巡查时, 审核员发现企业生产楼成型车间产生危险废弃物, 包括空胶桶, 白电油桶及带化学品抹布等。在文件审核中, 企业提供的证据过期(危废处理合同于2012年过期、危废转移联单是2014年的), 没有有效证据证明危险废弃物是交给有资质的处理单位处理。通过管理层访谈, 负责环境管理的涂先生表示, 企业的危险废弃物从2014年3月后是交给当地回收站处理的, 工厂没有分隔有害废弃物。Law: In accordance with the PRC Law of Prevention and Treatment of Environmental Pollution by Solid Wastes, Article 57, it is prohibition that the hazardous wastes are provided or submitted to the unit which do not obtain the business permit to engage in collection, storage, utilization and disposal of hazardous wastes. 根据《中华人民共和国固体废物污染环境防治法》第57条, 禁止将危险废物提供或者委托给无经营许可证的单位从事收集、贮存、利用、处置的经营活动。</p>	
<b>Remarks from Auditee:</b>	

<b>Performance Area 13 : Ethical Business Behaviour</b>	
1- Followup Audit [Audit Id - 75911] Audit Date: 20/03/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
Nil	
<b>AREAS OF IMPROVEMENT:</b>	
<p>1st follow-up audit (March 20, 2017): This is a follow-up audit and no finding was noted in previous audit, so this performance area was not audited and all checkpoints were rated as Not Rated.</p> <p>第一次跟进审核(2017年3月20日): 此次为跟进审核, 此部分在上次审核中未发现不符合项。所以此次审核未包含此部分。所有相关的检查点均为Not Rated。</p>	
<b>Remarks from Auditee:</b>	
Nil	
Full Audit [Audit Id - 45958] Audit Date: 29/03/2016 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
None	
<u>Remarks from Auditee</u>	



**Summary** 

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	20/03/2017	75911	E	B	A	A	B	D	E	A	A	A	A	B	A	D
Full Audit	29/03/2016	45958	C	C	A	A	B	D	D	A	A	A	A	B	A	C

**Producer Photos**



Photo first aid facilities  
First aid box.JPG

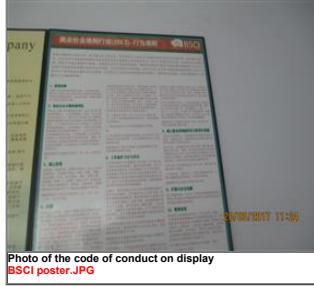


Photo of the code of conduct on display  
BSCI poster.JPG



Photo of the inside of the main production hall  
Eye wash station.JPG



Photo of chemical storage room (if applicable)  
Chemical warehouse.JPG



Photo of the dormitories (if applicable)  
Dormitory room.JPG



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



Photo of chemical storage room (if applicable)  
Warning sign in the gate of chemical warehouse.JPG



Photo of the dormitories (if applicable)  
Dormitory building.JPG



Photo of the inside of the main production hall  
Lasting production line.JPG



Photo of fire safety equipment  
Evacuation indication sign.JPG



Photo of the personal protection equipments (if applicable)  
Gasmask and impervious gloves were provided to the chemical operators.JPG



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

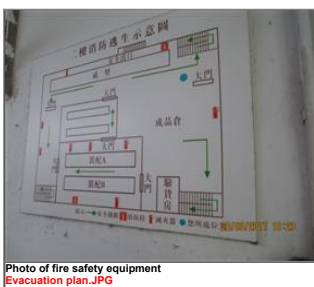


Photo of fire safety equipment  
Evacuation plan.JPG



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



Photo of the inside of the main production hall  
MSDS of chemicals.JPG



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



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



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



Photo of fire safety equipment  
Fire extinguisher.JPG



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



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



Photo of fire safety equipment  
Fire extinguisher with proper pressure.JPG



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



Photo of the inside of the main production hall  
Sewing department.JPG



Photo of fire safety equipment  
Fire hydrant.JPG



Photo of the inside of the main production hall  
Assembly department.JPG



Photo of the inside of the main production hall  
Silk printing department.JPG



Photo of the canteen (if applicable)  
Canteen.JPG



Photo of the inside of the main production hall  
Cutting department.JPG



Photo of the inside of the main production hall  
Smoke detector.JPG



Photo of the canteen (if applicable)  
Kitchen.JPG



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



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



Photo of the canteen (if applicable)  
The mosquito killing lamp had been installed in the kitchen area.JPG



Photo of the inside of the main production hall  
Electricity control box with warning sign.JPG



Photo of non-conformity  
No secondary containers for the chemicals in the silk printing department.JPG



Photo of the canteen (if applicable)  
The mosquito screen had been installed for the kitchen area.JPG



Photo of the inside of the main production hall  
Explosive-proof light.JPG



Photo of non-conformity  
1F of dormitory building was used as warehouse of packing materials.JPG