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Auditee :	<b>DECOR ZONE CO., LIMITED (DE ZHENG CRAFTS CO., LIMITED)</b>
Audit Date From :	<b>12/05/2021</b>
Audit Date To :	<b>12/05/2021</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>QIMA Limited</b>
Auditor's Name(s) :	<b>James Zhu(Lead)</b>
Auditing Branch (if applicable) :	

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



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<p><b>A</b> <b>Very Good</b></p>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated A</li> <li>No Performance Areas rated C, D or E</li> </ul> <p>These are three examples:</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></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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A	A	A	A	A	A	A	B	B	B	B	B	B																													
<p><b>B</b> <b>Good</b></p>	<ul style="list-style-type: none"> <li>Maximum 3 Performance Areas rated C</li> <li>No Performance Areas rated D or E</li> </ul> <p>These are three examples:</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></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p><b>C</b> <b>Acceptable</b></p>	<ul style="list-style-type: none"> <li>Maximum 2 Performance Areas rated D</li> <li>No Performance Areas rated E</li> </ul> <p>These are three examples:</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>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	C	C	C	C																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
<p><b>D</b> <b>Insufficient</b></p>	<ul style="list-style-type: none"> <li>Maximum 6 Performance Areas rated E</li> </ul> <p>These are three examples:</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>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>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	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	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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																													
<p><b>E</b> <b>Unacceptable</b></p>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated E</li> </ul> <p>These are three examples:</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></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
<p><b>Zero Tolerance</b></p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

**Main Auditee Information**



Name of producer :	DECOR ZONE CO., LIMITED (DE ZHENG CRAFTS CO., LIMITED)		
DBID number :	387425		
Audit ID :	210199		
Address :	Tanglong Industrial Zone, Guanqiao, Anxi Quanzhou		
Province :	Fujian	Country :	China
Management Representative :	David Zheng		
Contact person:	Shengtao Zheng	Sector :	Non-Food
Industry Type :	Accessories	Product group :	Arts, crafts and needlework
Product Type :	Home Accessories, Garden Furniture, Garden Decoration, Indoor Furniture and Wall Decoration		

**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 type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input checked="" type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	C		
Need of follow-up :	Yes	If YES, by : 12/05/2022	

Rating per Performance Area (PA)												
PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	B	A	A	B	D	A	A	A	A	A	B	A

**Executive summary of audit report**

[Location and size]:  
The factory's Chinese name was安溪县中港德正工艺有限公司, with the (Uniform Code of Social Credit: 913505245959790422. The factory address was Tanglong Industrial Zone, Guanqiao, Anxi, Quanzhou, Fujian, China (Chinese address: 福建省泉州市安溪县官桥镇塘龙工业区). This factory was established on May 23, 2012. The total floor area was 4537.1 square meters.

[Structure of facility]:  
The factory rented buildings from Fujian Province San Kui Machine Technology Co., Ltd and occupied the one flat production buildings and one 1-storey production building (part of building was 2-storey). No canteen, kitchen and dormitory were provided to any workers. The main production were Home Accessories, Garden Furniture, Garden Decoration, Indoor Furniture and Wall Decoration which included activities of iron processing (cutting, shaping, welding, polishing), sand blasting, electrophoresis, powder coating, painting, final inspection and packing.

[Employee analysis]:  
There were 38 employees working in the factory. Among them 22 were production employees and 16 were non-production employees. 24 employees were migrants. 20 were male employees and 18 were female employees.

[Summary of working hour]:  
12 month timecard records since April 2020 to audit day were provided for review, and those of March 2021, December 2020 and July 2020 were taken as samples. There was no obvious peak season in the factory.

Workers used finger printing system to record their working hour information. Normal weekly working hour was 40. There was 1 shift in the factory, from 7:30am-11:30a m, 13:00pm-17:00pm. 2 hours of weekday overtime per day and 8 hours of rest day overtime per week were conducted when production was needed. No statutory holiday overtime was conducted. Reasonable rest breaks and the 7th day of rest were guaranteed. The maximum daily working time was 10 hours (8 hours regular+2 hours overtime) per day and maximum weekly working time was 56 hours (40 hours regular time + 16 hours overtime) and maximum monthly overtime was 58 hours. The overtime was paid by 150% and 200% of normal rate for weekday and rest day overtime, respectively.

[Summary of compensation]:  
Payroll from April 2020 to March 2021 were provided for review and those of March 2021, December 2020 and August 2020 were taken as samples. Workers were paid by hourly rate. Wages were issued at or before the last day of following month by cash. The minimum wage was guaranteed based on local minimum wage standards. The lowest basic wages paid for workers were RMB2150 per month, which was more than local minimum wage. The overtime was paid by 150% and 200% of normal rate for weekday and rest day overtime, respectively. No mandatory holiday overtime was conducted. No illegal deduction was made.

[Summary of interview]:  
Worker interview were conducted by individually. Randomly selected 5 employees, no complaint was raised. Interviewed information was consistent with the provided documents.

[Special scene during on site observed]:  
1. No agency workers or contractors were used so no agency labor contract or contractor license was available.  
2. No government waiver, such as social insurance waiver, was obtained by the factory so no government waiver was available.  
3. No collective bargaining agreement was concluded in the factory so no collective bargaining agreement was available.  
4. No inconsistency regarding working information was detected so no inconsistencies between timecard records and production records were available.  
5. No dormitory, canteen was available.  
6. Per onsite observation, there were another two 1-storey production buildings located inside the same factory compound and were used by the landlord factory, which produced different products from the auditee. Per employee interview, all the sampled employees represented that no other factory's employees were allowed to work in their production area due to access control. In addition, the factory had designated the workshop management to control the access to their production area, which could effectively prevent the unauthorized access from other factory. Thus, no worker exchange was

noted during this audit.  
7, James Zhu APSCA No: RA21700198.

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>DECOR ZONE CO., LIMITED (DE ZHENG CRAFTS CO., LIMITED)</b>	Legal status :	<b>Limited Company</b>
Local Name :	安溪中港德正工艺有限公司	Year in which the auditee was founded :	<b>2012</b>
Address :	<b>Tanglong Industrial Zone, Guanqiao, Anxi</b>	Contact person (please select) :	<b>Shengtao Zheng</b>
Province :	<b>Fujian</b>	Contact's Email :	<b>david.zheng@decorzone.net</b>
City :	<b>Quanzhou</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>N/A</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>N/A</b>
GPS coordinates :	<b>118.108 E 25.035 N</b>	Total turnover (in Euros) :	<b>6600000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>92.00</b>
Industry :	<b>Accessories</b>	Of which domestic market % :	<b>8.00</b>
If other, please specify :		Production volume :	<b>200,000 to 350,000 pieces per month</b>
Product Group :	<b>Arts, crafts and needlework</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :		Lost time injury calculation cost :	<b>Yes</b>
Product Type :	<b>Home Accessories, Garden Furniture, Garden Decoration, Indoor Furniture and Wall Decoration</b>		

<b>Auditee's employment structure at the time of the audit</b>		
Total number of workers :	<b>38</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>20</b>	<b>18</b>
Temporary workers	<b>0</b>	<b>0</b>
In management positions	<b>3</b>	<b>1</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>16</b>	<b>8</b>
Migrants (foreign citizens)	<b>0</b>	<b>0</b>
Workers on the permanent payroll	<b>0</b>	<b>0</b>
Production based workers	<b>20</b>	<b>18</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**

Full Audit [Audit Id - 210199] Audit Date: 12/05/2021 PA Score: D

Deadline date:12/07/2021

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The overall observation showed that the auditee did partially fulfilled the BSCI requirement of this performance area. The factory had established amfori BSCI social compliance policy and procedures. The system was generally implemented in the factory and its main business partners. The management understood the importance of amfori BSCI requirements to their business operation. One senior manager was designated for the establishment, implementation and maintenance of the amfori BSCI system. However, gaps have been identified in implementation.

总体观察显示工厂在该执行领域部分符合BSCI的要求。当前工厂已经建立起了一套amfori BSCI社会责任政策和程序。工厂已基本在厂内和其合作伙伴中执行了amfori BSCI体系。工厂认识到BSCI要求对于企业经营的重要性。任命了一名对高级管理人员来负责amfori BSCI系统的建立、施行和维护。但是在执行的过程当中还是存在以下差距：

- 1.1 -** The factory established and implemented BSCI management system, but continuous improvement was needed because some non-compliances were noted in several performance areas.  
工厂建立和实施了BSCI管理体系，但仍然需要持续改善，因为在几个执行领域发现一些不符合项。
- 1.4 -** The factory conducted production capacity evaluation and management knew how to calculate the production cost, but some sampled workers worked excessive monthly overtime.  
工厂进行了产能评估，管理层知悉如何进行生产成本核算，但是，部分所抽样员工存在月加班超时的情况。

**Remarks from Auditee:**

Nil

**Performance Area 2 : Workers Involvement and Protection**

Full Audit [Audit Id - 210199] Audit Date: 12/05/2021 PA Score: B

Deadline date:12/07/2021

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The overall observation showed that the factory partially fulfilled the requirement of this performance area. The amfori BSCI system had been established in the factory, which covered workers' involvement and protection. Amfori BSCI Code of Conduct was displayed on the notice board in the production area. All interviewed workers had a good understanding of their rights and responsibilities. The factory periodically conducted internal communication meetings with workers and workers' representatives regarding workplace-related issues, and also had set up grievance mechanism which allowed workers to use the mechanism via suggestion box, workers' representatives or senior management directly. However, gaps had been identified in implementation:

总体观察显示工厂部分符合该执行领域的要求审核中发现，工厂已经建立起了amfori BSCI体系，体系包含了员工参与和员工保护的部分。Amfori BSCI行为准则张贴在生产区域的公告栏内。通过员工访谈，发现所有被访谈员工都清楚自己的权利和义务。工厂定期安排管理层代表和员工以及员工代表就工作场所相关的问题进行内部沟通，同时，建立了员工申诉机制，允许员工通过意见箱、员工代表或者直接找管理者代表反映问题或者意见。然而，在实际执行过程中仍然存在问题：

- 2.2 -** The factory set up the long term social compliance goals, in which no timeline defined; no specific implementation plan was set up to achieve such goal, and goal and implementation plan to reduce overtime hour and purchase social insurance for their employees.  
工厂建立了社会责任的长远目标。此目标没有定义达成目标的时限；具体的执行计划以达到设定的目标，另外没有减少加班时间和购买社保的目标和执行计划。
- 2.5 -** The factory established a grievance mechanism to handle grievance case and the factory provided the relevant training to all employees. However, the provided grievance procedure did not define the timeline to address grievance and did not include how to overcome potential conflicts of interest.  
工厂有建立一个如何处理申诉事件的申诉机制，并且提供了相关的培训给所有的员工。但是，工厂提供的申诉程序未定义提出申诉的时效性，未包括如何克服潜在的利益冲突。

**Remarks from Auditee:**

Nil

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

Full Audit [Audit Id - 210199] Audit Date: 12/05/2021 PA Score: A

Deadline date:

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

The overall observation shows that the auditee fully fulfills the requirement of this performance area. It was noted that the factory had established policies to guarantee the rights of freedom of association and collective bargaining. Per the workers' and worker representative's statement, they were not limited or other unfair treatment by the factory on forming, joining and voting for a legal worker organization and collective bargaining.

总体而言被审核方符合了该执行领域的要求。已根据当地法规及BSCI准则设立了目标。已公开表示将尊重员工加入工会及集体谈判的权利。员工代表由员工自由选举产生。工人代表可能工作时间内工作地点内与员工进行沟通，并且不会被歧视。工人代表与工人有定期的会议。会议时间不会影响员工的报酬。

**Remarks from Auditee:**

<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 210199] Audit Date: 12/05/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>The overall observation showed that the auditee fulfilled the requirement of this performance area. They had set their objectives that refer to the local regulation and BSCI Code of Conduct. The auditee publicly stated they they forbided any terms of discrimination when workers are hired, promoted, fired or assigned benefits. Workers would not be discriminated because of their race, religion, age, sex, disability ect. Pregnant worker would not be discriminated. The policy was communicated to all management and workers regularly through training. Grievance channels were also available through directly reporting or using suggestion box or talk to worker representatives.</p> <p>总体而言被审核方符合该执行领域的要求。已根据当地法律法规设立了目标。已公开声明将在招聘，升迁，解聘及离职中禁止任何形式的歧视。员工不会因为肤色，宗教，年龄，性别及残疾被歧视。通过培训将这一政策传达给了管理层及工人。可以通过直接汇报或使用意见箱或告诉员工代表进行申诉。</p>	
<b>Remarks from Auditee:</b> Nil	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 210199] Audit Date: 12/05/2021 PA Score: B	Deadline date:12/07/2021
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>The overall observation shows that the auditee partially fulfills the requirements of this performance area. It was noted that the auditee had established wage system based on BSCI standards and local legal requirements. Workers were paid by hourly rate. Wages of each month were issued at the 30th of the following month by cash. The employees were paid by hourly rate of RMB12.36 per hour, which hight than local minimum wage. Wages were issued timely and sufficiently per the payroll records and interview. The level of wages reflected the skills and education of workers. Sufficient remuneration that allowed workers to meet a decent living standard was provided. Social benefits such as social insurance, paid sick leave, paid annual leave, paternity leave etc, were legally granted for the employees. Pay slips were provided so workers could understand the composition of their wages. No illegal deduction was made. However, gaps had been identified in the performance area.</p> <p>总体观察显示被审核方部分符合该执行领域的要求。审核发现被审核方基于BSCI标准和当地法规要求建立起了一套薪酬系统。工资计算方式为时薪制。每月的工资在下一个月的30号通过现金的方式发放。最低工资受到保障，为RMB12.36每小时，满足当地的最低工资水平。并且保障了最低生活需求工资的水平。根据工资记录和访谈，工资准时、足额发放。工资水平能够反映出工人的技能和教育情况。提供了让工人达到体面生活标准所需的足够报酬。为员工提供了社会福利如社会报眩、病假工资、带薪年假、陪产假等。被审核方提供工资条给员工以使员工明白其工资构成。没有非法扣款的情况。但是，在该执行领域仍然存在差距。</p> <p><b>5.4 -</b> The factory did not calculate the minimum wage for employees to meet a decent living though the actual paid wages was higher than the local basic need wage calculated by auditor. 虽然工厂实际支付的工资水平高于审核员计算的当地基本需求工资，但是工厂没有计算达到体面生活标准的最低工资。</p> <p><b>5.5 -</b> Insufficient social insurance participated. Through document review, auditor found that there were 9 out of 38 employees (23.68%) had participated in basic endowment insurance; employment injury insurance, basic medical insurance, unemployment insurance and maternity insurance. (Labor Law of the People's Republic of China (1994), Article 72 &amp; Article 73) Remark: The facility had provided the commercial insurance for all workers in the facility. 社会保险参保不足。通过文件审核，审核员发现企业的38个员工中，只有9人（23.68%）参加养老保，工伤保，医疗保，生育保和失业保。备注：工厂为所有员工提供商业保险。</p>	
<b>Remarks from Auditee:</b> Nil	
<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 210199] Audit Date: 12/05/2021 PA Score: D	Deadline date:12/07/2021
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>The overall observation shows that the auditee partially fulfills the requirement of this performance area. The factory established policy and procedure for working hours. The factory recorded workers' working time by electronic attendance system, the regular working time was in line with legal requirement, the overtime premium were paid as per legal requirement, proper breaking was provided on every working day, the 7th day rest was provided for workers. However, gaps were identified in implementation.</p> <p>总体观察显示被审核工厂部分满足该项目的要求，工厂建立了关于工作时间的政策和程序，工厂用电子考勤记录员工工作时间，正班时间，加班费符合当地法律要求。工作日有合理的休息时间，保证员工每周休息一天。但是在执行过程中仍有不足</p> <p><b>6.2 -</b> Overtime hours exceeded the legal requirement. Through document review, auditor found that the monthly overtime hours of 5 out of 5 randomly selected employees were 54-56 hours in March 2021 (current month); 5 out of 5 were 5-56 hours in December 2020(randomly selected month).5 out of 5 were 54-56 hours in July 2020(randomly selected month)(China Labor Law, Article 41). 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2021年03月份（当前月）的考勤中，5名随机抽取的员工中有5人的月加班时间为54-56小时，2020年12月份（随机月）的考勤中，5名随机抽取的员工中5人的月加班时间为54-56小时。2020年7月份（随机月）的考勤中，5名随机抽取的员工中5人的月加班时间为54-56小时。</p>	
<b>Remarks from Auditee:</b> Nil	



<b>Performance Area 7 : Occupational Health and Safety</b>	
Full Audit [Audit Id - 210199] Audit Date: 12/05/2021 PA Score: A	Deadline date:12/07/2021
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The overall observation shows that the auditee partially fulfills the requirements of this performance area. The auditee established proper health and safety procedure. The factory identified position's health and safety risk and made relevant action. EHS committee was established and regular health and safety meeting was held. Training on health and safety, including chemical safety, machine safety, PPE usage, fire safety etc., were provided to all workers. Emergency lights and exit signs were installed properly and inspected monthly. Adequate fire extinguishers and fire hydrant system were installed in the factory, and which were inspected every month. Work-related injury procedure was set up. There was 1 trained first aiders in the factory. Sufficient first aid kits stocked with necessary supplies were provided in workshops. 7.21, 7.24 No dormitory room, no kitchen and canteen was available in the factory. 7.23 No transportation was available in the factory. . However, gaps have been identified in implementation.</p> <p>总体观察显示被审核方部分符合该执行领域的要求。被审核方建立了适当的健康安全管理程序。工厂识别了岗位的健康安全风险并制定了相关的措施。工厂建立了健康安全委员会，并定期召开会议。提供了健康安全培训，包括化学品安全、机器安全、个人防护用品使用、消防安全等的培训给所有员工。应急灯和出口指示标识进行了正确的安装，并每月进行检查。配置了足够的灭火器和消防栓，并每月检查。建立了工伤程序，有1名急救员，车间里提供了充足的急救用品。备注：7.21,7.24 工厂未提供餐厅和宿舍给员。7.23 工厂未提供交通。然而，发现被审核方在实施中仍存在与该章节要求之间的差距。</p> <p><b>7.1 -</b> The factory established OHS (occupational health and safety) policy and procedure and OHS meeting was held every 6 months to review the compliance of OHS. However, some non-compliances were observed during this audit. 工厂有建立职业健康安全方面的政策和程序，每6个月进行一次职业健康安全的会议来检讨工厂在职业健康安全方面的符合性。但是，此次审核中发现一些不符合项。</p> <p><b>7.4 -</b> There was no involvement of worker representative when developing and implementing system toward OHS management (risk assessment). 工厂在开发和执行职业健康安全体系(风险评估)中没有涉及到员工代表的参与。</p> <p><b>7.22 -</b> Sufficient toilets separated in gender were provided to all employees. However, during factory tour, auditor found that no basic supplies provided in toilets such as tissue and soap.(The Hygienic standards for the Design of Industrial Enterprises (GBZ1-2010) article 7.3.4 ) 工厂给员工提供了足够的厕所，并区分性别。但是，现场走访发现，工厂没有提供基本用品，如厕纸和肥皂。</p>	
<b>Remarks from Auditee:</b> Nil	
<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 210199] Audit Date: 12/05/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The overall observation shows that the auditee fulfills the requirement of this performance area, the factory has established robust age-verification mechanisms as part of the recruitment process, and adequate policies and procedures in writing toward protecting children from any kind of exploitation ,and remedial policies and procedures to provide for further protection in case children are found to be working. Through factory tour, management interview ,and worker interview, no child labour was found during this audit. Currently the youngest worker in the factory was 18 years old.</p> <p>总体观察显示工厂符合了该执行领域的要求，工厂已经在招募过程中建立了完善的年龄识别机制,也有儿童免受任何剥削的书面政策和程序,以及一旦出现童工被应用的纠正从程序和政策.在本次审核中，通过现场观察，员工访谈和管理者访谈，没有发现童工。当前工厂最年轻员工为18岁。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 210199] Audit Date: 12/05/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The overall observation shows that the auditee fulfills the requirement of this performance area. It was noted that the factory had established policies and procedure to identify young workers. A procedure regarding working conditions of young workers was also established to handle young worker issue and minimize the risks. Currently no young worker was hired in the factory and the youngest worker in the factory was 18 years old. 9.6 No young workers in the factory.</p> <p>总体观察显示工厂符合了该执行领域的要求。工厂建立了政策和程序去识别未成年工。一个针对未成年工工作条件的程序也建立起来去处理未成年工事项和降低风险。当前并无未成年工在工厂内，年纪最少的员工年龄为18岁。9.6工厂没有未成年工。</p>	
<b>Remarks from Auditee:</b>	

<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 210199] Audit Date: 12/05/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The overall observation shows that the auditee fulfills the requirement of this performance area. The factory has established a policy based on BSCI standards and local law requirements to protect employment relationship. All hired workers signed labor contracts within one month with the audited factory and a copy of labor contracts was provided to workers. The contents on labor contracts were fully in compliance with local law on working hour, payments, working condition protection, etc. 总体观察显示工厂符合了该项目的要求。工厂依据BSCI的标准和当地法规要求建立了包含雇佣关系的政策和程序。所有雇佣的员工都会与工厂在一个月内签订劳动合同并且会留一份劳动合同副本给员工。劳动合同的内容，如工时,支付方式,工作条件等均完全符合当地法律。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 210199] Audit Date: 12/05/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The overall observation shows that the auditee fulfills the requirements of this performance area, the factory has good practice for no bonded labour. The factory has established the full policy and procedure for no engaging in any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour. Though worker interview and factory tour, no workers was subjected inhumane or degrading treatment, corporal punishment, mental or physical coercion or verbal abuse. 总体观察显示被审核方符合该执行领域的要求，工厂有一个好的实践在没有强迫劳动方面。工厂建立了完善的程序和政策关于不参与到任何形式的奴役、强迫劳动、抵债性劳动、契约奴役、拐卖 或非自愿劳动。通过工人访谈和现场走访，没有工人受到不人道或有辱人格的待遇、受到体罚、精神上或身体上压迫和/或言语虐待。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 210199] Audit Date: 12/05/2021 PA Score: B	Deadline date:12/07/2021
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The overall observation shows that the auditee partially fulfills the BSCI requirement of this performance area. The auditee had established BSCI management manual and related procedures, including procedures of environmental protection. The factory conducted environmental factors inspection annually. Wastes were treated by the contractor. Hazardous chemical waste was recycled by qualified company. Training regarding environment protection was provided to workers. However, gaps have been identified in implementation. 总体观察显示被审核方在该执行领域部分符合BSCI的要求。被审核方已经建立BSCI管理手册和相关程序，包括环境保护程序；工厂每年都对环境因素进行检测，垃圾由环卫部分统一处理。危险化学品废物由有资质的回收商回收。针对环境保护的培训也有提供给员工。但是在执行的过程中还存在差距。 <b>12.5 -</b> Based on documents review and management interview, the factory did not have a plan or took measures to reduce use of water resource or other resources 未建立计划或采取措施去减少水资源和其他资源的使用	
<b>Remarks from Auditee:</b> Nil	
<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 210199] Audit Date: 12/05/2021 PA Score: A	Deadline date:12/07/2021
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The overall observation shows that the auditee partially fulfills the requirement of this performance area. The factory established policy and procedure for ethical business. The factory identified the risk and provided part of training for employees, provided information in line with their activities.However, gaps have been identified in implementation. 总体观察显示工厂部分符合该执行领域的要求,工厂建立了商业道德的政策和程序，鉴别了主要风险，给员工提供部分相关培训，所提供的信息与实际运作一致。但是在执行的过程中还存在差距。 <b>13.1 -</b> The auditee did not identify the situations and activities where acts of corruption, extortion or bribery were most likely to occur in its context and did not provide relevant training to managers and workers. 被审核方未识别出最可能发生贪污、勒索或贿赂行为的情形和活动，未提供相关培训给经理及工人。	
<b>Remarks from Auditee:</b> Nil	

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	12/05/2021	210199	D	B	A	A	B	D	A	A	A	A	A	B	A	C

**Producer Photos**



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



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



External photo(s) of the production unit(s)  
Production building 1.JPG



External photo(s) of the production unit(s)  
Production building 2.JPG



Photo first aid facilities  
First aidor box.JPG



Photo first aid facilities  
First aidor certificate.JPG



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



Photo of chemical storage room (if applicable)  
Eye washing.JPG



Photo of chemical storage room (if applicable)  
MSDS.JPG



Photo of fire safety equipment  
Emergency lighting and exit.JPG



Photo of fire safety equipment  
Evacation map.JPG



Photo of fire safety equipment  
Evacation signs.JPG



Photo of fire safety equipment  
Fire extinguishers.JPG



Photo of fire safety equipment  
Fire hydrant testing.JPG



Photo of fire safety equipment  
Fire hydrant.JPG



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



Photo of the inside of the main production hall  
Assembly and packing.JPG



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



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



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



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



Photo of the inside of the main production hall  
Welding 2.JPG



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



Photo of the sanitary facilities  
Drinking water.JPG



Photo of non-conformity  
NC insufficient social insurance participated.JPG

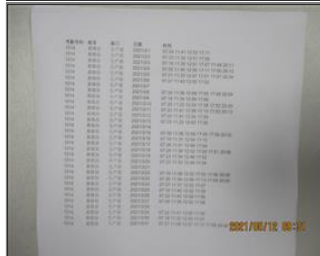


Photo of non-conformity  
NC Overtime hours exceeded the legal requirement.JPG



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



Photo of the inside of the main production hall  
Sand blasting.JPG