
Auditee :	Paibon Development Co., Ltd
Audit Date From :	08/12/2020
Audit Date To :	08/12/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Gino Cheng(Lead)
Auditing Branch (if applicable) :	SGS CHINA



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
Access www.bsciplatform.org, for entitled users only.

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent.

This is an extract of the amfori BSCI Audit Report, which is available in the amfori BSCI Platform. © amfori, 2018 - The English version is the legally binding One.

Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<p>A Very Good</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E <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>
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>B Good</p>	<ul style="list-style-type: none"> • Maximum 3 Performance Areas rated C • No Performance Areas rated D or E <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>
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>C Acceptable</p>	<ul style="list-style-type: none"> • Maximum 2 Performance Areas rated D • No Performance Areas rated E <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>D Insufficient</p>	<ul style="list-style-type: none"> • Maximum 6 Performance Areas rated E <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>E Unacceptable</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated E <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>Zero Tolerance</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 :	Paibon Development Co., Ltd		
DBID number :	384910		
Audit ID :	200283		
Address :	No.37-1, Industrial Avenue, Banfu Town, Zhongshan		
Province :	Guangdong	Country :	China
Management Representative :	Jinghua Zhang		
Contact person:	Nick Chen	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Home appliances
Product Type :	Household scale, travel belt		

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 : 08/12/2021

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	A	A	A	A	A	A	A

Executive summary of audit report

Paibon Development Co., Ltd was specialized in manufacturing of household scale, travel belt and located at No.37-1, Industrial Avenue, Banfu Town, Zhongshan City, Guangdong, China (中山市板芙镇工业大道37号之一). There were three buildings in the boundary: one 5-storey dormitory building, two 5-storey production buildings (No.1 and No.2). The factory rented and used 2F of one 5-storey production building (No.2) as office, production and warehouse. The 1F, 3F-5F of No.2 Building were used by a plastic production factory. The No.1 Building and the dormitory building were used by landlord. Through workers interview and management interview, there was no shared workers and production area with other factories. The factory did not provide canteen, kitchen or dormitory to workers. The main production processes: assembly, inspection and packing.

Remark:
 There are no agencies used by the auditee, which makes the agency labour contract not applicable.
 There are no subcontractors used by the auditee, which makes the written declaration of commitment of subcontractors and the subcontractors licenses not applicable.
 There are no Consolidated Working Hours System Approval applied by the auditee, which makes the documented valid authorization to make exemptions not applicable.
 Self-declaration of producer is not applicable because the auditee is not small producer.
 Collective bargaining is not applicable because the factory does not have Collective bargaining.

This audit was conducted by Gino Cheng (RA21701753).



Ratings Summary



Auditee's background information			
Auditee's name :	Paibon Development Co., Ltd	Legal status :	Limited company
Local Name :	中山市派博电子科技有限公司 (91442000304230251J)	Year in which the auditee was founded :	2014
Address :	No.37-1, Industrial Avenue, Banfu Town,	Contact person (please select) :	Nick Chen
Province :	Guangdong	Contact's Email :	nick@paibon.com
City :	Zhongshan	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	N/A
Country :	China	Website of auditee (if applicable) :	www.paibon.com
GPS coordinates :	N22°23'18", E113°19'54"	Total turnover (in Euros) :	3000000.00
Sector :	Non-Food	Of which exports % :	99.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	1.00
If other, please specify :		Production volume :	1200000 PCS per year
Product Group :	Home appliances	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Household scale, travel belt		

Auditee's employment structure at the time of the audit			
Total number of workers :	29	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	16	13	
Temporary workers	0	0	
In management positions	6	3	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	3	7	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	16	13	
Production based workers	0	0	
With shifts at night	0	0	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 200283] Audit Date: 08/12/2020 PA Score: D

Deadline date:08/12/2021

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation showed the auditee partially fulfilled the requirement of performance area 1. The factory set up amfori BSCI policy and procedure. For example, the procedures on hiring, working hours, wages and benefits, subcontracting, dealing with grievances, training workers, promoting ethical behaviour, etc were established by the factory. The factory established completed amfori BSCI management system including plan-do-check action-cycle, and conducted internal audit and management review on amfori BSCI management system. Ms. Jinghua Zhang /HR Manager was amfori BSCI representative and took whole charge of amfori BSCI affairs in the factory. Based on interview with her and document review, she had sufficient power and competence to implement amfori BSCI management system. The factory signed amfori BSCI COC commitments and assessed social performances for all its significant business partners based on the amfori BSCI requirement. Moreover, the factory had calculated production capacity and provided production scheduling for review. The internal audit was conducted on 21 May 2020 and management review was conducted on 10 Oct. 2020. However, gaps had been identified in implementation:

综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂建立了amfori BSCI社会责任政策和程序，例如程序中包括招聘，工作时间，工资福利，分包，申诉系统，员工培训，反腐败等内容。工厂已建立完整的amfori BSCI管理系统，其中也包括计划-执行-检查-改善循环，并进行了相应的内审和管理评审来监督amfori BSCI管理体系的运行。张敬华/人事经理被工厂指定为amfori BSCI负责人，统筹整个工厂的amfori BSCI事务。根据其访问及文件审查，其有足够的权限来推行amfori BSCI系统并有足够能力来实施amfori BSCI管理系统。工厂和她的关键商业伙伴根据amfori BSCI要求签署了amfori BSCI行为守则承诺书并评估了社会责任绩效。此外，工厂有做产能计算，并提供产能规划记录。内审是在2020年5月21日执行的并且管理评审是在2020年10月10日执行的。但也发现工厂执行上有差距：

- 1.1 - The main auditee partially respected this principle because some defects of the amfori BSCI management system effectiveness were found during 8 Dec. 2020, such as: The workforce capacity evaluation did not focus on legal requirement for working time so that the workers' overtime exceeded legal requirement systematically.
工厂未完全遵守该原则，因为在2020年12月8日的审核中发现了一些amfori BSCI管理有效性的问题，例如工厂的产能评估没有关注工作时间的法律符合性导致加班时间系统性超出法律要求。
- 1.4 - The main auditee partially respected this principle because the auditee evaluated cost and workforce capacity, but the workforce capacity evaluation did not focus on legal requirement for working time.
工厂未完全遵守该原则，因为工厂评估了生产成本和产能，但工厂的产能评估没有关注工作时间的法律符合性。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 200283] Audit Date: 08/12/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation showed the auditee fulfilled the requirement of performance area 2. 2 worker representatives were elected freely on 1 Apr. 2020 and the representative had meeting with the management once per month. According to interview statement with worker representative and workers, they were familiar with workplace-related issues, their labor right e.g. the law, work contracts, job description, working rules. The factory also provided on-board training on workers' right to workers. The auditee had a grievance mechanism: the mechanism consisted of worker representative and an open-door policy on coming up with suggestion directly to workers' supervisor.

综合概况：整体观察显示被审核方符合该绩效区域的要求。2名员工在2020年4月1日被选举为员工代表，代表每个月和管理层开会。根据员工代表及员工的访谈信息，员工代表以及员工都很清楚工厂场所相关信息，以及员工的劳工权利，例如劳动法，劳动合同，工作描述以及厂纪厂规等。工厂会给员工提供关于员工权利的入职培训。工厂已建立了申诉系统，员工可通过员工代表或直接和主管进行沟通等方式提供投诉。

Remarks from Auditee:

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

Full Audit [Audit Id - 200283] Audit Date: 08/12/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation showed the auditee fulfilled the requirement of performance area 3. Refer to PA 2, there was a worker representative committee in the factory and satisfactory evidence showed that workers elected their representatives freely on 1 Apr. 2020, and worker representatives met the management every month. Workers could freely join into worker representative committee without the permission of the factory. No collective bargain agreement was concluded between the factory and workers, but the factory did not prevent workers from bargaining for the agreement. Based on the interview statement of worker representative, he was not discriminated by the factory and he also was a worker. He had access to workers and workplace freely.

综合概况：整体观察显示被审核方符合该绩效区域的要求。依照PA2的描述，工厂成立了员工代表委员会，并且员工在2020年4月1日自由选出他们的代表，员工代表每月会定期和管理层见面。而且员工可以不在管理层的影响下加入员工代表委员会。审核过程中，工厂和员工无集体谈判协议，但工厂也未阻止员工有意愿的时候和工厂谈判。根据员工代表的访谈，在该工厂，员工代表不会被歧视，并且该代表本身是一名车间员工，他可以随时进入车间和员工沟通。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 200283] Audit Date: 08/12/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation showed the auditee fulfilled the requirement of performance area 4. The factory made one policy on anti-discrimination since 7 Nov. 2019. The policy defined that the factory would not discriminate workers by race, gender and ages etc. According to statement with workers, workers could use the grievance system through telling to worker representatives once workers' right was infringed. The policy on discipline measures made by the factory was in line with legal and amfori BSCI requirement.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂2019年11月7日起制定了反歧视的政策, 反歧视政策中表明工厂不会因为种族, 性别, 年龄等原因对员工区别对待。并且依照员工访谈, 若员工的权利受到任何侵害, 员工可以通过员工代表反馈的形式进行投诉。通过查看工厂的惩戒措施程序, 其描述的措施均符合法规和amfori BSCI要求。</p>	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 200283] Audit Date: 08/12/2020 PA Score: B	Deadline date:08/12/2021
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation showed the auditee partially fulfilled the requirement of performance area 5. The factory established wages and benefit paying system, which included paid statutory holidays, sick leave, annual leave, marriage leave, maternity leave and paid annual leave etc. Based on the payroll records from Nov. 2019 to Oct. 2020 provided by the factory, workers' wages were paid at 30th of the following month by cash. The minimum wage paid by the factory was RMB 1800 per month, which met the legal requirement. No any deduct was identified according to wages records and workers interview, and workers' wages were paid as per working skill. The maximum was RMB 3870. All these processes and evidences were cross checked by document review, worker interview and management interview. However, gaps of overtime had been identified in implementation:</p> <p>综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂制定了工资支付政策和福利政策, 福利政策包括给员工提供法定节假日, 病假, 婚假, 产假及带薪年假等假期。根据工厂提供的2019年11月至2020年10月的工资记录显示, 员工工资在每月30号用现金支付。工厂给员工支付最低1800元每月的工资, 符合法规要求的工资, 没有任何费用扣款。工人的工资根据岗位技能不同支付, 最多达到3870元。以上过程均用文件, 访谈等方式进行核实过。但也发现工厂执行上有差距:</p> <p>5.5 - The main auditee did not respect this principle because the factory did not provide legal social insurance for some workers: only 4 out of 29 employees (13.79%) were provided social insurances based on social insurance records for Sep.-Nov. 2020 review. The factory provided commercial accident insurance for the other 15 employees. The policy number was 63007111920200000177 and the period of validity was from 14 Nov. 2020 to 13 Nov. 2021. Remark: All employees were permanent staff. No re-employed employees after retirement/newly joined employees/ temporary/dispatch employees were available in the factory. Based on management interview and workers interview, the workers did not buy social insurance because they were not willing to buy. Moreover, most of them bought new rural endowment insurance in their own hometown. They did not provide evidence for new rural endowment insurance buying.</p> <p>工厂未遵守该原则, 因为工厂没有为部分员工提供社会保险: 基于2020年9-11月社保凭证查看工厂只为29名员工中的4人(13.79%)提供了社会保险, 工厂为其他15名员工提供了商业意外伤害险。保单号为63007111920200000177, 有效期从2020年11月14日至2021年11月13日。备注: 工厂所有员工都是正式工, 没有退休返聘员工, 新入职员工, 临时工和派遣工。基于管理层访谈和员工访谈, 员工没有购买社保的原因是他们自己不愿意购买, 另外他们大多数在自己的家乡有购买新农保。但他们没有提供购买新农保的凭证。</p>	
Remarks from Auditee:	

Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 200283] Audit Date: 08/12/2020 PA Score: D	Deadline date:08/12/2021
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee partially fulfilled the requirement of performance area 6. The factory made a policy of working hour system and controlled working hours. According to the policy and implementation records, all employees worked 8 hours per day and 5 days per week. Office employees and production workers worked in day shift. The factory records attendance data through IC card attendance system. The factory arranged workers to work overtime sometimes and workers had right to choose working overtime or not. Workers can take a rest during the work time when they felt tired. Maximum 2 hours overtime per day, and maximum 92 hours per month. All employees had at least one day off per week. The factory paid its workers 150% and 200% of normal wages as overtime wages on weekday and weekend. All this processes and implementation can be verified by interview and document review. However, gaps of overtime had been identified in implementation:</p> <p>综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂制定了工时政策并控制工作时间。依照政策以及工厂实际的执行情况，所有工人每周工作5天，每天8小时，办公室员工和生产员工常白班。工厂通过电子卡考勤机记录考勤。工厂会依据生产订单安排员工进行加班，员工可自愿选择是否加班。并且员工在工间如果觉得疲惫，可自由选择休息几分钟。每天加班最多2小时，每月最多92小时。确保连续工作6天休息1天。工厂支付150%和200%的平时工资作为平时和周末的加班工资。以上均已从员工访谈以及文件信息等方面进行核实。但也发现工厂执行上有差距：</p> <p>6.2 - The main auditee did not respect this principle because the monthly OT hours of workers exceeded legal requirement. All sampled production workers' monthly OT hours exceeded 36 hours; the maximum was 92 hours happened in Aug. 2020 (The OT working hours in working days were 42 hours and the OT working hours in rest days were 50 hours). 工厂未遵守该原则，因为员工月加班超过法规要求。根据工厂提供的考勤及工资记录，所有抽样的生产工人的月加班时间都超过法规要求的36小时，最大为92小时，发生在2020年8月(平时加班42小时，休息日加班达50小时)。</p>	
Remarks from Auditee:	
Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 200283] Audit Date: 08/12/2020 PA Score: A	Deadline date:08/12/2021
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>7.23 N/A. The factory did not provide transportation to workers. Consolidated finding: The overall observation showed the auditee partially fulfilled the requirement of performance area 9. The committee of health and safety was set up. And Ms. Jinghua Zhang was responsible for the affairs of health and safety. For fire safety, the factory ensured adequate fire hydrants, extinguishers and fire alarms. All fire safety facilities were checked by safety specialist per month. Hydrant, emergency light and fire alarm were effective during the testing. Fire drills were held at least twice per year, the latest fire drill was took on 30 Nov. 2020. For mechanism safety, all processes of operation safety procedure were set up; workers were well trained to operate it correctly. The factory obtained MSDS of all chemicals. According to worker statement, worker understood well of the risk of mechanism and knew to wear relate PPEs. The factory also set up emergency procedure and trained adequate first aider. The first aid box was also available in every workshop. Clean potable water was also provided. The factory cleaned the water heating facilities periodically to ensure hygienic. However, gaps had been identified in implementation as follows: 7.23 不适用。工厂没有为工人提供工作交通。综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂创建了健康安全委员会，由张敬华负责整体的健康与安全。在消防安全方面，工厂给所有车间足够消防栓，消防警铃和灭火器等，并且安全专员每月都会检查。审核时测试，消防栓、应急灯和消防警铃都是有效的。消防演习每年至少举行两次，最近一次在2020年11月30日举行。在机械安全方面，工厂制定了所有工序的安全操作规程，并且给员工提供了培训以防范安全的风险。工厂保存了所有化学品的MSDS。通过访谈车间的员工，员工很了解岗位的机械安全以及佩戴个人防护用品需求。工厂制定了急救政策，工厂给每个车间配备了药箱，而且工厂内有足够急救员。工厂也提供了饮用水给员工，且工厂定期清洗饮用水加热设施保证安全卫生。但也发现工厂执行上有差距：</p> <p>7.1 - The main auditee partially respected this principle because the management representative responsible for health and safety was not familiar with the legal and amfori BSCI requirement on health and safety, and lead to some issues were raised in health and safety section, such as: no local exhaust ventilation device, etc. 工厂未完全遵守该原则，因为健康安全管理者代表不了解法规和amfori BSCI对健康安全的要求，导致健康安全方面出现问题，例如：没有局部抽风设施等。</p> <p>7.2 - The main auditee did not respect this principle because the factory did not provide legal injury insurance for some workers: only 19 out of 29 employees were provided social insurance or commercial injury insurance. The factory did not provide parallel injury insurance for the rest employees. 工厂未遵守该原则，因为工厂没有为部分员工提供工伤保险：工厂只为29名员工中的19人提供了社会保险或商业工伤险。工厂没有提供类似的工伤保险给剩余的工人。</p> <p>7.8 - The main auditee partially respected this principle because the factory established eye washing guideline, but the factory did not post eye washing guideline nearby eye washing facility. 工厂未完全遵守该原则，因为虽然工厂已建立了洗眼器操作指引，但没有在洗眼器附近张贴操作指引。</p> <p>7.9 - The main auditee partially respected this principle because the factory did not post occupation hazard notification card in soldering area and the area used n-heptane. 工厂未完全遵守该原则，因为工厂未在焊接区域和使用白电油区域张贴职业危害告知卡。</p> <p>7.25 - The main auditee partially respected this principle because the factory did not install local exhaust ventilation system for soldering area. 工厂未完全遵守该原则，因为工厂未在焊接区域安装局部抽风系统。</p>	
Remarks from Auditee:	

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 200283] Audit Date: 08/12/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation showed the auditee fulfilled the requirement of performance area 8. The policy of recruiting was set up by the factory. And it regulated that the factory would not recruit workers under 16. The factory checked workers ID during recruiting and HR specialist knew the skills of asking workers experience and ages when he had any doubt of workers ID card or age according to interview with HR specialist. Meanwhile, the factory established remediation measure of child labor in order to set up measure of recruiting child labor incidentally. After checking all personnel files of workers and based on onsite observation and workers interview, no child labor was identified in the factory. The youngest worker was 19 years old who was hired on 9 Oct. 2019.</p> <p>综合概况：整体观察显示被审核方符合该绩效区域的要求。工厂制定了合适的招聘政策，规定禁止招募16岁以下人员。员工入职时工厂都会查看员工的身份证并且当人事专员对员工年龄有怀疑时，会通过有技巧地面谈以核实员工情况。同时工厂制定了童工补救措施以防万一发现童工的应对措施。在审核过程中，通过查阅所有员工的人事资料，现场观察及员工访谈，未发现有任何童工存在。最小员工19岁，2019年10月9日入职。</p>	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 200283] Audit Date: 08/12/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation showed the auditee fulfilled the requirement of performance area 9. The policy of young worker protection was made by the factory. The factory understood the legal requirement of young workers according to interview with management. There was no young worker worked in the factory. The factory assessed the health and safety risk of young workers and risk assessment record indicated what activities can be done by young workers. The youngest worker was 19 years old who was hired on 9 Oct. 2019.</p> <p>综合概况：整体观察显示被审核方符合该绩效区域的要求。工厂制定了未成年工的保护政策，工厂了解如何依照法规要求保护未成年工。工厂没有未成年工。工厂评估了未成年工的健康安全风险，并且风险评估记录展示了未成年工可以做什么工序。最小员工19岁，2019年10月9日入职。</p>	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 200283] Audit Date: 08/12/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation showed the auditee fulfilled the requirement of performance area 10. Labor contracts were all concluded between the factory and workers. The contracts statement included the description of working hours, training, rest time and leave, wages and benefits, etc. which were in accordance with legal requirement and ILO. The factory provided relevant training for new employees on 28 Nov. 2020. Meanwhile, the factory provide a copy of contract to every worker. Based on interview statement of workers, workers understood well of the content of labor contract and no illegal employment was identified during the audit.</p> <p>综合概况：整体观察显示被审核方符合该绩效区域的要求。工厂和每个员工均签订了劳动合同，劳动合同的内容包括工时，培训，休息时间和假期，报酬和支付条件等，这些内容均符合法规以及国际标准。工厂在2020年11月28日为新员工提供了相关培训。同时工厂提供了一份劳动合同副本给员工。通过员工访谈，员工均了解劳动合同内容，审核过程中，工厂无不符合法规的用工形式存在。</p>	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 200283] Audit Date: 08/12/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation showed the auditee fulfilled the requirement of performance area 11. The factory established the policy on anti-forced labor since 7 Nov. 2019. The management understood well the scope of forced labor. And according to onsite observation and interview statement of workers, workers confirmed that there were no evidence on forced labor showed in the factory, for example, they could resign according to legal requirement without any deduction of wage and they could leave the factory freely without being searched. No inhumane or degrading treatment was found during the audit and according to interview with workers. The discipline policy was also in line with legal requirement.</p> <p>综合概况：整体观察显示被审核方符合该绩效区域的要求。工厂2019年11月7日制定了反强迫劳动的政策，工厂负责人理解哪些方式是属于强迫劳动的范畴。依据现场观察和员工访谈，员工也很清晰地表明工厂内无强迫劳动的现象，例如员工可以依照法规要求提出辞工而不会被克扣工资，并且可以自由离开工厂。员工也未遇到任何被侮辱或非人道的待遇。工厂的惩戒政策也是符合法律法规要求。</p>	
Remarks from Auditee:	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 200283] Audit Date: 08/12/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation showed the auditee partially fulfilled the requirement of performance area 12. The factory had established procedures on Protection of Environment since 7 Nov. 2019. The water used by the factory was municipal water. The factory had established procedure on Energy and Water Saving procedure. Based on onsite observation, the main wastes produced by the factory were waste water and solid waste. The factory transferred hazardous waste to license hazardous waste treatment agency. The factory conducted pollution discharged monitoring test periodically to ensure its pollution discharge in line with legal requirement. However, gaps had been identified in implementation as follows:</p> <p>综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂2019年11月7日建立了环境保护的程序。工厂主要使用当地市政提供的自来水。工厂建立了节约能源和水资源的程序。根据现场观察，工厂的主要污染物为废水和固体废弃物。工厂将所有的危险废弃物转移给了有资质的危废处理商。工厂定期监控污染物的排放确保排放符合法律要求。但也发现工厂执行上有差距：</p>	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 200283] Audit Date: 08/12/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation showed the auditee fulfilled the requirement of performance area 13. The policy on anti-corruption was established. All workers were provided anti-corruption training by Ms. Jinghua Zhang. The factory conducted risk assessment about Ethical Business. All business activities were assessed and made prevention measure. No misrepresentation was provided by the factory and all information could be cross checked.</p> <p>综合概况：整体观察显示被审核方符合该绩效区域的要求。公司创建了反腐败的政策。所有工人被张敬华提供了反腐败的培训。工厂进行了道德的商业行为的风险评估。所有商业活动都被评估并制定了预防措施。审核过程中，公司提供的数据也均可通过其它方面进行核实，公司未提供任何不实信息。审核时也未发现有任何泄密的负面现象。</p>	
Remarks from Auditee:	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	08/12/2020	200283	D	A	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos



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



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



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



Photo first aid facilities
Eye washing facility.JPG



Photo first aid facilities
First aid kit.JPG



Photo first aid facilities
First aid procedure.JPG



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



Photo of chemical storage room (if applicable)
Chemicals with safety label.JPG

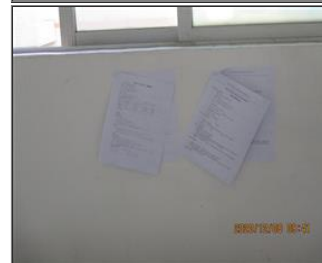


Photo of chemical storage room (if applicable)
MSDS.JPG



Photo of fire safety equipment
Alarm testing.JPG



Photo of fire safety equipment
Emergency exit with sign.JPG



Photo of fire safety equipment
Emergency light testing.JPG

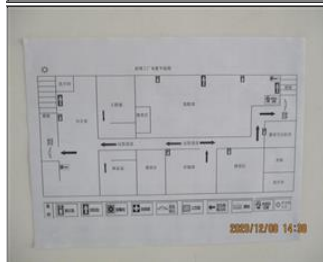


Photo of fire safety equipment
Evacuation plan.JPG



Photo of fire safety equipment
Evacuation sign.JPG



Photo of fire safety equipment
Fire extinguishers.JPG



Photo of fire safety equipment
Fire hydrant testing.JPG



Photo of fire safety equipment
Hydrant.JPG



Photo of fire safety equipment
Visual alarm testing.JPG

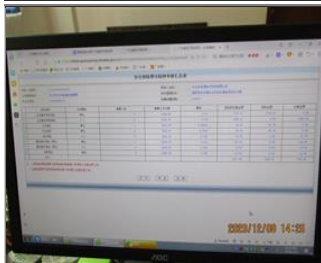


Photo of non-conformity
NC-Insufficient social insurance.JPG



Photo of non-conformity
NC-Monthly OT hours exceeded 36 hours.JPG



Photo of non-conformity
NC-No eye washing guideline nearby eye washing facility.JPG



Photo of non-conformity
NC-No local exhaust ventilation system for soldering area.JPG



Photo of the code of conduct on display
amfori BSCI code posted onsite.JPG



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



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



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



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



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



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



Photo of the inside of the main production hall
Semi-finished products warehouse.JPG



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



Photo of the inside of the main production hall
Warning label for electricity box.JPG



Photo of the personal protection equipments (if applicable)
Mask.JPG



Photo of the personal protection equipments (if applicable)
PPE warning sign.JPG



Photo of the sanitary facilities
Hand washing facility.JPG



Photo of the sanitary facilities
Potable water.JPG



Photo of the sanitary facilities
Tissue.JPG



Photo of the sanitary facilities
Toilet.JPG