
Auditee :	Dongguan Marcopolo Visual Design Co.,Ltd.
Audit Date From :	30/06/2020
Audit Date To :	30/06/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	BureauVeritas
Auditor's Name(s) :	Danny Xu(Lead)
Auditing Branch (if applicable) :	



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																																							
A Very Good	<ul style="list-style-type: none">Minimum 7 Performance Areas rated ANo Performance Areas rated C, D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr></table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
B Good	<ul style="list-style-type: none">Maximum 3 Performance Areas rated CNo Performance Areas rated D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr><tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr></table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
A	A	A	A	A	A	B	B	B	B	B	B	B																													
A	A	A	A	A	B	B	B	B	B	B	B	C																													
B	B	B	B	B	B	B	B	B	B	C	C	C																													
C Acceptable	<ul style="list-style-type: none">Maximum 2 Performance Areas rated DNo Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr><tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr></table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
A	A	A	A	A	A	A	A	A	C	C	C	C																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
D Insufficient	<ul style="list-style-type: none">Maximum 6 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr><tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr><tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	D	E	E	E	E	E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
A	A	A	A	A	A	A	A	A	A	D	D	D																													
A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	D	E	E	E	E	E																													
E Unacceptable	<ul style="list-style-type: none">Minimum 7 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
Zero Tolerance	A Zero Tolerance Issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.																																							

Main Auditee Information



Name of producer :	Dongguan Marcopolo Visual Design Co.,Ltd.		
DBID number :	401471		
Audit ID :	185009		
Address :	No. 1, Gold Start Street 2, Gold Star Industrial Park, Xia Ni Village, Qing Xi Town, Dongguan		
Province :	Guangdong	Country :	China
Management Representative :	Xiaobao Hu		
Contact person:	Xiaobao Hu	Sector :	Non-Food
Industry Type :	Others	Product group :	Others
Product Type :	Cosmetic display rack / showcase, jewelry display rack		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural <input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 30/06/2021

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

Executive summary of audit report

At the beginning of the audit, Ms. Chen Ting/Finance, Ms. Yuan Hong Mei/Sales Manager, Mr. Hu Xiao Bao/Manager and Ms. Wu Fang Xiu/Worker Representative attended the opening meeting.

The factory was established on January 25, 2018 and specialized in the manufacture of Cosmetic display rack / showcase, jewelry display rack. Business license number was 91441900MA51A5CK57. Factory name in English was DONGGUAN MARCOPOLO VISUAL DESIGN CO., LTD. Factory local name was 东莞市马可孚视觉设计有限公司. Factory address in English was No. 1, Gold Start Street 2, Gold Star Industrial Park, Xia Ni Village, Qing Xi Town, Dong Guan City, China. Factory local address was 东莞市清溪镇厦坭村金星工业区金星二街1号. The factory occupied the 4th floor and 5th floor of one 5-storey production building. No dormitory or canteen was provided by the factory. The main production processes included cutting, processing, polishing, silk printing, gluing, inspection and packing. There were a total of 45 employees with 36 production workers and 9 non-production staffs in the factory. The youngest employee noted during this audit was 20 years old. According to factory management representation, there was no peak season affected its production during the year.

The factory adopted finger printing system to record employees' working hours. There was only one working shift for employees and the working hour was 7:50 to 11:50 and 13:20 to 17:20. Employees' wages were paid before 30th of each month after the payment period by cash with wage stubs issued. Per payroll review and interviews with management and employees, all employees were paid by hourly.

During the audit, 5 employees' time records and payrolls were sampled as follows for working hour and wage testing: 5 samples from current paid month of May 2020, 5 samples from November 2019, and 5 samples from August 2019.

It was noted that all sampled employees were paid at least RMB 9.89 per hour for normal working hours, which above the local minimum wage standard of RMB 9.89 per hour since July 1, 2018. Based on the samples, all employees were compensated with no less than 150% and 200% of normal wages for overtime hours on regular days and rest days respectively, which was compliance with legal requirement. No overtime was found on statutory holidays. According to the sampled time records, the maximum monthly overtime hours were 84 hours while maximum daily overtime hours were 2 hours. All sampled employees obtained at least one day off every seven consecutive days.

According to the social insurance payment receipt provided by factory management, it was noted that 12 out of 45 employees (26.67%) were provided with medical, pension, accident, maternity and unemployment insurance in June 2020.

Further, 5 employees were selected for private interviews from different workshops. No negative comment was issued during employee interviews. Interviewed employees were satisfied with the working environment, compensation, working hour and management team in the factory.

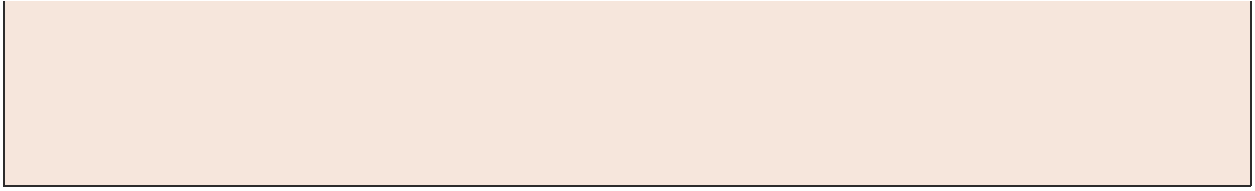
During the closing meeting, auditor provided the factory representatives with a general overview and explained all of the findings to them. Mr. Hu Xiao Bao/Manager and Ms. Wu Fang Xiu/Worker Representative signed the onsite CAP and agreed to take corrective action.

Remark:

1. The auditee rented the production area and occupied the 4th floor and 5th floor of one 5-storey production building. The remaining area and floors were occupied by other factories. The enterprise information has been confirmed in the government website. Per factory tour in another factories' peripheral, no significant fire safety problem was noted. As a result, the other factories were not included in the audit scope.

2. There were no contractor or agencies used by the auditee, which made the contractor or agency labor contract not applicable. No Government Waivers or Collective Bargaining Agreements was available.

3. Audit Company: Bureau Veritas Consumer Products Service
Audit Company APSCA Number: 11600002
Lead Auditor Name: Danny Xu
APSCA Auditor Registered Number: RA21701130



Ratings Summary



Auditee's background information			
Auditee's name :	Dongguan Marcopolo Visual Design Co.,Ltd.	Legal status :	Limited Company
Local Name :	东莞市马可李罗视觉设计有限公司 (91441900MA51A5CK57)	Year in which the auditee was founded :	2018
Address :	No. 1, Gold Start Street 2, Gold Star Industrial Park, Xia Ni Village, Qing Xi Town,	Contact person (please select) :	Xiaobao Hu
Province :	Guangdong	Contact's Email :	alice@tprich.com
City :	Dongguan	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	None
GPS coordinates :	N22°49'25" E114°8'42"	Total turnover (in Euros) :	1100000.00
Sector :	Non-Food	Of which exports % :	50.00
Industry :	Others	Of which domestic market % :	50.00
If other, please specify :		Production volume :	30000 pieces per month
Product Group :	Others	Production cost calculation :	No
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Cosmetic display rack / showcase, jewelry display rack		

Auditee's employment structure at the time of the audit		
Total number of workers :	45	Total number of workers in the production unit to be monitored (if applicable) : 0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	26	19
Temporary workers	0	0
In management positions	4	5
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	23	16
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	26	19
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 - 185009] Audit Date: 30/06/2020 PA Score: C

Deadline date:30/03/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation showed that the partial respected the requirement of this performance area. Per document review, management interview and employees' private interview, it was noted that the main auditee had established social compliance management policies, procedures, manuals and organization structure to implement BSCI code of conduct. The main auditee had communicated the BSCI code with its significant suppliers by providing the copy of BSCI code of conduct to them. However, gaps were identified in implementation.

整体观察表明, 受审核方部分满足这个PA的要求。通过文件查阅、管理层访谈和员工访谈, 审核发现工厂建立了社会责任管理方针, 程序, 手册及组织架构来执行BSCI行为规范。工厂将BSCI行为准则发送给了其重要供应商并在遵守行为准则方面进行了沟通。但在实际执行中这个PA仍存在在问题。

- 1.4 -** The factory did not recruit enough employees or organize its workforce capacity to meet the expectations of the delivery order and/or contracts, so that employees' overtime hours exceeded legal limit. BSCI Code of Conduct: The auditee should organize its workforce capacity to meet the expectations of the delivery order and/or contracts.

审核发现工厂没有足够的员工或者进行良好的生产组织来达成交付订单和/或合同预期, 以至于员工月加班超出法律规定。BSCI行为守则: 被审核方(生产商)组织其劳工来达成交付订单和/或合同预期和要求。

Remarks from Auditee:

No comment from factory management.

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 185009] Audit Date: 30/06/2020 PA Score: C

Deadline date:30/07/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The main auditee partially respects this principle because: The auditee had updated worker complaint management procedure and worker representative election procedure, and worker representatives were selected by the workers in 2019, communication meeting between management and worker representatives meeting was conducted regularly. According to interview 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. It had been noted that the auditee had an effective grievance mechanism: the mechanism consisted of using suggestion boxes, worker representatives and an open door policy on coming up with suggestion directly to workers' supervisor. It was confirmed through review the documentation and interview with workers. However, gap was identified in implementation.

被审核方部分尊重BSCI的本条原则, 原因是: 工厂已建立了员工投诉管理程序和员工代表选举程序, 工人在2019年选举了员工代表, 管理层和员工代表定期举行沟通会议, 根据工会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。同时工厂会给员工提供关于员工权利的入职培训。审核过程发现, 工厂已建立了申诉系统, 员工可通过意见箱, 员工代表或直接和主管进行沟通等方式提供投诉。所有这些过程均通过文件以及访谈来核实。但工厂在BSCI体系执行上仍存在差距。

- 2.2 -** It was noted that the factory did not define long-term goals to protect workers according to BSCI COC. BSCI Code of Conduct: The auditee defines long-term goals to protect workers according to the BSCI Code of Conduct.

审核发现工厂没有按照BSCI要求设立长期目标按照BSCI的要求保护员工。BSCI行为守则: 被审核方(生产商)按照BSCI行为守则明确长期目标以保护工人。

- 2.5 -** It was noted that the factory had established or participated in an effective grievance mechanism for individuals, the grievance mechanism allowed worker to lodge suggestions or complaints related to the workers' rights, and individuals had alternative ways for lodging a complaint, such as through suggestion box, worker representative or directly to the management. However, the factory had not set up a channel for local communities' coming up with its suggestions or complaints to management for improvement. BSCI Code of Conduct: The auditee establishes or participates in an effective grievance mechanism for individuals and communities.

It was noted that the factory had established or participated in an effective grievance mechanism for individuals, the grievance mechanism allowed worker to lodge suggestions or complaints related to the workers' rights, and individuals had alternative ways for lodging a complaint, such as through suggestion box, worker representative or directly to the management. However, the factory had not set up a channel for local communities' coming up with its suggestions or complaints to management for improvement. BSCI Code of Conduct: The auditee establishes or participates in an effective grievance mechanism for individuals and communities.

Remarks from Auditee:

No comment from factory management.

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 185009] Audit Date: 30/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The main auditee fully respects this principle because: Written policy on freedom of association and collective bargaining was established, and communicated to all workers by training. The worker representatives were selected by workers. The interviewed workers confirmed that the auditee respected their right to freely elect their representatives. Right of association or collective bargaining was not restricted.</p> <p>被审核方完全尊重BSCI的本条原则, 原因是: 被审核方建立了自由结社及集体谈判的书面政策, 通过培训的方式传达给了所有员工。被访谈的员工确认工厂尊重员工自由选举了员工代表的权利。自由结社和集体谈判的权利未受到限制。</p>	
Remarks from Auditee: None	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 185009] Audit Date: 30/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The main auditee fully respects this principle because: No discrimination was noted in the factory, the auditee had established Non-discrimination policy and procedure. During worker interviews, it was found that there was no unequal, abuse, unusual disciplinary practices, and there were no preference on the religion, origin, political affiliation or age, gender or social background.</p> <p>被审核方完全尊重BSCI的本条原则, 原因是: 工厂未发现歧视, 被审核方已建立了禁止歧视政策和管理程序。访谈中员工反映在被审核方工厂里, 没有不平等, 虐待, 不寻常的纪律处分, 且没有对宗教, 出身, 政治派别或年龄, 性别或社会背景有偏见。</p>	
Remarks from Auditee: None	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 185009] Audit Date: 30/06/2020 PA Score: C	Deadline date:30/03/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the factory partial respected the requirement of this performance area. Per document review, management interview and employees' private interview, it was noted that the local legal minimum wage standard was RMB 9.89 per hour since July 1, 2018. All the employees were paid above minimum wage standard (at least RMB 9.89 per hour). Wages were paid by cash before 30th of the following month according to legal requirement; employees would make a signature in the wage records which was also cross verified during worker's interview. No illegal or unreasonable deduction had been identified through document review or reported by the interviewed workers. However, gaps were identified in implementation.</p> <p>整体观察表明, 受审核方部分满足这个PA的要求。通过文件查阅、管理层访谈和员工访谈, 审核发现当地法定最低工资标准是在2018年7月1日之后是9.89元/时。所有员工工资都满足了该标准(至少人民币9.89元/时)。每月工资在下个月30号之前以现金的方式发放。员工有在工资表上签字(在员工访谈中对上述事实进行了交叉验证)。通过员工访谈及记录查询没有发现任何形式的不合理扣款。然而在实际执行中仍存在一些差距。</p> <p>5.4 - It was noted that the factory did not collect the information and calculate the basic needs wages to identify possible gaps existing between the actual remuneration and the basic needs wages. BSCI Code of Conduct: The auditee provides sufficient remuneration that allows workers to meet a decent living standard.</p> <p>审核员发现工厂未进行基本需求工资信息收集和计算以识别其实际支付的工资和基本需求工资之间的差距。BSCI行为守则: 被审核方(生产商)提供让工人达到体面生活标准的足够报酬。</p> <p>5.5 - According to the social insurance payment receipt provided by factory management, it was noted that 12 out of 45 employees (26.67%) were provided with medical, pension, accident, maternity and unemployment insurance in June 2020. In accordance with Article 73 of the Labor Law of the People's Republic of China.</p> <p>审核员发现工厂的社会保险覆盖不足。根据厂方提供的2020年6月社会保险缴费单据显示工厂为12/45名员工(26.67%)购买了医疗, 养老, 工伤, 生育和失业保险。根据《中华人民共和国劳动法》第73条。</p>	
Remarks from Auditee: No comment from factory management.	

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 185009] Audit Date: 30/06/2020 PA Score: D

Deadline date:30/03/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The main auditee partially respects this principle because: The factory made a policy of working hour system and controlled working hours. According to the policy and implementation records, workers worked 8 hours per day, 5 days per week. The factory arranged workers working on normal day extension and saturday, workers had right to choose working overtime or not. All this processes and implementation can be verified by interview and document review. Factory admitted that they were unable to control the overtime hours within local law limit, but they had clearly communicated working hour policy to all employees through employee handbook. Interviewed employees confirmed that they could choose to overtime working or not.

被审核方部分尊重BSCI的本条原则,原因是: 工厂制定了工时政策,依照政策以及工厂实际的执行情况,员工每天上班8小时,每周5天。工厂会安排工人在晚上和周六加班,员工可自愿选择是否加班。以上均已从员工访谈以及文件信息等方面进行核实。工厂承认目前无法完全做到加班时间控制在法律规定范围内,但是,工厂会通过员工手册向员工传达了工厂关于工作时间的政策。面谈的员工证实加班是自愿的。

- 6.2 -** It was noted that 15 out of 15 sample population employees worked in excess of the statutory overtime hour limits (no more than 36 overtime hours per month). A review of the sample population employees' time records (5 samples from current paid month of May 2020, 5 samples from November 2019, and 5 samples from August 2019) yielded the following: 1) In August 2019, 5 out of 5 sample population employees worked 84 overtime hours per month; 2) In November 2019, 5 out of 5 sample population employees worked 82 overtime hours per month; 3) In May 2020, 5 out of 5 sample population employees worked 68-72 overtime hours per month; This violated Article 41 of the Labor Law of the PRC.

根据厂方提供的工时记录,审核员发现员工加班时间超出了法定标准。审核员抽取15个样本(从最近工资支付月2020年5月,2019年11月和2019年8月各抽取5个样本),发现共有15名员工加班时间超出了法定标准(每月加班时间不能超过36小时),具体为:(1)2019年8月,5/5名员工的月加班时间为84小时;(2)2019年11月,5/5名员工的月加班时间为82小时;(3)2020年5月,5/5名员工的月加班时间为68-72小时。根据《中华人民共和国劳动法》第41条。

Remarks from Auditee:

No comment from factory management.

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 185009] Audit Date: 30/06/2020 PA Score: B

Deadline date:30/08/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The main auditee partially respects this principle because: The committee of health and safety was set up by the factory. There was a designated person responsible for the affairs of health and safety. And the factory had assessed the risk of workshop. For fire safety, the factory ensured enough extinguishers, hydrants, emergency light and fire alarm in the workshop. All these facilities of fire safety were checked monthly. For mechanism safety, all processes of operation were set up, and workers were well trained to operate it correctly. According to the interviewee statement, workers understood the risk of mechanism. And the factory also set up emergency procedure and adequate trained first aiders for providing the service of first aid. The first aid kit was also available in the workshop. Clean potable water was also provided, the factory conducted water test regularly. No transportation was provided to workers. However, gap was identified in implementation.

被审核方部分尊重BSCI的本条原则,原因是: 工厂创建了员工的健康安全委员会,由指定人员负责整体的健康与安全。工厂按照车间情况对工厂内部进行了健康安全风险评估。同时工厂给车间配备了足够的消防设施,例如灭火器,消防栓,应急灯,消防警铃等,并且工厂每月都会进行检查。在机械安全方面,工厂针对有机械安全风险的岗位都制定了相应的操作规程,并且给员工提供了培训以防范这方面的风险。在急救政策方面,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。同时,工厂也提供了饮用水给员工,员工可随时喝水,且工厂定期检测饮用水保证了饮用水的安全卫生。工厂未提供交通工具给工人。但工厂在BSCI体系执行上仍存在差距。

7.1 - 1. It was noted that no specific full-time or part-time safety production management personnel was assigned in the factory, which with 45 employees for production. In accordance with Article 21 of Law of the People's Republic of China on Production Safety 2. It was noted that the factory had not provided the occupational health checks to 8 out of 12 employees in the workshop who were in contact with hazardous materials (e.g. noise, dust and benzene series etc.) yearly. In accordance with Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases. 3. It was noted that the factory failed to provide the special equipment safety management certificate for one cargo lift in the factory for auditor's review. In accordance with Article 38 of Safety Monitoring Regulation of Special Equipment

1. 审核员发现工厂的员工人数为45人,并未配备专职或者兼职的安全生产管理人员。根据《中华人民共和国安全生产法》第二十一条2. 审核员发现厂方没有每年为在车间接触有毒有害物质(例如:噪声,粉尘,苯系物等)的8/12名员工提供职业病体检。根据《中华人民共和国职业病防治法》第35条。3. 审核员发现工厂未能提供1个货梯的特种设备安全管理人员证供查阅。根据《特种设备安全监察条例》第38条

7.2 - According to the social insurance payment receipt provided by factory management, it was noted that 12 out of 45 employees (26.67%) were provided with accident insurance in June 2020. Factory had provided commercial accident insurance to 25 employees, and the valid period was from June 18, 2020 to June 17, 2021. In accordance with Article 73 of the Labor Law of the People's Republic of China.

审核员发现工厂的社会保险覆盖不足。根据厂方提供的2020年6月社会保险缴费单据显示工厂为12/45名员工(26.67%)购买了工伤保险。工厂为25名员工购买了商业保险,时间从2020年6月18日到2021年6月17日。根据《中华人民共和国劳动法》第73条。

7.6 - It was noted that 2 out of 2 employees in the workshop who were in contact with detergent were not wearing rubber gloves. This violated Article 42 of Law of the People's Republic of China on Production Safety.

审核发现生产车间2/2个工人接触清洁剂,但没有佩戴橡胶手套。违反《中华人民共和国安全生产法》第42条

7.7 - It was noted that no safety label was marked on 2 out of 2 detergent containers being used in the workshop. In accordance with Article 14 of the Regulation For Chemical Usage Safety in Work Place

审核发现车间2/2瓶清洁剂没有张贴安全标签。根据《工作场所安全使用化学品规定》第14条

7.11 - It was noted that the factory could not provide the construction safety document (e.g. report or registration files of inspection for completed building construction projects) for the one 5-storey building for review. The completed date was 2010. In accordance with Article 61 of Construction Law of the People's Republic of China and Article 49 of Regulation on the Quality Management of Construction Projects

工厂未能提供其所在的楼房(1栋5层)的建筑物安全证明文件。竣工时间2010年。根据《中华人民共和国建筑法》第61条和根据《建设工程质量管理条例》第四十九条。

7.21 - No canteen was provided.

7.23 - No transportation was provided.

7.24 - No dormitory was provided.

Remarks from Auditee:

No comment from factory management.

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 185009] Audit Date: 30/06/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The main auditee fully respects this principle because: The factory established its child labor forbidden policy. It was noted that the HR related officer had to check the ID and age during the hiring process. Through management interview, worker representative interview and employee interview, all knew the child labor forbidden policy and confirmed no child labor in the factory. The youngest employee noted during this audit was 20 years old.

被审核方完全尊重BSCI的本条原则,原因是: 工厂建立了禁止童工政策。负责招聘的相关HR人员知道他们必须严格核实新员工的年龄。员工面谈,员工代表面谈和管理层面面谈都证实清楚的知晓禁止童工政策并且确定工厂没有童工。最小年龄为20岁。

Remarks from Auditee:

None

Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 185009] Audit Date: 30/06/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The main auditee fully respects this principle because: The factory had established related policies to ensure young workers' working time and not to contact with hazardous materials. Worker representative stated that the factory held training and meetings to take special care for young workers. No young worker was found in the factory.

被审核方完全尊重BSCI的本条原则, 原因是: 工厂建立了完整的未成年工保护政策, 包括工作时间和禁止未成年工接触有毒化学品等等。员工代表还表示, 会举行定期的会议, 来提醒特别关照未成年工。工厂没有未成年工。

Remarks from Auditee:

None

Performance Area 10 : No Precarious Employment

Full Audit [Audit Id - 185009] Audit Date: 30/06/2020 PA Score: B

Deadline date:30/07/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee partially respected the requirement of this performance area. The factory established the clear hiring procedure according to local legal requirement. Confirmed through employee and employee representative interview, they need to sign standard labor contracts with factory and they kept one labor contract by themselves. However, the facts, harmful effects, consequences, protective measures and necessary treatment of occupational diseases were neither communicated to relevant employees nor indicated in their employment contracts.

整体观察表明, 受审核方部分地满足这个部分的要求。工厂根据当地的法规要求建立了清楚地招聘程序。通过员工和员工代表面谈, 确认所有员工进厂时必须签标准的劳动合同, 并且他们自己都留有一份合同。但是工厂并没有与员工沟通可能会产生职业病的危害及其后果、职业病防护措施和待遇等, 也没有在劳动合同中写明。

10.3 - It was noted that occupational disease might result in the work process of some employees in the factory (e.g. employees in contact with noise, dust and benzene series in the workshop). However, the facts, harmful effects, consequences of occupational diseases were neither communicated to relevant employees nor indicated in their employment contracts. In accordance with Article 33 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases.

审核员发现工厂的一些工作过程有可能产生职业病(例如: 车间的员工有接触噪声, 粉尘和苯系物等等)。但是工厂并没有与员工沟通可能会产生职业病的危害及其后果等, 也没有在劳动合同中写明。根据《中华人民共和国职业病防治法》第33条

Remarks from Auditee:

No comment from factory management.

Performance Area 11 : No Bonded Labour

Full Audit [Audit Id - 185009] Audit Date: 30/06/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on site tour, document review and interview, the auditee didn't limit the employees' freedom including resignation or ask for leave from the factory. The inhumane or degrading treatment, corporal punishment, mental or physical coercion and/or verbal abuse never occurred. There was no prison labor or forced labor. No ID card or wage was withheld by factory. It was observed that workers were working without pressure. Disciplinary measures were all reasonable: Verbal warning, warning letter and termination.

被审核方完全尊重BSCI的本条原则, 原因是: 基于现场走访, 文件评估和访谈, 被审核方没有限制员工的自由, 包括离职或请假。工人从未受到不人道或有辱人格的待遇、体罚、精神或肉体胁迫和/或辱骂。工厂里没有监狱劳工或强迫劳动。工厂没有扣留工人的身份证和工资。员工在工厂里工作没有压力。处罚措施是合理的, 处罚措施包括: 口头警告, 警告信和解雇。

Remarks from Auditee:

None

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 185009] Audit Date: 30/06/2020 PA Score: B	Deadline date:30/03/2021
<u>GOOD PRACTICES:</u> None	
<u>AREAS OF IMPROVEMENT:</u> <p>The overall observation showed that the factory partially respected the requirement of this performance area. Per document review, management interview and employees' private interview, it was noted that the auditee continuously identified the significant impacts and environmental implications associated to its activity, and established the proper procedure to ensure integration of local environmental law into the business performance. However, based on satisfactory evidence, gaps were identified in implementation.</p> <p>整体观察表明, 受审核方部分满足这个PA的要求。通过文件查阅、管理层访谈和员工访谈, 审核发现被审核方持续识别其商业活动的重大影响及对环境造成的后果, 并且建立了合适程序来确保其商业模式中结合了当地环境法规。但是在实际执行中仍存在问题。</p> <p>12.4 - It was noted that the factory provided the contact to prove the waste activate carbon (HW49) and waste paint residue (HW49) and waste chemical containers (HW49) was disposed by Shen Zhen City Shen Tou Environment Technology Co., Ltd to. And the contractor had the valid contractor's hazardous waste operation license. However, the factory management was unable to provide the hazardous waste transfer manifest for review. In accordance with Article 57 of Law of the People's Republic of China on Prevention and Control of Solid Waste Pollution 审核员发现工厂提供了合同证明将废活性炭(HW49)和废漆渣(HW49)和废化学品容器(HW49)交给深圳市深投环保科技有限公司处置, 该处理商具有有效的危废经营许可证。但工厂不能提供这些危废的转移联单。根据《中华人民共和国固体废物污染环境防治法》第57条</p>	
<u>Remarks from Auditee:</u> No comment from factory management.	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 185009] Audit Date: 30/06/2020 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u> None	
<u>AREAS OF IMPROVEMENT:</u> <p>The overall observation showed that the factory fully respected the requirement of this performance area. Per factory tour, document review, management interview and employees' private interview, it was noted that the auditee has set up appropriate measures to ensure and demonstrate no corruption, extortion, embezzlement, bribery, falsified information or misrepresentation in the supply chain. The auditee identified the situations and activities where acts of corruption, extortion or bribery were most likely to occur in its context and policies/procedures against any act of corruption and takes active measures to prevent and remediate them.</p> <p>整体观察表明, 受审核方完全满足这个PA的要求。通过文件查阅、管理层访谈和员工访谈, 审核发现工厂建立了合适的管理措施来确保及明确在供应链中不能存在行贿索贿, 挪用盗用公款, 贪腐, 提供虚假资料, 虚报等行为。在管理制度中明确了在哪些方面可能存在贪腐, 挪用公款或者贿赂等行为以及相应的预防管理措施。</p>	
<u>Remarks from Auditee:</u> None	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	30/06/2020	185009	C	C	A	A	C	D	B	A	A	B	A	B	A	C

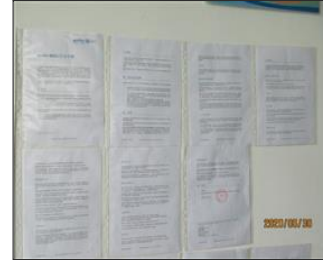
Producer Photos



External photo(s) of the production unit(s)
7.6 no wearing rubber gloves.JPG



External photo(s) of the production unit(s)
7.7 no safety label.JPG



External photo(s) of the production unit(s)
amfori BSCI COC.JPG



External photo(s) of the production unit(s)
cutting section.JPG



External photo(s) of the production unit(s)
drinking water supply.JPG



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



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



External photo(s) of the production unit(s)
extinguishers.JPG



External photo(s) of the production unit(s)
eye washing facility.JPG



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)
fire alarm.JPG



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



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



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



External photo(s) of the production unit(s)
laser printing section.JPG



External photo(s) of the production unit(s)
packing section.JPG



External photo(s) of the production unit(s)
polishing section.JPG



External photo(s) of the production unit(s)
processing section.JPG



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



External photo(s) of the production unit(s)
silk printing.JPG



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



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



External photo(s) of the production unit(s)
toilet.JPG