
Auditee :	Zhejiang Rikang Baby Products Co.,Ltd
Audit Date From :	07/08/2019
Audit Date To :	08/08/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	BureauVeritas
Auditor's Name(s) :	Anna Zhao(Lead)
Auditing Branch (if applicable) :	



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Rating Definitions



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

Main Auditee Information



Name of producer :	Zhejiang Rikang Baby Products Co.,Ltd		
DBID number :	393193		
Audit ID :	159296		
Address :	No.12, Beiyuan Road, Huangyan Economic Development Zone Taizhou		
Province :	Zhejiang	Country :	China
Management Representative :	Mr. Fu Jun/Factory director		
Contact person:	Fu Jun	Sector :	Non-Food
Industry Type :	Others	Product group :	Plastic and articles thereof
Product Type :	Feeding bottles, Water bottle & cups		

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 : 08/08/2020	

Rating per Performance Area (PA)

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

Executive summary of audit report

Factory name: Zhejiang Rikang Baby Products Co.,Ltd 浙江日康婴儿用品有限公司
 Factory address: No.12, Beiyuan Road, Huangyan Economic Development Zone, Taizhou, Zhejiang 浙江省台州市黄岩经济开发区北院大道12号
 Business license number: 9133100374349657XY

The factory was established on October 16, 2002 and consists of one 3-storey production building, two 4-storey production and warehouse combined buildings and one 4-storey canteen, office and dormitory combined building with total construction area about 27,120 square meters. No transportation was available in the facility. The factory agreed that the auditor had accesses to all facilities, compound and documents and records requested by the audit.

The factory was specialized in manufacture of feeding bottles, water bottle & cups. The main production processes including crushing, injection, printing, assembling, inspection and packing, no process was subcontracted to another factory. The production capacity were 12 million pieces per year. Based on the interview and document review, there were 98 employees including 56 male workers and 42 female workers in the factory. The youngest employee in the factory was 25 years old.

It was noted that the factory used electronic attendance system to record employee's attendance status. All employees ran 1 shift from 07:30 to 17:00 with lunch break from 11:30 to 13:00. Management issued the wages of current month at the end of next month by cash to employees and all employees were paid by hourly rate.

According to the payroll records of 15 samples from December 2018, 15 samples from February 2019 and 15 samples from recent month June 2019, it was noted that all samples were paid at RMB 11 to RMB 13 per hour in sampled months, which was higher than the local minimum wage of RMB 1800 per month or RMB 10.34 per hour since December 1, 2017. Further, all sampled employees were paid 150% of their normal wage for the overtime working hours on normal working days and 200% of their normal wage for the overtime working hours on the rest days. No overtime working hours was noted on statutory holidays.

According to the attendance records of 15 samples from December 2018, 15 samples from February 2019, 15 samples from recent month June 2019 and 5 samples from the recent unpaid but full attendance month July 2019, the maximum overtime hours were 2 hours a weekday, 8 hours a rest day and 44 hours a month, 52 hours per week. The longest consecutive work period was 6 days.

According to the social insurance payment receipt provided by factory management, it was noted that 55 out of 98 employees (56.12%) were provided with pension, unemployment, medical, maternity insurance and all 98 out of 98 employees (100%) were provided with accident insurance in June 2019.

The attendance records were cross-checked against production records and confidential interviews were conducted with 15 employees from different departments. No inconsistencies regarding working hours and production records was found.

At the end of the audit, a closing meeting was held with the factory representatives. All of the findings were disclosed and discussed and a corrective action plan was explained to the factory Representative Mr. Fu Jun/Factory director agreed with the findings and signed the corrective action plan.

Opening meeting factory representatives (name and titles)
 Mr. Fu Jun/Factory director
 Mr. Chen Wei/Worker Representative

Remark:
 1. Documents which was not attached to the report:
 • Contractor license/permit
 Not applicable. There was no contractor used in the auditee.
 • Agency labor contract

Not applicable. There was no agency labor used in the auditee.
• Government waivers
Not applicable. There was no government waivers provided by the auditee.
• Collective bargaining agreements
Not applicable. No collective bargaining agreement was provided for review.
• Inconsistencies between time and production records
Not applicable. No inconsistencies was found between time and production records.

2. Audit Company: Bureau Veritas Consumer Products Service
Audit Company APSCA Number: 11600002
Lead Auditor Name: Anna Zhao
APSCA Auditor Registered Number: 21701169

Ratings Summary



Auditee's background information			
Auditee's name :	Zhejiang Rikang Baby Products Co.,Ltd	Legal status :	Limited Company
Local Name :	浙江日康婴儿用品有限公司(统一社会信用代码 9133100374349657XY)	Year in which the auditee was founded :	2002
Address :	No.12, Beiyuan Road, Huangyan Economic Development Zone	Contact person (please select) :	Fu Jun
Province :	Zhejiang	Contact's Email :	439045097@qq.com
City :	Taizhou	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) :	www.rikang.com
GPS coordinates :	N 28°40'44" E 121°13'26"	Total turnover (in Euros) :	1000000.00
Sector :	Non-Food	Of which exports % :	0.25
Industry :	Others	Of which domestic market % :	0.75
If other, please specify :	Baby Products	Production volume :	12,000,000 pieces per year
Product Group :	Plastic and articles thereof	Production cost calculation :	No
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Feeding bottles, Water bottle & cups		

Auditee's employment structure at the time of the audit			
Total number of workers :	98	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	56	42	
Temporary workers	0	0	
In management positions	8	1	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	37	20	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	56	42	
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 - 159296] Audit Date: 07/08/2019 PA Score: B

Deadline date:30/11/2019

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee partially respects the requirement of this performance area. The auditee established an effective management to implement the BSCI Code of Conduct as requirement to ensure daily operations work in line with BSCI. Appointed Fu Jun/Factory director to ensure that the BSCI values and principles were followed in a satisfactory manner, such as following up with the grievance mechanism, ensuring that workers have received trainings relevant to the BSCI values and principles. BSCI COC had been already posted on site. Furthermore, the auditee had established the policy of selection of business partners, tried their best to ask business partners to understand and have their own social responsibility, etc. The factory had already established the production capacity assessment procedure, but they had not assessed production capacity fully.

整体观察表明,受审核方部分尊重这个执行领域的要求。被审核方已经参照BSCI要求建立了有效的管理体系,并且确保每日的运营遵照BSCI规定。委派了付军/厂长以确保其充分遵循BSCI价值和原则要求,如跟进申诉机制,确保员工受到并已受到有关BSCI价值和原则标准的培训等等,现场也张贴了BSCI行为准则。同时被审核方建立了商业伙伴挑选程序,尽量要求商业伙伴能了解,并且自有社会责任等。工厂建立了生产能力评估程序,但是生产能力评估不充分。

- 1.4 - It was noted that the factory had established the production capacity assessment procedure, but they had not assessed production capacity. In accordance with Performance Area 1: Social Management System and Cascade Effect 1.4 Factory management agreed with the issue and would take corrective action as soon as possible.

工厂已建立生产能力评估程序,但还未进行生产能力评估。根据执行领域1:社会管理体系和级联效应 1.4 工厂同意该问题并表示尽快改善。

Remarks from Auditee:

None

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 159296] Audit Date: 07/08/2019 PA Score: B

Deadline date:31/10/2019

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee partially respects the requirement of this performance area. The auditee had established workers representative procedure, Amfori BSCI COC was posted onsite and BSCI training was provided for all employees. The auditee had established procedure to involve and exchange information on workplace issues with workers and their representatives, provided the commitment that they would implement the social responsibility according to the local law and BSCI Code of Conduct. However, the workers representative and sampled workers were not quite aware of BSCI and BSCI requirement and the established grievance mechanism was not including all interested parties.

整体观察表明,受审核方部分满足这个部分的要求。被审核方建立了员工代表管理程序,在现场张贴了AmforiBSCI行为准则并为所有员工提供了BSCI培训。被审核方已经建立了程序让工人及其代表参加并交流关于工作场所问题的信息以及承诺执行社会责任,但是员工代表和抽样员工并不知道BSCI的内容和要求,工厂建立的申诉机制没有包含所有利益相关方。

- 2.4 - It was noted that there were communication about requirements of social responsibility between the management and workers, but some workers did not know the requirements of social responsibility or the BSCI Code. In accordance with Performance Area 2: Workers Involvement and Protection-2.4 Factory management agreed with the issue and would take corrective action as soon as possible.

工厂管理层已经与员工之间关于社会责任的沟通,但部分工人并不知道社会责任的要求和BSCI的要求。根据执行领域2:工人参与度和保护-2.4 工厂同意该问题并表示尽快改善。

- 2.5 - It was noted that the factory had not established grievance procedure for its stakeholders (such as residents nearby, supplies and so on). In accordance with Performance Area 2: Workers Involvement and Protection 2.5. Factory management agreed with the issue and would take corrective action as soon as possible.

工厂没有建立利益相关方(如周边居民、供应商等)有效的建议和申诉机制。根据执行领域2:工人参与和保护-2.5 工厂同意该问题并表示尽快改善。

Remarks from Auditee:

None

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 159296] Audit Date: 07/08/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee fully respects the requirement of this performance area. The auditee had established the written policy on freedom of forming unions and workers' right to bargain collectively. And the auditee posted this policy on the public board to employees, and they respected and encouraged employees to form their worker committee. Trade union was not established in this factory. The auditee respects the right of workers to form worker committee or select worker representative, and the auditee encouraged to enforce the communication between worker representative and workers, and met worker representative to communicate with the affairs related to workers. One worker representative was voted by all employees in this factory. The auditee did not discriminate against worker representative. 被审核方完全遵守本执行领域要求。被审核方建立了书面的有关组织工会的自由和集体谈判的权利。被审核方将这些政策张贴于公告栏告知于员工,且尊重并鼓励员工形成工人委员会。工厂没有建立工会。被审核方尊重员工推举代表,鼓励员工代表与员工沟通,且定期与员工代表进行会面交流与员工相关的被审核方事务。工厂员工推举了1名员工代表。厂方没有因为是员工代表而区别对待。	
Remarks from Auditee: None	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 159296] Audit Date: 07/08/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee fully respects the requirement of this performance area. The auditee established related non-discrimination policy and effectively cascade to all employees. No discrimination should be allowed in hiring, remuneration, promotion, termination, training, etc. Managers and workers were well communicated on these policies through training, posters, employee's hand book and periodic meeting, and there was no actual discrimination issue reported before. The factory had a grievance mechanism in place which was open to all employees. Workers felt free to use the grievance mechanism without fear of reprisal. Any complaint could be directly raised to the senior manager. 整体观察表明,受审核方完全尊重这个执行领域的要求。受审核方建立了明确的反歧视政策并且有效的告知员工。在招聘,报酬,晋升,结束劳动关系,培训等禁止有歧视行为。工厂的歧视政策通过培训,公告,员工手册和定期会议已经有效的告知员工,并且在过去没有歧视的问题汇报。工厂向员工公开他们的申诉机制,员工可在不担心报复的情况下自如地使用申诉机制。任何投诉和抱怨都可以直接向最高领导反馈。	
Remarks from Auditee: None	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 159296] Audit Date: 07/08/2019 PA Score: C	Deadline date:30/11/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee partially respects the requirement of this performance area. Employees were paid at hourly rate at the end of next month in cash. Per employee handbook and employee interview, benefits including annual leave, maternity leave, paternity leave, etc were provided for employees. However, not all employees were provided with social insurance. 整体观察表明,受审核方部分尊重这个执行领域的要求。工资以月薪计算,在次月月底现金支付。根据员工手册和员工访谈,被审核方为员工提供了年假,产假,陪产假等福利。但是,部分员工的社会保险覆盖不全。 5.4 - The factory did not identify the living cost of the workforce in the region, gap between actual remuneration and fair remuneration and potential actions to fill the gaps. In accordance with Performance Area 5: Fair Remuneration 5.4 Factory management agreed with the issue and would take corrective action as soon as possible. 工厂尚未识别劳工在所在地区的生活成本,实际薪酬和公平薪酬的差距以及满足差距的可能措施。根据执行领域5:公平报酬-5.4 工厂同意该问题并表示尽快改善。 5.5 - It was noted that the factory's social insurance coverage was insufficient. According to the social insurance payment receipt provided by factory management, it was noted that 55 out of 98 employees (56.12%) were provided with pension, unemployment, medical, maternity insurance and all 98 out of 98 employees (100%) were provided with accident insurance in June 2019. In accordance with Article 73 of the Labor Law of the People's Republic of China Factory management agreed with the issue and would take corrective action as soon as possible. 审核员发现工厂的社会保险覆盖不足。根据厂方提供的2019年6月的社会保险缴费单据显示工厂为55/98名员工(56.12%)提供养老、失业、医疗、生育保险,为所有98/98名员工(100%)提供工伤保险。根据《中华人民共和国劳动法》第73条。工厂同意该问题并表示尽快改善。	
Remarks from Auditee: None	

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 159296] Audit Date: 07/08/2019 PA Score: D

Deadline date:30/11/2019

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee partially respects the requirement of this performance area. The auditee established and complied with the working hour policy according to local requirement of the normal working hours of 8 hours per day and 40 hours per week and all employees had at least one day rest per 7 days. Employees worked 2 overtime hours at most per working day, which did not exceed the legal requirement of 3 hours a day. According to the sampled time records, sampled employees worked 52 hours per week at most. However, the overtime hours exceed the legal requirement of not exceeding the 36 hours overtime per month.

被审核方部分遵守本执行领域要求。被审核方规定了符合当地法规的工作时间政策，并遵循每天8小时，每周40小时的标准工时，每七天均至少有一天休息。每工作日最多加班2小时，不超过法律要求的每天不超过3小时的要求。另外，根据抽样的考勤记录，员工每周最多工作52小时。但是被审核方员工的加班时间超出了法规要求的每月加班不超过36小时的要求。

6.2 - According to the attendance records of 15 sample employees from June 2019, 15 sample employees from February 2019, 15 sample employees from December 2018 and 5 sample employees from the recent unpaid but full attendance month July 2019, it was noted that 15 out of 15 sample employees worked in excess of 36 overtime hours per month (i.e. 44 hours) in December 2018, which was not in compliance with the legal requirement. In accordance with Article 41 of the Labor Law of the PRC. The Production Manager was appointed to control the overtime hours. Currently, they did not have a plan to reduce monthly overtime hours to meet legal requirement. All employees interviewed represented that they were voluntarily to work overtime and they confirmed that they overtime worked more than 36 hours per month when busy. Factory management agreed with the issue and would take corrective action as soon as possible.

抽样2019年6月15名员工，2019年2月15名员工，2018年12月15名员工和最近未发薪完整考勤月2019年7月5名员工的考勤记录，显示15/15名员工在2018年12月加班44小时，超过每月加班时间不能超过36小时的法律规定。根据《中华人民共和国劳动法》第41条。工厂生产经理负责管控加班时间。目前工厂暂无减少加班时间的计划。访谈员工表示自愿加班，在生产忙时每月加班时间超过36小时。工厂同意该问题并表示尽快改善。

Remarks from Auditee:

None

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 159296] Audit Date: 07/08/2019 PA Score: D

Deadline date:30/11/2019

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee partially respects the requirement of this performance area. The auditee had established right occupational health and safety policy and procedure. Trainings and drills (dated on March 4, 2019 recently) were conducted to all workers and management to enforce their awareness. Per factory tour, the auditee had taken certain measure to protect employees' health and safety. Firefighting equipment such as emergency lights, exit signs, fire extinguishers, fire hydrants were set in this factory, and regular inspection were conducted monthly. Further, first aid kit, drinking water and toilets were set for employees.

被审核方部分遵守本执行领域要求。被审核方制定了相对健全的职业健康安全的方针政策及程序文件,且通过定期消防培训和演习(最近进行日期为2019年3月4日)的方式来提高管理人员和员工的意识。通过现场巡查发现被审核方采取了一定的措施来保护员工的健康安全。现场安装了应急灯、安全出口标志、灭火器、消防栓等消防设施,并每月进行检查。同时,也为员工配备了药箱、饮水、厕所等设施。

- 7.4 - Workers and worker representatives were not involved in health and safety risk assessment. In accordance with Performance Area 7: Occupational Health and Safety-7.4 Factory management agreed with the issue and would take corrective action as soon as possible.
工人和工人代表没有参与健康与安全的风险评估。根据执行领域 7: 职业健康与安全-7.4 工厂同意该问题并表示尽快改善。
- 7.6 - It was noted that employees working in the printing workshop did not wear activated carbon masks which provided by the factory management. In accordance with Article 42 of Law of the People's Republic of China on Production Safety. Factory management agreed with the issue and would take corrective action as soon as possible.
审核员发现印刷车间的员工没有佩戴工厂提供的活性炭口罩。《中华人民共和国安全生产法》第42条。工厂同意该问题并表示尽快改善。
- 7.7 - (1)It was noted that one alcohol container being stored in the chemical warehouse was not posted with safety label. In accordance with Article 14 of the Regulation For Chemical Usage Safety in Work Place. Factory management agreed with the issue and would take corrective action as soon as possible. (2)It was noted that the eye washing facility in printing workshop only have one head which could not cover both eyes when using, it could not accept as a functional emergency washing facility. In accordance with Article 8.3 of Hygiene standards for the design of Industrial enterprises (GBZ1-2010). Factory management agreed with the issue and would take corrective action as soon as possible.
(1)审核员发现存放在化学品的1桶盛装酒精的容器没有张贴安全标签。根据《工作场所安全使用化学品规定》第14条。工厂同意该问题并表示尽快改善。(2)审核员发现印刷车间的洗眼器只有一个喷头,喷水时不能同时覆盖到两只眼睛,不能起到紧急冲洗的作用。《工业企业卫生设计标准(GBZ1-2010)》8.3。工厂同意该问题并表示尽快改善。
- 7.10 - It was noted that printing ink was using in printing workshop, noise and dust was generated in the crushing workshop, which might cause occupational diseases to employees in these two workshops. PPE was provided to employees freely by the factory management and PPE trainings were also provided to employees regularly. However, factory did not conduct testing of factors of occupational hazards in printing workshop and crushing workshop. In accordance with Article 20 of Provisions on the Supervision and Administration of Occupational Health at Work Sites. Factory management agreed with the issue and would take corrective action as soon as possible.
审核员发现工厂印刷车间使用的油墨和粉料车间产生的粉尘噪声对员工存在潜在的职业病危害。但工厂并未对这两个车间进行职业病危害因素检测。工厂给员工提供了免费的个人防护用品,并定期给员工提供个人防护用品的培训。根据《工作场所职业卫生监督管理规定》第20条。工厂同意该问题并表示尽快改善。
- 7.11 - (1)It was noted that factory management was unable to provide the fire acceptance check for one 3-storey production building, which a total construction area of 2400 square meters; Besides, the one 4-storey warehouse building was used as office and dormitory currently. However, the factory management did not update the fire acceptance check for dormitory building to reflect the update of building purpose. And this building had a total construction area of 6,333 square meters. In accordance with Article 13 of the Construction Project Fire Safety Supervision and Management Regulation and Article 24 of the Construction Project Fire Safety Supervision and Management Regulation. Factory management agreed with the issue and would take corrective action as soon as possible. (2)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 one 3-storey production building. As per stated by factory management, this building was completed in 2008. 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. Factory management agreed with the issue and would take corrective action as soon as possible.
(1)厂方未能提供1栋3层生产楼的消防验收合格证明,建筑面积约为2400平方米;此外,1栋4层的仓库现在用作办公室和员工宿舍,但是工厂没有更新消防验收合格证明,建筑面积为6,333平方米。根据《建设工程消防监督管理规定》第13条和《建设工程消防监督管理规定》第24条。工厂同意该问题并表示尽快改善。(2)工厂未能提供1栋3层生产楼的结构安全证明文件(如建筑工程竣工验收报告或相关备案资料),该建筑于2008年竣工。根据《中华人民共和国建筑法》第61条和《建设工程质量管理条例》第49条。工厂同意该问题并表示尽快改善。
- 7.13 - It was noted that the electric circuit of one electrical switch box in the sewing workshop was exposed without insulation protective device. In accordance with Article 5.1.2 of the General Guide for Safety of Electric User (GB/T13869-2017) Factory management agreed with the issue and would take corrective action as soon as possible.
审核员发现缝制车间内的1个配电箱电线裸露,没有足够的保护装置。根据《用电安全导则GB/T13869-2017》第5.1.2条。工厂同意该问题并表示尽快改善。
- 7.15 - It was noted that the width of 1 out of 2 evacuation exits in the silicone workshop was 0.77 meter, which was less than national standard of 0.9 meter. Safety exit signs and emergency lightings were installed above this exit, and employees knew the location of exits. Fire drills were conducted twice per year. In accordance with Article 3.7.5 of the Building Construction Design Code for Fire Safety (GB50016-2014). Factory management agreed with the issue and would take corrective action as soon as possible.
审核员发现硅胶车间1/2个安全出口的宽度为0.77米,少于国标规定的0.9米。该安全出口上方安装了安全出口标志和应急灯,员工清楚知道安全出口的位置。工厂1年举行2次消防演习。根据《建筑设计防火规范GB50016-2014》第3.7.5条。工厂同意该问题并表示尽快改善。
- 7.16 - It was noted that the emergency evacuation plan posted in the canteen missing one safety exit's location. In accordance with Article 16 of the Fire Control Law of the People's Republic of China. Factory management agreed with the issue and would take corrective action as soon as possible
审核员发现食堂张贴的逃生示意图少了1个安全出口的位置。根据《中华人民共和国消防法》第16条 工厂同意该问题并表示尽快改善。
- 7.17 - It was noted that 1 out of 1 overlocking machine in the sewing workshop was not equipped with eye shield and 8 out of 8 sewing machines in the sewing workshop were not equipped with needle guards. Per employee interview and document review, no accident was happened in the last 12 months and machine safety training was provided for employees regularly. In accordance with Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene. Factory management agreed with the issue and would take corrective action as soon as possible.
审核员发现缝制车间1/1台拷边机没有安装护目镜,8台缝纫机有8台没有安装针挡。根据员工访谈和文件审核,工厂最近12个月没有发生工伤,工厂定期给员工提供机器操作安全的培训。根据《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条。工厂同意该问题并表示尽快改善。
- 7.22 - It was noted that no soap was provided at toilets area, but toilet paper was provided to employees. In accordance with Performance Area 7: Occupational Health and Safety-7.22 Factory management agreed with the issue and would take corrective action as soon as possible.

审核发现洗手间未提供肥皂,但是给员工提供了厕纸。根据执行领域 7: 职业健康与安全-7.22 工厂同意该问题并表示尽快改善。	
Remarks from Auditee: None	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 159296] Audit Date: 07/08/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee fully respects the requirement of this performance area. The auditee established its child labor forbidden policy and remedial policies, HR department was responsible for employee recruitment and they were well aware of the recruitment process establishes by the auditee including robust age-verification mechanisms. And they checked the ID strictly during the hiring process to ensure that no child labor was hired. All employees age documents such as ID copies were maintained in this factory. And no existing child labor or history child labor was noted with confirmation over the past year. The youngest one was 25 years old on the audit day. 被审核方完全遵守本执行领域要求。被审核方建立了禁止童工政策及童工拯救政策,由人事部负责人员的招聘,人事清楚被审核方制定的关于年龄合适的雇佣流程。通过身份证件核查每名新进员工的年龄确保童工不被录用。被审核方保留了每名员工的身份证明文件如身份证复印件。经核查确定被审核方在过去一年内没有发现童工和历史童工。审核当天员工最小年龄25岁。	
Remarks from Auditee: None	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 159296] Audit Date: 07/08/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee fully respected the requirement of this performance area. There were no young worker in this factory. The factory had established related policies to ensure young workers' working time and not to contact with hazardous materials. Per worker and management interview, the policy for protecting young worker was practiced well in the auditee. Through document review, factory tour and employee interview, no juvenile employee was used in the factory. The youngest employee in the factory was 25 years old. 整体观察表明,受审核方满足这个部分的要求。工厂没有未成年工。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。根据员工面谈和管理层面谈,未成年保护政策有得到贯彻。通过文件审核、现场走访和员工访谈,工厂没有使用未成年工。工厂最小的员工25岁。	
Remarks from Auditee: None	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 159296] Audit Date: 07/08/2019 PA Score: B	Deadline date:30/11/2019
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 handling printing ink containing benzene might result in benzene poisoning). 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. In accordance with Article 33 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases Factory management agreed with the issue and would take corrective action as soon as possible. 审核员发现工厂的一些工作过程有可能产生职业病(例如:员工使用含有苯的油墨可能导致苯中毒)。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。根据《中华人民共和国职业病防治法》第33条 工厂同意该问题并表示尽快改善。	
Remarks from Auditee: None	

Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 159296] Audit Date: 07/08/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee fully respects the requirement of this performance area. The auditee established policies to forbidden bonded labor which including forbid engage in any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labor, and never use prison labor. The auditee ensures that disciplinary measures do not consist of corporal punishment, debt bondage, restriction of movement, violence, threats and intimidation etc. Through employee and employee representative interview, no physical or verbal abuse was noted with the auditee.</p> <p>整体观察表明, 受审核方完全尊重这个执行领域的要求。受审核方建立了禁止强迫员工政策, 包括禁止任何形式的奴役、强迫、抵债、契约、贩卖或非自愿劳动, 不使用监狱劳工。被审核方(生产商)确保工人不会受到有辱人格的待遇, 惩戒措施不包括体罚、债役、限制活动、暴力和威胁和恐吓等。通过员工和员工代表面谈, 确认受审核方不存在强迫员工的行为。</p>	
Remarks from Auditee: None	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 159296] Audit Date: 07/08/2019 PA Score: C	Deadline date:30/11/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee partially respected the requirement of this performance area. The auditee had collected relevant environment protection laws and regulation. Relevant procedure was established to protect environment and save energy such as electricity, water source and etc. 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. But some gap was found such as that factory management unable to provide the environmental impacts documents and the approval document for on-site inspection and acceptance of completed environmental protection facilities.</p> <p>整体观察表明, 受审核方部分满足这个部分的要求。被审核方收集了环境保护方面的法律法规, 制定了关于保护环境、节约资源, 比如电能、水资源等的相关制度。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。但是仍有部分区域存在偏差, 比如工厂未能提供环评文件和建设项目竣工环境保护验收文件。</p> <p>12.1 - It was noted that the factory did not work out the report of environmental impacts, the report form of environmental impacts or the registration form of environmental impacts of the construction of the facility. In accordance with the Article 16 of Law of the People's Republic of China on Appraising of Environment Impacts. Factory management agreed with the issue and would take corrective action as soon as possible. 审核员发现工厂未有办理环评文件。根据《中华人民共和国环境影响评价法》第16条。工厂同意该问题并表示尽快改善。</p> <p>12.3 - (1)It was noted that factory management was unable to provide the approval document for the report of environmental impacts (OR: the report form of environmental impacts) of the construction project of the factory. In accordance with the Article 22 of Law of the People's Republic of China on Appraising of Environment Impacts and Registration measures on the administration of environmental impact registration forms of construction projects, article 3, article 7, article 12, article 15. Factory management agreed with the issue and would take corrective action as soon as possible. (2)It was noted that factory management was unable to provide the inspection and acceptance report of completed environmental protection facilities for review. In accordance with Article 17 of the Regulations on Environmental Protection Check and Acceptance for Completed Construction Project. Factory management agreed with the issue and would take corrective action as soon as possible. (1)审核员发现工厂不能提供建设项目环境影响报告书(或环境影响报告书)的批复文件供审查。根据《中华人民共和国环境影响评价法》第22条和《建设项目环境影响登记表备案管理办法》第3条, 第7条, 第12条和第15条。工厂同意该问题并表示尽快改善。(2)审核员发现工厂不能提供环境保护竣工验收报告文件供审查。根据《建设项目竣工环境保护验收管理办法》第17条。工厂同意该问题并表示尽快改善。</p>	
Remarks from Auditee: None	

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 159296] Audit Date: 07/08/2019 PA Score: B	Deadline date:31/10/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The auditee partially respects the requirement of this performance area. The auditee had established written policy and procedure on ethical business behavior and integrity in the facility and communicated to employees by internal training. The disclosure of information indicated that all documents/records including personnel files, time records, payroll records, etc. must be accurate and no falsified information was permitted in their business activities. However, the facility did not conduct Ethical Business risk assessment.</p> <p>被审核方部分遵守本执行领域要求。被审核方建立了书面的商业道德和诚信方面的政策程序，并且通过内部培训传达给了所有员工。信息公开政策指出包括人事资料、工时记录，工资记录等所有文件记录都必须准确，在其商业活动中不允许有任何虚假信息。但是，工厂未进行商业道德方面的风险评估。</p> <p>13.1 - The facility had established training procedure on Ethical Business Behavior including corruption, bribery, falsified information or misrepresentation, fraud, embezzlement. And the facility had provided ethic and integrity training to high risk employees regularly. But the facility did not conduct Ethical Business risk assessment. In accordance with Performance Area 13: Ethical Business Behavior 13.1 Factory management agreed with the issue and would take corrective action as soon as possible.</p> <p>工厂有建立商业道德行为的培程序，包括贪污腐败，行贿受贿，伪造信息或虚假陈述，欺骗，挪用公款。且定期对高风险人员进行商业道德方面的培训。但工厂未进行商业道德方面的风险评估。根据执行领域13:道德商业行为 13.1 工厂同意该问题并表示尽快改善。</p>	
Remarks from Auditee: None	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	07/08/2019	159296	B	B	A	A	C	D	D	A	A	B	A	C	B	C

Producer Photos



External photo(s) of the production unit(s)
7.13 Without insulation protective device.JPG



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



External photo(s) of the production unit(s)
Injection workshop.JPG



External photo(s) of the production unit(s)
7.15 The width of exit was less than the national standard.JPG



External photo(s) of the production unit(s)
Evacuation sign.JPG



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



External photo(s) of the production unit(s)
7.17 No eye shield was installed.JPG



External photo(s) of the production unit(s)
Exit sign and emergency light.JPG



External photo(s) of the production unit(s)
Office and dormitory and canteen combined building.JPG



External photo(s) of the production unit(s)
7.17 No needle guard was installed.JPG



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



External photo(s) of the production unit(s)
Packing workshop.JPG



External photo(s) of the production unit(s)
7.6 No mask was used.JPG



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



External photo(s) of the production unit(s)
Printing workshop.JPG



External photo(s) of the production unit(s)
7.7 Eye washing facility only have one head.JPG



External photo(s) of the production unit(s)
Finished goods warehouse.JPG



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



External photo(s) of the production unit(s)
7.7 Missing safety label.JPG



External photo(s) of the production unit(s)
Fire alarm button.JPG



External photo(s) of the production unit(s)
Pulley guard.JPG



External photo(s) of the production unit(s)
Attendance machine.JPG



External photo(s) of the production unit(s)
Fire alarm ring.JPG



External photo(s) of the production unit(s)
Raw material warehouse.JPG



External photo(s) of the production unit(s)
Canteen interior.JPG



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



External photo(s) of the production unit(s)
Sewing workshop.JPG



External photo(s) of the production unit(s)
Code of conduct on display.JPG



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



External photo(s) of the production unit(s)
Smoke detector.JPG

