
Auditee :	Fujian Province Suoernuo Household Products Co., Ltd
Audit Date From :	28/12/2020
Audit Date To :	29/12/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Charles Lin(Lead)
Auditing Branch (if applicable) :	TUV Rheinland China



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 A• No 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 C• No 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 D• No 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 :	Fujian Province Suoernuo Household Products Co., Ltd		
DBID number :	395269		
Audit ID :	202130		
Address :	No. 1556 Yucheng Village, Zhangban Town, Taiwanese Investment Zone, Quanzhou		
Province :	Fujian	Country :	China
Management Representative :	Fuquan Chen		
Contact person:	Xueling Tang	Sector :	Non-Food
Industry Type :	Construction	Product group :	Households
Product Type :	Household items		

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 : 29/12/2021

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

The auditee was located at No. 1556 Yucheng Village, Zhangban Town, Taiwanese Investment Zone, Quanzhou City, Fujian Province / 福建省泉州台商投资区张坂镇玉埕村埕边自然村1556号.

There were four buildings (one 5-storey production building, one 6-storey dormitory building, one 2-storey steel production building and one 6-storey office building) located in the address. And they were owned the all buildings. The total area was about 28000 sq. meter. The factory didn't provide transportation for workers.

The auditee specialized in manufacturing Household items and its main production processes were metal process (tube making, cutting, punching, welding, pickling), painting, cutting, sewing, assembling and packing. No obvious high and low season was in this factory.

The auditee has no security guard and the industrial park was in charge of security issue; the auditee would close factory door when shift over or holiday. No any process or service was subcontracted to other company.

During audit, management were very friendly. Opening and closed meeting were held successfully. No any interfere happened during worker interview. Management also allowed auditor to take some photos onsite.

Remark:

1). There was no agencies labor and all workers were directly employed by the auditee, so no agency labor contract was applied in this factory. There was no contractor used in the factory, so contractor license/permit was not needed in the factory. The auditee did not obtain any government waivers such as social insurance, working hours; no collective bargaining agreements was signed with workers. Therefore, related documents could not be uploaded to platform.

2). For factory address, the business license was showing " No. 1556, Chengbian Village, Yucheng Village, Zhangban Town, Taiwanese Investment Zone, Quanzhou City, Fujian Province / 福建省泉州台商投资区张坂镇玉埕村埕边自然村1556号", but management said they prefer to used the address (No. 1556 Yucheng Village, Zhangban Town, Taiwanese Investment Zone, Quanzhou City, Fujian Province) in this audit which was comply the amfori BSCI platform. For the another address in the business license (福建省泉州台商投资区百崎回族乡后海村加坑655号) was about 2km far away the current address. By management interview and onsite observation, the factory rented the new address to expand production, but it was still under renovation and did not have production onsite. So the address was not covered in this audit.

3). Auditor APSCA information: Charles Lin, RA 21702572.

Ratings Summary



Auditee's background information			
Auditee's name :	Fujian Province Suoernuo Household Products Co., Ltd	Legal status :	Limited company
Local Name :	福建省索尔诺家居用品有限公司(91350521MA2XTFHM8J)	Year in which the auditee was founded :	2016
Address :	No. 1556 Yucheng Village, Zhangban Town, Taiwanese Investment Zone,	Contact person (please select) :	Xueling Tang
Province :	Fujian	Contact's Email :	srn.intl@suoernuo.net
City :	Quanzhou	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 :	N24°52'44", E118°45'55"	Total turnover (in Euros) :	18800000.00
Sector :	Non-Food	Of which exports % :	20.00
Industry :	Construction	Of which domestic market % :	80.00
If other, please specify :		Production volume :	2000000 sets per year
Product Group :	Households	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Household items		

Auditee's employment structure at the time of the audit		
Total number of workers :	97	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	56	41
Temporary workers	0	0
In management positions	3	3
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	38	19
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	56	41
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 - 202130] Audit Date: 28/12/2020 PA Score: D

Deadline date:28/12/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory had set up completed policies and procedures on social responsibility. For example, the procedures on hiring, dealing with grievances, training workers, fire facilities checking procedure were established by the factory. Fuquan Chen / GM Assistant was appointed as amfori BSCI management representative and took whole charge of amfori BSCI affairs in the factory. The management representative was aware of the requirements of amfori BSCI principle, and stated the factory would keep moving on amfori BSCI program. The commitment to comply with the amfori BSCI social requirements was signed by the factory, relevant trainings were provided to all employees regularly.

工厂建立了完整的社会责任政策和程序,例如程序中包括招聘,申诉系统,员工培训,消防设施检查程序等内容。陈福泉/总助被任命为amfori BSCI管理者代表,统筹整个工厂的amfori BSCI事务。管理者代表熟悉amfori BSCI的要求,并表示工厂会在amfori BSCI项目上进行持续改善。工厂已签署amfori BSCI承诺书,相关培训已定期提供给员工。

- 1.1 -** According to the requirements of amfori BSCI and local laws, the factory had established the social responsibility management system, and provided relevant policies and procedures for review. However, some of policies were not properly implemented, and the factory did not find some problems in internal audit. For example, the purchase ratio of social insurance in the factory was not 100%. The factory management explained that the turnover rate of employees was high, and the factory had no plan to increase the purchase ratio of social insurance. The overtime hours for employees were not controlled. According to the management interview, the factory management understood the requirements of overtime work, but it was difficult to control it within the scope of legal requirements. The interviewed employees indicated that overtime work was voluntary.

工厂根据amfori BSCI和当地法律要求建立了社会责任管理体系,并且提供了相关的政策和程序文件查看,但是部分政策没有很好的实施,工厂在内审中也没有发现一些问题。例如,工厂社保购买比例不是百分百,工厂管理解释员工流动率高,工厂没有计划提高社保购买比例。员工的加班时间没有管控。根据管理访谈,工厂管理了解加班的要求,但是很难控制在法律要求范围,访谈员工表示加班是自愿的。

- 1.4 -** The factory had established the process of capacity evaluation, but facility management did not calculate the production cost and delivery performance comprehensively to evaluate whether the order could be completed on time, which leading to the overtime for the employees exceeded the requirement every month.

工厂有建立了关于产能评估的程序,但工厂管理没有综合计算生产成本和交货执行情况是否可以按时完成客户订单进行评估,导致员工每个月加班都有超时。

Remarks from Auditee:

None

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 202130] Audit Date: 28/12/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Two workers representatives were freely elected in the factory, they communicated workplace issues with the management regularly. According to interview statement with workers 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 had completed system for training to related responsible person in order to ensure they had sufficient competence to implement BSCI management system and provided on-board training on workers' right to workers. Furthermore, the factory had established channels for grievances, employees might raise their grievances through suggestion box, worker representative and directly communicated management.

工厂由员工自由选举了2名员工代表,代表定期和管理层沟通工作场所问题。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作场所相关信息,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。工厂也建立了完整的培训体系来确保相关负责人具备相应资质,并且为员工提供关于员工权利的入职培训。另外,工厂建立了申诉的渠道,员工可以通过意见箱、员工代表以及直接与管理层沟通的方式去提出申诉。

Remarks from Auditee:

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

Full Audit [Audit Id - 202130] Audit Date: 28/12/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee established a written policy and procedure regarding the freedom of association and collective bargaining. The factory respected the right of workers to form unions in a free and democratic way and workers' right to bargain collectively, and the factory encouraged to enforce the communication between worker representative and workers. No strike or walkout happened in the past year.

被审核方针对自由结社和集体谈判建立了书面和政策程序。工厂尊重工人以自由和民主的方式组建联盟的权利和工人的集体谈判权,工厂还鼓励员工代表多与员工沟通。工厂过去一年没有发生工人罢工和游行示威事件。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 202130] Audit Date: 28/12/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Through documents review (such as personnel files, labor contracts, payroll records, attendance records and resignation records), management interview and workers interview, no evidence showed that discrimination existed in the company. The factory established the Anti-discrimination policy and implemented it accordingly. Interviewed workers were satisfied with the factory.</p> <p>通过文件审核（如人事档案、劳动合同、工资表、考勤记录及辞工记录）、管理层访谈、员工访谈，未发现歧视。工厂有建立反歧视的政策，并按要求执行。访谈的工人对工厂满意。</p>	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 202130] Audit Date: 28/12/2020 PA Score: B	Deadline date:28/12/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory has established wages and benefits policies and procedures. Legal minimum wage was RMB 1500 per month (equal to RMB 8.62 per hour) since 1 July 2017. Since 1 January 2020, the local minimum wage was RMB 1720/month, equal to RMB 9.89/Hour. Employees were paid by hourly rate, the minimum wage was RMB 1800 yuan per month (equivalent to RMB 10.34 yuan per hour), which was above the local minimum wage standard. Wages were paid by cash before the 30th of each month for the previous month. The latest paid month was October 2020. The factory provided wage records from November 2019 to October 2020.</p> <p>工厂建立了工资福利方面的政策和程序。当地自2017年7月1日起的最低工资标准人民币1500元/月（等同于人民币8.62每小时），从2020年1月1日起最低工资是1720元每月，相当于9.89元每小时。员工实行时薪制，每个月最低工资为人民币1800元（等于人民币10.34元每小时），高于当地最低工资标准。工资每个月30号前通过现金方式发放上个月工资。最近工资发放月是2020年10月。工厂提供了2019年11月至2020年10月的工资记录。</p> <p>5.5 - The social insurance records of the latest one year were available for review. There were 97 employees (including 2 retired workers and 1 new employee) currently. According to social insurance records in November 2020, the factory did not provide 62 employees with retirement and work-related injury insurance, did not provide 67 employees with illness or child-bearing insurance, and did not provided 63 employees with unemployment insurance. The factory did not collect information about the new rural insurance. Some employees stated they did not want to buy social insurance because they were participating in the new rural insurance in their hometown. But according to the law, the new rural insurance could not replace the social insurance. Reference law: Labor Law of P.R.C, Article 72&73.</p> <p>最近一年社保记录提供查看。工厂目前有97名员工（包括2名退休工人和1名新员工）。根据2020年11月的社保记录，工厂没有给62名员工提供养老和工伤保险，没有给67名员工提供医疗和生育保险，没有63名员工提供失业保险。工厂没有收集新农合医保的信息。有些员工表示他们在老家有参加农保所以不想买社保。但是根据法律，农保不能替代社会保险。参考法律法规：《中华人民共和国劳动法》第72条及第73条。</p>	
Remarks from Auditee: None	

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 202130] Audit Date: 28/12/2020 PA Score: D

Deadline date:28/12/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory established working hours' management system. The normal working hour was from Monday to Friday each week, employees worked 8 hours per day. Electronic fingerprint attendance system was used to record the time in/out. Attendance records from 1 November 2019 to 29 December 2020 were reviewed. One shift was arranged for all employees, working time was (08:00-12:00, 13:30-17:30). Overtime on working days for employees were maximum 2 hours. Saturday was arranged as overtime, Sunday was guaranteed as the rest day. The training on working hours system was provided to workers, they knew the requirements. The factory ensured workers could enjoy one day off in a week. In addition, OT working was voluntary for workers and they could refuse overtime without any influence or consequence. Sampled employees' maximum OT hours were 2 hours per day, 18 hours per week and 82 hours per month. No overtime work was arranged on statutory holidays. Sufficient rest time was provided confirmed by employees.

工厂建立了工作时间管理制度。正常工作时间为每周的周一到周五，员工每天工作8小时。工厂用电子指纹考勤系统记录员工考勤。审核查看了从2019年11月1日至2020年12月29日的考勤记录。所有员工上班为1班工作制，工作时间为08:00-12:00, 13:30-17:30。员工正常工作日的加班时间最大为2小时。周六安排加班，周日休息。工厂给员工提供了工作时间制度培训，员工了解工作时间要求。工厂确保了所有员工均能享有七休一。此外，员工自愿加班，可以拒绝加班而不受任何影响。抽样员工最大加班时间为每天2小时，每周18小时，每月82小时。工厂未安排法定假日加班。员工表示每天有充足的休息时间。

- 6.2 -** The factory had no effective system to control overtime. The attendance system in the facility had no overtime warning function. It selected the time records for 15 sampled employees in each sampled month of April 2020, August 2020 and October 2020. All employees in the sampled month conducted excessive monthly overtime, with the maximum up to 68 hours, 82 hours and 72 hours, respectively. According to the management interview, the factory arranged overtime according to the production arrangement, and it was difficult to control the monthly overtime within the legal requirements. According to interviews with employees, they were willing to work overtime to get more overtime wages. Reference laws: PRC Labor Law Article 41. Remark: The monthly overtime hours for the employees in November and December 2020 (till December 29, 2020) were 74 hours and 72 hours, respectively.

工厂没有有效的系统去控制加班。工厂的考勤系统没有加班超时预警功能。此次审核在2020年4月，2020年8月和2020年10月的每个月中各抽取15名员工，所有抽样员工在抽样月份月加班超时，最大分别达到68小时，82小时和72小时。据管理访谈，工厂根据生产需要安排加班，月加班很难控制在法律要求内。据员工访谈，他们愿意多加班以获取更多加班工资。参考法律：中华人民共和国劳动法第四十一条。备注：2020年11月和12月（至12月29日）的员工最大月加班分别是74小时和72小时。

Remarks from Auditee:

None

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 202130] Audit Date: 28/12/2020 PA Score: A

Deadline date:31/03/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Through onsite observation, all the buildings were safety and integrity, no structural crack was found. The facility provided free and clean drinking for all workers. The facility establish the clean procedure for drinking water machines and cleaned the machine every week. The clean records also provided for review. The facility installed the thermometer and hygrometer in the workshop and warehouse. The temperature and humidity were acceptable in workshop and warehouse. No complaint was about the temperature and humidity. The facility established first aid program and posted onsite. There were 6 trained first aiders in the facility. There was first aid kit in each workshop and inspected weekly. The interviewee stated that they could use the first aid kit freely. All of the wires and electrical facilities were maintained in good condition and posted with warning signs. Sufficient fire fighting equipments were installed and inspected monthly. Evacuation plans were posted at each workshop. Emergency lights and exit signs were installed properly and inspected monthly. There were at least two safety exits in each workshop and warehouse. As per factory management confirmation and interview with employees, there was no pregnant employee existed in the past year. Health and safety training was documented. No injury happened in the past year. Fire drills were carried out every six months, and the latest one was carried out on 16 November 2020. Remark: The factory didn't provide transportation.

通过现场观察, 所有建筑完整和安全, 没有结构性裂痕。企业提供了免费和清洁的饮用水。工厂建立了饮水机的清洁程序, 并且每周对饮水机进行清洁。企业也提供了清洁记录供查阅。企业在车间和仓库安装了温度计和湿度计。车间和仓库内的温度和湿度合适。没有人对温度和湿度进行抱怨投诉。企业建立了急救程序, 并且张贴到现场。工厂内共有6名经过培训的急救员。每个车间都有一个急救药箱, 并且每周进行检查。访谈人员表示他们可以自由使用药箱。所有电线和电气设施都维护良好, 并张贴了安全警示标识。足够的消防器材已安装并每月进行检查。疏散图张贴在每个车间。安装了应急灯与安全出口标识, 并每月进行检查。每个车间和仓库至少有两个安全出口。根据工厂管理人员确认以及员工访谈, 在过去一年内企业无怀孕员工, 健康安全培训均已记录。过去一年没有发生过工伤。消防演习每六个月进行一次, 最后一次消防演习于2020年11月16日进行。备注: 工厂没有提供交通。

- 7.1 -** There were occupational hazardous factors in the factory. The employees in cutting and punching section working contracting large noise. The employees were exposed to large noise. The facility did not provide any employee with pre-service, in-service or out-service occupational health examination. Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35
工厂有存在职业病危害因素。切管车间和冲压车间员工工作在大噪音岗位。员工会接触噪声。工厂没有给任何员工提供岗前, 在岗或离岗的职业病体检。参考法律: 中华人民共和国职业病防治法 第三十五
- 7.2 -** Work injury insurance did not provide to all employees, there were total 97 employees(2 retired workers and 1 new employee) and 32 employees were provided with work injury insurance. And the factory did not provide commercial accident insurance for workers. So 64 workers (included 2 retired workers) were not covered by any form of work-related injury insurance. Reference law: Social Insurance Law of the People's Republic of China, Article 33.
工厂工伤保险未覆盖所有员工, 审核期间工厂一共97人(2名退休工人, 1名新进员工), 32人参加了工伤保险。工厂没有为员工购买商业意外险。所以有64人(包含2名退休员工)未参保任何形式的工伤保险。参考法律法规: 中华人民共和国社会保险法, 第三十三条。
- 7.6 -** It was noted that two employees working in large noise environment in cutting and punching section were not wearing the provided earplugs and all welding employees did not wearing the provided masks when on duty. Reference law: PRC Work Safety Law, Article 42
审核发现冲压车间有2名接触大噪音的员工没有佩戴提供的耳塞, 所有焊接员工在工作时没有佩戴工厂提供的口罩。参考法律: 中华人民共和国安全生产法 第四十二条。
- 7.9 -** It was noted that there was no occupational hazards information notification about noise posted in the area of cutting section and punching section. Reference law: Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, Article 24.
审核发现在产生噪声危害因素的切管岗位和冲压岗位没有张贴职业病危害因素告知信息。参考法规: 中华人民共和国职业病防治法第二十四条。
- 7.11 -** The auditee used one 2-storey steel structure building (about 12000M2, constructed in 2018, used as production workshop and warehouse). However: 1) The auditee did not provide the construction completion registration or acceptance for review during the audit. Reference Law: Construction Law of the People's Republic of China, Article 61. 2) The auditee did not provide the fire control document for the used buildings during the audit. Reference law: PRC Fire Prevention Law article 11 and Article 13.
受审核方使用了1栋2层的钢结构建筑(约12000平, 于2018年建成, 作为生产车间和仓库)。但是1) 受审核方审核期间没有提供建筑竣工备案或验收以供查看。参考法律法规: 中华人民共和国建筑法第六十一条。2) 受审核方不能提供使用建筑的备案记录或验收合格证书。相关法律法规: 中华人民共和国消防法第十一条、第十三条。
- 7.17 -** It was noted that no needle safeguard was installed for about 30% sewing machines did not equipped with belt guards. Reference law: General rules of design on health and safety of production facility, article 6.1.6.
审核发现缝纫车间里约30%的针车没有安装皮带保护罩。参考法规: 生产设备安全卫生设计总则, 第6.1.6 条。

Remarks from Auditee:

None

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 202130] Audit Date: 28/12/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory established no child policy for preventing from employing child labor. The factory also established remedial policies and procedures for further protection in case children are found to be working. No child labor was found in the factory. The youngest worker was 18 years old in the factory.

工厂建立了禁止使用童工的政策。工厂同时建立童工的补救政策和程序以在意外情况下招到童工时对其进行保护。没有发现童工。工厂最年轻的员工现已18岁。

Remarks from Auditee:

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 202130] Audit Date: 28/12/2020 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u> None	
<u>AREAS OF IMPROVEMENT:</u> <p>The factory established procedure to protect young workers. Factory would provide properly trainings such as grievance mechanism and information on health and safety to young workers if they come to work. Also, factory would register young workers' information in local labor security bureau. Factory would provide health examinations to them regularly. Overtime would not arranged to young workers. Through document review, onsite observation and employee interview, no young worker was found. The youngest employee was above 18 years old.</p> <p>工厂建立了保护未成年工的程序文件。如果未成年工来工作，工厂会提供适当的培训给未成年工，如投诉机制和关于健康安全信息的培训。并且，工厂将在当地劳动保障局注册未成年工的信息。工厂将会给未成年工提供定期的体检。加班不会安排给未成年工。通过文件审阅，现场走访和员工访谈，没有发现未成年工。员工最小年纪已满18岁。</p>	
<u>Remarks from Auditee:</u>	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 202130] Audit Date: 28/12/2020 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u> None	
<u>AREAS OF IMPROVEMENT:</u> <p>All the workers were required to sign labor contracts with factory in two pieces. Workers signed labor contracts with HR department directly, there was no dispatch company between them. Recruiters always explained the details in worker's manual to applicants before they were on the posts. Labor contracts were in Chinese version, all the contents in contracts were respected Chinese laws' requirement. Workers would trained on their rights and obligations when recruitment.</p> <p>所有的员工都被要求和工厂签署2份劳动合同。员工直接和人事部门签劳动合同，没有派遣公司在员工和工厂之间。招募者总是在应聘者入职之前，就员工手册上的细则解释给他们听。劳动合同为中文版本，所有上面的内容都符合中国法律的要求。员工在招募时会被培训劳工的权利和义务。</p>	
<u>Remarks from Auditee:</u>	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 202130] Audit Date: 28/12/2020 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u> None	
<u>AREAS OF IMPROVEMENT:</u> <p>Factory established procedure on prohibit bonded labor. Workers had the rights to leave the factory when shifts were off. When recruitment, management did not deposit money or ID cards. Factory would never use prison labor directly or indirectly. Regular workers could leave the factory in 30 days freely after they submitted application. Factory would not ask penalty for it.</p> <p>工厂建立了禁止强迫劳动的程序文件。员工可以在班次结束后自由的离开工厂。在招募时，管理层不会扣押金钱或者员工身份证。工厂永远不会直接或间接的使用囚工。正式员工可以在他们递交申请后的30天自由的离开工厂，工厂不会因此要求罚金。</p>	
<u>Remarks from Auditee:</u>	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 202130] Audit Date: 28/12/2020 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u> None	
<u>AREAS OF IMPROVEMENT:</u> <p>The facility collected relevant laws and regulations of environmental protection, and established environment protection policy. Internal audit covering environment was conducted once per year. There was no waste found to be dumped in natural environments, or burned on open fires. The factory director was assigned to be responsible for continuous improvements in their environmental performance. The facility conducted regular training for all employees on the avoidance of environmental impact. Industrial waste water, waste gas and noise were generated during the processes. Domestic waste water was generated. The construction projection environment report was edited in October 2018, which was approved on January 2019, the completion acceptance was conducted in December 2019. The factory had provided discharge permit (Document No.:91350521MA2XTFHM8J001Q, valid period: 5 March 2020 to 4 March 2023) for review.</p> <p>企业收集了环境保护相关的法律法规，也建立了环境保护政策。每年一次的内审包含了环境部分。未发现企业直接倾倒废物或焚烧废物。厂长被任命为环境领域持续改善的负责人。企业对所有员工进行了关于避免环境影响的定期培训。工厂生产过程产生生产废水，废气，噪声，产生生活污水。建设项目环境影响报告书在2018年10月编制，在2019年1月获得批复，在2019年12月进行了竣工验收。工厂提供了排污许可证（文件编号：91350521MA2XTFHM8J001Q，有效期：2020年3月5日至2023年3月4日）</p>	
<u>Remarks from Auditee:</u>	

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 202130] Audit Date: 28/12/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Factory had established the procedure to anti-bribery, anti-corruption, private information security. Also, they provided these trainings to workers. Management provided attendance records, QC records, production records, stock in and out records to verify the accuracy and truth of attendance system.

工厂建立了反腐败、反贿赂，个人隐私保护的程序。并且，他们提供了这些培训给员工。管理层提供了考勤记录、质检记录、生产记录、出入库记录来验证考勤系统的准确性和真实性。

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	28/12/2020	202130	D	A	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos



External photo(s) of the production unit(s)
Address plate.JPG



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



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



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



Photo first aid facilities
Eye wash equipment.JPG



Photo first aid facilities
First aid kit.JPG



Photo of fire safety equipment
Evacuation plan.JPG



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



Photo of fire safety equipment
Fire alarm.JPG



Photo of fire safety equipment
Fire extinguisher.JPG



Photo of fire safety equipment
Fire hydrant.JPG



Photo of fire safety equipment
Fire hydrant testing.JPG



Photo of non-conformity
Finding 5.5 No five kinds of social insurance for all workers.JPG

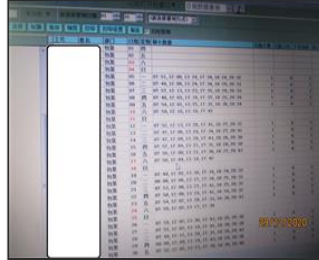


Photo of non-conformity
Finding 6.2 Overtime working hours exceed 36 hours per month.JPG



Photo of non-conformity
Finding 7.17 No belt guard was installed.JPG



Photo of non-conformity
Finding 7.6 Punching worker did not wear ear plugs .JPG



Photo of non-conformity
Finding 7.6 Welding worker did not wear masks .JPG



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



Photo of the sanitary facilities
Drinking water.JPG



Photo of the sanitary facilities
Toilets.JPG



Photo of the canteen (if applicable)
Canteen.JPG



Photo of the canteen (if applicable)
Kitchen.JPG



Photo of the dormitories (if applicable)
Bedroom.JPG



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



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



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



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



Photo of the inside of the main production hall
Metal process cutting.JPG



Photo of the inside of the main production hall
Metal process pickling.JPG



Photo of the inside of the main production hall
Metal process punching.JPG



Photo of the inside of the main production hall
Metal process tube making.JPG



Photo of the inside of the main production hall
Metal process welding.JPG



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



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



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