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Auditee :	<b>Shenzhen Jinhao Color Printing Co., Ltd.</b>
Audit Date From :	<b>17/07/2020</b>
Audit Date To :	<b>17/07/2020</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>BureauVeritas</b>
Auditor's Name(s) :	<b>Dan Huang(Lead), Danny Xu, Twinkle Tan</b>
Auditing Branch (if applicable) :	

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



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<b>A</b> <b>Very Good</b>	<ul style="list-style-type: none"><li>• Minimum 7 Performance Areas rated A</li><li>• No Performance Areas rated C, D or E</li></ul> 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>B</b> <b>Good</b>	<ul style="list-style-type: none"><li>• Maximum 3 Performance Areas rated C</li><li>• No Performance Areas rated D or E</li></ul> 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																													
<b>C</b> <b>Acceptable</b>	<ul style="list-style-type: none"><li>• Maximum 2 Performance Areas rated D</li><li>• No Performance Areas rated E</li></ul> 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																													
<b>D</b> <b>Insufficient</b>	<ul style="list-style-type: none"><li>• Maximum 6 Performance Areas rated E</li></ul> 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																													
<b>E</b> <b>Unacceptable</b>	<ul style="list-style-type: none"><li>• Minimum 7 Performance Areas rated E</li></ul> 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																													
<b>Zero Tolerance</b>	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 :	Shenzhen Jinhao Color Printing Co., Ltd.		
DBID number :	363182		
Audit ID :	186947		
Address :	B Building, Jinchangda Technology Park, 8th of Shangwei Industrial Park, Shangheng Community, Guanlan, Longhua District Shenzhen		
Province :	Guangdong	Country :	China
Management Representative :	Yalin Long		
Contact person:	Yalin Long	Sector :	Non-Food
Industry Type :	Media and graphical industry	Product group :	Textual and printed materials
Product Type :	Printing products including Books, Notebooks, Magazines, Calendars, Puzzles, Playing cards, etc.		

## 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 : 17/07/2021

## 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	B	D	B	A	A	A	A	A	A

## Executive summary of audit report

The audited factory was established on February 3, 2012; its business license number was 91440300589163354Q. The factory name in Chinese on Business License was 深圳市金豪彩色印刷有限公司, the factory address in Chinese on Business License was 深圳市龙华新区观澜上坑社区上围工业区8号金倡达科技园B栋. And it occupied one 5-storey production building B and the 1st floor of one 5-storey production building A. No canteen or dormitory was provided to employees. Total occupied area by the factory was approximately 7200 square meters.

The audited factory specialized in the production of printing products including Books, Notebooks, Magazines, Calendars, Puzzles, Playing cards, etc. Production processes included printing, die-cutting, binding, folding, handwork, inspection and packing. There was no peak season affected its production during the past 12 months.

On the audit day, there were 174 employees in the audited factory, including 157 production employees and 17 non-production employee. 104 employees were male and 70 employees were female. The youngest employee in the audited factory was 19 years old.

The audited factory adopted fingerprinting attendance system to record working hours of employees. And the audited factory arranged two shifts for employees in the printing section, which were 8:30-20:30 and 20:30-8:30 with 2 hours break and 2 overtime hours; and they arranged one shift for employees in other departments, which was from 8:30 to 18:00 with 90 minutes lunch break from 12:00 to 13:30. Wages of employee were paid before 7th of the next month by cash with wage stubs issued to employees. Per payroll review and interview with management and employees, all production employees were paid by hourly rate.

During this audit, 45 employees' time records and payrolls were sampled as follows for working hour and wage testing: 15 samples from current paid month of June 2020, 15 samples from January 2020 and 15 samples from August 2019. It was noted that all sampled employees were paid no less than local minimum wages. And all sampled employees were paid 150% and 200% of normal wages for the overtime worked on regular days and rest days in the test period, which met the legal overtime compensation rate. No employee worked overtime during statutory holidays. According to all samples' time records, auditors noted that they worked at most 94 overtime hours per month and 2 hours per day. The consecutive working day was 6 days.

According to the social insurance payment receipt of June 2020 provided by factory management, it was noted that 165 out of 165 employees (100%) were provided with accident insurance, maternity insurance, medical insurance and unemployment insurance, and only 119 out of 165 employees (73%) were provided with pension insurance.

Further, 15 employees were selected for private interviews from different workshops. No negative comment was issued during employee interviews.

A closing meeting was held with factory representatives and all findings were communicated to them along with corresponding corrective action plans and they signed the onsite CAP and agreed to take corrective actions.

### Remarks:

- Attendance person list: Ms. Yalin Long/HR Manager, Mr. Zaicai Duan/ Worker Representative
- There were no agencies/ contractor used by the factory, which made the agency labour contract and the contractor license/permit not applicable.
- No any kind of collective bargaining agreement / government waivers were noted, which made these documents not applicable.
- Audit Company: Bureau Veritas Consumer Products Service;  
Audit Company APSCA Number: 11600002  
Lead Auditor Name: Dan Huang; APSCA Auditor Registered Number: RA 21701177  
Member Auditor Name: Danny Xu; APSCA Auditor Registered Number: RA 21701130  
Member Auditor Name: Twinkle Tan; APSCA Auditor Registered Number: RA 21701151

## Ratings Summary



Auditee's background information			
Auditee's name :	<b>Shenzhen Jinhao Color Printing Co., Ltd.</b>	Legal status :	<b>Limited Company</b>
Local Name :	深圳市金豪彩色印刷有限公司	Year in which the auditee was founded :	<b>2012</b>
Address :	<b>B Building, Jinchangda Technology Park, 8th of Shangwei Industrial Park, Shangheng Community, Guanlan, Longhua District</b>	Contact person (please select) :	<b>Yalin Long</b>
Province :	<b>Guangdong</b>	Contact's Email :	<b>2355561863@qq.com</b>
City :	<b>Shenzhen</b>	Auditee's official language(s) for written communications :	<b>Mandarin</b>
Region :	<b>North East Asia</b>	Other relevant languages for the auditee :	<b>N/A</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>N/A</b>
GPS coordinates :	<b>N22°41'5.91", E114°04'38.65"</b>	Total turnover (in Euros) :	<b>6500000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>95.00</b>
Industry :	<b>Media and graphical industry</b>	Of which domestic market % :	<b>5.00</b>
If other, please specify :		Production volume :	<b>350000 pieces per month</b>
Product Group :	<b>Textual and printed materials</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :		Lost time injury calculation cost :	<b>No</b>
Product Type :	<b>Printing products including Books, Notebooks, Magazines, Calendars, Puzzles, Playing cards, etc.</b>		

Auditee's employment structure at the time of the audit		
Total number of workers :	<b>174</b>	Total number of workers in the production unit to be monitored (if applicable) :
	MALE WORKERS	FEMALE WORKERS
Permanent workers	<b>104</b>	<b>70</b>
Temporary workers	<b>0</b>	<b>0</b>
In management positions	<b>15</b>	<b>2</b>
Apprentices	<b>0</b>	<b>0</b>
On probation	<b>0</b>	<b>0</b>
With disabilities	<b>0</b>	<b>0</b>
Migrants (national citizens)	<b>80</b>	<b>60</b>
Migrants (foreign citizens)	<b>0</b>	<b>0</b>
Workers on the permanent payroll	<b>104</b>	<b>70</b>
Production based workers	<b>0</b>	<b>0</b>
With shifts at night	<b>18</b>	<b>0</b>
Unionised	<b>0</b>	<b>0</b>
Pregnant	<b>-</b>	<b>1</b>
On maternity leave	<b>-</b>	<b>0</b>

**Finding Report**



**Performance Area 1 : Social Management System and Cascade Effect**

Full Audit [Audit Id - 186947] Audit Date: 17/07/2020 PA Score: C

Deadline date:16/07/2021

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The audited factory had established social compliance management policies, procedures, manuals and organization structure to implement BSCI code of conduct. Mr. Liang Zhou/Vice General Manager was appointed to be responsible for the implementation of BSCI values and principles in the operation of the company. The audited factory had communicated the social compliance code with its significant suppliers by providing the copy of BSCI code of conduct to them; The audited factory managed its business relations in a responsible manner. However, there were still some gaps in implementation.

被审核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，并且任命周靓/副总经理负责该行为准则的实施。被审核工厂将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，被审核方以负责任的方式管理其业务关系。尽管如此，在实践中仍然存在一些偏差。

- 1.4 -** The audited factory did not recruit enough employees or organize its workforce capacity to meet the expectations of the delivery order or contracts, so that employees' monthly 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.

被审核工厂没有招聘足够的员工或者进行良好的生产组织来达成交付订单或合同预期，以至于员工月加班时间超出法律规定。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:**

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

Full Audit [Audit Id - 186947] Audit Date: 17/07/2020 PA Score: C

Deadline date:16/10/2020

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

Worker representatives were elected freely and publicly in the audited factory last year. Workers could report grievance through suggestion box or telephone anonymously. With regard to the reported cases, HR Officer would handle and investigate these issues and no retaliation would be made. However, there were still some gaps in implementation.

被审核工厂在去年有公开自由选举员工代表。同时员工可以通过意见箱或者电话来匿名申诉。对于所有上报的案例，人事部专员会负责处理和调查事宜，举报员工不会被打击报复。尽管如此，在实践中仍然存在一些偏差。

- 2.4 -** The audited factory had provided training on BSCI Code of Code of Conduct to employees and BSCI COC was also posted onsite for employees' reference. However, some employees were not well aware of BSCI Code of Conduct. BSCI Code of Conduct: The auditee builds sufficient competence to successfully embed responsible practices in the business operation. This refers to managers, workers and workers representatives.

被审核工厂有对员工进行了BSCI行为守则培训，并且现场张贴了BSCI行为守则供员工阅读，但是，部分员工对BSCI行为守则认识不够充分。BSCI行为守则：被审核方（生产商）充分培养下列人士的能力，以便在业务经营中成功结合责任规范，包括经理、工人和工人代表。

- 2.5 -** No satisfactory evidence was provided to prove that the audited factory had established an effective operational-level grievance mechanism for communities (i.e. neighbor's, factories, suppliers, local government, NGO, etc.). BSCI Code of Conduct: The auditee establishes or participates in an effective grievance mechanism for individuals and communities.

没有满意证据显示被审核工厂有建立针对利益相关方（如周边居民，工厂，供应商，当地政府，NGO等）的有效的申诉机制。BSCI行为守则：被审核方（生产商）建立或参与了有效的个人和团体申诉机制

**Remarks from Auditee:**

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

Full Audit [Audit Id - 186947] Audit Date: 17/07/2020 PA Score: A

Deadline date:

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The audited factory didn't restrict the rights of free association and bargaining. And there was no trade union in the audited factory currently.

Workers didn't sign collective bargaining agreement with the factory. But 1 worker representative was elected by workers last year. Workers were free to associate and express their opinions per periodical meeting.

被审核工厂不限制工人自由结社和集体谈判的权利。目前被审核工厂里没有建立工会，工人们也没有和工厂签订集体谈判合同。但是工人们去年选举出了1名员工代表。员工可以通过定期会议自由地交往和表达自己的观点。

**Remarks from Auditee:**



Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 186947] Audit Date: 17/07/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The audited factory established the policy and procedure on anti-discrimination. The policy defined that the audited factory would not discriminate workers by race, gender and ages etc. And per interview statement with workers, workers could use the grievance system through suggestion boxes or telling to worker representatives once workers' right was infringed.</p> <p>被审核工厂制定了反歧视的政策和程序，反歧视政策中表明被审核工厂不会因为种族、性别、年龄等原因对员工区别对待。若员工的权利受到任何侵害，员工可以通过意见箱或和员工代表反馈的形式进行投诉。</p>	
<b>Remarks from Auditee:</b>	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 186947] Audit Date: 17/07/2020 PA Score: B	Deadline date:16/07/2021
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>Employees' normal wage met local minimum wage requirement. Employees were paid at hourly rate before 7th of the following month by cash. Employees were provided with benefits including annual leave, maternity leave, paternity leave, etc. However, some employees were not provided with pension insurances.</p> <p>员工的正常工资符合当地最低工资标准。工资以月薪计算，在每月7号前现金支付。被审核工厂为员工提供了年假、产假、陪产假等福利。但是，被审核工厂没有提供养老保险给部分员工。</p> <p><b>5.4 -</b> It was noted that the audited factory was not aware of decent living wage of its region and failed to investigate or calculate it systematically. BSCI Code of Conduct: The auditee provides sufficient remuneration that allows workers to meet a decent living standard.</p> <p>被审核工厂不了解当地体面生活工资，也没有进行系统性调查分析。BSCI行为标准：被审核方（生产商）提供允许工人达到体面生活标准的足够报酬</p> <p><b>5.5 -</b> The audited factory's coverage of social insurance was insufficient. According to the social insurance payment receipt of June 2020 provided by factory management, it was noted that 165 out of 165 employees (100%) were provided with accident insurance, maternity insurance, medical insurance and unemployment insurance, and only 119 out of 165 employees (73%) were provided with pension insurance. All employees were permanent workers. And commercial accident insurance was not provided to any employees currently. Further, most employees were not willing to buy pension insurance. This violated Article 73 of the Labor Law of the People's Republic of China.</p> <p>被审核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165/165名（100%）员工提供工伤保险、生育保险、医疗保险和失业保险，仅为119/165名（73%）员工提供养老保险。所有员工均为固定工。另外，被审核工厂目前没有为任何员工提供商业意外保险。部分员工不愿意购买养老保险。根据《中华人民共和国劳动法》第73条</p>	
<b>Remarks from Auditee:</b>	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 186947] Audit Date: 17/07/2020 PA Score: D	Deadline date:16/07/2021
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The audited factory had established wage and working hour policy, and employees worked 8 hours a day and 40 hours a week. The audited factory would arrange employees to work overtime at night of workdays or on Saturdays when busy. Employees used fingerprinting machine to record working hours and had 1.5 hours break time. However, the overtime hours in sampled month exceed the legal requirement of no more than 36 hours overtime per month.</p> <p>被审核工厂已制定工资工时政策，实行每日工作8小时，每周工作40小时的工时制度。生产忙时，被审核工厂会安排员工在工作日晚上和周六加班。员工使用指纹考勤记录考勤，午休时间为1.5小时。但是被审核工厂员工在抽样月的月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。</p> <p><b>6.2 -</b> It was noted that 45 out of 45 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 (15 samples from current paid month of June 2020, 15 samples from January 2020 and 15 samples from August 2019) yielded the following: 1) In June 2020, 15 out of 15 sample population employees worked 82 to 86.5 overtime hours per month; 2) In January 2020, 15 out of 15 sample population employees worked 56 to 58 overtime hours per month; 3) In August 2019, 15 out of 15 sample population employees worked 94 overtime hours per month. This violated Article 41 of the Labor Law of the PRC.</p> <p>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45个样本(从最近工资支付月2020年6月、2020年1月和2019年8月各抽取15个样本)，发现共有45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）2020年6月，15/15名员工的月加班时间为82至86.5小时；（2）2020年1月，15/15名员工的月加班时间为56至58小时；（3）2019年8月，15/15名员工的月加班时间为94小时。根据《中华人民共和国劳动法》第41条。</p>	
<b>Remarks from Auditee:</b>	

## Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 186947] Audit Date: 17/07/2020 PA Score: B

Deadline date: 16/10/2020

### GOOD PRACTICES:

None

### AREAS OF IMPROVEMENT:

The audited factory had documented health and safety management procedures and manuals. Relevant implementation records including risk assessment document, health and safety training evidence, fire and evacuation drill log, fire device check records were provided for review. Last fire evacuation drill was conducted in May 2020. Sufficient firefighting equipment such as emergency lights, exit signs, fire extinguishers, fire hydrants, fire alarms, evacuation plans, and etc. were set in this factory, and regular inspections were conducted monthly. Per testing, firefighting equipment such as fire hydrant, emergency light and fire alarm worked normally on the audit day. Further, first aid kits, drinking water and toilets etc. were properly provided for employees. However, minor gap was still noted.

被审核工厂建立了健康安全程序文件和执行手册。岗位风险评估, 健康安全培训, 消防和疏散演习, 消防器材点检等相关记录均提供并进行了查阅。最近一次消防疏散演习是在2020年5月举行。被审核工厂现场消防设施如: 应急灯、安全出口标志、灭火器、消防栓、消防警铃、平面图配备充足, 且进行每月定期检查。经测试, 审核当天消防栓、应急灯和消防警铃等消防设施均能正常运行。被审核工厂为员工配备了药箱、饮用水、厕所等设施。但仍然存在一点差距。

- 7.4 -** No evidences were provided to prove that workers or their representatives were actively involved the risk assessment, the development and implementation of the OHS systems with factory management. BSCI Code of Conduct: There is active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS.  
没有证据显示员工或其代表有积极参与到健康安全的风险评估以及建设健康安全体系中。BSCI行为守则: 管理层和工人(和/或其代表)之间就开发和执行确保职业健康与安全的体系展开积极合作。
- 7.6 -** It was noted that 10 out of 10 employees in the printing workshop on the 1st floor of production building B were wearing doctor masks instead of gas masks. This violated Article 37 of Law of the People's Republic of China on Production Safety.  
B栋生产楼1楼印刷车间10/10名员工佩戴的口罩为医生口罩, 而不是防毒口罩。根据《中华人民共和国安全生产法》第37条
- 7.7 -** It was noted that no anti-leakage facility (e.g. secondary container) was available for 4 out of 4 buckets of printing ink stored on the 1st floor of production building B. This violated article 20 of Regulation for Safety of Hazardous Chemical.  
被审核工厂没有为在B栋生产楼1楼存放的4/4桶油墨设置防渗漏设施(如: 二次容器)。根据《危险化学品安全管理条例》第20条
- 7.17 -** It was noted that the audited factory failed to provide the auditors with the safety inspection report for 1 forklift being used in the factory for review. This violated Article 28 of Safety Monitoring Regulation of Special Equipment.  
被审核工厂未能提供了正在使用的1台叉车的安全检验报告。根据《特种设备安全监察条例》第28条
- 7.21 -** Remarks: No canteen/kitchen was provided to employees by the audited factory.
- 7.23 -** Remarks: No transportation was provided to employees by the audited factory.

### Remarks from Auditee:

## Performance Area 8 : No Child Labour

Full Audit [Audit Id - 186947] Audit Date: 17/07/2020 PA Score: A

Deadline date:

### GOOD PRACTICES:

None

### AREAS OF IMPROVEMENT:

Formal child labor prohibition policy and procedure was established to prohibit to use children labor below 16 years old and there was specific guideline for the audited factory to avoid hiring workers below 16 years old. The factory management knew the child labor forbidden policy and no child labor was noted in the audited factory.

被审核工厂建立了禁止使用童工的政策和措施, 禁止招聘16周岁以下的员工, 而且知晓如何避免招聘16周岁以下的员工。工厂管理层清楚的知晓禁止童工政策, 并且在被审核工厂没有发现童工。

### Remarks from Auditee:

## Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 186947] Audit Date: 17/07/2020 PA Score: A

Deadline date:

### GOOD PRACTICES:

None

### AREAS OF IMPROVEMENT:

The audited factory had established the policy and procedure of young worker protection. The factory management understood how to protect young workers according to legal requirement. During the audit, no young workers were hired in the audited factory.

被审核工厂制定了保护未成年工的政策和程序, 工厂管理层了解如何依照法规要求保护未成年工。在审核过程中, 被审核工厂没有招聘未成年工。

### Remarks from Auditee:



Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 186947] Audit Date: 17/07/2020 PA Score: A	Deadline date:
<b><u>GOOD PRACTICES:</u></b> None	
<b><u>AREAS OF IMPROVEMENT:</u></b> Labour contract was signed by the audited factory and each employee. The labour contract statement included the description of working hours, rest time, leave, salary, payment method etc. which were in accordance with legal requirement. And no illegal employment was identified during the audit. 被审核工厂和每个员工均签订了劳动合同, 劳动合同的内容包括工时、休息时间、假期、报酬和支付条件, 这些内容符合法规要求。审核过程中, 被审核工厂无不符合法规的用工形式存在。	
<b><u>Remarks from Auditee:</u></b>	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 186947] Audit Date: 17/07/2020 PA Score: A	Deadline date:
<b><u>GOOD PRACTICES:</u></b> None	
<b><u>AREAS OF IMPROVEMENT:</u></b> The audited factory would not retain the workers' resident ID or other papers. And workers could work overtime voluntarily, go to toilet or have drinking water freely during working hours and leave the workplace freely after shift. Further the audited factory had never use prison labor, and the factory prohibited any kinds of physical harassment and verbal abuse. 被审核工厂不会扣押工人的身份证或者其它证件。工人是自愿加班, 在工作中可以自由去厕所或者喝水, 工作结束后可以自由离开工作场所。另外被审核工厂没有使用过监狱工, 工厂禁止任何形式的肢体骚扰和言语虐待。	
<b><u>Remarks from Auditee:</u></b>	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 186947] Audit Date: 17/07/2020 PA Score: A	Deadline date:
<b><u>GOOD PRACTICES:</u></b> None	
<b><u>AREAS OF IMPROVEMENT:</u></b> The audited factory had established environment protecting and energy saving policy, and relevant training were provided to workers. The land used by the audited factory was industrial land and water used by the factory was come from municipal water. And the audited factory was able to provide the approval document for on-site inspection and acceptance of completed environmental protection facilities for review. 被审核工厂制定了环保政策, 以及节能减排政策, 并且给员工提供了相关环保和节约能源方面的培训, 被审核工厂主要使用当地市政提供的自来水, 并且被审核工厂用地属于工业用地。而且被审核工厂有提供环评报告的验收文件以供审核。	
<b><u>Remarks from Auditee:</u></b>	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 186947] Audit Date: 17/07/2020 PA Score: A	Deadline date:
<b><u>GOOD PRACTICES:</u></b> None	
<b><u>AREAS OF IMPROVEMENT:</u></b> The audited factory had established anti-corruption policy and procedure and related training was provided to all employees. And the audited factory signed social agreement with the suppliers. Business ethics risk assessment was conducted and the act of corruption, bribery and unethical behavior in any form was prohibited. No inconsistent or falsified information was identified during the audit. 被审核工厂建立了反对腐败政策和措施, 并对所有员工进行了培训, 并且已经与供应商签署了社会责任协议。另外, 被审核工厂已经进行了商业道德风险评估, 反对任何形式的腐败、贿赂和不道德的商业行为。审核中没有发现不一致或虚假的信息。	
<b><u>Remarks from Auditee:</u></b>	

## Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	17/07/2020	186947	C	C	A	A	B	D	B	A	A	A	A	A	A	C

**Producer Photos**



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



External photo(s) of the production unit(s)  
BSCI CoC posted onsite.JPG



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



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



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



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



External photo(s) of the production unit(s)  
Factory gate and building overview.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 extinguishers.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 in workshop.JPG



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



External photo(s) of the production unit(s)  
NC 7-6 Improper mask.JPG



External photo(s) of the production unit(s)  
NC 7-7 No Secondary Container.JPG



External photo(s) of the production unit(s)  
No smoking sign.JPG



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



External photo(s) of the production unit(s)  
PPE wearing notice posted.JPG



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



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



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



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