
Auditee :	DongGuan Leatch Industrial Co.,Ltd.
Audit Date From :	26/01/2018
Audit Date To :	26/01/2018
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	CTI (Centre Testing International Corporation)
Auditor's Name(s) :	Ms. Shirley Fan(Lead)
Auditing Branch (if applicable) :	



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



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<p>A Very Good</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
<p>B Good</p>	<ul style="list-style-type: none"> • Maximum 3 Performance Areas rated C • No Performance Areas rated D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
A	A	A	A	A	A	B	B	B	B	B	B	B																													
A	A	A	A	A	B	B	B	B	B	B	B	C																													
B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p>C Acceptable</p>	<ul style="list-style-type: none"> • Maximum 2 Performance Areas rated D • No Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	C	C	C	C																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
<p>D Insufficient</p>	<ul style="list-style-type: none"> • Maximum 6 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	E	E	E	E	E	E	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	A	D	D	D																													
A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	E	E	E	E	E	E																													
<p>E Unacceptable</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

Main Auditee Information



Name of producer :	DongGuan Leatch Industrial Co.,Ltd.		
DBID number :	371860		
Audit ID :	116931		
Address :	Tangbian Industrial Zone, Chashan Town, Dongguan		
Province :	Guangdong	Country :	China
Management Representative :	Mr. Snow Mao/General Manager		
Contact person:	Snow Mao	Sector :	Non-Food
Industry Type :	Others	Product group :	Others
Product Type :	Metal products		

Audit Details



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" 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
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 : 26/01/2019

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

Executive summary of audit report

DongGuan Leatch Industrial Co., Ltd is located at Tangbian Industrial Zone, Chashan Town, Dongguan City, Guangdong Province, China. The total land area occupied by the auditee is about 2500 square meters. The auditee founded and started their operation at the existing in 2009.

In view of the auditee, they occupied 1/F of one 4-storey building as office and one 1-storey production building as production floor, warehouse. No dormitory, canteen or kitchen is provided to employees.

A total of 39 employees including 30 male employees and 9 female employees are currently working in the auditee. There are 34 production employees and 5 non-production employees. All employees come from different provinces of China, such as Jiangsu, Hunan, Hubei and Guangdong. All employees are hired by the auditee directly and no employee comes from labor agency/contractor.

All employees work for 5 days a week in one shift. The normal working hour is from 8:00 to 18:00 with 2 hours' break from 12:00 to 14:00. Electronic attendance system is used for time keeping and employees would scan their finger when they go in and out the auditee. Workers are paid on monthly rate basis on 25th of each month in cash. As per the management interview, there is unobvious peak season in the auditee.

Remark:

- 1) During this audit, 6 months' payrolls from July 2017 to December 2017 and more than 6 months' attendance records from July 2017 to January 26, 2018 were provided and reviewed.
- 2) The auditee rent the production building and office from the landlord. According to the provided lease contract, the auditee only rent 1/F of one 4-storey building and one 1-storey production building. The auditee stated that the 2/F to 4/F of one 4-storey building were used by the landlord.
- 3) The auditee only changed name on October 10, 2017 from Dongguan Leatch Metal Products Co., Ltd to Dongguan Leatch Industrial Co., Ltd. The RSP holder has updated such information in BSCI platform prior to this follow-up audit.

Ratings Summary



Auditee's background information			
Auditee's name :	DongGuan Leatch Industrial Co.,Ltd.	Legal status :	Limited Company
Local Name :	东莞市力铨实业有限公司(统一社会信用代码: 91441900696455635F)	Year in which the auditee was founded :	2009
Address :	Tangbian Industrial Zone, Chashan Town,	Contact person (please select) :	Snow Mao
Province :	Guangdong	Contact's Email :	snowmao@163.com
City :	Dongguan	Auditee's official language(s) for written communications :	Mandarin
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	None
GPS coordinates :	None	Total turnover (in Euros) :	1535705.00
Sector :	Non-Food	Of which exports % :	80.00
Industry :	Others	Of which domestic market % :	20.00
If other, please specify :		Production volume :	50000pcs/month
Product Group :	Others	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Metal products		

Auditee's employment structure at the time of the audit			
Total number of workers :	39	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	30	9	
Temporary workers	0	0	
In management positions	3	2	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	30	9	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	30	9	
Production based workers	27	7	
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

1- Followup Audit [Audit Id - 116931] Audit Date: 26/01/2018 PA Score: D

Deadline date:26/03/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on site observation, management and workers' interview and document review, the auditee had pointed one manager to be responsible the BSCI program. And the BSCI Code of Conduct had been posted on site. The auditee had established a qualified suppliers list. However, based on satisfactory evidence, the main auditee did not fully respect this principle.

根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有指定1名管理层来负责BSCI项目。现场有张贴BSCI行为准则。受审核方建立了一份合格供应商名单。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。

1.1 - Not Corrected. It was noted that the BSCI management system was not implemented effectively, and some areas of improvement were detected on Performance Area 1, 2, 4, 5, 6, 7 and 12.

没有改善。发现工厂的BSCI管理系统没有得到有效执行, 在执行领域1、2、4、5、6、7及12有要改进的地方。

1.4 - Not corrected. It was noted that the auditee's workforce capacity was not properly organized to meet the expectations of the delivery orders or contracts, which led to overtime hours exceeding legal requirement.

没有改善。发现受审核方没有进行系统的产能规划及人力的核算来满足交货的订单或合同的预期, 从而导致加班时间超过法定要求。

Remarks from Auditee:

Full Audit [Audit Id - 107703] Audit Date: 06/09/2017 PA Score: D

Deadline date:16/09/2017

Good practices

None

Areas of improvement

Based on site observation, management and workers' interview and document review, the auditee had pointed one manager to be responsible the BSCI program. And the BSCI Code of Conduct had been posted on site. The auditee had established a qualified suppliers list. However, based on satisfactory evidence, the main auditee did not respect this principle completely. 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有指定1名管理层来负责BSCI项目。现场有张贴BSCI行为准则。受审核方建立了一份合格供应商名单。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。

根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有指定1名管理层来负责BSCI项目。现场有张贴BSCI行为准则。受审核方建立了一份合格供应商名单。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。

1.1 - It was noted that the BSCI management system was not implemented effectively, and some areas of improvement were detected on Performance Area 1, 2, 4, 5, 6, 7, 12 and 13.

发现工厂的BSCI管理系统没有得到有效执行, 在执行领域1、2、4、5、6、7、12及13有要改进的地方。

1.4 - It was noted that the auditee's workforce capacity was not properly organized to meet the expectations of the delivery orders or contracts, which led to overtime hours exceeding legal requirement.

发现受审核方没有进行系统的产能规划及人力的核算来满足交货的订单或合同的预期, 从而导致加班时间超过法定要求。

Remarks from Auditee

Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 116931] Audit Date: 26/01/2018 PA Score: C	Deadline date:26/03/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, the auditee had established the procedure to elect worker representative and to ensure the workers involvement and information exchange on workplace issue. (Please refer to PA3 for detail on workers representative.) The auditee provided some trainings to employees. However, based on satisfactory evidence, the main auditee did not fully respect this principle. 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立程序来选举员工代表, 确保员工的参与及在工作问题上的交流。受审核方提供一些培训给员工。受审核方制定了长期目标。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。	
2.1 -	Not corrected. Through document review, management interview, worker interview and workers representative interview, no evidence indicated that worker representative involved the key topics of OHS issue, for example, hazard identification, establish procedure and risk assessment. 没有改善。通过查阅文件、管理层访谈、员工访谈及员工代表访谈, 没有证据显示员工代表有参与健康安全方面危险源的识别, 制定程序及风险评估。
2.2 -	Corrected. The auditee defined long-term goals for protecting workers in line with the aspirations of the BSCI Code of Conduct. 已改善。工厂制定长期目标来达到BSCI保护工人的愿景。
2.5 -	Not corrected. Based on document review, management interview and on-site checking, workers could raise their concern through suggestion box, worker representative and management. But there was no any grievance reported in the past one year. Furthermore, the management did not estimate and take action to improve the effectiveness of the grievance mechanism. Such as no satisfaction surveys covered the effectiveness of grievance mechanism was conducted. 没有改善。通过查看文件, 管理层访谈及现场查看, 员工可以通过意见箱、员工代表及管理人员提出自己所关注的问题。但是在过去1年多未发生过申诉案例, 而且管理层未评估并采取措提高申诉机制的有效性。例如, 没有进行满意度调查包含投诉机制的有效性。
Remarks from Auditee:	
Full Audit [Audit Id - 107703] Audit Date: 06/09/2017 PA Score: D	Deadline date:16/09/2017
Good practices None	
Areas of improvement Based on site observation, management and workers' interview and document review, the auditee had established the procedure to elect worker representative and to ensure the workers involvement and information exchange on workplace issue. (Please refer to PA3 for detail on workers representative.) The auditee provided some trainings to employees. However, based on satisfactory evidence, the main auditee did not respect this principle completely. 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立程序来选举员工代表, 确保员工的参与及在工作问题上的交流。(有关员工代表的内容参考PA3。)受审核方提供一些培训给员工。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。	
2.1 -	It was noted that worker representative did not involve the key topics of OHS issue, for example, hazard identification, establish procedure and risk assessment. Through management interview and worker interview, worker representative interview, worker representative only collected workers' feedback to management. 员工代表没有参与健康安全方面危险源的识别, 制定程序及风险评估。通过管理层访谈、员工访谈及员工代表访谈, 员工代表只是收集员工的意见再反映给管理层。
2.2 -	It was noted that the auditee did not define long-term goals for protecting workers in line with the aspirations of the BSCI Code of Conduct. 工厂没有制定长期目标来达到BSCI保护工人的愿景。
2.5 -	Based on document review, management interview and on-site checking, workers could raise their concern through suggestion box, worker representative and management. But there was no any grievance reported in the past two years. Furthermore, the management did not estimate and take action to improve the effectiveness of the grievance mechanism. Such as no satisfaction surveys covered the effectiveness of grievance mechanism was conducted. (Please refer to PA 4.2) 通过查看文件, 管理层访谈及现场查看, 员工可以通过意见箱、员工代表及管理人员提出自己所关注的问题。但是在过去2年多未发生过申诉案例, 而且管理层未评估和采取措施以提高申诉机制的有效性。例如, 没有进行满意度调查包含投诉机制的有效性(请参考PA4.2)
Remarks from Auditee	

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 116931] Audit Date: 26/01/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Not applicable 不适用	
Remarks from Auditee:	
Full Audit [Audit Id - 107703] Audit Date: 06/09/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>Based on site observation, management and workers' interview and document review, there was no labor union, but there was one employee representative selected by employees on 5th June 2017. The meeting between employee representative and management was irregularly. The last meeting between employee representatives and management was conducted on June 20, 2017. Employees could raise their concerns through suggestion box, employee representative or management directly. Based on satisfactory evidence, the main auditee respected this principle.</p> <p>根据现场观察, 管理层及员工访谈, 文件审核, 受审核方没有工会。但是有1名由员工在2017年6月5日选举的员工代表。员工代表与管理层会不定期开一次会, 最近一次会议是2017年6月20日召开。工人可以通过意见箱、工人代表, 或直接向管理层反映自己的意见。基于令人满意的证据, 主要受审核方尊重这个原则。</p>	
Remarks from Auditee	
Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 116931] Audit Date: 26/01/2018 PA Score: B	Deadline date:26/03/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT:	
<p>Based on site observation, management and workers' interview and document review, the auditee established the Anti-discrimination policy and implemented it accordingly. Management and workers stated that the auditee prohibited pregnancy testing as a condition of employment or continued employment. Through documents review (such as personnel files, labor contracts, payroll records, attendance records and resignation records), management interview and works interview, no evidence showed that discrimination existed in the company. Based on satisfactory evidence, the auditee did not fully respect this principle.</p> <p>根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立反歧视的政策, 并按要求执行。管理层及员工称被审核方严禁把做怀孕测试作为雇佣或继续雇佣的条件。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。基于令人满意的证据, 主要受审核方没有完全尊重这个原则。</p> <p>4.2 - Not corrected. The auditee conducted a satisfaction surveys since last audit, but according to the relevant questionnaires and summary, it did not include the effectiveness of grievance mechanism. 没有改善。工厂在上次审核之后做了一次员工满意度调查, 但是根据提供的问卷及报告, 其没有包含投诉机制的有效性。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 107703] Audit Date: 06/09/2017 PA Score: C	Deadline date:16/09/2017
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>Based on site observation, management and workers' interview and document review, the auditee established the Anti-discrimination policy and implemented it accordingly. Management and workers stated that the auditee prohibited pregnancy testing as a condition of employment or continued employment. 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 auditee. However, based on satisfactory evidence, the auditee did not respect this principle completely.</p> <p>根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立反歧视的政策, 并按要求执行。管理层及员工称被审核方严禁把做怀孕测试作为雇佣或继续雇佣的条件。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。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。</p> <p>4.2 - The auditee did not conduct satisfaction surveys in last two years(it included the effectiveness of grievance mechanism). For the effectiveness of the grievance mechanism, please refer to PA 2.5. 工厂在过去两年没有做满意度调查(包含投诉机制的有效性)。关于申诉机制的有效性请参考PA2.5</p>	
Remarks from Auditee	

Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 116931] Audit Date: 26/01/2018 PA Score: B	Deadline date:26/03/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, employees were paid higher than local minimum wage, the company paid 150%, 200% and 300% of normal rate wages for overtime hours on normal working days, rest days and official public holidays respectively. Through labour contracts review, management interview and employees interview, employees were paid on monthly rate basis on 25th of each month by cash. Furthermore, the auditee would provide benefits such as sick leave, annual leave, childbearing leave and work-related injury leave, etc according to local law requirement. However, based on satisfactory evidence, the main auditee did not fully respect this principle. 根据现场观察, 管理层及员工访谈, 文件审核, 员工的工资高于当地的最低工资, 受审核方在平日加班、休息日及法定假日加班分别支付正常工资的1.5倍、2倍、3倍。通过查看劳动合同、管理层访谈及员工访谈, 员工工资是计时的, 在每月25日发放现金。此外, 公司按法规要求提供福利, 如病假、年假、产假及工伤假等。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。 5.5 - Not corrected. Through reviewing the social insurance payment receipt of December 2017, it was noted that 27 out of 39 employees did not participate in pension insurance, unemployment insurance, 26 out of 39 employees did not participate in medical insurance, maternity insurance or work-related injury insurance. However, the factory bought/purchased commercial accident insurance to cover the rest of the employees who did not participate in work-related injury insurance. 没有改善。根据2017年12月的社保发票及清单, 工厂员工39人中有27人没有参加养老保险、失业保险, 有26人没有参加生育保险、医疗保险及工伤保险。但工厂购买了商业意外险, 包括不参加工伤保险的其他雇员。	
Remarks from Auditee:	
Full Audit [Audit Id - 107703] Audit Date: 06/09/2017 PA Score: B	Deadline date:16/09/2017
<u>Good practices</u> None	
<u>Areas of improvement</u> Through labour contracts review, management interview and employees interview, employees were paid on monthly rate basis on 25th of each month by cash. Furthermore, the auditee would provide benefits such as sick leave, annual leave, childbearing leave and work-related injury leave, etc according to local law requirement. However, based on satisfactory evidence, the main auditee did not respect this principle. 根据现场观察, 管理层及员工访谈, 文件审核, 员工的工资高于当地的最低工资, 受审核方在平日加班、休息日及法定假日加班分别支付正常工资的1.5倍、2倍、3倍。通过查看劳动合同、管理层访谈及员工访谈, 员工工资是月薪的, 在每月25日发放现金。此外, 公司按法规要求提供福利, 如病假、年假、产假及工伤假等。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。 5.5 - Through reviewing the social insurance payment receipt of July 2017, it was noted that all the 39 employees did not participate in pension insurance, 24 out of 39 employees did not participate in medical insurance, maternity insurance or work-related injury insurance, 25 out of 39 employees did not participate in unemployment insurance. However, the auditee bought/purchased commercial accident insurance to cover the rest of the employees who did not participate in work-related injury insurance. The reason why not all eligible employees participated in the social insurance was because some employees claimed that it was difficult for them to transfer the social insurance once they left the city. Reference law/regulation: Article 72 and 73 of the PRC Labor Law 根据2017年7月的社保发票及清单, 工厂员工39人没有参加养老保险, 39人中有24人没有参加医疗保险, 生育保险、工伤保险, 25人没有参加失业保险。但工厂购买了商业意外险给不参加工伤保险的其他雇员。没有全员参保的原因是一些雇员声称他们离开城市后很难转回去。参考法律/条例《中华人民共和国劳动法》第72条、第73条	
Remarks from Auditee	

Performance Area 6 : Decent Working Hours	
1- Followup Audit [Audit Id - 116931] Audit Date: 26/01/2018 PA Score: D	Deadline date:26/03/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, the auditee has established working hours policy and procedure. Verified with worker interview, workers worked on voluntary basis. According to the randomly selected 8 samples' records, the regular working hours were 8 hours per day and 40 hours per week; the maximum daily overtime hours were 3 hours, the maximum weekly working hours were 57 hours, the maximum monthly overtime hours were 68 hours. The maximum continuous working days were 6 days. However, based on satisfactory evidence, the main auditee did not fully respect this principle. 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立工时政策、程序。员工访谈确认, 员工加班是自愿的。根据随机抽取的8个样板记录显示, 正班工时为每天8小时, 每周40小时; 日加班时间最多为3小时, 每周工作时间最多为57小时, 每月加班时间最多为68小时。最多连续工作6天。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。	
6.2 - Not corrected. It was noted that the monthly overtime hours of all 8 randomly selected workers were 62 hours in December 2017 (current month), 52 to 68 hours in November 2017 (random month) and 37 to 62 hours in September 2017 (random month), exceeding the legal requirements of 36 hours per month. 没有改善。发现随机抽取所有8名工人每月加班时间分别为2017年12月(当前月)62小时、2017年11月52-68小时(随机月)和2017年9月37-62小时(随机月), 超过每月36小时的法定要求。	
Remarks from Auditee:	
Full Audit [Audit Id - 107703] Audit Date: 06/09/2017 PA Score: D	Deadline date:16/09/2017
Good practices None	
Areas of improvement Based on site observation, management and workers' interview and document review, the auditee has established working hours policy and procedure. Verified with worker interview, workers worked on voluntary basis. According to the randomly selected 8 samples' records, the regular working hours were 8 hours per day and 40 hours per week; the maximum daily overtime hours were 3 hours, the maximum weekly working hours were 57 hours, the maximum monthly overtime hours were 60 hours. The maximum continuous working days were 6 days. However, based on satisfactory evidence, the main auditee did not respect this principle completely. 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立工时政策、程序。员工访谈确认, 员工加班是自愿的。根据随机抽取的8个样板记录显示, 正班工时为每天8小时, 每周40小时; 日加班时间最多为3小时, 每周工作时间最多为57小时, 每月加班时间最多为60小时。最多连续工作6天。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。	
6.2 - It was noted that the monthly overtime hours of all 8 randomly selected workers were 52 hours in July 2017 (recent month), 60 hours in April 2017 (random month) and 57 hours in December 2016 (random month), exceeding the legal requirements of 36 hours per month. According to management interview and employee interview, the auditee was in shortage of workers, so workers need to work overtime to meet order delivery date. Reference law/regulation: Article 41 of China Labor Law. 发现随机抽取所有8名工人每月加班时间分别为2017年7月(当前月)的52小时、2017年4月的60小时(随机月)和2016年12月的57小时(随机月), 超过每月36小时的法定要求。根据管理层访谈、员工访谈, 受审核方是工人短缺, 所以需要工人加班以满足订单的交货日期。参考法律/条例《中华人民共和国劳动法》第41条	
Remarks from Auditee	

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 116931] Audit Date: 26/01/2018 PA Score: B Deadline date:26/03/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on site observation, management and workers' interview and document review, the main auditee had established policy and procedure on health and safety. One management was appointed to in charge of health and safety issues, safety training provided to employees regularly. Fire facilities such as fire extinguishers, fire hydrant, fire alarm system, emergency light and exit signs were installed and inspected monthly. Twice fire drills were conducted per year. The latest fire drills were done on 5th May 2017 and 12th October 2017 respectively. There were 2 qualified first aiders in the company and they were trained by Dongguan Red Cross in 2017. First aid kits were available in workshop. The auditee claimed that all personnel have the right to remove themselves from imminent danger without seeking prior permission from the company, which was verified by worker interview. The auditee did not provide dormitory or canteen to employees. However, based on satisfactory evidence, the main auditee did not fully respect this principle.

根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立健康安全政策及程序。指定一名管理负责健康安全事宜, 定期给员工提供安全培训。消防设施如灭火器、消防栓、应急灯、安全出口标等已安装并每月检查。消防演习每年两次, 最近两次的消防演习是2017年5月5日及2017年10月12日进行的。公司有2个有资质的急救员, 他们是2017年在东莞红十字会培训的。每个车间设有药箱。公司称所有人有权在遇到危险时可以不经许可先逃离危险, 这些通过员工访谈有确认。工厂没有提供宿舍及饭堂给员工。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。

7.3 - Not corrected. The auditee did not arrange relevant workers who were engaged in high noise level such as punching or dust such as polishing to do occupational health examination.
没有改善。工厂没有安排从事高噪音作业的工人, 如冲床或从事有粉尘作业的工人, 如抛光, 进行了职业健康检查。

7.4 - Not corrected. Through document review, management interview, worker interview and workers representative interview, there was no evidence indicated that workers or worker representatives were involved in the OHS risk assessment.
没有改善。通过查阅文件、管理层访谈、员工访谈及员工代表访谈, 没有证据显示员工或员工代表有参与职业健康安全风险评估。

7.6 - Corrected. Through on-site observation, hand washing and paper were provided in toilets of workshop.
已改善。通过现场查看, 管理层访谈及员工访谈, 受审核方提供了安全鞋给工模部的员工。

7.7 - Corrected. During on-site checking, management interview and workers interview, proper label was attached on the chemical container used in workshops.

New finding: But it was noted that one big barrel of machine oil was placed on the ground without second container in punching section. 5 barrels of solvent were stored together with other material in warehouse.

已改善。通过现场查看, 管理层访谈及员工访谈, 在车间使用的化学品已贴上标签。

新问题:但是现场发现在冲压车间有一大桶机油放在地上没有防泄漏的二次容器。有5桶白电油与其它物料一起存放在仓库。

7.11 - Corrected. The auditee showed the information on Building Construction Safety Assessment Report of production building and fire inspection certificate online checking in Dongguan Fire Bureau website.
已改善。工厂在东莞消防局网站上展示了其厂房的竣工验收报告及消防验收的相关信息。

7.13 - Not fully corrected. The auditee management stated that the electrician was subcontracted to one qualified person. The electrician conducted irregular inspection for electric equipment and wires, but no any inspection record was kept. During on-site checking, the wires of workshop were covered and in good condition.
没有完全改善。从上次审核后, 电工对电器设备及线路进行例行的检查, 但是没有提供相关的记录。此外, 通过现场查看车间电线没有发现不安全的情况。

7.17 - Not corrected. 1) It was noted that during on-site checking, the gas cylinders used in workshop were not fixed by the auditee. 2) It was noted that the auditee did not provide calibration report of one pressure gage or inspection report of one safety valve used in one air compressor tank during this audit. 3) It was noted that 2 out of 3 welding workers' operator certificates were not provided for review during this audit.
没有改善。1) 走厂发现, 车间使用的所有气瓶没有固定。2) 工厂没有提供空压机储气罐上使用的安全阀及压力表的检验报告或校准报告。3) 发现工厂有3个焊工, 其中两个焊工的操作证在本次审核中没有提供。

7.22 - Corrected. Through on-site observation, hand washing and paper were provided in toilet of workshop.

已改善。车间洗手间已提供洗手液及手纸。

Remarks from Auditee:

Full Audit [Audit Id - 107703] Audit Date: 06/09/2017 PA Score: C Deadline date:16/09/2017

Good practices

None

Areas of improvement

Based on site observation, management and workers' interview and document review, the main auditee had established policy and procedure on health and safety. One management was appointed to in charge of health and safety issues, safety training provided to employees regularly. Fire facilities such as fire extinguishers, fire hydrant, fire alarm system, emergency light and exit signs, etc were installed and inspected monthly. Twice fire drills were conducted per year. The latest fire drills were done on 4th November 2016 and 5th May 2017 respectively. There were 2 qualified first aiders in the company and they were trained by Dongguan Red Cross in 2017. First aid kits were available in workshop. The auditee claimed that all personnel have the right to remove themselves from imminent danger without seeking prior permission from the company, which was verified by worker interview. The auditee did not provide dormitory to employees. However, based on satisfactory evidence, the main auditee did not respect this principle.

根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立健康安全政策及程序。指定一名管理负责健康安全事宜, 定期给员工提供安全培训。消防设施如灭火器、消防栓、应急灯、安全出口标等已安装并每月检查。消防演习每年两次, 最近两次的消防演习是2016年11月4日及2017年5月5日进行的。公司有2个有资质的急救员, 他们是2017年在东莞红十字会培训的。每个车间设有药箱。公司称所有人有权在遇到危险时可以不经许可先逃离危险, 这些通过员工访谈有确认。工厂提供住宿给员工。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。

- 7.3 - It was noted that no occupational health examination was provided for relevant workers who were engaged in high noise level such as punching or dust such as polishing. Reference law/regulation: PRC Law of Prevention and Control of Occupational Diseases Article 32
发现对从事高噪音作业的员工,如冲床或从事有粉尘作业的员工,如抛光,工厂没有提供职业健康检查。参考法律/条例:《中华人民共和国职业病防治法》第三十二条
- 7.4 - It was noted that workers or worker representatives were not involved in the OHS risk assessment.
发现员工或员工代表都没有参与职业健康安全风险评估。
- 7.6 - It was noted that the auditee did not provide safety shoes for the employees working in molding section. Reference law/regulation: the Law of the PRC on Work Safety Article 42
发现受审核方没有提供安全鞋给工模部的员工。参考法律/条例:《中华人民共和国劳动法》第42条
- 7.7 - It was noted that there was no label attached on the chemical used in workshop. (The auditee stated that was the ignorance of management.)
Reference law/regulation: Regulation of Chemical Safety Usage in Workplace, Article 19
发现在车间使用的化学品没有贴上标签(工厂称这是管理疏忽了)参考法律/条例:工作场所化学品安全使用条例,第19条。
- 7.11 - It was noted that the auditee did not provide Building Construction Safety Assessment Report of production building for review. There are one 1-storey production building, one 4-storey office building in the auditee compound. In addition, only photocopied fire inspection certificate was provided for review. Reference law/regulation: Article 61 of Construction Law of the People's Republic of China.
发现工厂没有提供厂房的竣工验收报告。在工厂的围墙内有一栋1层的生产楼及一栋4层的办公楼。此外,工厂只提供了消防验收的复印件供审查。参考法律法规:对中华人民共和国建筑法61条。
- 7.13 - The auditee management stated that the electrician was subcontracted to one qualified person. But they did not conduct regular inspection for electric equipments and wires. Furthermore, during on-site checking, there were some unsafe wires in workshop.
工厂管理称其电工外发给一个有资质的人。但其没有对电器设备及线路进行例行的检查。此外,现场发现车间有些电线不安全。
- 7.17 - 1) It was noted that during on-site checking, all the gas cylinders used in workshop were not fixed by the auditee. Reference law/regulation- Regulation on Safety Supervision of Gas Cylinders (2000), Article 77
2) It was noted that the auditee did not provide calibration report of one pressure gage or inspection report of one safety valve used in one air compressor tank during this audit. Reference law/regulation-Article 28 of Safety Monitoring Regulation of Special Equipment.
3) It was noted that 2 out of 3 welding workers' operator certificates were not provided for review during this audit. Reference law/regulation- Article 38 of Special Appliance Quality Safety Monitoring Regulation

1) 走厂发现,车间使用的所有气瓶没有固定。参考法规-气瓶安全监察规程(2000)第77条
2) 工厂没有提供空压机储气罐上使用的安全阀及压力表的检验报告或校准报告。参考法规-《特种设备安全监察条例》第28条
3) 发现工厂有3个焊工,其中两个焊工的操作证在本次审核中没有提供。参考法规-《特种设备安全监察条例》第38条
- 7.22 - It was noted that there was no soap or hand drier provided in toilets of workshop. Reference law: Hygienic standards for the Design of Industrial Enterprises (GBZ1-2010), Article 7.3.4.1, 7.3.4.2)
车间洗手间没有提供肥皂、手纸及干手设备。参考法规:《用于工业企业设计卫生标准(gbz1-2010)》,第7.3.4.1, 7.3.4.2)

Remarks from Auditee

Performance Area 8 : No Child Labour

1- Followup Audit [Audit Id - 116931] Audit Date: 26/01/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on site observation, management and workers' interview and document review, the auditee had established procedure regarding prohibition child labor and remedial measure on child labor. As per procedure on hiring and HR management, the company would authenticate ID cards through eye-measurement, interview, physical appearance comparison. The copy of identification card for all employees would be kept in personnel file. During this audit, through documents review (reviewing personnel file, identification card and roster, etc), workers interview and management interview, there was no child labor and young worker identified. The youngest worker hired by the company was 18 years old. Based on satisfactory evidence, the main auditee respected this principle.

根据现场观察,管理层及员工访谈,文件审核,受审核方有建立禁止使用童工的程序及童工补救措施。依照程序及HR管理层,公司会通过目视、访谈、与员工比对等方式去鉴别身份证。每位员工的身份证的复印件保存在人事档案里。在本次审核中,通过文件审核(如人事档案、身份证、员工花名册等)、员工访谈及管理层访谈,没有发现童工及未成年工。最小员工的年龄是18岁。基于令人满意的证据,主要受审核方尊重这个原则。

Remarks from Auditee:

Full Audit [Audit Id - 107703] Audit Date: 06/09/2017 PA Score: A

Deadline date:

Good practices

None

Areas of improvement

Based on site observation, management and workers' interview and document review, the auditee had established procedure regarding prohibition child labor and remedial measure on child labor. As per procedure on hiring and HR management, the company would authenticate ID cards through eye-measurement, interview, physical appearance comparison. The copy of identification card for all employees would be kept in personnel file. During this audit, through documents review (reviewing personnel file, identification card and roster, etc), workers interview and management interview, there was no child labor and young worker identified. The youngest worker hired by the company was 21 years old. Based on satisfactory evidence, the main auditee respected this principle.

根据现场观察,管理层及员工访谈,文件审核,受审核方有建立禁止使用童工的程序及童工补救措施。依照程序及HR管理层,公司会通过目视、访谈、与员工比对等方式去鉴别身份证。每位员工的身份证的复印件保存在人事档案里。在本次审核中,通过文件审核(如人事档案、身份证、员工花名册等)、员工访谈及管理层访谈,没有发现童工及未成年工。最小员工的年龄是21岁。基于令人满意的证据,主要受审核方尊重这个原则。

Remarks from Auditee

Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 116931] Audit Date: 26/01/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Not applicable 不适用	
Remarks from Auditee:	
Full Audit [Audit Id - 107703] Audit Date: 06/09/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>Based on site observation, management and workers' interview and document review, the auditee had established procedure regarding Young Worker Protection Management Procedure and implemented it accordingly. No young worker was found during this audit. The youngest worker hired by the company was 21 years old. Based on satisfactory evidence, the main auditee respected this principle.</p> <p>根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立未成年工人保护程序, 并按要求执行。本次审核, 未发现未成年工。最小员工的年龄是21岁。基于令人满意的证据, 受审核方尊重这个原则。</p>	
Remarks from Auditee	
Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 116931] Audit Date: 26/01/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Not applicable 不适用	
Remarks from Auditee:	
Full Audit [Audit Id - 107703] Audit Date: 06/09/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>Based on site observation, management and workers' interview and document review, the auditee had established procedure regarding Hiring Procedure and implemented it accordingly. The auditee signed labor contract with each employees within one day after hiring and employees obtained one copy. Based on satisfactory evidence, the main auditee respected this principle.</p> <p>根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立雇佣程序, 并按要求执行。受审核方在员工入职一天内与每位员工签订劳动合同, 同时会给一份复印件给员工。基于令人满意的证据, 受审核方尊重这个原则。</p>	
Remarks from Auditee	

Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 116931] Audit Date: 26/01/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Not applicable 不适用	
Remarks from Auditee:	
Full Audit [Audit Id - 107703] Audit Date: 06/09/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>Based on site observation, management and workers' interview and document review, the auditee had established procedure regarding on prohibition bonded labor and implemented it accordingly. No deposit or ID card was withheld by the auditee. No illegal disciplinary measure was noted in this audit. No bonded labor was found during this audit. Based on satisfactory evidence, the main auditee respected this principle.</p> <p>根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立强迫劳动程序, 并按要求执行。受审核方没有收押金或扣押证件。没有发现违法的纪律处罚。本次审核, 未发现强迫劳动。基于令人满意的证据, 主要受审核方尊重这个原则。</p>	
Remarks from Auditee	
Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 116931] Audit Date: 26/01/2018 PA Score: B	Deadline date:26/03/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT:	
<p>Based on site observation, management and workers' interview and document review, the auditee had established the procedure to ensure its business model in line with local environmental law. Based on satisfactory evidence, the main auditee did not fully respect this principle.</p> <p>根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立程序来确保其生产活动符合当地环境法规。受审核方提供了环境影响评估报告及环评批复。基于令人满意的证据, 受审核方没有完全尊重这个原则。</p> <p>12.5 - Not corrected. It was noted that waste water generated from deoiling process was discharged directly to local drainage system. 没有改善。发现除油工序产生的废水直接排入当地的排水系统。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 107703] Audit Date: 06/09/2017 PA Score: B	Deadline date:16/09/2017
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>Based on site observation, management and workers' interview and document review, the auditee had established the procedure to ensure its business model in line with local environmental law. However, based on satisfactory evidence, the main auditee did not respect this principle.</p> <p>根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立程序来确保其生产活动符合当地环境法规。但是, 基于令人满意的证据, 受审核方没有完全尊重这个原则。</p> <p>12.5 - It was noted that waste water generated from deoiling process was discharged directly to local drainage system. Reference law/regulation: Article 29 of the PRC Law of Prevention and Treatment of Water Pollution 发现除油工序产生的废水直接排入当地的排水系统。</p>	
Remarks from Auditee	

Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 116931] Audit Date: 26/01/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
None	
AREAS OF IMPROVEMENT:	
<p>Based on site observation, management and workers' interview and document review, the auditee had established Anti-bribery And anti-corruption Procedure. The auditee provided training on anti-bribery and anti-corruption to employees. The auditee established procedure to collect, use or process personal information as per law requirements. Based on satisfactory evidence, the main auditee respect this principle.</p> <p>根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立反贿赂及反腐败的程序。公司给员工提供了反贿赂及反腐败的培训。受审核方建立了有关按法规要求收集、使用或处理个人信息的程序。基于令人满意的证据, 受审核方尊重这个原则。</p>	
13.4 - Corrected. The auditee established procedure on October 11, 2017 to collect, use or process personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements.	
已改善。受审核方在2017年10月11日建立了有关收集、使用或处理个人信息的程序, 去合理的关注隐私和信息安全的法律和监管要求。	
Remarks from Auditee:	
Full Audit [Audit Id - 107703] Audit Date: 06/09/2017 PA Score: B	Deadline date:16/09/2017
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>Based on site observation, management and workers' interview and document review, the auditee had established Anti-bribery And anti-corruption Procedure. The auditee provided training on anti-bribery and anti-corruption to employees. However, based on satisfactory evidence, the main auditee did not respect this principle.</p> <p>根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立反贿赂及反腐败的程序。公司给员工提供了反贿赂及反腐败的培训。但是, 基于令人满意的证据, 受审核方没有完全尊重这个原则。</p>	
13.4 - It was noted that the auditee did not establish procedure to collect, use or process personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements.	
受审核方没有建立有关收集、使用或处理个人信息的程序没有合理的关注隐私和信息安全的法律和监管要求一致。	
Remarks from Auditee	

Summary 

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	26/01/2018	116931	D	C	A	B	B	D	B	A	A	A	A	B	A	C
Full Audit	06/09/2017	107703	D	D	A	C	B	D	C	A	A	A	A	B	B	D

Producer Photos



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



Photo of non-conformity
Gas cylinder used in workshop was not fixed photo one.JPG



Photo of the inside of the main production hall
Notice board.JPG



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



Photo of non-conformity
Gas cylinder used in workshop was not fixed photo two.JPG



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



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



Photo of non-conformity
No second container.JPG



Photo of the inside of the main production hall
Provided paper and hand washing in toilet.JPG



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

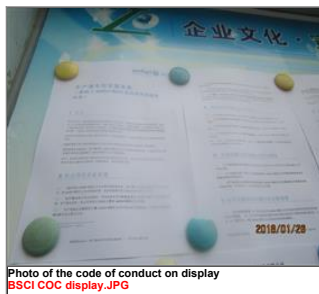


Photo of the code of conduct on display
BSCI COC display.JPG



Photo of the inside of the main production hall
Punching one.JPG



Photo first aid facilities
First aid kit.JPG



Photo of the inside of the main production hall
Empty gas cylinders were fixed.JPG



Photo of the inside of the main production hall
Punching two.JPG



Photo of fire safety equipment
Emergency light and exit sign.JPG



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



Photo of the inside of the main production hall
Solvent with label.JPG



Photo of fire safety equipment
Fire alarm.JPG



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



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



Photo of fire safety equipment
Fire extinguishers.JPG



Photo of the inside of the main production hall
Molding worker wore safety shoes photo one.JPG



Photo of the inside of the main production hall
Warning sign.JPG



Photo of fire safety equipment
Fire hydrant.JPG



Photo of the inside of the main production hall
Molding worker wore safety shoes photo two.JPG



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

