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Auditee :	<b>Dongguan Dingxing Industry Co., Ltd.</b>
Audit Date From :	<b>30/01/2018</b>
Audit Date To :	<b>31/01/2018</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>SGS</b>
Auditor's Name(s) :	<b>Dylan Chen(Lead)</b>
Auditing Branch (if applicable) :	<b>SGS CHINA</b>

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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>A</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	A	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	A	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 :	Dongguan Dingxing Industry Co., Ltd.		
DBID number :	365255		
Audit ID :	117363		
Address :	Qiaofeng Industrial Zone, Xialang Village, Qishi Town. Dongguan		
Province :	Guangdong	Country :	China
Management Representative :	Mr. Chen Wen You		
Contact person:	Lv Leilei	Sector :	Non-Food
Industry Type :	Others	Product group :	Others
Product Type :	desiccant, deodorant, anti-mold sticker, fresh keeping agent, moisture absorber and air freshener		

## 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	
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 :	31/01/2019

## 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	B	A	A	B	D	A	A	A	A	A	A	A

## Executive summary of audit report

Dongguan Dingxing Industry Co., Ltd was established on Oct 17, 2008 and located at Qiaofeng Industrial Zone, Xialang Village, Qishi Town, Dongguan City, Guangdong Province, P.R.China. The unified social credit code is: 91441900680597188A. The main products manufactured in the factory were desiccant, deodorant, anti-mold sticker, fresh keeping agent, moisture absorber and air freshener. The main production activities included feeding materials, logo printing, packing

Total 98 employees including 61 male employees and 37 female employees worked in the factory.

The audited factory had two 3-storey buildings and one 4-storey building as warehouse, production area and office room, one 4-storey dormitory building. Based on observation, in 3F of one 3-storey No. B production building, the factory implemented construction and transformation to establish one new clean workshop at present, it didn't come into use at present.

During the audit day, Ms. Lv Leilei/Business Supervisor, Ms. Tang Cheng/ General Manager Assistant, Mr. Chen Wenyong/ Factory Director, Ms. Hu Jun/ Worker representative attended the opening meeting and close meeting. Then Mr. Liu Song/Management Supervisor and worker representative signed the onsite CAP.

During the audit, the factory management representatives were cooperative. Managers agreed auditors to conduct the audit including onsite observation and confidential interviews with workers who were chosen freely by auditors without any influence. Workers stated the factory management representatives were kind to them, and they were satisfaction with the working conditions and living conditions. Wages were paid on time without any hold.

## Ratings Summary



Auditee's background information			
Auditee's name :	Dongguan Dingxing Industry Co., Ltd.	Legal status :	Company Limited
Local Name :	东莞市鼎兴实业有限公司 (91441900680597188A)	Year in which the auditee was founded :	2008
Address :	Qiaofeng Industrial Zone, Xialang Village, Qishi Town.	Contact person (please select) :	Lv Leilei
Province :	Guangdong	Contact's Email :	daisy@dg-dx.com
City :	Dongguan	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	http://www.dg-dx.com
GPS coordinates :	North 23.0644°, East 114.0057°	Total turnover (in Euros) :	1800000.00
Sector :	Non-Food	Of which exports % :	40.00
Industry :	Others	Of which domestic market % :	60.00
If other, please specify :	desiccant, deodorant, anti-mold sticker, fresh keeping agent, moisture absorber and air freshener	Production volume :	7000 tons per year
Product Group :	Others	Production cost calculation :	Yes
If other, please specify :	desiccant, deodorant, anti-mold sticker, fresh keeping agent, moisture absorber and air freshener	Lost time injury calculation cost :	Yes
Product Type :	desiccant, deodorant, anti-mold sticker, fresh keeping agent, moisture absorber and air freshener		

Auditee's employment structure at the time of the audit		
Total number of workers :	98	Total number of workers in the production unit to be monitored (if applicable) : 0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	61	37
Temporary workers	0	0
In management positions	8	6
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	59	34
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	61	37
Production based workers	30	21
With shifts at night	3	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 - 117363] Audit Date: 30/01/2018 PA Score: D

Deadline date:31/07/2018

#### GOOD PRACTICES:

Nil

#### AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation showed the auditee partially fulfilled the requirement of performance area 1. The factory established completed policy and procedure on social accountability system and updated the procedure periodically. Organization chart for BSCI management system was established in the factory. Mr. Chen Wen You / Factory Director was appointed as BSCI representative and took whole charge of BSCI affairs in the factory. The factory also established policy with respect to the selection of its suppliers and subcontractors. The factory monitored the social performance of its suppliers and subcontractors periodically according to BSCI requirement, and relevant records were provided for review. the factory had calculated the production capacity and costs of production, but the factory did not organize its workforce capacity effectively to meet the expectations of the delivery order, which resulted workers' OT hours exceeded local legal requirement. Gap had been identified during the BSCI system implementation as follow:

综合概况:整体观察显示被审核方部分符合该绩效区域的要求。工厂建立了完整的社会责任程序并定期更新该程序。工厂建立了组织架构图, 陈文由/厂长被任命为BSCI负责人, 统筹整个工厂的BSCI事务。工厂创建了供应商\分包商筛选程序。工厂有定期依据BSCI要求进行供应商\分包商社会责任评估, 并提供了评估记录供查看。工厂有进行社会责任内审及管理评审。工厂进行产能核算及成本核算, 但工厂未能有效的组织起生产能力以满足订单需求而导致员工的加班时间超出法规要求。发现工厂在BSCI系统执行中存在如下不符合项:

- 1.1 -** Finding: The main auditee partially respected this principle. Because the BSCI procedure and policy was established and documented, and it was implemented during the factory operation and update according to the new BSCI code periodically; but gaps were identified between the requirements of BSCI during the BSCI system implementation, and the factory did not take effective actions to corrective these gaps.  
被审核方部分遵守该原则。因为工厂有建立BSCI体系的相关程序并在日常生产中执行该程序, 且该程序定期更新。但是工厂在执行BSCI体系中同BSCI要求存在差距, 且工厂没有采取有效的措施改善这些差距。
- 1.4 -** Finding: The main auditee partially respected this principle. Because the factory had calculated the production capacity and costs of production, but the factory did not organize its workforce capacity effectively to meet the expectations of the delivery order, which resulted workers' OT hours exceeded local legal requirement.  
被审核方部分遵循该准则。工厂进行产能核算及成本核算, 但工厂未能有效的组织起生产能力以满足订单需求而导致员工的加班时间超出法规要求。

#### Remarks from Auditee:

Nil

### Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 117363] Audit Date: 30/01/2018 PA Score: B

Deadline date:31/03/2018

#### GOOD PRACTICES:

Nil

#### AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation showed the auditee partially fulfilled the requirement of performance area 2. Four workers representatives were elected by employees at the facility, and workers representatives meet the management once per three months. According to interview statement with workers, they were familiar with workplace-related issues and their labor right e.g. the labor law, work contracts, job description, working rules. The factory also provided training on workers' right and responsibility to workers and workers representatives. The auditee had established an effective grievance mechanism: the mechanism consisted of using suggestion boxes, workers representation and an open-door policy on coming up with suggestion directly to workers' supervisor. All these processes were documented under procedures and integrated into worker trainings verified by documents review and workers interview. However, Gap had been identified during the BSCI system implementation as follow:

综合概况:整体观察显示被审核方部分符合该绩效区域的要求。工厂由员工选举了4名员工代表, 代表每3个月定期和管理层见面。根据员工的访谈信息, 员工都很清楚工厂场所相关信息以及员工的劳工权利, 例如劳动法, 劳动合同, 工作内容以及厂纪厂规等。工厂有给所有员工及员工代表提供关于权利义务培训。工厂建立了完整的申诉系统, 员工可通过意见箱, 员工代表或直接同主管进行沟通等方式提供投诉。所有这些过程均可通过文件以及访谈来核实。但是发现工厂在BSCI系统执行中存在如下不符合项:

- 2.2 -** Finding: The main auditee partially respected this principle. Because the factory defined long term goals for protecting workers, but this long-term goal did not show step-by-step approach toward sustainable improvements.  
被审核方(生产商)部分遵循该准则。原因是工厂已定义保护员工的长期目标, 但是该目标并未包括按部就班的可持续改进方法。
- 2.5 -** Finding: The main auditee partially respected this principle because grievance mechanism procedure was established at the facility and the management and workers had received related training, but the auditee did not conduct satisfactory survey on the grievance mechanism.  
被审核方部分遵守该原则, 原因是生产商因有建立申诉程序, 并且管理层及员工有接受相关培训但是未进行申诉机制的满意度调查而部分遵守该原则。

#### Remarks from Auditee:

Nil



Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 117363] Audit Date: 30/01/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation showed the auditee fulfilled the requirement of performance area 3. Four worker representatives were elected by employees and they meet the management once per three months. Workers could freely establish trade union without the permission of the factory. No collective bargain agreement was concluded between the factory and workers, and the factory did not prevent workers from bargaining for the agreement. Based on the interview statement of worker representative, she was not discriminated by the factory and he also was as IQC worker. She had access to workers and workplace freely.</p> <p>综合概况: 整体观察显示被审核方遵守该绩效区域的要求。工厂由员工选举了4名员工代表。员工代表每3个月和管理层见面。而且员工可以不在管理层的影响下组建工会。审核过程中, 工厂和员工无集体谈判协议, 但工厂也未阻止员工有意愿的时候和工厂谈判。根据员工代表的访谈, 员工代表不会被歧视, 并且员工代表本身是IQC员工, 他可以随时进入车间和员工沟通。</p>	
<b>Remarks from Auditee:</b>	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 117363] Audit Date: 30/01/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation showed the auditee fulfilled the requirement of performance area 4. The factory made one policy on anti-discrimination. The policy defined that the factory would not discriminate workers by race, gender and ages etc. According to interview statement with workers, workers could use the grievance system through suggestion boxes or told the supervisor directly once workers' right was infringed. And the policy required that workers who raise the grievance should not be revenged. Furthermore, the policy on discipline measures made by the factory was in line with legal requirement. All these processes could be verified by document review and interview.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了反歧视的政策, 反歧视政策中表明工厂不会因为种族, 性别, 年龄等原因对员工区别对待。依照员工访谈, 若员工的权利受到任何侵害, 员工可以通过意见箱或向主管反馈的形式进行投诉。且该申诉机制表明员工不会因申诉而被打击报复。而且, 通过查看工厂的惩戒措施程序, 其描述的措施均符合法规和BSCI要求。</p>	
<b>Remarks from Auditee:</b>	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 117363] Audit Date: 30/01/2018 PA Score: B	Deadline date: 30/04/2018
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation showed the auditee partially fulfilled the requirement of performance area 5. The factory established wages and benefit paying system, which included paid statutory holidays, sick leave, annual leave, marriage leave, maternity leave and paid annual leave etc. Based on the wages from Jan 2017 to Dec 2017 provided by the factory, workers' wages were paid at end of the following month by cash. The minimum wage paid by the factory was RMB 10 per hour, which was higher than the legal requirement (RMB 1510/month equal to RMB8.68/hour). No any deduction was identified according to wages records of workers and workers' wages were paid as per working skill. The factory provided social insurance for all employees. All these processes and evidences were cross checked by document review, worker interview and management interview. However, the management did not have a good understanding about possible gaps existing between the actual remuneration and the fair remuneration figure, identifying potential actions to fill the gap.</p> <p>综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂制定了工资支付政策和福利政策, 福利政策包括给员工提供法定节假日, 病假, 婚假, 产假及带薪年假等假期。根据工厂提供的2017年1月至2017年12月的工资记录显示, 员工工资在每月月底通过现金支付。工厂给员工支付最低10元每小时的工资, 比法规要求的工资要高。通过查看员工的工资表, 工厂没有任何的扣款, 工人的工资根据岗位技能不同支付。并且工厂为所有员工提供社会保险。以上过程均用文件, 访谈等方式进行核实过。但管理层不清楚实际工资和体面生活工资的差距及如何补足差距。</p> <p><b>5.4 -</b> Finding: The auditee does not respect this principle because the factory did not calculate how much remuneration that allowed workers to meet a decent standard of living, such as the management did not have a good understanding about possible gaps existing between the actual remuneration and the fair remuneration figure, identifying potential actions to fill the gap. 工厂未遵循该准则, 因为工厂没有计算工人生活体面的公平报酬, 如管理层不清楚实际工资和体面生活工资的差距及如何补足差距。</p>	
<b>Remarks from Auditee:</b> Nil	

**Performance Area 6 : Decent Working Hours**

Full Audit [Audit Id - 117363] Audit Date: 30/01/2018 PA Score: D

Deadline date:31/07/2018

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

Consolidated finding: The overall observation showed the auditee partially fulfilled the requirement of performance area 6. The factory made a policy of working hour system and controlled working hours. Workers' attendance records were recorded by IC attendance system. According to the policy and implementation records, the normal working hours for all workers were 8 hours per day, 5 days per week. All production workers and office workers worked one shift (8:00AM~12:00AM, 13:30PM~17:30PM). The factory arranged 2 OT hours for workers working on night of weekdays and 8 OT hours on Saturday, workers had right to choose working overtime or not. The factory ensured workers had every Sunday off per week. Furthermore, workers had at least 8 hours' rest on every day. Workers can take a rest during the work time when they felt tired. Workers' OT wages on weekdays and weekends were 150% and 200% of normal wages as per legal law. All this processes and implementation can be verified by interview and document review. However, gaps of overtime hours had been identified in implementation:

综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。员工的考勤方式为综合IC卡考勤系统。工厂制定了工时政策, 依照政策以及工厂实际的执行情况, 员工正班时间为每天上班8小时, 每周5天。所有的生产员工和办公室员工工作一个班次从8点到12点, 下午1点半到5点半。工厂会依据生产订单进行在工作日晚上加班2小时及在周六加班8小时, 员工可自愿选择是否加班。工厂保证了员工每周日休息。工厂保证了员工每天至少有8小时的休息时间并且员工在工间如果觉得疲惫, 可自由选择休息几分钟。员工在工作日及周六的加班费分别按照150%及200%的基数支付员工的就是加班费。以上均已从员工访谈以及文件信息等方面进行核实。不过, 工厂在加班时间的管控上不符合法规的地方:

- 6.2 -** Finding: The main auditee does not respect this principle because workers' monthly OT hours exceeded 36 hours. Based on the provided attendance records from Jan 1, 2017 to the audit day review, it was noted all sampled workers exceeded 36 hours up to 76 in Dec 2017, and the average OT per month was 66 hours.

被审核方未遵守该原则, 原因是被审核方因员工的月加班时间超36小时而未遵守该原则。工厂提供的2017年1月1日至审核当天的考勤显示, 所有抽样员工在的月加班时间超36小时, 最大为2017年12月的76小时, 平均月加班时间为66小时。

**Remarks from Auditee:**

Nil



## Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 117363] Audit Date: 30/01/2018 PA Score: A

Deadline date:30/04/2018

### GOOD PRACTICES:

Nil

### AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation showed the auditee partially fulfilled the requirement of performance area 7. The committee of health and safety with production workers covered was set up by the factory. And EHS Manager was responsible for the affairs of health and safety. The factory had identified the risk of health and safety accordingly to workshops. For fire safety, the factory ensured enough extinguishers and fire hydrant and fire alarm, exit signs and emergency lights and evacuation indicating signs were available in the workshops and dormitory area. In addition, feeding materials areas installed sprinkler system. All these facilities of fire safety were checked every month and were effective during the testing on-site. For mechanism safety, all processes of operation were set up, workers were well trained to operate it correctly. The factory post MSDS for chemicals, and eye wash facility were installed for all chemical use and storage areas. The factory also set up and posted the emergency procedure and trained first aider for providing the service of first aid. The first aid box was also available in workshops and dormitory. Clean potable water was also provided for workers. Dormitory and canteen was available at the factory, but no transportation was provided for workers. However, gaps had been identified in implementation as follows:

综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂创建了员工参与的健康安全委员会, 由健康安全经理负责整体的健康与安全。工厂有按照车间情况对工厂内部进行健康安全风险评估。在消防安全方面, 工厂给所有车间及宿舍配备了足够的消防设施, 例如灭火器, 消防栓, 消防警铃, 出口标识及应急灯及疏散指示等, 同时投料区域配置了喷淋系统。并且工厂的健康安全负责人每月都会进行检查。审核时经过测试应急灯, 消防栓和消防警铃及应急灯都是有效的。在机械安全方面, 工厂针对有机机械安全风险的岗位都制定了相应的操作规程, 并且给员工提供了培训以防范这方面的风险。工厂给所有化学品配置了张贴了物质安全数据表, 并安装了洗眼设施。在急救政策方面, 工厂制定并张贴了急救政策, 工厂在车间及宿舍配备了药箱, 而且工厂内有急救员。同时, 工厂也提供了干净的饮用水给员工。工厂有为员工提供宿舍及饭堂。工厂没有为员工提供交通。不过, 工厂在以下方面和BSCI要求尚有差距:

- 7.1 - Finding: The main auditee partially respects this principle because the law of health and safety were collected, and regulation check and training were conducted, but the health and safety management representative was not familiar with the legal and BSCI requirement on health and safety, and lead to some issues were raised in health and safety section.  
被审核方部分遵守该原则, 原因是被审核方因有收集健康安全法律法规, 并且定期提供检查及培训但是健康安全管理者代表不了解法规和BSCI对健康安全的要求, 导致健康安全方面出现问题而部分遵守原则。
- 7.3 - Finding: The main auditee partially respects this principle because the factory had carried out complete risk assessment for safe, healthy and hygienic working conditions, but the factory didn't provide occupational health examination for 3 out of 6 sampled workers who contacted harmful factors (For instance, machine packing workers who contacted noise, logo printing worker contacted chemicals, feeding materials worker contacted dust).  
被审核方部分遵循该准则。原因是工厂有针对安全, 健康和卫生工作条件进行完善的风险评估, 但工厂没有为抽样6名需要做职业健康体检员工 (如: 自动包装车间接触噪音的员工, logo印刷车间接触化学品员工, 投料接触粉尘的员工) 中的3名提供体检。
- 7.6 - Finding: The main auditee partially respected this principle because one machine packing worker didn't wear ear-plug during operating. Remark, the factory provided PPE to workers.  
被审核方部分遵循该准则。原因是一名机器包装员工工作时没有戴耳塞。备注: 工厂有提供耳塞给员工。
- 7.7 - Finding: The main auditee partially respected this principle because the factory didn't post chemicals safety label for about 30% chemicals (painting) in chemicals warehouse.  
被审核方部分遵循该准则。原因是工厂没有为约为化学品仓库约30%的化学品 (油墨) 提供安全标签。
- 7.17 - Finding: The main auditee partially respected this principle because the factory didn't install finger protection equipment for three sewing machines in No. 2 packing workshop. The factory didn't install handrail for one feeding materials ladder with about 1.2 meters height in 2F of No. B production building.  
被审核方部分遵循该准则, 原因是工厂2号包装车间3台针车没有安装护指器。没有2号生产楼2楼的一台上料的梯子提供扶手。
- 7.21 - Finding: The main auditee partially respected this principle because the factory provided catering Service License for canteen and kitchen, all kitchen worker had obtained health certificate. However, one kitchen worker didn't wear cap during cooking.  
被审核方部分遵循该准则。原因是工厂为食堂和厨房获得餐饮服务许可证, 并且工厂厨工获得健康证。但一名厨工在现场操作时没有戴帽子。
- 7.23 - It was not available, no transportation was provided to employees, it was not mandatory requirement by laws.  
不适用, 工厂未提供交通给员工。

### Remarks from Auditee:

Nil

## Performance Area 8 : No Child Labour

Full Audit [Audit Id - 117363] Audit Date: 30/01/2018 PA Score: A

Deadline date:

### GOOD PRACTICES:

Nil

### AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation showed the auditee fulfilled the requirement of performance area 8. The policy of recruiting was set up by the factory. And it regulated that the factory would not recruit workers under 16. The factory checked workers' ID during recruiting and HR specialist knew the skills of asking workers' experience and ages when he had any doubt of workers' ID card or age according to interview with HR specialist. Meanwhile, the factory established remediation measure of child labour in order to set up measure of recruiting child labour incidentally. After checking all personnel files of workers, no child labour was identified in the factory. The youngest worker was 20 years old, the worker was born on Aug 26, 1997 and entered in the factory on Feb 14, 2017.

综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了合适的招聘政策, 员工入职时工厂均会查看员工的身份证并且当人事专员对员工年龄有怀疑时, 会通过有技巧地面谈以核实员工身份信息。同时工厂制定了童工补救措施以防万一发现童工的应对措施。在审核过程中, 通过查阅所有员工的人事资料, 未发现有任何童工存在。工厂内年龄最小员工为20周岁, 1997年8月26日出生, 2017年2月14日入职。

### Remarks from Auditee:

**Performance Area 9 : Special protection for young workers**

Full Audit [Audit Id - 117363] Audit Date: 30/01/2018 PA Score: A

Deadline date:

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

Consolidated finding: The overall observation showed that the auditee respected the requirements of this performance area. Based on the employee roster review, onsite observation and workers interview, it was noted no young workers worked at the factory. The youngest worker was 18 years old, the worker was born on Aug 26, 1997 and entered in the factory on Feb 14, 2017. The laws and requirements of young workers were collected. And the factory conducted the health and safety risk assessment for young workers according to the hazardous factors of all working positions at the factory.

综合概况: 整体现场的情况显示工厂遵循了该绩效区域. 人事档案查看, 现场观察及员工访谈确认, 工厂内没有使用未成年工, 年龄最小员工为20周岁, 1997年8月26日出生, 2017年2月14日入职. 工厂有收集关于未成年工保护的相关法规. 同时工厂有针对工作岗位风险进行未成年工风险评估.

**Remarks from Auditee:**

**Performance Area 10 : No Precarious Employment**

Full Audit [Audit Id - 117363] Audit Date: 30/01/2018 PA Score: A

Deadline date:

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

Consolidated finding: The overall observation showed the auditee fulfilled the requirement of performance area 10. Labour contracts were all concluded between the factory and all workers. The contracts statement included the description of working hours, training, rest time and leave etc. which were in accordance with legal requirement and ILO. Meanwhile, the factory provided a copy of contract to every worker. Based on interview statement of workers, workers understood well of the content of labour contract and no illegal employment was identified during the audit.

综合概况: 整体观察显示被审核方符合该绩效区域的要求. 工厂和所有员工均签订了劳动合同, 劳动合同的内容包括工时, 培训, 休息时间和假期, 报酬和支付条件, 这些内容均符合法规. 同时工厂提供了一份劳动合同副本给员工. 通过员工访谈, 员工均了解劳动合同内容, 审核过程中, 工厂无不合规的用工形式存在.

**Remarks from Auditee:**

**Performance Area 11 : No Bonded Labour**

Full Audit [Audit Id - 117363] Audit Date: 30/01/2018 PA Score: A

Deadline date:

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

Consolidated finding: The overall observation showed the auditee fulfilled the requirement of performance area 11. The factory established the policy on anti-forced labour. The management representative understood well the scope of forced labour. And according to onsite observation and interview statement of workers, workers confirmed that no negative evidence showed in the factory, for example, they could resign according to legal requirement and they could leave the factory freely without being searched. No inhumane or degrading treatment was found during the audit and according to interview with workers.

综合概况: 整体观察显示被审核方符合该绩效区域的要求. 工厂制定了反强迫劳动的政策, 工厂负责人理解哪些方式是属于强迫劳动的范畴. 依据现场观察和员工访谈, 员工也很清晰地表明工厂内无强迫劳动的现象, 例如员工可以依照法规要求提出辞工而不会被克扣工资, 并且可以自由离开工厂. 员工也未遇到任何被侮辱或非人道的待遇. 工厂的惩戒政策也是符合法律法规要求.

**Remarks from Auditee:**

## Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - 117363] Audit Date: 30/01/2018 PA Score: A

Deadline date:31/07/2018

### GOOD PRACTICES:

Nil

### AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation showed the auditee partial fulfilled the requirement of performance area 12. The factory had conducted the assessment of water resource nearby the factory. And the factory conducted the environment impact assessment and obtained the EIA approval. The main wastes produced by the factory were hazardous waste, empty chemical containers were transferred to qualified vendor for disposal. The factory also made the policy and detail actions on saving water, and the water use statistical data was provided for review. However, gaps had been identified in implementation as follows:

综合概况:整体观察显示被审核方部分符合该绩效区域的要求。工厂已针对附近水资源进行了评估。工厂有进行环境影响评估并获得批复。工厂的主要污染物为危废。且工厂将危险废弃物等危废转移至有资质单位进行处理。工厂制定了节约用水政策及具体措施,并且提供了用水统计记录供查看。不过,工厂在以下方面和BSCI要求尚有差距:

- 12.1 -** Finding: The main auditee partially respected this principle because the factory obtained EIA report and approval for review. Based on observation, the factory added logo printing workshop (two logo printing machines), but EIA report didn't cover this workshop. 被审核方部分遵循该准则。原因是被审核工厂获得环评报告和环评批复供查看。通过现场观察,工厂新增了logo印刷车间(2台logo印刷机),但是环评没有涉及该车间。

### Remarks from Auditee:

Nil

## Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 117363] Audit Date: 30/01/2018 PA Score: A

Deadline date:

### GOOD PRACTICES:

Nil

### AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation showed the auditee fulfilled the requirement of performance area 13. The policy on anti-corruption was established by the factory, the factory conducted the risk assessment for the corruption, and provide training for relevant workers. The attendance records of the audit day were provided to verify the attendance system. During the audit, no misrepresentation was provided by the factory. All information could be cross checked. No information of inconsistencies of attendance and payroll system was identified.

综合概况:整体观察显示被审核方符合该绩效区域的要求。工厂创建了反腐败的政策,工厂有进行反腐败风险评估,且为相关人员进行了培训。工厂有提供审核当天的考勤验证考勤系统。审核过程中,工厂提供的数据也均可通过其它方面进行核实,工厂未提供任何不实信息。审核中没有发现工资考勤不一致。

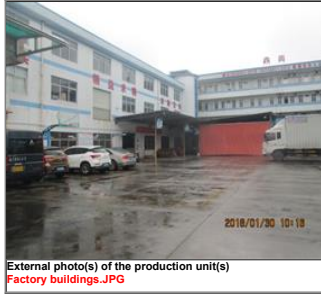
### Remarks from Auditee:

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	30/01/2018	117363	D	B	A	A	B	D	A	A	A	A	A	A	A	C

**Producer Photos**



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



Photo of fire safety equipment  
Sprinkler system.JPG



Photo of the inside of the main production hall  
Attendance test.JPG



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



Photo of non-conformity  
NC kitchen worker did not wear cap.JPG



Photo of the inside of the main production hall  
Electricity boxes with internal cover.JPG



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



Photo of non-conformity  
NC machine packing worker did not wear earplug.JPG



Photo of the inside of the main production hall  
Explosion proof switch in feeding materials workshop.JPG



Photo first aid facilities  
First aid kit and first aid procedure posted on site.JPG



Photo of non-conformity  
NC No finger protection equipment for sewing machine.JPG



Photo of the inside of the main production hall  
Feeding materials process.JPG



Photo first aid facilities  
Washing eyes facility.JPG



Photo of non-conformity  
NC No handrail for one feeding materials ladder.JPG



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





Photo of chemical storage room (if applicable)  
Chemicals with second containment.JPG



Photo of non-conformity  
NC no safety label for chemical.JPG



Photo of the inside of the main production hall  
Logo printing.JPG



Photo of chemical storage room (if applicable)  
Label for chemicals.JPG



Photo of non-conformity  
NC OT per month exceeded 36 hours.jpg



Photo of the inside of the main production hall  
No. 1 packing workshop.JPG



Photo of chemical storage room (if applicable)  
MSDS.JPG



Photo of the canteen (if applicable)  
Canteen.JPG



Photo of the inside of the main production hall  
No. 2 packing workshop.JPG



Photo of chemical storage room (if applicable)  
Occupational hazard factor notification card.JPG



Photo of the canteen (if applicable)  
Kitchen.JPG



Photo of the inside of the main production hall  
Package materials warehouse.JPG



Photo of fire safety equipment  
Emergency light test.JPG



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



Photo of the inside of the main production hall  
Raw materials warehouse.JPG





Photo of fire safety equipment  
Evacuation plan.JPG



Photo of the dormitories (if applicable)  
Bedroom.JPG



Photo of the inside of the main production hall  
Suggestion box.JPG



Photo of fire safety equipment  
Evacuation sign in staircase.JPG



Photo of the dormitories (if applicable)  
Dormitory building.JPG



Photo of the inside of the main production hall  
Warning sign for electricity boxes.JPG



Photo of fire safety equipment  
Evacuation sign in workshop.JPG



Photo of the dormitories (if applicable)  
Evacuation plan.JPG



Photo of the personal protection equipments (if applicable)  
No smoking sign.JPG



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



Photo of the dormitories (if applicable)  
Evacuation sign in staircase.JPG



Photo of the personal protection equipments (if applicable)  
Occupational hazard factor notification card.JPG



Photo of fire safety equipment  
Fire alarm test.JPG



Photo of the dormitories (if applicable)  
Fire equipments in dormitory.JPG



Photo of the personal protection equipments (if applicable)  
Printing worker wore PPE.JPG



Photo of fire safety equipment  
Fire equipment inspection record.JPG



Photo of the dormitories (if applicable)  
Fire extinguishers in dormitory building.JPG



Photo of the personal protection equipments (if applicable)  
Worker wore earplug.JPG



Photo of fire safety equipment  
Fire hydrant and fire alarm.JPG



Photo of the dormitories (if applicable)  
Potable water in dormitory.JPG



Photo of the sanitary facilities  
Potable water.JPG



Photo of fire safety equipment  
Fire hydrant test.JPG



Photo of the dormitories (if applicable)  
Toilet.JPG



Photo of the sanitary facilities  
Toilets.JPG