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Auditee :	<b>NINGBO TIANQI INDUSTRIAL CO., LTD</b>
Audit Date From :	<b>24/07/2019</b>
Audit Date To :	<b>25/07/2019</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>TUEV Rheinland</b>
Auditor's Name(s) :	<b>Angie Dong(Lead)</b>
Auditing Branch (if applicable) :	<b>TUV Rheinland 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: A B B B A A A A A A A B B B B B B B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
<b>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: 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.
<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: A A A A A A A A C C C C A A A A A B B B C C C D C C C C C C C C C C D D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
<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: A A A A A A A A A A D D D A A A B B B C C C D D D E D D D D D D D E E E E E E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
<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: A A A A A A E E E E E E E A A B B C D E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
<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 :	<b>NINGBO TIANQI INDUSTRIAL CO., LTD</b>		
DBID number :	<b>371426</b>		
Audit ID :	<b>158147</b>		
Address :	<b>Ningdong innovation industrial park, Ninghai Economic development zone, Ninghai Ningbo</b>		
Province :	<b>Zhejiang</b>	Country :	<b>China</b>
Management Representative :	<b>Zhijun LIN</b>		
Contact person:	<b>Jinghua YING</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Plastic Industry</b>	Product group :	<b>Plastic and articles thereof</b>
Product Type :	<b>Shaker Bottle, Plastic Hanger</b>		

**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 : 25/07/2020	

**Rating per Performance Area (PA)**

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

**Executive summary of audit report**

**Location and layout:**

The audit was conducted at the auditee named NINGBO TIANQI INDUSTRIAL CO., LTD. The auditee was located at Ningdong innovation industrial park, Ninghai Economic development zone, Ninghai, Ningbo Zhejiang China. (中国浙江省宁波市宁海县宁海经济开发区宁东创新工业园). There were total 5 buildings in the facility premise, and all buildings were owned by the auditee. One 4-storey building was used for office. One 3-storey building was used for production and warehouse: 1st floor used for molding, injection and warehouse; 2nd floor used for assembly and warehouse; 3rd floor used for silk-printing, assembly, packing and warehouse. One 3-storey building was used for canteen and kitchen on the 1st floor, dormitory on the 2nd floor and dormitory with activity room on the 3rd floor. One flat building with around 450 square meters was used for finished product warehouse. The other flat building with around 2500 square meters was rented by another company for warehouse. The related renting contract with business license of that company were maintained and provided. Per onsite observation and the facility management, that warehouse was locked with the other company's name board outside that warehouse. The facility had no business relationship with the renter, and no staff of the renter was working in the auditee premise, they just come occasionally whenever needed. Per onsite observation through the window of the locked rented warehouse, materials like plastic particle were stored there.

No transportation was provided by the factory.

**Product and process:**

The main products manufactured by the factory was Shaker Bottle, Plastic Hanger.

The main production processes were listed as follows: injection, silk-screen, assembly and packing. Per the facility management and onsite observation, the facility had enough manpower and processes for production, no subcontractor was used. The facility did not have security guard, the facility management was responsible for the security issue of the facility, and the warehouse staff was responsible to open and close the gate of the facility.

**Others:**

The facility management provided sufficient support to the audit team, all required documents were provided quickly, all areas were allowed to be assessed, photos were allowed to be taken, and confidential private interviews were allowed to be conducted.

Based on the facility management and the provided records, the facility had no obvious peak and low month.

Remark: 1. No photos of contractor license, agency labor contract, government waiver, collective bargaining agreements or environment license or permit were taken, as no contractor or agencies were used, no government waiver was obtained, no collective bargaining agreements or environment license or permit were available.

2. The facility name was updated from NINGBO TIANQI MOLDING CO., LTD宁波天琪模塑有限公司 to NINGBO TIANQI INDUSTRIAL CO., LTD宁波天琪实业有限公司 in 7 November 2018. No change of others like location and legal representative staff, management team, etc.

3. Auditor's APSCA Membership number: 21702435.

4. No findings were detected in PA3, 4, 8, 9, 10, 11, 13. No restrict in Freedom of Association and Collective Bargaining. No discrimination, child labor, young worker, bonded labor or unethical behavior were detected in the facility during the current audit.

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

The long term goals to protect workers were defined according to amfori BSCI Code and local laws. The factory established the grievance mechanism, and the relevant training was provided for all employees. Worker representatives were selected by workers to help communicate work relate issues with the facility management. Per the testimonies of interviewees, they were clear of their basic right and responsibility in the facility.

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>NINGBO TIANQI INDUSTRIAL CO., LTD</b>	Legal status :	<b>Limited Company</b>
Local Name :	<b>宁波天祺实业有限公司 (913302265511423553)</b>	Year in which the auditee was founded :	<b>2010</b>
Address :	<b>Ningdong innovation industrial park, Ninghai Economic development zone, Ninghai</b>	Contact person (please select) :	<b>Jinghua YING</b>
Province :	<b>Zhejiang</b>	Contact's Email :	<b>1840846455@qq.com</b>
City :	<b>Ningbo</b>	Auditee's official language(s) for written communications :	<b>Chinese</b>
Region :	<b>North East Asia</b>	Other relevant languages for the auditee :	<b>None</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>None</b>
GPS coordinates :	<b>N29°16'57" E121°36'15"</b>	Total turnover (in Euros) :	<b>11000000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>90.00</b>
Industry :	<b>Plastic Industry</b>	Of which domestic market % :	<b>10.00</b>
If other, please specify :		Production volume :	<b>1,100,000 pieces per year</b>
Product Group :	<b>Plastic and articles thereof</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :		Lost time injury calculation cost :	<b>Yes</b>
Product Type :	<b>Shaker Bottle, Plastic Hanger</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>96</b>	Total number of workers in the production unit to be monitored (if applicable) :	<b>0</b>
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>	
Permanent workers	<b>41</b>	<b>55</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>4</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>19</b>	<b>21</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>41</b>	<b>55</b>	
Production based workers	<b>0</b>	<b>0</b>	
With shifts at night	<b>7</b>	<b>3</b>	
Unionised	<b>0</b>	<b>0</b>	
Pregnant	<b>-</b>	<b>0</b>	
On maternity leave	<b>-</b>	<b>0</b>	

**Finding Report**



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

Full Audit [Audit Id - 158147] Audit Date: 24/07/2019 PA Score: D

Deadline date:30/01/2020

**GOOD PRACTICES:**

None 无

**AREAS OF IMPROVEMENT:**

In order to have amfori BSCI Code of Conduct be implemented in the facility, the facility established social compliance related procedures, and appointed management representative to be responsible for the implementation issues. The appointed management representative had general understanding of the social compliance requirements. Regular internal audit was conducted by the facility to ensure continuous improvement. The facility also communicated the requirement of amfori BSCI code of conduct with its suppliers. The auditee conducted onsite social compliance audit to monitor the social compliance status of its main suppliers. However, gaps had been identified in implementation currently. 为使amfori BSCI的行为准则在工厂实施,工厂建立了社会责任的相关程序,制定了管理者代表来负责执行事宜。指定的管理者代表对社会责任的相关要求比较了解。工厂有进行定期的内审来确保持续改进。工厂通过和其供应商沟通了amfori BSCI行为准则的要求。受审核方对其主要供应商进行了现场审核以监管其社会责任的表现。然而,工厂目前仍存在缺失。

- 1.1 - The factory established social compliance procedures such as wage and benefits management procedure, working hour management procedure, health and safety management procedure, etc. to implement amfori BSCI Code of Conduct. However, partial established procedures did not carry out effectively during the daily production. 1) Annual internal audit was conducted in the auditee in February 2019, however, main non-compliances like insufficient social insurance, excessive monthly overtime, etc. were not detected during the internal audit conducted. 2) System non-conformances like insufficient social insurance, excessive overtime, no occupational health exam conducted, etc. were detected during the current audit, which requires continuous improvement. The facility management stated that the social insurance and overtime issues could not be improved in a short time, thus, they did not raise them in the annual audit.  
工厂有建立社会责任程序文件如工资福利程序,工作时间管理程序,健康安全程序等去执行amfori BSCI的行为准则。但是,建立的部分程序在日常生产中没有有效的实施,1)工厂在2019年2月进行了社会责任的内审,但是内审中没有识别出例如社保不足,加班超时类的主要不符合点。2)此次审核中有发现如社保不足,加班超时,无职业病体检等的系统不符合项需要做出持续改进。工厂管理表示社保和超时的问题不能在短时间内改善,因此他们没有在内审中提出来。
- 1.4 - The facility established production capacity assessment procedure. However, the facility did not have a contingency plan in any possible emergency or interrupts of production. The facility did not have a good capacity planning to meet the expectations of the delivery order, all those led to workers had excessive overtime work.  
工厂有建立产能评估的程序文件。但是,工厂没有生产恢复计划针对可能出现的意外或生产中断情况。工厂也没有一个完善的产能计划去完成预期的订单交货,所有这些导致员工有超时加班。

**Remarks from Auditee:**

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

Full Audit [Audit Id - 158147] Audit Date: 24/07/2019 PA Score: B

Deadline date:30/08/2019

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

- 2.4 - The training on amfori BSCI COC was provided to employees by the facility, and the latest training on amfori BSCI COC was provided on 26 February 2019 with training records provided. Per the training records, the requirements of amfori BSCI Code of Conduct were included in the training provided. The amfori BSCI COC was posted on site. However, around 47% of all sampled interviewees reported that they were not clear about relevant requirements of amfori BSCI or social accountability, such as workers involvement and protection and decent working hours. The facility did not evaluate the effectiveness of the provided training.  
工厂有为员工提供amfori BSCI行为准则的培训,最近一次amfori BSCI行为准则的培训在2019年2月26日进行,培训记录有提供查看。根据培训记录,amfori BSCI行为准则的相关要求有包含在提供的培训中。amfori BSCI行为准则也粘贴在现场。但大约47%的受访员工汇报不清楚amfori BSCI或社会责任相关要求,例如员工参与保护和体面工作时间,这些内容没有包含在提供的培训中。工厂没有评估提供培训的有效性。
- 2.5 - Written rule on the grievance management was established, including investigation, correction action and feedback process. However, the suggestion box was installed at the main gate outside the security room, and it's not good for protection of the ones who would provide grievance through the suggestion box.  
工厂有书面的投诉机制,包括规定投诉的调查,整改及反馈等。但是工厂把意见箱装在大门口的门卫外面,不利于保护需要通过意见箱提出申诉的员工安全。

**Remarks from Auditee:**

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

Full Audit [Audit Id - 158147] Audit Date: 24/07/2019 PA Score: A

Deadline date:

**GOOD PRACTICES:**

None 无

**AREAS OF IMPROVEMENT:**

No non-conformance observed.  
未发现不符项。

**Remarks from Auditee:**



<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 158147] Audit Date: 24/07/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None 无	
<b>AREAS OF IMPROVEMENT:</b> No non-conformance observed. 未发现不符项。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 158147] Audit Date: 24/07/2019 PA Score: B	Deadline date:30/10/2019
<b>GOOD PRACTICES:</b> None 无	
<b>AREAS OF IMPROVEMENT:</b> Remuneration and benefits procedure was established. Paid annual leave, statutory holiday, sick leave, marriage leave, maternity leave and funeral leave were defined in the procedure, which were implemented according to stipulation. The local minimum wage was RMB 1660 per month since 1 December 2017. As per the facility management and the provided records, the facility had no obvious peak and low month. Wage records from June 2018 to May 2019 were required and provided for assessment. All workers were paid with monthly rate. The lowest monthly rate provided was RMB 2130, which was higher than the local minimum monthly rate of RMB 1660. Overtime wage was paid to workers sufficiently. High temperature subsidy of RMB 200 per month was provided during the months from June to September. And full attendance bonus of RMB 80 per month was provided. All employees were paid on the 25th of each month for wages of previous normal month in cash, pay slips were provided to employees. No disciplinary deduction was detected or reported. However, gaps had been identified in implementation currently. 工厂建立了薪酬福利的程序文件。程序文件中规定了带薪年假、法定假日、病假、婚假、产假以及丧假，并按照此规定实施。当地的最低工资从2017年12月1日为每月1660元每月。根据工厂管理及提供的记录，工厂没有明显的旺季和淡季。2018年6月份到2019年5月份的工资记录在此次评估中有进行审核。所有员工都是月薪工资。支付的最低月工资为2130元，高于从2017年12月1日实施的当地最低月工资1660元。加班费都有足额支付。在6-9月期间有提供每月200元的高温津贴。每个月有提供80元的全勤奖金。所有员工上个自然月的工资都在次月25号以现金形式支付。工资条也有提供给员工。没有发现或者汇报纪律性扣款。然而，工厂目前仍存在缺失。 <b>5.5 -</b> Insufficient social insurance was detected. Social insurance receipt of from July 2018 to June 2019 were checked. Per latest social insurance records of June 2019, there were total 96 employees in the facility, one employee was in retired age who could not be provided with social insurance. And no new employee was hired in July 2019. Then total 95 employees were eligible to receive five types of social insurances according to the law. However, 37 out of the 95 employees were not provided with retirement, medical, maternity, unemployment social insurances. 11 out of the 95 employees were not provided with work related injury social insurances. Social insurance benefit was communicated with the employees upon hiring per testimonies of interviewees and the facility management. The interviewed workers stated that they did not want to participate in social insurance as it's hard to be transferred to their home to use when they back. Reference law: Social Insurance Law of the People's Republic of China; Article 10, Article 23, Article 33, Article 44, Article 53. 社保不足。查看了从2018年7月到2019年6月的社保信息。根据最近月份2019年6月份的社保记录，工厂总共有96名员工，其中1名员工达到了退休年龄不能被提供社保，2019年7月份没有新入职员工。有95名员工应该依法参加5项社会保险。但是这95名员工中37名员工没有购买养老、医疗、生育、失业保险。这95名员工中11名员工没有购买工伤保险。根据员工和管理层汇报社保福利有在员工入职的时候和员工沟通。受访员工表示他们不愿意参加社保，因为社保很难在他们回家后转回家使用。参考法律法规：中华人民共和国社会保险法，第10条，23条，33条，44条和53条	
<b>Remarks from Auditee:</b>	

**Performance Area 6 : Decent Working Hours**

Full Audit [Audit Id - 158147] Audit Date: 24/07/2019 PA Score: D

Deadline date:30/01/2020

**GOOD PRACTICES:**

None 无

**AREAS OF IMPROVEMENT:**

Working hour management procedure was established in the facility. The auditee respects workers right of decent working hours. Employees scan finger to record working hours. Time records from June 2018 to the audit period were assessed. Workers in injection section worked in 2 shifts: 7:30-15:30, 15:30-23:30. The shifts were exchanged once per week. All other workers worked in one shift: 8:00-11:30, 12:30-17:00. Regular overtime was conducted for 2 hours from 18:00 to 20:00 for up to twice per week according to production requirement. Saturday overtime was conducted for 8 hours whenever applied, and no Sunday or holiday overtime was conducted. Maximum weekly overtime hour detected was 12 hours. Sufficient overtime wage was paid to all employees. The testimonies of interviewees related to working hour information matched with the provided records. Production related records, like daily production records, etc. were checked. No inconsistency was detected regarding working hours. However, gaps have been identified in implementation currently.

工厂有建立工作时间管理程序。工厂尊重员工体面工作时间的权利。工厂员工刷指纹来记录员工的工作时间。从2018年6月份到审核期间的考勤有进行评估。注塑车间员工两班制:7:30-15:30, 15:30-23:30。每周倒一次班。其它所有员工都是一班制:8:00-11:30, 12:30-17:00。平日加班从18:00到20:00的2个小时, 最多每周2次。需要时周六加班8小时, 没有周日及节假日加班。发现的最多周加班为12小时。加班费有足额支付。受访员工的反馈信息和提供的工时信息一致。生产相关记录如日产量记录等有提供查看。没有发现关于工作时间的不一致。然而, 工厂目前仍存在缺失。

- 6.2 - Finger scan system was used to record workers' working hours, but the facility did not establish overtime control plan. Per the facility management, workers' overtime hours depended on production task, but one day off per week was guaranteed. Per the testimonies of interviewees, they were trained about overtime hour limit, but they would like to conduct more overtime work to earn more money. Based on the provided time records and the facility management, no obvious peak and low month for the facility. Based on the sampled time records from June 2018 till the audit period, the maximum daily overtime hour was 2 hours. Sunday and holiday rest was provided to all sampled employees. Excessive monthly overtime was detected for all months except February 2019 from June 2018 to June 2019. Excessive monthly overtime was detected for 15, 15, 8, 15 out of 15 sampled employees in the sampled months of September 2018, March 2019, May and June 2019 respectively, the maximum monthly overtime detected was 56, 44, 40, 42 hours in the above sampled months respectively. The maximum overtime hours of the sampled workers during 1-24 July 2019 was 24 hours, within 36 hours. (Reference Law: PRC Labour Law article 41). 工厂使用指纹扫描系统来记录员工的工作时间。但是, 工厂没有加班控制程序。据管理层确认, 员工的加班时间根据生产任务进行安排, 但是有保证到一周休息一天。员工汇报他们有接受关于加班时间限制的培训, 但是他们愿意多加班以赚取更多的报酬。根据提供的考勤记录和工厂管理, 没有明显的淡旺季。根据2018年6月至审核期间的考勤记录发现, 最大的日加班为2小时, 所有抽样员工都有周日和节假日休息。2018年6月至2019年6月间除2019年2月份外的其它月份都有月加班超时现象。抽样月份2018年9月, 2019年3月, 2019年5-6月15名抽样员工中分别有15, 15, 8, 15名的月加班超时, 最高的月加班时间分别为56, 44, 40, 42小时。2019年7月1-24日抽样员工最大月加班时间为24小时, 在36小时内。(参考法规: 中华人民共和国劳动法第41条)

**Remarks from Auditee:**



<b>Performance Area 7 : Occupational Health and Safety</b>	
Full Audit [Audit Id - 158147] Audit Date: 24/07/2019 PA Score: A	Deadline date:30/12/2019
<b>GOOD PRACTICES:</b> None 无	
<b>AREAS OF IMPROVEMENT:</b> <p>Written health and safety management manual was established, which stipulated the requirements related to fire safety, occupational health, first aid, employment injury treatment, safe production, electricity safety and natural disaster etc. The factory director was responsible for health and safety related issues. The factory carried out risk assessments for health and safety and hygienic working conditions. The interviewed workers knew the risk source and prevention measures in their positions. OHS trainings were regularly provided to employees, such as evacuation and firefighting drill, basic first aid knowledge, fire safety and etc. Through onsite observation, the buildings were safety without structural crack. Sufficient fire alarm, fire extinguishers and fire hydrants were provided and good condition. Fire alarm and fire hydrant could work properly through onsite testing. Evacuation routes were not blocked, all safety exits were kept open during working time. Adequate toilets and washing facilities were available in the factory. Clean drinkable water was provided to employees and for free. Four qualified first aider was available in the factory, first aid kits with necessary suppliers were provided onsite. Valid annual inspection reports were maintained for all the used special equipment like elevators and forklifts. No serious injury happened in the past one year. Canteen with kitchen was provided for employees in the facility, valid food business license was maintained for the canteen, and the 2 kitchen staffs had valid health certificate. Free meals were provided to employees per report. Dormitory was provided to workers. No transportation was provided to workers in the facility. Thus, 7.23 was not applicable. However, gaps had been identified in implementation.</p> <p>工厂建立了书面的健康安全手册以保证消防安全、职业健康、急救、工伤处理、安全生产、电气安全和自然灾害等方面的要求。工厂的健康安全由厂长负责。工厂对工作场所进行了风险评估, 访谈的工人知道他们岗位的风险以及相应的预防措施。职业健康安全培训定期提供给了员工, 包括疏散消防演习、基本急救知识、消防安全等。通过现场观察, 建筑安全没有结构性裂痕, 足够的火警铃, 灭火器和消防栓都有提供并处于良好的状态。通过现场测试, 火警铃和消防栓可正常工作。逃生路线未被堵塞, 所有安全出口在上班期间保持打开。厂内卫生间和清洗设施充分满足员工的使用。干净的饮用水被提供在车间。工厂有4名具有资质的急救员, 配备足够药品的急救药箱提供在生产场所。所有用到的特种设备如电梯和叉车都有有效的年检报告。过去一年没有发生过严重的工伤。工厂有为员工提供餐厅和厨房。餐厅有有效的食品经营许可证, 2名厨工有有效健康证。据汇报, 员工在餐厅免费用餐。工厂有提供宿舍给员工。工厂没有提供交通设施给员工, 因此7.23不适用。但是, 发现企业在实施中仍存在与该执行领域要求之间的差距。</p> <p>7.1 - 1. The facility did not conduct the annual occupational factor monitoring. Per onsite observation and management interview, hazardous factors of noise and waste air existed in injecting section and silk-printing section. Reference law: Regulations on monitor and management of occupation healthy in working place, Article 20 2. The facility did not provide pre-job, on-service and post service occupational health examinations to employees contacting hazardous factors of noise and waste air in injecting section and silk-printing section. Reference law : Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, Article 35          1. 工厂没有进行职业病危害因素年度检测。根据现场观察和管理层访谈, 工厂的注塑车间和丝印车间存在噪音和有害废气的职业危害因素。参考法律法规: 工作场所职业病危害因素年度检测。第二十条。2. 工厂没有给接触噪音和有害废气的注塑车间和丝印车间员工提供岗前, 岗中和离岗的职业病体检。参考法律法规: 中华人民共和国职业病防治法 第三十五条。</p> <p>7.2 - There were total 96 employees in the facility, only 84 were provided with injury insurance. Total 12 employees including one in retired age were not provide with injury insurance or commercial injury related insurance. Reference law: Social Insurance Law of the People's Republic of China, Article 33.          工厂总有96人, 只有84名员工有工伤保险。总12名员工包含一名达到退休年龄的员工既没有工伤保险也没有商业工伤类保险。参考法律法规: 《中华人民共和国社会保险法》第33条。</p> <p>7.9 - The facility did not install bulletin boards at eye-catching locations in injection and silk-printing section with noise and waste air hazardous factor to publish the regulations and operational procedures for prevention and control of occupational diseases, emergency rescue measures in accidents caused by occupational disease hazards, and the monitoring results of the factors of occupational disease hazards at the workplace. Reference law: Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, Article 24          工厂未在有噪音和废气职业危害因素的注塑和丝印车间的醒目位置设置公告栏, 公布有关职业病防治的规章制度、操作规程、职业病危害事故应急救援措施和工作场所职业病危害因素检测结果。参考法律法规: 中华人民共和国职业病防治法 第二十四条。</p> <p>7.11 - The facility did not have any Building Fire Safety proof or report and Building Final Acceptance Inspection Report of two steel flat buildings used as warehouses. One covered about 2500m2 used by another company; one covered about 450m2, used by the auditee; both were completed in 2015. The building looks strong and durable without obvious crack. Reference law: PRC Fire Prevention Law Article 13 &amp; Construction Law of the People's Republic of China, Article 61.          工厂没有两栋用于仓库的钢结构平层建筑的任何消防安全证明或者报告和竣工验收报告。一幢面积约2500平, 被另外一个公司使用; 另一幢由被审核方使用, 面积约450平; 两个均竣工于2015年。建筑看起来坚固耐用, 没有明显裂缝。相关法律法规: 中华人民共和国消防法第十三条&amp;中华人民共和国建筑法第六十一条。</p> <p>7.17 - Handrail was not installed for all around 15 ladders used injection section which were higher than 500mm (about 1 meter in height). Ref law: Article 7.1.2, Safety of machinery - Permanent means of access to machinery - Part 3. 1.          在注塑车间使用的所有约15个高度约超过500mm的楼梯没有安装扶手(约1米高)。参考法规: 机械安全: 进入机器和工业设备的固定设施第3部分: 第7.1.2条</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 158147] Audit Date: 24/07/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None 无	
<b>AREAS OF IMPROVEMENT:</b> No non-conformance observed. 未发现不符项。	
<b>Remarks from Auditee:</b>	

<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 158147] Audit Date: 24/07/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None 无	
<b>AREAS OF IMPROVEMENT:</b> No non-conformance observed. 未发现不符项。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 158147] Audit Date: 24/07/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None 无	
<b>AREAS OF IMPROVEMENT:</b> No non-conformance observed. 未发现不符项。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 158147] Audit Date: 24/07/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None 无	
<b>AREAS OF IMPROVEMENT:</b> No non-conformance observed. 未发现不符项。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 158147] Audit Date: 24/07/2019 PA Score: B	Deadline date:30/06/2020
<b>GOOD PRACTICES:</b> None 无	
<b>AREAS OF IMPROVEMENT:</b> The auditee has established procedures and policy on environmental protection. The training regarding environment protection was provided to employees. The auditee obtained environmental impact report form, as well as got the approval issued by the local Environmental Protection Bureau on 24 July 2018. Per onsite observation and the facility management, waste air was generated in silk-printing process, noise was generated in injection process, and hazardous waste like empty chemical containers of ink was generated in silk-printing process. The hazardous waste was collected by qualified company with related records provided. No industrial waste water was generated during production, thus 12.3 was rated as N/A. The reduction policy of waste discharge and save water was in place. However, non-compliance was still found in this PA. 工厂建立了环境保护方面的方针政策。工厂为员工提供了环境保护相关培训。工厂获得了建设项目环境影响报告表，并在2018年7月24日获得了当地环保局的环评批复。根据现场观察和工厂管理，丝印工序会产生废气，注塑工序会产生噪音，丝印工序会产生有害废物如油墨的化学品空桶。有害废物由有资质的公司回收，相关记录有提供。生产过程中没有工业废水产生，因此12.3不适用。已经建立减少废弃物和节约水的政策。但此部分仍有不符项发现。	
12.1 - The facility had EIA record and approval in July 2018. However, the facility newly added silk-printing process at the end of July 2018 after the environment inspection conducted. No updated Environmental impact record was obtained with the newly added silk-printing process. In addition, the auditee did not obtain updated environmental inspection approval and the environmental protection acceptance check report for their completed construction project yet. Reference law: The PRC Environmental Impact Assessment Law Article 16 and 22 & Management Regulations for Environmental Protection of Construction Projects, Article 17. 工厂在2018年7月份有取得环境影响评估报告表和批复。但是，工厂在环评之后的2018年7月底新增加了丝印工序。尚未取得含有新增加的丝印工序的更新的环境报告表。另外，受审核方没有取得更新的环评批复及建设项目竣工环境保护验收报告。参考法律法规：中华人民共和国环境影响评价法第16、22条和建设项目竣工环境保护验收管理办法 第十七条	
12.4 - The factory didn't monitor its waste air emission generated from silk printing process in the workshop to ensure standard discharge. Reference law: Measures for the Administration of Environmental Surveillance, Article 21 公司未监测其生产车间内丝印工序的废气排放，以确保其达标排放，参考法律法规：环境监测管理办法第21条	
<b>Remarks from Auditee:</b>	

<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 158147] Audit Date: 24/07/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None 无	
<b>AREAS OF IMPROVEMENT:</b> No non-conformance observed. 未发现不符项。	
<b>Remarks from Auditee:</b>	

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	24/07/2019	158147	D	B	A	A	B	D	A	A	A	A	A	B	A	C

Producer Photos



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



Photo of fire safety equipment evacuation direction sign and lights.JPG



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



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



Photo of fire safety equipment fire alarm testing.JPG



Photo of the inside of the main production hall assembly and packing.JPG



External photo(s) of the production unit(s) Facility name and outlook.JPG



Photo of fire safety equipment fire fighting equipment.JPG



Photo of the inside of the main production hall electrical control box with warning sign.JPG



Photo first aid facilities eye wash station.JPG



Photo of fire safety equipment fire hydrant testing.JPG



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



Photo first aid facilities first aid kit.JPG



Photo of non-conformity NC-2.5 improper location of the suggestion box.JPG



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



