
Auditee :	DONGGUAN YING KEE ORNAMENTS CO.,LTD
Audit Date From :	19/07/2018
Audit Date To :	19/07/2018
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV NORD GROUP
Auditor's Name(s) :	Mike Peng(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																																							
A Very Good	<ul style="list-style-type: none">• Minimum 7 Performance Areas rated A• No Performance Areas rated C, D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr></table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
B Good	<ul style="list-style-type: none">• Maximum 3 Performance Areas rated C• No Performance Areas rated D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr><tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr></table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
A	A	A	A	A	A	B	B	B	B	B	B	B																													
A	A	A	A	A	B	B	B	B	B	B	B	C																													
B	B	B	B	B	B	B	B	B	B	C	C	C																													
C Acceptable	<ul style="list-style-type: none">• Maximum 2 Performance Areas rated D• No Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr><tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr></table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
A	A	A	A	A	A	A	A	A	C	C	C	C																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
D Insufficient	<ul style="list-style-type: none">• Maximum 6 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr><tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr><tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	D	E	E	E	E	E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
A	A	A	A	A	A	A	A	A	A	D	D	D																													
A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	D	E	E	E	E	E																													
E Unacceptable	<ul style="list-style-type: none">• Minimum 7 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
Zero Tolerance	A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.																																							

Main Auditee Information



Name of producer :	DONGGUAN YING KEE ORNAMENTS CO.,LTD		
DBID number :	380772		
Audit ID :	128794		
Address :	No.1, Fifth Street, Industry Area of Jinqianling, Jitigang Village, Huangjiang Town, Dongguan		
Province :	Guangdong	Country :	China
Management Representative :	Yunsheng Liu		
Contact person:	Yunsheng Liu	Sector :	Non-Food
Industry Type :	Accessories	Product group :	Jewellery
Product Type :	Stainless steel jewelry		

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 :	19/07/2019

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	A	B	D	B	A	A	A	A	A	A

Executive summary of audit report

DONGGUAN YING KEE ORNAMENTS CO., LTD (东莞市鹰记饰品有限公司) is Located at No.1, Fifth Street, Industry Area of Jinqianling, Jitigang Village, Huangjiang Town, Dongguan, Guangdong, China (中国广东省东莞市黄江镇鸡啼岗村金钱岭工业区金钱岭五街1号). The total land area occupied by the facility is about 2000 square meters. The total construct area is about 1000 square meters. The factory occupies the first floor of one 5-storey building as production floor and warehouse; the first floor of one 5-storey building is used as office; one shelter is used as kitchen and canteen. There is one 5-storey dormitory building at that area, however, through interview and onsite observation, the dormitory was used by other factories.

The facility established on January 12, 2009, the Uniform Code of Social Credit is 91441900684415628A.

A total of 48 employees including 15 female employees and 33 male employees are currently working in the facility. There is no child worker or young worker found during this audit, the youngest employee is 22 years old, born on February 13, 1996 and hired on April 1, 2017.

The main products manufactured by the facility are Stainless steel jewelry.

The main production processes are CNC, grinding, lacer manufacturing, washing, inspection and packing.

The production capacity is 15000000 pieces per year.

Attendance records from June 2017 to audit date were reviewed in this audit. Workers work in one shift and the working hour is 8:00-12:00, 13:30-17:30. Employees work 2 hours overtime on normal day when busy and work 8 hours overtime on Saturday generally. Finger printing system is used for recording check in/out time. As per facility management interview, the peak season is not obvious. The maximum overtime hours per month and per week for workers were 66 and 14 respectively.

Payroll records from June 2017 to May 2018 were reviewed in this audit. All employees' wages were calculated basing on hourly-rate. The lowest basic wage is RMB8.68 per hour as equivalent to RMB1510 per month while the local legal minimum payment requirement is RMB1510 per month before July 2018 and RMB1720 per month since July 2018. For overtime wages, 150%, 200% of basic wages were paid to employees for their overtime hours on workdays, rest days respectively, no overtime was arranged on Sunday or public holidays. Employees were paid through bank transferring at the end of next month.

Among the current 48 employees, 6 employees were provided with injury insurance, medicine insurance, retirement insurance, unemployment insurance and maternity insurance (12.5%). The auditee did not provide additional commercial insurance to employees.

No special case was noted during interview, the interviewees were satisfied with the auditee.

The performance areas needed improvements are PA1, PA2, PA5, PA6, PA7, PA8 and PA13.

Ratings Summary



Auditee's background information			
Auditee's name :	DONGGUAN YING KEE ORNAMENTS CO.,LTD	Legal status :	LIMITED CO
Local Name :	东莞市鹰记饰品有限公司 91441900684415628A	Year in which the auditee was founded :	2009
Address :	No.1, Fifth Street, Industry Area of Jinqianling, Jitigang Village, Huangjiang Town,	Contact person (please select) :	Yunsheng Liu
Province :	Guangdong	Contact's Email :	eaglejewelry_01@163.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) :	None
GPS coordinates :	N22°54'35"E114°0'47"	Total turnover (in Euros) :	2551183.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Accessories	Of which domestic market % :	0.00
If other, please specify :		Production volume :	15000000 pieces per year
Product Group :	Jewellery	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Stainless steel jewelry		

Auditee's employment structure at the time of the audit		
Total number of workers :	48	Total number of workers in the production unit to be monitored (if applicable) :
	MALE WORKERS	FEMALE WORKERS
Permanent workers	33	15
Temporary workers	0	0
In management positions	6	4
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	33	15
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	33	15
Production based workers	27	11
With shifts at night	0	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 128794] Audit Date: 19/07/2018 PA Score: D

Deadline date:19/10/2018

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

Overall, the auditee established the management system policy and its objectives: statement of the beliefs and objectives of the company. The auditee assigned one senior management to responsible that the BSCI requirements are meet. However, there are gap between the current status and BSCI requirement in the factory, and the findings were noted in 1.1 and 1.4. The auditee shall ensure the policy, procedure are performance in accordance with BSCI requirement.

总的说来, 被审核方已经建立了管理系统, 制定了相关的发展目标, 并且指定高级管理人员就BSCI的执行情况进行监督。但是被审核方管理系统的现状与BSCI的要求仍有差距, 此次审核在1.1, 1.4仍有发现。被审核方应该采取措施, 让企业的政策、程序严格按照BSCI的要求去执行。

1.1 - The auditee had not set up an effective management system to implement the BSCI Code of Conduct. As a result, the issues were raised in some Pas.

受审核方没有建立执行BSCI行为准则有效的管理体系;以致于在一些PA出现了不符合项。

1.4 - The auditee did not evaluate its workforce capacity to meet the expectations of deliver order or contracts. As a result, the employees' monthly overtime hours exceeded legal limit.

受审核方没有评估其生产能力是否可以满足其生产订单要求,以致于员工的月加班超出了法规限制。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 128794] Audit Date: 19/07/2018 PA Score: C

Deadline date:19/10/2018

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

Overall, the auditee established the related policies that involve workers and their representatives in sound information exchange on workplace issues, and the related policy has been posted in workshop to make workers aware of their rights and responsibilities. However, there are gap between the current status and BSCI requirement in the factory, and the findings were noted in 2.2 and 2.5. The auditee shall take necessary actions and ensure the company's policy and procedures can be implemented strictly and in accordance with the requirement of BSCI.

总的说来, 被审核方已经建立了员工参与与员工保护方面的政策措施以方便员工与管理层能及时交换信息以更好地贯彻相关政策;并且已经通过在生产车间对相关政策进行公示以方便让员工更好地了解这一政策。但是在员工参与与员工保护方面执行的现状与BSCI的要求仍有差距, 此次审核在2.2及2.5仍有发现。被审核方应该采取措施, 让企业的政策、程序严格按照BSCI的要求去执行。

2.2 - The auditee did not define long term goals to protect workers according to the BSCI Code of Conduct.

受审核方没有根据BSCI规范制订保护员工的长期目标。

2.5 - There were no indicators of satisfaction among the users to grievance mechanism; the grievance mechanism does not include Potential conflicts of interest and how to overcome them (e.g. if a grievance is against the person who administers the mechanism) or timelines to address grievances; according to the grievance mechanism, the auditee did not deal with the anonymous suggestions; some employees did not know worker representative is one kind of grievance mechanism.

受审核方没有建立使用者对申诉机制的满意指标。申诉机制没有包含潜在的利益冲突以及如何克服该类冲突(如对机制管理人员提出的申诉);申诉机制没有包含提出申诉的时效性;根据申诉机制, 受审核方对匿名信不作处理;部分员工不清楚员工代表这一申诉方式。

Remarks from Auditee:

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

Full Audit [Audit Id - 128794] Audit Date: 19/07/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

Overall, the auditee established the rights of Freedom of Association and Collective Bargaining policy, the auditee respects the right of workers to form or to join unions in a free and democratic way. The worker representative will collect the opinion and suggestion from workers without prevention, and the suggestion box was provided onsite.

总的说来, 被审核方已经建立了员工有言论结社自由的权力, 员工代表可以收集员工的意见和建议, 不会受到工厂限制, 现场也提供了意见箱。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 128794] Audit Date: 19/07/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>Overall, the auditee has established procedures and policies of no discrimination. During onsite observation, interview and document review, no discrimination issue was found and factory has taken necessary preventative measures so that workers are not harassed or disciplined due to discrimination.</p> <p>总的说来, 被审核方已经建立了禁止歧视的程序文件, 现场观察, 员工访谈和文件查阅都未发现歧视的问题。工厂也采取了适当的措施以防员工因为歧视而遭到骚扰或惩戒。</p>	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 128794] Audit Date: 19/07/2018 PA Score: B	Deadline date:19/10/2018
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>Overall, the auditee established the factory rule to ensure that all employees will be paid in accordance with legal requirement. Based on documentation review and interview, the benefit such annual leave with pay and other leave with pay will be provided for the related employees. The employees were paid at least RMB8.68 per hour, as equivalent to RMB1510 per month, which was same as local minimum wage standard. Furthermore, the employees are paid at least RMB500 per month as allowance. The wage will be paid at the end of next month through bank transferring, the slip was provided. There were no different for the payment for the employees between different genders, areas in the same workshop. However, there are gap between the current status and BSCI requirement in the factory, and the finding was noted in 5.5. The auditee shall take necessary actions and ensure the company's policy and procedures can be implemented strictly and in accordance with the requirement of BSCI.</p> <p>总的说来, 被审核方已经通过厂规来确保员工能依法获得工资。通过文件审核和访谈可以了解到一些福利如带薪年假及其它一些带薪年假福利都会依法提供给员工。员工最低工资为8.68元/小时, 相当于1510元/月, 相当于当地最低工资水平。另外员工每月会有至少500元津贴。工厂会在下个月月底以银行转账支付员工工资, 并且为员工提供工资条; 同一车间的员工不会因为性别及地域的不同而不一样。但是被审核方的现状与BSCI的要求仍有差距, 此次审核在5.5仍有发现。被审核方应该采取措施, 让企业的政策、程序严格按照BSCI的要求去执行。</p> <p>5.5 - The latest 12 months' social insurance evidences from July 2017 to June 2018 were provided for review. Among the current 48 employees, 6 employees were provided with injury insurance, medicine insurance, retirement insurance, unemployment insurance and maternity insurance (12.5%). The auditee claimed that the employees did not participate in social insurance due to they had participated in new rural insurance. The auditee did not provide additional commercial insurance to employees.</p> <p>最新的12个月的社保记录, 从2017年7月至2018年6月已提供。现有48名员工中有6人购买了工伤, 医疗, 养老, 失业和生育保险(12.5%)。受审核方称没有参加社保的员工是因为已经参加了新农保。受审核方没有另外购买商业保险。</p>	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 128794] Audit Date: 19/07/2018 PA Score: D	Deadline date:19/10/2018
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>Overall, the auditee established the factory rule to ensure that all employees will work in accordance with legal requirement. Based on documentation review and interview, it was noted that employees run in one shift, the regular working time is 8:00-12:00, 13:30-17:30 from Monday to Friday. Sometimes, they have 2 hours' overtime on weekdays and generally have 8 hours' overtime on Saturday. The factory used finger printing system to record employees' attendance status. The overtime wage was paid in accordance with legal requirement. However, there were gap between the current status and BSCI requirement, and the finding was noted in 6.2. The auditee shall take necessary actions and ensure the company's policy and procedures can be implemented strictly and in accordance with the requirement of BSCI.</p> <p>总的说来, 被审核方已经通过厂规来确保员工工作时间合法。通过文件审核和访谈可以了解到员工都是一班制, 常规工时为8:00-12:00, 13:30-17:30(周一到周五), 有时晚上会有2小时加班, 周末通常会有8小时加班。工厂通过指纹卡系统来记录员工出勤。工厂的加班工资已经依法获得。但是工厂员工加班时间与BSCI的要求仍有差距, 此次审核在6.2仍有发现。被审核方应该采取措施, 让企业的政策、程序严格按照BSCI的要求去执行。</p> <p>6.2 - The monthly overtime working hours of 10 out of 10 sampled employees were 58-66 hours in December 2017, 10 out of 10 employees were 50 hours in January 2018, 10 out of 10 sampled employees were 52 hours in May 2018, which exceeded the legal limit of 36 hours per month.</p> <p>抽查的10/10员工2017年12月加班58-66小时, 10/10名员工2018年1月加班50小时, 10/10名员工2018年5月加班52小时, 超过了每月加班不超过36小时的要求。</p>	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 128794] Audit Date: 19/07/2018 PA Score: B

Deadline date:19/10/2018

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

Overall, the auditee established the health and safety policy to ensure that all employees are work in a safety working condition. Based on factory tour, it was noted that the exit sign, emergency light and fire alarm, fire extinguisher, fire hydrant was installed in workshop, warehouse. The first aid kit was available in factory, the fire drill will conduct twice per year, and the records were provided for review etc. However, there are gap between the current health and safety status in the factory and BSCI requirement, and the findings were noted in 7.1, 7.2, 7.3, 7.9, 7.11, 7.21 and 7.22. The auditee shall take necessary actions and ensure the company's policy and procedures can be implemented strictly and in accordance with the requirement of BSCI. Remarks: The auditee did not provide housing, transportation to employees.

总的说来, 被审核方已经通过建立一些健康安全政策来确保员工工作在一个健康安全的环境中。通过参观工厂可以了解到安全出口标识、应急灯、消防警铃、灭火器、消防栓等已经安装;有急救药箱可用;消防演习每年举行两次, 工厂提供了相关记录。但是工厂健康安全方面的执行不够充分, 与BSCI的要求有差距。此次审核在7.1, 7.2, 7.3, 7.9, 7.11, 7.21及7.22仍有发现。被审核方应该采取措施, 让企业的政策、程序严格按照BSCI的要求去执行。备注:受审核方没有为员工提供住宿和交通工具。

7.1 - The auditee could not provide evaluation report of occupational hazardous factors for review; no regular occupational health check was provided to workers who were in contact with noise and dust.

受审核方未能提供该作业场所的职业危害因素监测报告供审阅;工厂没有为接触粉尘, 噪音的工人提供职业病体检。

7.2 - It was noted that 42 out of 48 employees (87.5%) were not provided with injury insurance.

受审核方有42/48(87.5%)名员工没有参加工伤保险。

7.3 - The auditee did not carry out regular risk assessment for safe, healthy and hygienic working conditions.

受审核方没有定期进行风险评估。

7.9 - No PPE sign was post at workshops where employees might in contact with noise or dust.

受审核方没有在接触噪音和粉尘的区域张贴劳保用品使用提示。

7.11 - The auditee failed to provide the construction inspection report of production building for review. The building was completed in around November 1998.

受审核方无法提供厂房的竣工验收合格证。厂房的竣工时间大概是1998年11月。

7.21 - The auditee did not obtain the food catering license or food business license for the employee canteen.

受审核方食堂没有取得餐饮服务许可证或食品经营许可证。

7.22 - No private gate was equipped in toilet; the ventilation of toilet is not good; no hand wash facility or tissue paper was provided in toilet.

受审核方洗手间没有设置隐私门;洗手间通风不佳;洗手间未配置纸巾和洗手液。

Remarks from Auditee:

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 128794] Audit Date: 19/07/2018 PA Score: A

Deadline date:19/10/2018

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

Overall, the auditee had established the rules about prohibit using of underage labour and underage labour remedy policy, and no child labour was found during this audit. However, there are gap between the current status and BSCI requirement in the factory, and the finding was noted in 8.2. The auditee shall take necessary actions and ensure the company's policy and procedures can be implemented strictly and in accordance with the requirement of BSCI.

总的说来, 被审核方已经制定禁止使用童工政策及童工补救政策, 现场审核也没有发现工厂使用童工。但是工厂某些方面的现状与BSCI的要求仍有差距。此次审核在8.2仍有发现。被审核方应该采取措施, 让企业的政策、程序严格按照BSCI的要求去执行。

8.2 - The age verification mechanism was not documented, including the type of questions used by the recruiter to cross verify the age claimed by the worker.

受审核方年龄鉴别情况没有被记录, 包括招聘人员交叉核实应聘人员所声称年龄时所提的问题。

Remarks from Auditee:

Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 128794] Audit Date: 19/07/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

Overall, the auditee had established relevant policies of young worker protection. The policies including that young worker must register at local labour bureau and participate in the health examinations as required; no overtime, night work or hazardous position could be arranged for young workers. During this audit, no young worker was found, the youngest employees is the youngest employee is 22 years old, born on February 13, 1996 and hired on April 1, 2017.

总的说来, 被审核方已经建立了一些对未成年工的保护政策。政策包括未成年工必须到当地劳动部门登记并按要求参加体检, 不能安排加班, 夜班及有危害的岗位给未成年工。此次审核没有发现未成年工, 最小员工为22岁, 出生日期为1996年2月13日, 入厂日期为2017年4月1日。

Remarks from Auditee:

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 128794] Audit Date: 19/07/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: Overall, the auditee established the factory rule to ensure that all employees are hired in accordance with legal requirement. Through documentation review and employees interview, the labor contracts were signed at the same date they worked for the auditee and one copy was provided and retained by the employees. 总的来说, 被审核方已经通过厂规来确保员工能依法雇佣。通过文件审核和员工可以了解到员工进厂当天会签劳动合同, 工厂会提供一份劳动合同的副本让员工自己保留。	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 128794] Audit Date: 19/07/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: Overall, the auditee fulfilled this performance area. The auditee had the written procedures on forbidding forced labor, inhumane or degrading treatment, corporal punishment, mental or physical coercion and/or verbal abuse, and grievance. Based on document review and employee interview, no negative evidence was observed during the audit. 总体来说, 被审核方符合本章节的要求。被审核方有书面的禁止强迫劳动, 虐待和惩戒措施以及投诉的程序。根据文件审核及员工访谈, 审核中也没有发现负面的证据。	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 128794] Audit Date: 19/07/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: Overall, the auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. Satisfactory evidence has shown that the auditee obtained relevant environmental permits and licenses issued by local authorities. 总的来说, 被审核方成立并公开表示自己的使命、远景和目标。充分的证据表明被审核方提供了由当地政府部门颁发的环境相关的许可证和其他有效证件。	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 128794] Audit Date: 19/07/2018 PA Score: A	Deadline date:19/10/2018
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: Overall, the auditee established the ethic business behavior policy and identified where the major risks of corruption could occur. However, there were gap between the current status and BSCI requirement in the factory, and the finding was noted in 13.4. The auditee shall take necessary actions and ensure the company's policy and procedures can be implemented strictly and in accordance with the requirement of BSCI. 总的来说, 被审核方已经制订商业道德政策, 也识别出产生主要腐败风险的地点。但是工厂某些方面的现状与BSCI的要求仍有差距, 此次审核在13.4仍有发现。被审核方应该采取措施, 让企业的政策、程序严格按照BSCI的要求去执行。 13.4 - The auditee had not yet developed mechanism or system to collect and use personal information with reasonable care. 受审核方没有有效的程序或机制来保护个人隐私。	
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	19/07/2018	128794	D	C	A	A	B	D	B	A	A	A	A	A	A	C

Producer Photos



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



Photo of fire safety equipment
fire hydrant.JPG



Photo of the inside of the main production hall
drinking water.JPG



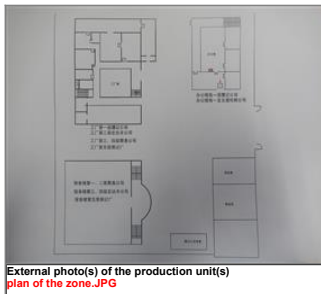
External photo(s) of the production unit(s)
main entrance of the zone.JPG



Photo of fire safety equipment
testing of emergency light.JPG



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



External photo(s) of the production unit(s)
plan of the zone.JPG



Photo of the canteen (if applicable)
canteen.JPG



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



External photo(s) of the production unit(s)
inspection and packing building.JPG



Photo of the canteen (if applicable)
kitchen.JPG



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



Photo first aid facilities
first aid kit with instruction.JPG



Photo of non-conformity
toilet without privacy gate.JPG



Photo of the inside of the main production hall
laser manufacturing.JPG

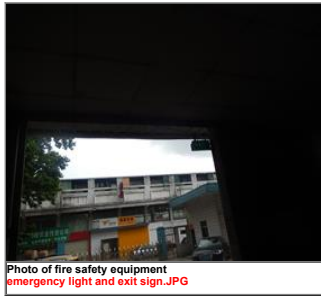


Photo of fire safety equipment
emergency light and exit sign.JPG



Photo of the code of conduct on display
COC.jpg



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



Photo of fire safety equipment
evacuation plan.JPG



Photo of the inside of the main production hall
attendance machine.JPG



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



Photo of fire safety equipment
evacuation route.JPG



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



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



Photo of fire safety equipment
fire alarm.JPG



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



Photo of the personal protection equipments (if applicable)
grinding worker with mask and earplug and goggle.JPG



Photo of fire safety equipment
fire extinguishers.JPG