
Auditee :	Ningbo Royalbaby Cycle Co., Ltd.
Audit Date From :	11/04/2018
Audit Date To :	13/04/2018
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV SUD
Auditor's Name(s) :	Jie Ma(Lead)
Auditing Branch (if applicable) :	TUV SUD China



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



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

Main Auditee Information

Name of producer :	Ningbo Royalbaby Cycle Co., Ltd.		
DBID number :	377217		
Audit ID :	121082		
Address :	No.400, Lingxu Road, Cidong Binhai District, Cixi Ningbo		
Province :	Zhejiang	Country :	China
Management Representative :	Ms. Yu Tingting		
Contact person:	Tingting Yu	Sector :	Non-Food
Industry Type :	Sports equipment and sportwear	Product group :	sports equipment
Product Type :	Bassinet		

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 : 13/04/2019

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

[Location and size]:
The audited factory Ningbo Royalbaby Cycle Co., Ltd. (Unified Social Credit Code: 9133028269824337XB) started their operation since 2010, it was located at No.400, Lingxu Road, Cidong Binhai District, Cixi, Ningbo, Zhejiang, China. The total production areas were around 12000 square meters.

[Structure of facility]:
Within the premises, the auditee used 1F, parts of 2F, and 3F of one 3-storey building as office, production workshops, and warehouse, used one 5-storey building as kitchen and canteen (1F), and dormitory (2F~4F).
Main products of the factory were: bassinet.
The productive operation includes metal working, welding, phosphorization, spray painting, assembly, inspection, and packing.

[Employee analysis]:
There were 231 employees working in the factory.
Among them 182 were production employees, 49 were non-production employees which including 3 canteen staff. All employees were permanent employees, 216 were migrant employees, and there were total 103 female employees.

[Summary of working hour]:
Factory used electronic attendance system to record workers' working time.
Attendance records from March 2017 to the audit day were provided for review. Sampled 3 months attendance records from September and November 2017, and February 2018 during audit.
1 shift was arranged for canteen staff from 7:00 to 12:00, and 15:00 to 18:00, 3 hours break was provided to them for lunch, rest, and etc.
1 shift was arranged for all other employees from 7:30 to 11:00, and 12:00 to 16:30, 1 hour break was provided to them for lunch, rest, and etc.
No obvious peak season in the factory. Maximum 2 hours overtime work per day was arranged on some weekdays. Maximum 8 hours overtime work per day was arranged on Saturday irregularly. No overtime work was arranged on Sundays or holidays for employees. The maximum monthly overtime work exceeded legal limit.

[Summary of compensation]:
Payroll records from March 2017 to February 2018 were provided for review. Sampled 3 months payroll records from September and November 2017, and February 2018 during audit.
Wages were released by cash on 25th of following month.
All employees were paid by monthly rate, the minimum basic wage paid by the auditee was RMB2000 per month which was higher than the local minimum wage rate RMB1800 per month since December 2017, and RMB1660 per month before December 2017. The factory paid 150% and 200% of normal rate for the overtime on regular working days and rest days respectively for all employees.

[Summary of interview]:
Workers interviews were conducted by individually and in group.
Randomly selected 16 employees, no complaint was raised.

[Special scene during on site observed]:
The landlord of the buildings was Ningbo Royalbaby Cycle Co., Ltd.
Other parts of 2F of the 3-storey building were used by Beijing Youbeibaiqi Children Products Co., Ltd as warehouse.
During this audit, the auditee provided the independent business licenses and the lease contracts for review. Through worker's interview and management's interview, they claimed that the auditee and Beijing Youbeibaiqi Children Products Co., Ltd were operated with independent management, so Beijing Youbeibaiqi Children Products Co., Ltd was not included in this audit.

Ratings Summary



Auditee's background information			
Auditee's name :	Ningbo Royalbaby Cycle Co., Ltd.	Legal status :	Limited company
Local Name :	宁波优贝车业有限公司(统一社会信用代码: 9133028269824337XB)	Year in which the auditee was founded :	2010
Address :	No.400, Lingxu Road, Cidong Binhai District, Cixi	Contact person (please select) :	Tingting Yu
Province :	Zhejiang	Contact's Email :	601071333@qq.com
City :	Ningbo	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	English
Country :	China	Website of auditee (if applicable) :	N/A
GPS coordinates :	N30°9'3" E121°32'57"	Total turnover (in Euros) :	16726926.49
Sector :	Non-Food	Of which exports % :	50.00
Industry :	Sports equipment and sportwear	Of which domestic market % :	50.00
If other, please specify :		Production volume :	45000 pieces per month
Product Group :	sports equipment	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Bassinet		

Auditee's employment structure at the time of the audit			
Total number of workers :	231	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	128	103	
Temporary workers	0	0	
In management positions	11	2	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	121	95	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	128	103	
Production based workers	0	0	
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 - 121082] Audit Date: 11/04/2018 PA Score: D

Deadline date:01/04/2019

GOOD PRACTICES:

N/A

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee did not fulfill the requirements of this performance area. The facility had established the written procedure according to the BSCI requirement, which covered no child labor, forced labor, working time, fair remuneration, health and safety, environment, etc. One senior manager was appointed as BSCI management representative, the internal audit and management review were conducted once yearly, the issues in the audit were corrected by the internal audit team. The auditee had monitored its main business's partners social compliance, and signed the social compliance commitment letters. However, gaps were identified in implementation.

总体观察显示工厂没有符合该执行领域的要求。工厂建立了书面的社会责任程序文件，覆盖了童工，强迫劳工，工作时间，公平待遇，健康安全，环境等。一名高级经理被任命为BSCI管理者代表，内审和管理评审每年进行一次，审核中发现的问题点由内部审核团队跟进整改。工厂对其主要合作伙伴进行了社会责任监控，并签订了社会责任承诺书。但是，仍有部分不足：

- 1.1 - The auditee had established social compliance policy and procedures which were in line with BSCI COC, conducted internal audit and management review. While, the management system was not fully effective, and some noncompliances regarding some performance areas were found during this audit.

被审核方基于BSCI标准建立起了一套社会责任政策和程序，进行了内审及管理评审。但是，被审核方的管理体系并不完全有效，这次审核在几个执行领域发现一些不符合项。

- 1.4 - During documents review, auditor noted that the auditee had established the workforce planning and cost accounting procedure, while due to ineffective implementation of the procedure which caused the workers' monthly overtime working hours exceeded the law requirement in some sampled months.

文件审核中审核员发现被审核方已建立了产能规划和成本核算程序，但由于未有效执行导致工人的月加班时间在部分抽样月份超出法律的要求。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 121082] Audit Date: 11/04/2018 PA Score: B

Deadline date:01/07/2018

GOOD PRACTICES:

N/A

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee partially fulfills the requirements of this performance area. The social compliance policy and procedures has been established based on BSCI standards and covers workers' involvement and protection in the factory. The BSCI standards are also taken into business operation, such as workshop safety, and sufficient payment. In addition, trainings regarding occupational health and safety, labor rights and responsibilities, etc. have been provided to employees. However, gaps were identified in implementation.

总体观察显示工厂部分符合该执行领域的要求。工厂已经基于BSCI标准建立了社会责任政策和程序，其中包含了员工参与和保护的部分。一些BSCI的要求也结合到实际工作中，如车间安全、足额支付报酬等。另外，工厂给员工提供了职业安全及卫生、劳工权利及义务等主题的培训。但是，仍有部分不足：

- 2.1 - The auditee did not exchange the information on workplace related issues with workers. As per interview, auditor noted that some spray painting workers and welding workers did not know what hazards existed at their working positions.

被审核方未就工作场所相关问题与工人进行有效信息交换，如部分喷漆及电焊岗位的工人不了解他们工作岗位存在哪些危害因素。

- 2.5 - Grievance policy had been established by the auditee, trainings on the grievance policy were provided to workers, while as per documents review and interview auditor noted that the survey on the grievance procedure had not been conducted by the auditee.

被审核方建立了申诉程序，为员工提供了相关的培训，但是根据文件审核及员工访谈，审核员发现被审核方没有对申诉机制进行满意度调查。

Remarks from Auditee:

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 121082] Audit Date: 11/04/2018 PA Score: A	Deadline date:
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfills the requirements of this performance area. The facility established a written policy and procedure regarding the freedom of association and collective bargaining. The facility established the grievance mechanism policy, and worker representatives were elected by workers freely. The management held meeting with worker representative regularly. No discrimination against worker representative was found in the facility. And the worker representative could access to workers in working place during working time.</p> <p>总体而言被审核方符合该执行领域的要求。企业针对自由结社和集体谈判建立了书面的政策和程序。企业建立了申诉制度，并由工人自由选举出工人代表。工人代表与管理层定期举行例行会议。工人代表与工人享有平等的权力，工人代表有权在工作时间和工作场所接触员工。</p>	
Remarks from Auditee:	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 121082] Audit Date: 11/04/2018 PA Score: A	Deadline date:
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfills the requirements of this performance area. It was noted that the factory has established policies and procedures of no discrimination. During onsite check, interview and document check no discrimination issue was found and factory has taken necessary preventative measures so that workers are not harassed or disciplined.</p> <p>总体而言被审核方符合该执行领域的要求。工厂已经建立了禁止歧视的政策和程序。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 - 121082] Audit Date: 11/04/2018 PA Score: B	Deadline date:01/04/2019
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee partially fulfills the requirements of this performance area. The factory had established wage system based on BSCI COC and local law requirements. Workers were paid based on monthly rate. Wages were issued on 25th of following month by cash. The minimum wage was guaranteed. The lowest basic wages paid for workers were RMB2000 / month which was higher than local minimum wage rate, such as RMB1800 / month since December 2017. The employees were paid 150%, 200% of normal wage rate for overtime work on weekday, and Saturdays respectively. The factory provided most legal benefits to employees, such as sick leave, annual leave, maternity leave and etc. However, gaps were identified in implementation.</p> <p>总体观察显示工厂部分符合该执行领域的要求。工厂有基于BSCI标准和当地法规要求建立起了一套薪酬系统。员工以月薪制支付。当月的工资在下个月25号通过现金发放。最低工资受到保障。员工最低基本工资为人民币2000元每月，高于当地的最低工资要求，如2017年12月起的人民币1800元每月。员工在工作日加班、周六加班的加班费分别按照正班工资的150%、200%支付。工厂为员工提供了大部分法规要求的福利。如：病假、年假、产假等等。但是，仍有部分不足：</p> <p>5.4 - As per documents review, auditor noted that the auditee had calculated the basic living wage for workers, while the data was unreasonable.</p> <p>根据文件审核审核员发现被审核方为工人计算了基本生活工资，但是数据不合理。</p> <p>5.5 - There were total 231 employees worked in the facility, but the facility only purchased unemployment insurance, medical insurance, and retirement insurance for 51 employees, and purchased maternity insurance, and injury insurance for 65 employees per the social insurance voucher of February 2018. The facility provided commercial accident insurance for all other employees. (Article 73 of the Labor Law of the People's Republic of China.)</p> <p>工厂有231人，但2018年2月的社保记录显示工厂只为51人购买了失业保险，医疗保险，和养老保险；为65人购买了生育保险，和工伤保险。工厂给所有其他员工购买了商业意外保险。</p>	
Remarks from Auditee:	

Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 121082] Audit Date: 11/04/2018 PA Score: D	Deadline date:01/04/2019
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee did not fulfill the requirements of this performance area. Written policy and procedures on working hours and wages were established. Normal working hours in the factory were 8 hours per day and 40 hours per week. The maximum daily working time was 10 hours (8 hours regular + 2 overtime) per day, the maximum weekly working hours were 58 hours (40 hours regular working time + 18 hours overtime working time), and the maximum monthly overtime working hours were 82 hours. Workers had the right to take breaks in every working day for lunch and break. One day off per seven days was guaranteed for all employees. No overtime work was arranged for workers on Sundays and holidays. However, gaps were identified in implementation.</p> <p>总体观察显示工厂没有符合该执行领域的要求。工厂建立了书面的工时工资政策。工厂正常工作时间为8小时每天, 40小时每周。最多上班时间为10小时(8小时正班时间+2小时加班时间), 最多周上班时间是58小时(40小时正班时间+18小时加班时间), 最多月加班为82小时。工人享有在工作日休息的权利用于吃饭午休等。所有员工都确保了七天一休。没有安排工人在周日及假日加班。但是, 仍有部分不足:</p> <p>6.2 - Sampled attendance records from September and November 2017, and February 2018. Auditor noted that the monthly overtime working hours exceeded legal limit of 36 hours in September and November 2017, which reached 82 hours in September 2017. (PRC Labor Act (1995), Article 41).</p> <p>考勤抽样月为2017年9月及11月, 2018年2月。审核员发现月加班在2017年9月及11月超过了法定的36小时。最大月加班在2017年9月达到了82小时。</p>	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 121082] Audit Date: 11/04/2018 PA Score: A	Deadline date:01/07/2018
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT:	
<p>The overall observation shows that the auditee partially fulfills the requirements of this performance area. The factory had established policies and procedures based on BSCI standards and local law requirements for occupational health and safety and implemented the system in general. Internal risk assessment was conducted. Regular health and safety training was provided to employees on work station safety, machine safety, fire safety, etc. Written accident and emergency protocol was set. Firefighting equipment, such as fire extinguishers, fire hydrants and fire alarms were sufficiently available in the factory. Emergency light and exit sign inside the assessed factory are properly installed, and the evacuation path is accessible. Sufficient first aiders, first aid supplies were available in workshops. Sufficient restrooms and clean drinking water were always accessible without restrictions. The temperature, humidity and lighting were satisfactory in the factory. The valid catering service license of the kitchen & canteen and kitchen employee's certificates were provided for review. Independent dormitory building located at one safe place away from production area and warehouses was provided for workers. No transportation was provided. However, gaps were identified in implementation.</p> <p>总体观察显示工厂部分符合该执行领域的要求。工厂基于BSCI标准和当地法规对于职业健康和安全的的要求建立了政策和程序并基本上实施了系统。工厂进行了内部风险评估, 提供定期的职业健康安全培训给员工, 涉及到工位安全、机器安全、消防安全等。工厂建立了书面的意外紧急预案。如灭火器、消防栓、消防警铃等消防设施在厂内配置足够。被审核工厂的车间内部安装有足够的应急灯及出口标志, 通道也是通畅的, 车间有足够的急救员和急救用品。员工可以不受限制地使用卫生间和干净的饮用水。厂内温湿度令人满意。提供了有效的饭堂的餐饮服务许可证以及厨工的健康证供审核。提供的宿舍坐落在独立于生产区域及仓库之外的安全区域。工厂未提供交通。但是, 仍有部分不足:</p>	
7.1 -	<p>During audit, auditor noted that the auditee generally followed occupational health and safety regulations related with its activities due to some areas were still need improvement, such as PA7.5, PA7.6, PA7.17.</p> <p>审核中, 审核员注意到被审核方总体遵守与其活动相关的职业健康安全法规, 但一些地方仍需要进行改善, 如PA7.5, PA7.6, PA7.17.</p>
7.5 -	<p>The auditee arranged trainings on occupational health & safety to workers regularly, while during audit the qualification of trainer was not provided for review.</p> <p>被审核方定期为工人安排职业健康安全培训, 但这次审核中培训师的资质未能提供。</p>
7.6 -	<p>The factory had provided the PPEs and relevant training to employees. While during audit, auditor noted that 1 worker in welding workshop did not use anti dust mask and 1 worker in spray painting workshop did not use goggles during operation. (PRC Production Safety Law (2002), Article 37.)</p> <p>工厂为相关员工提供了劳保用品及培训, 但是现场观察到1位电焊岗位的员工没有使用防尘口罩, 1位喷漆岗位的员工没有使用护目镜。</p>
7.17 -	<p>During audit, auditor noted that no safety latch was installed for the hook of the electric hoist at the molding workshop. (General Rules of Design on Health and Safety of Production Facility (GB 5083-1999), Article 6.1.2)</p> <p>审核中, 审核员注意到模具车间使用的电动葫芦的挂钩未安装安全门。</p>
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 121082] Audit Date: 11/04/2018 PA Score: A	Deadline date:
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT:	
<p>The overall observation shows that the auditee fulfills the requirements of this performance area. The facility established no child labour policy, and established remedial policies and procedures for further protection in case children were found to be working. No child labor or historical child labor was found during this audit, the youngest employee in the factory was above 18 years old.</p> <p>总体而言被审核方符合该执行领域的要求。企业建立了禁止使用童工的政策, 同时建立了童工的补救政策和程序以在意外情况下招到童工时对其进行保护。本次审核没有发现童工及历史童工, 工厂员工最小年纪超过18岁。</p>	
Remarks from Auditee:	

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 121082] Audit Date: 11/04/2018 PA Score: A	Deadline date:
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfills the requirements of this performance area. The auditee had established policies and procedure to identify young workers. A procedure regarding working conditions of young workers was also established to handle young worker issue and minimize the risks. Risk assessment that described the processes and areas of work where young workers could not be involved was conducted. Currently no young worker was hired in the factory.</p> <p>总体而言被审核方符合该执行领域的要求。被审核方建立了政策和程序去识别未成年工。建立了针对未成年工工作条件的程序去处理未成年工事项和降低风险。进行了描述有未成年工不能从事的工序和工作区域的风险评估。当前并无未成年工。</p>	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 121082] Audit Date: 11/04/2018 PA Score: A	Deadline date:01/04/2019
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee partially fulfills the requirements of this performance area. The auditee had established a policy based on BSCI standards and local law requirements to protect employment relationship. No cause of insecurity existed such as use seasonal contracts for permanent positions. All hired workers signed labor contracts within one month after joining in the auditee and a copy of labor contracts was provided to workers and the contents on labor contracts were fully in compliance with local law on probation period, working hour, payments, wage issuing date, working condition etc. There was no evidence to show the factory tried any unfair employment method to reduce its obligations. However, gaps were identified in implementation.</p> <p>总体观察显示工厂部分符合该执行领域的要求。被审核方基于BSCI的标准和当地法规要求建立了包含雇佣关系的政策和程序。不存在不安定因素如在永久性工作中使用季节性合同。所有雇佣的员工都会与所审核的工厂在一个月内签订劳动合同并且工厂会留一份劳动合同副本给员工。劳动合同的内容,如试用期限、工时、工作条件等均完全符合当地法律。没有任何证据显示被审核方通过不公平的雇佣方式去减少其义务。但是,仍有部分不足:</p> <p>10.1 - Only parts of employees were covered by all 5 types social insurances. (Article 73 of the Labor Law of the People's Republic of China.) 仅部分员工参加了所有5项社会保险。</p>	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 121082] Audit Date: 11/04/2018 PA Score: A	Deadline date:
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfills the requirements of this performance area. The facility established formal policy to prohibit the forced labor, disciplinary measure or prison labor, relevant trainings were provided to the employees. There was no visible restriction with regard to freedom of movement within the site or to leave the site. Employees were free to leave after the work. No forced labor was used in the facility. No deposit money or ID card was required to be logged by personnel for seeking the job in this company. No personal salary, benefits, property or documents were withheld by the facility to pressurize the employees to continue to work in case they were unwilling due to any reason. No human trafficking was observed. No condition of forced labor was used.</p> <p>总体而言被审核方符合该执行领域的要求。企业建立了禁止强迫劳动、处罚或监狱劳工的政策,并对员工进行了相关培训。在自由移动方面无限制,员工在下班后可以自由离开公司。企业无强迫劳动现象发生,无因获得工作而支付押金、扣押证件。企业未扣押员工薪资、福利、财产以迫使员工在非自愿的情况下继续工作。无人口贩卖以及强迫劳动情况发生。</p>	
Remarks from Auditee:	

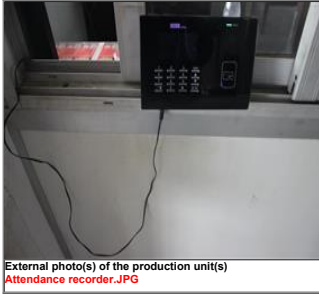
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 121082] Audit Date: 11/04/2018 PA Score: A	Deadline date:01/07/2018
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee partially fulfills the requirements of this performance area. Significant impacts and environmental implications associated to its activity were continuously identified, procedures were established to ensure the integration of local environmental law into the business performance, obtained the registration form of environmental impacts, properly managed its waste without dumping the waste material into the environment, and managed water in a way that respected the environment, particularly but not limited to preserving local water sources. However, gaps were identified in implementation.</p> <p>总体观察显示工厂部分符合该执行领域的要求。被审核方持续识别其商业活动的重大影响以及对环境造成的后果，有合适的程序来确保在商业模式中结合当地环境法，取得了相关的环保证照如环境影响登记表，采取恰当的方式管理废弃物防止倾倒入环境，以保护环境的方式管理水资源，尤其不限于保存当地水资源。但是，仍有部分不足：</p> <p>12.1 - One senior manager was responsible for coordination of environmental management activities, while trainings on environment management had not been provided to him.</p> <p>一位高层管理者负责协调环境管理方面的事宜，但他没有受过环境管理相关培训。</p>	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 121082] Audit Date: 11/04/2018 PA Score: A	Deadline date:
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfills the requirements of this performance area. The factory established policy and procedure for ethical business. The factory identified the risk and provided training for employees, provided information in line with their activities. No non-ethical behavior was observed.</p> <p>总体观察显示工厂符合该执行领域的要求。工厂建立了商业道德的政策和程序，鉴别了主要风险，给员工提供相关培训，所提供的信息与实际运作一致。当前审核没有发现不道德商业行为。</p>	
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	11/04/2018	121082	D	B	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos



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



Photo of the canteen (if applicable)
Canteen.JPG



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



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



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



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



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



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



Photo of the sanitary facilities
Toilet.JPG



Photo first aid facilities
First aid box.JPG



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

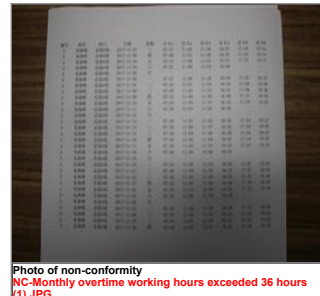


Photo of non-conformity
NC-Monthly overtime working hours exceeded 36 hours
(1).JPG



Photo of chemical storage room (if applicable)
Chemical warehouse.JPG



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



Photo of non-conformity
NC-Monthly overtime working hours exceeded 36 hours
(2).JPG



Photo of chemical storage room (if applicable)
Eye wash facility.JPG



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

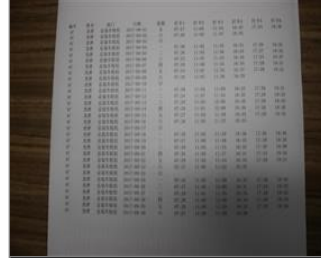


Photo of non-conformity
NC-Monthly overtime working hours exceeded 36 hours
(3).JPG

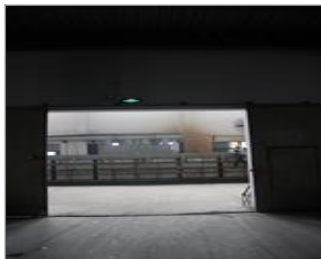


Photo of fire safety equipment
Emergency exit.JPG



Photo of the inside of the main production hall
Metal working.JPG



Photo of non-conformity
NC-No anti dust mask was used by one welding worker.JPG



Photo of fire safety equipment
Evacuation plan.JPG



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



Photo of non-conformity
NC-No goggles was used by one spray painting worker.JPG

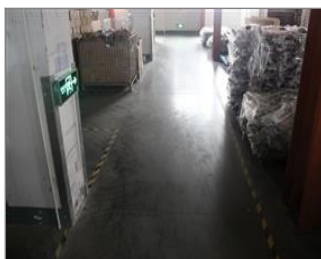


Photo of fire safety equipment
Evacuation route.JPG

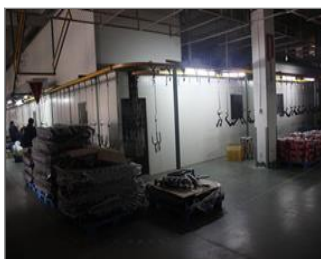


Photo of the inside of the main production hall
Spray painting.JPG



Photo of non-conformity
NC-No safety latch was installed for the hook of the electric
hoist.JPG



Photo of fire safety equipment
Fire alarm.JPG



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

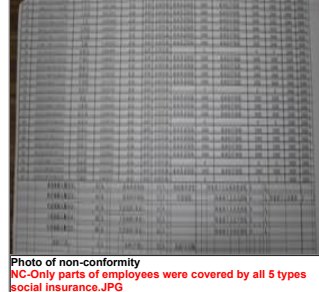


Photo of non-conformity
NC-Only parts of employees were covered by all 5 types
social insurance.JPG



Photo of fire safety equipment
Fire fighting equipments.JPG