
Auditee :	Ningbo Royalbaby Cycle Co., Ltd.
Audit Date From :	30/03/2020
Audit Date To :	01/04/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV SUD
Auditor's Name(s) :	Jancy Xu(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
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: 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 Good	<ul style="list-style-type: none"> • Maximum 3 Performance Areas rated C • No Performance Areas rated D or E 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.
C Acceptable	<ul style="list-style-type: none"> • Maximum 2 Performance Areas rated D • No Performance Areas rated E These are three examples: 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 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.
D Insufficient	<ul style="list-style-type: none"> • Maximum 6 Performance Areas rated E 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.
E Unacceptable	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated E 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.
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 :	Ningbo Royalbaby Cycle Co., Ltd.		
DBID number :	377217		
Audit ID :	176462		
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 :	Children Bicycle		

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 : 01/04/2021	

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 factory started their operation since 27 January 2010; it was located at No.400, Lingxu Road, Cidong Binhai District, Cixi, Ningbo, Zhejiang, China. The business license number was: 9133028269824337XB. The total construction area was about 18,000 square meters.

[Structure of facility]:
Within the premises, the audited factory had one 3-storey production building (1F office, metal processing workshop and warehouse, 2F finished products warehouse, 3F paint spraying, assembling and packing workshop), one 3-storey production building (1F phosphating workshop, 2F warehouse, 3F powder painting workshop), one 5-storey dormitory building (1F canteen, 2F-5F dormitory). The factory didn't provide transportation for workers.

The main business product was Children Bicycle.
The production processes were incoming materials, metal processing(cutting, punching, drilling, welding, ect), phosphating, painting (paint spraying, powder painting), assembling and packing.
Main equipment and production lines included: cutting machine, punching machine, polishing machine, welding machine, etc.

[Employee analysis]:
There were 182 employees working in the factory.
Among them 143 were production employees, 39 non-production employees. All employees were permanent employees including 17 local workers and 165 migrant workers. And there were total 107 male employees and 75 female employees.

[Summary of working hour]:
The factory recorded workers' working time by electronic attendance system, and provided attendance records from March 2019 to audit date for review; the months of November 2019, December 2019 and February 2020 were selected as primary samples.
One shift was arranged for chef, 9:00-13:00, 15:00-19:00;
Two shifts for security guards, one is 3:00 to 13:00 and another is 13:00 to 23:00;
One shift was arranged for production workers and office workers, 7:30-11:00, 12:00-16:30. The factory arranged 2 overtime hours for workers working on weekdays and 8 overtime hours on Saturday sometimes, workers had right to choose working overtime or not. No overtime happened on Statutory holidays. There was no obvious peak season in the factory. No inconsistencies were found during this audit.

[Summary of compensation]:
The factory provided payrolls from March 2019 to February 2020 for review; the months of November 2019, December 2019 and February 2020 were selected as primary samples. The factory paid workers by hourly rate. According to the payrolls, the minimum wage paid by factory was RMB11.50 per hour, which was higher than the legal standard RMB10.34 per hour. Sufficient overtime wage and holiday allowance was paid to all employees.

[Summary of interview]:
Worker interview were conducted by individual and in group.
Randomly selected 16 employees, no complaint was raised. Among them, one was new hired in March 2020.

[Special scene during on site observed]:

1. No contractor or agency was used by the factory, which made the contractor license and agency labor contract not applicable.
2. No government waiver was obtained by the factory, which made the government waiver not applicable.
3. No collective bargaining agreement was available in the factory, which made the collective bargaining agreement not applicable.
4. The factory has another name of Cixi Tongzheng Plastic Tube Co Ltd, this name was applied earlier than the current name. Then all the government records are named by Cixi Tongzheng Plastic Tube Co Ltd.
5. Name of the auditor: Jancy Xu; APSCA registration number:RA 21700841

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 (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) :	12650000.00
Sector :	Non-Food	Of which exports % :	95.00
Industry :	Sports equipment and sportwear	Of which domestic market % :	5.00
If other, please specify :		Production volume :	50000 pieces per month
Product Group :	sports equipment	Production cost calculation :	No
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Children Bicycle		

Auditee's employment structure at the time of the audit			
Total number of workers :	182	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	107	75	
Temporary workers	0	0	
In management positions	3	2	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	98	67	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	107	75	
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 - 176462] Audit Date: 30/03/2020 PA Score: D

Deadline date:30/09/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory had established the social policy and procedures according to BSCI Code of Conduct. Designated employee of Ms. Yu Tingting / Administration Manager was responsible for the BSCI system implementation. Consideration about BSCI Code of Conduct compliant ability had been taken into the business partner selection in procedure. The factory also had conducted internal audit and management review for BSCI management system once per year. The latest internal audit and management review were conducted on 3 March 2020 and 25 March 2020 respectively. BSCI training records for employees were also provided for review. However, gaps have been identified in implementation:

工厂建立了按照BSCI要求建立了社会责任政策和程序。指定了余婷婷/行政经理负责BSCI的实施，程序文件显示在商业伙伴的选择中也考虑了商业伙伴的社会责任表现。工厂一年举行一次BSCI管理体系的内审和管理评审。最近一次内审和管理评审分别在2020年3月3日和2020年3月25日举行。工厂也提供了BSCI培训记录以供审核。但是在执行的过程当中还是存在以下差距：

- 1.1 - 1. Although the factory had set up the procedures of social responsibility, the implementation of BSCI Code of Conduct was not fully effective. For example: (1) Excessive monthly overtime; (2) EHS violation; etc. 2. It was noted that the internal assessment of the factory did not identify its obvious noncompliance such as excessive monthly overtime and insufficient social insurance coverage.
1. 工厂虽然已建立了社会责任程序，但BSCI行为守则的执行并不完全有效。例如：（1）超时加班；（2）健康安全等问题；等等。2. 工厂内审未识别出明显的不符合如超时加班和社保覆盖不足等。
- 1.4 - The factory had set up the procedures regarding cost calculation and production planning, but they did not provide the cost calculation and production planning records for review. Furthermore, workers' monthly overtime hours exceeded 36 hours according to the finding of 6.2.

工厂已经建立成本核算及产能规划的程序，但是未提供成本核算及产能规划的记录。另外，月加班时间超过了36小时，依据6.2的发现点。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 176462] Audit Date: 30/03/2020 PA Score: B

Deadline date:30/09/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Two workers' representative were elected freely by employees in the factory, and workers' representative met the management once per three months. According to interview statement with workers, they were familiar with workplace-related issues and their labor right e.g. the labor law, work contracts, job description, working rules. The factory also provided training on workers' right and responsibility and BSCI code of conduct to workers and workers' representatives. The factory established the social performance long term goal and details actions according to BSCI code. The factory also had established an effective grievance mechanism: the mechanism consisted of using suggestion boxes, workers' representatives and an open door policy on coming up with suggestion directly to workers' supervisor. However, gaps have been identified in implementation:

工厂由员工自由选举了2名员工代表，代表每3个月定期和管理层见面。根据员工的访谈信息，员工都很清楚工厂场所相关信息以及员工的劳工权利，例如劳动法，劳动合同，工作内容以及厂纪厂规等。工厂有给所有员工及员工代表提供关于权利义务培训及BSCI行为守则培训。工厂有依据BSCI行为守则建立社会责任长期目标并建立具体措施。工厂也建立了申诉系统，员工可通过意见箱，员工代表或直接同主管进行沟通等方式提供投诉。但是在执行的过程当中还是存在以下差距：

- 2.1 - The factory did not exchange the information on workplace related issues with workers. It was noted that some paint spraying workers and welding workers did not know what hazards existed at their working positions.
工厂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 was established by the factory and employees were trained on the grievance policy, but it was noted that the factory didn't conduct regular survey on the grievance procedure.
工厂建立了投诉程序，且为员工提供了投诉程序的培训，但是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 - 176462] Audit Date: 30/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: 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. 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。	
Remarks from Auditee:	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 176462] Audit Date: 30/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: 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. 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。	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 176462] Audit Date: 30/03/2020 PA Score: B	Deadline date:30/09/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Payroll records from March 2019 to February 2020 were provided for review. The minimum wage paid to the sampled employees was RMB11.50 per hour, which was higher than the local minimum wage standard (RMB1800 per month equal to RMB10.34 per hour) from December 1, 2017. The payment cycle was from 1st to the end of month and the wages were paid to employees before or on 25th every month by cash. The pay slip was provided to employees. Annual leave, sick leave, marriage leave, maternity leave and funeral leave were defined in employee handbook and provided for workers. However, gaps have been identified in implementation: 工厂提供了2019年3月至2020年2月的工资记录供审核。所抽取样本中，工厂支付给员工的最低工资是11.50元/小时，高于当地自2017年12月1日起的最低工资标准1800元/月等于10.34元/小时。工资计算周期是每月1日至月末，工资在下个月25日或之前以现金形式发放。工资条在发工资时提供给员工。并且，工厂在员工手册中规定了年假，病假、婚假、产假以及丧假。但是在执行的过程当中还是存在以下差距： 5.5 - There were total 182 employees in the factory (including 13 workers who reached retirement age and 10 newly joined workers), no dispatched workers or temporary workers, all the employees were permanent workers. Social insurance receipts of December 2019, January 2020 and February 2020 were checked, based on the social insurance receipt of February 2020, it was noted that except the new hired and retired workers, 63 employees (39.6%) participated in injury insurance, 48 employees (30.2%) participated in pension, medical, maternity and unemployment insurance. Group commercial injury insurance was provided to 100% workers, the valid period is from December 4, 2019 to December 3, 2020. (China Labor Law, Article 72&73). Remark: Some interviewed workers did not want to buy social insurance. 工厂现有员工182人（包括13名达到退休年龄的工人和10名新员工）无派遣工和临时工，全部为固定员工。2019年12月，2020年1月和2020年2月的社保收据被查看，根据2020年2月的社保收据，发现工厂除了新员工和退休员工外，有63名员工（39.6%）参加了工伤保险，有48名员工（30.2%）参加了养老，医疗，生育和失业保险。100%的员工购买了团体商业意外保险，有效期为2019年12月4日到2020年12月3日。备注：部分访谈的员工说他们不愿意参加社保。	
Remarks from Auditee:	

Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 176462] Audit Date: 30/03/2020 PA Score: D	Deadline date:30/09/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory arranged one shift for all production workers, from 7:30 to 16:30 with 1 hour's break (11:00-12:00). The attendance records from March 2019 to audit date were provided for review. The employees would conduct overtime work for 2 hours from 17:30 to 19:30 on weekdays and conducted overtime work for 8 hours on Saturday according to production requirements. Overtime was voluntary. No Sunday or statutory holiday overtime was found during this audit. The maximum consecutively working days were 6 days. The factory paid overtime compensation as 150% and 200% of normal rate for overtime on weekdays and weekends respectively. However, gaps have been identified in implementation: 工厂给生产员工安排了一个班次, 工作时间是7:30至16:30, 休息1小时 (11:00-12:00)。工厂提供了自2019年3月至审核当天的考勤记录供审核。根据生产需要, 员工在工作日加班2小时, 从17:30到19:30, 周六加班8小时。加班是自愿的。此次审核没有发现周日和节假日加班。最长连续工作6天。工作日及周末的加班费分别按照150%及200%的基数支付员工的加班费。但是在执行的过程当中还是存在以下差距:</p> <p>6.2 - Fifteen sampled workers' attendance records of November 2019, December 2019 and February 2020 were checked, it was noted that all 15 sampled workers' monthly overtime working hour exceeded 36 hours in November and December 2019, maximum reached 82 hours in November 2019. (PRC Labor Act (1995), Article 41) 查看了15名抽样员工2019年11月、2019年12月和2020年2月的考勤记录, 发现所有15名抽样员工的月加班工作时间在2019年11月和12月超过36小时, 最多在2019年11月达到82小时。</p>	
Remarks from Auditee:	
Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 176462] Audit Date: 30/03/2020 PA Score: A	Deadline date:30/06/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory had established an effective system regarding health and safety. Satisfactory evidences had shown that the factory appointed specialized management staff to take charge of the OHS affair and provided periodical health and safety training to workers such as medical emergency treatment, PPE training, machine operation training and etc. The factory had conducted internal risk of health and safety. The factory installed enough fire extinguishers, fire hydrant, fire alarm, exit signs and emergency lights in the workshops. All these facilities of fire safety were checked every month. Emergency light, fire hydrant and fire alarm were effective during testing on-site. The factory set up and posted the emergency procedure in the workshop. The first aid box was also available in every workshop and 10 qualified first aiders were available in the workshop. Moreover, clean potable water and sufficient toilets were provided for workers. Food Operation Permit of kitchen and health certificates of one chef was provided for review. Dormitory and canteen were provided to workers for free. Remark: The factory currently did not provide transportation to the workers. However, gaps have been identified in implementation:</p> <p>工厂建立了有效的员工健康和体系。充分证据表明工厂委任管理层代表负责健康安全事宜并定期给员工举行关于健康安全的培训, 比如医疗救护培训、个人防护用品培训、机器设备操作培训等。工厂有进行内部健康安全风险评估。工厂安装了足够的灭火器, 消防栓, 消防警铃, 安全出口标识, 应急灯等, 并且工厂的健康安全负责人每月都会进行检查。经过现场测试, 应急灯, 消防栓和消防警铃都是有效的。工厂制定并张贴了急救政策。工厂给每个车间配备了药箱, 而且工厂内有10名培训资质急救员。另外, 工厂也提供了干净的饮用水和充足的洗手间给员工。工厂提供了食品经营许可证和1名厨工的健康证。宿舍和食堂免费提供给工人。备注: 工厂目前没有给员工提供交通工具。但是在执行的过程当中还是存在以下差距:</p> <p>7.1 - The factory complied with occupational health and safety regulations in most areas, but some areas still needed to be improved, such as PA7.3, PA7.6, PA7.7.</p> <p>工厂在大部分区域都遵守职业健康安全法规, 但有一些地方仍需改善, 例如PA7.3, PA7.6, PA7.7。</p> <p>7.3 - The facility has provided the occupational disease hazardous element inspection report, but the facility did not provide occupational health check to the workers who contact with chemical and noise. (PRC Law on Prevention and Control of Occupational Diseases (2002) Amendment (2018), Article 35)</p> <p>职业病危害因素检测报告已提供审核, 但是工厂没有给接触化学品和噪音的人员提供职业病体检。</p> <p>7.6 - The factory had established the PPE procedure, provided the PPE and relevant training to employees. The welding workers were wearing anti-dust mask. However, it was noted that two workers did not wear apron in paint spraying workshop during the audit and the records of distribution or exchange of PPE were not provided. (PRC Work Safety Law (2002), Amendment (2014), Article 42) 工厂建立了个人防护用品程序, 提供了相关劳保用品及培训。焊接工人有佩戴防尘口罩。但是, 现场观察到喷涂车间两名工人没有佩戴围裙, 且工厂不能提供劳动防护用品的分发和更换记录。</p> <p>7.7 - The factory established chemical management procedure, but insufficient secondary container was used for the storage of chemicals. (Regulations on Dangerous Chemical Safety Management (2002), Amendment (2011), Article 20) 工厂建立了化学管理程序, 但是没有足够的二次容器来储存化学品。</p>	
Remarks from Auditee:	

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 176462] Audit Date: 30/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: 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. 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。	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 176462] Audit Date: 30/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: 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. 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。	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 176462] Audit Date: 30/03/2020 PA Score: A	Deadline date:30/09/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory established recruitment principles, which included but not limited to recruitment process, remuneration, hours of work, disciplinary measure, promotion, training, termination of employment etc. Each employee had signed labor contract with the factory, and they had obtained the copy of the labor contract. No dispatched workers, seasonal workers, summer job workers, apprentice workers and temporary workers hired by the factory. However, gaps have been identified in implementation: 工厂建立了招聘原则, 包括但不限于招聘流程、报酬、工作时间、纪律措施、晋升、培训、离职等。员工已与工厂签订劳动合同, 并且工厂提供劳动合同副本给员工。工厂没有雇佣派遣工、季节工、暑期工、学徒工以及临时工。但是在执行的过程当中还是存在以下差距: 10.1 - It was noted that labor contracts were signed between the factory and all employees. However, no precarious employment requirement was not adequately fulfilled since not all the employees were covered by social insurance. Details please refer to PA5. 工厂与所有员工签订了劳动合同。但是由于工厂没有给所有员工购买社保, 无不稳定就业的要求没有完全达到。详情请参考PA5。	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 176462] Audit Date: 30/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: 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. 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。无人人口贩卖以及强迫劳动情况发生。	
Remarks from Auditee:	

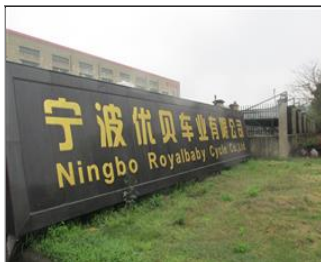
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 176462] Audit Date: 30/03/2020 PA Score: A	Deadline date:30/09/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory established environment protection policy according to BSCI Code of Conduct and local law. The energy saving policy was also established. The factory conducted environment impact assessment and identified its own environment impact. The factory maintained the Environment Impact Assessment Report and Environment Impact Assessment Report Approval. Waste air, Household wastewater and noise were monitored by qualified contractor. Hazardous chemical waste was recycled by qualified company. However, gaps have been identified in implementation:</p> <p>工厂依据BSCI要求和当地法规建立了环境保护政策。也建立了节能政策。工厂开展了环境影响评估并且识别出了自身的环境影响。工厂取得了环境影响评价报告和环境影响评价报告批复。废气，生活废水和噪声已由有资质的公司进行监测。危险化学品废物由有资质的回收商回收。但是在执行的过程当中还是存在以下差距：</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. 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 - 176462] Audit Date: 30/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>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>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	30/03/2020	176462	D	B	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos



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



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



Photo first aid facilities
Eye washer.JPG



Photo first aid facilities
First aid kit.JPG



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



Photo of fire safety equipment
Emergency exit.JPG

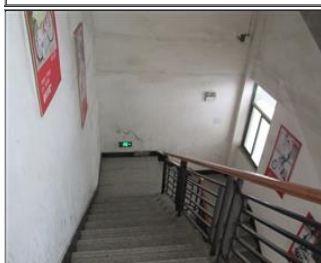


Photo of fire safety equipment
Evacuation signs.JPG

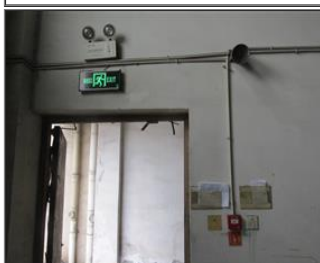


Photo of fire safety equipment
Fire alarm.JPG



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

Table with multiple columns and rows of data, likely an attendance or overtime record.

Photo of non-conformity
NC-excessive monthly overtime-1.JPG

Table with multiple columns and rows of data, likely an attendance or overtime record.

Photo of non-conformity
NC-excessive monthly overtime-2.JPG

Table with multiple columns and rows of data, likely an attendance or overtime record.

Photo of non-conformity
NC-excessive monthly overtime-3.JPG



Photo of non-conformity
NC-insufficient social insurance.JPG



Photo of non-conformity
NC-painting worker did not wear apron.JPG



Photo of non-conformity
NC-secondary container is insufficient.JPG



Photo of the canteen (if applicable)
Canteen.JPG



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



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



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



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



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



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



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



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



Photo of the inside of the main production hall
Painting line.JPG



Photo of the inside of the main production hall
phosphating line.JPG



Photo of the inside of the main production hall
Robot welding.JPG



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



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



Photo of the sanitary facilities
Toilet.JPG