
Auditee : Zhejiang EShow Garments Co., Ltd.

Audit Date From : 19/02/2016

Audit Date To : 19/02/2016

Expiry Date of the Audit : 19/02/2017

Auditing Company : EUROCERT

Auditor's Name(s) : Trace Chen(Lead)

Auditing Branch (if applicable) : Eurocert Shenzhen



BSCI Audit Summary Report

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Rating Definitions



Rating	A combination of ratings per performance area where:	Consequence																																													
A OUTSTANDING	<ul style="list-style-type: none">o Minimum 7 performance area rated Ao No Performance area rated C, D or E <p>These are three examples:</p> <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><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>A</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>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></table>	A	A	A	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	B	A	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 needing follow-up audit.
A	A	A	A	A	A	A	A	A	A	A	A	A	A	A																																	
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B GOOD	<ul style="list-style-type: none">o Maximum 3 performance area rated Co No performance area rated D or E <p>These are three examples:</p> <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><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>B</td><td>C</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>B</td><td>C</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	B	B	A	A	A	A	A	B	B	B	B	B	B	B	B	C	C	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C	The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.
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C ACCEPTABLE	<ul style="list-style-type: none">o Maximum 2 performance areas rated Do No performance area rated E <p>These are three examples:</p> <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><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>C</td><td>D</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>C</td><td>D</td><td>D</td><td>D</td></tr></table>	A	A	A	A	A	A	A	A	A	C	C	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	C	D	D	C	C	C	C	C	C	C	C	C	C	C	C	D	D	D	The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.
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D INSUFFICIENT	<ul style="list-style-type: none">o Maximum 6 performance area rated E <p>These are three examples:</p> <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><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>C</td><td>D</td><td>D</td><td>D</td><td>E</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><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	A	A	A	A	D	D	D	D	D	A	A	A	B	B	B	C	C	C	C	D	D	D	E	E	D	D	D	D	D	D	D	D	E	E	E	E	E	E	E	The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.
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D	D	D	D	D	D	D	D	E	E	E	E	E	E	E																																	
E UNACCEPTABLE	<ul style="list-style-type: none">o Minimum 7 performance areas rated E <p>These are three examples:</p> <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><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><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><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	E	E	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	E	E	E	E	BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners
A	A	A	A	A	A	E	E	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	E	E	E	E																																	
Zero Tolerance	A Zero Tolerance issue was identified (see Annex 5)	Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.																																													

Main Auditee Information

Name of producer :	Zhejiang EShow Garments Co., Ltd.		
DBID number :	21490		
Audit ID :	44038		
Address :	No.218 Xifeng Road Huzhou		
Province :	Zhejiang	Country :	China
Management Representative :	Mr. Shubao Wang		
Contact person:	Mr. Shuwen Wang	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Garments		

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 : 19/02/2017

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
C	A	A	A	B	D	D	B	A	A	A	A	A

Executive summary of audit report
1. Site description:

The audited company –Zhejiang EShow Garments Co., Ltd. was located at No. 218, Xifeng Road, Huzhou City, Zhejiang Province, China. They have started their operation since December 3, 2002.

In view of the facilities, the factory consisted of one 3-storey office, production and warehouse building, one 3-storey production and warehouse building and one 5-storey dormitory building (with canteen located on the 1st floor) with a total land area of approximately 20000 square meters.

The main products manufactured by the factory were garments. The main production processes included knitting, stitching, sewing, washing, ironing, inspection and packing.

A total of 50 employees (29 females and 21 males) were currently working in the factory, which included 36 production employees and 14 administrative staff.

Remark: The factory used to have more than 200 employees in the year of 2015. Due to the Chinese New Year, most of the employees had resigned from the factory to go back to their hometown and enjoy a long vacation with their families. Factory now only had 50 employees. Factory management represented that they also just started to work after the Chinese New Year holiday and trying their best to recruit employees and catch up with the production capacity before the holiday.

2. Social Management System and Worker Involvement:

The factory established the Social Policy that includes all BSCI social requirements and relevant national law. The relevant records and documents were well maintained and provided for review during this audit. The BSCI Code of conduct, Written Social Policy and Social Compliance Commitment were posted on the notice board. Workers were aware of the basic content of the relevant policies and regulation. They could submit their concerns, complaints or suggestions via the suggestion box, or communicate with the factory management directly. All the issues would be tracked as soon as possible. There was a management representative – Mr. Qingpei Fang, Manager in the factory to ensure BSCI requirements were met. Further, he was also responsible for collecting and updating the legal law and relevant regulation. Mr. Shubao Wang, Human Resource Manager was appointed to take charge of the health and safety of the factory.

The factory properly created the personnel files for all employees with the copy of the ID card and labour contracts of each employee. Most legally required documents and certificates such as business license, electrician license, fire acceptance certificate and first aid responder's certificates etc were well kept and valid. Training records of fire drills, machine operations instructions, first aid training records etc were available and presented for review.

3. The Rights of Freedom of Association:

The factory respected workers' right of freedom of association. There was a worker committee with 8 worker representatives in the factory, who acted as a bridge to communicate all the suggestions or complaints collected from the workers to their factory management. In addition, the workers could report concerns via suggestion box or face-to-face communication. All complaints and suggestions will be tracked timely.

4. No Discrimination:

All employments, terminations, trainings, compensations and promotions were solely based on workers personal abilities rather than age, gender, sexual orientation, culture background, religious beliefs, nationalities etc. It was informed by factory management and confirmed from workers interview. Workers could report their concerns and voices via the suggestion boxes installed within the factory. All interviewees stated that they never experienced any discrimination cases.

5. Fair Remuneration:

The local minimum wage was RMB 1660 per month equivalent to RMB 9.54 per hour effective from November 1, 2015 and RMB 1470 per month equivalent to RMB 8.45 per hour before that. As per sample population employees' payroll records and working hours review, all workers were paid at least RMB 12.00 per hour, which was higher than the legal requirement wage standard. And workers were paid 150% and 200% of normal wages for regular overtime hours and weekend overtime hours respectively. The factory paid compensation to workers for statutory holidays even though no overtime hour was arranged. As per worker interview and management representation, workers were paid on an hourly rate basis on or before the 30th of each month for the wage of the previous month in cash. Most legally required benefits such as paid annual leaves, maternity leaves and free PPEs were provided for all workers in accordance with

labour law and local regulations. All workers could enjoy the clean water, personal protective equipments and toilets without charges. As per review of social insurance receipt of December 2015, all employees in the factory were provided with pension insurance, maternity, accident, and medical insurance but only 39 out of 50 employees were provided with unemployment insurance. Further, the factory bought a commercial accidental insurance effective for 200 employees with a 1-year valid period from August 23, 2015 to August 22, 2016. The factory provided a payslip to all workers and advised them to sign to confirm their salary during the paid day. This was confirmed during workers interview. Furthermore, according to the document review and worker interview, no monetary fine was noted during this audit.

6. Decent Working Hours:

The factory adopted swipe time card facility to register worker's attendance status. Auditor randomly selected 10 sample workers' working hour and payroll records from December 2015 (most recent), October 2015 and August 2015 respectively. According to the document review and worker interview, the employees worked for 5 days a week from Monday to Friday in one shift from 8:00 am to 16:30 pm with 30 minutes lunch break from 11:00 am to 11:30 pm. The working hour and payroll records from January 2015 to December 2015 (last 12 months) were provided for review. And there was no obvious peak or low season in the factory. Normally, the factory ensured one day off in a seven-day period. The maximum regular overtime hours, monthly overtime hours, weekly working hours and consecutive working days were 2 hours, 54 hours, 52 hours and 6 days respectively. The maximum monthly overtime hours were 54 hours, which had exceeded the legal requirement of 36 hours.

7. Occupational Health and Safety:

The facility was operated in a hygienic, ventilated and lighting working environment. The production building was suitable for production and permitted work in human dignity. Proper temperature was kept in the production workshop. The factory production building was structurally safe and sound. The factory had established the emergency procedure in place for dealing with case of trauma or serious illness. They maintained first aid supplies as recommended by a local medical service provider or required by law. There were total 6 first aiders in the factory. The first aid supplies were maintained by the health safety responder – Mr. Shubao Wang. The local hospital was around 10 minutes away from factory site by drive. The factory also had signed the medical contract with this local hospital to provide the priority treatment service. Sanitary drinking water and adequate toilets were available to all workers. The inspection report of drinking water was also provided for review. The factory regularly conducted the potential risk testing in the factory and recorded the potential risk factors in detail, which might occur in the whole manufacturing process. Accident and emergency procedures were established. Precautions and protections were taken to avoid the dangers by the factory. Adequate fire extinguishers were installed in the production area. All fire fighting equipment were free from obstruction. Fire fighting equipment were checked monthly to ensure the safe working environment by the competent person. The evacuation maps posted in the production area were properly marked with the signs including the current standpoint, and the position of escape routes, etc. Evacuation exits and routes were free from obstruction and properly installed with exit signs and emergency lights. The factory had carried out two fire drills in the past 12 months and the most recent one was arranged on January 8, 2016. All related records and images were kept in files for review.

There was a 5-storey dormitory building in this factory. The general dormitory facility was operated in a hygienic and lighting living environment. Around 30% employees were living in the dormitory building free of charge. 1 to 2 employees shared a room with 25 square meters.

8. No Child Labour and Protection for Young Workers:

The factory had a policy in place in regards to prohibition of Child Labour. As per interview with the factory manager, they strictly followed the national laws and regulations in prohibiting any recruitment for workers aged below 16 years old. Based on personnel files, there was no child labour and young employee in the factory. The youngest worker employed currently in the factory was 21 years old. It was also confirmed through the worker interview and factory tour.

10. No Precarious Employment and Bonded Labour:

All workers chose the factory freely without monetary deposit and original personal documents withholding. The factory only kept copies of worker's identification card for documentation purpose in worker's personnel file. There was no restriction for workers' movement; workers could access to drinking water and toilet facilities as they desired and left the factory freely when they were off duty. All overtime hours were arranged on workers' voluntary basis. Workers could refuse to do overtime hours by informing their immediate supervisors orally. All workers could resign from the factory with one prior month notice to the factory management. The resigned records including personal file, labour contract, resigned application etc. were also provided for auditor review. Meanwhile, the compensation would be paid to the workers without delay. The factory implemented escalating disciplinary practices, say verbal warning, written warning and terminations, etc. All workers felt comfortable for the factory's disciplinary practices. It was also confirmed in the worker interview.

11. Protection of the Environment:

Environmental impact assessment documents and Environmental Protection Acceptance Check Report for Completed Construction Project were provided for auditor review. Wastes were not dumped in the natural environment or burned on fires. The factory also developed mechanisms to ensure reduction of emissions, particularly CO2 emission. Chemical wastes were properly collected by an authorized local unit. Records of such collection from the local authorized unit were reviewed by auditor.

12. Ethical Business Behaviour:

The factory had established anti-corruption policies and procedures. No any corruption case was noted in the factory during past year.

Production records like broken needle replacement records, daily output records, QC reports and warehouse in and out records were cross checked together with the workers working hour and payroll records. And the auditor also checked the time recording system for its accuracy of recording. No inconsistency was identified. This was also confirmed through worker interview.

Ratings Summary

Auditee's background information

Auditee's name :	Zhejiang EShow Garments Co., Ltd.	Legal status :	Limited company
Local Name :		Year in which the auditee was founded :	2002
Address :	No.218 Xifeng Road	Contact person (please select) :	Mr. Shuwen Wang
Province :	Zhejiang	Contact's Email :	llw@sungingroup.com
City :	Huzhou	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	Nil
Country :	China	Website of auditee (if applicable) :	Nil
GPS coordinates :	Not provided	Total turnover (in Euros) :	12430000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :	Nil	Production volume :	1600000 piece per year
Product Group :	Apparel	Production cost calculation :	No
If other, please specify :	Nil	Lost time injury calculation cost :	No
Product Type :	Garments		

Auditee's employment structure at the time of the audit

Total number of workers :	50	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	21	29	
Temporary workers	0	0	
In management positions	8	6	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	16	9	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	21	29	
Production based workers	13	23	
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		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [44038] Audit Date: 19/02/2016 PA Score: C		
Nil 无	Based on satisfactory evidence, the main auditee partially respected this principle because: - The factory did not establish production capacity calculation procedure. (BSCI requirement 1.4) 基于令人满意的证据, 被审核方部分尊重该条原则, 原因是: - 工厂没有建立产能评估程序。(BSCI 要求1.4)	19/05/2016
Remarks from Auditee:		
Performance Area 2 : Workers Involvement and Protection		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [44038] Audit Date: 19/02/2016 PA Score: A		
Nil 无	Based on satisfactory evidence, the main auditee partially respected this principle because: -The factory established grievance mechanism was insufficient to cover the process method for conflict of interest issue, process of appeal, participation of worker representative, etc. Also, none of the interviewees were aware of the grievance mechanism. (BSCI requirement 2.5) 基于令人满意的证据, 被审核方部分尊重该条原则, 原因是: -工厂建立的申诉机制不足以涵盖利益冲突处理方法, 上诉机制, 员工代表参与等内容, 并且访谈的工人对工厂的申诉机制并不了解。(BSCI要求2.5)	19/04/2016
Remarks from Auditee:		
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [44038] Audit Date: 19/02/2016 PA Score: A		
Nil 无	Nil 无	
Remarks from Auditee:		
Performance Area 4 : No Discrimination		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [44038] Audit Date: 19/02/2016 PA Score: A		
Nil 无	Nil 无	
Remarks from Auditee:		

Performance Area 5 : Fair Remuneration		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [44038] Audit Date: 19/02/2016 PA Score: B		
Nil 无	Based on satisfactory evidence, the main auditee partially respected this principle because: -The factory did not define the living wage of employees. Sample population employees were paid below the living wage. A review of payroll records for August 2015, October 2015 and December 2015 yielded the following: 8 out of 10 sample population employees were paid RMB 12.00 to 12.50 per hour in August 2015, which was below the calculated living wage of RMB 12.68 per hour; 8 out of 10 sample population employees were paid RMB 12.00 to 12.50 per hour in October 2015, which was below the calculated living wage of RMB 12.68 per hour; 8 out of 10 sample population employees were paid RMB 12.00 to 12.50 per hour in December 2015, which was below the calculated living wage of RMB 12.68 per hour. (BSCI requirement 5.4) -Insufficient social insurances were provided to employees. As per review of social insurance receipt of December 2015, all employees in the factory were provided with pension insurance, maternity, accident, and medical insurance but only 39 out of 50 employees were provided with unemployment insurance. (PRC Labor Law article 72 and 73) 基于令人满意的证据, 被审核方部分尊重该条原则, 原因是: -工厂没有定义员工的生活工资。审核中发现抽样员工的基本工资低于生活工资要求。抽查2015年8月、2015年10月及2015年12月的工资表, 发现: 2015年8月, 8/10名抽样工人中的基本工资为每小时12.00-12.50元, 低于生活工资标准12.68元每小时; 2015年10月, 8/10名抽样工人中的基本工资为每小时12.00-12.50元, 低于生活工资标准12.68元每小时; 2015年12月, 8/10名抽样工人中的基本工资为每小时12.00-12.50元, 低于生活工资标准12.68元每小时。(BSCI要求5.4) -工厂的社会保险覆盖不足。根据厂方提供的2015年12月社会保险缴费单据显示工厂为所有员工提供养老保险, 生育保险, 工伤和医疗保险, 但仅为39/50名员工提供了失业保险。(《中华人民共和国劳动法》第72及73条)	19/08/2016
Remarks from Auditee:		
Performance Area 6 : Decent Working Hours		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [44038] Audit Date: 19/02/2016 PA Score: D		
Nil 无	Based on satisfactory evidence, the main auditee partially respected this principle because: -Sample population workers worked in excess of the statutory overtime hour limits. A review of attendance records for August 2015, October 2015 and December 2015 yielded the following: 10 out of 10 sample population workers worked in excess of 36 overtime hours per month (i.e. 54 hours) in August 2015; 10 out of 10 sample population workers worked in excess of 36 overtime hours per month (i.e. 42 hours) in October 2015; 10 out of 10 sample population workers worked in excess of 36 overtime hours per month (i.e. 50 hours) in December 2015. (PRC Labor Law article 41) 基于令人满意的证据, 被审核方部分尊重该条原则, 原因是: -抽样工人的加班时间超出了法定标准。抽查2015年8月、2015年10月及2015年12月的考勤, 发现: 2015年8月, 10/10名抽样工人的月加班时间为54小时, 超过法定每月36小时标准; 2015年10月, 10/10名抽样工人的月加班时间为42小时, 超过法定每月36小时标准。2015年12月, 10/10名抽样工人的月加班时间为50小时, 超过法定每月36小时标准。(《中华人民共和国劳动法》第41条)	19/05/2016
Remarks from Auditee:		

Performance Area 7 : Occupational Health and Safety		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [44038] Audit Date: 19/02/2016 PA Score: D		
Nil 无	<p>Based on satisfactory evidence, the main auditee partially respected this principle because: -The factory did not provide occupational health re-exam to 7 out of 35 employees who were in contact with noise and 2 out of 8 employees who were in contact with dust and ethyl acetate according to the requirements of their occupational health check reports. (PRC Law of Prevention and Control of Occupational Diseases article 36) -The occupational hazards factors (e.g. dust, hazardous chemical gas and high decibel noise) would be generated from knitting, smoothing and laundry processes in the factory. However, the factory did not conduct testing of these occupational hazards factors once per year. (Interim Provisions on the Supervision and Administration of Workplace Occupational Health Article 22) -The factory failed to provide the special equipment operator certificate for 1 out of 1 pressure vessel operator in the factory for review. (Special Appliance Quality Safety Monitoring Regulation Article 38) -No safety label was posted for hazardous chemicals (e.g. softener) stored in the factory. (Regulation For Chemical Usage Safety in Work Place article 14) -The factory did not appoint authorized personnel to handle chemicals and did not make records for the in and out of chemical materials. (BSCI requirement 7.7) -30% lightings used in the warehouse were not anti-explosive type. (Rules on Administration of Fire Safety in Warehouses, article 38) -1 out of 4 evacuation passages in the warehouse on the 2nd floor of No.2 production building was partially blocked by products. (PRC Fire Prevention Law Article 16 (4)) - No pulley guard was equipped to 10% linking machines in the linking workshop. (Code of Design of Manufacturing Equipment Safety and Hygiene (GB5083-1999) article 6.1.6) Remark: The auditee did not provide transportation to workers. Workers walked, rode or took bus for work by themselves, which was confirmed by factory tour, management and employee interview. 基于令人满意的证据, 被审核方部分尊重该条原则, 原因是: -工厂没有按照职业体检报告的要求为7/35名接触噪音的员工和2/8名接触粉尘和乙酸乙酯的员工提供复查。《《中华人民共和国职业病防治法》第36条) -工厂的针织、倒毛和水洗工序会产生粉尘, 有毒有害化学气体和高分贝噪音等职业危害因素。但, 工厂没有进行年度的职业危害因素检测。《《作业场所职业健康监管暂行规定》第22条) -工厂无法提供1/1名压力容器操作人员的特种设备作业人员证书供审核。《《特种设备安全监察条例》第38条) -工厂没有为所有储存的危险化学品(如柔软剂)张贴安全标签。《《工作场所安全使用化学品规定》第14条) -工厂没有授权指定人员操作化学品并且没有对化学品的收发进行记录。(BSCI要求7.7) -工厂仓库内30%的灯具不是防爆型的。《《仓库防火安全管理规则》第38条) -工厂2号生产楼2楼仓库1/4条逃生通道被产品部分堵塞。《《中华人民共和国消防法》第16条 (4)) -工厂套口车间10%的套口机没有安装皮带保护罩。《《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条) 备注: 工厂没有为员工提供交通。经过现场走访, 管理层及员工访谈确认, 员工自己走路, 骑车或坐车上下班。</p>	19/05/2016
Remarks from Auditee:		
Performance Area 8 : No Child Labour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [44038] Audit Date: 19/02/2016 PA Score: B		
Nil 无	<p>Based on satisfactory evidence, the main auditee partially respected this principle because: -The factory did not establish policies and procedures in writing, towards protecting children from any kind of exploitation. (BSCI requirement 8.3) 基于令人满意的证据, 被审核方部分尊重该条原则, 原因是: -工厂没有建立保护儿童免受任何类型剥削的充分书面政策和程序。(BSCI要求8.3)</p>	19/04/2016
Remarks from Auditee:		

Performance Area 9 : Special protection for young workers		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [44038] Audit Date: 19/02/2016 PA Score: A		
Nil 无	Remark: There was no younger workers in the factory. 备注: 工厂没有未成年工。	
Remarks from Auditee:		
Performance Area 10 : No Precarious Employment		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [44038] Audit Date: 19/02/2016 PA Score: A		
Nil 无	Based on satisfactory evidence, the main auditee partially respected this principle because: - Occupational disease might result in the work processes in the factory (e.g. employees might caught dust lung when in contact with dust in production process). However, the facts, harmful effects, consequences, protective measures and necessary treatment of occupational diseases were neither communicated to relevant employees nor indicated in their employment contracts. (PRC Law of Prevention and Control of Occupational Diseases article 34) 基于令人满意的证据, 被审核方部分尊重该条原则, 原因是 - 工厂的一些工作过程有可能产生职业病(例如: 员工在生产工序中接触粉尘可能导致尘肺)。但是工厂并没有与员工沟通可能会产生职业病的危害及其后果、职业病防护措施和待遇等, 也没有在劳动合同中写明。《中华人民共和国职业病防治法》第34条)	19/04/2016
Remarks from Auditee:		
Performance Area 11 : No Bonded Labour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [44038] Audit Date: 19/02/2016 PA Score: A		
Nil 无	Nil 无	
Remarks from Auditee:		
Performance Area 12 : Protection of the Environment		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [44038] Audit Date: 19/02/2016 PA Score: A		
Nil 无	Based on satisfactory evidence, the main auditee partially respected this principle because: -The hazardous wastes including empty chemical containers generated from the factory were not collected by qualified agency. (PRC Law of Prevention and Treatment of Environmental Pollution by Solid Wastes Article 57) 基于令人满意的证据, 被审核方部分尊重该条原则, 原因是: - 工厂产生的危险废弃物(如化学品空桶等)没有交由有资质的单位进行回收。《中华人民共和国固体废物污染环境防治法》第57条)	19/05/2016
Remarks from Auditee:		

Performance Area 13 : Ethical Business Behaviour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [44038] Audit Date: 19/02/2016 PA Score: A		
Nil 无	Based on satisfactory evidence, the main auditee partially respected this principle because: - The factory did not provide training records about anti-corruption for review. Also, the factory did not identify where the major risks of corruption could occur. (BSCI requirement 13.1) 基于令人满意的证据, 被审核方部分尊重该条原则, 原因是: -工厂没有提供反腐反贿的培训记录供审核并且没有对工厂可能产生的腐败情况进行辨识。(BSCI要求13.1)	19/05/2016
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	19/02/2016	44038	C	A	A	A	B	D	D	B	A	A	A	A	A	C

Producer Photos





Photo first aid facilities
Eye washing facility.JPG



Photo of non-conformity
Linking machine without pulley guard.JPG



Photo of the inside of the main production hall
Anti-explosive light installed in warehouse.JPG



Photo first aid facilities
First aid kit.JPG



Photo of non-conformity
No anti-explosive lighting installed in warehouse.JPG



Photo of the inside of the main production hall
Electricity box posted with warning sign.JPG



Photo of chemical storage room (if applicable)
Chemical container equipped with secondary container.JPG



Photo of the canteen (if applicable)
Canteen hall.JPG



Photo of the inside of the main production hall
Linking machine with pulley guard.JPG



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



Photo of the canteen (if applicable)
Kitchen.JPG



Photo of the inside of the main production hall
Attendance recording system.JPG



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



Photo of the code of conduct on display
BSCI Code of Conduct posted on site.JPG



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



Photo of fire safety equipment
Evacuation direction.JPG



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



Photo of the personal protection equipments (if applicable)
Employee in contact with noise and dust wearing earplugs and anti-dust mask.JPG



Photo of fire safety equipment
Evacuation map.JPG



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



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



Photo of fire safety equipment
Fire alarm button.JPG



Photo of the dormitories (if applicable)
Personal locker provided in dormitory room.JPG



Photo of the sanitary facilities
Drinking water facility.JPG



Photo of fire safety equipment
Fire alarm.JPG



Photo of the inside of the main production hall
Inspection workshop.JPG



Photo of the sanitary facilities
Toilet.JPG