
Auditee :	SuZhou DuoLaiYun Houseware Co., Ltd
Audit Date From :	31/05/2017
Audit Date To :	31/05/2017
Expiry Date of the Audit :	Please refer to the producer profile in the BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Alvin Shen(Lead)
Auditing Branch (if applicable) :	SGS CHINA



BSCI Audit Summary Report

This is an extract of the on line Audit Report. The complete report is available in the BSCI Platform.
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This is an extract of the BSCI Audit Report, which is available in the BSCI Platform. © Foreign Trade Association (FTA), 2013 - The English version is the legally binding One.

Rating Definitions



Rating	A combination of ratings per performance area where:	Consequence																																													
<p>A OUTSTANDING</p>	<p>o Minimum 7 performance area rated A o No Performance area rated C, D or E</p> <p><i>These are three examples:</i></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><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>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>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	A	B	B	B	A	A	A	A	A	A	A	A	B	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without needing 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	A	A	A	A	B	B	B																																	
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<p>B GOOD</p>	<p>o Maximum 3 performance area rated C o No performance area rated D or E</p> <p><i>These are three examples:</i></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><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>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></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	A	B	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
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B	B	B	B	B	B	B	B	B	B	B	C	C	C	C																																	
<p>C ACCEPTABLE</p>	<p>o Maximum 2 performance areas rated D o No performance area rated E</p> <p><i>These are three examples:</i></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>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>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	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	C	D	D	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	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	C	D	D																																	
<p>D INSUFFICIENT</p>	<p>o Maximum 6 performance area rated E</p> <p><i>These are three examples:</i></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>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>D</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	A	D	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	D	E	E	D	D	D	D	D	D	D	D	E	E	E	E	E	E	E	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
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A	A	A	B	B	B	C	C	C	D	D	D	D	E	E																																	
D	D	D	D	D	D	D	D	E	E	E	E	E	E	E																																	
<p>E UNACCEPTABLE</p>	<p>o Minimum 7 performance areas rated E</p> <p><i>These are three examples:</i></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><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	<p>BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners</p>
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																																	
<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see Annex 5)</p>	<p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p>																																													

Main Auditee Information



Name of producer :	SuZhou DuoLaiYun Houseware Co., Ltd		
DBID number :	348109		
Audit ID :	81141		
Address :	No.13, Zhenbei Road, Fenghuang Town, Zhangjiagang Suzhou		
Province :	Jiangsu	Country :	China
Management Representative :	Ning Li		
Contact person:	Ning Li	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	other soft goods (please specify)
Product Type :	Carpet		

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 : 31/05/2018

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	A	A	A	B	D	A	A	A	A	A	B	A

Executive summary of audit report

SUZHOU DUOLAIYUN HOUSEWARE CO., LTD (苏州多来运家居用品有限公司) was located at No.13, Zhenbei Road, Fenghuang Town, Zhangjiagang City, Jiangsu Province, China. The business license number was 913205823239062965 and was founded on 25 Dec, 2014 based on business license; its main product was carpet. The main processes were Material > Cutting > Sewing > Gum > Packing. There was no low season or peak season in the factory. There were five production buildings in the plant zone, the factory only rented one 1-storey building as production area and warehouse, they also rented the 3rd floor of a 5-storey building as office area, the renting agreements and lessor property ownership certificate copy were provided during the audit time, this audit only covered this 1-storey production building and the 3rd floor of one 5-storey building which were used by auditee. Based on workers interview, management interview and onsite observation, no canteen/kitchen and dormitory was provided to workers.

Ning Li (Administration Manager) / Jianfeng Huang (Logistic supervisor) / Mingqian Lu (workers representative) attended opening meeting and closing meeting. All of the interviewees showed cooperative attitude, effective evidence was collected during the workers interview. The management showed a cooperative attitude during the audit. They agreed auditor conducted whole audit including workplace observation, document review and confidential interviews with workers without any influence. And they were willing to take corrective action for the findings identified during the audit. Ning Li (Administration Manager) and Mingqian Lu (workers representative) had signed the onsite CAP and ensure the preliminary completion date.

All employees had only one shift: 08:00-17:00 with one hour's lunch time from 11:30-12:30. Workers usually had 2 hours' overtime on weekday from Monday to Friday, they also had overtime 8 hours on Saturday, all workers had rest on Sunday, so workers' monthly overtime exceed 36 hours in most months, the max overtime was 12 hours per week, the max overtime was 46 hours.

All workers were paid by hourly rate, they were paid on 15th of each month for the wage of last month by cash; the factory provided the 150% and 200% of normal wages as overtime wages on weekdays and weekend, all of them had no overtime in holidays. There were total 50 employees, but the factory only provided social insurance for 34 employees, other employees were provided commercial accidental injury insurance. No temporary worker was identified during the audit time based on document review and onsite observation.

Ratings Summary



Auditee's background information			
Auditee's name :	SuZhou DuoLaiYun Houseware Co., Ltd	Legal status :	Ltd company
Local Name :	苏州多来运家居用品有限公司 (913205823239062965)	Year in which the auditee was founded :	2014
Address :	No.13, Zhenbei Road, Fenghuang Town, Zhangjiagang	Contact person (please select) :	Ning Li
Province :	Jiangsu	Contact's Email :	Ln@duolaiyun.com
City :	Suzhou	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) :	http://www.duolaiyun.com
GPS coordinates :	LA: 31.795555; LO: 120.630556	Total turnover (in Euros) :	2000000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	80000 square meters per month
Product Group :	other soft goods (please specify)	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Carpet		

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	19	31	
Temporary workers	0	0	
In management positions	6	3	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	10	22	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	19	31	
Production based workers	13	28	
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 - 81141] Audit Date: 31/05/2017 PA Score: D

Deadline date:30/11/2017

GOOD PRACTICES:

NA

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfills the requirement of performance area 1. The factory established completed policy and procedure on social accountability, Ning Li/ Administration Manager was BSCI representative and took whole charge of BSCI affairs in the factory. But the BSCI representative did not know clearly about BSCI new Code. The factory also established policy with respect to the selection, management and monitoring of its own significant business partners. The working hours controlling system is established, but there was a gap between the system implementation and the BSCI requirements:

综合概况:整体观察显示被审核方部分符合该绩效区域的要求。工厂建立了完整的社会责任政策和程序, 李宁/行政经理被工厂指定为BSCI负责人, 负责统筹整个工厂的BSCI事务。但工厂的BSCI管理者代表不完全清楚BSCI新版要求。工厂还创建了供应商的筛选程序, 在选择供应商时, 工厂同样考虑到了其社会责任表现。工厂虽然建立了工时控制系统做了很好的管控, 但是发现工厂在执行方面和BSCI要求有差距:

1.1 - Finding: The main auditee partially respects this principle because the internal management system of BSCI was inadequate, which resulted in the issues on Management System, Workers Involvement and Protection, Fair Remuneration, Working hour, Health and Safety and Protection of the Environment.
主要被审核方(生产商)部分遵循该原则, 因为工厂内部的BSCI管理体系不完善, 以致于工厂在管理系统、员工参与和保护、公平报酬、工作时间、健康安全和环境保护方面存在问题。

1.4 - Finding: The main auditee does not respect this principle because the auditee did not arrange production plan in accordance with BSCI requirement of overtime, it lead to employee's monthly overtime had exceeded legal requirements in most months from May.2016 to May.2017.
主要被审核方(生产商)未遵循该原则。被审核方并未按照BSCI加班时间的要求安排生产计划, 导致员工的月加班时间在2016年5月至2017年5月的绝大部分月份中超过法规的要求。

Remarks from Auditee:

Nil

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 81141] Audit Date: 31/05/2017 PA Score: A

Deadline date:30/11/2017

GOOD PRACTICES:

NA

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfills the requirement of performance area 2. There was no trade union but two worker representatives were selected in the factory, and the factory management regularly has meeting with worker representatives for getting the information of workplace-related issues. The factory provided on-board training on workers' right to workers, they just familiar with workplace-related issues, e.g. job description, working rules. The auditee had an effective grievance mechanism: the mechanism consisted of using suggestion boxes, workers' representative and an open door policy on coming up with suggestion directly to workers' supervisor. However, gaps had been identified in implementation:

综合概况:整体观察显示被审核方部分符合该绩效区域的要求。工厂未建立工会但是选举了2名员工代表, 工厂管理层会定期地与员工代表开会沟通劳工相关的信息。但是根据员工访谈, 工厂提供了人权方面的培训给工人, 他们仅了解与其工作相关的简单内容, 如岗位职责和规章制度。工厂建立了有效的申诉机制:员工可通过意见箱, 工人代表或直接向主管进行沟通等方式提供投诉。然而仍然发现工厂在如下方面和BSCI要求有差距:

2.4 - Finding: The main auditee partially respects this principle because most interviewed workers did not know the BSCI Code. Though the factory had conducted training of BSCI code to all employees and posted BSCI code onsite, but the factory did not check the effect of training.
主要被审核方(生产商)因大部分访谈的员工均不了解BSCI的内容部分遵循该原则。虽然工厂对所有员工进行了BSCI内容的培训, 现场张贴的BSCI行为准则, 但没有验证培训的效果。

Remarks from Auditee:

Nil

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

Full Audit [Audit Id - 81141] Audit Date: 31/05/2017 PA Score: A

Deadline date:

GOOD PRACTICES:

NA

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee fulfils the requirements of this performance area 3. The factory established program files of Freedom of Association; it was according to BSCI Code. The factory organized workers to elect two worker representatives. Worker representatives and workers worked together in the workshop; they could communicate comments and suggestions freely, there was no case that factory management embarrassed worker representatives. Communication was effective through workers' interviews and workers representative's interview.

整体现场的情况显示工厂遵循该绩效区域。工厂根据BSCI行为准则制定了自由结社的程序文件, 工厂组织员工选择了2名员工代表。员工代表与员工一起在车间工作, 他们可以自由的沟通意见和建议, 没有出现工厂为难员工代表的案例。通过访谈确认这些沟通都是有效的。

Remarks from Auditee:

Nil

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 81141] Audit Date: 31/05/2017 PA Score: A	Deadline date:
GOOD PRACTICES: NA	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fulfils the requirements of this performance area. The factory established program files of No Discrimination according to BSCI Code, the factory conducted regular internal audits and training to ensure the avoidance and elimination of discrimination in the workplace. There was no discrimination occurred through workers' interviews and workers representatives' interview. 整体现场的情况显示工厂遵循该绩效区域。工厂根据BSCI行为准则制定了禁止歧视的程序文件,工厂进行了定期的内审和培训确保在工作场所里避免和消除歧视。通过访谈确认工厂没有歧视现象的发生。	
Remarks from Auditee: Nil	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 81141] Audit Date: 31/05/2017 PA Score: B	Deadline date:30/11/2017
GOOD PRACTICES: NA	
AREAS OF IMPROVEMENT: Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 5. The factory set up wages and benefit paying system, which included paid statutory holidays, sick leave, marriage leave and maternity leave etc, the factory arranged training course about those policies to all employees. Based on the wages from May. 2016 to Apr. 2017 provided by the factory, the minimum wage paid by the factory was RMB2401 per month which exceed legal requirement. The factory assessed the local decent living stand by workers interview. But the factory only provided part social insurances to some employees. No wage deduction for discipline measure was identified according to wages records of workers. All these processes and evidences were cross checked by document review, worker interview and management interview. 综合概况:整体观察显示被审核方部分符合该绩效区域的要求。工厂制定了工资支付政策和福利政策,福利政策包括给员工提供法定节假日,病假,婚假,产假等假期,工厂为所有员工安排了这些政策的培训。根据工厂提供的2016年5月至2017年4月的工资记录显示,工厂给员工支付每月最低2401元的工资,高于当地要求。工厂通过员工访谈评估了体面生活工资。但是工厂仅提供部分社保给部分员工。根据员工的工资记录,员工没有罚款。以上过程均用文件,访谈等方式进行核实过。 5.5 - Finding: The main auditee does not respect this principle because the factory did not provide social insurance for all employees. There were total 50 employees, but the factory only provided social insurance for 34 employees. Other employees were provided commercial accidental injury insurance. 主要被审核方(生产商)未遵循该准则。工厂没有给所有员工缴纳社会保险,工厂共有50名员工,但是工厂只给34名员工缴纳了社会保险。工厂为其他员工缴纳商业意外伤害保险。	
Remarks from Auditee: Nil	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 81141] Audit Date: 31/05/2017 PA Score: D	Deadline date:30/11/2017
GOOD PRACTICES: NA	
AREAS OF IMPROVEMENT: Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 6. The factory made a policy of working hours system and controlled working hours. According to the policy and implementation records, workers worked 8 hours per day, 5 days per week. There was only one shift: 08:00-11:30, 12:30-17:00, the factory arranged 2 hours' overtime on weekdays and only arranged 8 hours overtime on Sat., workers had at least one day rest on Sundays, they had right to choose overtime or not. Workers can take a rest few minutes during the work time when they felt tired. All this processes and implementation can be verified by interview and document review. However, gaps had been identified for monthly overtime in implementation: 综合概况:整体观察显示被审核方部分符合该绩效区域的要求。工厂制定了工时政策,依照政策以及工厂实际的执行情况,员工每天上班8小时,每周5天。工厂仅有一班:08:00-11:30, 12:30-17:00,工厂工作日晚上会加班2小时,周六会安排加班8小时,工厂保证了员工每个周日至少有一天的休息时间,员工可自愿选择是否加班。并且员工在工间如果觉得疲惫,可自由选择休息几分钟。以上均已从员工访谈以及文件信息等方面进行核实。然而仍然发现工厂在月加班时间方面和BSCI要求有差距。 6.2 - Finding: The main auditee does not respect this principle because about 90% sample workers' overtime hour had exceeded 36 hours from May. 2016 to May. 2017 except May.2016, Jan. and Feb. 2017. Based on the attendance records from 1 May 2016 to 29 May 2017, the maximum monthly overtime were 46 hours in Dec. 2016 and Apr.2017. 主要被审核方(生产商)未遵循该准则。根据工厂提供的2016/05/01~2017/05/29的考勤记录显示,除2016年5月和2017年1-2月外,约90%抽样工人在2016年5月~2017年5月期间的月加班时间均超过36小时,最大为46小时,发生在2016年12月和2017年4月。	
Remarks from Auditee: Nil	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 81141] Audit Date: 31/05/2017 PA Score: A	Deadline date:30/11/2017
GOOD PRACTICES: NA	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee partially fulfills the requirement of performance area 7. The committee of health and safety was set up by the factory. And Administration Manager Ning Li was responsible for the affairs of health and safety and conducted the checking for safety and assesses the risk of workshop accordingly. According to site observation by auditor, the highest risks of health and safety in the factory were fire safety and chemical safety. The fire facility including the fire extinguishers, fire hydrant, emergency lights and fire alarm were available in the factory. All these facilities of fire safety were checked per month. The factory used hot melt adhesive for gum process, related labels and MSDS were provided. The factory also set up emergency procedure and trained first aiders; first aid kit and clean potable water was also provided. However, gaps had been identified in implementation as follows: Remark for 7.21: Based on onsite observation, manager interview and workers interview, there was no canteen and kitchen provided for workers. Remark for 7.23: Based on manager interview and workers interview, there was no transportation provided for workers. Remark for 7.24: Based on onsite observation, manager interview and workers interview, there was no dormitory provided for workers.</p> <p>综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂创建了员工的健康安全委员会, 由行政经理李宁负责整体的健康与安全, 并对现场安全定期检查。工厂进行了健康安全风险评估, 从风险评估来看, 消防安全和化学品安全是工厂最大的风险。在消防安全方面, 工厂给所有车间配备了足够的消防设施, 例如灭火器, 消防栓, 消防警铃等, 并且工厂每月都会进行检查。工厂在背胶过程中使用热熔胶, 工厂提供了化学品的标识和物质安全数据表。工厂制定了急救程序并培训急救员; 工厂配备了药箱, 提供了饮用水给员工, 员工可随时喝水。不过, 工厂在以下方面和BSCI要求尚有差距: 备注7.21: 根据管理层访谈和员工访谈, 工厂没有提供餐厅食堂给工人。7.23: 根据管理层访谈和员工访谈, 工厂没有提供交通给工人。7.24: 工厂没有提供宿舍给员工。</p> <p>7.1 - Finding: The main auditee partially respects this principle because the establishment process of OHS policies in the factory did not involve worker or worker representative. 主要被审核方(生产商)部分遵循该准则。因为工厂建立的健康环境安全管理制度的制定没有员工或员工代表的参与。</p> <p>7.3 - Finding: The main auditee does not respect this principle because the factory did not arrange workers who worked in gum process to do occupational health examination. 主要被审核方(生产商)未遵循该原则, 因为工厂没有安排在背胶岗位的工人做职业病体检。</p> <p>7.6 - Finding: The main auditee partially respects this principle because the factory only provided worn dust proof masks instead of anti-poison respirators to gum worker. 主要被审核方(生产商)部分遵循该准则。因为工厂仅为背胶工人提供防尘口罩而非防毒口罩。</p> <p>7.11 - Finding: The main auditee partially respects this principle because the factory could not provide the Fire safety certificates for the rented 1-storey production building and one 5-storey building (The 3rd floor was rented for office area). 主要被审核方(生产商)因未提供租赁的一栋1层厂房和1栋5层建筑(租赁第3层做办公区)的消防验收报告而部分遵守原则。</p>	
Remarks from Auditee: Nil	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 81141] Audit Date: 31/05/2017 PA Score: A	Deadline date:
GOOD PRACTICES: NA	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfills the requirements of this performance area. The factory established program files of No Child Labour and Child Labour Remediation according to BSCI Code, remediation procedures included dismissal and social reintegration of children, the factory trained this procedure to all employees. Through management interview, workers interview and document review, no child labor was found. The factory manager understood the definition of child labor. Each pre-service employee was required to fill in the entry registration form and provide ID card to verify age, the factory kept personal files of all employees. Confirm with management, they do not employ child labor, they also know how to deal with if child labor found.</p> <p>整体现场的情况显示工厂遵循该绩效区域。工厂根据BSCI行为准则制定了不使用童工和童工拯救的程序文件, 拯救程序包括解雇和使社会儿童重新融入, 工厂为所有员工提供了该程序的培训。通过管理访谈, 员工访谈和文件审核, 没有发现雇佣童工的情况; 管理代表了解童工的定义, 入职前的每名员工都需要填写入职登记表和提供身份证来核实年龄, 工厂保留了员工的档案。与管理代表确认, 他们不会录用童工, 他们也知道如果发现童工后如何处理。</p>	
Remarks from Auditee: Nil	

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 81141] Audit Date: 31/05/2017 PA Score: A	Deadline date:
GOOD PRACTICES: NA	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfills the requirements of this performance area. The factory established program files of Special Protection for Young Workers according to BSCI Code and trained employees about this procedure. Although there was no young worker in the factory, the factory still evaluated the occupational and health risk. Remark for 9.2~9.6: There was no young worker in the factory, the youngest employee in the factory was 23 years old who was born on 23 Nov, 1994 and joined the factory on 1 Mar, 2016.</p> <p>整体现场的情况显示工厂遵循该绩效区域。工厂根据BSCI行为准则制定了保护青年工人的程序文件并对员工进行了该程序的培训。尽管工厂没有出现未成年工人,但是仍然对未成年工的健康安全进行了风险评估。工厂没有未成年工。9.2~9.6备注:工厂没有未成年工,最年轻的员工23岁,出生于1994年11月23日,于2016年3月1号进厂。</p> <p>9.2 - NA, During the audit, no young workers were identified in the factory. 不适用,在审核过程中,未发现未成年工的存在。</p> <p>9.3 - NA, During the audit, no young workers were identified in the factory. 不适用,在审核过程中,未发现未成年工的存在。</p> <p>9.4 - NA, During the audit, no young workers were identified in the factory. 不适用,在审核过程中,未发现未成年工的存在。</p> <p>9.5 - NA, During the audit, no young workers were identified in the factory. 不适用,在审核过程中,未发现未成年工的存在。</p> <p>9.6 - NA, During the audit, no young workers were identified in the factory. 不适用,在审核过程中,未发现未成年工的存在。</p>	
Remarks from Auditee: Nil	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 81141] Audit Date: 31/05/2017 PA Score: A	Deadline date:
GOOD PRACTICES: NA	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfills the requirements of this performance area. The factory established program files of No Precarious Employment according to BSCI Code and trained employees about this procedure. The factory signed labor contracts with all workers who had been working in the factory more than one month and provided one copy of labor contract to each worker. The items of labor contact was complete and legal, all workers knew the contents of labor contract. No foreign migrant and dispatching worker worked in factory.</p> <p>整体现场的情况显示工厂遵循该绩效区域。工厂根据BSCI行为准则制定了无缺乏保障就业的程序文件并给员工做了培训,工厂和所有工作满一个月的员工签订了劳动合同,而且提供一份合同给工人。劳动合同的条款齐全且合法,所有工人都知道合同内容。工厂无外国工人及派遣工。</p>	
Remarks from Auditee: Nil	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 81141] Audit Date: 31/05/2017 PA Score: A	Deadline date:
GOOD PRACTICES: NA	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfills the requirements of this performance area. The factory established program files of No Bonded Labour; it was according to BSCI Code. The factory has established all applicable disciplinary procedures in writing and has explained them verbally to workers in clear and understandable terms. Otherwise, the factory provided no bonded labour and disciplinary procedures training, related training records were kept in the factory. Based on document review and workers interview, no inhumane or degrading treatment, corporal punishment, mental or physical coercion and verbal abuse happened in factory. No foreign migrant worked in factory.</p> <p>整体现场的情况显示工厂遵循该绩效区域。工厂根据BSCI行为准则制定了无强迫劳动的程序文件,工厂已确立所有适用的书面惩戒程序,并以清楚、易于理解的方式向工人口头说明。此外,工厂也为员工提供了无强迫劳动和惩戒措施的培训,培训记录保留在工厂。根据文件核查和员工访谈,工厂无不人道或有辱人格的待遇,无体罚,无精神上或身体上的压迫或言语虐待。工厂无外国工人。</p>	
Remarks from Auditee: Nil	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 81141] Audit Date: 31/05/2017 PA Score: B	Deadline date:30/11/2017
GOOD PRACTICES: NA	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 12. Based on onsite observation, the factory had cutting, sewing, gum and packing processes, the factory used solid hot-melt adhesive for gum process, no chemical odor was smelled during the audit time. The factory also made the policy on protection environment and saving water accordingly and trained workers how to reduce energy using and environment protection, related training records were kept in the factory. However, gaps had been identified in implementation: 综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。根据现场实地观察, 工厂有裁剪、缝纫、背胶和包装工序, 工厂在背胶过程中使用固体热熔胶, 现场审核期间没有闻到化学品气味。工厂还制定了环保和节约用水政策, 并且为所有员工做了节能和环保的培训, 保留了相关培训记录。但是, 在如下方面, 工厂仍有如下差距:</p> <p>12.1 - Finding: The main auditee does not respect this principle because the factory did not provide environmental impact assessment report and environmental impact assessment approval for construction project. 主要被审核方(生产商)未遵守该原则。因为工厂没有提供其建设项目的环评报告和建设项目环境影响审查批复。</p>	
Remarks from Auditee: Nil	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 81141] Audit Date: 31/05/2017 PA Score: A	Deadline date:
GOOD PRACTICES: NA	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 13. The policy on anti-corruption was made by the factory, and the factory analyzed the risk of corruption and found that the process of purchase and sale might be related to corruption, so the factory arranged related training to workers. During the audit, no misrepresentation was provided by the factory, all information could be cross checked. 综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂创建了反腐败的政策, 并且根据工厂分析, 工厂的采购和销售有可能涉及到腐败, 因此工厂给所有相关人员进行培训。审核过程中, 工厂提供的数据也均可通过其它方面进行核实, 工厂未提供任何不实信息。审核时也未发现有任何泄密的负面现象。</p>	
Remarks from Auditee: Nil	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	31/05/2017	81141	D	A	A	A	B	D	A	A	A	A	A	B	A	C

Producer Photos



External photo(s) of the production unit(s)
Factory gate.JPG



Photo of fire safety equipment
Fire extinguishers and hydrant.JPG



Photo of the inside of the main production hall
Packing process.JPG



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



Photo of fire safety equipment
Testing hydrant.JPG



Photo of the inside of the main production hall
Finished goods.JPG



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



Photo of fire safety equipment
Testing emergency light.JPG



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



External photo(s) of the production unit(s)
The factory rented the 3rd floor of a 5-storey building as office area.JPG



Photo of non-conformity
The factory only provided worn dust proof masks instead of anti-poison respirators to gum worker.JPG



Photo of the inside of the main production hall
Testing attendance system-1.JPG



Photo first aid facilities
First aid kit.JPG



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

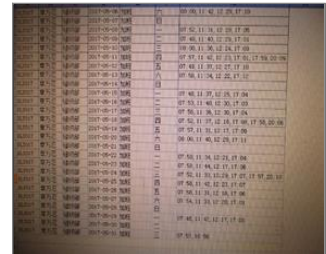


Photo of the inside of the main production hall
Testing attendance system-2.JPG



Photo of chemical storage room (if applicable)
Chemicals were stored with secondary containment.JPG



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



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



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



Photo of the inside of the main production hall
Cutting process.JPG



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



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



Photo of the inside of the main production hall
Sewing process.JPG



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

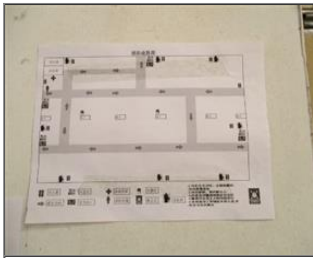


Photo of fire safety equipment
Evacuation routing map.JPG



Photo of the inside of the main production hall
Gum process.JPG



Photo of the sanitary facilities
Toilet.JPG



Photo of fire safety equipment
Fire alarm.JPG