
Auditee :	SuZhou DuoLaiYun Houseware Co., Ltd.
Audit Date From :	19/04/2021
Audit Date To :	19/04/2021
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Shelly Chen(Lead)
Auditing Branch (if applicable) :	SGS CHINA



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Rating Definitions

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

Main Auditee Information



Name of producer :	SuZhou DuoLaiYun Houseware Co., Ltd.		
DBID number :	348109		
Audit ID :	208732		
Address :	No.13 Zhenbei Road, Fenghuang Town, Zhangjiagang		
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	<input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	C		
Need of follow-up :	Yes	If YES, by : 19/04/2022	

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	A	D	A	A	A	A	A	B	A

Executive summary of audit report

[Location and size]: 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, China. The business license register number was 913205823239062965, and it was founded on Dec.25, 2014 based on business license, the main processes were Raw Material > Gluing > Cutting > Sewing > Inspecting > Packing. There was no peak season in the facility.

The auditee factory used two 1-storey production buildings.

The main product manufactured by the auditee facility were Carpet, and the production capacity was about 4200000 m² per year.

[Employee analysis]: A total of 48 employees including 15 male employees and 33 female employees were currently working in the auditee facility. No child labor and young workers worked in the auditee facility.

[Summary of working hours]: Attendance records from Apr.1, 2020 to Apr.19, 2021 were reviewed in this audit. All employees had only one shift: 08:00-11:30, 12:30-17:00, they usually had 2 hours' overtime on weekdays from 18:00 to 20:00, they usually had overtime on Saturdays but had one day off on Sundays. Electronic attendance machine was used for recording the working time, based on management and workers interview, the maximum overtime hours were 2 hours per day, 12 hours per week and 54 hours per month.

[Summary of compensation]: Payroll records from Apr.2020 to Mar.2021 were reviewed during the audit. All employees' wages were paid by hourly rate, and the lowest wage was RMB2020 per month which met the local legal minimum wage standard of RMB2020 per month. For overtime wages, 150% and 200% of regular wages were paid to employees for their overtime hours on workdays and Saturdays, no overtime was arranged on Sundays and in statutory holidays. The wages were paid before 15th of the following month by cash.

[Summary of Interview]: Worker interview were conducted individually and in group. Randomly selected 6 employees, no complaint was raised. The performance areas needed improvements were PA1, PA2, PA5, PA6, PA7 and PA12.

Remark:

- The factory rented two 1-storey production buildings from Zhangjiagang Beishun Rubber products Co., Ltd, the factory provided the leasing contract and relevant business license during the audit day.
- This audit was conducted by Shelly Chen (APSCA RA 21702006)
- The factory address in the business license was No.13 (Zhenbei Road), Xitang Highway, Fenghuang Town, Zhangjiagang City, the actual address was No.13 Zhenbei Road, Fenghuang Town, Zhangjiagang City, confirmed by the management, the two addresses were the same.

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,	Contact person (please select) :	Ning Li
Province :	Jiangsu	Contact's Email :	mika@duolaiyun.com
City :	Zhangjiagang	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	NA
Country :	China	Website of auditee (if applicable) :	NA
GPS coordinates :	N 31°47'36" E 120°38'6"	Total turnover (in Euros) :	10000000.00
Sector :	Non-Food	Of which exports % :	90.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	10.00
If other, please specify :		Production volume :	4200000 m2 per year
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 :	48	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	15	33
Temporary workers	0	0
In management positions	3	3
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	3	6
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	15	33
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 - 208732] Audit Date: 19/04/2021 PA Score: D

Deadline date: 19/10/2021

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Full audit conducted in SuZhou DuoLaiYun Houseware Co., Ltd. The overall observation shows that the auditee factory partially fulfills the requirements of this performance area. The auditee had set policies and procedures for the social responsibility management as per Amfori BSCI. Based on management interview, it was noted that Ning Li/ Administration Manager was in charge of implementation and operation the Code of conduct, he did the internal audit together with other members to inspect the effectiveness of the management system, the last internal audit was conducted on Nov.20, 2020. Meanwhile, the factory demanded its suppliers to follow the Amfori BSCI Code of Conduct and talked with its key suppliers on how to comply with the COC of amfori BSCI, the auditee maintained the related records for review. However, gaps had been identified in following:

在苏州多来运家居用品有限公司进行的全面审核中，整体现场的情况显示工厂部分遵循该绩效区域。被审核方基于Amfori BSCI已经建立了社会责任管理政策和程序。管理层访谈发现，李宁/行政经理负责该行为准则的实和运行，他同其他成员一起实施内审来核查管理系统有效性，最近一次内审安排在2020年11月20日。同时，工厂也要求其供应商遵守Amfori BSCI行为守则并和其重要供应商在如何遵守Amfori BSCI行为准则方面进行了沟通，被审核方保留了相关记录查看。然而工厂在以下方面存在差异：

- 1.1 - Finding: The main auditee partially respects this principle because the factory had established social responsibility policy and procedure according to amfori BSCI code of conduct, however some procedures were not implemented effectively which led non-compliances on wage & benefits, working hours, safety and health, environment were happened, such as the factory did not offer five kinds of social insurances to all the workers, the height of stair handrail was not enough and others. The factory did not conduct effective self-assessment to find and correct these issues.
被审核方部分遵循该原则。工厂已经建立了基于amfori BSCI行为准则的社会责任政策和程序，但是一些程序未有效执行，导致工资福利、工时、健康安全及环境等问题的发生。例如工厂没有给所有员工提供五种社会保险，楼梯扶手高度不够等，工厂未进行有效自我评估来发现并改善这些问题。
- 1.4 - Finding: The main auditee partially respects this principle because the audited factory established the capacity planning procedure and policy, it showed that the auditee did not arrange the production plan according to legal requirement of overtime and amfori BSCI requirement of overtime, the auditee arranged the production plan according to the delivery time, workers' monthly overtime working hours exceeded the legal requirement in some months, the maximum monthly overtime were 54 hours in Aug.2020.
被审核方部分遵守该原则。被审核方建立了产能规划的程序和政策，发现被审核方未按法规加班时间的要求和amfori BSCI加班时间的要求安排生产计划，被审核方按照出货时间来排生产计划，员工的月加班时间在部分月份超过法规要求，最大月加班为54小时，发生在2020年8月。

Remarks from Auditee:

Nil

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 208732] Audit Date: 19/04/2021 PA Score: A

Deadline date: 19/07/2021

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Full audit conducted in SuZhou DuoLaiYun Houseware Co., Ltd. The overall observation shows that the auditee factory partially fulfills the requirements of this performance area. Training system was made up by the auditee for the main responsible persons to ensure that they had capacity to implement Amfori BSCI management system. The factory supplied the training plan during the audit, it showed that new workers were provided with the trainings on the day of entrance the factory, and the factory organized the trainings on human rights and Amfori BSCI code on Jan.15, 2021, the employees were all aware of their legal rights and obligations, they comprehended the contents of employee manual and labor contracts. What's more, the Amfori BSCI code was posted at bulletin board. However, gaps had been identified in following:

在苏州多来运家居用品有限公司进行的全面审核中，整体现场的情况显示工厂部分遵循该绩效区域。被审核方有建立培训体系去保证主要责任人有能力去实施Amfori BSCI管理系统。工厂在审核期间提供了培训计划，新员工在入职当天接受培训且工厂在2021年1月15日提供了关于人权和Amfori BSCI行为准则方面培训，工人均了解自己的法定权利和义务，员工了解员工手册和劳动合同相关内容。同时，Amfori BSCI行为准则有张贴在公告栏。然而工厂在以下方面存在差异：

- 2.4 - Finding: The main auditee partially respects this principle because 5 out of 6 interviewed workers did not know the content of Amfori BSCI Code of Conduct. Though the factory posted Amfori BSCI code of conduct at bulletin board and provided training of Amfori BSCI to all workers regularly, the factory did not inspect whether the training was effective. Partly interviewed employees did not know where the amfori BSCI code was posted.
被审核方部分遵守该原则。因为6名访谈的员工中有5名员工不清楚Amfori BSCI行为准则的内容。虽然工厂在公告栏张贴了Amfori BSCI行为准则，并对所有员工定期进行了Amfori BSCI的培训，但没有验证培训的是否有效。部分访谈员工也不清楚amfori BSCI行为准则张贴在何处。

Remarks from Auditee:

Nil

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 208732] Audit Date: 19/04/2021 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: Full audit conducted in SuZhou DuoLaiYun Houseware Co., Ltd. The overall observation shows that the auditee factory fulfills the requirements of this performance area. The auditee had made up the collective negotiation procedure, employee representative election procedure and free association procedure on Aug. 1, 2018, two worker representatives were elected freely by workers on Sep. 19, 2020, the worker representatives would have a meeting with the management per month. No collective bargain agreement between the factory and employees, but the factory supported employees to negotiating with the factory when they wanted to. Based on the interview with worker representative, she was not discriminated by management and she worked together with workers, they could talk to each other easily. 在苏州多来运家居用品有限公司进行的全面审核中, 整体现场的情况显示工厂遵循该绩效区域。被审核方于2018年8月1日建立集体谈判程序、员工代表选举程序和自由结社程序, 工厂员工在2020年9月19日自由选举了2名工人代表。工人代表每个月会和管理层开会。工厂和员工无集体谈判协议, 但工厂支持员工有意愿的时候和工厂谈判。根据工人代表的访谈, 工人代表不会被管理层歧视并且她与员工一起工作, 他们可以很容易的交谈。	
Remarks from Auditee: Nil	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 208732] Audit Date: 19/04/2021 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: Full audit conducted in SuZhou DuoLaiYun Houseware Co., Ltd. The overall observation shows that the auditee factory fulfills the requirements of this performance area. The factory made up the written procedure for anti-discrimination on Aug. 1, 2018. The auditee did not discriminate workers because of their union membership, race, skin colour, sexual orientation, nationality, gender, marital status, age, political affiliation, religion, etc. The factory did not need HBV test or pregnancy test in the physical examination for entry. Discrimination phenomenon was not happened in promoting, daily work activities, the recruitment, paying social benefits, offering training opportunities and so on. 在苏州多来运家居用品有限公司进行的全面审核中, 整体现场的情况显示工厂遵循该绩效区域。工厂于2018年8月1日建立了反歧视的书面程序。被审核方不会因为工会会员、种族、肤色、性取向、国籍、性别、婚姻状况、年龄、政治派别、宗教等歧视任何工人。工厂入职体检中不需要进行乙肝测试和怀孕测试。在晋升、日常工作活动、招聘、支付社会福利、提供培训机会等方面未发生歧视现象。	
Remarks from Auditee: Nil	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 208732] Audit Date: 19/04/2021 PA Score: A	Deadline date: 19/10/2021
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: Full audit conducted in SuZhou DuoLaiYun Houseware Co., Ltd. The overall observation shows that the auditee factory partially fulfills the requirements of this performance area. Attendance records from Apr. 1, 2020 to Apr. 19, 2021 and payroll records from Apr. 2020 to Mar. 2021 were provided by the factory for review. All workers were paid by hourly rate. The factory paid workers before 15th of each following month by cash. The salary workers obtained was according to their work skill, working hours and post. Also, the factory set the wage and compensation policies. Paid annual leave, marriage holiday, social insurances, paid statutory holiday and other social welfare were provided to workers. However, gaps had been identified in following: 在苏州多来运家居用品有限公司进行的全面审核中, 整体现场的情况显示工厂部分遵循该绩效区域。工厂提供了2020年4月1日至2021年4月19日的考勤记录及2020年4月至2021年3月的工资记录。所有员工工资为计时制。工厂每月15号前以现金的形式支付员工工资, 员工根据工作技术, 工作时间和岗位获得工资。同时工厂建立了工资和福利的政策。工人被提供带薪年假, 婚假, 社保, 带薪法定假等社会福利。然而工厂在以下方面存在差异: 5.5 - Finding: The main auditee partially respects this principle because the factory didn't provide social insurances to all the employees. The factory had total 48 employees, including 21 retired employees, no employee entered the factory in the recent month, based on social insurance payment vouchers of the past three months provided by the factory, the payment voucher of Mar 2021 showed the factory provided five kinds of social insurances to 25 employees and provided commercial insurance for all the employees, the validity period of commercial insurance was one year which from Sep. 1, 2020 to Aug. 31, 2021. 被审核方部分遵守该原则, 因为工厂没有给所有员工缴纳社保。工厂共有48名员工, 其中退休员工21名, 没有入职不满一个月的员工, 根据工厂提供的最近三个月的缴费凭证, 记录显示2021年3月工厂给25名员工缴纳了五项社会保险。工厂给所有员工缴纳了商业意外险, 商业意外险的有效期为一年(2020/9/1~2021/8/31)。	
Remarks from Auditee: Nil	

Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 208732] Audit Date: 19/04/2021 PA Score: D	Deadline date:19/10/2021
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Full audit conducted in SuZhou DuoLaiYun Houseware Co., Ltd. The overall observation shows that the auditee factory partially fulfills the requirements of this performance area. The auditee factory developed working hour procedure and policy documents as per amfori BSCI requirement. Confirmed by document review, management interviews and workers interviews, the normal working hours were eight hours per day and five days per week. All workers had one shift: 08:00-17:00 with 1h lunch time from 11:30-12:30, workers had 2 hours' overtime working on some weekdays (18:00-20:00). It was noted that all workers had one day off per each seven days which was in line with regulatory requirements and amfori BSCI Code of conduct requirement. The maximum overtime hours were 2 hours per day, 12 hours per week and 54 hours per month. However, gaps had been identified in following:</p> <p>在苏州多来运家居用品有限公司进行的全面审核中，整体现场的情况显示工厂部分遵循该绩效区域。被审核方工厂根据amfori BSCI要求制定了工作时间的程序和政策文件。通过文件审核，管理层访谈和员工访谈，正常工作时间为每天8小时，每周5天，所有工人上班一个班次：08:00-17:00，含1小时的午餐时间11:30-12:30。工人平时晚上有时加班2个小时（18:00-20:00），发现所有员工能每七天休息一天，符合法规要求和amfori BSCI行为准则的要求。最大加班时间为每天2小时，每周12小时，每月54小时。然而工厂在以下方面存在差异：</p> <p>6.2 - Finding: The main auditee does not respect this principle because based on the attendance records from Apr.1, 2020 to Apr.19, 2021 provided by the factory, all sample workers' monthly overtime working hours had exceeded 36 hours (except Feb 2021), the maximum monthly overtime was 54 hours (including 14h overtime in weekdays and 40h overtime in weekends) in Aug.2020. 被审核方未遵守该准则。根据工厂提供的2020/4/1~2021/4/19的考勤记录显示，所有抽样工人的月加班时间超过36小时（除2021年2月），最大为54小时（包括14h平时加班和40h周末加班），发生在2020年8月。</p>	
Remarks from Auditee: Nil	
Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 208732] Audit Date: 19/04/2021 PA Score: A	Deadline date:19/10/2021
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Full audit conducted in SuZhou DuoLaiYun Houseware Co., Ltd. The overall observation shows that the auditee factory partially fulfills the requirements of this performance area. The auditee had developed health and safety management policies and procedures. Based on injury records provided by the factory, no work-related injury accident was occurred in the past. Meanwhile, the auditee offered health and safety trainings to workers per month which included electricity safety, fire safety, machine safety, chemical usage safety, first aid safety and so on. The factory conducted fire drills twice year and the latest fire drill was conducted Mar.13, 2021. Workers could access to potable drinking water, toilet and first aid kit easily in the workshops. The factory had two first aiders. The factory placed sufficient firefighting facilities onsite, for instance, indoor fire hydrants, fire extinguishers and fire alarm, all the safety exit doors were installed with emergency lightings and exit signs, evacuation plans were posted on each floor and the evacuation passages were clear. However, the factory did not provide dormitory, canteen and transportation services to employees. However, gaps had been identified in following:</p> <p>在苏州多来运家居用品有限公司进行的全面审核中，整体现场的情况显示工厂部分遵循该绩效区域。被审核方已经制定了健康安全政策和程序。根据工厂提供的工伤记录查看，过去没有发生工伤事故。同时被审核方每个月给员工提供健康安全培训，包括电气安全、消防安全、设备安全、化学品使用安全、急救安全等，工厂每年组织消防演习2次，最近一次消防演习安排在2021年3月13日。工人可在车间内方便地获得饮用水、厕所和急救箱。工厂有2名急救人员，工厂在现场放置了充足的消防器材，如室内消防栓，灭火器和警铃等，所有安全出口均安装了应急灯和安全出口标识，疏散图在每一楼层均有张贴且疏散通道畅通。然而，工厂没有提供宿舍，食堂和交通服务给工人。然而工厂在以下方面存在差异：</p> <p>7.1 - Finding: The main auditee partially respects this principle because the factory did not fully compliant with the requirements of legal and amfori BSCI for health and safety, some problems were raised in health and safety section, for instance, the factory did not provide activated carbon mask for gluing workers. 被审核方部分遵循该准则。工厂未完全符合法律和amfori BSCI对健康安全的要求，健康安全方面出现问题，如工厂没有给背胶员工提供活性炭口罩。</p> <p>7.3 - Finding: The main auditee partially respects this principle because the factory carried out the risk assessment for pregnant women and new mothers which did not include cutting process. 主要被审核方部分遵循该准则，因为工厂针对孕妇及新妈妈进行风险评估，但没有包含裁剪工序。</p> <p>7.6 - Finding: The main auditee does not respect this principle because the factory did not provide activated carbon mask for gluing workers. 被审核方未遵循该准则。因为工厂没有给背胶员工提供活性炭口罩。</p> <p>7.17 - Finding: The main auditee does not respect this principle because the height of one staircases' handrail in the auxiliary material warehouse was about 0.8m which less than 1.1m. 被审核方未遵循该准则。辅料仓1个楼梯的扶手高度约0.8m，小于1.1m。</p> <p>7.25 - Finding: The main auditee partially respects this principle because partial raw material and finished goods were stacked against the wall. 被审核方部分遵循该准则，因为部分原料和成品靠墙堆放。</p>	
Remarks from Auditee: Nil	

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 208732] Audit Date: 19/04/2021 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: Full audit conducted in SuZhou DuoLaiYun Houseware Co., Ltd. The overall observation shows that the auditee factory fulfills the requirements of this performance area. Reasonable written policy on recruiting was established by the factory on Aug.1, 2018 which stipulated that the factory was not allowed to recruit workers under the age of 16. The factory would inspect workers' original ID during recruiting and if HR had suspected workers' ages, they would check the employees' age by skill ground talks. Also, the factory made up the child labour remediation in case if child labor was identified, what measures the auditee should take. After consulting all employees' personnel files, there was no child labor obtained the job in the factory, the youngest worker in the plant was reached to 19 years old. 在苏州多来运家居用品有限公司进行的全面审核中, 整体现场的情况显示工厂遵循该绩效区域。工厂于2018年8月1日制定了书面的合理的招聘政策, 规定工厂不允许招聘16周岁以下的工人, 工厂招聘时均会查看员工的身份证原件并且如果人事对员工年龄有怀疑时, 会通过有技巧地面谈以核实员工年龄。同时工厂制定了童工补救措施以防万一发现童工, 被审核方应采取审核措施。通过查阅所有员工的人事资料, 未发现童工在厂内工作, 工厂最年轻的员工已满19岁。	
Remarks from Auditee: Nil	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 208732] Audit Date: 19/04/2021 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: Full audit conducted in SuZhou DuoLaiYun Houseware Co., Ltd. The overall observation shows that the auditee factory fulfills the requirements of this performance area. The auditee factory set procedures and policies documents for Young Workers Protection as per amfori BSCI requirement. Based on documents review and onsite observation, it was noted that no young worker was hired by the factory. Remark: The youngest worker in the factory was 19 years old. 在苏州多来运家居用品有限公司进行的全面审核中, 整体现场的情况显示工厂遵循该绩效区域。被审核工厂按照amfori BSCI要求制定了保护青年工人的程序和政策文件。文件审核和现场审核发现, 工厂没有聘用未成年工。备注: 工厂内最年轻的工人19岁。	
Remarks from Auditee: Nil	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 208732] Audit Date: 19/04/2021 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: Full audit conducted in SuZhou DuoLaiYun Houseware Co., Ltd. The overall observation shows that the auditee factory fulfills the requirements of this performance area. Effective labor contracts were signed between auditee and employees based on the legal requirement, all the employees obtained one copy of labor contract. The factory conducted training about labor contracts content to all the workers per year. Therefore, the employees were familiar with the labor contract's content, such as the payment time, working time, training opportunities, payment method, working site, wage and welfare etc. No illegal employment case was found during the audit. 在苏州多来运家居用品有限公司进行的全面审核中, 整体现场的情况显示工厂遵循该绩效区域。按照法规要求, 被审核方和员工签订了有效的劳动合同, 所有员工都获得一份劳动合同副本, 工厂每年对全体工人进行劳动合同内容的培训, 因此员工了解劳动合同的内容, 如支付时间, 工作时间, 培训机会, 支付方式, 工作地点, 工资和福利待遇等。审核中没有发现违法用工情况。	
Remarks from Auditee: Nil	

Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 208732] Audit Date: 19/04/2021 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: Full audit conducted in SuZhou DuoLaiYun Houseware Co., Ltd. The overall observation shows that the auditee factory fulfills the requirements of this performance area. The auditee factory set procedures and policies documents for No Bonded Labour as per amfori BSCI requirement. The factory arranged training of no bonded labour to workers regularly. On account of management interview, document review and workers' interview, cases such as degrading treatment, mental coercion, verbal abuse, physical coercion, inhumane treatment, corporal punishment were not identified in the factory. 在苏州多来运家居用品有限公司进行的全面审核中，整体现场的情况显示工厂遵循该绩效区域。被审核工厂根据amfori BSCI要求制定了无强迫劳动的程序和政策文件。工厂定期给员工安排无强迫劳动的培训。根据管理层访谈，文件审核和员工访谈确认，工厂未发现有辱人格待遇、精神胁迫、言语虐待、身体胁迫、不人道待遇、体罚等情况。	
Remarks from Auditee: Nil	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 208732] Audit Date: 19/04/2021 PA Score: B	Deadline date: 19/10/2021
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: Full audit conducted in SuZhou DuoLaiYun Houseware Co., Ltd. The overall observation shows that the auditee factory partially fulfills the requirements of this performance area. The auditee collected relevant environment protection laws and regulation regularly. The factory established the procedure for environment protection on Aug.1, 2018 as per amfori BSCI requirement. The factory used the tap water provided by the local municipality, the factory also established the water conservation policy and statistics monthly water consumption. The factory established the actual action plan and measures for water conservation. However, gaps had been identified in following: 在苏州多来运家居用品有限公司进行的全面审核中，整体现场的情况显示工厂部分遵循该绩效区域。被审核方定期收集环境保护相关的法规，工厂基于amfori BSCI要求在2018年8月1日建立了环境保护程序文件。工厂使用当地市政提供的自来水，工厂也建立了节约用水政策，且进行了每月用水量统计。工厂针对节约用水建立了实际的行动计划和措施。然而工厂在以下方面存在差异： 12.2 - Finding: The main auditee does not respect this principle because the factory didn't conduct boundary noise testing and waste gas testing. 被审核方未遵守该原则，因为工厂没有安排厂界噪声监测和废气监测。	
Remarks from Auditee: Nil	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 208732] Audit Date: 19/04/2021 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: Full audit conducted in SuZhou DuoLaiYun Houseware Co., Ltd. The overall observation shows that the auditee factory fulfills the requirements of this performance area. The written policies for anti-corruption was set by the factory on Aug.1, 2018. Meanwhile, the factory conducted the risk assessment for anti-corruption, it was found that the purchase and administration might be involved in corruption. So relevant workers received anti-corruption training per half year (e.g. Jan.13, 2021), relevant workers had signed confidential and anti-corruption contracts with the factory. 在苏州多来运家居用品有限公司进行的全面审核中，整体现场的情况显示工厂遵循该绩效区域。工厂于2018年8月1日创建了书面的反腐败的政策，同时工厂对反腐败进行风险评估，发现工厂的采购和行政有可能涉及到腐败。因此相关人员每半年接受反腐败培训如2021年1月13日，相关员工也与工厂签订了保密和反腐败协议。	
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	19/04/2021	208732	D	A	A	A	A	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.JPG



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



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



Photo of fire safety equipment
Fire hydrant testing.JPG



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



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



Photo of fire safety equipment
Fire hydrant.JPG



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



Photo first aid facilities
Eyewash equipment.JPG



Photo of non-conformity
No activated carbon mask.JPG



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



Photo first aid facilities
First aid kits.JPG



Photo of non-conformity
Partial finished goods were stacked against the wall.JPG



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



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



Photo of non-conformity
Partial raw material was stacked against the wall.JPG



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



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



Photo of non-conformity
The factory did not provide social insurances to all the employees.JPG



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



Photo of fire safety equipment
Emergency lighting testing.JPG



Photo of non-conformity
The height of one staircase handrail was not enough.JPG



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



Photo of fire safety equipment
Evacuation plan.JPG

日期	星期	11:00-12:00	12:00-13:00	13:00-14:00	14:00-15:00	15:00-16:00	16:00-17:00	17:00-18:00
2020-8-20	日	07:58:20	11:22:21	11:18:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-8-21	一	07:52:53	11:26:47	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-8-22	二	07:55:27	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-8-23	三	07:52:58	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-8-24	四	07:54:10	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-8-25	五	07:51:52	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-8-26	六	07:55:48	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-8-27	日	07:55:48	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-8-28	一	07:48:24	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-8-29	二	07:50:26	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-8-30	三	07:53:48	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-8-31	四	07:54:24	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-9-1	五	07:54:15	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-9-2	六	07:55:18	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-9-3	日	07:48:18	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-9-4	一	07:50:10	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-9-5	二	07:48:18	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-9-6	三	07:51:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-9-7	四	07:55:12	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-9-8	五	07:50:10	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-9-9	六	07:50:15	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-9-10	日	07:50:10	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-9-11	一	07:48:18	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-9-12	二	07:50:10	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-9-13	三	07:53:48	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-9-14	四	07:54:24	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-9-15	五	07:54:15	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-9-16	六	07:55:18	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20
2020-9-17	日	07:48:18	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20	11:20:20

Photo of non-conformity
The maximum monthly overtime was 54 hours.PNG



Photo of the personal protection equipments (if applicable)
Worker wore earplugs.JPG



Photo of fire safety equipment
EXIT sign and emergency lighting.JPG



Photo of the code of conduct on display
Amfori BSCI Code posted onsite.JPG



Photo of the sanitary facilities
Potable water.JPG



Photo of fire safety equipment
Fire alarm testing.JPG



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



Photo of the sanitary facilities
Toilet.JPG



Photo of fire safety equipment
Fire alarm.JPG



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



Photo of the sanitary facilities
Washbasin.JPG