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|                                   |   |
|-----------------------------------|---|
| Auditee :                         | <b>Eco-Tech (Tongcheng) Plastic Packaging Co., Ltd.</b>                 |
| Audit Date From :                 | <b>12/11/2019</b>   |
| Audit Date To :                   | <b>12/11/2019</b>   |
| Expiry Date of the Audit :        | <b>Please refer to the producer profile in the amfori BSCI platform</b> |
| Auditing Company :                | <b>TUEV NORD GROUP</b>  |
| Auditor's Name(s) :               | <b>Eric Peng(Lead)</b>  |
| Auditing Branch (if applicable) : |   |

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This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.  
Access [www.bsciplatform.org](http://www.bsciplatform.org), for entitled users only.

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**Rating Definitions**



| Rating  | A combination of ratings per Performance Area where:  | Consequence   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |  |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|--|
| <p style="text-align: center;"><b>A</b><br/><b>Very Good</b></p>    | <ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated A</li> <li>• No Performance Areas rated C, D or E</li> </ul> <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 style="text-align: center;"><b>B</b><br/><b>Good</b></p>         | <ul style="list-style-type: none"> <li>• Maximum 3 Performance Areas rated C</li> <li>• No Performance Areas rated D or E</li> </ul> <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 style="text-align: center;"><b>C</b><br/><b>Acceptable</b></p>   | <ul style="list-style-type: none"> <li>• Maximum 2 Performance Areas rated D</li> <li>• No Performance Areas rated E</li> </ul> <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 style="text-align: center;"><b>D</b><br/><b>Insufficient</b></p> | <ul style="list-style-type: none"> <li>• Maximum 6 Performance Areas rated E</li> </ul> <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 style="text-align: center;"><b>E</b><br/><b>Unacceptable</b></p> | <ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated E</li> </ul> <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 style="text-align: center;"><b>Zero Tolerance</b></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 :          | Eco-Tech (Tongcheng) Plastic Packaging Co., Ltd.        |                 |  |
| DBID number :               | 394191  |                 |  |
| Audit ID :                  | 167342  |                 |  |
| Address :                   | Fan Gang Zhen Yang an Industrial Park, Tongcheng Anqing |                 |  |
| Province :                  | Anhui   | Country :       | China  |
| Management Representative : | YANG Feng   |                 |  |
| Contact person:             | Feng YANG   | Sector :        | Non-Food                                     |
| Industry Type :             | Plastic Industry  | Product group : | Other plastic like products (please specify) |
| Product Type :              | Plastic Industry  |                 |  |

**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 : 12/11/2020                       |   |

| 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     | B     |

| Executive summary of audit report  |
|--|
| <p>This was full audit of 1st cycle authorized by BSCI Member on Nov 12, 2019.</p> <p>[Location and size]:<br/>The facility ECO-TECH (TONGCHENG) PLASTIC PACKAGING CO., LTD (桐城市爱可特包装有限公司) started business in 2019 in the place of Fan Gang Zhen Yang an Industrial Park, Tongcheng, Anqing, Anhui, China (安徽省安庆市桐城市范岗镇杨安工业园). The facility used one 2-storey building and one flat building as office area and production area. There was no canteen or dormitory provided in the facility.</p> <p>[Structure of facility]: The main business products were all kinds of plastic products. The main process included blowing, rolling and packing. Main equipment and production line included: blowing machines, rolling machines and etc.</p> <p>[Employee analysis]:<br/>There were 31 employees on the roster. All employees were permanent employees. 6 workers were migrant employees from other provinces in China. 20 employees were female. All employees showed on the audit dates.</p> <p>[Summary of working hours]: The factory used the electronic attendance system to record the working hours. Employees worked from 7:30 to 11:30 and 13:00 to 17:00. Employees conducted Saturday work twice to four times per month.<br/>The factory provided the working time records from July 2019 to audit date for review. The regular working time was 8 hours per day, 5 day per week, 8 hours overtime on Saturday normally. The max monthly overtime was 56 hours.</p> <p>[Summary of compensation]: The local minimum wage was RMB 1180 per month or RMB 6.78 per hour. The factory provided payrolls from July 2019 to Oct 2019 for review. Workers were paid by hourly rate. The basic wage was more than RMB 9.2 per hour. For overtime wages, the factory paid 150% of normal pay for overtime working on normal working day and paid 200% of normal pay for overtime working on Saturday. The wages were paid by cash on or before 10th of each month. The auditee only provided injury insurance to all employees. The other 4 types of social insurances were not provided.</p> <p>[Summary of Interview]: Worker interviews were conducted individually and in group. Randomly selected 10 employees, and no complaint was raised.</p> |

**Ratings Summary**



| <b>Auditee's background information</b> |   |   |                              |
|---|---|---|------------------------------|
| Auditee's name :                        | <b>Eco-Tech (Tongcheng) Plastic Packaging Co., Ltd.</b> | Legal status :  | <b>Ltd Company</b>           |
| Local Name :                            | 桐城市爱可特包装有限公司<br>(91340881MA2TY410X3)                    | Year in which the auditee was founded :                     | <b>2019</b>                  |
| Address :                               | <b>Fan Gang Zhen Yang an Industrial Park, Tongcheng</b> | Contact person (please select) :                            | <b>Feng YANG</b>             |
| Province :                              | <b>Anhui</b>  | Contact's Email :   | <b>hao_jijun@jsnk.com</b>    |
| City :                                  | <b>Anqing</b>   | Auditee's official language(s) for written communications : | <b>Chinese (Putonghua)</b>   |
| Region :                                | <b>North East Asia</b>                                  | Other relevant languages for the auditee :                  | <b>None</b>                  |
| Country :                               | <b>China</b>  | Website of auditee (if applicable) :                        | <b>None</b>                  |
| GPS coordinates :                       | <b>N 30°59'58" E 116°55'22"</b>                         | Total turnover (in Euros) :                                 | <b>1200000.00</b>            |
| Sector :                                | <b>Non-Food</b>   | Of which exports % :  | <b>100.00</b>                |
| Industry :                              | <b>Plastic Industry</b>                                 | Of which domestic market % :                                | <b>0.00</b>                  |
| If other, please specify :              |   | Production volume :   | <b>10000000 pcs per year</b> |
| Product Group :                         | <b>Other plastic like products (please specify)</b>     | Production cost calculation :                               | <b>Yes</b>                   |
| If other, please specify :              |   | Lost time injury calculation cost :                         | <b>No</b>                    |
| Product Type :                          | <b>Plastic Industry</b>                                 |   |                              |

| <b>Auditee's employment structure at the time of the audit</b> |                     |  |
|--|---------------------|--|
| Total number of workers :                                      | <b>31</b>           | Total number of workers in the production unit to be monitored (if applicable) : |
|  | <b>MALE WORKERS</b> | <b>FEMALE WORKERS</b>  |
| Permanent workers  | <b>11</b>           | <b>20</b>  |
| Temporary workers  | <b>0</b>            | <b>0</b>   |
| In management positions  | <b>3</b>            | <b>0</b>   |
| Apprentices  | <b>0</b>            | <b>0</b>   |
| On probation   | <b>0</b>            | <b>0</b>   |
| With disabilities  | <b>0</b>            | <b>0</b>   |
| Migrants (national citizens)                                   | <b>0</b>            | <b>6</b>   |
| Migrants (foreign citizens)                                    | <b>0</b>            | <b>0</b>   |
| Workers on the permanent payroll                               | <b>11</b>           | <b>20</b>  |
| Production based workers                                       | <b>8</b>            | <b>20</b>  |
| With shifts at night   | <b>0</b>            | <b>0</b>   |
| Unionised  | <b>0</b>            | <b>0</b>   |
| Pregnant   | <b>-</b>            | <b>0</b>   |
| On maternity leave   | <b>-</b>            | <b>0</b>   |

**Finding Report**



**Performance Area 1 : Social Management System and Cascade Effect**

Full Audit [Audit Id - 167342] Audit Date: 12/11/2019 PA Score: D

Deadline date:12/11/2020

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

The overall observation shows that the auditee partially respects the requirements of this performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. General Manager, YANG Feng was in charge of implementing BSCI Code of Conduct and integrating the requirement into day-to-day business. Satisfactory evidence has shown that management understood the importance and benefits of having an effective management system and the related procedure is in place. However, insufficient awareness was noted in workforce planning.

整体观察表明, 受审核方部分满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂已经成立并公开表示自己的使命, 愿景, 和目标。总经理杨峰是BSCI执行情况的总负责人, 并将BSCI的准则融入到日常的生产经营中。充分的证据显示管理层理解一个有效的管理体系的重要性和好处, 并且也建立了相应的程序文件。但是工厂对于劳动力的分配也需加强。

- 1.1 - The auditee established management system; however it was not effective for some performance areas, such as Workers Involvement and Protection, Occupational Health and Safety and working hour etc.

受审核方已建立社会责任管理体系, 但是并未有效执行 如工人的参与和保护, 职业健康和安全、工作时间等。

- 1.4 - The auditee did not effectively evaluate the production capacity, human resource and equipment status against the delivery requirement to avoid the excessive overtime work.

受审核方接受订单时未能根据客户的交货期, 及时有效的评估自己的生产能力, 人员和设备情况, 以避免出现加班超时的情况。

**Remarks from Auditee:**

**Performance Area 2 : Workers Involvement and Protection**

Full Audit [Audit Id - 167342] Audit Date: 12/11/2019 PA Score: A

Deadline date:12/11/2020

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

The overall observation shows that the auditee partially respects the requirements of this performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. An annual training plan is established, which cover the training needs of all adult workers in rights & responsibilities, health & amp; safety, and workplace rules. It has been noted that the auditee has an effective grievance mechanism consists of using suggestion box, and worker representation. All these processes are documented under procedures; however, gaps have been identified in implementation and record keeping.

整体观察表明, 受审核方部分满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂已经成立并公开表示自己的使命, 愿景, 和目标。工厂设立了详尽的年度培训计划, 设计员工权利义务, 健康安全, 和工作规章。工厂的有效申诉机制包含意见箱和员工代表。所有的这些过程都有书面程序的支持。然而这些程序在实施的过程中存在缺失, 且缺乏记录支持。

- 2.2 - It was noted that the factory did not define long term goals to protect workers and workers representatives, this long-term plan should include the vision, mission and objectives of the company in line with the BSCI Code.

审核员发现工厂没有定义明确跟工人和工人代表合作的长期目标, 该长期计划应包括公司遵循BSCI守则的愿景、使命和目标。

**Remarks from Auditee:**

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

Full Audit [Audit Id - 167342] Audit Date: 12/11/2019 PA Score: A

Deadline date:

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

The overall observation shows that the auditee fulfils the requirements of this performance area. No trade union was established in the auditee, however procedure was set up entitling employees to join any organization in a democratic way. Satisfactory evidence was shown that worker representative was freely elected and interacting with employees in workplace without interference.

整体观察表明受审核方符合该执行领域的要求。工厂内部没有设立工会, 但是工厂建立了相关的程序运行员工自由民主地加入任何组织。充分的证据显示员工代表是由员工自由选举出来的, 并且可以自由地在工厂场所和员工沟通交流。

**Remarks from Auditee:**

| <b>Performance Area 4 : No Discrimination</b>  |                          |
|--|--------------------------|
| Full Audit [Audit Id - 167342] Audit Date: 12/11/2019 PA Score: A  | Deadline date:           |
| <b>GOOD PRACTICES:</b>   |                          |
| <b>AREAS OF IMPROVEMENT:</b>   |                          |
| <p>The overall observation shows that the auditee fulfils the requirements of this performance area. Satisfactory evidence was observed that employees of older than 16 were all welcomed and employees' promotion was based on their working ability regardless of their age, gender, race etc. For employees promoted or fired, a notice will be posted in the blackboard of the factory. Furthermore, it was noted that no monetary disciplinary was implemented in the factory. A written procedure was established describing reasons for disciplinary measures, such as oral warning, written warning and firing, all of which were in accordance with legal requirement.</p> <p>总体观察显示被审核方符合该执行区域的要求。充分的证据显示工厂招聘所有满16岁的员工，员工的升迁不以他们的年龄，性别和种族为转移。任何员工的升迁或辞退，都会张贴在公告栏上。另外工厂没有任何罚款措施，工厂的惩罚措施仅包含口头警告，书面警告和辞退，而这几种都符合法律的要求。</p>  |                          |
| <b>Remarks from Auditee:</b>   |                          |
| <b>Performance Area 5 : Fair Remuneration</b>  |                          |
| Full Audit [Audit Id - 167342] Audit Date: 12/11/2019 PA Score: B  | Deadline date:12/11/2020 |
| <b>GOOD PRACTICES:</b>   |                          |
| <b>AREAS OF IMPROVEMENT:</b>   |                          |
| <p>The overall observation shows that the auditee partially fulfils the requirements of this performance area. Production workers were paid at hourly rate in cash before the 10th of the following month. According to payroll and attendance records, it was noted that the minimum wages paid to employees was RMB 9.2 per hour, which is above the local requirement of RMB 6.78 per hour. The minimum wage notices was posted on site. Working experience and departments would influence employees' wage. Satisfactory evidence proves that employees were compensated 150% and 200% of their regular wage for overtime work conducted on regular working days and rest days. And no overtime work was conducted on statutory holidays.</p> <p>总体观察显示被审核方部分符合该执行区域的要求。员工每个月10号以现金的形式发工资。根据工厂的工资和工时记录，员工最低工资9.2/小时，高于当地的最低工资标准6.78/小时。最低工资的要求张贴在现场。员工的工资与工作经验有关。充分的证据显示，员工周末加班获得正常工资的200%，平时加班为正常工资的150%。没有安排法定假日加班。</p> <p><b>5.5 -</b> The auditee only provided injury insurance to all employees. The other 4 types of social insurances were not provided.<br/>被审核方仅为所有员工提供工伤保险，其他四种社保均为参与。</p>  |                          |
| <b>Remarks from Auditee:</b>   |                          |
| <b>Performance Area 6 : Decent Working Hours</b>   |                          |
| Full Audit [Audit Id - 167342] Audit Date: 12/11/2019 PA Score: D  | Deadline date:12/11/2020 |
| <b>GOOD PRACTICES:</b>   |                          |
| <b>AREAS OF IMPROVEMENT:</b>   |                          |
| <p>The overall observation shows that the auditee partially fulfils the requirements of this performance area. The factory made a policy of working hours system and controlled working hours. According to the policy and implementation records, workers worked 8 hours (7:30-11:30, 13:00-17:00) per day, 5 days per week. Workers sometimes worked 2 hours on weekday from 18:00 to 20:00; workers sometime worked overtime 8 hours on Saturday; and at least rested on Sunday. The factory used the electric attendance system to record the working hours, the maximum overtime was 56 hours per month. Workers can take a rest during the work time when they felt tired. However, gaps of controlling overtime hours had been identified in implementation:</p> <p>基于令人满意的证据，被审核方部分尊重BSCI的本条原则。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(7:30-11:30, 13:00-17:00)，每周5天。员工偶尔晚上加班2小时从18:00至20:00，周六有时上班，周日休息。员工最大的月加班为56小时每月。员工在工间如果觉得疲惫，可自由选择休息几分钟。不过，工厂在加班时间的管控方面也有不符合BSCI的地方，如下：</p> <p><b>6.2 -</b> ased on 10 sample workers' attendance records, 10 selected from July 2019 to Nov 2019, it was noted that the maximum overtime working hours of randomly selected workers were 56 hours in Aug 2019, 48 hours in Sep 2019 and 48 hours in Oct 2019, which exceeded legal overtime limit: 36 hours/month.</p> <p>根据抽样的10名员工的考勤记录，2019年8月最高月加班时间为56小时，2019年9月最高月加班时间为48小时，2019年10月最高月加班时间为48小时，超过法律规定的36小时。</p> |                          |
| <b>Remarks from Auditee:</b>   |                          |

|   |                          |
|---|--------------------------|
| <b>Performance Area 7 : Occupational Health and Safety</b>  |                          |
| Full Audit [Audit Id - 167342] Audit Date: 12/11/2019 PA Score: A   | Deadline date:12/11/2020 |
| <b>GOOD PRACTICES:</b>  |                          |
| <b>AREAS OF IMPROVEMENT:</b>  |                          |
| <p>The overall observation shows that the auditee partially respects the requirements of this performance area. The auditee has set and publicly stated their health and safety objectives referring to the BSCI Code of Conduct. Furthermore, the auditee has ensured health and safety on site via detailed procedures and trainings on fire safety, emergency, and use of personal protective equipment, chemical storage and usage. Satisfactory evidence has shown that inspection firefighting equipment was conducted on a monthly basis. All these processes are documented under procedures; however, gaps have been identified in implementation. Remark: There was no canteen, dormitory or transportation provided in the facility.</p> <p>整体观察表明, 受审核方部分满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂已经成立并公开表示自己的健康安全的目标。此外, 工厂建立了详细的健康安全程序以及关于消防, 紧急情况, 劳保用品使用以及化学品储存使用方面的培训机制。充分的证据显示工厂定期进行消防器材的检验。所有的这些过程都有书面程序的支持。然而这些程序在实施的过程中存在缺失。备注: 工厂未提供餐厅, 宿舍以及交通。</p> <p><b>7.1 -</b> The auditee was not yet to identify the regulations on occupational health and safety relevant for its operations and communicate the same to its workforce.<br/>被审核方没有根据其生产要求识别相关法律要求, 并且与员工沟通。</p> <p><b>7.6 -</b> The auditee had not yet assessed the PPE usage requirement among workers and PPE distribute records were not yet to be maintained effectively.<br/>被审核方没有评估PPE的使用, 也未保存PPE的发放记录</p> <p><b>7.8 -</b> The auditee did not post the accident procedures in workshops for workers and first-aid responder.<br/>审核发现工厂没有在车间张贴紧急事故预案供相关员工和急救人员了解。</p> <p><b>7.11 -</b> The auditee did not have the fire inspection certificate or record for the production building .<br/>工厂没有其厂房的消防验收合格证书或备案记录。</p> <p><b>7.17 -</b> It was noted that two cutting machines were not equipped with safeguards.<br/>审核发现工厂两台切割机上没有安装安全保护装置。</p> |                          |
| <b>Remarks from Auditee:</b>  |                          |
| <b>Performance Area 8 : No Child Labour</b>   |                          |
| Full Audit [Audit Id - 167342] Audit Date: 12/11/2019 PA Score: A   | Deadline date:           |
| <b>GOOD PRACTICES:</b>  |                          |
| <b>AREAS OF IMPROVEMENT:</b>  |                          |
| <p>The overall observation shows that the auditee fully fulfils the requirements of the performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. Satisfactory evidence has shown that the auditee established a policy that will never employ and use any child labor under the age of 16 years old. Furthermore, the auditee also established adequate and remedial policies and procedures to provide further protection in case children are found to be working. Trainings on this issue is included in the training scheme and were periodically provided to HR staffs and all other relevant employees. All workers' original ID cards at the time of recruitment will be verified and the photocopies of workers' ID cards will be kept in the personnel files, which will be also periodically reviewed. Based on factory tour and personnel profiles review, no child labor was found.</p> <p>整体观察表明, 受审核方满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂已经成立并公开表示自己的使命、愿景和目标。充分的证据表明被审核方制定了程序禁止招聘年龄在16岁以下的员工。同时, 被审核方也制定了相关的童工补救相关的程序。被审核方提供的培训记录也显示定期向相关员工提供了培训。根据被审核方提供的人事档案和员工访谈, 被审核方在员工招聘的过程中严格审查了员工的身份证明文件并将该文件的复印件保存在了人事档案中。通过查看员工的人事档案, 审核员没有发现童工。</p>  |                          |
| <b>Remarks from Auditee:</b>  |                          |
| <b>Performance Area 9 : Special protection for young workers</b>  |                          |
| Full Audit [Audit Id - 167342] Audit Date: 12/11/2019 PA Score: A   | Deadline date:           |
| <b>GOOD PRACTICES:</b>  |                          |
| <b>AREAS OF IMPROVEMENT:</b>  |                          |
| <p>The overall observation shows that the auditee fulfilled the requirements of the performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. The auditee has ensured protective measures are taken to protect the hired juvenile workers from harm via detailed procedures and trainings. Satisfactory evidence has shown that the auditee provide trainings to relevant management staffs to ensure that juvenile workers (16 years old to 18 years old) not to work overtime, work at night and work at the operating posts which do harm to their health. And the auditee did not hire employees under the age of 18 years old.</p> <p>整体观察表明, 受审核方满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂成立并公开表示自己的使命、远景和目标。被审核方制定了程序表明需对已雇佣的未成年工(介于16到18岁间)进行及时的相关保护措施, 充分的证据显示被审核方为相关的管理人员提供了培训来确保未成年工(介于16到18岁间)不加班, 不在晚上上班, 不在对其身体健康产生负面影响的工作岗位上上班。受审核方没有招聘18岁以下的员工。</p>  |                          |
| <b>Remarks from Auditee:</b>  |                          |



|  |                          |
|--|--------------------------|
| <b>Performance Area 10 : No Precarious Employment</b>  |                          |
| Full Audit [Audit Id - 167342] Audit Date: 12/11/2019 PA Score: A  | Deadline date:           |
| <b>GOOD PRACTICES:</b>   |                          |
| <b>AREAS OF IMPROVEMENT:</b>   |                          |
| <p>The overall observation shows that the auditee fulfils the requirements of the performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. Satisfactory evidence has shown that the auditee provides workers with understandable information before entering into employment. Labor contracts are signed in local language and a copy is provided to employee, which was confirmed through the employee interview and document review.</p> <p>整体观察表明, 受审核方满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂已经成立并公开表示自己的使命, 愿景, 和目标。充分的证据显示工厂雇佣员工前给其提供了充分的信息。提供员工面谈确认到工厂与员工签订了劳动合同, 并且给员工一份副本。</p>  |                          |
| <b>Remarks from Auditee:</b>   |                          |
| <b>Performance Area 11 : No Bonded Labour</b>  |                          |
| Full Audit [Audit Id - 167342] Audit Date: 12/11/2019 PA Score: A  | Deadline date:           |
| <b>GOOD PRACTICES:</b>   |                          |
| <b>AREAS OF IMPROVEMENT:</b>   |                          |
| <p>The overall observation shows that the auditee fulfils the requirements of the performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. Satisfactory evidence has shown that disciplinary measures include oral warning, written warning, demerit recording and dismissal. No corporal punishment, mental or physical coercion or verbal abuse are adopted. Furthermore, disciplinary procedures are in understandable written form and delivered to employees periodically by trainings.</p> <p>整体观察表明, 受审核方满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂已经成立并公开表示自己的使命, 愿景, 和目标。充分的证据显示工厂惩罚措施只包含口头警告, 书面警告, 记过和开除。工厂没有任何体罚, 精神或身体胁迫或谩骂的情况发生。另外, 工厂就奖惩条例定期给员工提供培训。</p> |                          |
| <b>Remarks from Auditee:</b>   |                          |
| <b>Performance Area 12 : Protection of the Environment</b>   |                          |
| Full Audit [Audit Id - 167342] Audit Date: 12/11/2019 PA Score: B  | Deadline date:12/11/2020 |
| <b>GOOD PRACTICES:</b>   |                          |
| <b>AREAS OF IMPROVEMENT:</b>   |                          |
| <p>Based on the satisfactory evidences, the main auditee partially respect this principle.<br/>基于令人满意的证据, 被审核方部分尊重BSCI的本条原则</p> <p><b>12.3 -</b> The auditee did not compile environmental impact document such as Environmental Impact Report, Environmental Impact Form or fill out Environmental Impact Registration Form as per the requirement of local law.<br/>被审核方没有按照规定组织编制环境影响报告书、环境影响报告表或者填报环境影响登记表。</p>  |                          |
| <b>Remarks from Auditee:</b>   |                          |
| <b>Performance Area 13 : Ethical Business Behaviour</b>  |                          |
| Full Audit [Audit Id - 167342] Audit Date: 12/11/2019 PA Score: B  | Deadline date:12/11/2020 |
| <b>GOOD PRACTICES:</b>   |                          |
| <b>AREAS OF IMPROVEMENT:</b>   |                          |
| <p>Based on the satisfactory evidences, the main auditee partially respect this principle. Because:<br/>基于令人满意的证据, 被审核方部分尊重BSCI的本条原则, 原因是:</p> <p><b>13.4 -</b> The auditee had not yet developed mechanism or system to collect and use personal information with reasonable care.<br/>被审核方没有有效的程序或机制来保护个人隐私。</p>   |                          |
| <b>Remarks from Auditee:</b>   |                          |

**Summary**



| Audit Type | Date       | Audit Id | PA1 | PA2 | PA3 | PA4 | PA5 | PA6 | PA7 | PA8 | PA9 | PA10 | PA11 | PA12 | PA13 | Overall Rating |
|------------|------------|----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|----------------|
| Full Audit | 12/11/2019 | 167342   | D   | A   | A   | A   | B   | D   | A   | A   | A   | A    | A    | B    | B    | C              |

**Producer Photos**



Photo first aid facilities  
first aid kit.JPG



Photo of fire safety equipment  
fire alarm.JPG



Photo of fire safety equipment  
fire extinguisher.JPG



Photo of fire safety equipment  
fire hydrant testing.JPG



Photo of fire safety equipment  
fire hydrant.JPG



Photo of non-conformity  
NC - missing safety guard.JPG



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



Photo of the sanitary facilities  
toilet.JPG



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



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



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



Photo of the inside of the main production hall  
attendance recorder.JPG



Photo of the inside of the main production hall  
blowing section.JPG



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



Photo of the inside of the main production hall  
emergency sign and light.JPG



Photo of the inside of the main production hall  
evacuation plan.JPG



Photo of the inside of the main production hall  
eye wash facility.JPG



Photo of the inside of the main production hall  
finished goods warehouse.JPG



Photo of the inside of the main production hall  
packing section.JPG



Photo of the inside of the main production hall  
rolling section.JPG



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



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