
Auditee :	Xiamen Johnchina Fine Polishing Tech Co., Ltd Tong' An Branch
Audit Date From :	16/10/2019
Audit Date To :	16/10/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Amber Huang(Lead), Keven Hu
Auditing Branch (if applicable) :	SGS CHINA



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
A Very Good	<ul style="list-style-type: none">Minimum 7 Performance Areas rated ANo Performance Areas rated C, D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></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>A</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	A	B	B	B	B	B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
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 Good	<ul style="list-style-type: none">Maximum 3 Performance Areas rated CNo Performance Areas rated D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></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	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
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																													
C Acceptable	<ul style="list-style-type: none">Maximum 2 Performance Areas rated DNo Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></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	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
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																													
D Insufficient	<ul style="list-style-type: none">Maximum 6 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></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>D</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	D	E	E	E	E	E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
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	D	E	E	E	E	E																													
E Unacceptable	<ul style="list-style-type: none">Minimum 7 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></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	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
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																													
Zero Tolerance	A Zero Tolerance Issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.																																							

Main Auditee Information



Name of producer :	Xiamen Johnchina Fine Polishing Tech Co., Ltd Tong' An Branch		
DBID number :	336117		
Audit ID :	164726		
Address :	Room 101, Building 43, Huli District, Tong'an Industry Concentration Area, Xiamen		
Province :	Fujian	Country :	China
Management Representative :	Shaohua Wu		
Contact person:	Yanjin Lin	Sector :	Non-Food
Industry Type :	Accessories	Product group :	bathroom and kitchen utensiles
Product Type :	Ceramic knife		

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 type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input checked="" type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	B	
Need of follow-up :		If YES, by :

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
C	A	A	A	A	A	A	A	A	A	A	A	A

Executive summary of audit report

1. Xiamen Johnchina Fine Polishing Tech Co., Ltd Tong'An Branch is located at Room 101, Building 43, Huli District, Tong'an Industry Concentration Area, Xiamen, Fujian, China.
 2. The business license number was 91350212303230436G, effective from 12 May 2015 to long term.
 3. Auditors arrived at the factory at 9:00 and departed at 17:45 on 16 Oct.,2019.
 4. Six factory representatives attended the opening meeting and closing meeting, including Ms. Shiqiong Zhang/Worker representative, Mr. Shaohua Wu/Factory manager, Ms. Taiping Wang/Admin staff, Ms. Qingqiao Chen/HR staff, Mr. Yuanchun Yan/Production department and Ms. Qiuping Ke/Admin staff.
 5. Auditors were allowed by the management to access the factory area and take photos.
 6. During the audit, the factory representatives and sampled workers were cooperative. The factory management demonstrated a willingness to improve all issues found during the audit.
 7. For working hour issue, the normal working hours were 8 hours per day, 40 hours per week. Only one shift was available for all workers (8:00-12:00; 13:30-17:30). The working hours of workers were recorded by IC card recorder. The max overtime working hours of workers were 2 hours per weekday, 16 hours per week and 36 hours per month. No overtime was arranged on statutory holiday. Workers normally worked six days per week and were rest on Sunday.
 8. For wage issue, all workers were paid by hourly rate and by bank transfer on 20th of next month. The minimum wage was RMB10/hour in the factory. The factory paid workers with 150% and 200% of basic wage for overtime working on weekdays and weekends. Social insurance was provided for all employees.
 9. The final CAP was agreed and signed by Mr. Shaohua Wu/Factory manager and Ms. Shiqiong Zhang/worker representative, and some remark on finding was marked in the on-site finding report.
- Remark:
1. Based on business license review, the factory address is Room 101 Building No. 43 Huli district, Tong'an Industry, Xiamen, in fact, the factory owns the whole 5-storey production building at Building No. 43 Huli district, Tong'an Industry, Xiamen. For matching the platform, the factory keeps using the address on business license.
 2. The factory did not obtain Consolidated Working Hours System Approval.
 3. The APSCA number of auditors as below: Amber Huang(Leader Auditor)-RA21701758, Keven Hu(Member Auditor)-RA21701939.

Ratings Summary



Auditee's background information			
Auditee's name :	Xiamen Johnchina Fine Polishing Tech Co., Ltd Tong' An Branch	Legal status :	Limited Company
Local Name :	厦门智中精密研磨科技有限公司同安分公司 (91350212303230436G)	Year in which the auditee was founded :	2015
Address :	Room 101, Building 43, Huli District, Tong'an Industry Concentration Area,	Contact person (please select) :	Yanjin Lin
Province :	Fujian	Contact's Email :	iway@johncera.com
City :	Xiamen	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	www.johnchina.com
GPS coordinates :	LA: 24°42'9" N LO:118°7'6" E	Total turnover (in Euros) :	4100000.00
Sector :	Non-Food	Of which exports % :	97.00
Industry :	Accessories	Of which domestic market % :	3.00
If other, please specify :		Production volume :	3400000pcs per year
Product Group :	bathroom and kitchen utensiles	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Ceramic knife		

Auditee's employment structure at the time of the audit		
Total number of workers :	52	Total number of workers in the production unit to be monitored (if applicable) : 0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	12	40
Temporary workers	0	0
In management positions	2	3
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	12	36
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	12	40
Production based workers	9	35
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 - 164726] Audit Date: 16/10/2019 PA Score: C

Deadline date:30/11/2019

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Based on management interview and document review, the factory collects BSCI code of conduct and posted onsite. Mr. Shaohua Wu/Factory manager has been appointed to ensure that the BSCI values and principles are followed in a satisfactory manner. The factory conducts internal and external audit for social responsibility annually, the issues in every audits are followed and corrected by internal audit team, and the results are communicated to workers by meetings. The factory also conduct audit to their suppliers every year to follow BSCI principles. The factory organizes properly workforce capacity to meet the expectations of the delivery order and contracts. However, gaps had been identified in implementation:

根据管理层访谈和文件审查,工厂收集BSCI行为准则并现场粘贴。同时指派一名高级管理者代表吴少华厂长负责实施厂内BSCI的要求。工厂每年进行内部及外部的社会责任审核,并对审核中发现的问题,由厂内的内审小组进行跟踪改善并落实,通过会议的形式将结果传达给员工。同时工厂也每年对其供应商进行社会责任审核,同时要求供应商签署BSCI实施条款。工厂对生产成本和交付时间进行核算以满足客户及合同的要求。但是发现工厂在系统执行方面和BSCI要求有差距:

- 1.1 - Finding:**The main auditee partially respects this principle because the factory established complete Amfori BSCI management system, internal audit was conducted regularly, but the factory only provided 100% normal wage for workers worked in annual leave.

被审核方部分遵循该准则。原因是工厂建立完整的Amfori BSCI管理系统,定期进行内审。但是工厂仅给未休年假的工人提供100%的正班工资。

- 1.3 - Finding:**The main auditee partially respects this principle because the factory conducted social accountability audit for its suppliers, but the factory didn't monitor its supplier's hazardous waste transfer record (The factory had transfer the hazardous waste to its supplier) .
被审核方部分遵循该准则。工厂对其供应商进行了社会责任监控,但工厂未监控供应商的危废处理情况(工厂把危废转移给了供应商)。

Remarks from Auditee:

1.3工厂有进行监控,供应商有同环保机构签订固废协议,工厂有收集相关文件,供应商会提供危废现状图片给公司。 1.3 The factory monitored the contract, qualification and other documents signed by supplier with environment agency. The supplier give us photo that empty bottle saved.

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 164726] Audit Date: 16/10/2019 PA Score: A

Deadline date:30/11/2019

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Communication channel between management and workers had established by the auditee, which including worker representatives. Communication meeting between worker representatives and management representative was conducted periodically. The grievance mechanism also had been established and used for handling the compliance case. Amfori BSCI Code of Conduct in local language was published onsite. However, gaps had been identified in implementation:

工厂建立了管理层及工人的沟通渠道,包括设置了员工代表。员工代表和管理层代表之间定期地召开沟通会议。申诉机制已经建立并用于处理投诉案件。Amfori BSCI行为准则和实施条款的当地语言版已经张贴在现场。但也发现工厂在如下方面和BSCI要求有差距:

- 2.2 - Finding:**The main auditee partially respects this principle because long term goals/vision was established to protect workers, but which wasn't communicated to workers.

被审核方因部分遵守原则,因工厂建立了保护员工的长期目标,但是未与员工进行沟通。

Remarks from Auditee:

审核员在访谈过程中提问比较专业,员工水平有限未完全明白,日常工作中有向员工沟通BSCI长期目标如每一个季度召开健康安全(提出相关安全隐患与建议),不定期给员工发放福利如饮料,食用油等。 During the interview, the auditors asked questions in a professional way and the staff did not fully understand the, the staff should be told the long-term bsci goals, such as holding health and safety meetings every quarter and putting forward relevant and giving benefits to the staff from time to time, such as drinks and cooking oil.

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

Full Audit [Audit Id - 164726] Audit Date: 16/10/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The main auditee establishes the grievance mechanism policy in the factory and worker representatives were elected by workers freely. The management holds meeting with worker representatives regularly. No discriminate against worker representative is found in the factory. And the worker representatives could access to workers in working place.

被审核方建立了申诉制度,同时,由工人自由选举出工人代表,管理层与工人和工会代表定期举行例行会议。工人代表与工人享有平等的权力,工人代表有权在工作时间和工作场所接触员工。

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 164726] Audit Date: 16/10/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The main auditee established the social policy on no discrimination according to Amfori BSCI Code and local law. The factory provided the training for all employees. Grievance channels were also available through directly reporting or using suggestion box or talk to worker representatives, when employees treated unfairly. Workers had equal opportunities to work overtime, get promotion and receive training. No discrimination was occurred in the factory per workers interview.

工厂依据Amfori BSCI行为准则和当地法规建立了禁止歧视的社会责任程序。工厂给所有员工提供了相关的培训。当工人受到不公平对待时，可以通过直接汇报或使用意见箱或告诉员工代表进行申诉。员工有平等加班，晋升和接受培训的机会。员工访谈表示工厂未发生过歧视现象。

Remarks from Auditee:

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 164726] Audit Date: 16/10/2019 PA Score: A

Deadline date:30/11/2019

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The main auditee established compensation and wage procedure. Workers are paid by bank on 20th of each month. Based on the payroll records from Sep.,2018 to Aug.,2019 review, confirmed by workers and worker representative interview, the minimum wage, overtime wage, social insurance and statutory holiday wage are in compliance with legal requirement. And no illegal deduction is made from workers' wage except social insurance fee and personal income tax. Confirmed by workers and workers interview, all workers are provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid. However, gaps had been identified in implementation:

工厂建立了薪酬福利的程序文件。每月20日，工厂通过转账的方式支付工人上月的工资。根据工厂提供的2018年9月至2019年8月工资记录显示，并与员工访谈确认，员工的最低工资，加班费，社保和法定假工资符合法规要求。且工厂除了扣除员工社保和个税外，未非法扣除工人的工资。在审核期间，通过员工访谈和工人代表访谈，员工了解工资的构成。但也发现工厂在如下方面和BSCI要求有差距：

- 5.5 -** Finding:The main auditee partially respect this principle because the factory only provided 100% normal wage for workers worked in annual leave. Remark: All workers signed the contract about they didn't want to have annual leave.

被审核方部分遵循该准则。原因是工厂仅支付100%的正班工资给员工未休年假的时间。备注：所有的员工签订了不休年假的协议。

Remarks from Auditee:

在《企业职业带薪休假实施办法》第10条规定，职工因本人原因且书面不休年假，用人单位可以只支付其正常工作期间的工资收入，公司有提供员工签订的放弃年假协议，我们认为员工签订的书面协议是自愿的。 On article 10 of the implementation measures paid annual leaves Leave Enterprises, it says, An employer shall give annual leave to its employees, but if any employee gives a writing notice of not taking annual leave on his own will, the employer is allowed to pay for the employees normal working days. The employer had given a writing notice of not taking annual leave on his own will.

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 164726] Audit Date: 16/10/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The main auditee established workers working hour's management procedure. Based on the workers' working hours' management procedure review, the procedure defined workers regular working hours was 8 hours a day and 40 hours a week. The overtime working hour's standard required the workers daily overtime working hours were not more than 3 hours and monthly overtime working hours were not more than 36 hours. Workers working hours were recorded by IC card scanner. Only one shift was arranged: 8:00-12:00, 13:30-17:30, normal working day from Monday to Friday. Workers worked for overtime hours 0-2hours per day. Rest day OT of 8 hours was conducted sometimes. Workers were guaranteed with one day of rest in every 7 day-period. Workers conducted the overtime on a voluntary basis. If they did not want to conduct the overtime, they just orally informed their supervisors of that.

被审核方建立了员工工作时间的管理程序。根据对员工工作时间的管理程序的审阅，该程序已经定义员工的正常工作时间为每日8小时每周40小时。加班工作时间标准要求员工的日加班不大于3小时且月加班不大于36小时。员工工作时间由IC卡扫描考勤记录系统进行记录。员工仅安排一个班次:8:00-12:00, 13:30-17:30,正常工作时间为周一至周五。正常加班0-2小时；休息日有时加班8小时。员工第7天休息有得到保证。加班采取自愿的原则。如果员工不想加班，只需要口头告知车间主管。

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 164726] Audit Date: 16/10/2019 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Adequate fire facilities were installed in the factory, such as fire hydrant, extinguishers, emergency lights and exit signs, etc. Those fire facilities were inspected once per month. The fire drills were conducted twice per year. Other trainings on safety were also arranged regular. Evacuation routes were unblocked and evacuation plans were posted at each workshop. There were adequate first aiders in the factory. Sufficient first aid kits were equipped in each workshop. Annual inspection report for elevator was valid. The drinking water was freely provided for workers. Occupational health examination was provided for workers worked in hazardous position. No dormitory, canteen and transportation were provided for workers.</p> <p>工厂安装了足够的消防设施,如灭火器,消防栓,应急灯及出口标识。消防设施每月进行检查。消防演习每年进行了两次。安全方面的培训也有定期进行。每个车间张贴了逃生图,所有的逃生通道畅通。工厂有足够的急救员,每个车间里配备了急救药箱。电梯的年检是有效的。提供了免费的饮用水给员工。职业健康体检提供给了所有危害岗位的员工。工厂未提供宿舍,食堂及交通工具给员工。</p>	
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 164726] Audit Date: 16/10/2019 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The factory establishes employment procedure with robust age-verification mechanisms as part of the recruitment process, including checking validity of workers' ID in online checking system of local security bureau. Once workers have joined, their original ID's are copied and kept in their personnel files. And adequate and remedial policies and procedures are available to provide children from any kind of exploitation and for further protection in case children are found to be working. Based on workers and worker representative interview, relevant trainings are provided to workers and no worker under 16 year is employed by the factory.</p> <p>招聘管理程序规定人事部门在招聘前通过上网确认员工身份证的有效性。在员工录用后,在人事档案中保留员工的身份证复印件。工厂还建立了禁止使用童工和童工补救措施,在发现童工时保护儿童,并保护儿童免受任何剥削。根据员工访谈,工厂给员工提供了相关的培训,并且工厂从未雇佣未满16周岁的工人。</p>	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 164726] Audit Date: 16/10/2019 PA Score: A	Deadline date:30/11/2019
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The auditee established young worker protection procedure. The management knows the worker between 16 years old and 18 years old should be protected legally while working. No young worker was employed during audit. Based on workers interview, they stated less than 16 years old wasn't allowed to work in the factory. However, gaps had been identified in implementation:</p> <p>被审核方建立了针对未成年工人的程序文件,管理知道雇佣年龄在16-18周岁之间的工人在工作中应该依法进行保护。审核期间工厂内无未成年工。根据员工访谈,小于16周岁是不允许在厂内工作的。但是发现工厂在如下方面和amfori BSCI要求有差距:</p> <p>9.1 - Finding:The main auditee partially respects this principle because health and safety risk assessment for young workers conducted at the factory did not include the requirement of that young worker should not be arranged work at night shift, but no night shift was arranged in the factory. 被审核方部分遵守该原则。原因是工厂进行的未成年工风险评估没有包含识别未成年工不能上夜班,但工厂内没有夜班。</p>	
Remarks from Auditee: Nil	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 164726] Audit Date: 16/10/2019 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Labor contracts were signed between the factory and all workers. The contracts statement included the description of working hours, training, rest time and leave etc. which were in accordance with legal requirement and ILO. Meanwhile, the factory provides a copy of contract to every worker. Based on interview statement of workers, workers understood well of the content of labor contract and no illegal employment was identified during the audit.</p> <p>工厂和每个员工均签订了劳动合同,劳动合同的内容包括工时,培训,休息时间和假期,报酬和支付条件,这些内容均符合法规以及国际标准。同时工厂提供了一份劳动合同副本给员工。通过员工访谈,员工均了解劳动合同内容,审核过程中,工厂无不符合法规的用工形式存在。</p>	
Remarks from Auditee:	

Performance Area 11 : No Bonded Labour

Full Audit [Audit Id - 164726] Audit Date: 16/10/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The factory established policy about prohibits forced labour. The employee handbook stated that workers could resign after prior written notice, and they would be given their full wages on their last day of work. The handbook also states that the workers are free to leave the workplace outside of their working hours. Disciplinary procedure for workers' misbehaviour is available in the factory, which includes oral warning, written warning and finally termination. There is an internal process for grievance, where workers could report any grievances (harassment, bullying, discrimination etc.) to management, without any reprisal for the worker in question. Trainings are provided to workers and no case on forced labour or illegal punishment is found the factory.

工厂建立了禁止强迫劳动的程序文件，并在员工手册中规定，工人提前通知相关部门后即可离职，并且能在离职的最后一日获得当月工资。同时手册还规定工人可以在工作结束后自由离开工作地点而不受任何约束。工厂建立了惩戒性措施，包含口头警告，书面警告以及终止合同。同时，工人可通过内部的申诉系统，将所遇到的骚扰，歧视或不正当的惩戒向管理层反馈，并且工厂保证员工的举报行为不受任何报复的风险。工人获得了相关的培训，并且工厂内未发现强迫劳动或不合理的惩戒情况发生。

Remarks from Auditee:

Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - 164726] Audit Date: 16/10/2019 PA Score: A

Deadline date:31/12/2019

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The factory established environmental protective procedures. The management learns about the environment impact of their site. The factory obtains EIA report, and conducts regular monitoring on waste gas and boundary noise generated from production. Wastes are classified and collected on site. However, gaps had been identified in implementation:

工厂建立了环境保护政策，识别出工厂对当地环境的影响。工厂按法规要求从当地环保部门获得了环评报告，并对生产过程中废气和厂界噪声进行定期监测。废弃物分类排放。但是工厂和BSCI要求有如下差距：

- 12.4 - Finding:**The main auditee partially respects this principle because factory had transferred hazardous waste(glue bottle) to supplier, and the supplier signed hazardous waste transfer contract with qualified third party, but no waste transfer record to qualified third party was available for recent year.

被审核方部分遵守该原则，原因是工厂把危废转移给供应商，供应商与有资质的第三方签订转移合同，但是没有提供近一年的转移记录。

Remarks from Auditee:

公司有跟进供应商的危废处理情况，因为供应商定期清理一次，目前还未清理，空瓶在供应商处有照片保存。The company has followed up the disposal of hazardous wastes of the supplier, because the supplier cleans up once a time regularly which has not been cleaned up yet. The empty bottle is still in the supplier's office, and photos have been saved.

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 164726] Audit Date: 16/10/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The factory establishes procedures on business ethics, including opposing any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise. And the factory keeps accurate information regarding its own activities and protects workers' personnel information, such as workers personnel files, working hour and other documents involved workers' private information, in accordance with privacy and information security laws and regulatory requirements. Relevant trainings are provided to them, and no personnel information is leaked from the factory.

工厂建立了商业诚信方面的程序，包含禁止任何贪污、勒索或挪用行为、或任何贿赂形式。并且工厂按照隐私和信息安全法和监控要求保护员工的个人信息，例如员工的人事档案，工时记录，以及其他涉及员工私人信息的文件。工厂对员工进行相关的培训，未没有发生员工私人信息泄露的事件。

Remarks from Auditee:

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	16/10/2019	164726	C	A	A	A	A	A	A	A	A	A	A	A	A	B

Producer Photos



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



External photo(s) of the production unit(s)
GPS location.JPG



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



Photo first aid facilities
Eye washing equipment.JPG



Photo first aid facilities
First aid kit.JPG



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



Photo of chemical storage room (if applicable)
Secondary containment.JPG



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



Photo of fire safety equipment
Emergency light test.JPG

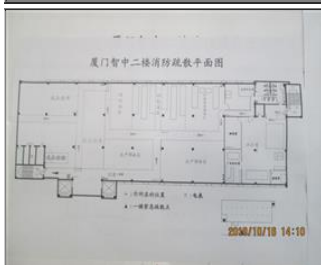


Photo of fire safety equipment
Evacuation plan.JPG



Photo of fire safety equipment
Fire alarm test1.JPG



Photo of fire safety equipment
Fire alarm test2.JPG



Photo of fire safety equipment
Fire extinguishers.JPG



Photo of fire safety equipment
Hydrant test.JPG



Photo of fire safety equipment
Indication sign.JPG



Photo of non-conformity
Wage record.jpg

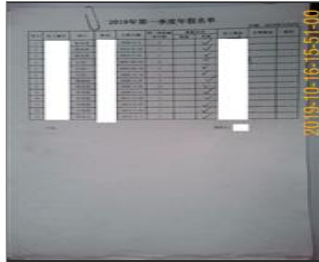


Photo of non-conformity
Worker signed annual leave agreement.jpg



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



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



Photo of the inside of the main production hall
Attendance record card test.JPG



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



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



Photo of the inside of the main production hall
First polishing.JPG



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



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



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



Photo of the inside of the main production hall
Second polishing.JPG



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



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

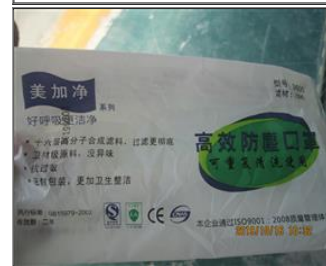


Photo of the personal protection equipments (if applicable)
Dust proof mask was provided.JPG



Photo of the personal protection equipments (if applicable)
Glass for laser worker.JPG



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



Photo of the sanitary facilities
Drinking water.JPG



Photo of the sanitary facilities
Tissue.JPG



Photo of the sanitary facilities
Toilet.JPG