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Auditee :	<b>Guangzhou Topman Paint Tools Ltd.</b>
Audit Date From :	<b>15/10/2018</b>
Audit Date To :	<b>15/10/2018</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>BureauVeritas</b>
Auditor's Name(s) :	<b>Jimmy Sun(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.  
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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence
<b>A</b> <b>Very Good</b>	<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> These are three examples: A B B B A A A A A A A B B B B B B B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
<b>B</b> <b>Good</b>	<ul style="list-style-type: none"> <li>Maximum 3 Performance Areas rated C</li> <li>No Performance Areas rated D or E</li> </ul> These are three examples: 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.
<b>C</b> <b>Acceptable</b>	<ul style="list-style-type: none"> <li>Maximum 2 Performance Areas rated D</li> <li>No Performance Areas rated E</li> </ul> These are three examples: 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 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.
<b>D</b> <b>Insufficient</b>	<ul style="list-style-type: none"> <li>Maximum 6 Performance Areas rated E</li> </ul> These are three examples: 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	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
<b>E</b> <b>Unacceptable</b>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated E</li> </ul> These are three examples: A A A A A A E E E E E E E A A B B C D E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
<b>Zero Tolerance</b>	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 :	<b>Guangzhou Topman Paint Tools Ltd.</b>		
DBID number :	<b>383663</b>		
Audit ID :	<b>135458</b>		
Address :	<b>No.7 Huashan Road, Shilou Town, Panyu District, Guanzhou</b>		
Province :	<b>Guangdong</b>	Country :	<b>China</b>
Management Representative :	<b>Ms. Lilian Liao/Vice General Manager</b>		
Contact person:	<b>Lilian Liao</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Others</b>	Product group :	<b>Others</b>
Product Type :	<b>Painting Tools</b>		

**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 : 15/10/2019	

**Rating per Performance Area (PA)**

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

**Executive summary of audit report**

The auditee (the name in Chinese was '广州拓名油漆刷有限公司', Business License No. was 91440113556692428C) was established on June 22, 2010 and located at No.7 Huashan Road, Shilou Town, Panyu District, Guangzhou City, Guangdong, China (the address in Chinese was '广东省广州市番禺区石楼镇华山路7号'). The auditee specialized in the manufacture of Painting brush. The main produce processes included injection, punching, assembling, inspection and packing. According to the factory management, peak season was not obvious.

The auditee occupied one 2-storey office building and one 1-storey (partial 2-storey) production building (including warehouse). No dormitory or canteen was provided. The total architecture area of the factory was about 4000 square meters.

There were a total of 46 employees (35 productive employees and 11 non-productive employees) with 25 male and 21 female. The youngest employee noted during this audit was 23 years old.

The factory adopted finger print system to record working hours of employees. Per management and document review, most employees conducted 1 shift: 8:00-12:00 and 13:30-17:30. Injection employees conducted 2 shifts: 8:00-20:00 and 20:00-8:00. Wages of employee were paid at around 15th day of the next month by cash with wage stubs issued to employees and the employees' signatures on the payrolls. Per payroll review and interviews with management and employees, all productive employees were paid by monthly rate.

During the audit, employees' time records wage record were sampled as follows for working hour and wage testing: 7 samples from September 2018 as current paid month, 7 samples from May 2018 as auditors' choice month and 7 samples from February 2018 as auditors' choice month. According to the sampled time records, it was noted that the maximum overtime hours were 4 hours per day, and 136 hours per month. The maximum weekly working hours were 72 hours per week. Employees could have at least one day leave in consecutive 6 working days. According to the sampled payroll records, it was noted that all employees were paid CNY 2100 per month, which met the local minimum wage CNY2100 per month since July 1, 2018 and CNY1895 per month before July 1, 2018. All employees overtime hours worked on weekdays and weekends were paid with 100% and 200% of employee's normal wage respectively, which was compliance with legal requirement. No overtime hours worked on statutory holidays were noted.

According to the social insurance payment receipt provided by factory management, it was noted that only 32 out of 46 employees were provided with medical, pension, accident, maternity and unemployment insurance in September 2018. Further, the facility provided a commercial insurance to 20 employees with a valid period from December 16, 2017 to December 15, 2018. Further, 7 employees were selected for private interviews from different workshops. No negative comment was issued during employee interviews. Interviewed employees were satisfied with the working environment, compensation, working hour and management team in the factory.

A closing meeting was held with the factory representatives and all of the findings were discussed. Ms. Lilian Liao/Vice General Manager, Ms. Nie Lijun/ Worker Representative attended the open meeting and the closing meeting. Ms. Lilian Liao/Vice General Manager signed the onsite CAP and agreed to take corrective actions.

Remark: There were no contractors or agencies used by the auditee, which made the contractor license/permit and agency labour contract not applicable. No Government waivers or Collective bargaining agreement was available. Further, no Structural/stability licenses or Environmental licenses were provided on audit day.

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>Guangzhou Topman Paint Tools Ltd.</b>	Legal status :	<b>Limited Company</b>
Local Name :	<b>广州拓名油漆刷有限公司</b>	Year in which the auditee was founded :	<b>2010</b>
Address :	<b>No.7 Huashan Road, Shilou Town, Panyu District,</b>	Contact person (please select) :	<b>Lilian Liao</b>
Province :	<b>Guangdong</b>	Contact's Email :	<b>topman@topman-painttools.com</b>
City :	<b>Guangzhou</b>	Auditee's official language(s) for written communications :	<b>Chinese</b>
Region :	<b>North East Asia</b>	Other relevant languages for the auditee :	<b>English</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>www.topman-painttools.com</b>
GPS coordinates :	<b>N 22.57'48", E 113°28'12"</b>	Total turnover (in Euros) :	<b>3000000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>95.00</b>
Industry :	<b>Others</b>	Of which domestic market % :	<b>5.00</b>
If other, please specify :		Production volume :	<b>500000 sets per month</b>
Product Group :	<b>Others</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :		Lost time injury calculation cost :	<b>No</b>
Product Type :	<b>Painting Tools</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>46</b>	Total number of workers in the production unit to be monitored (if applicable) :	<b>0</b>
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>	
Permanent workers	<b>25</b>	<b>21</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>3</b>	<b>1</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>19</b>	<b>15</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>25</b>	<b>21</b>	
Production based workers	<b>0</b>	<b>0</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 - 135458] Audit Date: 15/10/2018 PA Score: C

Deadline date:01/10/2019

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

The overall observation showed that the auditee partially respected the requirement of this performance area. Per document review, management interview and employees' private interview, it was noted that the main auditee had established social compliance management policies, procedures, manuals and organization structure to implement BSCI code of conduct. The main auditee had communicated the BSCI code with its significant suppliers by providing the copy of BSCI code of conduct to them. However, gaps were identified in implementation. 整体观察表明,受审核方部分满足这个PA的要求。通过文件查阅、管理层访谈和员工访谈,审核发现工厂建立了社会责任管理方针,程序,手册及组织架构来执行BSCI行为规范。工厂将BSCI行为准则发送给了其重要供应商并在遵守行为准则方面进行了沟通。但在实际执行中这个PA存在问题。

- 1.4 - It was noted that the facility didn't hire enough employees or properly organized to meet the produce requirement. Based on the sampled employees' time records, the maximum overtime hours were 4 hours per day, 72 hours per week and 136 hours per month. Employees could have at least one day leave in consecutive 6 working days. Employees could refuse to work for overtime freely, without penalty. Excessive overtime working hours will result in heavy workload; employees may not have enough rest and increase the risk of health safety issue. The factory management stated that they would try their best to control employees' overtime working hours in the future. Please refer to BSCI PA1.4. 审核发现工厂没有请足够的工人或更好地组织生产来满足生产的需求。抽样发现员工存在月加班时间超出法定要求的情况,最大达136小时/每月。工厂的最大日加班是4小时,最大周工作时间是72小时,最大连续工作天是6天。员工可以自由选择加班,不会受到任何的处罚。繁重的工作会引起超时地加班工作,而过长的工作时间会对员工的健康造成一定的损害。工厂管理层表示将在日后尽可能地控制员工的加班时间。请参看BSCI PA1.4条

**Remarks from Auditee:**

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

Full Audit [Audit Id - 135458] Audit Date: 15/10/2018 PA Score: A

Deadline date:31/12/2018

**GOOD PRACTICES:**

NIL

**AREAS OF IMPROVEMENT:**

The overall observation showed that the auditee partial respected the requirement of this performance area. Per document review, management interview and employees' private interview, it was noted that the auditee had established communication mechanism to report workplace issues by workers and their representatives. And the auditee had provided training on BSCI to the employees. However, the grievance mechanism did not include any external stake holder.

整体观察表明,受审核方部分满足这个PA的要求。通过文件查阅、管理层访谈和员工访谈,审核员发现被审核方建立了有效的员工沟通机制给员工和员工代表反映工作场所的问题。被审核方对员工进行了BSCI方面的培训。但是,被审核方的申诉机制没有包括外部利益相关方。

- 2.5 - Per document review and management interview, it was noted that the facility didn't establish an effective operational-level grievance mechanism for communities (i.e. neighbors, factories, suppliers, local government, NGO, etc.). Missing external grievance mechanism may result in that there will no grievance mechanism for external parties against factory's activities. Currently, factory did not have any grievance mechanism for external parties. The facility management represented that they would take corrective action as soon as possible. Please refer to BSCI PA 2.5 通过文件审核和管理层访谈,审核员发现工厂没有建立针对利益相关方(如周边居民,工厂,供应商,当地政府,NGO等)的有效的议和申诉机制。没有建立外部的申请机制可能导致外部机构对工作的活动没有申诉的途径。工厂目前尚未提供申诉途径给外部机构。工厂表示会尽可能改善。请参看BSCI PA 2.5

**Remarks from Auditee:**

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

Full Audit [Audit Id - 135458] Audit Date: 15/10/2018 PA Score: A

Deadline date:

**GOOD PRACTICES:**

NIL

**AREAS OF IMPROVEMENT:**

The overall observation showed that the auditee respect the requirement of this performance area. Per document review, management interview and employees' private interview, it was noted that the auditee had established procedure to protect the right of workers to form and join organizations of their own choosing and provided relevant training to employees. The auditee had elected Workers' representatives.

整体观察表明,受审核方满足这个PA的要求。通过文件查阅、管理层访谈和员工访谈,审核发现被审核方制定了相应的程序文件和提供相关的培训来确保员工可以自由成立或者参与各种组织。工厂选举了员工代表。

**Remarks from Auditee:**

<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 135458] Audit Date: 15/10/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> NIL	
<b>AREAS OF IMPROVEMENT:</b> <p>The overall observation showed that the full respected the requirement of this performance area. Per document review, management interview and employees' private interview, it was noted that the auditee had set procedure to prevent any kind of discrimination and management were trained and promised to obey this principle. The auditee paid particular attention to avoid discrimination against vulnerable groups like disabled workers, pregnant women or migrant workers through employee manual and normal training. The auditee did not use health conditions for discrimination such as medical testing, virginity tests, use of contraception or equivalent.</p> <p>整体观察表明, 受审核方完全满足这个PA的要求。通过文件查阅、管理层访谈和员工访谈, 审核发现被审核方建立了禁止歧视的管理程序文件, 所有管理人员接受了相应培训并承诺遵守该原则。公司对弱势群体如残疾员工、怀孕女工和外地工人给予了特别关注, 并通过员工手册, 日常培训来保障其权益。公司管理不以身体条件比如医学体检, 怀孕检查, 避孕节育等类似手段来设置歧视条款。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 135458] Audit Date: 15/10/2018 PA Score: B	Deadline date:01/10/2019
<b>GOOD PRACTICES:</b> NIL	
<b>AREAS OF IMPROVEMENT:</b> <p>The main auditee partially respects this principle because: The minimum wage in the factory was compliance with local government's minimum wage. No deduction was used as disciplinary practices. Employees' normal wages could meet local living wage standard currently. Not all employees were provided with all 5 types of social insurance currently. Gaps were noted.</p> <p>被审核方部分尊重BSCI的本条原则, 原因是: 工厂支付的最低工资满足当地政府的最低工资标准, 未使用工资扣款最为纪律规定。员工的正常工资暂可以达到当地生活工资标准。工厂没有为所有员工购买了社会保险, 实际执行存在问题。</p> <p>5.5 - According to the social insurance payment receipt provided by factory management, it was noted that only 32 out of 46 (70%) employees were provided with medical, pension, accident, maternity and unemployment insurance in September 2018. Further, the facility provided a commercial insurance to 20 employees with a valid period from December 16, 2017 to December 15, 2018. Social insurance didn't cover all employees may cause the problem between the employer and the employee, which maybe reduce employees' worked efficiency. The facility management represented that they would enhance the social insurance training to employees and would try their best to improve the purchase rate in the future. Please refer to BSCI PA 5.5 and Article 73 of the Labor Law of the People's Republic of China.</p> <p>审核员发现工厂的社会保险覆盖不足。根据厂方提供的2018年9月社会保险缴费单据显示工厂仅为32/46(70%)名员工提供养老/医疗/失业/生育及工伤保险。此外, 工厂购买了一份20人的团体商业保险, 有效期从2017年12月16日至2018年12月15日。没有为全体员工提供保险有可能会引起雇主与雇员之间的问题产生, 这有可能会降低员工的工作效率。工厂管理层表示会加强社保的宣传, 尽可能增加社保的购买比例。请参看BSCI PA 5.5 及《中华人民共和国劳动法》第73条。</p>	
<b>Remarks from Auditee:</b>	

<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 135458] Audit Date: 15/10/2018 PA Score: D	Deadline date:01/10/2019
<b>GOOD PRACTICES:</b> NIL	
<b>AREAS OF IMPROVEMENT:</b> <p>The main auditee partially respects this principle because: The factory had clearly communicated working hour policy to all employees through training and the factory respected BSCI related to working hours per attendance provided by the factory. Interviewed employees confirmed that they could choose OT or not. They were unable to control the overtime hours within local law limit currently. Gaps were noted.                      被审核方部分尊重BSCI的本条原则,原因是:工厂向员工传达了工厂关于工作时间的政策,根据工厂提供的工时记录,工厂有尊重BSCI关于工作时间的规定。面谈的员工证实加班是自愿的。工厂表示暂时未能实现加班时间符合法律要求,实际执行存在问题。</p> <p><b>6.2 -</b> It was noted that 14 out of 21 sample population employees worked in excess of the statutory overtime hour limits. A review of 21 sample population employees' time records (7 samples selected from September 2018/May 2018 and February 2018 respectively) yielded the following: 6 out of 7 sample population employees worked in excess of 36 overtime hours per month (i.e. 50-132 hours) in September 2018, which was not in compliance with the legal requirement. • 2 out of 7 sample population employees worked in excess of 3 overtime hours per day (i.e. 4 hours) for 18 days per month in September 2018, which was not in compliance with the legal requirement. 6 out of 7 sample population employees worked in excess of 36 overtime hours per month (i.e. 38-136 hours) in May 2018, which was not in compliance with the legal requirement. • 2 out of 7 sample population employees worked in excess of 3 overtime hours per day (i.e. 4 hours) for 22 days per month in May 2018, which was not in compliance with the legal requirement. 2 out of 7 sample population employees worked in excess of 36 overtime hours per month (i.e. 64 hours) in February 2018, which was not in compliance with the legal requirement. • 2 out of 7 sample population employees worked in excess of 3 overtime hours per day (i.e. 4 hours) for 10 days per month in February 2018, which was not in compliance with the legal requirement. Excessive overtime working hours will result in heavy workload; employees may not have enough rest and increase the risk of health safety issue. The facility management represented that they would take corrective action as soon as possible. Please refer to BSCI PA6.2 &amp; Article 41 of the Labor Law of the PRC                      根据厂方提供的工时记录,审核员发现员工加班时间超出了法定标准。审核员抽取21个样本(分别从2018年9月/2018年5月和2018年2月抽7个),发现共有14名员工加班时间超出了法定标准,具体为:6/7名抽样员工在2018年9月的加班时间为50-132小时,超过每月加班时间不能超过36小时的法律规定;• 2/7名员工在2018年9月有18天每天的加班时间为4小时,超过每天加班时间不能超过3小时的法律规定。6/7名抽样员工在2018年5月的加班时间为38-136小时,超过每月加班时间不能超过36小时的法律规定;• 2/7名员工在2018年5月有22天每天的加班时间为4小时,超过每天加班时间不能超过3小时的法律规定。2/7名抽样员工在2018年2月的加班时间为64小时,超过每月加班时间不能超过36小时的法律规定;• 2/7名员工在2018年2月有10天每天的加班时间为4小时,超过每天加班时间不能超过3小时的法律规定。繁重的工作会引起超时地加班工作,而过长的工作时间会对员工的健康造成一定的损害。工厂管理层表示会尽快改善。请参看BSCI PA 6.2及《中华人民共和国劳动法》第41条</p>	
<b>Remarks from Auditee:</b>	

<b>Performance Area 7 : Occupational Health and Safety</b>	
Full Audit [Audit Id - 135458] Audit Date: 15/10/2018 PA Score: D	Deadline date:01/10/2019
<b>GOOD PRACTICES:</b> NIL	
<b>AREAS OF IMPROVEMENT:</b>	
<p>The main auditee partially respects this principle because: For fire safety, the factory ensured enough extinguishers, hydrants, emergency light in the workshop. All these facilities of fire safety were checked monthly and were effective during the testing on-site. For mechanism safety, all processes of operation were set up; workers were well trained to operate it correctly. According to the interviewee statement, workers understood the risk of mechanism. And the factory also set up emergency procedure and the first aid kit was also available in the workshop. No transportation was provided to workers. However, gap was identified in implementation.</p> <p>被审核方部分尊重BSCI的本条原则,原因是:工厂给车间配备了足够的消防设施,例如灭火器,消防栓等,并且工厂每月都会进行检查。审核时经过测试,消防栓,警铃和应急灯都是有效的。在机械安全方面,工厂针对有机机械安全风险的岗位都制定了相应的操作规程,并且给员工提供了培训以防范这方面的风险。在急救政策方面,工厂制定了急救政策,工厂在车间配备了药箱。工厂未提供交通工具给工人。但工厂在BSCI体系执行上仍存在差距。</p>	
7.5 -	<p>It was noted that the factory provided the occupational health checks to employees who were in contact with hazardous materials (such as noise and dust) yearly. However, the occupational health checks were not provided to employees before they take the posts or leave the posts. The occupational health checks to employees would help the facility management know the situation about employees, which could prevent occupational disease from happening. The facility management represented that they would try their best to correct this issue. Please refer to BSCI PA 7.5 and Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases</p> <p>审核员发现厂方有每年为接触有毒有害物质(如噪音和粉尘)的员工提供职业病体检,但工厂并没有组织这些员工在上岗前和离岗时进行职业病体检。职业病体检可以让工厂及时了解员工的健康,以防止员工职业病的产生。工厂管理层表示会尽可能改善。请参看BSCI PA7.5和《中华人民共和国职业病防治法》第35条</p>
7.6 -	<p>It was noted that employees in contact with dust were provided with carbon activated masks instead of dust-free masks. This violated Article 42 of Law of the People's Republic of China on Production Safety and BSCI PA7.6. Factory management represented that they will take improvement as soon as possible.</p> <p>工厂为车间接触粉尘的员工提供的是活性炭口罩而不是防尘口罩。违反《中华人民共和国安全生产法》第42条和BSCI PA7.6 工厂代表反映立即改善。</p>
7.11 -	<p>1. It was noted that factory management was unable to provide the report of inspection for completed building construction project. The factory building was completed in 2009. No the report of inspection for completed building construction projects is provided for review, the facility management could not certificate that all buildings were compliance with the local legal requirement. The facility management represented that they would try their best to take corrective action as soon as possible. Please refer to BSCI Code of Conduct7.11 and Article 13 of Fire Control Law of the People's Republic of China 2. It was noted that factory management was unable to provide the certificate of inspection for completed building construction projects. The factory building was completed in 2009. No the certificate of inspection for completed building construction projects is provided for review, the facility management could not certificate that all buildings were compliance with the local legal requirement. The facility management represented that they would try their best to take corrective action as soon as possible. Please refer to BSCI Code of Conduct7.11 and Article 49 of Regulation on the Quality Management of Construction Projects</p> <p>1. 厂方未能向审核员提供工厂楼房的建筑工程竣工验收报告。该工厂建筑于2009年竣工。没有建筑工程竣工验收报告提供,工厂管理层就不能证明这些建筑物是符合当地法律要求的。工厂管理层表示会尽可能地改善这个问题。请参看BSCI PA 7.11 及《中华人民共和国建筑法》第61条。2. 厂方未能向审核员提供工厂楼房的建筑工程竣工验收备案证。该工厂建筑于2009年竣工。没有建筑工程竣工验收备案提供,工厂管理层就不能证明这些建筑物是符合当地法律要求的。工厂管理层表示会尽可能地改善这个问题。请参看BSCI PA 7.11 及《建设工程质量管理条例》第四十九条。</p>
7.13 -	<p>It was noted that 5 small electrical boxes in the factory were not posted with warning signs. Warning sign could help employees' to avoid being harmed by electricity. The facility management represented that they would take corrective action as soon as possible. Please refer to BSCI PA 7.13 and Article 2-7 of Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008</p> <p>审核发现工厂有5个小电箱没有张贴警示标识。警示标识可以帮助员工避免电的伤害。工厂管理层表示会尽快改善。请参看BSCI PA7.13和《安全标志及使用导则(GB 2894-2008)》警示标志2-7</p>
7.15 -	<p>It was noted that the evacuation doors used at 2 safety exits for production workshops were rolling doors with locking devices installed to keep them open during working hours. Rolling doors were inconvenience to evacuate in emergency situation. The facility management represented that they would try their best to correct this issue. Please refer to Article 6.4.11 of the Code for design of building fire protection and prevention (GB50016-2014) and BSCI PA 7.15</p> <p>审核发现工厂生产车间有2个安全出口安装的是卷帘门,并且安装了固定装置以确保其上班时处于开启状态。在紧急情况下,卷帘门不利于员工疏散。工厂管理层表示会尽可能地改善。请参看《建筑设计防火规范GB50016-2014》第6.4.11条条以及BSCI PA7.15</p>
<b>Remarks from Auditee:</b>	
<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 135458] Audit Date: 15/10/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> NIL	
<b>AREAS OF IMPROVEMENT:</b>	
<p>The main auditee fully respects this principle because: The factory established its child labor forbidden policy. It was noted that the HR related officer had to check the ID and age during the hiring process. Through management interview, worker representative interview and employee interview, all knew the child labor forbidden policy and confirmed no child labor in the factory.</p> <p>被审核方完全尊重BSCI的本条原则,原因是:工厂建立了禁止童工政策。负责招聘的相关HR人员知道他们必须严格核实新员工的年龄。员工面谈,员工代表面谈和管理层面谈都证实清楚的知晓禁止童工政策并且确定工厂没有童工。</p>	
<b>Remarks from Auditee:</b>	

<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 135458] Audit Date: 15/10/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> NIL	
<b>AREAS OF IMPROVEMENT:</b> The main auditee respects this principle because: The factory had established related policies to ensure young workers' working time and not to contact with hazardous materials. No young worker was found in the factory during this audit. Further, the factory had established the risk assessment for young employee. 被审核方尊重BSCI的本条原则,原因是:工厂建立了未成年工保护政策,包括工作时间和禁止未成年工接触有毒化学品等等。此次审核工厂没有未成年工。工厂进行了未成年工风险评估。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 135458] Audit Date: 15/10/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> NIL	
<b>AREAS OF IMPROVEMENT:</b> The main auditee fully respects this principle because: The factory had established clear recruit policies to respect local law requirements. Confirmed through employee and employee representative interview, they need to sign standard labor contracts with factory and they kept one labor contract. 被审核方满足BSCI的本条原则,原因是:工厂建立了清楚地招聘程序来遵守当地的法规要求。通过员工和员工代表面谈,确认所有员工进厂时必须签标准的劳动合同,并且他们自己都留有一份合同。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 135458] Audit Date: 15/10/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> NIL	
<b>AREAS OF IMPROVEMENT:</b> The main auditee fully respects this principle because: Based on site tour, document review and interview, the auditee didn't limit the employees' freedom including resignation or ask for leave from the factory. The inhumane or degrading treatment, corporal punishment, mental or physical coercion and/or verbal abuse never occurred. There was no prison labor or forced labor. No ID card or wage was withheld by factory. It was observed that workers were working without pressure. Disciplinary measures were all reasonable: Verbal warning, warning letter and termination. 被审核方完全尊重BSCI的本条原则,原因是:基于现场走访,文件评估和访谈,被审核方没有限制员工的自由,包括离职或请假。工人从未受到不人道或有辱人格的待遇、体罚、精神或肉体胁迫和/或辱骂。工厂里没有监狱劳工或强迫劳动。工厂没有扣留工人的身份证和工资。员工在工厂里没有压力。处罚措施是合理的,处罚措施包括:口头警告,警告信和解雇。	
<b>Remarks from Auditee:</b>	

<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 135458] Audit Date: 15/10/2018 PA Score: C	Deadline date:31/12/2018
<b>GOOD PRACTICES:</b> NIL	
<b>AREAS OF IMPROVEMENT:</b> <p>The main auditee partially respects this principle because: During plant tour, it was found waste was not dumped in natural environments, or burned on open fires. No obvious pollution found in this factory. The factory did not receive any fines from local environment bureau ever since. However, gap was identified during this audit.                      被审核方部分尊重BSCI的本条原则, 原因是: 现场参观未发现废弃物直接倾倒入自然环境中或者明火燃烧。现场未发现明显污染现象。工厂从来没有收到过当地环保部门的处罚。但是工厂实际执行仍存在差距。</p> <p><b>12.1 -</b> It was noted that the factory did not work out the report form of environmental impacts of the construction of the facility for review. No the report form of environmental impacts of the construction of the facility could not certificate the auditee compliance with the local environment requirement. The facility management represented that they would take corrective action as soon as possible. Please refer to BSCI PA 12.1 and Article 16 of Law of the People's Republic of China on Appraising of Environment Impacts                      审核发现工厂没有提供环评文件以供查阅。没有环评文件就不能提供被审核方已经符合了当地环境要求。工厂管理层表示会尽快改善。请参看BSCI PA12.1 和《中华人民共和国环境影响评价法》第16条</p> <p><b>12.3 -</b> 1. It was noted that factory management was unable to provide the approval document of environment impact assessment for review. No the approval document of environment impact assessment could not certificate the auditee compliance with the local environment requirement. The facility management represented that they would take corrective action as soon as possible. Please refer to BSCI PA 12.3 &amp; Article 9 of the Regulations on Environmental Protection Check and Acceptance for Completed Construction Project                      1. 审核发现工厂不能提供建设项目环境影响评价批复文件供审核。没有环评批复文件就不能提供被审核方已经符合了当地环境要求。工厂管理层表示会尽快改善。请参看BSCI PA12.3 和《中华人民共和国环境影响评价法》第22条 2. 审核发现工厂未能提供建设项目竣工环境保护验收文件以供查阅。没有环评验收文件就不能提供被审核方已经符合了当地环境要求。工厂管理层表示会尽快改善。请参看BSCI PA 12.3的要求及《建设项目竣工环境保护验收管理办法》第9条。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 135458] Audit Date: 15/10/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> NIL	
<b>AREAS OF IMPROVEMENT:</b> <p>The main auditee partially respects this principle because: The auditee had developed policy and procedure against any act of corruption, extortion or bribery in their business. The training on ethics and integrity were performed for workers and managers.                      被审核方尊重BSCI的本条原则, 原因是: 被审核方建立方针政策反对任何形式的商业贿赂, 勒索和腐败。并给工人和管理层执行道德和诚信方面的培训。</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	15/10/2018	135458	C	A	A	A	B	D	D	A	A	A	A	C	A	C

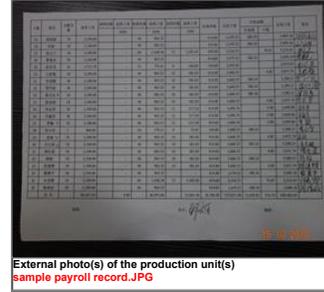
Producer Photos



External photo(s) of the production unit(s) 7.13 no warning sign.JPG



External photo(s) of the production unit(s) fire extinguishers.JPG



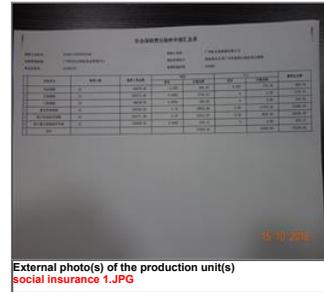
External photo(s) of the production unit(s) sample payroll record.JPG



External photo(s) of the production unit(s) 7.15 locking device for rolling door.JPG



External photo(s) of the production unit(s) fire hydrant.JPG



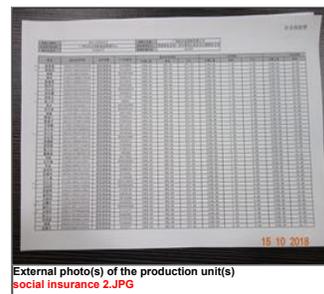
External photo(s) of the production unit(s) social insurance 1.JPG



External photo(s) of the production unit(s) 7.6 worker wearing carbon activated mask instead of dust-free mask.JPG



External photo(s) of the production unit(s) first aid kit.JPG



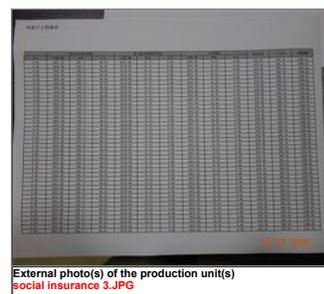
External photo(s) of the production unit(s) social insurance 2.JPG



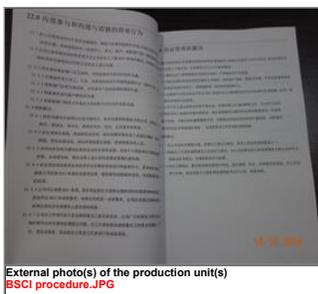
External photo(s) of the production unit(s) assembling workshop.JPG



External photo(s) of the production unit(s) injection workshop.JPG



External photo(s) of the production unit(s) social insurance 3.JPG



External photo(s) of the production unit(s) BSCI procedure.JPG



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



External photo(s) of the production unit(s) social insurance 4.JPG



External photo(s) of the production unit(s)  
commercial insurance 1.JPG



External photo(s) of the production unit(s)  
packing workshop.JPG



External photo(s) of the production unit(s)  
testing emergency light.JPG



External photo(s) of the production unit(s)  
commercial insurance 2.JPG



External photo(s) of the production unit(s)  
proper warning sign.JPG



External photo(s) of the production unit(s)  
testing fire hydrant.JPG



External photo(s) of the production unit(s)  
drinking water.JPG



External photo(s) of the production unit(s)  
punching workshop.JPG



External photo(s) of the production unit(s)  
time recording system.JPG



External photo(s) of the production unit(s)  
fire acceptance check.JPG



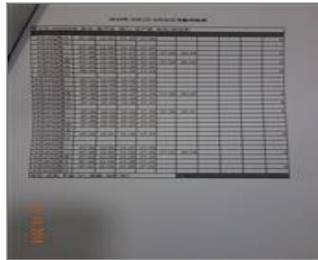
External photo(s) of the production unit(s)  
safety exit sign and emergency light.JPG



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



External photo(s) of the production unit(s)  
fire alarm.JPG



External photo(s) of the production unit(s)  
sample attendance record.JPG