

Monitored Party <b>Shandong Join Bums Eco Tissue Co., Ltd.</b>	amfori ID <b>156-051721-000</b>	Address <b>NO.1677, Xin'an Road, Wutu Street, Changle County, Weifang, Shandong Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>ALGI International, Inc.</b>
Monitoring Start Date <b>05/01/2024</b>	Closing Meeting Finished Date <b>05/01/2024</b>	Submission Date <b>10/01/2024</b>
Expiration Date <b>10/01/2025</b>	Announcement Type <b>Fully Announced</b>	
Site <b>Shandong Join Bums Eco Tissue Co., Ltd.</b>	Site amfori ID <b>156-051721-001</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>D</b>	
PA 2: Workers Involvement and Protection	<b>B</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>B</b>	
PA 6: Decent Working Hours	<b>D</b>	

PA 7: Occupational Health and Safety	<b>B</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Name of lead auditor: Milo Lu, APSCA membership number: CSCA21703478

Name of team auditor, observers, translators, trainees, advisors/consultants: Nil

Monitoring partner name: ALGI China

Audit schedule details: The audit was planned for 1 auditor x 1 on-site day. The full audit (Announced) was conducted on January 5, 2024.

Business partner information: Shandong Join Bums Eco Tissue Co., Ltd. (Local Name: 山东众博纸业有限公司, Uniform Code of Social Credit: 91370725MA3QYPNA82) is located at NO.1677, Xin'an Road, Wutu Street, Changle County, Weifang City, Shandong Province, China. The factory was established on November 13, 2019 and was specialized in manufacturing of paper products. Main production processes included molding and packing. No production process needed to be subcontracted.

Audited location information: The factory rented all of the buildings from the owner named Mr. Liu Shenghua. The factory did not provide kitchen, canteen, dormitory or transportation to workers. The construction areas rented by the factory was about 2180 square meters. The factory provided lease agreement for review. According to on-site observation, interview and documents review, the floor details of all buildings were listed below:

The southeast two rooms in the first floor of the 3-storey building were used as office rooms.

The other rooms in the first floor, the whole second floor and the whole third floor of the 3-storey building were used by the owner as office rooms.

The northeast 1-storey building was used as packing materials warehouse and finished products warehouse.

The northwest 1-storey building was used as raw materials warehouse.

The middle south 1-storey building was used as molding workshop and packing workshop.

Operating shifts and hours: All employees work in one shift and the regular working hours of the employees are from 07:30 to 17:30 with lunch break from 11:30 to 13:30 (8 hours per day). Normal working days are from Monday to Friday. The workers worked max. 8 hours a day overtime on Saturdays voluntarily and worked max. 1 hour a day from 18:30 to 19:30 overtime voluntarily on weekdays if needed.

Time recording system: Fingerprint scanning attendance machine.

Salary payment details: All employees are paid by hourly rate. Wages are paid in cash before the end of each month for the preceding month.

Worker number information: On the audit day, there were total 10 employees, including 2 non-production employees and 8 production employees. Of the 8 production employees, 2 are males and 6 are females. No vulnerable workers or any other special group workers (such as interns, apprentices, contractor workers) were noted during this audit.

Good practices: No Good practice was noted in the audit.

Worker organization details: No labor union was available. However, worker committee was established in the factory. One worker representative was elected by workers.

Circumstances: Mr. Lv Zhaojin / Plant Manager and Mr. Lv Zuoxi / Worker representative participated in the opening & closing meeting. The opening meeting started at 07:30 of January 5, 2024 and the closing meeting ended at 17:30 of January 5, 2024. The auditor communicated the findings in detail to them and allowed them to raise questions and make any needed clarifications. Finally, they agreed on the findings and signed the on-site audit findings report.

The special circumstances can be classified as followed: No special circumstances were noted during this audit.

Summary of findings:

PA 1:

PA 1.1 The BSCI social management system still needed to be improved.

PA 1.4 The factory established procedure on workforce planning, but it was not running effectively, which led to excessive overtime hours.

PA 2:

PA 2.2 The long-term goals to protect workers did not show step-by-step approach toward sustainable improvements.

PA 2.5 The grievance policy was inadequate.

PA 5:

PA 5.4 The factory did not understand what living wage was and also did not conduct a calculation.

PA 5.5 Insufficient coverage of social insurances.

PA 6:

PA 6.2 Monthly overtime hours exceeded 36 hours.

PA 7:

PA 7.1 Non-compliances with Health & Safety local law & regulations and the materials were stored against the walls.

PA 7.2 Insufficient coverage of injury insurance.

PA 7.3 No occupational health check.

PA 7.4 The risk assessment was not participated by OHS committee and workers representatives.

PA 7.11 No building structure acceptance certificate & building fire service inspection certificate.

PA 7.13 Electrical safety system was inadequate.

PA 7.22 The stalls in all toilets were not equipped with doors and there were no basic supplies provided in all toilets.

Living wage calculation: The local legal minimum wage standard has been raised from CNY 1900 per month equivalent to CNY 10.92 per hour to CNY 2010 per month equivalent to CNY 11.55 per hour since October 1, 2023.

#Living Wage: [The audited factory was located in Weifang City, which cannot be found on the GLWC website. So the auditor used the basic living wage CNY 3139.17, which was manually collected and calculated by the auditor through Anker's methodology. The Living wage calculation technique used by the auditor is to be inquired the resident consumption parameters published on the local government's public website and yearbook. Afterwards, there are calculated the relevant data of local living wage according to the proportion of Anker methodology of the key parameters. Relevant data comes from the website or yearbook data published by the local government. BLW calculation manually collected by the auditor is uploaded as part of the report attachments.]

Precautions taken about #COVID-19 in the facility: Not applicable in China.

Remark:

1. The government waiver, agency labor contract and collective bargaining agreement were not available for the factory on the audit day, which made those documents not applicable.

2. Some uploaded attachments (such as wage records and time records) involve employees' personal information, which is protected. This is to comply with the requirements of the Personal Information Protection Law of the People's Republic of China and GDPR.

## SITE DETAILS

Site  
**Shandong Join Bums Eco Tissue Co., Ltd.**

Site amfori ID  
**156-051721-001**

### GICS Classification

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Sector <b>Materials</b>	Industry Group <b>Materials</b>	Industry <b>Paper &amp; Forest Products</b>
Sub Industry <b>Paper Products</b>		

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

## METRICS

### Key Metrics

Total workforce	10	Workers
Legal minimum wage in local currency	2,010	Monthly
Lowest wage paid for regular work at the site	3,500	Monthly
Calculated living wage in local currency	3,139.17	Monthly
Total sample	5	Workers

### Other Metrics

Male workers	3	Workers
Female workers	7	Workers
Non-binary workers	0	Workers
Permanent workers - Male	3	Workers
Permanent workers - Female	7	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	1	Workers
Management - Female	1	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	3	Workers
Workers hired directly - Female	7	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	1	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

# FINDINGS



## PA1: Social Management System

Site: Shandong Join Bums Eco Tissue Co., Ltd. | Site amfori ID: 156-051721-001

**Question:** 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>Based on documents review, on-site observation, workers interview and management interview, it was found that the factory did not have an effective management system regarding Social Management Systems and Cascade Effect, Workers Involvement and Protection, Fair Remuneration, Decent Working Hours and Occupational Health &amp; Safety. (For details, please refer to Performance Area 1, 2, 5, 6 and 7 respectively.) The management of the factory showed that part of the requirements were ignored due to they were busy with the production. This question is rated as partially because the factory still met most of the BSCI requirements. This is partially in compliance with the requirements of BSCI CoC.</p>	<p>根据文件审核、现场审核、员工访谈以及管理层访谈发现，被审核方在社会管理体系和级联效应、工人参与和保护、公平报酬、体面劳动时间以及职业健康与安全等方面缺少有效的管理。（详细分别见第1、2、5、6和7部分。）被审核方管理层表示由于忙于生产，导致部分要求被忽视。该发现点被评定为局部符合是因为被审核方还是满足了BSCI大部分的要求。这局部符合BSCI CoC的要求。</p>

**Question:** 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>Based on on-site observation, documents review, workers interview and management interview, it was found that the workforce capacity in the factory was not assessed and properly planned to match delivery order contracts or expectations, as monthly overtime working hours exceeding the requirements of national laws and regulations were detected in all three sampled months. For details, please refer to 6.2. The management of the factory indicated that the overtime working hours exceeded the legal requirements due to the urgent delivery time. This question was rated as no because all sampled monthly overtime working hours exceeding the requirements of national laws and regulations. This is not in compliance with the requirements of PRC Labor Law, Article 41.</p>	<p>根据现场审核、文件审核、员工访谈以及管理层访谈发现，被审核方没有对现有员工的产能是否可以按时完成客户订单数量进行有效的评估和合理规划，以致于抽样三月份都发现有员工月加班时间超过国家法规要求的现象。具体加班信息请参考6.2部分。被审核方管理层表示由于交期紧张，导致了加班时间超过法规的要求。该发现点被评定为不符合是因为所有抽样月份的月加班时间均超过了法规的要求。这不符合《中华人民共和国劳动法》第41条的要求。</p>



## PA 2: Workers Involvement and Protection

Site: Shandong Join Bums Eco Tissue Co., Ltd. | Site amfori ID: 156-051721-001

**Question:** 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

### ENGLISH

### LOCAL LANGUAGE

#### Finding

Based on documents review, workers interview and management interview, it was found that the factory had defined long term goals for protecting workers, but this long term goals did not show step-by-step approach toward sustainable improvements, such as the monthly or annual plan. The management of the factory indicated that this problem occurred due to the management negligence. This question was rated as partially because the factory had developed partial compliance documents. This is partially in compliance with the requirements of BSCI CoC.

根据文件审核，员工访谈以及管理层访谈发现，被审核方已定义了保护员工的长期目标，但是该目标并未包括按部就班的可持续改进方法，例如月度或年度计划。被审核方管理层表示由于管理上的疏忽，导致了该问题的发生。该发现点被评定为局部符合是因为被审核方还是制定了一部分符合要求的文件。这局部符合BSCI CoC的要求。

**Question:** 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

### ENGLISH

### LOCAL LANGUAGE

#### Finding

Based on documents review, workers interview and management interview, it was found that the factory established grievance policy for their own employees & local communities, but the written procedure did not define the content of potential conflicts of interest and how to overcome them, the timelines to address grievances and the process for appeals or escalation as an additional guarantee. The management of the factory indicated that this problem occurred due to the management negligence. This question was rated as partially because the factory had developed partial compliance documents. This is partially in compliance with the requirements of BSCI CoC.

根据文件审核、员工访谈以及管理层访谈发现，被审核方建立了内部员工和当地社区使用的申诉政策，但是书面的申诉程序中未包括潜在的利益冲突以及如何克服这些冲突，提出申诉的时间表和时效性，有上诉程序或升级投诉的程序作为额外担保等内容。被审核方管理层表示由于管理上的疏忽，导致了该问题的发生。该发现点被评定为局部符合是因为被审核方还是制定了一部分符合要求的文件。这局部符合BSCI CoC的要求。

## PA 5: Fair Remuneration

Site: Shandong Join Bums Eco Tissue Co., Ltd. | Site amfori ID: 156-051721-001

**Question:** 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>Based on documents review, workers interview and management interview, it was found that the factory did not understand what living wage was and also did not conduct a calculation, but the regular wages paid to 5 out of total 5 sampled workers in December 2022 &amp; May 2023 &amp; November 2023 were CNY 3500 per month which were higher than the Living Wage standard of Weifang City as CNY 3139.17 per month which was calculated by the auditor through Anker's methodology based on the data from local government. The management of the factory indicated that this problem occurred due to they did not understand the content very well. This question was rated as partially because the factory still had guaranteed the basic living wage of the workers. This is partially in compliance with the requirements of BSCI CoC.</p>	<p>根据文件审核、员工访谈以及管理层访谈发现，被审核方不理解什么是基本需求工资，也没有计算员工的基本需求工资，但是所有5名抽样员工中的5名在2022年的12月以及2023年的5月和11月的固定工资为人民币3500元每月，高于当地基本生活需求工资的标准。潍坊市的基本生活需求工资为审核员根据当地政府的数据通过Anker方法计算出来的每个月人民币3139.17元。被审核方管理层表示由于不是很了解该内容，导致了该问题的发生。该发现点被评定为局部符合是因为被审核方还是满足了员工的基本需求工资。这局部符合BSCI CoC的要求。</p>

**Question:** 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>Based on documents review, workers interview and management interview, it was found that not all employees were provided with all kinds of social insurances. As per reviewing the participation status on line via the local official social insurance system and the insurance receipts of October 2023 &amp; November 2023 &amp; December 2023, it was noted that there were total 10 permanent employees (Retirees: 2, no temporary employee, no dispatch employee, no newly joined employee) in the factory, but only 6 permanent employees were provided with industrial injury, medical, unemployment, maternity and pension insurances and the percentage of the employees who were provided with these five kinds of social insurances was 75.00%. Besides, other all permanent workers were not provided with commercial injury insurance by the factory. This is not in compliance with the requirements of PRC Labor Law, Article 72 and 73.</p> <p>Remark:</p> <p>1. According to management and workers interviews, some workers had new rural cooperative pension insurance and some workers</p>	<p>根据文件审核、员工访谈以及管理层访谈发现，被审核方提供的社保没有覆盖到所有员工。根据查看社保系统的在线台账以及2023年的10月、11月和12月的社保缴费发票发现，被审核方一共有10名正式员工(退休员工：2名、无临时员工、无派遣员工、无新进员工)，但仅为6名正式员工提供了工伤、医疗、失业、生育和养老保险，员工缴纳五险的比例为75.00%。另外，被审核方也没有为其余的所有正式员工提供商业意外伤害险。这不符合《中华人民共和国劳动法》第72和73条的要求。</p> <p>备注：</p> <p>1、依据管理层和员工访谈确认，部分员工有新型农村合作养老保险，也有些员工不愿意买社保。</p> <p>2、审核期间，被审核方没有获得社保批文。被审核方管理层表示由于有的员工有农保或者不愿意买社保，导致了该问题的发生。该发现点被评定为不符合是因为被审核方没有为四分之一的员工提供任何的社会保险。</p>

### Finding

did not want to buy social insurances.  
2. The factory did not obtain the social insurance waiver during the audit.  
The management of the factory indicated that this problem occurred due to some workers had new rural cooperative pension insurance or did not want to buy social insurances. This question was rated as no because the factory did not provide any social insurance for a quarter of all employees.

## PA 6: Decent Working Hours

Site: Shandong Join Bums Eco Tissue Co., Ltd. | Site amfori ID: 156-051721-001

**Question:** 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

### ENGLISH

### LOCAL LANGUAGE

#### Finding

Based on documents review, on-site observation, workers interview and management interview, it was found that as per the provided time records by the factory, the monthly overtime working hours of 5 out of total 5 sampled workers were 42 hours in November 2023, of 5 out of total 5 sampled workers were 41 hours in May 2023 and of 5 out of total 5 sampled workers were 43 hours in December 2022. All sampled workers' monthly overtime working hours of December 2022 & May 2023 & November 2023 exceeded the legal limit of 36 hours per month. The workers' overtime work was voluntary. The management of the factory indicated that the overtime working hours exceeded the legal requirements due to the urgent delivery time. This question was rated as no because all of the sampled workers' monthly overtime working hours exceeding the requirements of national laws and regulations. This is not in compliance with the requirements of PRC Labor Law, Article 41.

根据文件审核、现场审核、员工访谈以及管理层访谈发现，根据被审核方提供的考勤记录发现，2023年11月份所有抽样5名员工中5名的月加班时间为42小时，2023年5月份所有抽样5名员工中5名的月加班时间为41小时，2022年12月份所有抽样5名员工中5名的月加班时间为43小时。所有抽样员工在2022年的12月以及2023年的5月和11月的月加班时间均超过了法律规定的每月加班不超36小时的要求。员工均为自愿加班。被审核方管理层表示由于交期紧张，导致了加班时间超过法规的要求。该发现点被评定为不符合是因为所有抽样员工的月加班时间均超过了法规的要求。这不符合《中华人民共和国劳动法》第41条的要求。

## PA 7: Occupational Health and Safety

Site: Shandong Join Bums Eco Tissue Co., Ltd. | Site amfori ID: 156-051721-001

**Question:** 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>Based on on-site observation, documents review, workers interview and management interview, it was found that:</p> <p>1. During the audit, although the factory had established the occupational health &amp; safety regulations and procedures and provided all the updated laws and regulations list which applied to the factory on H&amp;S, but the actual practice throughout the factory was not fully in compliance with requirements of local law in the parts of H&amp;S, such as materials' storage, inadequate industrial injury insurance, no occupational health check, missing building structure acceptance certificate &amp; building fire service inspection certificate and electrical safety. This is partially in compliance with requirements of relevant local health and safety laws. (Please refer to question points PA7.1, PA7.2, PA7.3, PA7.11, PA7.13 for specific health and safety regulations.)</p> <p>2. Besides, during the audit, it was found that about 30% observed packing materials &amp; finished products in the warehouse were stored against the wall. This is partially in compliance with requirements of Rules Concerning Warehouse Safety and Fire Control, Article 18.</p> <p>The management of the factory showed that due to the management negligence, the supervision is not in place and the inspection is not careful, leading to the neglect of part of the requirements. This question was rated as partially because the factory still met most of the requirements of laws and regulations on health and safety.</p>	<p>根据现场审核、文件审核、员工访谈以及管理层访谈发现：</p> <p>1、审核发现，虽然被审核方建立了职业健康安全方面的程序和相关制度，而且提供了完整的更新的健康安全方面的法律法规清单，但是被审核方的实际做法并不完全符合当地法律对健康安全部分的要求，例如货物的存储，工伤险不足，无职业健康体检，缺少建筑结构验收证书和建筑消防验收证书以及电气安全。这局部符合当地相关健康安全方面法规的要求。（具体的健康安全法规条款请参阅 PA7.1, PA7.2, PA7.3, PA7.11, PA7.13）</p> <p>2、另外，审核发现，被审核方仓库中约30%的包装材料 and 成品靠墙摆放。这局部符合《仓库防火安全管理规划》第18条的要求。</p> <p>被审核方管理层表示由于管理上的疏忽、监督的不到位以及检查的不仔细，导致部分要求被忽视。该发现点被评定为部分符合是因为被审核方还是满足了法律法规对健康与安全大部分的要求。</p>

**Question:** 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>Based on on-site observation, documents review, workers interview and management interview, it was found that the factory had 10 permanent employees in total, but only provided injury insurance to 6 permanent workers, 4 workers were not provided with any injury related insurance currently. The management of the factory showed that this problem occurred due to the management</p>	<p>根据现场审核、文件审核、员工访谈以及管理层访谈发现，被审核方共有10名正式员工，但只为6名正式员工提供了工伤险，目前有4名正式员工未被提供任何关于工伤的保险。被审核方管理层表示由于管理上的疏忽，导致了该问题的发生。该发现点被评定为不符合是因为被审核方没有为近半数的员工提供关于工伤的保险。这不符合《中华人民共和国社会保险法》第三十三条的要求。</p>

Finding	
<p>negligence. This question was rated as no because the factory did not provide injury related insurance for nearly half of all workers. This is not in compliance with the requirements of Social Insurance Law of the People's Republic of China, Article 33.</p> <p>Remark: The factory did not obtain the social insurance waiver during the audit.</p>	<p>备注：审核期间，被审核方没有获得社保批文。</p>

**Question:** 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on on-site observation, documents review, workers interview and management interview, it was found that the factory did not provide pre-job, on-the-job or off-the-job occupational health check to the workers of molding workshop who were exposed to noise &amp; dust during production. The management of the factory indicated that this problem occurred due to the management negligence. This question was rated as no because the factory almost did not take any action on occupational health check. This is not in compliance with the requirements of PRC Law of Prevention and Control of Occupational Diseases, Article 35.</p>	<p>根据现场审核、文件审核、员工访谈以及管理层访谈发现，被审核方没有给接触噪音和粉尘危害的成型车间员工提供岗前、岗中和离岗的职业健康体检。被审核方管理层表示由于管理上的疏忽，导致了该问题的发生。该发现点被评定为不符合是因为被审核方对职业健康体检几乎没有做任何动作。这不符合《中华人民共和国职业病防治法》第三十五条的要求。</p>

**Question:** 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on on-site observation, documents review, workers interview and management interview, it was found that the risk assessment for safe, healthy and hygienic working conditions was not participated by OHS committee and workers representatives. The management of the factory showed that this problem occurred due to the supervision is not in place. This question was rated as partially because the factory still met most of the requirements of BSCI on risk assessment. This is partially in compliance with the requirements of</p>	<p>根据现场审核、文件审核、员工访谈以及管理层访谈发现，被审核方的健康安全风险评估没有健康安全委员会和员工代表的参与。被审核方管理层表示由于监督的不到位，导致了该问题的发生。该发现点被评定为局部符合是因为被审核方还是满足了BSCI对风险评估的大部分的要求。这局部符合BSCI CoC的要求。</p>

<b>Finding</b>	
BSCI CoC.	

**Question:** 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>Based on on-site observation, documents review, workers interview and management interview, it was found that:</p> <p>1. The factory did not provide the fire service inspection certificate or record for all one 3-storey office building, two 1-storey warehouse buildings and one 1-storey production &amp; building (3200 Square Meters in total and built in the year of 2014) for review. This is not in compliance with the requirements of PRC Fire Prevention Law, Article 11.</p> <p>2. The factory did not provide the certificate or report of construction project completion acceptance check for all one 3-storey office building, two 1-storey warehouse buildings and one 1-storey production &amp; building (3200 Square Meters in total and built in the year of 2014) for review. This is not in compliance with the requirements of PRC Construction Law, Article 61. The management of the factory indicated that this problem occurred due to the management negligence. This question was rated as no because the factory almost did not take any action on fire service inspection certificate or record &amp; certificate or report of construction project completion acceptance check.</p>	<p>根据现场审核、文件审核、员工访谈以及管理层访谈发现：</p> <p>1、被审核方没有提供所有的一栋三层的办公建筑、两栋单层的仓储建筑以及一栋单层的生产建筑（总面积3200平方米、建于2014年）的建筑工程消防验收合格证书或备案记录以供查看。这不符合《中华人民共和国消防法》第十一条的要求。</p> <p>2、被审核方没有提供所有的一栋三层的办公建筑、两栋单层的仓储建筑以及一栋单层的生产建筑（总面积3200平方米、建于2014年）的建筑工程竣工验收证书或报告以供查看。这不符合《中华人民共和国建筑法》第六十一条的要求。</p> <p>被审核方管理层表示由于管理上的疏忽，导致了该问题的发生。该发现点被评定为不符合是因为被审核方对建筑工程消防验收合格证书或备案记录和建筑工程竣工验收证书或报告几乎没有做任何动作。</p>

**Question:** 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>Based on on-site observation, documents review, workers interview and management interview, it was found that there was no sufficient evidence to prove that the factory had established an efficient mechanism to inspect the electrical equipment and installation: Firstly, about 80% observed electrical</p>	<p>根据现场审核、文件审核、员工访谈以及管理层访谈发现，无充分证据表明被审核方建立了针对电力安装和设备进行检查的有效机制：首先，被审核方厂内看到的约80%的电控箱均缺少有效的绝缘内盖；其次，被审核方厂内看到的约80%的电源开关均没有标识出控制功能。被审核方管理层表示由于</p>

### Finding

control boxes in the factory were missing effective inner insulation covers; secondly, around 80% observed electrical switches in the factory were not labelled with controlling functions. The management of the factory showed that this problem occurred due to the inspection is not careful. This question was rated as no because most of the factory's electric safety did not meet the requirements. This is not in compliance with the requirements of Safety code of electric power industry-Part1: Thermal and machine, Article 3.5.5.

检查的不仔细，导致了该问题的发生。该发现点被评定为不符合是因为被审核方大部分的电气安全不符合要求。这不符合《电业安全工作规程第1部分：热力和机械》第3.5.5条的要求。

**Question:** 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

### ENGLISH

### LOCAL LANGUAGE

### Finding

Based on on-site observation, workers interview and management interview, it was found that the stalls in all toilets of the factory were not equipped with doors and there were no basic supplies, such as toilet paper & soap provided in all toilets of the factory. The management of the factory indicated that this problem was caused by the supervision is not in place and the inspection is not careful. This question was rated as no because most of the requirements for the toilets were not met. This is not in compliance with the requirements of BSCI CoC.

根据现场审核、员工访谈以及管理层访谈发现，被审核方所有洗手间内的厕格均没有门，并且所有卫生间内均没有提供基本的备品，如厕纸和肥皂。被审核方管理层表示由于监督的不到位以及检查的不仔细，导致了该问题的发生。该发现点被评定为不符合是因为卫生间的大部分要求未满足。这不符合BSCI CoC的要求。