
Auditee :	Zhongshan Quande Electric Factory
Audit Date From :	08/07/2020
Audit Date To :	08/07/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Jason Deng(Lead)
Auditing Branch (if applicable) :	TUV Rheinland China



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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 A No Performance Areas rated C, D or E 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 Good	<ul style="list-style-type: none"> Maximum 3 Performance Areas rated C No Performance Areas rated D or E 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.
C Acceptable	<ul style="list-style-type: none"> Maximum 2 Performance Areas rated D No Performance Areas rated E 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.
D Insufficient	<ul style="list-style-type: none"> Maximum 6 Performance Areas rated E 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.
E Unacceptable	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated E 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.
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 :	Zhongshan Quande Electric Factory		
DBID number :	351678		
Audit ID :	185939		
Address :	Dalianshengwei, Tanbei Industrial Zone, Tanbei Yuanxing Road, Dongsheng Town, Zhongshan		
Province :	Guangdong	Country :	China
Management Representative :	Xiangming Qian		
Contact person:	Xiangming Qian	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Electrical supplies
Product Type :	light therapy, air pressure vein treatment device		

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 : 08/07/2021	

Rating per Performance Area (PA)												
PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	A	A	A	A	D	A	A	A	A	A	A	A

Executive summary of audit report
<p>The auditee was located at Dalianshengwei, Tanbei Industrial Zone, Tanbei Yuanxing Road, Dongsheng Town, Zhongshan/中山市东升镇坦背村“大连盛围”</p> <p>There was one 1-storey main buildings (partial area was 2-storey) formed L-structure in this industrial park and this building was owned by the auditee; one 1-storey small building was used as dopant house with 50 sq. meters. The total area was 2000 sq. meter. No canteen and dormitory were provided for workers. No any other factory was inside of the factory boundary.</p> <p>The auditee specialized in manufacturing light therapy, air pressure vein treatment device and its main production processes were assembling, testing and packing.</p> <p>No obvious high and low season was in this factory.</p> <p>The auditee has no security guard and the industrial park was in charge of security issue; the auditee would close factory door when shift over or holiday. No any process or service was subcontracted to other company.</p> <p>During audit, management were very friendly. Opening and closed meeting were held successfully. No any interfere happened during worker interview. Management also allowed auditor to take some photos onsite.</p> <p>Remark:</p> <p>1). There was no agencies labor and all workers were directly employed by the auditee, so no agency labor contract was applied in this factory. There was no contractor used in the factory, so contractor license/permit was not needed in the factory. The auditee did not obtain any government waivers such as social insurance, working hours; no collective bargaining agreements was signed with workers. Therefore, related documents could not be uploaded to platform.</p> <p>2). For factory address, it was showing “中山市东升镇坦背村“大连盛围”/Dalianshengwei, Tanbei Village, Dongsheng Town, Zhongshan” on business license, but management said it also called “Dalianshengwei, Tanbei Industrial Zone, Tanbei Yuanxing Road, Dongsheng Town, Zhongshan/中山市东升镇坦背园兴路坦背工业区大连盛围” for this site, so they used “Dalianshengwei, Tanbei Industrial Zone, Tanbei Yuanxing Road, Dongsheng Town, Zhongshan, Guangdong” as their factory address writing on amfori BSCI platform; actually it was the same location and different description for factory address.</p> <p>3). Jason Deng, APSCA registration number: 21701849</p>

Ratings Summary



Auditee's background information			
Auditee's name :	Zhongshan Quande Electric Factory	Legal status :	Individual proprietorship company
Local Name :	中山市东升镇全德电器厂 (91442000753678131F)	Year in which the auditee was founded :	2003
Address :	Dalianshengwei, Tanbei Industrial Zone, Tanbei Yuanxing Road, Dongsheng Town,	Contact person (please select) :	Xiangming Qian
Province :	Guangdong	Contact's Email :	quandecn@aliyun.com
City :	Zhongshan	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) :	None
GPS coordinates :	N22°35'6.94", E113°19'14.53"	Total turnover (in Euros) :	3000000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	0.00
If other, please specify :		Production volume :	300000 pcs per year
Product Group :	Electrical supplies	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	light therapy, air pressure vein treatment device		

Auditee's employment structure at the time of the audit		
Total number of workers :	21	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	3	18
Temporary workers	0	0
In management positions	2	1
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	0	1
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	3	18
Production based workers	0	0
With shifts at night	0	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 185939] Audit Date: 08/07/2020 PA Score: D

Deadline date:07/07/2021

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

Through management interview, management could understand amfori BSCI requirement, understand the importance and benefits of having an effective CSR management system and related procedures in place. To meet amfori BSCI Code of Conduct requirement, the auditee established series of policies. For example, the auditee defined organizational chart, including to Xiangming Qian/Management representative responsible for running management system, developing social procedures, following up on the finding report, conducting OHS and environment protection; Ruimin Xian/HR staff was in charge of administrating the grievance mechanism and identifying the law and regulation. The auditee established procedure to protect workers such as no child labor, signing labor contract, worker representative management, benefits and working hours rule, etc. The auditee established OHS committee and regularly conducted OHS risk assessment. The auditee also established procedure of CSR performance about important suppliers and regularly conducted monitoring CSR performance of suppliers. However, gaps have been identified in implementation during this audit:

通过管理人员访谈，管理人员可以理解amfori BSCI的要求，理解具备有效的社会责任管理体系和相关适当的程序的重要性和益处。为满足amfori BSCI行为守则的要求，被审核方建立了一系列的政策。例如，明确了组织架构，管理者代表钱向明负责统筹该体系、研发社会责任程序、跟进问题、指导职业健康安全和环境保护；人事专员冼锐敏负责处理投诉和识别法律法规。被审核方建立了工人权益保护的措施如禁止童工、签订劳动合同、建立员工代表管理制度、福利和工时制度等；同时也建立了供应商的社会责任管理，并定期对重要供应商的社会绩效进行监管。尽管如此，在实践中仍然存在一些不足：

1.1 - Through management interview, document review and factory tour, there were insufficient for whole management system in running. For example, monthly overtime of workers still exceeded local law requirement, but the auditee did not analyze root cause and take improved measure; for the social insurance, although the group insurance was purchased as supplement, the other four type insurances (basic medical insurance, basic endowment insurance, unemployment insurance and maternity insurance) were still insufficient.

通过管理人员访谈、文件查阅和现场查看，整个体系运依然存在不足。例如，员工月加班工作时间超过了当地法规的要求，但是被审核方没有分析原因和采取改善措施；对于社保部分，尽管已经购买了团体险作为补充，但是其他四险（基本医疗保险、基本养老保险、失业保险、生育保险）依然不足。

1.4 - The auditee established capacity planning procedure, but it was not too efficient. Through management interview and reviewing working hours recording from 1 June 2019 to audit date, it was noted that the auditee did not establish this system to control excessive overtime, so it caused monthly overtime exceeded law requirement.

被审核方已经建立了产能规划程序，但是它不是太有效。通过管理者访谈和查看从2019年6月1日到审核当天的工时记录，发现被审核方没有建立一个系统用于控制额外的加班，所以导致月加班时间超过法律规定。

Remarks from Auditee:

None

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 185939] Audit Date: 08/07/2020 PA Score: A

Deadline date:07/10/2020

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The auditee established management procedure on worker representatives. Recent election of worker representatives was in April 2020, which one worker representative was elected. The auditee conducted training of workers right and responsibility such as overtime, holiday, the rule of labor contract and amfori BSCI basic knowledge; amfori BSCI Code of Conduct, amfori BSCI Terms of Implementation and poster in local language were posted on the notice board. Through worker interview, interviewed workers could know amfori BSCI basic knowledge. However, there were still some gaps in implementation:

被审核方建立了工人代表的管理程序；最近一次工人代表选举是在2020年4月，其中有一名代表被选举出来；被审核方对员工进行了关于员工基本权利如加班、假期、劳动合同的规定以及amfori BSCI基本知识的培训；amfori BSCI行为准则、amfori BSCI实施条款和海报的当地语言版已经张贴在园区通告栏上。通过员工访谈，员工知道怎么投诉，如意见箱、员工代表或者直接告诉总经理等。管如此，在实践中仍然存在一些不足：

2.2 - The auditee defined long-term goals to protect workers according to the amfori BSCI values and principles or its amfori BSCI performance. For example, how to strengthen worker involvement, how to improve working condition, etc. But partial important goals such as controlling working hours did not reflect a step-by-step approach toward sustainable improvements and the auditee also did not monitor the implementation of these goals.

被审核方有根据amfori BSCI价值和原则或amfori BSCI表现去定义长期的目标去保护员工，如何加强员工参与，如何改善工作环境等，但是部分重要目标如工作时间控制，没有反映出按部就班的可持续改进方法；同时被审核方也没有监管这些目标的执行情况。

Remarks from Auditee:

None

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 185939] Audit Date: 08/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: The auditee established written policy and procedure regarding the freedom of association and collective bargaining that defined workers had rights on freedom of association and collective bargaining; worker representatives were elected and workers could communicate with worker representative freely; no association and strike happened and no collective agreement was applied in this factory. 被审核方针对自由结社和集体谈判建立了书面政策和程序，该程序定义了员工拥有自由结社和集体谈判权利；选举了工人代表并且员工可以自由的与工人代表沟通；没有出现结社和罢工的情况。	
Remarks from Auditee: None	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 185939] Audit Date: 08/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: The auditee established the preventing discrimination management procedure, and trained to all workers and supervisors. 95% of workers were local people. Through worker interview, there was no any discrimination about age, sex, religion, origin, etc. when recruiting, working and firing processes; it was very friendly between workers and management. 被审核方建立了预防歧视管理程序，并给所有员工和管理层进行了培训。百分之九十五的员工是本地人。通过员工访谈，在招聘、工作和离职过程中，无年龄、性别、地域、宗教等歧视；所有的员工和管理层都相互非常的友好。	
Remarks from Auditee: None	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 185939] Audit Date: 08/07/2020 PA Score: A	Deadline date:07/07/2021
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: During audit, through reviewing payment records from June 2019 to May 2020 from 6 sampled workers, the records show that total wages included base wage, overtime compensation and food allowances. Wage was calculated by hourly and minimum wage was RMB 11.49 per hour (local legal minimum wage of RMB 1720 per month was equivalent to RMB 9.89 per hour); Overtime compensation from Monday to Friday was 1.5 times of the basic wage, and overtime compensation on Saturday was 2 times of the basic wage (no overtime on Sundays and statutory holidays); The food allowance was RMB 300 per month. Wages were paid on or before 30th of each month for previous month by cash. There were no any deductions. Social insurance was voluntarily chosen for workers. Through wage records review and worker interview, minimum payment of the auditee was higher than local basic need wage. However, gaps have been identified in implementation: 审核期间，查阅随机抽样的6名员工从2019年6月到2020年5月期间的工资记录，该记录显示工人的总工资包含基本工资、加班费、伙食津贴。工资是计时，每小时11.49元（当地法定最低工资每月1720元相当于每小时9.89元）；周一到周五加班费是基本工资的1.5倍，周六加班是基本工资的2倍（周日和法定假日没有加班）；伙食津贴每月300元。每月30日前或者当天通过现金支付上月的工资；没有任何扣款。工人自由选择购买社保。通过查看工资记录和员工访谈，被审核方支付给员工的最低工资都高于当地的最低生活需求工资。尽管如此，在实践中仍然存在一些不足： 5.5 - Insufficient social insurance participation. At present, the auditee had 21 employees and no workers who entered the factory less than one month and two workers who reached the retired age. Up to audit date, 19 employees were eligible to buy social insurance, but through social system review from July 2019 to June 2020, latest records was showing that 11 employees did not participate in basic medical insurance, basic endowment insurance, unemployment insurance, maternity insurance, employment injury insurance. Through workers interview, 95% of workers were local people. They have purchased rural cooperative medical insurance in the village, so they have not bought social insurance again. The management said they did not keep the evidence that workers bought social insurance in the village. Remark: the auditee bought group insurance for these workers who did not participate in social insurance from Sunlight Insurance Co., LTD and the valid date of latest contract was from 2 July 2020 to 1 July 2021. Reference law: PRC Labor Law article 72 & 73. 社会保险参保不足。目前被审核方有21名员工，其中所有员工入职超过一个月，两名达到退休年龄的员工。截至审核当天，符合购买社保条件的员工为19人，但是通过查看2019年7月到2020年6月的社保系统，最新记录显示11名员工没有参加基本医疗保险、基本养老保险、失业保险、生育保险、工伤保险。通过员工访谈，百分之九十五的员工都是本地员工，他们已经在村里面购买了农村合作医疗保险，所以就没有再次购买社保了。管理人员说他们没有保留他们在村里面买社保的证据。备注：被审核方从阳光人寿保险有限公司为未参加社保的员工购买了团体险；最新的合同显示有效期是从2020年7月2日到2021年7月1日。参考《中华人民共和国劳动法》第72和73条。	
Remarks from Auditee: None	

Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 185939] Audit Date: 08/07/2020 PA Score: D	Deadline date:07/07/2021
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>The auditee established working hours system and it defined normal working hour was 8 hours per day and 5 days per week, rest day on Saturday and Sunday. Through factory tour and worker interview, the auditee used fingerprint attendance system and working hours were records four to six times per day. Through document review and worker interview, one shift was applied for all employees and normal working hour was 08:00-12:00, 13:30-17:30, overtime 2 hours from 18:30-20:30 and arranged for 8 hours per Saturdays. Through reviewing working hours from 1 June 2019 to audit date from 6 sampled workers, the max daily overtime was 2 hours, max weekly overtime was 18 hours, at least one day off after 6 days consecutive working days was guaranteed. However, there were still some gaps in implementation: 被审核方建立了考勤制度, 其中规定员工每周法定工作五天, 每天正常工作时间8小时, 周六、日为休息日。通过现场走访和员工访谈, 被审核方使用指纹考勤系统, 每天打卡四到六次。通过文件查阅和员工访谈, 所有员工都是一班制, 正常工作时间是 08:00-12:00, 13:30-17:30; 晚上加班2小时 (18:30-20:30), 周六通常安排加班8小时; 通过查看随机抽样6名员工从2019年6月1日到审核当天的工时记录, 员工最大日加班为2小时, 最大周加班为18小时, 连续工作6天至少休息1天。尽管如此, 在实践中仍然存在一些不足:</p> <p>6.2 - The auditee did not make plan to reduce the overtime hours gradually and the computerized attendance system did not have the capability to flag excessive overtime hours. Through management interview, the auditee arranged manufacturing plan following order status, actual human resource and machine resource, but it was very difficult to control monthly overtime within 36 hours; Through worker interview, when overtime time reached 36 hours, the attendance system did not have a reminder function and they would be able to know their total overtime time only if reached the end of the month. These workers were almost all local people who lived near the factory, so it also was very convenient for them to work overtime in the evening and at weekends. In addition, normal work tasks were very relaxed, and the current work schedule was very reasonable, so it would not affect their life and rest. Through checking the attendance records of 6 sampled workers from 1 June 2019 to audit day, it was found that the monthly overtime exceeded 36 hours: the maximum monthly overtime hours of workers in August 2019, December 2019 and May 2020 were 62 hours, and the maximum overtime hours were 12 hours from 1 July 2020 to the audit day. Reference law: PRC Labor Law article 41. 被审核方没有建立逐步减少加班工时的计划, 考勤系统没有加班超时的警示提醒功能。通过管理人员访谈, 被审核方根据订单情况、工厂实际人力资源和设备资源的情况来安排生产计划, 但是要将加班控制在每月36小时之内是非常困难的; 通过员工访谈, 当加班到达36小时后, 考勤系统没有提醒功能, 只有月底他们才可以知道自己的总加班时间; 工人几乎都是当地人, 住在工厂周围, 所以晚上加班和周末加班也非常方便。另外, 平时的工作任务都很轻松, 目前的工作时间安排都很合理, 不会对他们的生活和休息造成影响。通过查看6名抽样的员工从2019年6月1日至审核当天考勤记录发现月加班超过36小时: 2019年8月、2019年12月和2020年5月员工最大月加班都为62小时, 从2020年7月1日到审核当天最大加班12小时。参考《中华人民共和国劳动法》第41条。</p>	
Remarks from Auditee: None	
Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 185939] Audit Date: 08/07/2020 PA Score: A	Deadline date:07/02/2021
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>Production process of the auditee was very simple, only assembling, testing and packing were applied. The whole workshop was spacious and bright. There were two production lines, but usually only one was used. Through on-site inspection, all fire-fighting facilities met the requirements of laws and regulations, such as fire extinguishers, fire hydrants, alarm bells, etc., which were sufficient and checked monthly; all routes were not blocked, and there were clear evacuation signs and exit signs; evacuation plans were posted in the workshop. The auditee conducted regular safety education for workers; the latest fire drill was in June 2020. Necessary first aid facilities were provided, such as first aid kit in the workshop and first aider equipped in the workshop. Washing room condition were well; enough squatting space were considered and cleaner was responsible for cleaning each day. The auditee did not provide transportation, dormitory and canteen for workers; almost all the employees were local people and lived near the factory. However, there were still some gaps in implementation: 被审核方的生产过程十分简单, 只有组装、测试和包装。整个车间宽敞、明亮, 共有两条生产线, 但是平时一般只用到一条。通过现场查看, 所有的消防设施都是满足法规的要求, 如灭火器、消防栓、警铃等足够, 并且每月保持检查; 通道没有被堵塞, 并且都清晰的有疏散标示、出口标示等; 车间都有张贴疏散计划。被审核方定期对员工进行安全教育; 最近一次消防演习在2020年6月。急救措施完善, 如在车间有医疗箱, 并有配急救员。车间洗手间条件良好, 有足够的蹲位, 每天都有人打扫。被审核方没有给员工提供交通工具、宿舍和食堂; 员工几乎都是当地人, 住在工厂附近。尽管如此, 在实践中仍然存在一些不足:</p> <p>7.1 - The auditee has no person to obtain the safety management certificate; Management said they had signed up for training from the local safety supervision bureau, but haven't started training yet this year. Reference law: Law of the People's Republic of China on Production Safety, article 21. 被审核方没有人员获得安全管理证书。管理人员说他们已经报名了当地安监局的培训, 但是今年还没有开始培训。参考《中华人民共和国安全生产法》第21条。</p> <p>7.5 - Through reviewing training records, the auditee did not conduct training on natural disasters, such as typhoons, earthquakes; management said they have made pre-arranged planning for these emergencies, but no training has been made. 通过查阅被审核方的培训记录, 没有关于自然灾害方面的培训, 如台风、地震等; 管理人员说他们已经对这些突发制定了预案, 但是没有进行培训。</p> <p>7.11 - The auditee used one 1-storey building of approximately 2000 square meters (partially building was 2-storey area and the 2F was used as office); it was built around 2003. The auditee did not still provide Building Structure Safety Certificates (or registered record) and Fire Safety Certificates (or report) for review. Reference law: Registration Construction Law of the People's Republic of China, Article 61; Fire Prevention Law of the People's Republic of China Article 13. 被审核方使用一栋1层建筑约2000平方 (部分区域二层, 第二层用于办公); 该建筑大约建成于2003年。被审核方没有提供相应的建筑竣工验收报告 (或者备案) 和消防安全的证明 (或报告) 供查阅。参考《中华人民共和国建筑法》第61条, 《中华人民共和国消防法》第13条。</p>	
Remarks from Auditee: None	

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 185939] Audit Date: 08/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: The auditee has formulated appropriate recruitment policies and stipulated that no workers under the age of 16 should be recruited. The recruiter checked the credentials and verified age according to the procedure; At the same time, the auditee developed remedial measures for child labor in case child labor was discovered. During the audit process, no child labor was found through checking the personnel data of all employees. 被审核方制定了合适的招聘政策且规定不招聘低于16周岁的员工；招聘人员会检查员工的证件并根据程序对员工年龄进行验证；同时工厂制定了童工补救措施以防万一发现童工的应对措施。在审核过程中，通过查阅所有员工的人事资料，未发现有任何童工存在。	
Remarks from Auditee: None	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 185939] Audit Date: 08/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: The management understood the policies on the use of young workers and has established written procedures and requirements to protect young workers, which stipulated that if young workers were used, employment registration, regular medical examinations and occupational health training were required. There was no taboo position for young workers in the auditee; currently, the auditee had no young workers and the youngest employee was over 18 years old. 管理人员了解未成年工使用的相关政策，同时建立了书面的程序和要求以保护未成年工，其中规定如果使用未成年工，需要进行用工登记，定期进行体检和职业健康培训。被审核方不存在未成年工禁忌的岗位；目前，被审核方无未成年工，最年轻员工超过了18岁。	
Remarks from Auditee: None	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 185939] Audit Date: 08/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: All hired workers signed labor contracts within one month with the auditee and a copy of labor contracts was provided to workers. The auditee bought social insurance for workers who would buy social insurance and bought group accident insurance for other employees who would not buy insurance. There was no evidence to show the auditee tried any unfair employment method to reduce its obligations. No dispatching workers, no temporary worker, and no student worker were been applied in this factory. 所有雇佣的员工都会与被审核方在一个月内签订劳动合同并且会留一份劳动合同副本给员工。被审核方给愿意购买社保的员工购买了社保，给其他不愿意购买社保的员工购买了团体险。没有证据显示被审核方通过不公平的雇佣方式去减少其义务。被审核方没有使用派遣工、临时工、学生工。	
Remarks from Auditee: None	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 185939] Audit Date: 08/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: The auditee did not require the personal documents to be seized; No illegal deductions from wages or benefits was found. Workers did not work in any form of slavery or servitude. Worker might resigned and terminated employment after giving reasonable notice to the auditee. All overtime was voluntary. No debt workers, prison workers, etc. were found. 被审核方不要求扣押工人的私人证件；没有非法扣除工资或福利。工人不以任何奴役和劳役形式工作。工人向工厂发出合理通知后可以辞职和终止雇佣关系。所有的加班都是自愿的。没有债务工人、囚工等被发现。	
Remarks from Auditee: None	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 185939] Audit Date: 08/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>The auditee established environmental management system; the auditee belonged to the electrical appliance industry and only assembling, test and packing were applied. The auditee has little environmental pollution. Therefore, in accordance with the requirements of environmental protection regulations, only the environmental impact registration was required. Through on-site inspection, the waste generated by the auditee were mainly waste water and solid waste, of which the waste water was domestic water, and no production water was generated; solid waste was mainly waste packaging materials and waste parts. These wastes were effectively controlled by the auditee, and no littering was found on site. Currently, the auditee did not implement discharge registration , but according to the requirements of environmental protection laws and regulations, the auditee implemented discharge registration, and discharge registration was only required before 30 September 2020, so PA 12.3 was still rated as Yes.</p> <p>被审核方建立了环境管理制度; 被审核方属于电器行业, 只涉及到组装、测试和包装, 环境污染小, 故按照环保法规的要求, 只需要办理环境影响登记。被审核方已经办理了环境影响登记。通过现场查看, 被审核方产生的废弃物主要是废水、固体废物, 其中废水为生活用水, 没有生产用水产生; 固体废物主要是废弃的包装材料、废弃配件等。这些废物被审核方都实施了有效的管控, 现场没有发现乱扔的情况。当前, 被审核方未实施排污登记, 但是根据环保法规的要求, 被审核方实施排污登记管理, 只需要在2020年9月30日前办理登记, 故PA12.3仍然记为Yes。</p>	
Remarks from Auditee: None	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 185939] Audit Date: 08/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>The auditee established the procedure for preventing any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise. During audit, the auditee has been adhering to transparent attitude and providing reliable information for review. No conflict was found between the actual running and data records. In addition, the auditee has established the privacy policy to prevent the disclosure of personal information.</p> <p>被审核方已经建立反对在其企业活动中出现的任何贪污、勒索或挪用行为、或任何贿赂形式的程序。在整个审核期间, 被审核方一直秉承透明的态度, 提供可靠的信息供查阅; 审核员没有发现实际情况与资料冲突的地方。另外, 被审核方有建立个人隐私信息保密政策以防止个人信息泄露。</p>	
Remarks from Auditee: None	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	08/07/2020	185939	D	A	A	A	A	D	A	A	A	A	A	A	A	C

Producer Photos



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



Photo of fire safety equipment fire extinguishers.JPG



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



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



Photo of fire safety equipment fire hydrant testing.JPG



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



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



Photo of fire safety equipment fire hydrant.JPG



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



Photo first aid facilities first aid kit.JPG



Photo of fire safety equipment sufficient pressure of fire extinguisher.JPG



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



Photo of fire safety equipment emergency exit and emergency light.JPG



Photo of non-conformity NG PA 5.5 insufficient social insurance.JPG



Photo of the inside of the main production hall testing room.JPG



Photo of fire safety equipment
escape map posted in workshop.JPG

員工考勤記錄表			
日期	姓名	時間	狀態
2020-07-08
2020-07-09
2020-07-10
2020-07-11
2020-07-12
2020-07-13
2020-07-14
2020-07-15
2020-07-16
2020-07-17
2020-07-18
2020-07-19
2020-07-20
2020-07-21
2020-07-22
2020-07-23
2020-07-24
2020-07-25
2020-07-26
2020-07-27
2020-07-28
2020-07-29
2020-07-30
2020-07-31

Photo of non-conformity
NC PA 6.2 monthly overtime exceeding law
requirement.JPG



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



Photo of fire safety equipment
evacuation sign.JPG



Photo of the code of conduct on display
amfori BSCI COC.JPG



Photo of the sanitary facilities
drinking water.JPG



Photo of fire safety equipment
fire alarm.JPG



Photo of the inside of the main production hall
assembling station.JPG



Photo of the sanitary facilities
toilets.JPG