

MONITORING ID: 23-0224853

Monitored Party Zhongshan Ruicheng Clothing Textile Co., Ltd	amfori ID 156-003337-000	Address 2/F of Building B, 6/F, 4/F, 3/F of Building A No 28 Shazhong Street, Gangyuan Village, Shaxi Town, 528471 Zhongshan, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner ALGI International, Inc.
Monitoring Start Date 23/11/2023	Closing Meeting Finished Date 24/11/2023	Submission Date 01/12/2023
Expiration Date 01/12/2024	Announcement Type Semi Announced	
Site Zhongshan Ruicheng Clothing Textile Co., Ltd	Site amfori ID 156-003337-002	

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OVERALL RATING



SECTION RATING

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

PA 6: Decent Working Hours	D	
PA 7: Occupational Health and Safety	A	
PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Mrs. Stefanie Liu - APSCA registration No.: CSCA 21702102.

Name of Team Auditor: Nil

Name of observer, translators, trainees, advisors/consultants: Nil

Monitoring partner name: ALGI China

Audit schedule details: The audit (semi-announced full audit) was planned for 1 auditor x 1.5 days and it was conducted on November 23-24, 2023.

Business partner information: Zhongshan Ruicheng Clothing Textile Co., Ltd (Local Name: 中山市锐城制衣纺织有限公司 Uniform Code of Social Credit: 914420000945080903) is located at 2/F of Building B, 6/F, 4/F, 3/F of Building A No 28 Shazhong Street, Gangyuan Village, Shaxi Town, Zhongshan City, Guangdong Province, China. The factory was established in 2014. It specializes in the manufacturing of Ladies fashion garments and with the main production activities including cutting, sewing, ironing, inspection and packing. No production process was sub-contracted.

Audited location information: The factory rented the 3F (office and sampling room)/4F (sewing)/6F (warehouse, ironing, inspection and packing) of one 7-storey production building A and 2F (cutting and sewing) of the other one 7-storey production building B from the landlord. The factory did not provide kitchen, canteen, or dormitory. The total construction area rented by audited factory was about 4200 square meters. There were another five factories in the two production buildings that the audited factory used. Based on onsite observation and interview, the audited factory did not share equipment, workforce, and materials with the other factory. The factory provided relevant document (lease agreements and business license of owner). The rest parts in the campus were not covered by the audit scope. According to onsite observation, interview, and document review, the floor details of the production building was listed below:

1F and 2F of production building A was rented by Zhongshan Hengwei Clothing Co., Ltd.

5F and 7F of production building A was rented by Zhongshan Yizi Clothing Co., Ltd.

1F and 3F of production building B was rented by Zhongshan Jiebang Clothing Co., Ltd.

4F of production building B was rented by Zhongshan Xianli Embroidering Co., Ltd.

5F, 6F and 7F of production building A was rented by Zhongshan Feierwen Clothing Co., Ltd.

Operating shifts and hours: The regular working hours were 8:00 to 17:30 with 1.5 hours lunch break from 12:00 to 13:30. Normal working days were from Monday to Friday. The workers generally worked overtime voluntarily up to 2 hours from 18:30 to 20:30 per day on weekdays and up to 8 hours per day on Saturdays.

Time recording system: The factory used electronic attendance system to record employees working hours.

Salary payment details: All employees were paid by hourly rate. The wages for the preceding month were paid by bank transfer on the end of each month.

Worker number information: On the audit day, there were total 98 employees, including 13 non-production employees and 85 production employees. Of the 85 production employees, 31 were males and 54 were 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. And no worker committee was established in the factory. Two worker representatives were elected by workers.

Circumstances: Mr. Zheng Wangwang /General Manager Assistant, Mr. Lai Feilong /Factory Manager and Mr. Luo Xianzhong /Worker representative participated in the opening & closing meeting. The opening meeting started at 09:00 of November 23, 2023 and the closing meeting ended at 12:00 of November 24, 2023, 2023. 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:

PA1:

1.1 The social management system was proved to be not effective.

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

PA 2:

2.4 The effectiveness of the training did not meet expectations.

PA 5:

5.4 The factory had enough awareness of basic living wage but they did not calculate it.

5.5 Insufficient coverage of social insurance.

PA 6:

6.2 Monthly overtime working hours exceeded 36 hours.

PA 7:

7.1 Non-compliances with Health and Safety local law and regulations and part of the materials and finished goods were stored against the walls.

7.2 Injury insurance did not cover all the employees.

7.6 PPE was not properly used by workers.

7.9 Warning sign was not posted onsite.

7.17 Lack of safety guards for the equipment.

7.22 No sanitation supply was provided for employees in the toilets.

Living wage calculation: The local legal minimum wage standard was CNY 1900 per month (or equivalent to CNY 10.92 per hour) since December 1, 2021.

#LivingWage: [The audited factory was located in Zhongshan City, which cannot be found on the GLWC website. So the auditor used the basic living wage CNY2087.67, 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].

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, the requirements of amfori BSCI and GDPR.
3. The address description in the fire protection acceptance and building completion acceptance report was different from business license but it was same to the actual location of the factory. And the title of the fire protection acceptance and building completion acceptance report was the landlord of the plant area.

SITE DETAILS

Site
**Zhongshan Ruicheng Clothing
Textile Co., Ltd**

Site amfori ID
156-003337-002

GICS Classification

Sector Consumer Discretionary	Industry Group Consumer Durables & Apparel	Industry Textiles, Apparel & Luxury Goods
Sub Industry Apparel, Accessories & Luxury Goods		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	98	Workers
Legal minimum wage in local currency	1,900	Monthly
Lowest wage paid for regular work at the site	2,914	Monthly
Calculated living wage in local currency	2,087.67	Monthly
Total sample	12	Workers

Other Metrics

Male workers	39	Workers
Female workers	59	Workers
Non-binary workers	0	Workers
Permanent workers - Male	39	Workers
Permanent workers - Female	59	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	8	Workers
Management - Female	5	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	25	Workers
Domestic migrant workers - Female	46	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	39	Workers
Workers hired directly - Female	59	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	6	Workers
Sample - Female	6	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Zhongshan Ruicheng Clothing Textile Co., Ltd | Site amfori ID: 156-003337-002

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
Finding	
<p>Based on the onsite observation, management/ workers interview and document review, it was noted that the Amfori BSCI management system was established at the factory and internal social compliance assessment according to the Amfori BSCI code was conducted in the factory to check the effectiveness of this management system and most PAs were in compliance with amfori BSCI requirement, but the factory did not conduct the effective root cause analysis which resulted in some non-conformances were detected in performance areas of Social Management System and Cascade Effect, Workers Involvement and Protection, Fair Remuneration, Decent Working Hours and Occupational Health and Safety during this audit. (Please refer to Performance Area 1, 2, 5, 6 and 7 respectively for details). The management representative declared they did not inspect and review management system enough and failed to identify problems in a timely manner. The question is rated as partially because the factory had set up management system to comply with amfori BSCI Code of Conduct but not implemented effectively in some performance areas. This is partially in compliance with requirements of BSCI CoC.</p>	<p>根据审核当天的现场审核、管理层和员工访谈及文件审核，发现工厂有建立Amfori BSCI管理体系并依据Amfori BSCI行为守则要求进行社会责任内审评估该管理体系实施的有效性，并且大部分绩效区域是符合Amfori BSCI行为守则要求的，但是工厂未能进行有效的根本原因分析导致本次审核中在管理体系有效性，员工参与及保护，公平报酬，工作时间，职业健康安全几个绩效区域中有相关问题点出现（具体内容请查看绩效区域1、2、5、6、7）。管理者代表表示工厂对管理体系检查和评审不足，未能及时发现问题。该问题被评为局部符合，因为工厂有建立社会责任管理体系以符合amfori BSCI行为准则，但由于管理体系不够完善以至于工厂在部分绩效领域存在缺失。这仅部分符合BSCI CoC。</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
Finding	
<p>Based on the onsite observation, management/ workers interview and document review, it was noted that the factory had calculated the production capacity and formulated the production plan according to the orders, but workers' monthly overtime working hours exceeded legal</p>	<p>根据审核当天的现场审核、管理层和员工访谈及文件审核发现，工厂有进行产能核算并依据订单制定生产计划，但是工厂的工时控制计划实施不完善导致员工的月加班时间为满足订单需求而超出法规要求。具体加班信息请参见6.2。管理者代表表示由于市场劳动力短缺，工厂需要平衡员工的总体工资，</p>

Finding	
<p>requirement to meet the order requirement due to the working hours control system was not implemented effectively. Please refer to 6.2 for specific overtime information. The management representative declared that due to labor shortage and the factory needed to balance the overall salary, turnover rate, product delivery and other issues, and the employees volunteered to work overtime. The question is rated as no because the factory failed to effectively control the overtime of workers to meet the legal requirements when completing the order. This is not in compliance with requirements of PRC Labor Law article 41.</p>	<p>流失率以及产品交期等问题，且员工自愿进行加班。该问题被评为不符合，因为工厂在完成订单时未能有效控制员工的加班满足法规要求。这不符合《中华人民共和国劳动法》第41条。</p>

PA 2: Workers Involvement and Protection

Site: Zhongshan Ruicheng Clothing Textile Co., Ltd | Site amfori ID: 156-003337-002

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH	LOCAL LANGUAGE
<p>Finding</p>	
<p>Based on the onsite observation, management/ workers interview and document review, it was noted that the Amfori BSCI Code of Conduct was posted in the factory and the related training was regularly provided for the employees but based on the workers interview on the audit day, around 30% sampled workers and workers representatives still did not know the related content and requirement of the Amfori BSCI Code of Conduct. The factory management declared that they would increase the staff training and publicity as soon as possible to meet the requirements of BSCI CoC. The question is rated as partially because the related training was regularly provided for the employees and the posters were also placed inside the factory. This is partially in compliance with requirements of BSCI CoC.</p>	<p>根据审核当天的现场审核、管理层和员工访谈及文件审核，发现工厂内有张贴Amfori BSCI行为准则，并有为员工定期提供相应的培训，但审核当天员工访谈发现，仍有约30%的访谈抽样员工及员工代表不了解Amfori BSCI行为准则的相关内容及要求。工厂代表表示他们将尽快增加员工培训及宣传，以满足BSCI CoC的要求。这个问题被评为局部符合，因为工厂已为员工提供过定期培训并在厂区内进行了张贴宣传。这仅部分符合BSCI CoC的要求。</p>

PA 5: Fair Remuneration

Site: Zhongshan Ruicheng Clothing Textile Co., Ltd | Site amfori ID: 156-003337-002

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

Finding

Based on the management/ workers interview and document review, it was noted that the factory had established the procedure of basic living wage and the management was aware of this. The management is aware about the basic living wage range for the region (CNY 2600-3200) through the local government publicity and other ways and did consider it during the calculation of the remuneration of the employees, but the factory itself did not perform the basic living wage calculation. The management representative declared the data collected by the factory was not enough to make an accurate calculation of the basic living wage at present. The question is rated as partially because the management is aware about the basic living wage and all sampled workers' regular wages of the factory were more than the basic living wage CNY 2087.67 which was calculated by the auditor through Anker's methodology based on the data from the local government but due to insufficient data collection, accurate calculation could not be completed. This is partially in compliance with requirements of BSCI CoC.

根据审核当天的管理层及员工访谈及文件审核，发现工厂有建立员工基本生活工资的程序，并且工厂管理层具备相应的意识，有通过当地政府宣传等方式了解了该地区的员工基本生活工资范围(人民币2600元-3200元)，在计算员工薪酬时也有考虑了这个范围，但工厂本身并没有进行员工基本生活工资的计算。管理者代表表示工厂目前工厂收集的数据不够充分导致其无法进行准确的员工基本生活工资计算。这个问题被评为局部符合，因为工厂管理层具备相应的意识并且工厂所有抽样工人的工资均高于审核员计算的基本生活工资人民币2087.67元，但由于数据收集不够充分导致无法完成准确计算。这仅部分符合BSCI CoC的要求。

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

Finding

Based on the management/ workers interview and document review, it was noted that there were totally 98 employees based on the social insurance payment day in November 2023 (There were 28 rehired employees after retirement, no temporary, dispatched or newly joined worker), the factory had provided 69 eligible employees (around 98.6%) with retirement, medical and maternity insurance. And provided 68 eligible employees (around 97.1%) with injury and unemployment insurance. There was no social insurance waiver available. The management representative stated that some of the workers were not willing to buy the social

根据审核当天的管理层及员工访谈和文件审核，发现在2023年11月社保缴费日全厂人数为98人(其中有28名退休年龄员工，无临时工、派遣工和新入职员工)，工厂为其中的69名员工(约98.6%)购买了养老，医疗和生育保险，为其中的68名员工(97.1%)购买了工伤和失业保险。工厂没有取得社保证明。管理者代表表示由于部分员工户口在老家，退休后获得的社保金额较少，故不愿在被审核工厂参保。该问题被评为局部符合，因为部分员工没有提供社保。这仅部分符合《中华人民共和国劳动法》第72、73条的要求。

Finding

insurance in the audited factory because they would get less pension from local government since their registered permanent residence were at hometown. This question was rated as partially because part of the employees were not participated in the social insurance. This is partially in compliance with requirements of 72 and 73 of the Labor Law of the People's Republic of China (2009 Amendment).

PA 6: Decent Working Hours

Site: Zhongshan Ruicheng Clothing Textile Co., Ltd | Site amfori ID: 156-003337-002

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 onsite observation, management/ worker interviews and sampling review of workers' attendance records from October 2022 to the audit day, it was noted that the monthly overtime hours of all 12 sampled workers were 64 hours in September 2023 (current month), the monthly overtime hours of all 12 sampled workers were 58 hours in December 2022 (random month) and the monthly overtime hours of all 12 sampled workers were 78 hours in March 2023 (random month) which exceeded 36 hours and the maximum was up to 78 hours in March 2023 including 46 overtime hours on weekdays, 32 overtime hours on Saturdays. The factory management declared that the factory did not establish a contingency plan in case something slows down or interrupts production at present. The question is rated as no because workers' overtime exceeded legal limits systematically. This is not in compliance with requirements of the PRC Labor Law article 41. Remark : The workers' overtime work was voluntary.

根据审核当天现场审核、管理层及员工访谈和抽样查看员工自2022年10月至审核当天的考勤显示,所有12名抽样员工在2023年9月(当前月)的月加班时间为64小时,所有12名抽样员工在2022年12月(随机月)的月加班时间为58小时,所有12名抽样员工在2023年3月(随机月)的月加班时间为78小时,加班时间均超过了36小时,最高的在2023年3月的78小时,其中正班加班46小时,周六加班32小时。工厂管理人员表示工厂目前没有建立应对减缓或干扰生产时的应急计划。该问题被评为不符合,因为员工的加班时间系统性超过法规要求。这不符合《中华人民共和国劳动法》第41条的要求。备注:员工均为自愿加班。

PA 7: Occupational Health and Safety

Site: Zhongshan Ruicheng Clothing Textile Co., Ltd | Site amfori ID: 156-003337-002

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

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on the onsite observation, management/ workers interview and document review, it was noted that the factory had established the complete management system on health and safety, including identifying and awareness of related legal regulation, health and safety check, training and etc. However, a). The actual practice throughout the factory was not fully in compliance with requirements of local law regarding the material placement, injury insurance, usage of the personal protective equipment, warnig sign and protection facility of the machines and equipment. This is partially in compliance with requirements of relevant local health and safety laws (Please refer to question point PA7.1, PA7.2, PA7.6, PA7.9, PA7.17). b). Around 30% of the raw materials and packing materials in the storage area were stored against wall on the audit day. The factory representative said they would take measure as soon as possible to meet requirements of all local laws. This is partially in compliance with requirements of the Rules Concerning Warehouse Safety and Fire Control article 18. This question was rated as partially, as most of questions in this PA was in compliance with legal requirements.</p>	<p>根据审核当天的现场审核、管理层和员工访谈和文件审核，发现被审核工厂已建立完整的健康安全管理体系，包括相关法规的识别与了解，健康安全检査，培训等，但在审核当天工厂在健康安全方面仍有违反当地法规的问题出现，例如物料存放，工伤保隹，劳保用品使用，警示标识，机器设备安全防护设施。这部分遵循了当地健康安全方面的法规（具体健康安全条款请参阅PA7.1，PA7.2，PA7.6，PA7.9，PA7.17）。另外，审核当天工厂物料存放区内约30%的原材料及包材靠墙放置。工厂代表表示他们将尽快采取措施，以满足当地所有法律的要求。这仅部分符合《仓库防火安全管理规划》第18条。这个问题被评为局部符合，因为该PA中的大多数问题都符合法律要求。</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
Finding	
<p>Based on the management/ workers interview and document review, it was noted that the factory only provided the injury insurance for 68 out of the 98 workers (around 69.4%). The management representative declared they would provide the commercial insurance as soon as possible to meet the requirements of BSCI CoC. The question is rated as partially because the management is aware about the requirement and part of the employees were provided with the injury insurance. This is partially in compliance with requirements of BSCI CoC.</p>	<p>根据审核当天的管理层及员工访谈及文件审核，发现工厂仅为98名员工中的68名员工(约69.4%)购买了工伤隹。管理者代表表示会尽快购买商业隹以符合BSCI CoC的要求。这个问题被评为局部符合，因为工厂管理层具备相应的意识并且工厂有为部分员工提供工伤隹。这仅部分符合BSCI CoC的要求。</p>

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on the onsite observation, management/ workers interview and document review, it was noted one cutting worker did not wear the protection gloves provided by the factory during working on the audit day. Based on the onsite interview, workers expressed that sometimes they did not use the PPE in time due to the hot weather made them feel uncomfortable to wear the PPE. The management expressed that the obvious PPE warning signs would be posted onsite and they would strengthen the onsite supervision and workers training in the future. This question was rated as partially, because the factory had provided the regular free/suitable PPE release records and the PPE use training records were provided to the auditor for review on the audit day and most of the related workers properly used the PPE during working. This is partially in compliance with requirements of Production Safety Law of the People's Republic of China (2014 Amendment), Article 42.</p>	<p>根据审核当天的现场审核、管理层和员工访谈及文件审核，发现审核当天工厂1名裁床员工操作时没有佩戴工厂提供的防护手套。现场员工访谈表示工人有时会因为天气热佩戴不舒服等原因没有及时佩戴，管理层表示，后续会在现场张贴明显的劳保用品使用标识，并加强现场监督管理及员工培训。这个问题被评为局部符合，因为工厂有提供定期为员工发放免费、合适的劳保用品的记录及定期的劳保用品使用培训记录给审核员查看并且大部分需要使用劳保用品岗位的员工均有在操作时合理使用。这仅部分符合中华人民共和国安全生产法（2014修正）第四十二条。</p>

Question: 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on the onsite observation, management/ workers interview and document review, it was noted that there was no high temperature warning sign was posted near the drinking water boiling machine on the 6F of the production building A and no PPE warning sign of protection gloves posted in the cutting workshop on the audit day. The factory representative said they would post the warning sign as soon as possible to remind the employees. This question was rated as partially, as most of the warning signs were properly posted in the factory. This is partially in compliance with Safety Signs and Guideline for the use, GB 2894-2008, Article 4.2 and Employing Unit Occupational Disease Hazard Notification and Warning Sign Supervision Regulations, Article 13.</p>	<p>根据审核当天的现场审核、及管理层和员工访谈及文件审核，发现审核当天工厂没有在A栋生产楼六楼饮水机附近张贴高温警告标志，并且没有在裁床车间张贴防护手套的劳保用品使用标识。工厂代表表示他们将尽快在相应位置张贴标识，以提醒员工。这个问题被评为局部符合，因为工厂大部分的警示标识均有合理张贴。这仅部分符合《安全标志及其使用导则》（GB 2894-2008）4.2条和《用人单位职业病危害告知与警示标识管理规范》第十三条。</p>

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on the onsite observation, management/ workers interview and document review, it was noted that there was no eye protection guard installed for around 20% flatlock machines and no finger protection guard installed for around 30% sewing machines and no handrail installed for one ladder in the raw material warehouse of the factory on the audit day. The factory representative said the related training was provided for the employees and regular healthy and safety checking was also conducted in the factory but it was not detected during the latest checking, they would install the protection facility for the related machines as soon as possible and gradually improve the content of regular inspection. This question was rated as partially, as the protection facility was properly installed for most of the machines in the factory and the related checking and training was also provided. This is partially in compliance with General Rules of Design on Health and Safety of Production Facility (GB 5083-1999) , 6.1.2.</p>	<p>根据审核当天的现场审核、管理层和员工访谈及文件审核发现审核当天工厂车缝车间月20%的平车没有安装护眼挡板，约30%的平车没有安装护指环，原料仓一处梯子没有安装扶手。工厂代表表示工厂有为员工提供相关培训并实施健康安全定期检查，但该问题没有在最近一次检查中发现，他们将尽快为相应设备安装防护设施并逐步完善定期检查内容。这个问题被评为局部符合，因为工厂大部分机器均有安装合适的防护设施并且相关检查及培训均有提供。这仅部分符合生产设备安全卫生设计总则（GB 5083-1999），6.1.2。</p>

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	
<p>Based on the onsite observation and management/ workers interview on the audit day, it was noted that there was no tissue or soap provided for the workers in the toilets of the factory. The factory representative said they would provide the sanitation supplies as soon as possible to meet requirements of BSCI CoC. This question was rated as partially because the private door was installed for all the toilet squat positions and the washing facilities were provided in the toilets. This is partially in compliance with requirements of BSCI CoC.</p>	<p>根据审核当天的现场审核及管理层和员工访谈，发现被审核工厂没有在洗手间为员工提供纸巾和肥皂。工厂代表表示他们将尽快为员工提供相应卫生用品，以满足BSCI CoC的要求。这个问题被评为局部符合，因为工厂有在车间内所有蹲位安装了隐私防护门及冲洗设施。这仅部分符合BSCI CoC的要求。</p>