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Auditee :	<b>Dongguan Yufengling Garment Co.,Ltd</b>
Audit Date From :	<b>29/11/2016</b>
Audit Date To :	<b>30/11/2016</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the BSCI platform</b>
Auditing Company :	<b>TUEV Rheinland</b>
Auditor's Name(s) :	<b>Wing Xu(Lead)</b>
Auditing Branch (if applicable) :	<b>TUV Rheinland China</b>

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



Rating	A combination of ratings per performance area where:	Consequence																																													
<p><b>A</b> <b>OUTSTANDING</b></p>	<p>o Minimum 7 performance area rated A o No Performance area rated C, D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	A	B	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A	A	A																																	
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A	A	A	A	A	A	A	A	B	B	B	B	B	B	B																																	
<p><b>B</b> <b>GOOD</b></p>	<p>o Maximum 3 performance area rated C o No performance area rated D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	B	B	A	A	A	A	A	A	B	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	B	B	B	B	B	B	B	B	B																																	
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B	B	B	B	B	B	B	B	B	B	B	C	C	C	C																																	
<p><b>C</b> <b>ACCEPTABLE</b></p>	<p>o Maximum 2 performance areas rated D o No performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	C	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	C	D	D	C	C	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	C	C	C	C	C																																	
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C	C	C	C	C	C	C	C	C	C	C	C	C	D	D																																	
<p><b>D</b> <b>INSUFFICIENT</b></p>	<p>o Maximum 6 performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	D	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	D	E	E	D	D	D	D	D	D	D	D	E	E	E	E	E	E	E	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	A	D	D	D	D																																	
A	A	A	B	B	B	C	C	C	D	D	D	D	E	E																																	
D	D	D	D	D	D	D	D	E	E	E	E	E	E	E																																	
<p><b>E</b> <b>UNACCEPTABLE</b></p>	<p>o Minimum 7 performance areas rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners</p>
A	A	A	A	A	A	E	E	E	E	E	E	E	E	E																																	
A	A	B	B	C	D	E	E	E	E	E	E	E	E	E																																	
E	E	E	E	E	E	E	E	E	E	E	E	E	E	E																																	
<p><b>Zero Tolerance</b></p>	<p>A Zero Tolerance issue was identified (see Annex 5)</p>	<p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p>																																													

**Main Auditee Information**



Name of producer :	<b>Dongguan Yufengling Garment Co.,Ltd</b>		
DBID number :	<b>354594</b>		
Audit ID :	<b>70606</b>		
Address :	<b>Building 15, 2nd Road, 2nd Industrial Zone, JiumenZhai, Humen Town Dongguan</b>		
Province :	<b>Guangdong</b>	Country :	<b>China</b>
Management Representative :	<b>Mr.Gong Daojun/Assistant Manager</b>		
Contact person:	<b>Daojun Gong</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Textiles, clothing, leather</b>	Product group :	<b>Apparel</b>
Product Type :	<b>Garment</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
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 : 30/11/2017

**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
B	A	A	A	C	D	D	A	A	A	A	B	A

**Executive summary of audit report**

The factory consists of one 4-storey production building and one 6-storey dormitory building. Canteen located at 1st floor of the dormitory building. Total construction area was about 13000 square meters. Main product was garment and major process include cutting, sewing, ironing, inspection and packing. There was no other factory in the same boundary. During this audit, auditor was allowed to take factory tour, review documents and interview workers. At the end of audit, a closing meeting was held, factory management signed the report and admitted to take corrective action.

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>Dongguan Yufengling Garment Co.,Ltd</b>	Legal status :	<b>Limited Company</b>
Local Name :	<b>东莞市雨枫服饰有限公司 (91441900061523235C)</b>	Year in which the auditee was founded :	<b>2013</b>
Address :	<b>Building 15, 2nd Road, 2nd Industrial Zone, JiumenZhai, Humen Town</b>	Contact person (please select) :	<b>Daojun Gong</b>
Province :	<b>Guangdong</b>	Contact's Email :	<b>925536982@qq.com</b>
City :	<b>Dongguan</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>Nil</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>N/A</b>
GPS coordinates :	<b>22.7973377808,113.6637300907</b>	Total turnover (in Euros) :	<b>3559693.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>100.00</b>
Industry :	<b>Textiles, clothing, leather</b>	Of which domestic market % :	<b>0.00</b>
If other, please specify :		Production volume :	<b>80000 pieces per month</b>
Product Group :	<b>Apparel</b>	Production cost calculation :	<b>No</b>
If other, please specify :		Lost time injury calculation cost :	<b>Yes</b>
Product Type :	<b>Garment</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>94</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>34</b>	<b>60</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>4</b>	<b>4</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>20</b>	<b>30</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>34</b>	<b>60</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 - 70606] Audit Date: 29/11/2016 PA Score: B

Deadline date:28/02/2017

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

The auditee had set up social accountability policy, commitment and relevant procedures and daily operations worked in line with the policy and procedures. Internal audit and management review for the social accountability system were conducted once per year. Mr.Gong Daorong / Assistant General Manager was assigned as management representative. Factory required suppliers to sign TOI for producer, and factory assessed main suppliers' social performance. However, gaps have been identified in implementation during this audit.  
被审核方建立了社会责任政策、承诺及相关程序，且按该政策程序执行。每年对社会责任管理体系进行一次内审和管理评审。龚道荣副总经理被指定为管理代表。工厂要求供应商签订商业合作伙伴专用实施条款，并评估了主要供应商的社会责任表现。但是，发现被审核方在实施中仍存在与该章节要求之间的差距。

- 1.4 - The company didn't have a good capacity planning to meet the expectations of the delivery order led to workers had excessive overtime work in the sampled 3 months.  
工厂没有一个完善的产能计划去完成预期的订单交货以致于员工在抽样的3个月有超时加班。

**Remarks from Auditee:**

None

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

Full Audit [Audit Id - 70606] Audit Date: 29/11/2016 PA Score: A

Deadline date:

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

Communication meeting between worker representative and management was conducted quarterly. Social accountability objective was established. BSCI 2014 Code of Conduct and TOI was posted in the workplaces. Training on labor law, factory rules were provided to workers to make them be aware of their right and responsibilities and the interviewees knew about their right and responsibility. Workers could report grievance through suggestion box, worker representative or report to manager directly, and the interviewees knew how to report their grievance.  
员工代表与管理层之间的沟通会每季度召开一次。工厂建立了社会责任目标。BSCI2014版行为守则和供应商实施条款张贴在车间。提供了关于劳动法规、工厂规定等的培训给员工，已确保他们知道他们的权利和义务，访谈的工人知道他们的权利和义务。员工可以通过意见箱、员工代表和直接向经理投诉，被访谈员工表示他们都知道如何投诉。

**Remarks from Auditee:**

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

Full Audit [Audit Id - 70606] Audit Date: 29/11/2016 PA Score: A

Deadline date:

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

There was no trade union in the place, but two worker representatives were elected in April 2016; No discriminate against the worker representatives; No prevent workers representatives from having access to or interacting with workers in the workplace.  
没有工会，但是有2名员工代表在2016年4月被选举出来；无歧视对待员工代表，无防止员工代表在工作现场接触员工。

**Remarks from Auditee:**

**Performance Area 4 : No Discrimination**

Full Audit [Audit Id - 70606] Audit Date: 29/11/2016 PA Score: A

Deadline date:

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

Overall ,the factory has taken the necessary measures to avoid or eradicate discrimination in the workplace.Workers were not disciplined, dismissed or otherwise discriminated against because of their complaints against infringements of their rights.  
总的来说，工厂已经采取必要的措施以在工作场所避免或消除歧视；工人不因他们对侵权的投诉而被惩戒、解雇或歧视。

**Remarks from Auditee:**

<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 70606] Audit Date: 29/11/2016 PA Score: C	Deadline date:28/02/2017
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>The local legal minimum wage document was collected. Legal minimum wage is RMB1510/month from May 1,2015. Payrolls from October 2015 to September 2016 were provided and 15 samples were randomly selected for review. As shown in the payroll, wage was calculated at monthly rate, and the paid minimum wage was RMB1510 per month,which meet local minimum wage. Wages were paid by cash before 30th day of each month. Paid annual leave, public holidays, sick leave, marriage leave, maternity leave and funeral leave were defined and provided to workers. No illegal deduction was deducted from workers' wage. The auditee provided the same pay for male/female employees in the same workstation, all employees were treated equally. However, gaps have been identified in implementation.</p> <p>被审核方收集了当地法定最低工资文件。当地最低工资自2015年5月1日起,为人民币1510每月。2015年10月至2016年9月的工资表已提供审核,并查看了15名员工的工资。根据查阅工资表,员工工资按月计算,工厂支付的最低工资为人民币1510每月,符合当地最低工资标准。工厂每月30号之前通过现金支付上月工资给员工。工厂规定并提供了有薪年假、法定节假日、病假、婚假、产假和丧假给员工。没有任何不当的扣款发生。被审核方对男/女员工在相同岗位提供相同的报酬,所有员工均公平对待。但在实际执行中仍然存在偏差。</p> <p><b>5.2 -</b> It was noted that the legal required items was not sufficient, the payment date item was not included into the pay stubs. Legal Requirement: In accordance with Article 16 of Regulation of Guangdong Province on the Payment of Wages. 工厂提供给工人的工资清单项目不完整,没有包含支付日期。根据《广东省工资支付条例》第16条。</p> <p><b>5.4 -</b> The factory was unaware that fair remuneration collection and calculation to identify possible gaps existing between the actual remuneration and the fair remuneration figure, and to take potential actions to fill the gap. 公司不了解公平需求工资也未进行其信息收集和计算,没有办法去识别其实际支付的工资和公平需求工资之间的差距,并支付公平需求工资。</p> <p><b>5.5 -</b> 1.It was noted that the factory encountered a downtime period for 2 days in February 2016. All employees were not paid for that day. The downtime period influenced all employees in the factory. Legal Requirement: In accordance with Article 12 of Provisional Regulations on Payment of Wages. 2.According to social insurance record of November 2016, it was noted that only 45 out of 94 employees were provided with pension and unemployment insurance, 50 out of 94 employees were provided with medical and injury insurance, 49 out of 94 employees were provided with maternity insurance. Besides, factory provided 18 employees with commercial injury insurance with a valid period from 05/12/2015-04/12/2016. Legal Requirement: In accordance with Article 72 of the Labor Law of the People's Republic of China.</p> <p>1.在2016年2月期间,工厂有2天的停工待料时间,但工厂没有支付给员工基本工资。该停工待料时间影响到全厂所有员工。 根据《工资支付暂行规定》第12条。 2.工厂社保参保人数不足。根据2016年11月社保收据,工厂只为45/94人购买了养老和失业保险;为50/94人购买了医疗和工伤保险;为49/94人购买了生育保险。另外工厂为18人购买商业工伤保险,有效期是05/12/2015-04/12/2016。 根据《中华人民共和国劳动法》第72条。</p>	
<b>Remarks from Auditee:</b> None	
<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 70606] Audit Date: 29/11/2016 PA Score: D	Deadline date:28/02/2017
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>The auditee established working hour policy according to local legal requirement. Normal working hour of the auditee was 8 hours per day and 5 days per week. One shift was arranged for workers recruited by the auditee: 8:15-12:15, 13:45-17:45. IC card machine was used to record workers' working time. Electronic data processing system was accessed during this audit. Time records from October 2015 to audit day were provided and 15 samples were randomly selected for review. Maximum daily OT was 2 hours, maximum weekly OT was 20 hours and all workers could receive at least one day off per seven-day period.Auditor crosschecked production records and attendance records, did not found any inconsistency regarding working hours. As for the current month (November 2016), maximum daily OT was 2 hours and maximum weekly OT was 20 hours, the monthly OT hours up to audit date was 45 hours. It was confirmed by workers interview.However, gaps have been identified in implementation.</p> <p>被审核方根据法律要求建立了工作时间的政策。被审核方正常工作时间为每天8小时,每周5天。所有员工工作时间为一班制:8:15-12:15, 13:45-17:45. IC卡机用来记录员工的工作时间。此次审核查询了电子考勤处理系统。2015年10月至审核当天的考勤已提供,并查看了15名员工的考勤。根据提供的考勤,每天最大加班2小时,每周最大加班20小时,每7天至少有一天休息。审核员交叉对比了生产记录和考勤记录,没有发现不一致的现象。员工访谈确认了此点。审核当月(2016年11月)的日最大加班2小时,最大周加班是20小时,截止到审核当天的月加班时间最多为45小时。但在实际执行中仍然存在偏差。</p> <p><b>6.2 -</b> The factory didn't have effective system to control its overtime work compliance. The working hour record system couldn't alert when overtime near or over the limits. A review of 15 sample population employees'time records (15 samples from September 2016, 15 samples from May 2016 and 15 samples from January 2016) yielded the following: • 9 out of 15 sample population employees worked in excess of 36 overtime hours per month (i.e. 39-74 hours) in September 2016, which was not in compliance with the legal requirement; • 12 out of 15 sample population employees worked in excess of 36 overtime hours per month (i.e. 45-74 hours) in May 2016, which was not in compliance with the legal requirement; • 8 out of 15 sample population employees worked in excess of 36 overtime hours per month (i.e. 42-80 hours) in January 2016, which was not in compliance with the legal requirement. Legal Requirement: In accordance with Article 41 of the Labor Law of the PRC. 公司没有有效的系统去控制加班,当其加班时间快超过或已经超过要求时,公司的考勤系统没办法提前预警。审核员从厂方提供的工资记录中工抽取15个样本(15人从2016年9月;2016年5月15人;2016年1月15人),发现如下,具体为:• 9/15在2016年9月的加班时间为39-74小时,超过每月加班时间不能超过36小时的法律规定;• 12/15在2016年5月的加班时间为45-74小时,超过每月加班时间不能超过36小时的法律规定;• 8/15在2016年1月的加班时间为42-80小时,超过每月加班时间不能超过36小时的法律规定;根据《中华人民共和国劳动法》第41条。</p>	
<b>Remarks from Auditee:</b> None	

<b>Performance Area 7 : Occupational Health and Safety</b>	
Full Audit [Audit Id - 70606] Audit Date: 29/11/2016 PA Score: D	Deadline date:28/02/2017
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>The auditee established proper health and safety procedure. Pre-job, on-the-job and off-job occupational health check was provided to relevant workers. The factory identified position's health and safety risk and made relevant action. EHS committee was established and regular health and safety meeting was held. Training on health and safety, including chemical safety, machine safety, PPE usage, fire safety etc., was provided to all workers. Emergency lights and exit signs were installed properly and inspected monthly. Adequate fire extinguishers and fire hydrant system were installed in the factory. Work-related injury procedure was set up. There were 2 trained first aiders in the factory. Sufficient first aid kits stocked with necessary supplies were provided in workshops. Dormitory and canteen was provided to workers. No transportation tool in this factory. However, gaps have been identified in implementation.</p> <p>被审核方建立了适当的健康安全管理程序。岗前、岗中和离岗的职业健康体检提供给了相关员工。工厂识别了岗位的健康安全风险并制定了相关的措施。工厂建立了健康安全委员会，并定期召开会议。提供了健康安全培训，包括化学品安全、机器安全、个人防护用品使用、消防安全等的培训给所有员工。应急灯和出口指示标识进行了正确的安装，并每月进行检查。配置了足够的灭火器和消防栓。建立了工伤程序，有2名急救员，车间里提供了充足的急救用品。工厂提供了宿舍和饭堂，没有提供交通工具。然而，发现被审核方在实施中仍存在与该章节要求之间的差距。</p> <p>7.2 - According to social insurance record of November 2016, it was noted that only 50 out of 94 employees were provided with injury insurance. Besides, factory provided 18 employees with commercial injury insurance with a valid period from 05/12/2015-04/12/2016. Legal Requirement: In accordance with Article 72 of the Labor Law of the People's Republic of China. 工厂工伤参保人数不足。根据2016年11月社保收据，工厂只为50/94人购买了工伤保险。另外工厂为18人购买商业工伤保险，有效期是05/12/2015-04/12/2016。根据《中华人民共和国劳动法》第72条。</p> <p>7.5 - It was noted that no fire drills had been conducted at night for dormitory area in the past one year. Legal Requirement: In accordance with Article 40 of Fire Prevention Regulation for Government offices 过去一年中没有在宿舍区举行夜间的消防演习。根据《机关、团体、企业、事业单位消防安全管理规定》第40条</p> <p>7.6 - It was noted that employees in cutting and sewing workshop were provided with disposable mask rather than carbon active mask. Legal Requirement: In accordance with Article 42 of Law of the People's Republic of China on Production Safety. 工厂为裁剪，车缝员工只提供一次性口罩，而不是活性炭口罩。根据《中华人民共和国安全生产法》第42条。</p> <p>7.14 - It was noted that fire hydrants and fire extinguishers on the 4th floor was not posted with inspection record on a regular basis. Legal Requirement: In accordance with Article 26 of the Regulation on Fire-safety Management for State Organs, Organizations, Enterprises and Institutional Organizations. 4楼的消防栓，灭火器没有定期检查记录。根据《机关、团体、企业、事业单位消防安全管理规定》第26条。</p> <p>7.17 - 1.It was noted that the transmission belts of 5 out of 40 sewing machines in the sewing workshop were not equipped with pulley guards. The transmission chain of boiler was not equipped with chain guard. Legal Requirement: In accordance with Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene. 2.It was noted that the factory failed to provide the special operator certificate for boiler operator in the factory for auditors' review. Legal Requirement: In accordance with Article 27 of Production Safety Law of the People's Republic of China. 1.车缝车间5/40台针车没有为外露的传动皮带安装皮带保护罩。锅炉的链条没有保护罩。根据《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条。 2.审核员发现工厂不能提供锅炉操作工的特种作业操作证。根据《中华人民共和国安全生产法》第27条。</p> <p>7.21 - It was noted that the canteen staff did not wear clean work cloth or headwear when producing food. Legal Requirement: In accordance with Article 27 of the Law of the PRC on the Food Safety 审核员发现厨工在制造食物过程中没有穿戴清洁的工作服和帽子。根据《中华人民共和国食品安全法》第27条</p>	
<b>Remarks from Auditee:</b> None	
<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 70606] Audit Date: 29/11/2016 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>Overall, the factory has established robust age-verification mechanisms as part of the recruitment process, and adequate policies and procedures in writing toward protecting children from any kind of exploitation, and remedial policies and procedures to provide for further protection in case children are found to be working. Through factory tour, management interview, and worker interview, no child labour was found during this audit</p> <p>总的来说，工厂已经在招募过程中建立了完善的年龄识别机制，也有儿童免受任何剥削的书面政策和程序，以及一旦出现童工被应用的纠正从程序和政策。在本次审核中，通过现场观察，员工访谈和管理者访谈，没有发现童工。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 9 : Special Protection for young workers</b>	
Full Audit [Audit Id - 70606] Audit Date: 29/11/2016 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>The auditee established young worker protection policy. No young worker was employed by the auditee.</p> <p>被审核方建立了未成年工保护政策且未雇佣未成年工人。</p>	
<b>Remarks from Auditee:</b>	



<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 70606] Audit Date: 29/11/2016 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>The auditee signed labor contract with all workers and one copy was kept by the workers. The most items in the labor contract were established according to local legal requirement. No seasonal workers or workers form agency was used by the auditee.                      被审核方和所有的工人均签订了劳动合同,且员工保留了一份副本。劳动合同的大部分条款依照当地法律进行制定。被审核方没有使用季节工或者使用中                      介工。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 70606] Audit Date: 29/11/2016 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>Overall ,the factory has good practice for no bonded labour.The factory has established the full policy and procedure for no engaging in any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour.Though worker interview and factory tour,no workers was subjected inhumane or degrading treatment, corporal punishment, mental or physical coercion or verbal abuse                      总的来说,工厂有一个好的实践在没有强迫劳动方面。工厂建立了完善的程序和政策关于不参与到任何形式的奴役、强迫劳动、抵偿性劳动、契约奴役、拐卖或非自愿劳动。通过工人访谈和现场走访,没有工人受到不人道或有辱人格的待遇、受到体罚、精神上或身体上压迫和/或言语虐待</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 70606] Audit Date: 29/11/2016 PA Score: B	Deadline date:28/02/2017
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>The auditee established environment protection policy; the auditee identified all environmental legislation related to its operation. No obvious pollution found in this factory. However, gaps had been identified in implementation.                      被审核方建立了环境保护的政策,并根据其运作就相关的环境法律进行了识别。在被审核工厂没有发现明显的污染情况。但在执行中仍然存在差距。</p> <p><b>12.1 -</b> It was noted that the factory added one boiler. However, the factory was unable to provide the new report of environmental impacts for the new added boiler. Legal requirement: In accordance with the Article 24 of Law of the People's Republic of China on Appraising of Environmental Impacts                      审核员发现工厂新增加了锅炉,但工厂未能提供新的环境影响报告表《中华人民共和国环境影响评价法》第24条</p> <p><b>12.2 -</b> It was noted that 1 boiler with evaporation 0.1 tons per hour were installed in the factory per factory tour. However, factory management was unable to provide the air emission permit for review. Legal requirement: In accordance with Article 15 of Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution                      审核员现场发现工厂安装有1台0.1t/h的生物质锅炉,但工厂不能提供废气排污许可证。根据《中华人民共和国大气污染防治法》第15条。</p>	
<b>Remarks from Auditee:</b>	
None	
<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 70606] Audit Date: 29/11/2016 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>The auditee established relevant business ethics procedures, including Anti-bribery Procedure and personnel information protection procedure. The auditee identified ethics risk and made preventive action; training on business ethics was provided to workers.                      被审核方建立了商业道德相关程序,包括了反贿赂程序和个人信息保护程序。被审核方识别了商业道德风险,制定了预防措施。提供了商业道德相关培训给员工。</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	29/11/2016	70606	B	A	A	A	C	D	D	A	A	A	A	B	A	C

**Producer Photos**



No Photos Available