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Auditee :	<b>Baoding Huayi Hats Co., Ltd</b>
Audit Date From :	<b>15/09/2017</b>
Audit Date To :	<b>15/09/2017</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the BSCI platform</b>
Auditing Company :	<b>SGS</b>
Auditor's Name(s) :	<b>Simon Gao(Lead)</b>
Auditing Branch (if applicable) :	<b>SGS CHINA</b>

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# BSCI Audit Summary Report

This is an extract of the on line Audit Report. The complete report is available in the BSCI Platform.  
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This is an extract of the BSCI Audit Report, which is available in the BSCI Platform. © Foreign Trade Association (FTA), 2013 - The English version is the legally binding One.

**Rating Definitions**



Rating	A combination of ratings per performance area where:	Consequence																																													
<p><b>A</b></p> <p><b>OUTSTANDING</b></p>	<p>o Minimum 7 performance area rated A</p> <p>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>
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<p><b>B</b></p> <p><b>GOOD</b></p>	<p>o Maximum 3 performance area rated C</p> <p>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>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></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></td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	B	B	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		<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
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B	B	B	B	B	B	B	B	B	B	B	C	C	C																																		
<p><b>C</b></p> <p><b>ACCEPTABLE</b></p>	<p>o Maximum 2 performance areas rated D</p> <p>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></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></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		A	A	A	A	A	B	B	B	B	C	C	C	C	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																																		
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C	C	C	C	C	C	C	C	C	C	C	C	C	D	D																																	
<p><b>D</b></p> <p><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>D</td><td>D</td><td>D</td><td></td><td></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>E</td><td></td><td></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>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	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	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>
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D	D	D	D	D	D	D	E	E	E	E	E	E	E	E																																	
<p><b>E</b></p> <p><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></td><td></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			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																																			
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>Baoding Huayi Hats Co., Ltd</b>		
DBID number :	<b>368450</b>		
Audit ID :	<b>108349</b>		
Address :	<b>Nanshaozhuang Village, Cuizhuang Town, Xushui District Baoding</b>		
Province :	<b>Hebei</b>	Country :	<b>China</b>
Management Representative :	<b>Ms. Qie Fang</b>		
Contact person:	<b>Fang Qie</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Accessories</b>	Product group :	<b>other accessories (please specify)</b>
Product Type :	<b>Hats</b>		

**Audit Details**



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" 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 : 15/09/2018

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

**Executive summary of audit report**

Baoding Huayi Hats Co., Ltd (Business license NO. is 91130609672096367L) is located at Nanshaozhuang Village, Cuizhuang Town, Xushui District, Baoding City, Hebei Province, China. It was founded in 2008 and focus on hats. There were 215 employees in the factory during the audit. The factory used one 2-storey building as office, one 1-storey building as canteen and kitchen, three 1-storey buildings as dormitory, one 1-storey building as show room and warehouse, and three 1-storey buildings as workshops and warehouses.

Based on documents review and management interview, the factory recorded workers' attendance by electrical fingerprint attendance system. Based on the attendance records provided by the factory from Apr., 2017 to the audit day, the maximum OT hours were 2 hours per day, 14 hours per week and 60 hours per month. The attendance records indicated all workers had at least one day off per seven days.

Based on the payrolls provided by the factory from Apr., 2017 to July, 2017, all workers were paid by hour rate and before the 25th of next month by cash. The workers were paid by hour rate and OT wages were paid legally. During the audit, the factory had 215 employees during the audit, but the auditee only provided retirement insurance for 49 employees, provided child-bearing insurance & illness insurance for 42 employees and provided injury insurance for all workers.

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>Baoding Huayi Hats Co., Ltd</b>	Legal status :	<b>Limited Company</b>
Local Name :	<b>保定华艺帽业有限公司 (91130609672096367L)</b>	Year in which the auditee was founded :	<b>2008</b>
Address :	<b>Nanshaozhuang Village, Cuizhuang Town, Xushui District</b>	Contact person (please select) :	<b>Fang Qie</b>
Province :	<b>Hebei</b>	Contact's Email :	<b>Huayi01@huayihats.com</b>
City :	<b>Baoding</b>	Auditee's official language(s) for written communications :	<b>Chinese</b>
Region :	<b>North East Asia</b>	Other relevant languages for the auditee :	<b>English</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>www.huayihats.com</b>
GPS coordinates :	<b>latitude: 38.99526 / longitude: 115.75722</b>	Total turnover (in Euros) :	<b>20000000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>80.00</b>
Industry :	<b>Accessories</b>	Of which domestic market % :	<b>20.00</b>
If other, please specify :		Production volume :	<b>2500000 units per year</b>
Product Group :	<b>other accessories (please specify)</b>	Production cost calculation :	<b>No</b>
If other, please specify :		Lost time injury calculation cost :	<b>No</b>
Product Type :	<b>Hats</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>215</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>62</b>	<b>153</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>4</b>	<b>6</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>16</b>	<b>19</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>62</b>	<b>153</b>	
Production based workers	<b>58</b>	<b>147</b>	
With shifts at night	<b>4</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**

1- Followup Audit [Audit Id - 108349] Audit Date: 15/09/2017 PA Score: D

Deadline date:14/11/2017

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

Consolidated finding: The factory set up completed policy and procedure on social accountability. For example, the procedures on hiring, subcontracting, dealing with grievances, training workers, promoting ethical behaviour were established by the factory. But the factory did not set up an effective management system to implement the BSCI Code of Conduct and ensure that the BSCI values and principles are followed in a satisfactory manner. Of course, Mr. Li Xueting/ General Manager was BSCI representative and took whole charge of BSCI affairs in the factory. The factory also established policy with respect to the selection, management and monitoring of its own significant business partners. However, gaps had been identified in implementation:

综合概况:工厂建立了完整的社会责任政策和程序,例如程序中包括招聘,分包,申诉系统,员工培训,反腐败等内容。但工厂没有建立有效的管理体系去实施行为准则以及确保的价值和准则能被满意的体现。李雪腾/总经理被工厂指定为BSCI负责人,统筹整个工厂的BSCI事务。工厂还创建了供应商的筛选程序,在选择供应商时,工厂同样考虑到了其社会责任表现。但执行方面和BSCI存在差距:

- 1.1 - 1st follow up audit on Sep. 15, 2017: Open Finding: The main auditee partially respects this principle because the auditee did not set up an effective management system to implement the BSCI Code of Conduct and ensure that the BSCI values and principles are followed in a satisfactory manner. 2017年9月15日第一次跟进审核:开放 被审核方(生产商)部分遵循该准则,原因是被审核方没有建立有效的管理体系去实施BSCI行为准则以及确保BSCI的价值和准则能被满意的体现。
- 1.4 - 1st follow up audit on Sep. 15, 2017: Open Finding: The main auditee partially respects this principle because the auditee established related procedures on capacity planning to control working hours and realistically calculated the costs of production & delivery times. But it was only responsible by one person and no written records of any calculating the production capacity or the costs of production. Besides, the faultiness of working hours control management system led to the overtime working hours of the workers exceeded legal requirement. 2017年9月15日第一次跟进审核:开放 被审核方(生产商)部分遵循该准则,原因是被审核方建立了生产产能规划程序以控制员工的工作时间,被审核方也了解如何计算生产产能和订单周期,但仅有一名人员负责并且没有任何计算方法和记录保留。另外,由于工时管理系统执行的不完善,导致员工的加班时间未能符合法规的要求。

**Remarks from Auditee:**

Full Audit [Audit Id - 78039] Audit Date: 17/04/2017 PA Score: D

Deadline date:18/06/2017

**Good practices**

Nil

**Areas of improvement**

Consolidated finding: The overall observation shows the auditee partially fulfills the requirement of performance area 1. The factory established completed policy and procedure on social accountability. For example, the procedures on hiring, subcontracting, dealing with grievances, training workers, promoting ethical behaviour were established by the factory. But the factory did not consider the updates of BSCI when established the procedures before (refer to finding 1.1). The internal audit conducted by the factory were not effective which resulted in the auditee could not take ownership over the process and continuously improve. The factory did not create an internal checklist in place for internal audit. Of course, Mr. Li Xueting / General manager was BSCI representative and took whole charge of BSCI affairs in the factory. The factory also established policy with respect to the selection, management and monitoring of its own significant business partners. The working hours controlling system was established, but the factory did not implement it effectively which resulted in the excessive working hours and etc.

综合概况:整体观察显示被审核方部分符合该绩效区域的要求。工厂建立了完整的社会责任政策和程序,例如程序中包括招聘,分包,申诉系统,员工培训,反腐败等内容。但工厂未考虑到BSCI要求的更新,并且工厂的内审未按照BSCI程序进行,导致内审未发现任何问题,因此,工厂内审后无进一步改善动作。李雪腾/总经理被工厂指定为BSCI负责人,统筹整个工厂的BSCI事务。工厂还创建了供应商的筛选程序,在选择供应商时,工厂同样考虑到了其社会责任表现。同样,工厂创建了完整的工时管控系统,按照员工的产能来匹配订单的交期,但是发现工厂在执行方面和BSCI要求有差距。

- 1.1 - The main auditee partially respects this principle because the auditee did not set up an effective management system to implement the BSCI Code of Conduct and ensure that the BSCI values and principles are followed in a satisfactory manner. 被审核方(生产商)部分遵循该准则,原因是被审核方没有建立有效的管理体系去实施BSCI行为准则以及确保BSCI的价值和准则能被满意的体现。
- 1.4 - The main auditee partially respects this principle because the auditee established related procedures on capacity planning to control working hours and realistically calculated the costs of production & delivery times. But it was only responsible by one person and no written records of any calculating the production capacity or the costs of production. Besides, the faultiness of working hours control management system led to the overtime working hours of the workers exceeded legal requirement. 被审核方(生产商)部分遵循该准则,原因是被审核方建立了生产产能规划程序以控制员工的工作时间,被审核方也了解如何计算生产产能和订单周期,但仅有一名人员负责并且没有任何计算方法和记录保留。另外,由于工时管理系统执行的不完善,导致员工的加班时间未能符合法规的要求。

**Remarks from Auditee**

Nil

<b>Performance Area 2 : Workers Involvement and Protection</b>	
1- Followup Audit [Audit Id - 108349] Audit Date: 15/09/2017 PA Score: C	Deadline date:14/11/2017
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: five worker representatives were elected by the workers freely. The factory also provided on-board training on workers' right to workers. It has been noted that the auditee had a grievance mechanism: the mechanism consisted of using suggestion boxes, worker representation and an open door policy on coming up with suggestion directly to workers' supervisor. All these processes were documented under procedures and integrated into worker interviews. However, gaps had been identified in implementation:                      综合概况: 工厂有工人选举了5名员工代表, 而且, 工会给员工提供关于员工权利的入职培训。审核过程发现, 工厂已建立了申诉系统, 员工可通过意见箱, 工人代表或直接和主管进行沟通等方式提供投诉。所有这些过程均可通过文件以及访谈来核实, 但也发现工厂在执行效果方面和BSCI要求有差距:</p> <p><b>2.2 -</b> 1st follow up audit on Sep. 15, 2017: Open Finding: The main auditee partially respects this principle because the auditee defined long term goals for protecting workers, but this long term goals did not show step-by-step approach toward sustainable improvements.                      2017年9月15日第一次跟进审核: 开放 被审核方 (生产商) 部分遵循该准则, 原因是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。</p> <p><b>2.5 -</b> 1st follow up audit on Sep. 15, 2017: Open Finding: The main auditee does not respect this principle because the auditee did not establish grievance mechanism for communities. For example, the auditee did not establish grievance policy and there is no channel set for local communities' coming up with its suggestions or complaints to management for improvement.                      2017年9月15日第一次跟进审核: 开放 被审核方 (生产商) 未遵循该准则, 原因是被审核方未建立社会的申诉机制。例如: 被审核方未建立申诉政策并且创建给当地社区提供申诉的渠道。</p>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 78039] Audit Date: 17/04/2017 PA Score: C	Deadline date:18/06/2017
<b>Good practices</b> Nil	
<b>Areas of improvement</b> <p>Consolidated finding: The overall observation shows the auditee partially fulfills the requirement of performance area 2. There was one worker committee in the factory and satisfactory evidence showed that there were freely elected worker representatives who met the management every month. According to interview statement with worker representative and workers, they were familiar with workplace-related issues, their labor right e.g. the law, work contracts, job description, working rules. And workers had morning meeting for getting the information of workplace-related issues, the factory also provided on-board training on workers' right to workers. It has been noted that the auditee had an internal grievance mechanism: the mechanism consisted of using suggestion boxes, worker representation and an open door policy on coming up with suggestion directly to workers' supervisor. All these processes were documented under procedures and integrated into worker trainings. However, gaps had been identified in implementation.                      综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂成立了员工组织, 并且由员工选举了员工代表, 代表每个月会定期和管理层见面。根据员工代表及员工的访谈信息, 员工代表以及员工都很清楚工厂场所相关信息, 以及员工的劳工权利, 例如劳动法, 劳动合同, 工作描述以及厂纪厂规等。同时, 工厂每天会有早会的方式和员工沟通工厂场所的信息。而且, 工会给员工提供关于员工权利的入职培训。审核过程发现, 工厂建立了内部申诉系统, 员工可通过意见箱, 工会代表或直接和主管进行沟通等方式提供投诉。所有这些过程均可通过文件以及访谈来核实, 但也发现工厂在如下方面和BSCI要求有差距。</p> <p><b>2.2 -</b> The main auditee partially respects this principle because the auditee defined long term goals for protecting workers, but this long term goals did not show step-by-step approach toward sustainable improvements.                      被审核方 (生产商) 部分遵循该准则, 原因是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。</p> <p><b>2.5 -</b> The main auditee does not respect this principle because the auditee did not establish grievance mechanism for communities. For example, the auditee did not establish grievance policy and there is no channel set for local communities' coming up with its suggestions or complaints to management for improvement.                      被审核方 (生产商) 未遵循该准则, 原因是被审核方未建立社会的申诉机制。例如: 被审核方未建立申诉政策并且创建给当地社区提供申诉的渠道。</p>	
<b>Remarks from Auditee</b> Nil	

<b>Performance Area 3 : The rights of Freedom of Association and Collective Bargaining</b>	
1- Followup Audit [Audit Id - 108349] Audit Date: 15/09/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 78039] Audit Date: 17/04/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
<p>Consolidated finding: The overall observation shows the auditee fulfills the requirement of performance area 3. Refer to PA 2, there was one worker committee in the factory and satisfactory evidence showed that there were freely elected worker representatives who met the management every month. Workers could freely join into trade union without the permission of the factory. No collective bargain agreement was concluded between the factory and workers, but the factory did not prevent workers from bargaining for the agreement. Based on the interview statement of worker representative, she was not discriminated by the factory and she also was one of production workers in the workshop. She had access to workers and workplace freely.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。依照PA2的描述, 工厂创建了员工组织并且依照员工意愿选举了员工代表。员工代表每个月和管理层见面, 而且员工可以在管理层的影响下加入工会。审核过程中, 工厂和员工无集体谈判协议, 但工厂也未阻止员工有意愿的时候和工厂谈判。根据员工代表的访谈, 在该工厂, 员工代表不会被歧视, 并且该代表本身是一名生产一线的员工, 她可以随时进入车间和员工沟通。</p>	
<u>Remarks from Auditee</u>	
<b>Performance Area 4 : No Discrimination</b>	
1- Followup Audit [Audit Id - 108349] Audit Date: 15/09/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 78039] Audit Date: 17/04/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
<p>Consolidated finding: The overall observation shows the auditee fulfills the requirement of performance area 4. The factory made one policy on anti-discrimination. The policy defined that the factory would not discriminate workers by race, gender and ages etc. And according to interview statement with workers, workers could use the grievance system through suggestion boxes or telling to trade union representatives once workers' right was infringed. Further more, the policy on discipline measures made by the factory was in line with legal requirement. All these processes could be verified by documents review and interview.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了反歧视的政策, 反歧视政策中表明工厂不会因为种族, 性别, 年龄等原因对员工区别对待。并且依照员工访谈, 若员工的权利受到任何侵害, 员工可以通过意见箱或和工会代表反馈的形式进行投诉。而且, 通过查看工厂的惩戒措施程序, 其描述的措施均符合法规和BSCI要求。</p>	
<u>Remarks from Auditee</u>	



<b>Performance Area 5 : Fair Remuneration</b>	
1- Followup Audit [Audit Id - 108349] Audit Date: 15/09/2017 PA Score: C	Deadline date:14/11/2017
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The factory set up wages and benefit paying system, which included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave etc. Based on the wages from Apr., 2017 to July, 2017 provided by the factory, the minimum wage paid by the factory was RMB 2500 per month, which was more than legal requirement RMB 1650 per month. Satisfactory evidence showed that the factory provided skill training to workers and workers' position allowance will be increased accordingly when workers received more training. No deduction was identified according to wages records of workers. All these processes and evidences were cross checked by document review, worker interview and management interview. However, gaps of assessment of the local decent living stand and the social insurances had been identified in implementation.</p> <p>综合概况:工厂制定了工资支付政策和福利政策,福利政策包括给员工提供法定节假日,病假,婚假,产假等假期。根据工厂提供的2017年4月至2017年7月的工资记录显示,工厂给员工支付最低2500元每月的工资,高于当地1650元每月的标准。同时,工厂给员工提供了相应的技能培训,若员工的技能提升,岗位津贴将相应提高。根据员工的工资记录,员工无其它的扣款。以上过程均用文件,访谈等方式进行核实过。但也发现工厂在体面工资评估和社保方面和BSCI要求有差距:</p> <p><b>5.4 -</b> 1st follow up audit on Sep. 15, 2017: Open Finding: The main auditee does not respect this principle because the auditee did not have well-defined plan for achieving the decent standard of living within a specified and reasonable period of time. 2017年9月15日第一次跟进审核:开放 被审核方(生产商)未遵循该准则,原因是被审核方没有制定计划来确保一定期限后支付给员工的工资能满足员工的体面生活标准。</p> <p><b>5.5 -</b> 1st follow up audit on Sep. 15, 2017: Open Finding: The main auditee does not respect this principle because the auditee did not provide all kinds of social insurances for all workers. The auditee had 215 employees during the audit, but the auditee only provided retirement insurance for 49 employees, provided child-bearing insurance &amp; illness insurance for 42 employees and provided injury insurance for all workers. 2017年9月15日第一次跟进审核:开放 被审核方(生产商)未遵循该准则,原因是被审核方没有为所有员工缴纳所有的社会保险。审核期间,被审核方有员工215名,但被审核方仅为49名员工缴纳了养老保险、为42名员工缴纳了生育保险和医疗保险并为所有员工缴纳了工伤保险。</p>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 78039] Audit Date: 17/04/2017 PA Score: C	Deadline date:18/06/2017
<b>Good practices:</b> Nil	
<b>Areas of improvement</b> <p>Consolidated finding: The overall observation shows the auditee partially fulfills the requirement of performance area 5. The factory set up wages and benefit paying system, which included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave etc. Based on the wages from Mar. 2016 to Feb. 2017 provided by the factory, the minimum wage paid by the factory was RMB 2500 per month, which was more than legal requirement. What's more, the factory provided skill training to workers. And during the audit, the factory did not assess the local decent living stand, but the wages paid to workers were more than the living standard. No other deduction except social insurance deduction was identified according to wages records of workers. All these processes and evidences were cross checked by document review, worker interview and management interview. However, gaps had been identified in implementation.</p> <p>综合概况:整体观察显示被审核方部分符合该绩效区域的要求。工厂制定了工资支付政策和福利政策,福利政策包括给员工提供法定节假日,病假,婚假,产假等假期。根据工厂提供的2016年3月至2017年2月的工资记录显示,工厂给员工支付最低2500元每月的工资,而且工厂给员工提供了相应的技能培训。依据审核时的评估,工厂给员工提供的总工资超过了当地的体面生活标准。根据员工的工资记录,员工仅有社保的扣款记录,无其它的扣款。以上过程均用文件,访谈等方式进行核实过,但也发现工厂在如下方面和BSCI要求有差距。</p> <p><b>5.4 -</b> The main auditee does not respect this principle because the auditee did not have well-defined plan for achieving the decent standard of living within a specified and reasonable period of time. 被审核方(生产商)未遵循该准则,原因是被审核方没有制定计划来确保一定期限后支付给员工的工资能满足员工的体面生活标准。</p> <p><b>5.5 -</b> The main auditee does not respect this principle because the auditee did not provide all kinds of social insurances for all workers. The auditee had 235 employees during the audit, but the auditee only provided retirement insurance for 47 employees, provided child-bearing insurance &amp; illness insurance for 41 employees and provided injury insurance for all workers. 被审核方(生产商)未遵循该准则,原因是被审核方没有为所有员工缴纳所有的社会保险。审核期间,被审核方有员工235名,但被审核方仅为47名员工缴纳了养老保险、为41名员工缴纳了生育保险和医疗保险并为所有员工缴纳了工伤保险。</p>	
<b>Remarks from Auditee</b> Nil	

<b>Performance Area 6 : Decent Working Hours</b>	
1- Followup Audit [Audit Id - 108349] Audit Date: 15/09/2017 PA Score: D	Deadline date:14/11/2017
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The factory made a policy of working hour system and controlled working hours. According to the policy and implementation records, workers worked 8 hours per day (8:00-12:00, 13:30-17:30), 5 days per week. The factory arranged workers working on Saturday sometimes and workers had right to choose working overtime or not. The factory ensured workers had every Sunday off per week. Furthermore, workers had at least 8 hours' rest on every day. Workers can take a rest during the work time when they felt tired. All this processes and implementation can be verified by interview and document review. However, gaps of overtime hours had been identified in implementation:                      综合概况: 工厂制定了工时政策, 依照政策以及工厂实际的执行情况, 员工每天上班8小时(8:00-12:00,13:30-17:30), 每周5天。周六工厂会依据生产订单进行加班, 员工可自愿选择是否加班。工厂保证了员工每周日休息。工厂保证了员工每天至少有8小时的休息时间并且员工在工间如果觉得疲惫, 可自由选择休息几分钟。以上均已从员工访谈以及文件信息等方面进行核实。不过, 工厂在加班时间的管控方面也有不符合法规的地方, 如下:</p> <p><b>6.2 -</b> 1st follow up audit on Sep. 15, 2017: Open Finding: The main auditee does not respect this principle because based on review of the attendance records from Apr., 2017 to the audit day provided by the auditee, the workers' monthly overtime working hours exceeded 36 hours in every months respectively, such as: about 80% workers had 60 hours' overtime working in the month of Jul, 2017.                      2017年9月15日第一次跟进审核: 开放 被审核方(生产商)未遵循该准则, 原因是根据被审核方提供的从2017年4月至审核当日的考勤记录发现, 被审核方均有员工在每个月的月加班时间均超过了36小时, 例如: 约80%的员工在2017年7月的月加班时间为60小时。</p>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 78039] Audit Date: 17/04/2017 PA Score: D	Deadline date:18/06/2017
<b>Good practices:</b> Nil	
<b>Areas of improvement</b> <p>Consolidated finding: The overall observation shows the auditee partially fulfills the requirement of performance area 6. The factory made a policy of working hours system and controlled working hours. According to the policy and implementation records, all production workers and all office staff worked 8 hours (08:00AM~12:00AM, 13:30PM~17:30PM) per day, 5 days per week. The factory arranged workers working on Saturday sometimes and workers had right to choose overtime or not. The factory ensured workers had every Sunday off per week. Further more, workers had at least 8 hours' rest on every day. Workers can take a rest during the work time when they felt tired. All this processes and implementation can be verified by interview and document review. However, gaps of overtime working hours had been identified in implementation.                      综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂制定了工时政策, 依照政策以及工厂实际的执行情况, 生产以及办公室的所有员工每天上班8小时, 早上8点00分至中午12点00分, 下午13点30分至下午17点30分上班, 每周5天。周六工厂会依据生产订单进行加班, 员工可自愿选择是否加班。工厂保证了员工每周日休息。工厂保证了员工每天至少有8小时的休息时间并且员工在工间如果觉得疲惫, 可自由选择休息几分钟。以上均已从员工访谈以及文件信息等方面进行核实。不过, 工厂在加班时间上的管控也有不符合法规的地方。</p> <p><b>6.2 -</b> The main auditee does not respect this principle because based on review of the attendance records from Mar 1, 2016 to the audit day provided by the auditee, the workers' monthly overtime working hours exceeded 36 hours in every months from Mar, 2016 to Dec, 2016 respectively, such as: about 80% workers had 64 hours' overtime working in the month of Jul, 2016.                      被审核方(生产商)未遵循该准则, 原因是根据被审核方提供的从2016年3月1日至审核当日的考勤记录发现, 被审核方均有员工在2016年3月至2016年12月间每个月的月加班时间均超过了36小时, 例如: 约80%的员工在2016年7月的月加班时间为64小时。</p>	
<b>Remarks from Auditee</b> Nil	

<b>Performance Area 7 : Occupational Health and Safety</b>	
1- Followup Audit [Audit Id - 108349] Audit Date: 15/09/2017 PA Score: A	Deadline date:14/11/2017
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The factory administrative director/ Ms. Qie Fang was responsible for the affairs of health and safety. And the factory assessed the risk of workshop accordingly. For fire safety, the factory ensured enough extinguishers in every workshop and emergency lights, fire hydrant and fire alarm were available in the factory. All these facilities of fire safety were checked every month and were effective during the testing on-site. For mechanism safety, all processes of operation were set up, workers were well trained to operate it correctly. Meanwhile, the MSDS was available for the chemicals used in the factory. The factory also set up emergency procedure and trained six first aiders for providing the service of first aid. The first aid box was also available in every workshop. Clean potable water and test report was also provided. The canteen, kitchen and dormitory building were provided for workers, but no transportation was provided for workers. However, gaps had been identified in implementation as follows:                  综合概况:工厂的健康安全由行政主管郝芳负责,工厂进行了安全风险评估。在消防安全方面,工厂给所有车间配备了足够的消防设施,例如灭火器、消防栓、消防警铃等,并且工厂的健康安全负责人每月都会进行检查。审核时经过测试,应急灯、消防栓和消防警铃都是有效的。在机械安全方面,工厂针对有机械安全风险的岗位都制定了相应的操作规程,并且给员工提供了培训以防范这方面的风险。同时,工厂为化学品提供了MSDS,并且为相关人员提供了培训。在急救政策方面,工厂制定了急救政策,工厂给每个车间配备了药箱,而且工厂内有6名急救员。同时,工厂也提供了饮用水给员工,员工可随时喝水,并取得了饮用水的测试报告。工厂为员工提供了餐厅和宿舍,但没有提供交通工具。不过,工厂在以下方面和BSCI要求尚有差距:</p> <p>7.1 - 1st follow up audit on Sep. 15, 2017: Open Finding: The main auditee partially respects this principle because the auditee had established complete management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training and etc. But the auditee did not provide the fire safety certificate of the factory buildings.                  2017年9月15日第一次跟进审核:开放 被审核方(生产商)部分遵循该准则,原因是被审核方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、健康安全检查和培训等,但是由于管理疏忽,导致被审核方未提供厂房的消防验收报告。</p> <p>7.3 - 1st follow up audit on Sep. 15, 2017: Open Finding: The main auditee partially respects this principle because the auditee provided occupational health examination for all workers who contacted with hazardous factors, but didn't provide the summary report.                  2017年9月15日第一次跟进审核:开放 被审核方(生产商)部分遵循该准则,原因是被审核方给所有接触有害工作环境的员工提供了职业健康体检,但是没有提供体检的总结报告。</p> <p>7.11 - 1st follow up audit on Sep. 15, 2017: Open Finding: The main auditee does not respect this principle because the auditee did not provide any Building Structure Safety Certificate or Record and Fire Safety Certificate or Building Fire Safety Register Certificate for all of the factory buildings.                  2017年9月15日第一次跟进审核:开放 被审核方(生产商)因没有提供所有使用建筑的建筑工程竣工验收合格证或备案以及消防验收合格证或备案而未遵循该准则。</p> <p>7.14 - 1st follow up audit on Sep. 15, 2017: Closed Based on observation on-site, all the fire fighting equipments, such as fire extinguishers were valid.                  2017年9月15日第一次跟进审核:关闭 根据现场观察,所有的消防设施,比如灭火器都是有效的。</p> <p>7.15 - 1st follow up audit on Sep. 15, 2017: Closed Based on observation on-site, all the emergency lights and signs were valid.                  2017年9月15日第一次跟进审核:关闭 根据现场观察,所有的安全出口标识和应急灯都是有效的。</p> <p>7.17 - 1st follow up audit on Sep. 15, 2017: Open Finding: The main auditee does not respect this principle because the auditee did not provide the certificate for the managerial staff of the boiler and the boiler water treatment operator. Remark: Based on observation on-site, the factory had installed belt safeguards for all the air compressors.                  2017年9月15日第一次跟进审核:开放 被审核方(生产商)因未提供锅炉安全管理人员以及锅炉水处理工的操作工证而未遵循该准则。备注:工厂已为所有空压机安装了皮带防护。</p> <p>7.18 - 1st follow up audit on Sep. 15, 2017: Closed Based on document review, six first aiders were trained in the factory.                  2017年9月15日第一次跟进审核:关闭 根据文件查看,工厂有6名培训合格的急救人员。</p> <p>7.23 - NA. No transportation was provided by the main auditee.</p>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 78039] Audit Date: 17/04/2017 PA Score: E	Deadline date:18/06/2017
<b>Good practices:</b> Nil	
<b>Areas of improvement</b> <p>Consolidated finding: The overall observation shows the auditee partially fulfills the requirement of performance area 7. The committee of health and safety was set up by the factory and Ms. Liu Yansi was responsible for the affairs of health and safety. Besides, the factory assessed the risk of workshop accordingly including fire safety, chemical safety and mechanical safety. For fire safety, the factory ensured enough fire extinguishers in every workshop and emergency lights and fire alarm were available in the factory. All these facilities of fire safety were checked by Ms. Liu Yansi every month and were effective during the testing on-site. For mechanism safety, all processes of operation were set up, workers were well trained to operate it correctly. Meanwhile, the factory obtained MSDS of chemicals and set up secondary container for all chemicals. According to the interviewee statement, workers understood well of the risk of mechanism and knew to wear relate personal protective equipment. Of course, the PPEs were provided by the factory accordingly. The factory also set up emergency procedures. The first aid box was also available in every workshop. Potable water was also provided. The factory did not provide transportation to the workers during the audit because most workers were local workers. However, gaps had been identified in implementation as follows.                  综合概况:整体观察显示被审核方部分符合该绩效区域的要求。工厂创建了员工的健康安全委员会,由刘艳思负责整体的健康与安全,而且工厂按照车间情况对工厂内部进行了健康安全风险评估,包含消防安全,化学品安全和机械安全等。在消防安全方面,工厂给所有车间配备了消防设施,例如灭火器、消防警铃等,并且工厂的健康安全负责人刘艳思每月都会进行检查。审核时经过测试,消防栓和消防警铃都是有效的。在机械安全方面,工厂针对有机械安全风险的岗位都制定了相应的操作规程,并且给员工提供了培训以防范这方面的风险。同时,工厂保存了所有化学品的MSDS,并且给所有化学品提供了二次容器。例如,通过访谈定型车间的员工,员工很了解操作时注意的机械安全内容以及需要佩戴个人劳保用品。工厂也提供了相应的个人劳保用品给员工。在急救政策方面,工厂制定了急救政策,工厂给每个车间配备了药箱。同时,工厂也提供了饮用水给员工,员工可随时喝水。审核过程中,由于大部分员工都是本地员工,工厂未提供班车给员工。不过,工厂在以下方面和BSCI要求尚有差距。</p> <p>7.1 - The main auditee partially respects this principle because the auditee had established complete management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training and etc. But the auditee did not provide occupational health examination for all workers who contacted with hazardous factors due to management negligence.                  被审核方(生产商)部分遵循该准则,原因是被审核方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、健康安全检查和培训等,但是由于管理疏忽,导致被审核方未给所有接触有害工作环境的员工提供职业健康体检。</p> <p>7.3 - The main auditee does not respect this principle because the auditee did not provide occupational health examination for all workers who contacted with hazardous factors, such as: the workers of the sewing workshop and trimming workshop who engaged in positions with dust and noise.</p>	

<p>被审核方（生产商）未遵循该准则，原因是被审核方未给所有接触有害工作环境的员工提供职业健康体检，例如：接触粉尘和噪音危害的缝纫车间和装饰车间的员工。</p>	
<p><b>7.11 -</b> The main auditee does not respect this principle because the auditee did not provide any Building Structure Safety Certificate or Record and Fire Safety Certificate or Building Fire Safety Register Certificate for all of the factory buildings. 被审核方（生产商）因没有提供所有使用建筑的建筑工程竣工验收合格证或备案以及消防验收合格证或备案而未遵循该准则。</p>	<p><b>7.14 -</b> The main auditee partially respects this principle because the auditee had a completed system on fire management including manage fire extinguishers, fire hydrants, emergency lighting and fire alarms. But it was noted two fire extinguishers which located at the show room and workshop separately were ineffective due to the pressure were not adequate.</p> <p>Remark: During the audit, the auditee had changed the ineffective fire extinguishers to new effective fire extinguishers.</p>
<p>被审核方（生产商）部分遵循该准则，原因是被审核方有一套完整的消防管理系统，包括管理灭火器、消防栓、应急灯以及消防警铃。但是现场审核发现，样品室和车间分别有一个灭火器因压力不足导致失效。</p> <p>备注：审核期间，被审核方已将失效的灭火器更换为新的有效的灭火器。</p>	
<p><b>7.15 -</b> The main auditee partially respects this principle because the auditee had a completed system on fire management including manage emergency lighting, safety exit signs, evacuation routes and etc. But it was noted one safety exit sign which located at the show room was not connected with electricity and one safety exit sign which located at the warehouse was ineffective.</p>	<p>Remark: During the audit, the auditee had connected the safety exit sign of the show room with electricity and changed the ineffective safety exit sign of the warehouse to new effective safety exit sign.</p>
<p>被审核方（生产商）部分遵循该准则，原因是被审核方有一套完整的消防管理系统，包括管理应急灯、安全出口标识、疏散通道等。但是现场测试发现，样品室的一个安全出口标识没有通电，仓库的一个安全出口标识失效。</p> <p>备注：审核期间，被审核方已将样品室的安全出口标识通电并将仓库的安全出口标识更换为新的有效的安全出口标识。</p>	
<p><b>7.17 -</b> The main auditee does not respect this principle because the auditee did not provide the certificate for the managerial staff of the boiler and the boiler water treatment operator.</p>	<p>The main auditee does not respect this principle because no safeguards were installed for the transmission belts of all two air compressors.</p>
<p>被审核方（生产商）因未提供锅炉安全管理人员以及锅炉水处理工的操作工证而未遵循该准则。</p> <p>被审核方（生产商）因没有给所有两台空压机安装皮带防护装置而未遵循该准则。</p>	
<p><b>7.18 -</b> The main auditee does not respect this principle because no trained first aider was available in the auditee. 被审核方（生产商）因厂内没有经过培训的急救员而未遵循该准则。</p>	
<p><b>Remarks from Auditee</b></p> <p>Nil</p>	
<p><b>Performance Area 8 : No Child Labour</b></p>	
<p>1- Followup Audit [Audit Id - 108349] Audit Date: 15/09/2017 PA Score: A <span style="float: right;">Deadline date:</span></p>	
<p><b>GOOD PRACTICES:</b></p>	
<p><b>AREAS OF IMPROVEMENT:</b></p>	
<p><b>Remarks from Auditee:</b></p>	
<p>Full Audit [Audit Id - 78039] Audit Date: 17/04/2017 PA Score: A <span style="float: right;">Deadline date:</span></p>	
<p><b>Good practices</b></p> <p>Nil</p>	
<p><b>Areas of improvement</b></p> <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 8. The policy of recruiting was set up by the factory. And it regulated that the factory would not recruit workers under 16. The factory checked workers' ID during recruiting and HR specialist knew the skills of asking workers' experience and ages when he had any doubt of workers' ID card or age according to interview with HR specialist. Meanwhile, the factory established remediation measure of child labor in order to set up measure of recruiting child labor incidentally. After checking all personnel files of workers, no child labor was identified in the factory. 综合概况：整体观察显示被审核方符合该绩效区域的要求。工厂制定了合适的招聘政策，员工入职时工厂均会查看员工的身份证并且当人事专员对员工年龄有怀疑时，会通过有技巧地面谈以核实员工情况。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。</p>	
<p><b>Remarks from Auditee</b></p>	

<b>Performance Area 9 : Special protection for young workers</b>	
1- Followup Audit [Audit Id - 108349] Audit Date: 15/09/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 78039] Audit Date: 17/04/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
<p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area. The policy of young worker protection was made by the factory. The factory understood the legal requirement of young workers according to interview with management. And the risk assessment of young workers was conducted according to the requirement of BSCI. During the audit, no young workers were identified in the factory.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了未成年工的保护政策, 工厂了解如何依照法规要求保护未成年工, 而且工厂按照BSCI的要求更新了未成年工的风险评估。在审核过程中, 未发现有未成年工的存在。</p>	
<u>Remarks from Auditee</u>	
<b>Performance Area 10 : No Precarious Employment</b>	
1- Followup Audit [Audit Id - 108349] Audit Date: 15/09/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 78039] Audit Date: 17/04/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
<p>Consolidated finding: The overall observation shows the auditee partially fulfills the requirement of performance area 10. Labor contracts were all concluded between the factory and workers. The contracts statement included the description of working hours, training, rest time and leave etc. which were in accordance with legal requirement and ILO. Meanwhile, the factory provide a copy of contract to every worker. Based on interview statement of workers, workers understood well of the content of labor contract and no illegal employment was identified during the audit.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂和每个员工均签订了劳动合同, 劳动合同的内容包括工时, 培训, 休息时间和假期, 报酬和支付条件, 这些内容均符合法规以及国际标准。同时工厂提供了一份劳动合同副本给员工。通过员工访谈, 员工均了解劳动合同内容, 审核过程中, 工厂无不符法规的用工形式存在。</p>	
<u>Remarks from Auditee</u>	

<b>Performance Area 11 : No Bonded Labour</b>	
1- Followup Audit [Audit Id - 108349] Audit Date: 15/09/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 78039] Audit Date: 17/04/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
<p>Consolidated finding: The overall observation shows the auditee fulfills the requirement of performance area 11. The factory established the policy on anti-forced labor. The management Ms. Liu Yansi understood well the scope of forced labor. And according to onsite observation and interview statement of workers, workers confirmed that there were no evidence showed in the factory, for example, they could resign according to legal requirement and they could leave the factory freely without being searched. No inhumane or degrading treatment was found during the audit and according to interview with workers. The discipline policy was also in line with legal requirement.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了反强迫劳动的政策, 工厂负责人刘艳思理解哪些方式是属于强迫劳动的范畴。依据现场观察和员工访谈, 员工也很清晰地表明工厂内无强迫劳动的现象, 例如员工可以依照法规要求提出辞工而不会被克扣工资, 并且可以自由离开工厂。员工也未遇到任何被侮辱或非人道的待遇。工厂的惩戒政策也是符合法律法规要求。</p>	
<b>Remarks from Auditee</b>	
<b>Performance Area 12 : Protection of the Environment</b>	
1- Followup Audit [Audit Id - 108349] Audit Date: 15/09/2017 PA Score: B	Deadline date:14/11/2017
<b>GOOD PRACTICES:</b>	
Nil	
<b>AREAS OF IMPROVEMENT:</b>	
<p>Consolidated finding: Environmental Impact Assessment report and approval had been provided for review by the factory. The land belonged to the factory was industrial land and water used by the factory was come from municipale water. The main wastes produced by the factory were solid waste, waste gas and noise. However, gaps had been identified in implementation.</p> <p>综合概况: 工厂提供了环评报告和环评批复以供查看。工厂主要使用当地市政提供的自来水, 并且工厂用地属于工业用地。工厂的主要污染物为固体废弃物、废气和噪声。但是, 在如下方面, 工厂和BSCI的要求有如下差距。</p> <p><b>12.5 -</b> 1st follow up audit on Sep. 15, 2017: Open Finding: The main auditee does not respect this principle because the auditee did not have possible mechanisms about preserving including proper identification of water springs, rivers, lakes and other water ecosystems in the area, and no actual active plan focus on water waste reduction and saving water was established.</p> <p>2017年9月15日第一次跟进审核: 开放 被审核方 (生产商) 因未进行周边水资源地图的识别同时未针对降低污水的排放以及节约用水建立实际的行动而未遵循该准则。</p>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 78039] Audit Date: 17/04/2017 PA Score: B	Deadline date:18/06/2017
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
<p>Consolidated finding: The overall observation shows the auditee partially fulfills the requirement of performance area 12. Environmental Impact Assessment report and approval had been provided for review by the factory. The land belonged to the factory was industrial land and water used by the factory was come from municipale water. The main wastes produced by the factory were solid waste, waste gas and noise. However, gaps had been identified in implementation.</p> <p>综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂提供了环评报告和环评批复以供查看。工厂主要使用当地市政提供的自来水, 并且工厂用地属于工业用地。工厂的主要污染物为固体废弃物、废气和噪声。但是, 在如下方面, 工厂和BSCI的要求有如下差距。</p> <p><b>12.5 -</b> The main auditee does not respect this principle because the auditee did not have possible mechanisms about preserving including proper identification of water springs, rivers, lakes and other water ecosystems in the area, and no actual active plan focus on water waste reduction and saving water was established.</p> <p>被审核方 (生产商) 因未进行周边水资源地图的识别同时未针对降低污水的排放以及节约用水建立实际的行动而未遵循该准则。</p>	
<b>Remarks from Auditee</b>	
Nil	

<b>Performance Area 13 : Ethical Business Behaviour</b>	
1- Followup Audit [Audit Id - 108349] Audit Date: 15/09/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 78039] Audit Date: 17/04/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
<p>The overall observation shows the auditee fulfils the requirement of performance area 13. The policy on anti-corruption was made by the factory. And the factory analyzed the risk of corruption and found that the process of purchase and sale might be related to corruption. So workers of purchase and sale were well trained and signed anti-corruption and confidential agreement with the factory. During the audit, no misrepresentation was provided by the factory, all information could be cross checked.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂创建了反腐败的政策, 并且根据工厂分析, 工厂的采购和销售有可能涉及到腐败, 因此工厂给所有相关人员进行培训, 并且员工也签订了反腐败和保密协议。审核过程中, 工厂提供的数据也均可通过其它方面进行核实, 工厂未提供任何不实信息。审核时也未发现有任何泄密的负面现象。</p>	
<u>Remarks from Auditee</u>	

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	15/09/2017	108349	D	C	A	A	C	D	A	A	A	A	A	B	A	C
Full Audit	17/04/2017	78039	D	C	A	A	C	D	E	A	A	A	A	B	A	D



**Producer Photos**



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



Photo of the canteen (if applicable)  
Canteen.JPG



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



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



Photo of the canteen (if applicable)  
Kitchen.JPG



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



External photo(s) of the production unit(s)  
Factory buildings.JPG



Photo of the code of conduct on display  
BSCI code posted on-site.JPG



Photo of the inside of the main production hall  
Packing process.JPG



Photo first aid facilities  
First aid kit.JPG



Photo of the dormitories (if applicable)  
Dormitory building corridor.JPG



Photo of the inside of the main production hall  
Production line.JPG



Photo of fire safety equipment  
Evacuation map.JPG



Photo of the dormitories (if applicable)  
Dormitory room.JPG



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



Photo of fire safety equipment  
Fire extinguishers.JPG



Photo of the dormitories (if applicable)  
Cabinet in the dormitory room.JPG



Photo of the inside of the main production hall  
Trimming process.JPG



Photo of fire safety equipment  
Testing emergency light.JPG



Photo of the inside of the main production hall  
Belt safeguards were installed.JPG



Photo of the sanitary facilities  
Potable water.JPG



Photo of fire safety equipment  
Testing fire alarm.JPG



Photo of the inside of the main production hall  
Blocking process.JPG



Photo of the sanitary facilities  
Toilet.JPG



Photo of fire safety equipment  
Testing fire hydrant.JPG



Photo of the inside of the main production hall  
Cutting process.JPG