
Auditee :	Shengzhou First Garment & Necktie Apparel Co., Ltd.
Audit Date From :	09/03/2020
Audit Date To :	10/03/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	Philip Fan(Lead)
Auditing Branch (if applicable) :	Intertek North East China



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



Rating	A combination of ratings per Performance Area where:	Consequence																																							
A Very Good	<ul style="list-style-type: none">Minimum 7 Performance Areas rated ANo Performance Areas rated C, D or E These are three examples: <table><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></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>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>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	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
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	B	B	B	B	B	B																													
B Good	<ul style="list-style-type: none">Maximum 3 Performance Areas rated CNo Performance Areas rated D or E These are three examples: <table><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></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>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>C</td><td>C</td><td>C</td></tr></table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
A	A	A	A	A	A	B	B	B	B	B	B	B																													
A	A	A	A	A	B	B	B	B	B	B	B	C																													
B	B	B	B	B	B	B	B	B	B	C	C	C																													
C Acceptable	<ul style="list-style-type: none">Maximum 2 Performance Areas rated DNo Performance Areas rated E These are three examples: <table><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>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>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>D</td><td>D</td></tr></table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
A	A	A	A	A	A	A	A	A	C	C	C	C																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
D Insufficient	<ul style="list-style-type: none">Maximum 6 Performance Areas rated E These are three examples: <table><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></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></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></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	D	E	E	E	E	E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
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	D	E	E	E	E	E																													
E Unacceptable	<ul style="list-style-type: none">Minimum 7 Performance Areas rated E These are three examples: <table><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></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></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></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	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
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																													
Zero Tolerance	A Zero Tolerance Issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.																																							

Main Auditee Information



Name of producer :	Shengzhou First Garment & Necktie Apparel Co., Ltd.		
DBID number :	30873		
Audit ID :	174695		
Address :	No.109, Pudong Road, Economic Development Zone Shengzhou		
Province :	Zhejiang	Country :	China
Management Representative :	Ms. Yanchun Yu		
Contact person:	Yanchun Yu	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Ties and Scarves		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural <input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 10/03/2021

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	B	A	A	B	D	B	A	A	A	A	B	B

Executive summary of audit report

1. The auditee consists of 2F to 4F of one 5-storey building for workshop, warehouse and office. No kitchen, canteen or dormitory was provided for employees in the facility.

2. The auditee's business license number is 91330683787732773M.

3. 13 months and 8 days' attendance records from February 1, 2019 to March 8, 2020 and 12 months payroll records from February 2019 to January 2020 were provided for review. 10 samples were randomly selected from January 2020 (current month), August 2019 (random month) and May 2019 (random month) respectively.

4. All the employees stated that they worked overtime on voluntary basis and the peak month was not obvious in auditee.

5. Based on provided attendance records, working hours was analyzed as follow:

1) For January 2020 (current month), the average number of hours worked in a week for the 10 selected samples were 50.4 hours per week. Maximum working hours per week were 51 hours (8 out of 10 randomly selected samples).

2) For August 2019 (random month), the average number of hours worked in a week for the 10 selected samples were 50 hours per week. Maximum working hours per week were 51 hours (8 out of 10 randomly selected samples).

3) For May 2019 (random month), the average number of hours worked in a week for the 10 selected samples were 48.3 hours per week. Maximum working hours per week were 51.5 hours (8 out of 10 randomly selected samples).

6. The minimum wage was set as RMB 1800 per month equivalent to RMB 10.34 per hour (1800/21.75/8) since December 1, 2017.

7. The auditee management showed a positive attitude to this audit during the whole process. Document requested were provided timely and locked areas encountered during the audit were unlocked timely. At the end of the audit, all the findings were accepted by the main auditee management.

8. The performance areas needed improvements were PA1, PA2, PA5, PA6, PA7, PA10, PA12 and PA13. Please refer to each performance area for details.

9. For rest performance areas:

Performance area 3: The rights of Freedom of Association and Collective Bargaining
The auditee had established and implemented effective procedures to ensure the rights of Freedom of Association and Collective Bargaining. The auditee respected and protected the employees' right of association. There was no trade union exist in the auditee, and total three workers representatives were elected by workers in January 2020. And the workers representatives were not discriminate by the management. The auditee did not prevent workers representatives from having access to or interacting with workers in the workplace. No deviation was observed in this PA.

Performance Area 4: No Discrimination
The auditee had established and implemented effective procedures to ensure no discrimination. No evidence was found that the auditee discriminated in its hiring, salary, benefits etc. on the basis of personal characteristics, gender, race, religion, age, disability, ethnic origin, caste, political opinion and sexual orientation. All interviewed employees stated that they were treated equally. The auditee also took necessary preventative and remedial measures to ensure workers are not disciplined, dismissed or otherwise discriminated against because of their complaints against infringements of their rights. No deviation was observed in this PA.

Performance area 8: No Child Labour
The auditee had established and implemented effective procedures to ensure no recruitment of child labour, which means that the auditee will never employ and use any child labour under the age of 16 years old as the requirement of local law. During the hiring process, the HR specialist should check all employees' ID and kept in their personnel file, employees without valid ID certificates should not be hired. Through document review, the auditee had kept all employees ID copies, and the youngest employee present was age 35 years. Meanwhile, the auditee also had established remediation procedure for historical or current child labour noted. There was no child labour or suspected child labour observed in the auditee till now. No deviation was observed in this PA.

Performance area 9: Special protection for young workers
The auditee had established a written policy concerning protection of juvenile employees and student workers, including not arrange juvenile workers and student workers to working overtime, night shift or in hazardous position. Through document review, onsite tour and employee interview, no juvenile employee or student workers were used in the auditee. No deviation was observed in this PA.

Performance Area 11: No Bonded Labour
The auditee had established and implemented effective procedures to prohibit any forms of forced labor, which included Debt bondage, indentured, slave

labor or prison labor and etc. Employees should be hired on a voluntary basis and should not be required to pay pre-employment fees or deposits to the main auditee. Employees were not required to pay any deposits or leave their ID cards to the employer. Employees could free to leave their working stations once their shifts end and were free to leave their employer if they notified in writing 30 days in advance after probation period or 3 days in advance within probation period. There was no forced, bonded or involuntary prison labor in the auditee in this audit. No deviation was observed in this PA.

Remark:

1. Auditor APSCA No.: Philip Fan (21700310)

2. Through onsite tour, auditor found there was one canteen and kitchen in front of the auditee gate, the management stated that this canteen belong to the landlord, and this canteen was also the commercial restaurant, all employees in the auditee were local employees and they had the meals at their home, and maybe some employees will go to this restaurant, they could not control the employees. Through employees interview, employees confirmed the above information.

3. The auditee rented all its areas from landlord named Shengzhou City Chuangyu Machinery Technology Ltd. The lease contract was provided for review. The other floors of the building and other buildings in the same boundary were used by facility A named Shengzhou Haoran Garment Co., Ltd and landlord. The facility A was locked on the audit day, auditor could not conduct the onsite tour in facility A, the facility management stated that they were independent with other facilities on management, business, employees and finance. Through employee interview, the products in other facilities were different from the audited facility and no employee or product was exchanged.

4. The auditee had changed its English name from Shengzhou First Garment Tie Apparel Co., Ltd. to Shengzhou First Garment & Necktie Apparel Co., Ltd. during the audit period. The auditee management claimed that Shengzhou First Garment & Necktie Apparel Co., Ltd. was the actual English name shown on the Registration form for record of foreign trade dealers. And the auditee also had provided it for review.

5. Below documents were not uploaded because:

There are no contractors used by the auditee, which makes the contractor license/permit not applicable.

There are no agencies used by the auditee, which makes the agency labour contract not applicable.

There are no government waiver obtained by the auditee, which makes the government waivers not applicable.

There are no collective bargaining agreements set by the auditee, which makes the collective bargaining agreements not applicable.

Ratings Summary



Auditee's background information			
Auditee's name :	Shengzhou First Garment & Necktie Apparel Co., Ltd.	Legal status :	Ltd company
Local Name :	嵊州市福斯得服装领带服饰有限公司 (统一社会信用代码: 91330683787732773M)	Year in which the auditee was founded :	2006
Address :	No.109, Pudong Road, Economic Development Zone	Contact person (please select) :	Yanchun Yu
Province :	Zhejiang	Contact's Email :	paulyu@pjtielcollection.com
City :	Shengzhou	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	Nil
Country :	China	Website of auditee (if applicable) :	Not applicable
GPS coordinates :	120.824979,29.595324	Total turnover (in Euros) :	3789505.00
Sector :	Non-Food	Of which exports % :	98.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	2.00
If other, please specify :		Production volume :	70000 pieces per month
Product Group :	Apparel	Production cost calculation :	No
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Ties and Scarves		

Auditee's employment structure at the time of the audit		
Total number of workers :	76	Total number of workers in the production unit to be monitored (if applicable) : 0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	8	68
Temporary workers	0	0
In management positions	3	3
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	0	0
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	8	68
Production based workers	0	0
With shifts at night	0	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 174695] Audit Date: 09/03/2020 PA Score: D

Deadline date:30/09/2020

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The auditee had set up management procedures to implement the amfori BSCI COC. Ms. Yanchun Yu / Admin Manager was appointed as management representative to ensure that the amfori BSCI values and their level of alignment with amfori BSCI COC. The established procedures and records had included the overall social responsibility policies which consist of anti-discrimination, freedom of association, no child labor, protection for young workers, wages and benefits, working hours, occupational health and safety, environment protection, anti-corruption and etc.; appointment documents for amfori BSCI affair and various of training records such as legal requirements training, health and safety training and etc. Based on satisfactory evidence, the auditee partially respected this principle because:

被审核方建立了确保amfori BSCI 行为守则有效实施的管理制度。被审核方指定了俞燕春/行政经理作为管理者代表以确保充分遵循amfori BSCI 价值和原则要求。建立的程序和政策包括总体的社会责任政策比如反歧视, 自由结社, 未成年工保护, 工资和福利, 工作时间, 职业健康安全, 环境保护, 反腐败等, 以及amfori BSCI 事宜任命书, 以及各种培训记录比如法规培训, 健康安全培训等。基于令人满意的证据, 被审核方部分尊重amfori BSCI 的本条原则, 原因是:

- 1.1 -** The auditee had established a series of procedures to implement amfori BSCI Code of Conduct, and the auditee conducted internal audit to check social responsibility compliance, but during actual operating, partial requirements inefficient implementation caused gap to respect this principle, such as the auditee did not control the overtime hours caused monthly overtime exceeded 36 hours systematically. It partially respected Performance area 1: Social Management System and Cascade Effect 1.1.

被审核方建立了一系列的程序去执行amfori BSCI的行为准则, 被审核方也进行了内审去检查社会责任的符合性, 但在实际运作中, 有部分要求未能有效的执行导致对于遵守本条原则仍然有差距, 如被审核方没有对加班时间进行控制导致月加班系统性超出36小时。部分尊重绩效区域#1-社会责任管理体系及其级联效应1.1。

- 1.4 -** The auditee had not established procedure regarding cost calculation and production planning, had not conducted production cost calculation, no satisfactory evidence that the workforce capacity in the auditee is sufficiently and properly planned to match delivery order contracts' expectations, and the workers' monthly overtime exceeded the law requirement was detected. It did not respect Performance area 1: Social Management System and Cascade Effect 1.4.

被审核方没有建立书面的生产成本核算及产能规划程序, 没有实际进行生产成本计算, 也没有关于劳动生产能力分析及生产计划的完善记录, 在本次审核中发现存在未能有效的控制加班时间导致工人的加班时间超出法律要求的情况。尚未尊重绩效区域#1-社会责任管理体系及其级联效应1.4。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 174695] Audit Date: 09/03/2020 PA Score: B

Deadline date:30/09/2020

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The auditee had established procedures related to Workers Involvement and Protection. amfori BSCI COC and poster were posted at the entrance of workshop, workers and their representative were involved well in the production process. Workers and worker representative exchanged the workplace issues freely with management. Based on satisfactory evidence, the auditee partially respected this principle because: 被审核方建立了员工参与和保护的程序文件。被审核方在车间的入口张贴了amfori BSCI行为守则和海报, 员工以及员工代表良好地参与了生产过程。员工和员工代表可以和管理层就工作场所的事项进行自由的交流。基于令人满意的证据, 被审核方部分尊重amfori BSCI 的本条原则, 原因是:

- 2.4 -** The auditee had provided the training on social responsibility to workers and workers representatives, and provided the relevant training records for review. Through onsite tour, the amfori BSCI COC in local language was posted in the workshop for worker reading, but according to employee interview, the interviewee did not know well about the amfori BSCI COC. It partially respected Performance area 2: Workers Involvement and Protection 2.4.

被审核方给工人和工人代表进行了社会责任培训, 也提供了培训记录查阅。通过现场走访, 被审核方在车间里张贴了中文的amfori BSCI行为准则给员工阅读, 但根据员工访谈, 被访员工不太了解amfori BSCI 行为准则。部分尊重绩效区域#2员工保护2.4。

- 2.5 -** The auditee had established a written grievance procedure, but it did not publish the person responsible for its administration and grievance reporting hot line or email. And according to employee interview, the employees did not know who the grievance administrator was and they did not know the grievance reporting hot line or email. It partially respected Performance area 2: Workers Involvement and Protection 2.5.

被审核方建立了文件化的申诉制度, 但是没有公告具体的负责人及其联系方式, 如电话或邮箱等。且根据员工访谈, 员工也不清楚申诉负责人是谁, 不清楚其联系电话或邮箱。部分尊重绩效区域#2员工保护2.5。

Remarks from Auditee:

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 174695] Audit Date: 09/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: None observed 未发现不符合项	
Remarks from Auditee:	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 174695] Audit Date: 09/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: None observed 未发现不符合项	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 174695] Audit Date: 09/03/2020 PA Score: B	Deadline date:30/09/2020
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>The auditee had established and implemented effective procedures for providing fair remuneration to all its employees. Total 12 months payroll records from February 2019 to January 2020 were provided for review. Based on the provided records, the minimum monthly basic wages paid to employees in the sample month was no less than the local minimum wage standard. The local minimum wage standards set at RMB 1800 per month, equivalent to RMB 10.34 per hour since December 1, 2017. The payment cycle was from 1st to the end of month and the wages were paid to employees at around 25th of next month by cash. Based on the provided payroll records, the auditee had paid 150 percent and 200 percent of normal rate wage for overtime work on normal working days and rest days respectively. No overtime work was arranged on holidays. The auditee had provided employees with mandatory benefits per local and national law, such as annual leave, sick leave, marriage leave, maternity leave and funeral leave. Through reviewing the social insurance receipts from February 2019 to January 2020, and according to the latest social insurance receipts of January 2020, auditor found that there were total 76 employees, excluding 24 retired employees and 0 employees newly hired after January 2020, all rest 52 employees had participated in basic endowment insurance, basic medical insurance, unemployment insurance, maternity insurance and employment injury insurance. Meanwhile, the auditee had purchased commercial incident insurance for total 26 employees including all 24 retired employees who did not participate in any type of social insurance, effective to January 12, 2021 and May 29, 2020. Based on satisfactory evidence, the auditee partially respects this principle, because:</p> <p>被审核方建立并执行有效的程序文件来为员工提供公平的报酬。被审核方提供了自2019年2月至2020年1月的共计12个月的工资记录供本次审核。根据被审核方提供的考勤和工资记录,被审核方支付的最低基本工资为每月1800元,不低于当地最低工资标准。审核当地的全日制最低工资标准为2017年12月1日起每月1800元(折算为每小时10.34元)。被审核方的工资计算周期按照自然月进行核算,并于次月的25日以现金形式进行月度的工资发放。根据被审核方提供工资记录,被审核方给工作日和休息日加班的员工分别支付了平时工资的1.5倍和2倍,法定假日没有加班。被审核方提供了法律规定的福利待遇,如年假,病假,产假,陪产假等给员工。同时此次审核中审核员查阅了2019年2月至2020年1月的社会保险缴费收据。依据最近月2020年1月社会保险缴费收据,被审核方目前所有76名员工中,除去24名达到退休年龄和0名2020年1月份新进的员工,剩余52均参加了养老保险,医疗保险,生育保险,失业保险和工伤保险。被审核方为26名员工(含24退休员工)购买了商业工伤保险,有效期至2021年1月12日和2020年5月29日。基于令人满意的证据,被审核方部分尊重amfori BSCI的本条原则,原因是:</p> <p>5.4 - The auditee management did not collect the datum and conduct the assessment for the remuneration of decent standard of living as per amfori BSCI requirements. Meanwhile, the interviewed workers and the auditee management did not know/understand the remuneration of decent standard of living. The actual payment paid by the auditee was lower than the living wages calculated by Intertek. It did not respect Performance area 5: Fair Remuneration 5.4.</p> <p>被审核方的管理层没有按照amfori BSCI要求收集相关数据并对当地体面生活工资标准进行评估。同时,员工和管理层均不理解的体面生活工资标准。被审核方实际支付的工资低于Intertek计算的体面生活工资水平。尚未尊重绩效区域#5公平待遇5.4。</p>	
Remarks from Auditee:	

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 174695] Audit Date: 09/03/2020 PA Score: D

Deadline date:30/09/2020

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The auditee had established procedures related to Decent Working Hours. Electronic attendance system was used to record the time in/out. The auditee defined from Monday to Sunday as a week. Normal working hour is 8 hours per day and 5 days per week, the normal working hours employees' working hours is from 8:00 to 17:00 including 1 hour for lunch break from 11:00 to 12:00. 13 months and 8 days' attendance records from February 1, 2019 to March 8, 2020 were provided for review. Through crosschecking the production records with attendance records, no inconsistency was noted. Thus the status of working hours in the auditee could be verified. Monthly overtime hours of sampled employees exceeded 36 hours, and 1 day off after 6 days consecutive working days was strictly followed. All interviewed employees confirmed that they worked overtime voluntarily. Based on satisfactory evidence, the auditee partially respects this principle, because:

被审核方建立了工作时间的管理程序文件。被审核方用电子系统记录员工考勤。正常工作时间是5天8小时一周。正常工作时间是8:00至17:00，午休1小时从11:00至12:00。13个月8天的考勤记录供本次审核，自2019年2月1日至2020年3月8日。被审核方提供的生产记录与考勤记录进行交叉确认，没有发现不一致的情况。因此本次审核中的工时符合性可以验证。抽样员工的月加班超过36小时，但最长连续工作6天被严格遵守。被访谈的员工均表示，加班均是他们自愿。基于令人满意的证据，被审核方部分尊重了amfori BSCI的本条原则，原因是：

- 6.2 -** Overtime hours exceeded the legal requirement. It was noted that: 1) In August 2019 (random month), the monthly overtime hours of all 10 randomly selected samples were 40-51.5 hours; 2) In May 2019 (random month), the monthly overtime hours of 8 out of 10 randomly selected samples were 48 hours. It did not respect Performance area 6: Decent Working Hours 6.2, and did not comply with the PRC Labour Law article 41. The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.

月加班时间超过法规要求。通过文件审阅，审核员发现：1）在抽取的2019年8月份（随机月）的考勤中，所有10名随机抽取的员工的月加班时间为40-51.5小时；2）在抽取的2019年5月份（随机月）的考勤中，所有10名随机抽取的员工中8名的月加班时间为48小时。尚未尊重绩效区域#6体面劳动时间6.2，且不符合《中华人民共和国劳动法》第41条，用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时；因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 174695] Audit Date: 09/03/2020 PA Score: B

Deadline date:30/09/2020

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The auditee had established health and safety policy and provided health and safety training for employees regularly such as fire safety training, electricity safety training, operation training and first aid training. Drinking water and first aid supplies were available on site. Firefighting equipment such as fire extinguisher and fire hydrant were installed onsite and maintained well. All safety exits were installed with exit sign and emergency light. Fire alarm was also installed on site. No dormitory, kitchen and canteen was provided for employees by the auditee. Based on satisfactory evidence, the auditee partially respected this principle because:

被审核方建立了健康安全政策，给员工提供了健康安全培训，比如消防安全培训，用电安全培训，操作培训和急救培训。现场配备了饮用水和急救药品。现场安装了消防器材比如灭火器和消防栓并维护良好。所有的安全出口均安装了出口标识和应急灯。现场安装了消防警铃。被审核方未为员工提供宿舍，食堂和餐厅。基于令人满意的证据，被审核方部分尊重了amfori BSCI的本条原则，原因是：

- 7.1 -** No occupational health examination was provided to employees engaged in post with occupational disease hazards. During onsite tour, auditor found that there were 2 employees were working in knitting workshop on 3/F of Production Building with high noise and dust. However, no periodic occupational health examination reports which required by law for those employees were provided for review. It did not respect Performance area 7: Occupational Health and Safety 7.1, and did not comply with PRC Law of Prevention and Control of Occupational Diseases Article 35, the employer shall conduct regular occupational health examination for those labourers who are engaged in works with occupational hazard(s) as required by production safety supervision and administration department and public health administrative department under the State Council. The occupational health examination shall be conducted before labourers start to take the post, in the course of the work and after leave the post and the employer shall provide the results of the occupational health examinations to labourers in written. The expenses of the occupational health examination shall be borne by employers. The employer shall not arrange labourers to engage in the work with occupational hazard(s) prior to the pre-post occupational health examination, or labourers with any occupational prohibition to engage in the prohibited work from them. Once the occupational health examination indicates that employee is suffering from the occupational damage in relation to his or her occupation, the employer shall transfer such a labourer out of his or her original post, and allocate him or her in a proper way. The employer shall not rescind or terminate the labour contracts signed with those employees without the occupational health examination at time of leaving the post. The occupational health examination shall be conducted by the medical and health care institutions authorized by the medical administrative department of provincial people's government or above.
- 被审核方没有为从事职业性危害作业的员工提供职业健康检查。通过文件审核，审核员发现被审核方有2名员工在位于生产楼3楼的织造车间工作，接触噪音和粉尘提供。但是，被审核方未能提供这些员工按法规要求的职业健康检查报告供审核员审阅。尚未尊重绩效区域#7-职业健康安全7.1，且尚未符合《中华人民共和国职业病防治法》第三十五条，对从事接触职业病危害的作业的劳动者，用人单位应当按照国务院安全生产监督管理部门、卫生行政部门的规定组织上岗前、在岗期间和离岗时的职业健康检查，并将检查结果书面告知劳动者。职业健康检查费用由用人单位承担。用人单位不得安排未经上岗前职业健康检查的劳动者从事接触职业病危害的作业；不得安排有职业禁忌的劳动者从事其所禁忌的作业；对在职业健康检查中发现有与所从事的职业相关的健康损害的劳动者，应当调离原工作岗位，并妥善安置；对未进行离岗前职业健康检查的劳动者不得解除或者终止与其订立的劳动合同。职业健康检查应当由省级以上人民政府卫生行政部门批准的医疗卫生机构承担。
- 7.2 -** Workers and their representatives in the main auditee were not involved in health and safety risk assessment. It partially respected Performance area 7: Occupational Health and Safety 7.2.
- 工人和工人代表没有参与健康与安全的风险评估。部分尊重绩效区域#7-职业健康与安全7.2。
- 7.3 -** The auditee had carried out risk assessments for safe, healthy and hygienic working conditions, but the risk assessment did not cover the knitting workshop with was newly added in December 2019. It partially respected Performance area 7: Occupational Health and Safety 7.3.
- 被审核方有定期执行有关安全、健康和卫生工作条件的风险评估，但风险评估没有包括2019年12月新增的织造车间。部分尊重绩效区域#7-职业健康与安全7.3。
- 7.7 -** 1)Hazardous chemicals, such machine oil was used and stored in sewing workshop, but the distribution, use and disposal of chemicals were not properly recorded. It partially respected Performance area 7: Occupational Health and Safety 7.7. 2)No safety label for hazardous chemical. During onsite tour, auditor found that there was no label for one bottle of chemical used in sewing workshop. The sewing employee claimed that it was machine oil. It partially respected Performance area 7: Occupational Health and Safety 7.7, and did not comply with Regulations on the Safe Use of Chemicals in Workplace, Article 12 The unit, which uses chemical, shall set up identification label for all chemicals in using. For dangerous chemical, a safety label shall be applied and MSDS be provided for worker.
- 1)被审核方在缝纫车间使用和存放危险化学品如机油，但被审核方没有化学品分配、使用和处置的记录。部分尊重绩效区域#7-职业健康安全7.7。2)化学品没有安全标识。在现场巡查时，审核员发现在缝纫车间使用的1瓶化学品没有标识。缝纫员工表示是机油。部分尊重绩效区域#7-职业健康安全7.7，且尚未符合《工作场所安全使用化学品规定》第十二条，使用单位使用的化学品应有标识，危险化学品应有安全标签，并向操作人员提供安全技术说明书。
- 7.11 -** Raw materials, packing material and finished products are stacked against the wall and pillar. During onsite tour, it was noted that Raw materials, packing material and finished products stored in the warehouses were put against the wall and pillar directly. It partially respected Performance area 7: Occupational Health and Safety 7.11, and did not comply with Article 18 of Rules for warehouse Fire Prevention Safety Management: The goods in the warehouse should be classified for storage. The area occupied by any single stack should not be greater than 100 square meters. Space shall be at least 1 meter between stacks; Space shall be at least 0.5 meter between stacks and the wall; Space shall be at least 0.3 meter between stacks or beams or posts. The width of main passages shall be at least 2 meters.
- 通过现场巡查，审核员发现被审核方现场的部分原料，包材和成品挨墙挨柱存放。部分尊重绩效区域#7-职业健康安全7.11，且不符合《仓储场所消防安全管理通则》GA1131-2014 6.8 库房内堆放物品应满足以下要求：1 堆垛上部与楼板、平屋顶之间的距离不小于0.3m（人字屋架从横梁算起）；2 物品与照明灯具之间的距离不小于0.5m；3 物品与墙之间的距离不小于0.5m；4 物品堆垛与柱之间的距离不小于0.3m；5 物品堆垛与堆垛之间的距离不小于1m。
- 7.13 -** 1)Switch box without safety cover. Through onsite tour, 1 switch box in packing workshop in 4F of the production building was not installed the insulation protective cover. It partially respected amfori BSCI Performance area 7: Occupational Health and Safety 7.13 and did not comply with National Safety Technical Code for Electric Equipments – GB19517-2009 2.2 Preventive measure against the hazard of electric shock. Insulation protective technology, direct/indirect touching protective technology, and so on could be adopted to provide adequate protection for electric shock hazard of electric equipments, which work in normal application, caused by direct effect of electrical energy.2.2.1 To ensure smooth operation and prevent hazard from direct effect of electric current, electric equipments must be with adequate electric insulation performance including insulation resistance, electric strength, quality of thermal endurance, moisture-proof, filthiness-proof, flame resistance, and tracking resistance, and so on. 2)No valid license for operators engaged in special tasks. Through document review, the auditee had hired one part time electrician. However, the electrician's certificate had not been renewed since June 2019. It partially respected amfori BSCI Performance area 7: Occupational Health and Safety 7.13 and did not comply with the PRC Labor Law article 55, laborers engaged in special tasks must receive specialized training and acquire a license for such tasks.
- 1)电源开关盒缺少保护盖。通过现场走访，被审核方4楼包装车间的1个电源开关盒没有安装绝缘保护盖。部分尊重绩效区域#7-职业健康与安全7.13，且尚未符合《国家电气设备安全技术规范》-GB19517-2009 2.2 电击危险防护可以采用绝缘保护技术，直接接触保护技术、间接接触保护技术等对电气设备按设计用途使用时由于电能直接作用而造成的危险提供足够的保护。2.2.1 为保证正常运行和防止由于电流的直接作用造成的危险，电气设备必须有足够的绝缘电阻、介电强度、耐热能力、防潮、防污秽、阻燃性、抗漏电起痕性等电气绝缘性能。2)特种作业人员未持有效

证上岗。通过文件审阅,被审核方外聘了一名电工,但该电工的电工证在2019年6月未进行复审。部分尊重绩效区域#7-职业健康与安全7.13,且尚未符合《中华人民共和国劳动法》第55条,从事特种作业的劳动者必须经过专门培训并取得特种作业资格。

- 7.17 -** Machines without protective devices. During onsite tour, auditor found that no needle guard was installed for 2 sewing machines in scarf workshop which was located at 2F of the production building. It partially respected Performance area 7: Occupational Health and Safety 7.17, and it did not comply with National Safety Technical Code for Electric Equipments-GB19517-2009 Article 2.3.3, Adequate measures shall be implemented to prevent anyone from touching or getting close to dangerous moving parts while the electric equipment is in normal operation, to prevent metal scraps and dust from flying off, to prevent liquid and gas from overflowing, and to avoid extremely high or low temperature of the equipment's outside.
设备缺少安全防护装置。在现场巡查时,审核员发现被审核方2楼的围巾车间有2台缝纫机没有安装护针防护环。部分尊重绩效区域#7-职业健康安全7.17,且不符合《国家电气设备安全技术规范》GB19517-2009第2.3.3条,应采取适当的措施,避免电气设备正常使用时接触或接近危险的运动部件,避免金属屑、粉尘的飞溅,避免液体、气体的溢出,避免外壳灼热或低温。
- 7.23 -** Remark: The auditee did not provide transportation for employees.
备注:被审核方未为员工提供交通。
- 7.24 -** The auditee did not conduct evaluation on occupational hazard factors. During onsite tour, auditor found that hazardous factors such as dust and noise existed in knitting workshops. However, the auditee could not provide evaluation report of occupational hazardous factors for review. It did not respect Performance area 7: Occupational Health and Safety 7.24, and did not comply with Provisions on the Supervision and Administration of Workplace Occupational Health Article 20, An employing entity with occupational hazards shall entrust an occupational health technical service agency with corresponding qualification to conduct evaluation on occupational hazard factors at least once every year. An employing entity with severe occupational hazards shall, in addition to the above requirement, entrusts an occupational health technical service agency with corresponding qualification to conduct assessment on occupational hazard status at least once every three years. The results of the evaluation and assessment shall be kept in archive, reported to local administration department of work safety, and announced to the workers.
被审核方没有按要求进行职业危害因素检测。在现场巡查时,审核员发现在被审核方织造生产车间存在职业危害因素(噪音和粉尘)。但是,被审核方未能提供作业场所的职业危害因素检测报告供审阅。尚未尊重绩效区域#7-职业健康安全7.24,且尚未符合《工作场所职业卫生监督管理规定》第二十条,存在职业病危害的用人单位,应当委托具有相应资质的职业卫生技术服务机构,每年至少进行一次职业病危害因素检测。职业病危害严重的用人单位,除遵守前款规定外,应当委托具有相应资质的职业卫生技术服务机构,每三年至少进行一次职业病危害现状评价。检测、评价结果应当存入本单位职业卫生档案,并向安全生产监督管理部门报告和劳动者公布。

Remarks from Auditee:

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 174695] Audit Date: 09/03/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

None observed
未发现不符合项

Remarks from Auditee:

Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 174695] Audit Date: 09/03/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

None observed
未发现不符合项

Remarks from Auditee:

Performance Area 10 : No Precarious Employment

Full Audit [Audit Id - 174695] Audit Date: 09/03/2020 PA Score: A

Deadline date:30/09/2020

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The auditee had established policy and procedures related to No Precarious Employment. The auditee had provided orientation training to employees about their legal rights and responsibilities, such as: wages and benefits, working hours, occupational health and safety, disciplinary measures, and etc. Through documents review, onsite tour and worker interviews, auditor noted that no temporary workers, home workers or students at school ages hired by the auditee and also no dispatched workers used. Meanwhile, the auditee had signed labor contracts with employees within one month from employment, the auditee had stipulated the probation period with employees according to legal requirement, the auditee also provided copies of the labor contracts to all employees. Based on satisfactory evidence, the auditee partially respected this principle, because:

被审核方建立了无缺乏保障就业相关的政策和程序。被审核方在新员工入职时提供了关于合法权利与义务的入职培训，比如有关工资福利、工作时间、职业健康安全、惩戒措施等。通过文件审核，现场审核以及员工访谈，发现被审核方没有使用临时员工、家庭工人以及学生工，所有员工都是被审核方直接招聘，没有使用劳务派遣工。同时，被审核方和所有员工都在入职一个月内签订了劳动合同，劳动合同约定的试用期符合法律要求，被审核方并给员工提供了一份劳动合同副本。基于令人满意的证据，被审核方部分尊重本条原则，原因是：

- 10.2 -** 1)Through document review, employee interview and management interview, there were total 24 retirees in the auditee currently. The auditee signed labour contracts with these employees, and did not sign a written agreement. It partially respected Performance area 10: No Precarious Employment 10.2, and did not comply with Notice about Issues on Implementing Employment Contract System (Ministry of Labor Document [1996] No. 354) Article 13. When the retiree, who is enjoying pension benefits, will be hired to work again, the employer shall sign a written agreement with him to explicitly define the rights and obligations including job duties, remuneration, health care, labor protection in the course of employment. 2)During document review and employee interview, auditor noted that the labor contracts signed with the employees who involve potential occupational disease hazards (such as dust, noise) did not include the content of potential occupational disease hazards, and the consequences in the course of work. It partially respected Performance area 10: No Precarious Employment 10.2, and did not comply with Law of the People's Republic of China on Prevention and Control of Occupational Diseases (extracted), Article 34: When signing with the employees labor contracts (including contracts of employment), the employer shall truthfully inform the employees of the potential occupational disease hazards the consequences in the course of work, the measures for prevention of such diseases and the material benefits, and it shall have the same clearly put down in the contracts; it may not conceal the facts or deceive the workers.

1)通过文件审核，管理人员访谈和员工访谈，被审核方有24名已到达退休年龄的员工，但是仅与这些员工签订了普通的合同，未签订书面协议。部分尊重绩效区域10.2，且不符合关于实行劳动合同制度若干问题的通知（劳部发〔1996〕354号）第十三条，已享受养老保险待遇的离退休人员被再次聘用时，用人单位应当与其签订书面协议，明确聘用期内的工作内容、报酬、医疗、劳保待遇等权利和义务。2)审核员发现被审核方涉及职业危害因素（如粉尘、噪音等）的岗位的员工，没有在他们的劳动合同上具体写明该岗位有什么职业危害及后果。部分尊重绩效区域10.2，且不符合《中华人民共和国职业病防治法》第34条（节录）用人单位与劳动者订立劳动合同（含聘用合同，下同）时，应当将工作过程中可能产生的职业病危害及其后果、职业病防护措施和待遇等如实告知劳动者，并在劳动合同中写明，不得隐瞒或者欺骗。

Remarks from Auditee:

Performance Area 11 : No Bonded Labour

Full Audit [Audit Id - 174695] Audit Date: 09/03/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

None observed
未发现不符合项

Remarks from Auditee:

Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - 174695] Audit Date: 09/03/2020 PA Score: B

Deadline date:30/09/2020

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The auditee had continuously identified the significant impacts and environmental implications associated to its activities and carried out the impact assessment regularly. Policies and procedures were established to incorporate relevant environmental laws and there was a designated staff responsible for collecting and updating relevant regulations and laws. There was no waste found to be dumped in natural environments, or burned on open fires. Based on satisfactory evidence, the auditee partially respect this principle, because:

被审核方能持续识别与其经营活动相关的重要环境影响和因素，并定期进行环境影响评估。根据其所适用的环境法规，建立了相关的政策和程序文件并指定了专门的负责人负责相关环境法规的收集和更新。审核中未发现被审核方直接清倒废物或焚烧废物。基于令人满意的证据，被审核方部分尊重amfori BSCI的本条原则，原因如下：

- 12.1 -** No Environmental Impact Assessment (EIA) for processes newly added. During onsite tour, auditor found that the auditee had newly added knitting workshop in December 2019 including 3 knitting machines and one yarning machine on 3F of the production building. However, the auditee could not provide EIA document for review. It partially respected Performance area 12: Protection of the Environment 12.1, and did not comply with PRC Environmental Impact Assessment Law Article 16, the state conducts systematic management over the Environmental Impact Assessment of construction projects in accordance with the degree of impact on the environment. Construction units shall compile Environmental Impact Report, Environmental Impact Report Form or fill out Environmental Impact Registration Form (hereinafter referred to as Environmental Impact Assessment Documents) under the following rules: (1) For those that may cause heavy environmental impact, Environmental Impact Report shall be compiled, and the environmental impact produced shall be fully assessed. (2) For those that may cause slight environmental impact, Environmental Impact Report Form shall be compiled, and the environmental impact produced shall be analyzed or specially assessed. (3) For those that have very little environmental impact and do not need any Environmental Impact Assessment, Environmental Impact Registration Form shall be filled out. The construction projects' systematic management directory of Environmental Impact Assessment is made and published by the environmental protection administration agency under the State Council.

被审核方没有对其新增项目进行环境影响评价。在现场巡查时，审核员发现被审核方在2019年12月在生产楼3楼新增了织造工序，包含3台织机和1台倒纱机。但是在文件审阅中，被审核方无法提供该新增项目的环境影响评价文件供审阅。部分尊重绩效区域#12-环境保护 12.1，且尚未符合《中华人民共和国环境影响评价法》第16条，国家根据建设项目对环境的影响程度，对建设项目的环境影响评价实行分类管理。建设单位应当按照下列规定组织编制环境影响报告书、环境影响报告表或者填报环境影响登记表（以下统称环境影响评价文件）：（一）可能造成重大环境影响的，应当编制环境影响报告书，对产生的环境影响进行全面评价；（二）可能造成轻度环境影响的，应当编制环境影响报告表，对产生的环境影响进行分析或者专项评价；（三）对环境影响很小、不需要进行环境影响评价的，应当填报环境影响登记表。建设项目的环境影响评价分类管理名录，由国务院环境保护行政主管部门制定并公布。

- 12.3 -** No Environmental Impact Assessment (EIA) approval for processes newly added. During onsite tour, auditor found that the auditee had newly added knitting workshop in December 2019 including 3 knitting machines and one yarning machine on 3F of the production building. However, during document review, the auditee could not provide the EIA approval for expanded construction project for review. It partially respected Performance area 12: Protection of the Environment 12.3, and did not comply with PRC Environmental Impact Assessment Law article 24, after the approval of the construction projects' Environmental Impact Assessment Documents, in case of any changes in the nature, scale, site, production process or measures of preventing pollution and ecological damage, construction units concerned shall re-submit the construction projects' Environmental Impact Assessment Documents for the application.

新增生产工艺未取得环境影响评价批复。在现场巡查时，审核员发现被审核方在2019年12月在生产楼3楼新增了织造工序，包含3台织机和1台倒纱机。但是在文件审阅中，被审核方无法提供该扩建项目的环境影响审查批复供审阅。部分尊重绩效区域#12-环境保护 12.3，且尚未符合《中华人民共和国环境影响评价法》第24条，建设项目的环境影响评价文件经批准后，建设项目的性质、规模、地点、采用的生产工艺或者防治污染、防止生态破坏的措施发生重大变动的，建设单位应当重新报批建设项目的环境影响评价文件。

Remarks from Auditee:

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 174695] Audit Date: 09/03/2020 PA Score: B

Deadline date:30/09/2020

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The auditee had established the ethical business behavior policy and communicated to employees. During opening meeting, the assessors had explained the anti-bribery policy of Intertek and amfori BSCI, and the auditee had signed on the document during the opening meeting. No bribery case was happened during this assessment. The auditee had provided a set of accurate and complete documents for review during this audit. Based on satisfactory evidence, the auditee partially respected this principle, because:

被审核方建立了商业道德制度并对员工做了交流培训。在首次会议的时候审核员解释了Intertek和amfori BSCI的禁止贿赂的制度，被审核方签了同意文件。审核过程中没有发生贿赂情况。被审核方提供了真实有效的资料供查看。基于令人满意的证据，被审核方部分尊重了amfori BSCI的本条原则，原因是：

- 13.1 -** The auditee did not identify the situations and activities where acts of corruption, extortion or bribery are most likely to occur in its context, did not provide ethic and integrity training to high risk employees regularly. It did not respect Performance area 13: Ethical Business Behaviour 13.1. 被审核方没有识别最可能发生贪污、勒索或贿赂行为的情形和活动及不利影响，没有定期对高风险人员进行商业道德方面的培训。尚未尊重绩效区域#13商业道德-13.1。

Remarks from Auditee:

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	09/03/2020	174695	D	B	A	A	B	D	B	A	A	A	A	B	B	C

Producer Photos



External photo(s) of the production unit(s)
Auditee address.JPG



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



External photo(s) of the production unit(s)
Overview of the auditee.JPG



Photo first aid facilities
First aid kit.JPG



Photo of chemical storage room (if applicable)
Chemical stored onsite with MSDS.JPG



Photo of non-conformity
NC chemical without label.JPG



Photo of non-conformity
NC Distribution box without cover.JPG



Photo of non-conformity
NC raw materials stacked against the wall and pillar.JPG

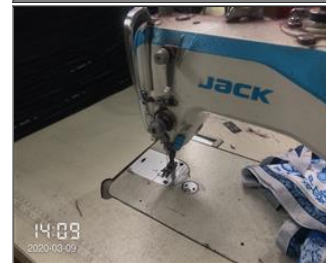


Photo of non-conformity
NC sewing machine without needle guard.JPG



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



Photo of the inside of the main production hall
Production tie seaming workshop.JPG



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



Photo of the inside of the main production hall
Production finished products stored area.JPG



Photo of the inside of the main production hall
Production hand sewing workshop.JPG



Photo of the inside of the main production hall
Production inspection and packing workshop.JPG



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



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



Photo of the inside of the main production hall
Production raw material storage area.JPG



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



Photo of fire safety equipment
Emergency light tested.JPG



Photo of fire safety equipment
Evacuation assembly area.JPG



Photo of fire safety equipment
Evacuation plan.JPG



Photo of fire safety equipment
Exit indication sign.JPG



Photo of fire safety equipment
Exit sign and emergency light.JPG



Photo of fire safety equipment
Fire alarm tested.JPG



Photo of fire safety equipment
Fire extinguishers and fire hydrant.JPG



Photo of fire safety equipment
Fire extinguishers with proper pressure.JPG



Photo of fire safety equipment
Fire hydrant tested.JPG



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



Photo of the inside of the main production hall
Cargo lift.JPG



Photo of the inside of the main production hall
Drinking water.JPG



Photo of the inside of the main production hall
Electric box with warning sign.JPG



Photo of the inside of the main production hall
Metal glove for cutter.JPG



Photo of the inside of the main production hall
No smoking sign.JPG



Photo of the inside of the main production hall
PPE warning sign.JPG

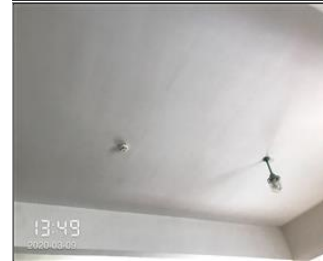


Photo of the inside of the main production hall
Smoke detector and anti explosion lighting.JPG



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



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