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Auditee :	<b>Shandong Luscious Pet Food Co., Ltd</b>
Audit Date From :	<b>01/11/2019</b>
Audit Date To :	<b>01/11/2019</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>TUEV SUD</b>
Auditor's Name(s) :	<b>Vivian Li(Lead)</b>
Auditing Branch (if applicable) :	<b>TUV SUD China</b>

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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																																							
<p style="text-align: center;"><b>A</b> <b>Very Good</b></p>	<ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated A</li> <li>• No Performance Areas rated C, D or E</li> </ul> <p>These are three examples:</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></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	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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<p style="text-align: center;"><b>B</b> <b>Good</b></p>	<ul style="list-style-type: none"> <li>• Maximum 3 Performance Areas rated C</li> <li>• No Performance Areas rated D or E</li> </ul> <p>These are three examples:</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></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	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p style="text-align: center;"><b>C</b> <b>Acceptable</b></p>	<ul style="list-style-type: none"> <li>• Maximum 2 Performance Areas rated D</li> <li>• No Performance Areas rated E</li> </ul> <p>These are three examples:</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>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	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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	D	D																													
<p style="text-align: center;"><b>D</b> <b>Insufficient</b></p>	<ul style="list-style-type: none"> <li>• Maximum 6 Performance Areas rated E</li> </ul> <p>These are three examples:</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></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>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	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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D	D	D	D	D	D	D	E	E	E	E	E	E																													
<p style="text-align: center;"><b>E</b> <b>Unacceptable</b></p>	<ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated E</li> </ul> <p>These are three examples:</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></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	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer 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																													
<p style="text-align: center;"><b>Zero Tolerance</b></p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

**Main Auditee Information**



Name of producer :	Shandong Luscious Pet Food Co., Ltd		
DBID number :	384505		
Audit ID :	166294		
Address :	South Of Zhongxin Road, East Of Chuanbo Road, Advanced Industrial Park, Yangkou Town, Shouguang City Weifang		
Province :	Shandong	Country :	China
Management Representative :	Yu Haihua		
Contact person:	Haihua Yu	Sector :	Non-Food
Industry Type :	Live animals and related products	Product group :	Pets, animal and pets food
Product Type :	Pet snacks		

**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 <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 : 01/11/2020

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	A	D	A	A	A	A	A	A	A

**Executive summary of audit report**

[Location and size]:  
The audited company of Shandong Luscious Pet Food Co., Ltd (Business license number: 91370700580433389E) is located at South Of Zhongxin Road, East Of Chuanbo Road, Advanced Industrial Park, Yangkou Town, Shouguang City, Weifang City, Shandong Province, China. The company was established on Aug. 10, 2011. The total land area is about 255330 square meters, with construction area of about 17078 square meters.

[Structure of facility]:  
Within the premises, the factory used one 1-storey building as office, production and warehouse, one 1-storey building as canteen and 1st to 3rd floor of one 5-storey building as dormitory. The productive operation includes incoming materials inspection, unfreezing, mixing, making, drying, weighing and packing.

[Employee analysis]:  
There were 96 employees working in the factory. Among them 68 were production employees, 28 non-production employees. All employees were permanent employees including 96 local workers, 0 migrant workers. And there were total 50 male employees and 46 female employees.

[Summary of working hour]:  
The factory recorded workers' working time by electronic attendance system, and provided attendance records from Dec 1, 2018 to audit date for review; the months of Dec 2018, Jun 2019 and Sep 2019 were selected as primary samples. The normal working hours were 8 hours per day (Door keeper and refrigeration workers: three shifts, 8:00AM-16:00PM, 16:00PM-0:00AM, 0:00AM-8:00AM; other workers: one shift, 8:00AM~11:30AM, 13:00PM~17:30PM) and 5 days per week. The attendance records indicated workers' maximum overtime hours were 32 hours per month and 8 hours per week. No overtime happened on Statutory holidays. There was no obvious peak or non-peak season in the factory.

[Summary of compensation]:  
The factory provided payrolls from Dec 2018 to Sep 2019 for review; the months of Dec 2018, Jun 2019 and Sep 2019 were selected as primary samples. The factory paid workers by monthly rate. The factory paid wages to all workers on 20th of each next month by cash. According to the payrolls, the minimum wage paid for workers were RMB2500 per month which was higher than the local minimum wage RMB1910 per month. Sufficient overtime wage and holiday allowance were paid to all employees.

[Summary of interview]:  
Worker interviews were conducted by individually and in group. Randomly selected 6 employees, no complaint was raised.

[Special scene during on site observed]:  
1. The factory didn't use contractor and agency labor.  
2. The factory didn't obtain government waivers.  
3. No inconsistencies between time records and production records.  
4. Building Structure Safety Certificate and collective bargaining agreements were not available to review, so they were not uploaded.  
5. Auditor: Vivian Li, APSCA No.: 21701816  
6. The factory only used one 1-storey building as office, production and warehouse, one 1-storey building as canteen and 1st to 3rd floor of one 5-storey building as dormitory, provided lease contractor to auditor for review, this audit only covered above area. The other areas were used by Shouguang City Xincheng Food Co., Ltd, there was no business relationship between the audited factory and other factory, and there was no management and worker exchange.

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>Shandong Luscious Pet Food Co., Ltd</b>	Legal status :	<b>Limited company</b>
Local Name :	山东路斯宠物食品股份有限公司 <b>91370700580433389E</b>	Year in which the auditee was founded :	<b>2011</b>
Address :	<b>South Of Zhongxin Road, East Of Chuanbo Road, Advanced Industrial Park, Yangkou Town, Shouguang City</b>	Contact person (please select) :	<b>Haihua Yu</b>
Province :	<b>Shandong</b>	Contact's Email :	<b>yuhh@tianchengfood.com</b>
City :	<b>Weifang</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>N/A</b>
GPS coordinates :	<b>N37.2574, E118.9067</b>	Total turnover (in Euros) :	<b>10500000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>85.00</b>
Industry :	<b>Live animals and related products</b>	Of which domestic market % :	<b>15.00</b>
If other, please specify :		Production volume :	<b>140 tons per month</b>
Product Group :	<b>Pets, animal and pets food</b>	Production cost calculation :	<b>No</b>
If other, please specify :		Lost time injury calculation cost :	<b>Yes</b>
Product Type :	<b>Pet snacks</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>96</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>50</b>	<b>46</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>8</b>	<b>7</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>0</b>	<b>0</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>50</b>	<b>46</b>	
Production based workers	<b>0</b>	<b>0</b>	
With shifts at night	<b>9</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 - 166294] Audit Date: 01/11/2019 PA Score: D

Deadline date:01/05/2020

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

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. The factory considered the updates of BSCI when established the procedures before. The internal audits conducted by the factory were not fully effective which resulted the factory could not take measures for further improvement. Yu Haihua / Quality Manager was BSCI representative and took whole charge of BSCI affairs in the factory. The factory also established supplier selection process. When selecting suppliers, the factory also took into account its social responsibility performance. The factory did not provide satisfactory evidence of production capacity, workforce capacity assessment, which is properly organized to meet the expectations of the delivery order and/or contracts. However, gaps had been identified in implementation:

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。工厂考虑到BSCI要求的更新，但工厂的内审未完全有效，导致工厂无法采取措施进行进一步的改善动作。于海花 / 质量经理被工厂指定为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。工厂未对产能，劳动力资源是否满足订单及合同要求进行评估。但是还是发现工厂在执行方面和BSCI要求有差距：

- 1.1 - The factory had the policy and procedures on social management system, however the procedures had not been implemented systematically, and no regular monitoring and continuous improvement was taken. But there were still some performance areas which need improvement, for example, PA1; PA2; PA6; PA7; PA12.

工厂建立了符合BSCI要求的社会责任政策和程序，但是没有有效的实施，监控和持续改进。但是当前审核在几个执行领域发现一些有待完善的地方，例如PA1; PA2; PA6; PA7; PA12。

- 1.4 - The factory did not conduct production cost calculation, no satisfactory evidence about the workforce capacity analysis and properly planned to match delivery order contracts.

工厂没有进行生产成本计算，没有充分的证据关于劳动生产能力分析及适当的生产计划以符合交付订单合同。

**Remarks from Auditee:**

Full Audit [Audit Id - 137051] Audit Date: 06/11/2018 PA Score: D

Deadline date:23/04/2019

**Good practices**

None

**Areas of improvement**

Consolidated finding: The overall observation shows that the auditee does not fulfill the BSCI requirements of this performance area. 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. The factory considered the updates of BSCI when established the procedures before. 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. Of course, Hou Weiqiang / System supervisor 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. When selecting suppliers, the factory also took into account its social responsibility performance. The factory did not provide satisfactory evidence of workforce capacity assessment, which is properly organized to meet the expectations of the delivery order and/or contracts. Gaps had been identified in implementation:

综合概况：总体观察显示被审核方（生产商）在该执行领域不符合BSCI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。工厂考虑到BSCI要求的更新，但工厂的内审未按照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。侯伟强 / 体系主管被工厂指定为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。工厂未对产能，劳动力资源是否满足订单及合同要求进行评估。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 factory established completed BSCI management system including internal audit and management review, but the root cause analysis of internal audit conducted by the factory was not so effective that it cannot avoid the same issue happening again.

被审核方（生产商）部分遵循该准则。原因是工厂已建立完整的BSCI管理系统，也进行了内审和管理评审，但由于工厂的内审原因分析并不仔细导致有些问题无法避免再次发生。

- 1.4 - The main auditee does not respect this principle because the factory did not provide satisfactory evidence of workforce capacity assessment, which is properly organized to meet the expectations of the delivery order and/or contracts.

被审核方（生产商）未遵循该准则，原因是工厂未提供有效证据来证明是否已经对产能，劳动力资源是否满足订单及合同要求进行评估。

**Remarks from Auditee**

<b>Performance Area 2 : Workers Involvement and Protection</b>	
1- Followup Audit [Audit Id - 166294] Audit Date: 01/11/2019 PA Score: C	Deadline date:01/02/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>During this audit, the auditor reviewed procedures of 'Workers Involvement and Protection' and relevant training records. Employee interview was conduct to verify employees' knowledge about 'Workers Involvement and Protection'.The auditee established procedures regarding worker involvement and protection. Workers are aware of their rights and responsibilities. There were 3 worker representatives freely-elected, who communicated with management regularly. However, gaps had been identified in implementation as follows:</p> <p>此次审核过程中, 审核员查阅了员工参与和保护的程序文件及相关培训记录。进行了员工访谈以确认员工对员工参与和保护程序的了解程度。被审核方建立了程序确保员工参与和员工保护。员工了解他们的权利和职责。被审核方自由选举出3名工人代表, 并且定期管理层交流。不过, 工厂在以下方面和BSCI要求尚有差距:</p> <p><b>2.2 -</b> The factory didn't define long term goals to protect workers according to BSCI Code of Conduct, local law and status of industry.</p> <p>工厂没有根据BSCI行为守则、当地法律法规以及行业现状等制定保护员工的长期的目标。</p> <p><b>2.5 -</b> The grievance procedure established by the factory did not include the Potential conflicts of interest and how to overcome them, Timelines to address grievances, Record system of grievances lodged and Regular survey on the grievance procedure, etc.</p> <p>工厂建立的申诉制度没有包含下面的内容: 如何避免利益冲突, 提出申诉的时间表和时效性, 申诉记录系统 (包括如何进行调查和处理), 申诉程序的常规检查等。</p>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 137051] Audit Date: 06/11/2018 PA Score: C	Deadline date:23/01/2019
<b>Good practices</b> None	
<b>Areas of improvement</b> <p>Consolidated finding: The overall observation shows that the auditee partially fulfills the BSCI requirement of this performance area. The factory established good management practices which involved employees and representative in sound information exchange on workplace issues. Employees and representative could express any suggestion or complaint through suggestion box without any retaliation. According to the grievance record, there was no any complaint in the past twelve months. And through interview with employees, they were satisfied with facility management. However, gaps had been identified in implementation.</p> <p>综合概况: 总体观察显示被审核方(生产商)在该执行领域部分符合BSCI的要求。工厂建立了良好的管理实践, 员工与员工代表就工作场所的情况可以进行良好沟通。员工与员工代表可以通过意见箱提出意见或投诉, 不会遭受打击报复。在过去12个月内, 无员工进行过申诉。并且, 通过员工访谈, 员工对企业管理人员感到满意。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 does not respect this principle because no long term goals were established to protect workers according to the BSCI Code of Conduct, such as no step-by-step approach toward sustainable improvements. 被审核方(生产商)未遵循该准则, 原因是工厂未根据BSCI行为准则定义长期目标来保护员工, 如没有包括按部就班的可持续改进方法等。</p> <p><b>2.5 -</b> The main auditee partially respects this principle. Because the factory established grievance policy but the written procedure did not define the content of Potential conflicts of interest and how to overcome them, Timelines to address grievances, Process for appeals or escalation as an additional guarantee etc. 被审核方(生产商)部分遵循该准则。原因是工厂建立了申诉政策, 但是书面的申诉程序中未包括潜在的利益冲突以及如何克服这些冲突, 提出申诉的时间表和时效性, 有上诉程序或升级投诉的程序作为额外担保等内容。</p>	
<b>Remarks from Auditee</b>	

<b>Performance Area 3 : The rights of Freedom of Association and Collective Bargaining</b>	
1- Followup Audit [Audit Id - 166294] Audit Date: 01/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> N/A. No finding in previous audit.	
<b>AREAS OF IMPROVEMENT:</b> N/A. No finding in previous audit. 不适用。前次审核无发现。	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 137051] Audit Date: 06/11/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>Consolidated finding: The overall observation shows that the auditee fulfills the BSCI requirement of this performance area. Refer to PA 2, there was satisfactory evidence showed that there were freely elected worker representatives who met the management every month. 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 packing process. She had access to workers and workplace freely.</p> <p>综合概况：总体观察显示被审核方（生产商）在该执行领域符合BSCI的要求。依照PA2的描述，工厂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。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包装线的员工，她可以随时进入车间和员工沟通。</p>	
<b>Remarks from Auditee</b>	
<b>Performance Area 4 : No Discrimination</b>	
1- Followup Audit [Audit Id - 166294] Audit Date: 01/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> N/A. No finding in previous audit.	
<b>AREAS OF IMPROVEMENT:</b> N/A. No finding in previous audit. 不适用。前次审核无发现。	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 137051] Audit Date: 06/11/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>Consolidated finding: The overall observation shows that the auditee fulfills the BSCI requirement of this performance area. The factory established formal policy to prohibit discrimination, harassment and abuse. Discrimination based on grounds of race, color, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership or marital status was prohibited. No non-compliance was found in this PA.</p> <p>综合概况：总体观察显示被审核方（生产商）在该执行领域符合BSCI的要求。工厂建立了禁止歧视、虐待、体罚的制度。企业不会因种族、肤色、年龄、性别、性取向、民族、疾病、怀孕、宗教、政治倾向、工会会员身份、婚姻状况而歧视员工。该项目未发现不符合项。</p>	
<b>Remarks from Auditee</b>	



<b>Performance Area 5 : Fair Remuneration</b>	
1- Followup Audit [Audit Id - 166294] Audit Date: 01/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>During this audit, the auditor reviewed procedures of 'Fair Remuneration' and relevant training records. Payroll records, attendance records, production records and social insurance invoices were reviewed. Employee interview was conducted to verify employees' knowledge about 'Fair Remuneration'. The auditee has established procedures of wages and benefits according to BSCI Code of Conduct. Wages were paid regularly and fully in a timely manner per local law requirement. Minimum wage was guaranteed for all employees. Employees were equally paid for equal work. No illegal deduction existed in the auditee. Corrected action: PA5.5-The factory provided annual leave to workers who had served over one year.</p> <p>此次审核过程中, 审核员查阅了公平薪酬的程序文件及对员工的相关培训记录。同时查阅了工资表, 考勤记录, 生产记录和社会保险发票。进行了员工访谈以确认员工对公平薪酬程序的了解程度。被审核方根据BSCI的行为准则建立了工资福利方面的程序。被审核方根据法律规定为员工按时支付足额的工资。被审核方确保所有员工的工资达到最低工资标准并对员工实行同工同酬。被审核方没有非法扣款。纠正措施: PA5.5- 工厂为工作一年以上的员工提供了带薪休假。</p>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 137051] Audit Date: 06/11/2018 PA Score: B	Deadline date:23/01/2019
<b>Good practices</b> None	
<b>Areas of improvement</b> <p>Consolidated finding: The overall observation shows that the auditee partially fulfills the BSCI requirement of this performance area. The factory set up wages and benefit paying system, which included paid statutory holidays, sick leave, marriage leave and maternity leave etc. Based on the wages from Oct. 2017 to Sep. 2018 provided by the factory, the minimum wage paid by the factory was RMB 2500 per month, which was more than legal requirement. Satisfactory evidence showed that the factory provided skill training to workers and workers' position allowance will be increased accordingly when workers received more training. And during the audit, the factory assessed the local decent living standard, the wages paid to workers were more than the living standard. The factory provided five kinds of social insurance to all workers. All these processes and evidences were cross checked by document review, worker interview and management interview. However, gaps had been identified in implementation as follows:</p> <p>综合概况: 总体观察显示被审核方(生产商)在该执行领域部分符合BSCI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2017年10月至2018年9月的工资记录显示, 工厂给员工支付最低2500元每月的工资, 超过了当地的最低工资。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。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。工厂为所有员工缴纳了五项社会保险。以上过程均用文件, 访谈等方式进行核实过。不过, 工厂在以下方面和BSCI要求尚有差距:</p> <p><b>5.5 -</b> The main auditee does not respect this principle because the auditee didn't provide annual leave to workers who had served over one year. (Regulations on the Employee's Paid Annual Leave (2008), Article 2) 被审核方(生产商)未遵循该准则。原因是工厂没有为工作一年以上的员工提供带薪休假。</p>	
<b>Remarks from Auditee</b>	

<b>Performance Area 6 : Decent Working Hours</b>	
1- Followup Audit [Audit Id - 166294] Audit Date: 01/11/2019 PA Score: D	Deadline date:01/02/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b>	
<p>During this audit, the auditor reviewed procedures of 'Decent Working Hours' and relevant training records. Meanwhile payroll records, attendance records and production records were reviewed. Employee interview was conducted to verify employees' knowledge about 'Decent Working Hours'. The auditee has established procedures of working hours according to BSCI Code of Conduct. The auditee arranged 40 regular working hours per week for employees and most of time at least one day off per seven days was also guaranteed. However, gaps had been identified in implementation as follows:</p> <p>此次审核过程中, 审核员查阅了体面工作时间的程序文件及对员工的相关培训记录。同时查阅了工资表, 考勤记录和生产记录。进行了员工访谈以确认员工对体面工作时间程序的了解程度。被审核方根据BSCI行为准则建立了工时方面的行为准则。被审核方安排员工每周正常工作40小时并确保大多数时候员工每七天中至少有一天休息时间。不过, 工厂在以下方面和BSCI要求尚有差距:</p> <p><b>6.2 -</b> Based on the attendance records provided by the factory, the factory ensured all workers overtime working hours were in accordance with the legal and BSCI requirements in the last 11 months, but due to incomplete working hour management system (PA1.4), it couldn't be verified if the factory continuously ensure all workers working hours were in accordance with the legal and BSCI requirements.</p> <p>根据工厂提供的考勤记录, 工厂在过去11个月内保证了工厂的加班时间符合法规以及BSCI要求。但由于工厂在工时管理系统不完善 (PA1.4), 无法确定工厂是否能够有效继续保证工作时间符合法规要求。</p> <p><b>6.4 -</b> The factory ensured most of time the workers had at least one day off per seven days but based on the attendance records provided by the factory, about 40% workers worked 7 days continuously from Dec 23 to Dec 29, 2018. The factory explained that it was caused by the holiday shift on New Year's Day.</p> <p>工厂保证大多数时候员工每七天至少休息一天。但是根据工厂提供的考勤记录, 工厂约40%的员工从2018年12月23日至12月29日连续上班7天。工厂解释由于元旦调休导致。</p>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 137051] Audit Date: 06/11/2018 PA Score: D	Deadline date:23/01/2019
<b>Good practices</b> None	
<b>Areas of improvement</b>	
<p>Consolidated finding: The overall observation shows that the auditee does not fulfill the BSCI requirement of this performance area. According to the policy and implementation records, workers worked 8 hours (Door keeper and refrigeration workers: three shifts, 8:00AM-16:00PM, 16:00PM-0:00AM, 0:00AM-8:00AM; other workers: one shift, 7:30AM~11:30PM, 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 had been identified in implementation:</p> <p>综合概况: 总体观察显示被审核方(生产商)在该执行领域不符合BSCI的要求。根据工厂提供的政策和实施的记录, 员工每天上班8小时, 门卫和制冷工: 三个班次, 8:00AM-16:00PM, 16:00PM-0:00AM, 0:00AM-8:00AM; 其他员工: 一个班次, 早上7点30分至中午11点30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。但也发现工厂在如下方面和BSCI要求有差距:</p> <p><b>6.2 -</b> The main auditee does not respect this principle because the factory didn't ensure the workers' overtime working hours in accordance with the requirement of local law. About 50% workers' OT hours exceeded 36 hours in Jul. 2018, the maximum number was up to 40 hours. (Labour Law of the People's Republic of China (1994), Article 41)</p> <p>被审核方(生产商)未遵循该准则, 原因是工厂没有保证员工的加班时间符合法律要求。工厂约50%的员工在2018年7月份加班时间超过36小时, 最大达到40小时。</p>	
<b>Remarks from Auditee</b>	

**Performance Area 7 : Occupational Health and Safety**

1- Followup Audit [Audit Id - 166294] Audit Date: 01/11/2019 PA Score: A

Deadline date:30/04/2020

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The factory established all kinds of Health and Safety Management Procedures. The Quality Manager / Yu Haihua was responsible for the affairs of health and safety. Sufficient firefighting equipment such as fire extinguishers and fire hydrant were installed and inspected monthly. Evacuation plans were posted at each building. Emergency lights and exit signs were installed properly and inspected monthly. There were at least two safety exits in each workshop and warehouse. Through onsite observation, all the buildings were safe and integrity, no structural crack was found. The facility provided free and clean drinking for all workers. The facility established first aid program and posted onsite. There were total 2 trained first aiders in the facility. There was at least one first aid kit in each building and inspected weekly. The interviewees stated that they could use the first aid kit freely. Chemical list and MSDS were available, the safety label was posted on chemical containers and all chemicals were stored in secondary containers. Remark: The facility did not provide the transportation to workers. Corrected action: PA7.17-The factory provided the test report of forklift and refrigerant operator's license was reviewed. However, gaps had been identified in implementation as follows:

工厂建立了各种健康安全的管理程序。工厂的健康安全由质量经理于海花负责。足够的消防设施如灭火器、消防栓已安装并每月进行检查。疏散图张贴在每栋建筑。安装了应急灯与安全出口标识，并每月进行检查。每个车间和仓库至少有两个安全出口。通过现场观察，所有建筑完整和安全，没有结构性裂痕。企业提供了免费和清洁的饮用水。企业建立了急救程序，并且张贴到现场。工厂内有共有2名经过培训的急救员。每栋建筑都至少有一个急救药箱，并且每周进行检查。访谈人员表示他们可以自由使用药箱。工厂建立了化学品清单，收集了化学品的MSDS。化学品容器张贴了安全标签，所有化学品都存放在二次容器内。备注：企业没有为员工提供交通。纠正措施：PA7.17-工厂提供了叉车的检测报告并且制冷工的操作证进行了复审。不过，工厂在以下方面和BSCI要求尚有差距：

7.1 - The factory had established complete management system on health and safety, included the identifying and awareness of related legal regulation, health and safety check, training etc. However, the actual practice throughout the facility was not fully in compliance.

工厂已建立完整的健康安全管理体系，包括相关法规的识别与了解，健康安全检查，培训等，但是工厂在实际的执行过程中还存在问题。

7.3 - The factory conducted risk assessments about health and safety but did not provide pre-job and job-leaving occupational health examination to workers who engaged in positions with occupational hazardous factors such as dust, noise and chemicals. (PRC Law on Prevention and Control of Occupational Diseases (2002) Amendment (2017), Article 35)

工厂进行了健康安全方面的风险评估，但是没有为在有粉尘/噪声/化学品等职业病危害因素岗位工作的工人提供上岗前及离岗时的职业健康体检。

7.11 - The factory did not provide any Building Structure Safety Certificate or Record for all buildings. (PRC Construction Law (1998), Amendment (2011), Article 61; The Regulation on the Quality Management of Construction Projects, Article 49).

工厂没有提供所有建筑物的建筑工程竣工验收合格证或备案。

**Remarks from Auditee:**

Full Audit [Audit Id - 137051] Audit Date: 06/11/2018 PA Score: A

Deadline date:23/04/2019

**Good practices**

None

**Areas of improvement**

Consolidated finding: The overall observation shows that the auditee partially fulfills the BSCI requirement of this performance area. The system supervisor / Hou Weiqiang 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 fire equipments in every workshop and fire extinguishers, fire hydrant, emergency lights 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. The factory also set up emergency procedure and trained two first aiders for providing the service of first aid. The first aid box was also available in every workshop. Clean potable water was also provided and test report was available, workers can drink water at any time. The factory provided dormitory, canteen and transportation to workers. However, gaps had been identified in implementation as follows:

综合概况：总体观察显示被审核方（生产商）在该执行领域部分符合BSCI的要求。工厂的健康安全由体系主管侯伟强负责，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，应急灯，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。工厂制定了急救政策，工厂给每个车间配备了药箱，而且工厂内有两名急救员。同时，工厂也提供了饮用水给员工，员工可随时喝水，且工厂提供了饮用水的测试报告。工厂提供了宿舍，餐厅及交通工具给员工。不过，工厂在以下方面和BSCI要求尚有差距：

7.1 - The main auditee partially respects this principle because the factory had established complete management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training etc... However, the actual practice throughout the facility was not fully in compliance, please refer to non-compliances of the PA7.

被审核方（生产商）部分遵循该准则。原因是工厂已建立完整的健康安全管理体系，包括相关法规的识别与了解，健康安全检查，培训等，但是工厂在实际的执行过程中还存在问题，详见PA7不符合项。

7.3 - The main auditee partially respects this principle because the factory conducted risk assessments about health and safety, but did not provide pre-job and job-leaving occupational health examination to workers who engaged in positions with occupational hazardous factors such as noise and chemicals. (PRC Law on Prevention and Control of Occupational Diseases (2002) Amendment (2017), Article 35)

被审核方（生产商）部分遵循该准则。原因是工厂进行了健康安全方面的风险评估，但是没有为在有噪声及化学品等职业病危害因素岗位工作的工人

<p>提供上岗前及离岗时的职业健康体检。</p> <p><b>7.11 -</b> The main auditee does not respect this principle because the factory did not provide any Building Structure Safety Certificate. (PRC Construction Law (1998), Amendment (2011), Article 61) 被审核方(生产商)未遵循该准则,原因是工厂没有提供使用的所有建筑的建筑工程竣工验收合格证或备案。</p> <p><b>7.17 -</b> The main auditee does not respect this principle because: 1. Forklift used at the factory was missing any test or check by professionally qualified authorities. (Safety Monitoring Regulation of Special Equipment (2003) Amendment (2009), Article 28). 2. There was no review of one refrigerant operator's license. (Provisions of Supervision and Management for Special Equipment Operators, Article 22) 被审核方(生产商)未遵循该准则,原因是: 1、工厂使用的叉车缺少由有资质的机构出具的检测报告。2、一名制冷工的操作证没有复审。</p>
<p><b>Remarks from Auditee</b></p>
<p><b>Performance Area 8 : No Child Labour</b></p>
<p>1- Followup Audit [Audit Id - 166294] Audit Date: 01/11/2019 PA Score: A <span style="float: right;">Deadline date:</span></p>
<p><b>GOOD PRACTICES:</b> N/A. No finding in previous audit.</p>
<p><b>AREAS OF IMPROVEMENT:</b> N/A. No finding in previous audit. 不适用。前次审核无发现。</p>
<p><b>Remarks from Auditee:</b></p>
<p>Full Audit [Audit Id - 137051] Audit Date: 06/11/2018 PA Score: A <span style="float: right;">Deadline date:</span></p>
<p><u>Good practices</u></p>
<p>None</p>
<p><u>Areas of improvement</u></p> <p>Consolidated finding: The overall observation shows that the auditee fulfills the requirement of this performance area. 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. 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: 总体观察显示被审核方(生产商)在该执行领域符合BSCI的要求。工厂制定了合适的招聘政策,规定禁止招聘16岁以下的员工。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>
<p><b>Performance Area 9 : Special protection for young workers</b></p>
<p>1- Followup Audit [Audit Id - 166294] Audit Date: 01/11/2019 PA Score: A <span style="float: right;">Deadline date:</span></p>
<p><b>GOOD PRACTICES:</b> N/A. No finding in previous audit.</p>
<p><b>AREAS OF IMPROVEMENT:</b> N/A. No finding in previous audit. 不适用。前次审核无发现。</p>
<p><b>Remarks from Auditee:</b></p>
<p>Full Audit [Audit Id - 137051] Audit Date: 06/11/2018 PA Score: A <span style="float: right;">Deadline date:</span></p>
<p><u>Good practices</u></p>
<p>None</p>
<p><u>Areas of improvement</u></p> <p>Consolidated finding: The overall observation shows that the auditee fulfills the requirement of this 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. During the audit, no young workers were identified in the factory. 综合概况: 总体观察显示被审核方(生产商)在该执行领域符合BSCI的要求。工厂制定了未成年工的保护政策,根据管理层访谈,工厂了解如何依照法规要求保护未成年工。在审核过程中,未发现有任何未成年工的存在。</p>
<p><b>Remarks from Auditee</b></p>

<b>Performance Area 10 : No Precarious Employment</b>	
1- Followup Audit [Audit Id - 166294] Audit Date: 01/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> N/A. No finding in previous audit.	
<b>AREAS OF IMPROVEMENT:</b> N/A. No finding in previous audit. 不适用。前次审核无发现。	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 137051] Audit Date: 06/11/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>Consolidated finding: The overall observation shows that the auditee fulfills the requirements of this performance area. Labor contracts were all concluded between the factory and workers. The contracts statement included the description of working hours, training, rest time and leave, remuneration and payment termsetc. which were in accordance with legal requirement and ILO. Meanwhile, the factory provide a copy of contract to every worker.</p> <p>综合概况：总体观察显示被审核方（生产商）在该执行领域符合BSCI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。</p>	
<u>Remarks from Auditee</u>	
<b>Performance Area 11 : No Bonded Labour</b>	
1- Followup Audit [Audit Id - 166294] Audit Date: 01/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> N/A. No finding in previous audit.	
<b>AREAS OF IMPROVEMENT:</b> N/A. No finding in previous audit. 不适用。前次审核无发现。	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 137051] Audit Date: 06/11/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>Consolidated finding: The overall observation shows that the auditee fulfills the requirements of this performance area. The factory established the policy on anti-forced labor. The management Hou Weiqiang 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 without deduct wages and they could leave the factory freely. 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：总体观察显示被审核方（生产商）在该执行领域符合BSCI的要求。工厂制定了反强迫劳动的政策，工厂管理人员侯伟强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>	
<u>Remarks from Auditee</u>	

<b>Performance Area 12 : Protection of the Environment</b>	
1- Followup Audit [Audit Id - 166294] Audit Date: 01/11/2019 PA Score: A	Deadline date:01/05/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The factory established the environmental management manual and all kinds of environmental management procedures. The factory collected relevant laws and regulations of environmental protection through website, local government agency, newspaper and etc. There was no waste found to be dumped in natural environments, or burned on open fires. Training regarding environmental protection was provided to workers. The auditee provided Environmental Impact Assessment report, Environmental Impact Assessment report approval and Environmental Protection Acceptance Check report for review. However, gaps had been identified in implementation as follows:</p> <p>工厂建立了环境管理手册和各种环境管理程序。工厂通过网站、当地政府机构、报纸等渠道收集相关的环境法律法规。审核中未发现企业直接清倒废物或焚烧废物。针对环境保护的培训也有提供给员工。被审核方提供了环评报告，环评批复和环境竣工验收供审阅。不过，工厂在以下方面和BSCI要求尚有差距：</p> <p><b>12.1 -</b> The factory provided environmental impact assessment report but did not employ qualified body to monitor waste water and waste air level in recent year. (Law of the People's Republic of China on the Prevention and Control of Water Pollution (2008), Amendment (2017), Article 23; Law of the People's Republic of China on the Prevention and Control of air Pollution (2000), Amendment (2015), Article 24)</p> <p>工厂提供了环境影响评估报告，但是最近一年没有请有资质的机构来进行废水及废气的监测。</p>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 137051] Audit Date: 06/11/2018 PA Score: B	Deadline date:23/01/2019
<u>Good practices</u> None	
<u>Areas of improvement</u> <p>Consolidated finding: The overall observation shows that the auditee partially fulfills the requirements of this performance area. The factory established environment protection policy according to BSCI Code of Conduct and local law. The land belonged to the factory was industrial land and water used by the factory came from municipal water. The main wastes produced by the factory were solid waste. However, gaps had been identified in implementation as follows:                      综合概况：总体观察显示被审核方（生产商）在该执行领域部分符合BSCI的要求。工厂依据BSCI要求和当地法规建立了环境保护政策。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。不过，工厂在以下方面和BSCI要求尚有差距：</p> <p><b>12.1 -</b> The main auditee does not respect this principle because the factory did not employ qualified body to monitor waste water and waste air in recent one year. (Law of the People's Republic of China on the Prevention and Control of Water Pollution (2008), Amendment (2017), Article 23, Law of the People's Republic of China on the Prevention and Control of air Pollution (2000), Amendment (2015), Article 18)</p> <p>被审核方（生产商）未遵循该准则。原因是工厂在最近一年没有请有资质的机构来进行废水和废气的监测。</p>	
<u>Remarks from Auditee</u>	

<b>Performance Area 13 : Ethical Business Behaviour</b>	
1- Followup Audit [Audit Id - 166294] Audit Date: 01/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> N/A. No finding in previous audit.	
<b>AREAS OF IMPROVEMENT:</b> N/A. No finding in previous audit. 不适用。前次审核无发现。	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 137051] Audit Date: 06/11/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>Consolidated finding: The overall observation shows that the auditee fulfills the requirements of this performance area. 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 trained and signed anti-corruption and confidential agreement with the factory. During this audit , the data provided by the factory can also be verified through other aspects, and the factory does not provide any false information.</p> <p>综合概况：总体观察显示被审核方（生产商）在该执行领域符合BSCI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。</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	01/11/2019	166294	D	C	A	A	A	D	A	A	A	A	A	A	A	C
Full Audit	06/11/2018	137051	D	C	A	A	B	D	A	A	A	A	A	B	A	C



**Producer Photos**



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



Photo of fire safety equipment  
Fire hydrant.JPG

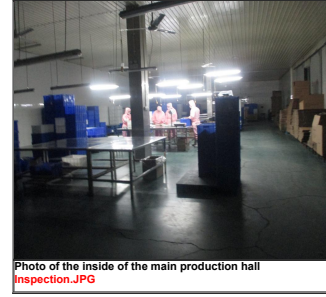


Photo of the inside of the main production hall  
Inspection.JPG



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

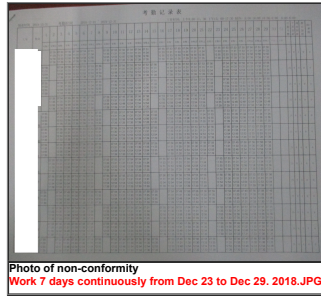


Photo of non-conformity  
Work 7 days continuously from Dec 23 to Dec 29, 2018.JPG



Photo of the inside of the main production hall  
Metal detector.JPG



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



Photo of the canteen (if applicable)  
Kitchen.JPG

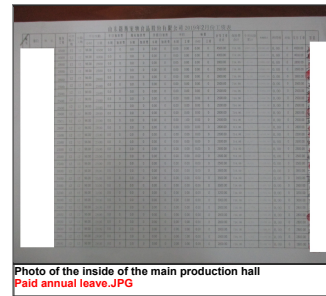


Photo of the inside of the main production hall  
Paid annual leave.JPG



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



Photo of the code of conduct on display  
Code posted on site.JPG

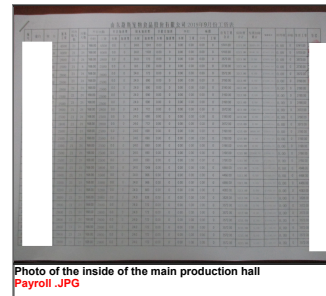


Photo of the inside of the main production hall  
Payroll.JPG



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

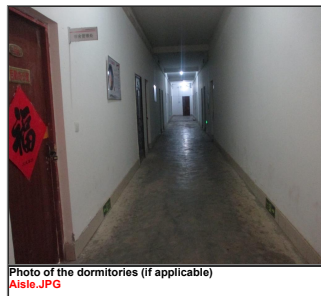


Photo of the dormitories (if applicable)  
Aisle.JPG

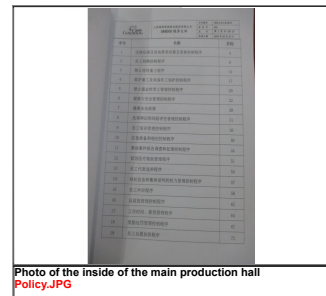


Photo of the inside of the main production hall  
Policy.JPG



Photo first aid facilities  
First aid kit.JPG



Photo of the dormitories (if applicable)  
Room.JPG



Photo of the inside of the main production hall  
Review of refrigerant operator license.JPG



Photo of chemical storage room (if applicable)  
Chemicals.JPG



Photo of the personal protection equipments (if applicable)  
PPE.JPG

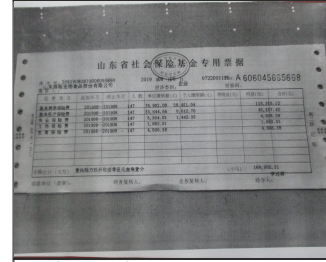


Photo of the inside of the main production hall  
Social insurance.JPG

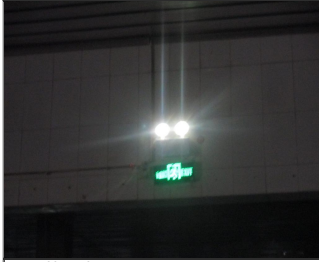


Photo of fire safety equipment  
Emergency light test.JPG



Photo of the sanitary facilities  
Toilet.JPG



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



Photo of fire safety equipment  
Escape route map.JPG

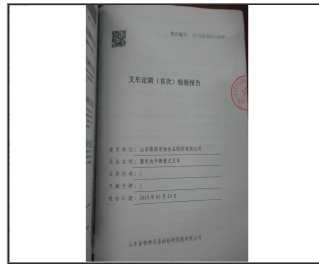


Photo of the inside of the main production hall  
Annual inspection report of forklift.JPG



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



Photo of fire safety equipment  
Escape sign.JPG



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



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



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



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



Photo of the inside of the main production hall  
Warning sign.JPG



Photo of fire safety equipment  
Fire alarm.JPG



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



Photo of the inside of the main production hall  
Weighing and packing.JPG



Photo of fire safety equipment  
Fire extinguisher.JPG

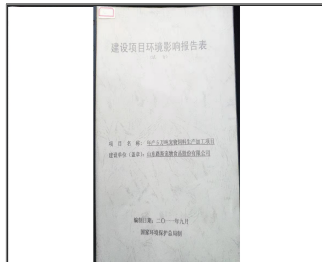


Photo of the inside of the main production hall  
EIA.jpg



Photo of the canteen (if applicable)  
Canteen.JPG



Photo of fire safety equipment  
Fire hydrant test.JPG

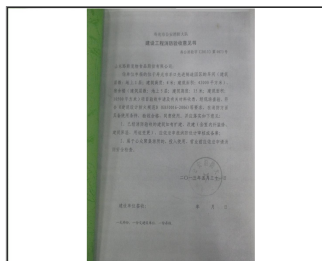


Photo of the inside of the main production hall  
Fire License.JPG

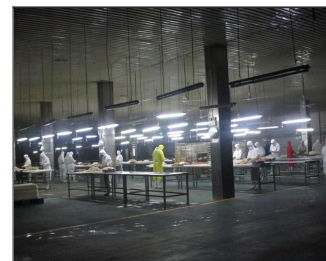


Photo of the inside of the main production hall  
Making.JPG