
Auditee :	Shijiazhuang Beijiren Electric Appliance Co., Ltd.
Audit Date From :	03/08/2017
Audit Date To :	04/08/2017
Expiry Date of the Audit :	Please refer to the producer profile in the BSCI platform
Auditing Company :	TUEV SUD
Auditor's Name(s) :	Xiaohong Wang(Lead)
Auditing Branch (if applicable) :	TUV SUD China



BSCI Audit Summary Report

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

Rating Definitions



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

Main Auditee Information



Name of producer :	Shijiazhuang Beijiren Electric Appliance Co., Ltd.		
DBID number :	370944		
Audit ID :	105474		
Address :	SanHePu,Xinle City Shijiazhuang		
Province :	Hebei	Country :	China
Management Representative :	Mrs. Chen Li Li		
Contact person:	Li Li Chen	Sector :	Non-Food
Industry Type :	Accessories	Product group :	other accessories (please specify)
Product Type :	Electric blanket		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 04/08/2018

Rating per Performance Area (PA)

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

Executive summary of audit report

The announced initial audit on site was authorized by BSCI Member, and conducted on Aug 3&4, 2017.

[Location and size]:

The factory starts their operation from April 2001, the business license number: 91130184741549471D, the valid date is from April 25, 2001~ April 25, 2021, it was located at SanHePu,Xinle City, Shijiazhuang, Hebei Province.

[Structure of facility]:

Within the premises, the factory used two 3-storey buildings used as office, warehouse and production workshop, no dormitory and canteen were provided in the factory.

The main products is Electric blanket.

The productive operation includes incoming materials , wiring, table lighting test, sewing, welding, packing.

[Employee analysis]:

There were 96 employees working in the factory.

Among them 72 were production employees, 24 non-production employees. And there were total 88 female employees. .

[Summary of working hour]:

All employees work for 5 days (from Monday to Friday) a week. All the office staff in one working shift: 8:00-12:00; 13:30-17:30. All the production employees in one working shift: 7:30-12:00; 13:30-17:00. The obvious peak season was from October to February in the factory, 2 hours overtime on most working days, 8 hours overtime arranged on Saturday regularly. No overtime on Sundays or holidays.

The maximum working time was 10 hours (8 hours regular time + 2 hour overtime) per day, 60 hours (40 hours regular time + 20 hours overtime) per week; the maximum monthly overtime hours were 94 hours.

[Summary of compensation]:

Payroll from July 2016 to June 2017 were provided for review.

The lowest basic wage paid for employees by RMB 1690 per month, which exceeded the local minimum wage rate of RMB 1480 per month (since July .1, 2016). The overtime was paid as 150% and 200% of normal rate for the overtime on week days and Saturday respectively. Wage was released at 30th of following month.

[Summary of interview]:

Worker interview were conducted by individually and in group.

Randomly selected 10 employees, no complain was raised.

[Special scene during on site observed]:

Nil

Ratings Summary



Auditee's background information			
Auditee's name :	Shijiazhuang Beijiren Electric Appliance Co., Ltd.	Legal status :	limited Co
Local Name :	石家庄市北极人电器有限公司	Year in which the auditee was founded :	2001
Address :	SanHePu,Xinle City	Contact person (please select) :	Li Li Chen
Province :	Hebei	Contact's Email :	LILY@BEIJIREN.COM.CN
City :	Shijiazhuang	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	English
Country :	China	Website of auditee (if applicable) :	None
GPS coordinates :	Longitude: 114°46'27", Latitude: 38°23'27"	Total turnover (in Euros) :	4800000.00
Sector :	Non-Food	Of which exports % :	92.00
Industry :	Accessories	Of which domestic market % :	8.00
If other, please specify :		Production volume :	98000 pec per month
Product Group :	other accessories (please specify)	Production cost calculation :	No
If other, please specify :	Electric blanket	Lost time injury calculation cost :	Yes
Product Type :	Electric blanket		

Auditee's employment structure at the time of the audit			
Total number of workers :	96	Total number of workers in the production unit to be monitored (if applicable) :	0
		MALE WORKERS	FEMALE WORKERS
Permanent workers		8	88
Temporary workers		0	0
In management positions		2	6
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	88
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 - 105474] Audit Date: 03/08/2017 PA Score: D

Deadline date:31/05/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation showed that the auditee partially fulfilled the BSCI requirement of this performance area. During the audit it was noted that the factory had established social compliance policy and procedures based on BSCI standards. The system is implemented generally in the factory and its main business partners which were identified based on the procedures. The factory has nominated one senior manager, who had general understanding of social compliance requirements, for the establishment, implementation and maintainance of the BSCI system. Regular internal audits based on BSCI standards were conducted to the audited factory and its main business partners and corrective actions were taken. Information regarding BSCI issues were shared between management and workers periodically. However, gaps have been identified in implementation.

总体观察显示工厂在该执行领域部分符合BSCI的要求。审核发现工厂已经基于BSCI的标准建立起了一套社会责任政策和程序。这个系统在工厂和基于该系统确认的主要合作伙伴中大体被执行。工厂指定了一名对社会责任要求比较了解的高级管理人员来负责BSCI系统的建立、施行和维护。工厂与其主要合作伙伴均定期进行内部审核,相应的改善计划也有进行。涉及BSCI事项的交流也在管理层与员工间定期进行。但是在执行的过程当中还是存在以下差距:

- 1.1 - The company had established and implemented the management system to comply with BSCI Code of Conduct, and also controlled the suppliers effectively. However, the company has not yet set an effective management system to implement the BSCI Code of Conduct due to the findings mentioned in relevant performance areas.
公司已经建立并实施管理程序以遵守BSCI行为守则,也对供应商进行了有效控制。但是工厂尚未建立起执行BSCI行为准则的有效管理体系,因为在几个执行领域发现一些有待完善的地方。
- 1.4 - The auditee did not calculate its delivery times, and did not organize its workforce capacity properly, which resulted that workers' monthly overtime hours exceeded local legal requirement.
被审核方未计算其交货期,未能合理规划其生产力,导致工人月加班超过当地法律要求。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 105474] Audit Date: 03/08/2017 PA Score: C

Deadline date:31/03/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee partially fulfill the BSCI requirement of this performance area. Worker representative was selected by workers, regular exchange meeting on social compliance between management and workers representative were hold regularly. Furthermore, the factory had established channels for grievances. Employees might raise their grievances through suggestion box, worker representative and directly communicated the senior management. The channels were set and promised secretive; necessary investigation would be taken per the established grievance procedures and available grievance reports. However, gaps have been identified in implementation.

总体观察显示工厂在该执行领域部分符合BSCI的要求。工厂员工选举了员工代表,管理层和员工代表定期沟通会议。工厂建立了申诉的渠道,员工可以通过意见箱、员工代表和直接一高层管理沟通的方式去提出申诉。虽然当前并没有收到申诉,但是根据建立起来的申诉程序,这些沟通渠道是设立起来并且保密的,必需的调查也要进行,但是在执行的过程当中还是存在以下差距:

- 2.2 - The main auditee did not define long term goals to protect workers according to the BSCI Code of Conduct.
工厂未根据BSCI行为准则建立起长期目标以保护员工。
- 2.4 - Through the facility had posted the BSCI Code of Conduct publicly, arranged related training, some interviewed workers were not clearly aware of BSCI values and principles.
在车间张贴了BSCI行为准则,安排了相应培训,但一些受访员工并不太清楚BSCI的标准和原则。

Remarks from Auditee:

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

Full Audit [Audit Id - 105474] Audit Date: 03/08/2017 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee fulfills the requirement of this performance area. The auditee had established BSCI management +A42:K56 manual and related procedures; respected workers' right to bargain collectively; an effective free association and collective bargaining mechanism had been established for workers; not discriminated against worker representatives and prevented worker representatives from accessing or interacting with workers in the workplaces; through interview it was verified there was no limitation of communication between workers and worker representatives; currently no collective bargaining was done in the auditee.

体观察显示工厂符合了该执行领域的要求,被审核方已经建立BSCI管理手册和相关程序;尊重工人的集体谈判权;为员工建立了有效的自由结社和集体谈判机制;不歧视工人代表也不阻碍工人代表在工作场所与工人接触和互动;通过访谈证实员工与员工代表之间的沟通并无受限。当前被审核方没有进行集体谈判事项。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 105474] Audit Date: 03/08/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fulfills the requirement of this performance area. It was noted that the factory has established procedures and policies of no discrimination. During onsite check , interview and document check no discrimination issue found and factory has taken necessary preventative measures so that workers are not harassed or disciplined. 总体观察工厂符合该执行领域的要求。工厂已经建立了禁止歧视的程序文件，现场观察，员工访谈和文件查阅未发现歧视的问题。工厂也采取了适当的措施以防员工因为歧视而遭到骚扰或惩戒。	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 105474] Audit Date: 03/08/2017 PA Score: B	Deadline date:31/05/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee partially fulfilled the BSCI requirement of this performance area. During this audit, it was noted that the factory had established wage system based on BSCI standards and local requirements. Workers were paid by monthly rate. Wages were issued on the 30th day of each month by cash. The minimum wage was guaranteed. The lowest basic wages paid for workers were RMB 1690 per month, which is exceeded the local minimum wage rate of RMB 1480 per month (since July. 1, 2016). Wages were issued timely and sufficiently per the payroll records and interview. Pay slips were provided so workers could understand the composition of their wages. No illegal deduction was made. However, gaps have been identified in implementation. 总体观察显示工厂在该执行领域部分符合BSCI的要求。审核发现工厂有基于BSCI标准和当地法规要求建立起了一套薪酬系统。员工以月薪制支付。工资在每月30号通过现金发放。最低工资受到保障。员工最低每月为1690元，超过当地最低工资标准1480元/月。根据工资记录和访谈，工资准时、足额发放。工厂提供工资条给员工以使员工明白其工资构成。没有非法扣款的情况。但是在执行的过程当中还是存在以下差距： 5.4 - The actual paid wages ensured a decent living standards. However, the auditee did not conduct basic living wage calculation to evaluate workers' decent living standards. 虽然实际的工资水平确保的体面生活标准，但是被审核方没有进行基本生活工资的计算去评估员工获得体面生活的标准。 5.5 - Total 96 employees in the facility, the facility purchased the injury insurance for all employees, but only purchased the maternity insurance, unemployment insurance, medical insurance and retirement insurance for 10 employees. (China Labor Law, Article 72 and 73) 工厂有96人，为所有人购买了工伤保险，但是只为10人购买了生育保险，失业保险，医疗保险和养老保险。	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 105474] Audit Date: 03/08/2017 PA Score: D	Deadline date:31/05/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee Partially fulfilled the BSCI requirement of this performance area, The factory established policy and procedure for working hours. The factory recorded workers' working time by electronic attendance system, the regular working time was in line with legal requirement, the overtime premium were paid as per legal requirement, proper breaking was provided on every working day, the 7th day rest was provided for workers. However, gaps have been identified in implementation. 总体观察显示工厂在该执行领域部分符合BSCI的要求，工厂建立了工作时间的政策和程序，工厂用电子考勤记录员工工作时间，正班时间，加班费符合当地法律要求。工作日有合理的休息时间，保证员工每周休息一天。但是在执行的过程当中还是存在以下差距： 6.2 - The overtime in the factory exceeded legal limit, according to the attendance records, the monthly overtime exceeded 36 hours in the July, October, November, December 2017 and January, February 2017, the max monthly overtime was 94 hours in December 2016. (China Labor Law, Article 41) 工厂加班超时，考勤记录显示，在2016年7月，10月，11月，12月和2017年1月，2月份月加班超过法律要求，月加班最大为2016年12月份94小时。	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 105474] Audit Date: 03/08/2017 PA Score: A	Deadline date:31/03/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the auditee partially fulfil the BSCI requirement of this performance area. The factory had established policies and procedures based on BSCI standards and local law requirements for occupational health and safety and implemented the system in generally. Internal risk assessment was conducted. Regular health and safety training was provided to employees on work station safety, machine safety, use of PPE, used of chemicals, etc. Written accident and emergency protocol was set and drills were conducted regularly including the fire drills. Fire fighting equipments, such as fire extinguishers and fire hydrants were sufficiently available in the factory. Clear evacuation signs and emergency lights were provided. Evacuation paths were not blocked and wide enough for evacuation. Clean drinking water and sufficient restrooms were always accessible without restrictions. The temperature, humidity and lighting were satisfactory in the factory. However, gaps have been identified in implementation. (Remark: No transportation, canteen and dormitory was provided to employees)</p> <p>总体观察显示工厂在该执行领域部分符合BSCI的要求。工厂基于BSCI标准和当地法规对于职业健康和安全的的要求建立了政策和程序并基本上实施了系统。工厂进行了内部风险评估, 提供定期的职业健康安全培训给员工, 内容涉及到工位安全、机器安全、劳保用品使用、化学品使用等。工厂建立了书面的意外紧急预案并定期进行演习包括消防演习。如灭火器消防栓等的消防设施在厂内配置足够。清晰的逃生标识和应急灯也有提供。逃生通道不被堵塞且宽度足够逃生。干净的饮用水和充足的卫生间不受限制的提供。厂内温湿度令人满意。但是在执行的过程当中还是存在以下差距:(备注:工厂没有提供交通工具,食堂和宿舍给员工使用。)</p> <p>7.1 - The factory generally followed occupational health and safety regulations, but some areas still need be improvement, such as fire document, machine and etc. 工厂总体遵守职业健康安全法规, 但一些地方仍需要改善, 例如文件, 机器等。</p> <p>7.4 - The worker representative and workers were not involved in health and safety risk assessment. 员工代表和工人没有参与健康与安全的风险评估。</p> <p>7.8 - The accident and emergency procedure was established, but not visual displayed in workshop. 工厂建立了工伤应急程序, 但是没有张贴在车间。</p> <p>7.11 - 1. The factory did not provide the construction approval of the production buildings for review. This is in violation of PRC Construction Law Article 61 (Effective from March 1, 1998). 2. The factory did not provide the fire license of the production buildings for review.. This is in violation of PRC Fire Prevention Law article 11&13. 1. 工厂未能提供生产厂房的竣工验收报告进行检查。2. 工厂未能提供生产厂房的消防验收报告进行检查。</p> <p>7.17 - Around 20% sewing machines in sewing section were not equipped with pulley guards. This is in violation of Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene. 车缝车间约有20%的针车没有安装皮带轮保护罩。</p>	
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 105474] Audit Date: 03/08/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfills the requirement of this performance area. It was noted that the factory had established policies and procedure to prevent recruitment of child labor. The age verification procedure was used during hiring process and periodic check was conducted to identify suspicious child labor. A child labor remedition procedure was also established to handle child labor issue. Currently the youngest worker in the factory was 23 years old.</p> <p>总体观察工厂符合该执行领域的要求。工厂建立政策和程序去防止雇佣到童工。在招聘中会使用到年龄核实程序并且会定期检查确认可疑童工身份。工厂同时建立了童工补救措施去处理童工问题。当前工厂最年轻员工为23岁。</p>	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 105474] Audit Date: 03/08/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfills the requirement of this performance area. It was noted that the factory had established policies and procedure to identify young workers. A procedure regarding working conditions of young workers was also established to handle young worker issue and minimize the risks. Currently no young worker was hired in the factory and the youngest worker in the factory was 23 years old.</p> <p>总体观察工厂符合该执行领域的要求。工厂建立了政策和程序去识别未成年工。一个针对未成年工工作条件的程序也建立起来去处理未成年工事项和降低风险。当前并无未成年工在工厂内, 年纪最少的员工年龄为23岁。</p>	
Remarks from Auditee:	

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 105474] Audit Date: 03/08/2017 PA Score: B	Deadline date:31/05/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee partly fulfilled the BSCI requirement of this performance area. The factory has established a policy based on BSCI standards and local law requirements to protect employment relationship. All hired workers signed labor contracts within one month with the audited factory and a copy of labor contracts was provided to workers. The contents on labor contracts were fully in compliance with local law on working hour, payments, working condition protection, etc. There was not evidence to show the factory tried any unfair employment method to reduce its obligations. However, gaps have been identified in implementation.</p> <p>总体观察显示工厂在该执行领域部份符合BSCI的要求。工厂基于BSCI的标准和当地法规要求建立了包含雇佣关系的政策和程序。所有雇佣的员工都会与所审核的工厂在一个月内签订劳动合同并且会留一份劳动合同副本给员工。劳动合同的内容, 如工时, 工作, 工作条件等均完全符合当地法律。没有任何证据显示工厂是同通过不公平的雇佣方式去减少其义务。在执行的过程中还是有以下差距:</p> <p>10.1 - The auditee did not provide social insurance for the employees according to legal law requirements, and did not provide social insurance for employees on time according to legal law requirements. (Labor Law of the People's Republic of China (1994), Article 72 & Article 73, and Social Insurance Law of the People's Republic of China (2010), Article 58). 被审核方未按照法律要求提供社会保险给员工, 未按照法律要求按时给员工购买社会保险。</p>	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 105474] Audit Date: 03/08/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfills the requirement of this performance area. The factory has established a policy based on BSCI standards and local law requirements to identify and prevent bonded labor. Training regarding identifying and reporting bonded labor was provided to workers periodically. There was not any form of bonded labor observed or reported during the audit.</p> <p>总体观察显示工厂符合该执行领域的要求。工厂基于BSCI的标准和当地法规要求建立了识别和防止强迫劳工的政策和程序, 定期给员工提供强迫劳工的识别与报告。在这次审核中没有发现或者得到报告强迫劳工的情况。</p>	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 105474] Audit Date: 03/08/2017 PA Score: B	Deadline date:31/03/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee partially fulfills the BSCI requirement of this performance area. The auditee had established BSCI management manual and related procedures, including procedures of environmental protection; Training regarding environment protection was provided to workers. However, gaps have been identified in implementation.</p> <p>总体观察显示被审核方在该执行领域部分符合BSCI的要求。被审核方已经建立BSCI管理手册和相关程序, 包括环境保护程序; 针对环境保护的培训也有提供给员工。但是在执行的过程中还存在差距。</p> <p>12.2 - The factory did not provide the report of environmental impacts, the report form of environmental impacts or the registration form of environmental impact. (Law of the People's Republic of China on the Environmental Impact Assessment (2003), Article 16). 审核期间工厂没有提供环境影响报告书、环境影响报告表或者填报环境影响登记表。</p>	
Remarks from Auditee:	

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 105474] Audit Date: 03/08/2017 PA Score: B	Deadline date:31/03/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee partially fulfills the BSCI requirement of this performance area. The factory has established a policy based on BSCI standards on ethical business behavior. The established procedures identified and handle non-ethical behavior and showed zero tolerance. Based on onsite observation and the provided documents/ records, the factory provided consistent information for this audit and no non-ethical behavior was observed. However, gaps have been identified in implementation.</p> <p>总体观察显示工厂在该执行领域部分符合BSCI的要求。工厂基于BSCI要求建立了商业道德规范政策。程序可以识别和处理不道德的商业行为并实施零容忍措施。根据现场观察和所提供的文件/记录,工厂在审核中提供一致性的信息。当前审核没有发现不道德商业行为。但是在执行的过程当中还是存在以下差距:</p>	
13.4 -	The factory did not establish personal private information confidential policy, such as personal profile, health examination and other disciplinary measures etc. 工厂没有建立个人隐私信息保密政策,例如:个人档案、健康体检及纪律处罚措施等的管理。
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	03/08/2017	105474	D	C	A	A	B	D	A	A	A	B	A	B	B	C

Producer Photos



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



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



Photo of the inside of the main production hall
Table lighting test.JPG



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

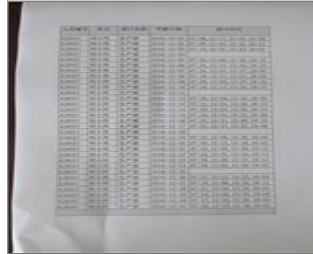


Photo of non-conformity
Attendance record.JPG



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



Photo first aid facilities
First aid box.JPG



Photo of non-conformity
The sewing machines in sewing section were not equipped with pulley guards.JPG



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

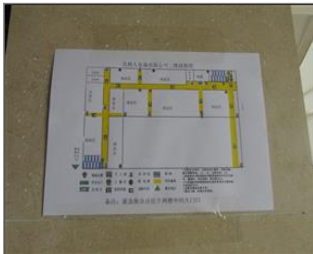


Photo of fire safety equipment
Evacuation plan.JPG



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



Photo of the sanitary facilities
Drinking water.JPG



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



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



Photo of the sanitary facilities
Toilet.JPG



Photo of fire safety equipment
Fire alarm.JPG



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