
Auditee :	Ningbo Yuanxian Garment Co., Ltd
Audit Date From :	04/04/2018
Audit Date To :	04/04/2018
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV NORD GROUP
Auditor's Name(s) :	Leo (Chengchuan) Liao(Lead)
Auditing Branch (if applicable) :	



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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 A No Performance Areas rated C, D or E These are three examples: A B B B B A A A A A A A A B B 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.
B Good	<ul style="list-style-type: none"> Maximum 3 Performance Areas rated C No Performance Areas rated D or E These are three examples: A A A A A A B B B B B B B B A A A A A B B B B B B B B C B B B B B B B B B B C C C C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
C Acceptable	<ul style="list-style-type: none"> Maximum 2 Performance Areas rated D No Performance Areas rated E These are three examples: 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 D 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.
D Insufficient	<ul style="list-style-type: none"> Maximum 6 Performance Areas rated E These are three examples: 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	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
E Unacceptable	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated E These are three examples: 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	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
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 :	Ningbo Yuanxian Garment Co., Ltd		
DBID number :	367010		
Audit ID :	120309		
Address :	No. 99, Gongmao Road, Gu'an Village, Gaoqiao Town, Ningbo		
Province :	Zhejiang	Country :	China
Management Representative :	Xu Wenzhi		
Contact person:	Guorong Zheng	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	apparel		

Audit Details



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 04/04/2019

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	A

Executive summary of audit report

This was 1st follow up audit of 1st cycle authorized by BSCI Member.

[Location and size]:

The auditee (local name, business license number and address: 宁波远显服饰有限公司91330212MA2830TH84,宁波市海曙区高桥镇古庵村工贸路99号), started business in Nov 2016, in the place of No. 99, Gongmao Road, Gu'an Village, Gaoqiao Town, Ningbo, Zhejiang, China. The factory only rented the 2nd floor of 1# building, 2nd floor of 2# building and the 2nd floor of 3# building as office, workshops, and warehouse. No dormitory and canteen were provided by factory.

Remark: There were total three 2-storey buildings in the factory, other areas were used by Ningbo Jingheng Electronic Technology Co., Ltd(access denied).

[Structure of facility]:

The main business products were garments. The main process included cutting, sewing, ironing and Packing.

[Employee analysis]:

There were 95 employees on the roster. All employees were permanent employees. 55 workers were migrant employees from other provinces in China. 77 employees were female.

All employees were showed on the dates of audit.

[Summary of working hours]:

The factory used the electronic attendance system (ID card) to record the working hours. The normal working shift was from 8:00 to 17:00 with 1 hour lunch break from 11:00-12:00 from Monday to Friday. The Saturday overtime was noted as same as the regular working day for 24 hours to 40 hours per month. The factory provided the working time records from Mar 2017 to audit date for review. The regular working time was 8 hours per day, 5 day per week, 8 hours overtime on Saturday normally. The max monthly overtime was 82 hours.

[Summary of compensation]:

The local minimum wages was RMB 2010 per month since Dec 1, 2017.

The factory provided payrolls from Mar 2017 to Feb 2018 for review.

Workers were paid by hourly rate; the basic wage was more than RMB 3000 per month. For overtime wages, the factory paid 150% of normal pay for overtime working on normal working day and paid 200% of normal pay for overtime working on Saturday. The wages were paid by cash on or before 25th of each month. The auditee only provided 14 out of 31 employees with social insurance. Other 17 workers were covered by commercial insurance.

[Summary of Interview]:

Worker interviews were conducted individually and in group.

Randomly selected 10 employees, no complaint was raised.

[Special scene during on site observed]:

No other serious issue was noted in this audit.

Ratings Summary



Auditee's background information			
Auditee's name :	Ningbo Yuanxian Garment Co., Ltd	Legal status :	Company Limited
Local Name :	宁波远显服饰有限公司 9133022MA2830TH84	Year in which the auditee was founded :	2016
Address :	No. 99, Gongmao Road, Gu'an Village, Gaoqiao Town,	Contact person (please select) :	Guorong Zheng
Province :	Zhejiang	Contact's Email :	zgr@nbclfs.com
City :	Ningbo	Auditee's official language(s) for written communications :	Chinese (Putonghua)
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	None
GPS coordinates :	none	Total turnover (in Euros) :	4000000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	800000
Product Group :	Apparel	Production cost calculation :	No
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	apparel		

Auditee's employment structure at the time of the audit		
Total number of workers :	95	Total number of workers in the production unit to be monitored (if applicable) :
	MALE WORKERS	FEMALE WORKERS
Permanent workers	18	77
Temporary workers	0	0
In management positions	4	4
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	13	42
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	18	77
Production based workers	14	73
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

1- Followup Audit [Audit Id - 120309] Audit Date: 04/04/2018 PA Score: D

Deadline date:04/04/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

This was 1st follow up audit of 1st cycle cycle on Apr 4, 2018. Based on the satisfactory evidences, the main auditee partially respect this principle. Because:
这是第一次循环的第一次跟进审核。基于令人满意的证据,被审核方部分尊重BSCI的本条原则,原因是:

- 1.1 - Previous finding (Apr 12-13, 2017): The auditee established management system; however it was not effective for some performance areas, such as Workers Involvement and Protection, Occupational Health and Safety and working hour etc. Follow up Audit (Apr 03, 2018): Corrective action not taken:
被审核方已建立社会责任管理体系,但是并未有效执行,如工人的参与和保护,职业健康和安全、工作时间等。
- 1.4 - Previous finding (Apr 12-13, 2017): The company didn't have a good capacity planning to meet the expectations of the delivery order led to workers had excessive overtime work in past 12 months. Follow up Audit (Apr 03, 2018): Corrective action not taken:
工厂没有一个完善的产能计划去完成预期的订单交货以致于员工在过去12个月有超时加班。

Remarks from Auditee:

Full Audit [Audit Id - 77606] Audit Date: 12/04/2017 PA Score: D

Deadline date:13/04/2018

Good practices

Areas of improvement

The overall observation shows that the auditee partially respects the requirements of this performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. General Manager, Zheng Guorong was in charge of implementing BSCI Code of Conduct and integrating the requirement into day-to-day business. Satisfactory evidence has shown that management understood the importance and benefits of having an effective management system and the related procedure is in place. However, insufficient awareness was noted in workforce planning.

整体观察表明,受审核方部分满足这个执行领域的要求。根据BSCI行为准则的指引,该工厂已经成立并公开表示自己的使命,愿景,和目标。总经理郑国荣是BSCI执行情况的总负责人,并将BSCI的准则融入到日常的生产经营中。充分的证据显示管理层理解一个有效的管理体系的重要性和好处,并且也建立了相应的程序文件。但是工厂对于劳动力的分配也需加强。

- 1.1 - The auditee established management system; however it was not effective for some performance areas, such as Workers Involvement and Protection, Occupational Health and Safety and working hour etc.
被审核方已建立社会责任管理体系,但是并未有效执行 如工人的参与和保护,职业健康和安全、工作时间等。
- 1.4 - The company didn't have a good capacity planning to meet the expectations of the delivery order led to workers had excessive overtime work in past 12 months.
工厂没有一个完善的产能计划去完成预期的订单交货以致于员工在过去12个月有超时加班。

Remarks from Auditee

Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 120309] Audit Date: 04/04/2018 PA Score: B	Deadline date:04/04/2019
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>This was 1st follow up audit of 1st cycle cycle on Apr 4, 2018. Based on the satisfactory evidences, the main auditee partially respect this principle. Because: 这是第一次循环的第一次跟进审核。基于令人满意的证据,被审核方部分尊重BSCI的本条原则,原因是:</p> <p>2.2 - Previous finding (Apr 12-13, 2017): The auditee did not define long term goals to protect workers according to BSCI Code of Conduct. Follow up Audit (Apr 03, 2018): Corrective action not taken: 被审核方没有依照BSCI行为准则制定长期目标来保护员工权益。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 77606] Audit Date: 12/04/2017 PA Score: B	Deadline date:13/04/2018
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee partially respects the requirements of this performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. An annual training plan is established, which cover the training needs of all adult workers in rights & responsibilities, health & amp; safety, and workplace rules. It has been noted that the auditee has an effective grievance mechanism consists of using suggestion box, and worker representation. All these processes are documented under procedures; however, gaps have been identified in implementation and record keeping. 整体观察表明,受审核方部分满足这个执行领域的要求。根据BSCI行为准则的指引,该工厂已经成立并公开表示自己的使命,愿景,和目标。工厂设立了详尽的年度培训计划,设计员工权利义务,健康安全,和工作规章。工厂的有效申诉机制包含意见箱和员工代表。所有的这些过程都有书面程序的支持。然而这些程序在实施的过程中存在缺失,且缺乏记录支持。</p> <p>2.2 - The auditee did not define long term goals to protect workers according to BSCI Code of Conduct. 被审核方没有依照BSCI行为准则制定长期目标来保护员工权益。</p>	
<u>Remarks from Auditee</u>	
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 120309] Audit Date: 04/04/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 77606] Audit Date: 12/04/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee fulfils the requirements of this performance area. Worker committee was established in the auditee, and procedure was set up entitling employees to join any organization in a democratic way. Satisfactory evidence was shown that worker representative was freely elected and interacting with employees in workplace without interference. 整体观察表明受审核方符合该执行领域的要求。工厂内部设有员工代表大会,工厂建立了相关的程序运行员工自由民主地加入任何组织。充分的证据显示员工代表是由员工自由选举出来的,并且可以自由地在工厂场所和员工沟通交流。</p>	
<u>Remarks from Auditee</u>	

Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 120309] Audit Date: 04/04/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 77606] Audit Date: 12/04/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee fulfils the requirements of this performance area. Satisfactory evidence was observed that employees of older than 16 were all welcomed and employees' promotion was based on their working ability regardless of their age, gender, race etc. For employees promoted or fired, a notice will be posted in the blackboard of the factory. Furthermore, it was noted that no monetary disciplinary was implemented in the factory. A written procedure was established describing reasons for disciplinary measures, such as oral warning, written warning and firing, all of which were in accordance with legal requirement.</p> <p>总体观察显示被审核方符合该执行区域的要求。充分的证据显示工厂招聘所有满16岁的员工, 员工的升迁不以他们的年龄、性别和种族为转移。任何员工的升迁或辞退, 都会张贴在公告栏上。另外工厂没有任何罚款措施, 工厂的惩罚措施仅包含口头警告, 书面警告和辞退, 而这几种都符合法律的要求。</p>	
Remarks from Auditee	
Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 120309] Audit Date: 04/04/2018 PA Score: B	Deadline date:04/04/2019
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>This was 1st follow up audit of 1st cycle cycle on Apr 4, 2018. Based on the satisfactory evidences, the main auditee partially respect this principle. Because: 这是第一次循环的第一次跟进审核。基于令人满意的证据,被审核方部分尊重BSCI的本条原则, 原因是:</p> <p>5.5 - Previous finding (Apr 12-13, 2017): The auditee provided accident insurance for all employees but only provided medical, retirement, unemployment and maternity insurance for 35 workers while there were 70 employees in factory. Follow up Audit (Apr 03, 2018): Corrective action not taken: The auditee only provided 32 out of 95 employees with social insurance. Other 63 workers were covered by commercial insurance. This violated PRC Labor Law Article 73 被审核方仅为95名员工中的32名员工提供社保, 为其他63名员工提供了商业险。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 77606] Audit Date: 12/04/2017 PA Score: B	Deadline date:13/04/2018
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee partially fulfils the requirements of this performance area. Production workers were paid at hourly rate in cash before the 25th of the following month. According to payroll and attendance records, it was noted that the minimum wages paid to employees was RMB 2500 per month, which is above the local requirement of RMB 1860 per month since Nov 2015. The minimum wage notices was posted on site. Working experience and departments would influence employees' wage. Satisfactory evidence proves that employees were compensated 150% and 200% of their regular wage for overtime work conducted on regular working days and rest days. And no overtime work was conducted on statutory holidays.</p> <p>总体观察显示被审核方部分符合该执行区域的要求。员工每个月25号以现金的形式发工资。根据工厂的工资和工时记录, 员工最低工资2500/月, 高于当地从2015年11月实施的最低工资标准1860/月。最低工资的要求张贴在现场。员工的工资与工作经验有关。充分的证据显示, 员工周末加班获得正常工资的200%, 平时加班为正常工资的150%。没有安排法定假日加班。</p> <p>5.5 - The auditee provided accident insurance for all employees but only provided medical, retirement, unemployment and maternity insurance for 35 workers while there were 70 employees in factory. 被审核方虽然为所有员工提供了工伤保险, 但只为35名工人提供生育、养老、失业、医疗保险而工厂共70名工人。</p>	
Remarks from Auditee	

Performance Area 6 : Decent Working Hours	
1- Followup Audit [Audit Id - 120309] Audit Date: 04/04/2018 PA Score: D	Deadline date:04/04/2019
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>This was 1st follow up audit of 1st cycle cycle on Apr 4, 2018. Based on the satisfactory evidences, the main auditee partially respect this principle. Because: 这是第一次循环的第一次跟进审核。基于令人满意的证据,被审核方部分尊重BSCI的本条原则,原因是:</p> <p>6.2 - Previous finding (Apr 12-13, 2017): Based on 10 sample workers' attendance records, 4 selected from Feb 2017, 3 selected from Jan 2017 and 3 selected from Dec 2016, it was noted that the maximum overtime working hours of randomly selected workers'were 58 hours in Feb 2017, 44 hours in Jan 2017 and 76 hours in Dec 2016, which exceeded legal overtime limit: 36 hours/month. Follow up Audit (Apr 03, 2018): Corrective action not taken: Based on 10 sample workers' attendance records, 4 selected from Feb 2018, 3 selected from Jan 2018 and 3 selected from Sep 2017, it was noted that the maximum overtime working hours of randomly selected workers' were 28 hours in Feb 2018, 76 hours in Jan 2018 and 82 hours in Sep 2017, which exceeded the requirement of legal overtime limit: 36 hours/month. 根据抽样, 2018年2月最高月加班时间为28小时, 2018年1月最高月加班时间为76小时, 2017年9月最高月加班时间为82小时, 违反法律规定的36小时。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 77606] Audit Date: 12/04/2017 PA Score: D	Deadline date:13/04/2018
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee partially fulfils the requirements of this performance area. The factory made a policy of working hours system and controlled working hours. According to the policy and implementation records, workers worked 8 hours (8:00-11:00, 12:00-17:00) per day, 5 days per week. Workers sometimes worked 2 hours on weekday from 18:00 to 20:00; workers sometime worked overtime 8 hours on Saturday; and at least rested on Sunday. The factory used the electric attendance system to record the working hours, the maximum overtime was 76 hours per month. Workers can take a rest during the work time when they felt tired. However, gaps of controlling overtime hours had been identified in implementation: 基于令人满意的证据,被审核方部分尊重BSCI的本条原则。工厂制定了工时政策, 依照政策以及工厂实际的执行情况, 员工每天上班8小时(8:00-11:00, 12:00-17:00), 每周5天。员工偶尔晚上加班2小时从18:00至20:00, 周六有时上班, 周日休息。员工最大的月加班为76小时每月。员工在工间如果觉得疲惫, 可自由选择休息几分钟。不过, 工厂在加班时间的管控方面也有不符合BSCI的地方, 如下:</p> <p>6.2 - Based on 10 sample workers' attendance records, 4 selected from Feb 2017, 3 selected from Jan 2017 and 3 selected from Dec 2016, it was noted that the maximum overtime working hours of randomly selected workers'were 58 hours in Feb 2017, 44 hours in Jan 2017 and 76 hours in Dec 2016, which exceeded legal overtime limit: 36 hours/month. 根据抽样, 2017年2月最高月加班时间为58小时, 2017年1月最高月加班时间为44小时, 2016年12月最高月加班时间为76小时, 超过法律规定的36小时。</p>	
<u>Remarks from Auditee</u>	

Performance Area 7 : Occupational Health and Safety	
1- Followup Audit [Audit Id - 120309] Audit Date: 04/04/2018 PA Score: B	Deadline date:04/04/2019
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>This was 1st follow up audit of 1st cycle cycle on Apr 4, 2018. Based on the satisfactory evidences, the main auditee partially respect this principle. Because: 这是第一次循环的第一次跟进审核。基于令人满意的证据,被审核方部分尊重BSCI的本条原则,原因是:</p>	
7.3 -	<p>Previous finding (Apr 12-13, 2017): The auditee had not taken into account the special needs of pregnant women and other particularly vulnerable employees in the risk assessment, such as older workers, disabled workers, workers with chronic disease, etc. Follow up Audit (Apr 03, 2018): Corrective action not taken: 工厂风险评估没有考虑到残疾人, 遗传病, 年老员工。</p>
7.4 -	<p>Previous finding (Apr 12-13, 2017): The auditee had not formed the EHS committee, which should including the workers representatives. Follow up Audit (Apr 03, 2018): Corrective action not taken: 审核发现工厂没有成立包含员工代表的健康安全委员会。</p>
7.13 -	<p>Previous finding (Apr 12-13, 2017): It was noted that some power switches in workshops and warehouse were identified without safety cover. Follow up Audit (Apr 03, 2018): Corrective action not taken: 审核发现工厂车间和仓库的部分电源开关没有保护盖。</p>
7.17 -	<p>New finding: It was noted that 10% sewing machines were not equipped with safeguards like needle guards. 10%的缝纫机上没有安装安全保护装置, 如挡针器。</p>
Remarks from Auditee:	
Full Audit [Audit Id - 77606] Audit Date: 12/04/2017 PA Score: A	Deadline date:13/04/2018
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee partially respects the requirements of this performance area. The auditee has set and publicly stated their health and safety objectives referring to the BSCI Code of Conduct. Furthermore, the auditee has ensured health and safety on site via detailed procedures and trainings on fire safety, emergency, and use of personal protective equipment, chemical storage and usage. Satisfactory evidence has shown that inspection firefighting equipment was conducted on a monthly basis. All these processes are documented under procedures; however, gaps have been identified in implementation. 整体观察表明, 受审核方部分满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂已经成立并公开表示自己的健康安全的目标。此外, 工厂建立了详细的健康安全程序以及关于消防, 紧急情况, 劳保用品使用以及化学品储存使用方面的培训机制。充分的证据显示工厂定期进行消防器材的检验。所有的这些过程都有书面程序的支持。然而这些程序在实施的过程中存在缺失。</p>	
7.3 -	<p>The auditee had not taken into account the special needs of pregnant women and other particularly vulnerable employees in the risk assessment, such as older workers, disabled workers, workers with chronic disease, etc. 工厂风险评估没有考虑到残疾人, 遗传病, 年老员工。</p>
7.4 -	<p>The auditee had not formed the EHS committee, which should including the workers representatives. 审核发现工厂没有成立包含员工代表的健康安全委员会。</p>
7.13 -	<p>It was noted that some power switches in workshops and warehouse were identified without safety cover. 审核发现工厂车间和仓库的部分电源开关没有保护盖。</p>
Remarks from Auditee	

Performance Area 8 : No Child Labour	
1- Followup Audit [Audit Id - 120309] Audit Date: 04/04/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 77606] Audit Date: 12/04/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee fully fulfils the requirements of the performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. Satisfactory evidence has shown that the auditee established a policy that will never employ and use any child labor under the age of 16 years old. Furthermore, the auditee also established adequate and remedial policies and procedures to provide for further protection in case children are found to be working. Trainings on this issue is included in the training scheme and were periodically provided to HR staffs and all other relevant employees. All workers' original ID cards at the time of recruitment will be verified and the photocopies of workers' ID cards will be kept in the personnel files, which will be also periodically reviewed. Based on factory tour and personnel profiles review, no child labor was found.</p> <p>整体观察表明, 受审核方满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂已经成立并公开表示自己的使命、愿景和目标。充分的证据表明被审核方制定了程序禁止招聘年龄在16岁以下的员工。同时, 被审核方也制定了相关的童工补救相关的程序。被审核方提供的培训记录也显示定期向相关员工提供了培训。根据被审核方提供的人事档案和员工访谈, 被审核方在员工招聘的过程中严格审查了员工的身份证明文件并将该文件的复印件保存在了人事档案中。通过查看员工的人事档案, 审核员没有发现童工。</p>	
Remarks from Auditee	
Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 120309] Audit Date: 04/04/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 77606] Audit Date: 12/04/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee fulfilled the requirements of the performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. The auditee has ensured protective measures are taken to protect the hired juvenile workers from harm via detailed procedures and trainings. Satisfactory evidence has shown that the auditee provide trainings to relevant management staffs to ensure that juvenile workers (16 years old to 18 years old) not to work overtime, work at night and work at the operating posts which do harm to their health. And the auditee did not hire employees under the age of 18 years old.</p> <p>整体观察表明, 受审核方满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂成立并公开表示自己的使命、远景和目标。被审核方制定了程序表明需对已雇佣的未成年工(介于16到18岁间)进行及时的相关保护措施, 充分的证据显示被审核方为相关的管理人员提供了培训来确保未成年工(介于16到18岁间)不加班, 不在晚上上班, 不在对其身体健康产生负面影响的工作岗位上上班。受审核方没有招聘18岁以下的员工。</p>	
Remarks from Auditee	

Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 120309] Audit Date: 04/04/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 77606] Audit Date: 12/04/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee fulfils the requirements of the performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. Satisfactory evidence has shown that the auditee provides workers with understandable information before entering into employment. Labor contracts are signed in local language and a copy is provided to employee, which was confirmed through the employee interview and document review.</p> <p>整体观察表明, 受审核方满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂已经成立并公开表示自己的使命, 愿景, 和目标。充分的证据显示工厂雇佣员工前给其提供了充分的信息。提供员工面谈确认到工厂与员工签订了劳动合同, 并且给员工一份副本。</p>	
Remarks from Auditee	
Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 120309] Audit Date: 04/04/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 77606] Audit Date: 12/04/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee fulfils the requirements of the performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. Satisfactory evidence has shown that disciplinary measures include oral warning, written warning, demerit recording and dismissal. No corporal punishment, mental or physical coercion or verbal abuse are adopted. Furthermore, disciplinary procedures are in understandable written form and delivered to employees periodically by trainings.</p> <p>整体观察表明, 受审核方满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂已经成立并公开表示自己的使命, 愿景, 和目标。充分的证据显示工厂惩罚措施只包含口头警告, 书面警告, 记过和开除。工厂没有任何体罚, 精神或身体胁迫或谩骂的情况发生。另外, 工厂就奖惩条例定期给员工提供培训。</p>	
Remarks from Auditee	

Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 120309] Audit Date: 04/04/2018 PA Score: B	Deadline date:04/04/2019
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>This was 1st follow up audit of 1st cycle cycle on Apr 4, 2018. Based on the satisfactory evidences, the main auditee partially respect this principle. Because: 这是第一次循环的第一次跟进审核。基于令人满意的证据,被审核方部分尊重BSCI的本条原则,原因是:</p> <p>12.3 - Previous finding (Apr 12-13, 2017): The auditee did not compile environmental impact document such as Environmental Impact Report, Environmental Impact Form or fill out Environmental Impact Registration Form as per the requirement of local law. Follow up Audit (Apr 03, 2018): Corrective action not taken: 被审核方没有按照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。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 77606] Audit Date: 12/04/2017 PA Score: B	Deadline date:13/04/2018
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>Based on the satisfactory evidences, the main auditee partially respect this principle. Because: 基于令人满意的证据,被审核方部分尊重BSCI的本条原则,原因是:</p> <p>12.3 - The auditee did not compile environmental impact document such as Environmental Impact Report, Environmental Impact Form or fill out Environmental Impact Registration Form as per the requirement of local law. 被审核方没有按照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。</p>	
Remarks from Auditee	
Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 120309] Audit Date: 04/04/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 77606] Audit Date: 12/04/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
Remarks from Auditee	

Summary 

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	04/04/2018	120309	D	B	A	A	B	D	B	A	A	A	A	B	A	C
Full Audit	12/04/2017	77606	D	B	A	A	B	D	A	A	A	A	A	B	A	C

Producer Photos



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



Photo of fire safety equipment
44 Exit sign and Emergency light.JPG

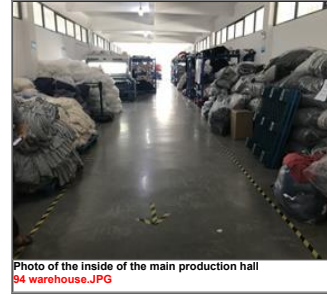


Photo of the inside of the main production hall
84 warehouse.JPG



External photo(s) of the production unit(s)
12 The producer name.JPG

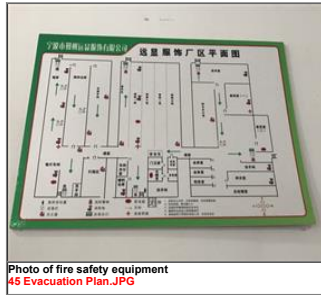


Photo of fire safety equipment
45 Evacuation Plan.JPG



Photo of the inside of the main production hall
85 Attendance recorder.JPG



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



Photo of non-conformity
51 NC - Power switches were without safety covers.JPG



Photo of the inside of the main production hall
96 Suggestion Box.JPG



External photo(s) of the production unit(s)
14 Factory Street and House Number.JPG



Photo of non-conformity
52 NC - No needle guards were equipped at the sewing machine.JPG



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



External photo(s) of the production unit(s)
15 out of the factory.JPG

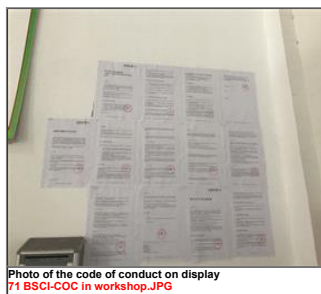


Photo of the code of conduct on display
71 BSCI-COC in workshop.JPG



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



Photo first aid facilities
21 First aid box in workshop.JPG



Photo of the inside of the main production hall
91 cutting.JPG



Photo of the personal protection equipments (if applicable)
112 PPE in cutting workshop.JPG



Photo of fire safety equipment
41 Fire extinguishers.JPG



Photo of the inside of the main production hall
92 sewing.JPG



Photo of the sanitary facilities
131 Drinkable water.JPG



Photo of fire safety equipment
42 Fire hydrant.JPG

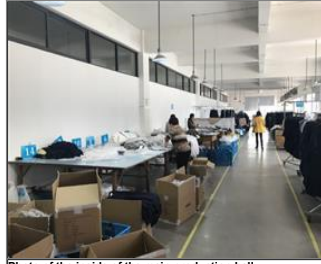


Photo of the inside of the main production hall
93 packing.JPG



Photo of the sanitary facilities
132 Toilet.JPG



Photo of fire safety equipment
43 Fire alarm.JPG