
Auditee :	CHAO YUON CO., LTD.
Audit Date From :	17/01/2019
Audit Date To :	18/01/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Keven Hu(Lead)
Auditing Branch (if applicable) :	SGS CHINA



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



Rating	A combination of ratings per Performance Area where:	Consequence																																							
A Very Good	<ul style="list-style-type: none">• Minimum 7 Performance Areas rated A• No Performance Areas rated C, D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr></table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
B Good	<ul style="list-style-type: none">• Maximum 3 Performance Areas rated C• No Performance Areas rated D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr><tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr></table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
A	A	A	A	A	A	B	B	B	B	B	B	B																													
A	A	A	A	A	B	B	B	B	B	B	B	C																													
B	B	B	B	B	B	B	B	B	B	C	C	C																													
C Acceptable	<ul style="list-style-type: none">• Maximum 2 Performance Areas rated D• No Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr><tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr></table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
A	A	A	A	A	A	A	A	A	C	C	C	C																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
D Insufficient	<ul style="list-style-type: none">• Maximum 6 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr><tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr><tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	D	E	E	E	E	E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
A	A	A	A	A	A	A	A	A	A	D	D	D																													
A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	D	E	E	E	E	E																													
E Unacceptable	<ul style="list-style-type: none">• Minimum 7 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
Zero Tolerance	A Zero Tolerance Issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.																																							

Main Auditee Information

Name of producer :	CHAO YUON CO., LTD.		
DBID number :	386622		
Audit ID :	143048		
Address :	No. 206, Ln.464, Sec.7, Zhangxin Rd. Shengang Township, Changhua County, Zhanghua		
Province :	Taiwan	Country :	Taiwan
Management Representative :	Mr. Ye Kunming/General manager special assistant		
Contact person:	Kunming Ye	Sector :	Non-Food
Industry Type :	Others	Product group :	Others
Product Type :	Home Wire Shelves Rack		

Audit Details


Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	C		
Need of follow-up :	Yes	If YES, by :	18/01/2020

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	B	A	A	A	D	A	A	A	A	A	A	A

Executive summary of audit report

- CHAO YUON CO., LTD. is located at No. 206, Ln.464, Sec.7, Zhangxin Rd. Shengang Township, Changhua County, Taiwan.
- Auditor arrived at the factory at 9:07AM on 17 Jan, 2019/9:05AM on 18 Jan, 2019 and departed at 16:40PM on 17 Jan, 2019/11:30AM on 18 Jan, 2019.
- Three factory representatives attended the opening meeting and closing meeting, including ,Mr. Ke Weiye/Worker representative, Mr. Ye Kunming/General manager special assistant, Mr. Ke Jinshan/General manager.
- Auditor was allowed by the management to access the factory area and take photos.
- During the audit, the factory representatives and sampled workers were cooperative. The factory management demonstrated a willingness to gradually improve all issues found during the audit.
- The final CAP was agreed and signed by Mr. Ke Weiye/Worker representative and Mr. Ye Kunming/General manager special assistant.
- For working hour issue, the normal working hours were 8 hours per day, 40 hours per week. One shift was available all workers (8:00-12:00; 13:00-17:00). The working hours of workers were recorded by fingerprint recorder. The max overtime working hours of workers was 3 hours per weekday, 20 hours per week and 67 hours per month. No overtime was arranged on statutory holiday. Workers normally worked six days per week and were rest on Sunday.
- For wage issue, all workers were paid by monthly rate and by cash on 10th of each month. The minimum wage was TWD 22000 per month since 1 Jan, 2018. The factory paid overtime wage to worker according to local legal requirement, i.e. where the overtime does not exceed two hours, the worker shall be paid, in addition to his regular hourly wage, at least an additional 1/3 of his regular hourly rate. Where the overtime is over two hours, but not exceed four, the worker shall be paid in addition to his regular hourly wage, at least an additional 2/3 of his regular hourly rate. Workers were paid with adequate benefit, such as statutory holiday wage, paid annual leave. And all workers were provided with social insurance.
- The business license number was 97029257, effective from 28 Jan, 1999 to long term.

Remark:

The address provided by factory was No. 206, Ln.464, Sec.7, Zhangxin Rd. Shengang Township, Changhua County, Taiwan and the English name was CHAO YUON CO.,LTD. The address of amfori BSCI platform was No. 206, Ln. 464, Sec. 7, Zhangxin Rd. Dingxing Village, Shengang Township, Changhua County, Zhanghua Taiwan and English name was CHAO YUON Co.Ltd., . Confirmed with factory management, the address and English name provided by factory was shown on this report.

Based on document review and site observation, the address of business license was No. 206, Ln.464, Sec.7, Zhangxin Rd. Shengang Township, Changhua County. The factory had two production sites, another site was located at No. 376, Ln.464, Sec.7, Zhangxin Rd. Shengang Township, Changhua County. The two places are 800 meters apart. During the audit, the two sites were included in the audit scope.

The factory did not obtain Consolidated Working Hours System Approval.

Ratings Summary


Auditee's background information			
Auditee's name :	CHAO YUON CO., LTD.	Legal status :	Ltd company
Local Name :	晁雍有限公司(97029257)	Year in which the auditee was founded :	1999
Address :	No. 206, Ln.464, Sec.7, Zhangxin Rd. Shengang Township, Changhua County,	Contact person (please select) :	Kunming Ye
Province :	Taiwan	Contact's Email :	miles@darjin.com.tw
City :	Zhanghua	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	Taiwan	Website of auditee (if applicable) :	http://www.darjin.com.tw/www.Wire-racking.net/web/index.html
GPS coordinates :	LA: 24°10'9"N LO: 120°30'30"E	Total turnover (in Euros) :	10450000.00
Sector :	Non-Food	Of which exports % :	60.00
Industry :	Others	Of which domestic market % :	40.00
If other, please specify :		Production volume :	520 containers
Product Group :	Others	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Home Wire Shelves Rack		

Auditee's employment structure at the time of the audit		
Total number of workers :	62	Total number of workers in the production unit to be monitored (if applicable) : 0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	32	30
Temporary workers	0	0
In management positions	2	2
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	32	30
Production based workers	25	21
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 - 143048] Audit Date: 17/01/2019 PA Score: D

Deadline date:18/07/2019

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The top management assigned Mr. Ye Kunming/General manager special assistant to responsible for the AMFORI BSCI Code of Conduct and terms of implementation had been implemented in the auditee. The auditee had established the social accountability management system manual and related procedures. The auditee communicated the AMFORI BSCI code of conduct and terms of implementation to their major business partners. The business partners' selection procedure was established to select current and future significant business partners. The selection of major business partners was not only price and quality but also willingness to respect the AMFORI BSCI requirements. The auditee monitored their major business partners' social performance by internal audits. However, gaps had been identified during the implementation.

被审核方任命总经理特助叶昆明负责AMFORI BSCI行为准则和实施条款已经在被审核方内的执行。被审核方建立了社会责任管理体系手册和相关的程序。被审核方将AMFORI BSCI行为准则和实施条款传达给其主要的商业合作伙伴。被审核方建立了商业合作伙伴选择程序去选择当前的和未来的主要合作伙伴。选择商业合作伙伴不仅是价格和质量也包括遵守AMFORI BSCI要求的意愿。被审核方定期地通过内部审核的方式监督重要商业合作伙伴的社会责任表现。然而，在实施过程中仍存在差距。

- 1.1 -** Finding: The main auditee partially respects this principle because management system to implement the amfori BSCI Code of Conduct was not set up effectively, such as the factory understand the legal requirement and amfori BSCI code on working hours clearly, but they didn't take effective action to control it, so it was found workers' working hours exceeded legal requirement systematically.
- 被审核方部分遵守原则是因工厂未建立一个有效的系统实施amfori BSCI行为准则。例如工厂虽了解法规和amfori BSCI关于工时的要求，但未对其进行有效管控，导致员工系统性工时超时。
- 1.4 -** Finding: The main auditee partially respects this principle because the factory had realistically calculated the costs of production and delivery times. But the calculation of production capacity was not reasonable to cause workers' monthly overtime working hours exceeded legal requirement. To meet the expectations of the delivery order and/or contracts, the factory shall organize workforce capacity reasonably, instead of simply increasing employees' overtime hours.
- 被审核方部分遵守该原则是因工厂了解如何计算生产产能和订单周期，但产能分析不合理，导致员工的月加班超过法规要求。工厂应合理地组织其劳工以达成交付订单和/或合同预期，而不是一味地增加员工的加班时间。

Remarks from Auditee:

Nil

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 143048] Audit Date: 17/01/2019 PA Score: B

Deadline date:18/07/2019

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The auditee had established the communication channels with the workers and workers' representatives. The auditee provided the training of AMFORI BSCI Code of Conduct, legal law and regulations, regulation of auditee to workers. The training covered the rest right of the workers, local minimum wages standard, overtime working hours requirement, overtime premiums calculation method, social benefits and etc. had been communicated to workers. The auditee had published the AMFORI BSCI Code of Conduct at the production workplace for workers' reading. The auditee established the grievance mechanism which assigned Mr. Ye Kunming/General manager special assistant to response for grievance administration. All workers were satisfied with the work environment and no complaint was found during the audit. However, gaps had been identified during the implementation.

被审核方已经建立了员工和员工代表的沟通渠道。被审核方提供AMFORI BSCI行为准则、法律法规、被审核方规章制度的培训给员工。培训覆盖了员工休息的权利，最低工资标准，加班工作时间要求、加班工资计算，社会福利等已经传达给员工。被审核方已经将AMFORI BSCI行为准则公布在生产场所供员工阅读。被审核方建立了申诉机制并任命总经理特助叶昆明负责申诉管理。所有员工对工作环境满意，无投诉。然而，在实施过程中仍存在差距。

- 2.2 -** Finding: The main auditee partially respects this principle because the factory established long term goals to protect workers according to the amfori BSCI Code of Conduct. But workers or worker representatives were not involved in goal drafting. And the long-term goal was not complete, such as the long-term goals did not include No Discrimination and Protection of the Environment item.
- 被审核方部分遵守该原则是因工厂根据amfori BSCI行为准则定义了长期目标来保护员工。但长期目标的设立无员工或员工代表的参与，长期目标不完整，例如未包含禁止歧视和环境保护等项目。
- 2.5 -** Finding: The main auditee partially respects this principle because no grievance mechanism for communities was established in the factory, including outside stakeholders. Although the factory established written grievance mechanism for individuals in the factory.
- 被审核方部分遵守该原则是因工厂仅建立了与厂内员工的申诉机制，但未建立与社区的申诉机制，如外部的利益相关方。

Remarks from Auditee:

Nil

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

Full Audit [Audit Id - 143048] Audit Date: 17/01/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

No trade union was established in the auditee. But 2 workers' representatives were elected by workers to communicate their concerns with management. The rights of freedom of association and collective bargaining policy had defined that the auditee didn't prevent workers participation in the activities of unions or others workers' organizations, discourage or interfere in the election process of workers representative, retaliate against workers who participate in the workers representative election, discriminate against candidates for a company position because of their affiliation to workers' representative or others discrimination practice. According to workers' representative and workers interview, workers representative can arrange meetings with workers during working hours and no deduction was charged from workers remuneration.

被审核方未建立工会。但是有2名员工代表由员工选举来与管理层沟通他们关心的问题。自由结社和集体谈判的权利政策已经定义了被审核方不会妨碍工人参加联盟或其他工人组织活动，不鼓励或干扰工人代表的选举工程，报复参加工人代表选举的工人，歧视由于公司职务应聘人员于员工代表的关系而歧视该应聘人员或其他歧视案例。根据员工代表和员工访谈，员工代表可以在工作时间安排与员工的会晤且不会扣除员工的报酬。

Remarks from Auditee:

Nil

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 143048] Audit Date: 17/01/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The auditee had established the non-discrimination management procedure, which stipulated that workers were not disciplined, dismissed or discriminated against because of their complaints against infringements of their rights. The auditee had taken the necessary measures to avoid or eradicate discrimination in their workplace. The recruitment process had considered that no any discrimination when recruitment, promoting, offering training opportunities, paying social benefits, daily work activities and etc. The auditee did not discriminate any workers based on race, color, age, gender, sexual orientation, religion, political affiliation, union membership, national origin or marital status. HBV or pregnancy test was prohibited during the recruitment process. Vulnerable groups like disable workers, pregnant women or migrant workers were also respected and no any discrimination practice implemented for them. No discrimination case was reported or identified in the past year.

被审核方建立了禁止歧视管理程序，程序说明了员工不会因为抱怨违反他们的权利而受到处罚、解雇或歧视。被审核方采取了必要的标准来避免和消除工作场所的歧视行为。招聘程序已经考虑到了在员工招聘，晋升，提供培训机会，支付社会福利，日常工作活动等不允许存在歧视。被审核方不会因为种族、肤色、年龄、性别、性取向、宗教、政治观点、工会成员身份、国籍或婚姻状况等而受到歧视。残疾人、孕妇或外地工人等弱势全体也同样被尊重且没有任何的歧视行为对他们进行实施。在雇佣员工期间不允许进行乙肝测试和怀孕测试。在过去的一年里未发生过歧视案例的报告。

Remarks from Auditee:

Nil

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 143048] Audit Date: 17/01/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Compensation and wage procedure is established in the factory. Workers are paid by cash on 10th of each month. Based on the payroll records from Jan 2018 to Dec 2018 review, confirmed by workers and worker representative interview, the minimum wage, overtime wage, statutory holiday wage and paid annual leave are in compliance with local legal requirement. Local legal minimum wage was TWD22000/month since 1 Jan, 2018. The minimum wage paid by the auditee was TWD 22000 per month which was compliance with local legal requirement. Confirmed by workers and workers interview, all workers are provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid. Workers signed the name on the payroll to confirm their wages' calculation were correct. No disciplinary deduction was deducted from workers' wages. The factory provided social insurance to all workers.

工厂建立了薪酬福利的程序文件。每月10号，工厂通过现金的方式支付工人上月的工资。根据工厂提供的2018年1月到2018年12月工资记录显示，并与员工访谈确认，员工的最低工资，加班费，法定假工资和年假工资符合法规要求。当地的最低工资标准在2018年1月1日之后为新台币每月22000元。工厂支付工人正常上班的最低工资为新台币22000/月符合法规要求。在审核期间，通过员工访谈和工人代表访谈，员工了解工资的构成。员工在工资表中签字以确认他们工资计算是否正确。无纪律性扣款从员工工资中扣减。工厂给所有员工提供了社会保险。

Remarks from Auditee:

Nil

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 143048] Audit Date: 17/01/2019 PA Score: D

Deadline date:18/07/2019

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Workers working hour's management procedure had been established by the auditee. Based on the workers' working hours' management procedure review, the procedure defined workers regular working hours was 8 hours a day and 40 hours a week. The overtime working hour's standard required the workers daily overtime working hours were less than 4 hours and monthly overtime working hours were less than 46 hours. Workers working hours were recorded by fingerprint attendance recording system, workers were arranged only one shift (8:00-12:00;13:00-17:00). Overtime working would be started from 17:30 to 20:30 for 3 hours. 10 sampled workers' working hours from 1 Jan, 2018 to 17 Jan, 2019 had been reviewed during the audit. The sampled working hour's records indicated that workers' maximum daily working hours were 3 hours, weekly overtime working hours were 20 hours and monthly overtime working hours were 67hours. Workers had been provided 1 hour lunch break and 0.5 hour dinner break if overtime working arranged. One day off in every seven days were guaranteed. However, gaps were identified during the implementation.

被审核方建立了员工工作时间的管理程序。根据对员工工作时间管理程序的审阅，该程序已经定义员工的正常工作时间为每日8小时每周40小时。加班工作时间标准要求员工的日加班少于4小时且月加班少于46小时。员工工作时间由指纹扫描考勤记录系统进行记录。员工仅安排一个班次，正常工作时间为8:00-12:00；13:00-17:00，加班时间从17:30至20:30加班3小时。10名抽样员工2018年1月1日至2019年1月17日的考勤进行了查阅，抽样员工的工作时间记录显示员工的日加班为3小时，周加班为20小时，月加班67小时。员工已经有提供1小时的午餐休息时间和0.5小时晚上如果有加班时的休息时间。每七天休息一天有保证。然而，发现在实施中仍存在差距。

- 6.2 - Finding:** The main auditee does not respect this principle because the monthly OT hours exceeded legal requirement. During the audit, the factory provided the attendance records from 1 Jan, 2018 to the audit date for review. The workers' overtime hours were 3 hours per day, 17 to 67hours per month. 10 interviewed workers' monthly overtime hours exceeded legal requirement in Mar, Sep, Oct, Nov and Dec 2018. (The local legal requirement of monthly overtime hour was 46 hours) The maximum was up to 67 hours happened in Dec 2018. 被审核方因员工月加班超过法规要求而未遵守该原则。审核期间，工厂提供了员工从2018年1月1日至审核当天的考勤记录。根据记录显示，员工日加班为3小时，月加班为 17-67小时，10名抽样员工的月加班在2018年3月，9月，10月，11月和12月超过法规(当地法规要求最大月加班为46小时)，最大月加班67小时，发生在2018年12月。

Remarks from Auditee:

Nil

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 143048] Audit Date: 17/01/2019 PA Score: A

Deadline date:18/07/2019

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The factory obtains occupational health and safety regulations and laws, and establishes health and safety procedures, including on accident and emergency, chemicals safety, PPE and machines, electricity safety, etc. The factory carries out risk assessments for safe, healthy and hygienic working conditions regularly. Confirmed by workers interview, relevant OHS trainings are provided to workers. Based on onsite observation, working condition is appropriate for workers' health and safety. Fire equipments and first aid kit are maintained in compliance with legal requirement. By testing onsite, fire alarm, fire hydrant and emergency lights are effective. The factory did not provide transportation, dormitory and canteen to workers. However, gaps had been identified in implementation:

工厂收集了健康安全方面的法规条款，并建立了健康安全程序文件，包含工伤事故，紧急预案，化学品安全，劳保用品和电气，机械安全等。工厂并对工作场所进行风险评估，与员工确认，工厂给员工提供了健康安全方面的相关培训。并且根据现场观察，工人的工作环境对工人的身心健康并无危害。消防设施，急救箱等符合法规要求，并定期维护。通过现场测试，警铃，消防栓和应急灯等可正常使用。工厂未给员工提供交通工具，宿舍和食堂。不过，工厂在以下方面和amfori BSCI要求尚有差距：

- 7.4 - Finding:** The main auditee does not respect this principle because there was no active cooperation between management and workers when developing and implementing systems towards ensuring OHS, such as workers were not involved in the risk assessment. Employees may not have approaches to raise their opinions about developing and implementing systems towards ensuring OHS. 被审核方未遵守该原则是因管理层和工人之间没有就开发和执行确保职业健康和安全的体系展开积极合作，例如工厂的风险评估没有员工参与。员工可能无法就职业健康和安全的体系提出自己的建议。
- 7.8 - Finding:** The main auditee partially respects this principle because though factory had established the accident and emergency procedure but it was not posted onsite. 被审核方部分遵守该原则，原因是工厂已经建立了意外及应急程序但是未在现场张贴该程序。
- 7.17 - Finding:** The main auditee partially respects this principle because no pulley safety guards was installed for one punching machine, although the factory established procedure for machines safety. 被审核方部分遵守该原则因工厂一台冲压机无皮带轮保护罩。虽然工厂建立了关于设备管安全控程序。
- 7.23 - NA.** The factory didn't provide transportation to workers. 不适用。工厂未提供交通工具给员工。
- 7.25 - Finding:** The main auditee partially respects this principle because the hazardous factor test report of workshop was due in Aug 2018. 被审核方部分遵守该原则因工厂对车间的职业危害因素测试报告在2018年8月过期。

Remarks from Auditee:

Nil

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 143048] Audit Date: 17/01/2019 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The auditee established the recruitment procedure to ensure that the auditee refused to recruit the workers who were less than 16 years old. Child labor remediation process was also defined. No visible underage workers were observed during the site observation. The auditee had established the effective new comer recruitment procedure. The auditee checked the original ID cards to identify the actual age of all applicants and the photocopies of ID cards were kept in personnel files and maintained in the auditee. The candidates could not be recruited if any suspicion or defective about ID cards authenticity existed. No child labor and juvenile worker were employed by the auditee according to review the roster of workers and all interviewees' personnel files. All employees were above 19 years old.</p> <p>被审核方建立了招聘程序确保被审核方不雇佣年龄低于16周岁的人员。童工补救措施也被定义。在现场审核期间未发现明显的低于法定年龄的员工。被审核方建立了有效的新人员的聘用程序。被审核方检查员工的身份证原件去识别应聘者的真实年龄并会复印一张身份证存留在其人事档案中并存在工厂。如果存在可疑或是身份证的真实性存在瑕疵,应聘者将被拒绝聘用。在审核期间根据对员工花名册和所有员工的人事档案的查阅,被审核方未聘用童工和未成年工,所有员工年龄都在19周岁以上。</p>	
Remarks from Auditee: Nil	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 143048] Audit Date: 17/01/2019 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The factory establishes young worker protecting procedure to protect young workers not to work at night and against conditions of work which are prejudicial to their health, safety, morals and development. The factory also conducts risk assessment to prevent, identify and mitigate harm to young workers. The grievance mechanism and occupational health and safety training would be communicated to young workers individually if the auditee employed the young workers. Based on workers interview, relevant trainings are provided to workers and no young worker is employed by the factory.</p> <p>工厂建立了保护未成年工人的程序,用以保护未成年工人的身心健康,包含不能安排未成年工人在夜班和对其身心健康有影响的环境下工作。工厂还对未成年工所处的风险进行评估,防止、识别并减缓未成年工所受到的伤害。如果被审核方聘用未成年工,被审核方将会把申诉机制和职业健康与安全进行单独的培训。根据员工访谈,工厂给员工提供了相关的培训,厂内未雇佣未成年工人。</p>	
Remarks from Auditee: Nil	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 143048] Audit Date: 17/01/2019 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Labor contracts are all concluded between the factory and workers. The contracts statement include the description of working hours, training, rest time and leave etc. which were in accordance with legal requirement and ILO. Meanwhile, the factory provides a copy of contract to every worker. Based on interview statement of workers, workers understood well of the content of labor contract and no illegal employment was identified during the audit.</p> <p>工厂和每个员工均签订了劳动合同,劳动合同的内容包括工时,培训,休息时间和假期,报酬和支付条件,这些内容均符合法规以及国际标准。同时工厂提供了一份劳动合同副本给员工。通过员工访谈,员工均了解劳动合同内容,审核过程中,工厂无不符合法规的用工形式存在。</p>	
Remarks from Auditee: Nil	

Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 143048] Audit Date: 17/01/2019 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The factory has a policy which prohibits forced labour. The employee handbook is given to all workers stated that workers could resign after prior written notice, and they would be given their full wages on their last day of work. The handbook also states that the workers are free to leave the workplace outside of their working hours. Disciplinary procedure for workers' misbehaviour is available in the factory, which includes oral warning, written warning and finally termination. There is an internal process for grievance, where workers could report any grievances (harassment, bullying, discrimination etc.) to management, without any reprisal for the worker in question. Based on workers interview, relevant trainings are provided to workers and no case on forced labour or illegal punishment is found the factory.</p> <p>工厂建立了禁止强迫劳动的程序文件,并在员工手册中规定,工人提前通知相关部门后即可离职,并且能在离职的最后一日获得当月工资。同时手册还规定工人可以在工作结束后自由离开工作地点而不受任何约束。工厂建立了惩戒性措施,包含口头警告,书面警告以及终止合同。同时,工人可通过内部的申诉系统,将所遇到的骚扰,歧视或不正当的惩戒向管理层反馈,并且工厂保证员工的举报行为不受任何报复的风险。根据员工访谈,工人获得了相关的培训,并且工厂内未发现强迫劳动或不合理的惩戒情况发生。</p>	
Remarks from Auditee: Nil	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 143048] Audit Date: 17/01/2019 PA Score: A	Deadline date:18/07/2019
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Environmental protection management procedure had been established by the auditee. Environmental Impact Assessment Report and the approval were provided for review. The auditee collected and updated the relevant environmental law and regulation regularly to ensure the production activities had met the environment protection requirements. However, gaps had been observed during the implementation.</p> <p>被审核方建立了环境保护相关管理制度。工厂提供环评报告和批复供查阅。被审核方定期地收集和更新相关的环境法律法规以确保其生产活动符合法规要求。然而,在实施中仍存在差距。</p> <p>12.5 - Finding: The main auditee partially respects this principle because the factory established procedure on energy conservation and emission reduction, but no actual active plan on water waste reduction and saving water and electricity were established.</p> <p>被审核方部分遵守该原则是因工厂建立了节能减排的程序,但未针对降低污水的排放以及节约用水和用电建立实际的行动。</p>	
Remarks from Auditee: Nil	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 143048] Audit Date: 17/01/2019 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The factory establishes procedures on business ethics, including opposing any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise. And the factory keeps accurate information regarding its own activities and protects workers' personnel information, such as workers personnel files, wage and other documents involved workers' private information, in accordance with privacy and information security laws and regulatory requirements. Based on workers interview, relevant trainings are provided to them. And no personnel information is leaked from the factory.</p> <p>工厂建立了商业诚信方面的程序,包含禁止任何贪污、勒索或挪用行为、或任何贿赂形式。并且工厂按照隐私和信息安全法和监控要求保护员工的个人信息,例如员工的人事档案,工资记录,以及其他涉及员工私人信息的文件。根据员工访谈,工厂对员工进行相关的培训。并且没有发生员工私人信息泄露的事件。</p>	
Remarks from Auditee: Nil	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	17/01/2019	143048	D	B	A	A	A	D	A	A	A	A	A	A	A	C

Producer Photos



External photo(s) of the production unit(s)
Another factory area.JPG

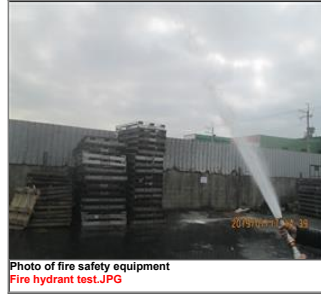


Photo of fire safety equipment
Fire hydrant test.JPG



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



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



Photo of fire safety equipment
Safety exit.JPG



Photo of the inside of the main production hall
Raw material.JPG



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



Photo of non-conformity
No pulley safety guard.JPG



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



External photo(s) of the production unit(s)
GPS.JPG

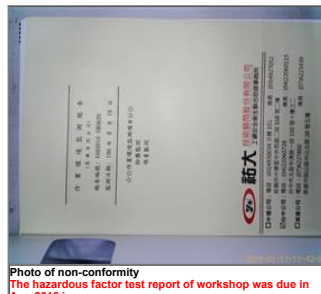


Photo of non-conformity
The hazardous factor test report of workshop was due in Aug 2018.jpg



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



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

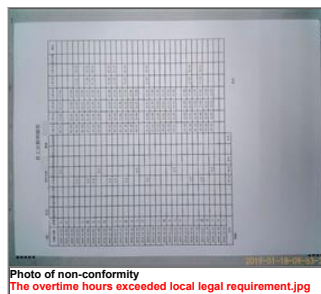


Photo of non-conformity
The overtime hours exceeded local legal requirement.jpg



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



Photo first aid facilities
First aid kit.JPG



Photo of the code of conduct on display
Amfori BSCI CODE.JPG



Photo of the sanitary facilities
Drinking water.JPG



Photo of fire safety equipment
Emergency lighting test.JPG



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



Photo of the sanitary facilities
Suggestion box.JPG



Photo of fire safety equipment
Evacuation plan.JPG



Photo of the inside of the main production hall
Cutting.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
Finished goods.JPG



Photo of the sanitary facilities
Washing facility.JPG



Photo of fire safety equipment
Fire facility.JPG



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