
Auditee :	WENZHOU SHANGHONG SHOES CO., LTD.
Audit Date From :	27/06/2019
Audit Date To :	28/06/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Marcus Xu(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: 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.
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 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.
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 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	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 :	WENZHOU SHANGHONG SHOES CO., LTD.		
DBID number :	363633		
Audit ID :	155097		
Address :	Rubber Shoes Industrial Park, Xianjiang Street, Ruian, Wenzhou		
Province :	Zhejiang	Country :	China
Management Representative :	Liangguang Chen		
Contact person:	Tommy Lin	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Footwear (including sport shoes)
Product Type :	Vulcanized shoes		

Audit Details



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	C		
Need of follow-up :	Yes	If YES, by : 28/06/2020	

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	B	D	B	A	A	A	A	A	A	

Executive summary of audit report
<p>WENZHOU SHANGHONG SHOES CO., LTD. located at Rubber Shoes Industrial Park, Xianjiang Street, Ruian, Wenzhou City, Zhejiang Province, China. The factory started the operation and obtained the business license on Apr. 16, 2014, and the business license was valid until Apr. 15, 2034. The No. of Business license was 913303810979139053. The factory mainly manufactured vulcanized shoes. The factory used one 4-storey building for office, production and warehouse, one 1-storey(part 2-storey) building for the security room and the temporary rest area of the bosses. During the audit, factory management was cooperated, and the interviewees reported that they were satisfied with management and working condition. The factory implemented a social compliance management system based on the amfori BSCI code of conduct, but there were still findings identified in PA1, PA2, PA5, PA6, PA7.</p> <p>Remark:</p> <ol style="list-style-type: none"> The factory did not have the Comprehensive Working Hours System Permit. From the lease agreement provided and management interview, the factory rented one 4-storey building and one 1-storey(part 2-storey) building from Zhejiang Yiben shoes Co., Ltd. There were two rooms in the 1-storey (part 2-storey) building which were used by the bosses for temporary rest, and there was a small kitchen in the 1-storey (part 2-storey) building which was used by the bosses sometimes. The factory did not provide dormitory, kitchen and canteen to the workers. The audit was conducted by one auditor, the APSCA Number of the auditor was RA21701702.

Ratings Summary



Auditee's background information			
Auditee's name :	WENZHOU SHANGHONG SHOES CO., LTD.	Legal status :	Limited company
Local Name :	温州上宏鞋业有限公司 (913303810979139053)	Year in which the auditee was founded :	2014
Address :	Rubber Shoes Industrial Park, Xianjiang Street, Ruian,	Contact person (please select) :	Tommy Lin
Province :	Zhejiang	Contact's Email :	tommy@wzsh-shoes.com
City :	Wenzhou	Auditee's official language(s) for written communications :	Chinse
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	None
GPS coordinates :	N27°46'50" E120°32'33"	Total turnover (in Euros) :	18000000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	5000000 per year
Product Group :	Footwear (including sport shoes)	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Vulcanized shoes		

Auditee's employment structure at the time of the audit			
Total number of workers :	477	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	255	222	
Temporary workers	0	0	
In management positions	4	2	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	236	198	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	255	222	
Production based workers	235	197	
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 - 155097] Audit Date: 27/06/2019 PA Score: D

Deadline date:28/12/2019

GOOD PRACTICES:

NONE

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee partially fulfils the requirement of this performance area. The auditee had established amfori BSCI management system. And they also designated the quality manager to responsible for the implement of amfori BSCI Code of Conduct. The factory monitored the social performance of its important business partners based on the new amfori BSCI Code of Conduct. The auditee knew how to calculate the costs of production and delivery times.

整体观察显示被审核方部分符合该绩效区域的要求。工厂建立了amfori BSCI管理系统。工厂指定了质量经理来负责amfori BSCI行为准则实施。工厂有根据amfori BSCI的最新要求来监督重要的商业合作伙伴。工厂了解如何计算生产产能。

- 1.1 - Follow up audit result on Jun. 27-28, 2019: open The main auditee partially respects this principle because the factory did not implement the social compliance management system effectively, the factory established a social compliance management system according to the requirements of amfori BSCI Code of Conduct, but there were still issues identified during the audit.
2019年6月27-28日的跟进审核结果:打开 被审核方部分遵循该准则,原因是工厂没有有效运行社会责任管理体系,工厂已根据amfori BSCI行为准则的要求建立了一个社会责任管理体系,但是在审核过程中还是有问题发现。
- 1.4 - Follow up audit result on Jun. 27-28, 2019: open The main auditee partially respects this principle because the factory established the procedure production capacity management and planning. And the factory knew how to calculate the production capacity and delivery times. But the working hours of the workers were not effectively arranged, the monthly overtime exceeded the legal requirement.
2019年6月27-28日的跟进审核结果:打开 被审核方部分遵循该准则,原因是工厂建立了产能规划和生产力核算的程序,工厂了解如何计算产能和订单周期。但是工厂没有有效安排工人的工作时间,工人的月加班时间超出法规要求。

Remarks from Auditee:

Full Audit [Audit Id - 128633] Audit Date: 11/07/2018 PA Score: D

Deadline date:13/10/2018

Good practices

None

Areas of improvement

The factory set up completed policy and procedure on social accountability. For example, the procedures on hiring, prohibition of forced labour, discrimination, subcontracting, dealing with grievances, training workers, promoting ethical behaviour were established by the factory. Mr. Zhou Zhongming/Factory Manager was Amfori BSCI representative, took whole charge of Amfori BSCI affairs in the factory and honored with establishing Amfori BSCI management system. The factory established relevant documented policy and procedures (totally 50 procedures) on social accountability. For example, the procedures on hiring, subcontracting, dealing with grievances, training workers, promoting ethical behaviour were established by the factory. And the factory also performed assessment for three main suppliers on CSR system once per year. The factory had conducted internal social performance audit and management audit to identify the gaps with Amfori BSCI requirement according to Amfori BSCI checklist, the latest internal audit time was Apr 11, 2018.

工厂建立了完整的社会责任政策和程序,例如程序中包括招聘,禁止强迫劳动,歧视,申诉系统,员工培训,反腐败等内容。周仲明/厂长被工厂指定为Amfori BSCI负责人,统筹整个工厂的Amfori BSCI事务并授权进行Amfori BSCI管理系统建设。工厂建立了相关的书面的社会责任政策和程序(共50个),例如程序中包括招聘,分包,申诉系统,员工培训,反腐败等内容。工厂每年定期进行主要的3个供应商的社会责任方面的评审。工厂有依据Amfori BSCI检查表进行社会责任内审及管理评审来识别同Amfori BSCI要求之间的差距,最近一次内审在2018年4月11日。

- 1.1 - The main auditee partially respected this principle because the auditee did not set up an effective management system to implement the Amfori BSCI Code of Conduct and ensure that the Amfori BSCI values and principles are followed in a satisfactory manner for some performance area such as Occupational Health and Safety etc. In addition, the internal audit did not cover all Amfori BSCI requirements.
被审核方部分遵守该准则。被审核方没有建立有效的管理体系去实施Amfori BSCI行为准则以及确保Amfori BSCI的价值和准则能被满意的体现,如在健康安全不足等。另工厂的内审未覆盖Amfori BSCI所有相关要素。
- 1.4 - The main auditee did not respect this principle because the factory failed to provide the related document and records on capacity planning for review. In addition, the factory had the management system on working hour, but the main auditee did not ensure the overtimes of workers in accordance with the Amfori BSCI requirement, so the factory did not implement management system on working hour perfectly.
被审核方未遵守该准则。工厂未提供产能规划和生产力核算记录。另外,工厂已建立工时管理系统。由于工厂在工作时间上未符合法规以及Amfori BSCI要求,因此工厂工时管理系统执行层面并不完善。

Remarks from Auditee

Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 155097] Audit Date: 27/06/2019 PA Score: B	Deadline date:28/12/2019
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee partially fulfils the requirement of this performance area. The auditee has ensured workers and their representatives involvement via trainings and meetings between representatives and managers. worker representatives would meet the management periodically. The Amfori BSCI code was posted onsite. What's more, the auditee also provided trainings on amfori BSCI requirement and their legal rights and responsibilities for all workers. Furthermore, the auditee had also established grievance policy. Channel was set for workers/ coming up with its suggestions or complaints to management for improvement, such as worker representative, director manager or meeting. 整体观察显示被审核方部分符合该绩效区域的要求。工厂通过培训及员工代表与管理层的会面来确保工人及工人代表参与其中。员工代表会定期和管理层进行会面。Amfori BSCI行为准则张贴在现场。工厂给工人提供了amfori BSCI及法定的权利和义务的培训。工厂还建立了申诉程序。工人可以通过工人代表、直接主管及会议反馈意见及抱怨。	
2.2 - Follow up audit result on Jun. 27-28, 2019: open The main auditee does not respect this principle because the factory did not define long-term goals for protecting the workers according to the amfori BSCI Code of Conduct. 2019年6月27-28日的跟进审核结果:打开 被审核方未遵循该准则,原因是工厂没有按照amfori BSCI行为准则的要求制定保护工人的长期目标。	
Remarks from Auditee:	
Full Audit [Audit Id - 128633] Audit Date: 11/07/2018 PA Score: B	Deadline date:13/10/2018
<u>Good practices</u> None	
<u>Areas of improvement</u> There were five freely elected worker representatives who communicate workplate issues with the management once per quarter, the latest meeting was held on Jul 4, 2018. According to interview statement with worker representatives and workers, they were familiar with workplace-related issues, their labor right e.g. the law, work contracts, job description, working rules. And workers had morning meeting for getting the information of workplace-related issues, the factory also have completed system for training to related responsible person in order to ensure they have sufficient competence to implement Amfori BSCI management system and provided on-board training on workers' right to workers. It has been noted that the auditee had a grievance mechanism: the mechanism consisted of using suggestion boxes, worker representation and an open door policy on coming up with suggestion directly to workers' supervisor. 工厂由员工选举了5名员工代表,代表每个季度会定期和管理层沟通工作场所问题,最近一次会议在2018年7月4日。根据员工代表及员工的访谈信息,员工代表以及员工都很清楚工厂场所相关信息,以及员工的劳工权利,例如劳动法,劳动合同,工作描述以及厂纪厂规等。同时,工厂每天有早会的方式和员工沟通工厂场所的信息。而且,工厂建立了管理层的培训体系并且为员工提供关于员工权利的入职培训。审核过程发现,工厂已建立了申诉系统,员工可通过意见箱,员工代表或直接和主管进行沟通等方式提供投诉。	
2.2 - The main auditee did not respect this principle because the main auditee did not define long-term goals for protecting workers. 被审核方未遵守该准则。因工厂未制定保护工人的长期目标。	
Remarks from Auditee	
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 155097] Audit Date: 27/06/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 128633] Audit Date: 11/07/2018 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> Written policy on freedom of association was compliant with the local laws and Amfori BSCI requirement based on document review. there were workers representatives and workers' committee established by the factory. According to workers interview, all workers were aware the responsibility of the workers representative.No collective bargain agreement was conducted between the factory and workers, but the factory did not prevent workers from bargaining for the agreement. Based on the interview statement of worker representative, she was not discriminated by the factory and she had accessed to workers and workplace freely. 工厂建立了符合法规及Amfori BSCI要求的书面自由结社政策。工厂有员工组织和员工代表,根据员工访谈,所有工人都了解员工代表的职责。审核过程中,工厂和员工无集体谈判协议,但工厂也未阻止员工有意愿的时候和工厂谈判。根据工人代表的访谈,在该工厂,工人代表不会被歧视并她可以随时进入车间和员工沟通。	
Remarks from Auditee	

Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 155097] Audit Date: 27/06/2019 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfils the requirement of this performance area. The auditee had established the policy on no discrimination. Furthermore, the auditee had also established grievance policy. The workers could raise suggestions or complaints to management for improvement through worker representatives, meeting or direct manager. Necessary preventive measures in place to avoid discriminatory practices were involved in the policy based on reprisals. What's more, the auditee defined disciplinary rules in the employee manual and communicated it to all workers by recruitment training.</p> <p>整体观察显示被审核方符合该绩效区域的要求。工厂建立了无歧视政策。工厂还建立了申诉程序。工人可以通过工人代表, 直接主管, 会议等反馈意见及抱怨。申诉程序中有包含如何保护申诉人相关内容。工厂在员工手册中具体定义了惩戒措施, 并且在进厂培训时传达给了工人。</p> <p>4.2 - Follow up audit result on Jun. 27-28, 2019: closed The factory established the grievance policy and had the necessary preventive measures in place to avoid discriminatory practices based on reprisals. 2019年6月27-28日的跟进审核结果: 关闭 工厂建立了申诉系统, 包括了必要和适当的预防措施以防因报复产生的歧视。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 128633] Audit Date: 11/07/2018 PA Score: B	Deadline date:13/10/2018
Good practices None	
Areas of improvement <p>The factory made one policy on anti-discrimination. The policy defined that the factory would not discriminate workers by race, gender and ages etc. The factory conducted the risk assessment for discrimination to identify the discrimination cases, and established the prevent and correct actions. For example, the discrimination actions on age such as workers did not employ young workers and old age workers, then training on recruitment procedures to employment recruiters. Workers could use the grievance system through suggestion boxes or told the supervisor directly once they felt was discriminated. Furthermore, the policy on discipline measures for workers who obey the factory rules made by the factory was in line with legal requirement.</p> <p>工厂建立了反歧视的政策, 该政策中表明工厂不会因为种族, 性别, 年龄等原因对员工区别对待。工厂有进行歧视风险评估识别歧视行为易发生情形并制定了预防及改善措施。如工厂有识别关于不录用未成年工及年龄较大员工等年龄歧视行为, 并为人事招聘人员体用了招聘程序培训。且员工的若感觉到歧视时可以通过意见箱或向主管反馈的形式进行申诉。工厂建立的违反厂规厂纪的惩戒措施也均符合法规要求。</p> <p>4.2 - The main auditee partially respects this principle because the factory established grievance policy but the factory did not have the necessary preventive measures in place to avoid discriminatory practices based on reprisals. 主要被审核方部分遵循该准则。原因是工厂的申诉系统中并未有必要和适当的预防措施以防因报复产生的歧视。</p>	
Remarks from Auditee	

Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 155097] Audit Date: 27/06/2019 PA Score: B	Deadline date:28/12/2019
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee partially fulfils the requirement of this performance area. Written policy on wages was compliant with the local laws and BSCI code based on document review. Based on workers' payrolls from Jul., 2018 to Apr., 2019, they were paid at least RMB 12.06 per hour which met the legal requirement. All the workers were provided with hourly rate. All workers were paid at the end of the following month by cash. Sufficient overtime wage, paid annual leave and paid statutory vacations were provided to all the workers.</p> <p>整体观察显示被审核方部分符合该绩效区域的要求。工厂建立了符合法规及BSCI要求的书面工资福利政策。根据提供的2018年7月至2019年4月的工资, 工人的最低工资为至少RMB12.06每小时, 符合法规要求。工人都是小时工资。工厂以现金形式在下一个月底发放工资。工厂为所有工人提供了充足的加班费, 带薪年假及带薪法定假。</p> <p>5.5 - Follow up audit result on Jun. 27-28, 2019: open The main auditee does not respect this principle because according to the social insurance records (from Jul., 2018 to Apr, 2019), the factory provided to 59 workers with retirement, illness, unemployment and maternity insurances, provided to 100 workers with injury insurance. (There was no proof that the workers had the new-pattern rural insurance.) (The factory had totally 477 workers.)</p> <p>2019年6月27-28日的跟进审核结果:打开 被审核方未遵守该准则, 原因是根据工厂提供的社保记录(从2018年7月到2019年4月), 工厂给59名工人提供了养老, 医疗, 失业和生育保险, 给100名工人提供了工伤保险。(没有证据证明工人有新农保和商业意外险)。(工厂共477名工人。)</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 128633] Audit Date: 11/07/2018 PA Score: B	Deadline date:13/10/2018
<u>Good practices</u> None	
<u>Areas of improvement</u> <p>The factory set up wages and benefit paying system, which included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave etc. Based on the wages from Jun 2017 to May 2018 provided by the factory, the minimum wage paid by the factory was RMB1900 per month, which was more than legal requirement. No other deduction except individual income tax deduction was identified according to wages records of workers. Social insurance were provided by part workers. Other workers were provided by commercial accident insurance. All these processes and evidences were cross checked by document review, worker interview and management interview.</p> <p>工厂制定了工资支付政策和福利政策, 福利政策包括给员工提供法定节假日, 病假, 婚假, 产假等假期。根据工厂提供的2017年6月至2018年5月的工资记录显示, 工厂给员工支付最低RMB1900/月的工资, 依据审核时的评估, 工厂给员工提供的总工资超过了当地的最低工资标准。根据员工的工资记录, 员工仅有个税的扣款记录, 无其它的扣款。工厂给部分工人提供了社保, 剩余工人都有商业意外险。以上过程均用文件, 访谈等方式进行核实过。</p> <p>5.5 - The main auditee did not respect this principle because based on social insurance invoice and confirmed with management, there were 375 workers in the factory, 55 workers were covered with retirement insurance, medical insurance, unemployment insurance, maternity insurance and injury insurance. Other workers were provided by commercial accident insurance.</p> <p>被审核方未遵守该准则。原因是根据工厂提供的社保缴费凭证及管理层确认, 工厂为 375名员工中的55名员工提供了养老保险, 医疗保险, 失业保险和生育保险和工伤保险。给剩余工人提供了商业意外险。</p>	
Remarks from Auditee	

Performance Area 6 : Decent Working Hours	
1- Followup Audit [Audit Id - 155097] Audit Date: 27/06/2019 PA Score: D	Deadline date:28/12/2019
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee partially fulfils the requirement of this performance area. The auditee established a written policy about working hours as below: 5 days per week and 8 hours per day (two shifts for the security guards, A shift: 07:00—15:00; B shift: 15:00-23:00;one shift for the other workers: 07:00-11:00, 13:30—17:30, overtime 2 hours if busy). They would also work overtime on Saturday when busy. They could enjoy one day off per week. It was well communicated with all workers. The working time of workers was recorded by IC card attendance machine. Based on workers' attendance records from Jul. 13, 2018 to the audit day, workers' maximum monthly overtime were 72 hours. Workers had at least one hour for meal break. During operation, they could go to toilet and have a rest without restriction.</p> <p>整体观察显示被审核方部分符合该绩效区域的要求。工厂建立了符合法规的工时政策, 正班工时为5天8小时。上班时间(保安二班制:A班: 07:00—15:00, B班: 15:00-23:00;其他员工都是一班制:07:00-11:00, 13:30—17:30, 忙加班为2小时)。如果忙周六加班, 工人能享有7休1。工厂使用IC卡考勤机对工人进行考勤。基于提供的从2018.7.13到审核当天的考勤, 工人最大月加班为72小时。工人有至少1小时的用餐时间。工作过程, 工人可以无限制地去厕所及休息。</p> <p>6.2 - Follow up audit result on Jun. 27-28, 2019: open The main auditee does not respect this principle because according to the attendance records from Jul. 13, 2018 to the audit day provided, the monthly overtime of all the sampled workers exceeded 36 hours, maximum monthly overtime were 72 hours happened in Dec., 2018. 2019年6月27-28日的跟进审核结果:打开 被审核方未遵守该准则, 原因是根据工厂提供的考勤记录从2018.7.13到审核当天, 所有抽样工人的最大月加班超出了36小时的规定, 最大月加班为72小时在2018年12月</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 128633] Audit Date: 11/07/2018 PA Score: D	Deadline date:13/10/2018
Good practices None	
Areas of improvement <p>The auditee has a working hour policy to describe the standards of working hours and labor intensity and communicate the policy to each worker when he entered the factory. The auditee ensures normal working hours comply with legal requirement and the use of overtime is voluntary and paid at adequate premium rate. According to the policy and implementation records, based on attendance records provided by the factory from Jun 1, 2017 to Jul 11, 2018, all workers except security staff conducted one shift (07:00-11:00, 13:30~17:30, 18:30~20:30 if busy), security staff worker in two shift(07:00-15:00; 15:00-23:00). All workers would also work 8 OT hours on Saturday when busy. Factory ensured all workers rest on Sundays. The auditee supports the right to resting breaks including short breaks during working hours, meal break and night rest.</p> <p>工厂建立了工作时间的程序规范了工作时间标准和劳动强度并在每位工人入职前阐明该项程序。工厂确保正常工作时间遵循法律规定, 加班是自愿的、且工厂承诺足额支付加班费。工厂制定了工时政策, 根据工厂提供的2017年6月1日-2018年7月11日的考勤, 所有工人除了保安实行一班制(07:00-11:00, 13:30~17:30, 忙的时候会有2个小时的加班18:30~20:30), 保安实行两班制(07:00~15:00, 15:00~23:00), 周六工厂会依据生产订单进行加班, 员工可自愿选择是否加班。工厂保证了员工每周日休息。工厂给予充分的休息时间包括工作时间内的短暂休息, 进餐时间和睡眠时间。</p> <p>6.2 - The main auditee did not respect this principle because the main auditee did not ensure the overtimes of workers in accordance with the legal requirement. Based on the attendance record provided from Jun 1, 2017 to the audit day, all sampled workers' maximum monthly overtime working hours had exceed the limit of 36 hours per month, the maximum worker's monthly overtime working hours were 64 hours (Mar 2018). 被审核方未遵守该原则。根据工厂提供的2017年6月1日到审核当天的考勤供查看, 所有抽样工人的最大月加班超出了36小时的规定, 月加班时间最大为64小时(2018年3月)。</p>	
Remarks from Auditee	

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 155097] Audit Date: 27/06/2019 PA Score: B

Deadline date:28/12/2019

GOOD PRACTICES:
NONE

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee partially fulfils the requirement of this performance area. The auditee had established management system on health and safety, including the health and safety check, training and etc. The auditee appointed one senior management representative to be responsible for the health and safety issues. The auditee maintained the industry injury records, and no serious accident occurred in past 12 months. The auditee conducted the risk assessment for safe, healthy and hygienic working conditions. The auditee conducted the fire drills at least twice per year, and all workers participated in fire drill. Emergency procedures were established and post onsite. Warning signs were also post onsite. The factory has a completed system on fire safety, such as managing emergency lights, emergency exit signs, extinguishers, fire hydrant, etc. Evacuation plan was post in each workshop. First aid kit was also installed in each workshop. Drinking water was provided for workers freely. The auditee did not provide transportation, dormitory, kitchen and canteen to the workers.

整体观察显示被审核方部分符合该绩效区域的要求。工厂已建立了健康安全管理体系,包括健康安全检查,培训等。工厂指定了一名高级管理层作为现场健康安全问题的负责人。工厂保留了工伤记录,最近12个月并无发生严重工伤。工厂进行了健康安全方面的风险评估。工厂每年至少执行2次消防演习,并且所有工人都参加了消防演习。应急程序及警示标识有张贴在现场。工厂有一套完整的消防管理系统,包括管理应急灯,安全出口标识,消防栓,灭火器等。每个车间张贴了逃生图及设置了药箱。工厂为工人提供了免费的饮用水。工厂没有提供交通工具,食堂和宿舍给工人。

- 7.1 - Follow up audit result on Jun. 27-28, 2019: open The main auditee partially respects this principle because the health and safety management system was not effectively implemented, there were issues about the health and safety identified during audit.
2019年6月27-28日的跟进审核结果:打开 被审核方部分遵循该准则,原因是健康安全管理体系没有有效运行,由于管理疏忽,在审核过程中仍然发现有健康安全问题。
- 7.2 - Follow up audit result on Jun. 27-28, 2019: new finding The main auditee does not respect this principle because according to the social insurance records (from Jul., 2018 to Apr, 2019), the factory provided to 100 workers with injury insurance. (There was no proof that the workers had the new-pattern rural insurance.) (The factory had totally 477 workers.)
2019年6月27-28日的跟进审核结果:新问题 被审核方未遵守该准则,原因是根据工厂提供的社保记录(从2018年7月到2019年4月),工厂给100名工人提供了工伤保险。(没有证据证明员工有新农保和商业意外险)。(工厂共477名工人。)
- 7.3 - Follow up audit result on Jun. 27-28, 2019: open The main auditee partially respects this principle because the factory had conducted the risk assessment for safety, health and hygienic working condition, but the factory did not provide the occupational health examination to parts of the workers, e.g. the workers in the silk printing process.
2019年6月27-28日的跟进审核结果:打开 被审核方部分遵循该准则,原因是工厂进行了安全,健康和卫生工作条件的风险评估,但是工厂没有给部分工人提供职业病体检,如:丝印工序工人。
- 7.6 - Follow up audit result on Jun. 27-28, 2019: closed From onsite observation, the factory provided the appropriate PPE to the related workers, and the workers wore the related PPE during audit.
2019年6月27-28日的跟进审核结果:关闭 现场审核发现,工厂给相关工人提供了对应的PPE,员工在审核过程正确佩戴了相关PPE。
- 7.7 - Follow up audit result on Jun. 27-28, 2019: open The main auditee partially respects this principle because the factory established the chemical safety management procedure, but parts of the chemicals were not provided with safety labels.
2019年6月27-28日的跟进审核结果:打开 被审核方部分遵循该准则,原因是工厂建立了化学品安全管理程序,但是部分化学品没有化学品安全标签。
- 7.11 - Follow up audit result on Jun. 27-28, 2019: new finding The main auditee partially respects this principle because most of the special equipments were inspected, and according to the invoice provided, the boiler was inspected in Apr., 2019, but the inspection report of the boiler was not obtained.
2019年6月27-28日的跟进审核结果:新问题 被审核方部分遵循该准则,原因是多数特种设备进行了年检,根据工厂提供的发票,工厂的一个锅炉在2019年4月经过了年检,但是年检报告还没有获得。
- 7.17 - Follow up audit result on Jun. 27-28, 2019: open The main auditee partially respects this principle because the factory established the machine safety management procedure, but the pulleys of around 10% of the sewing machines were not installed with safety guards, around 20% of the sewing machines were not installed with finger guards.
2019年6月27-28日的跟进审核结果:打开 被审核方部分遵循该准则,原因是工厂建立了机器安全管理程序,但是10%的缝纫机的皮带轮没有防护罩,20%的缝纫机没有安装护指环。
- 7.22 - Follow up audit result on Jun. 27-28, 2019: open The main auditee partially respects this principle because the factory had sufficient toilets, but the privacy doors of the toilets in the workshop have no privacy effect, and the toilets were not clean.
2019年6月27-28日的跟进审核结果:打开 被审核方部分遵循该准则,原因是工厂有充足的厕所,但是车间的额厕所隐私门起不到隐私作用,并且厕所不干净。
- 7.25 - Follow up audit result on Jun. 27-28, 2019: open The main auditee partially respects this principle because the factory conducted the occupational disease hazardous factor inspection, but parts of the areas were not included, e.g. the silk printing area, there was chemical used in the silk print process.
2019年6月27-28日的跟进审核结果:打开 被审核方部分遵循该准则,原因是工厂进行了职业病危害因素检测,但是没有包括部分区域,如丝印工序,在丝印工序有化学品。

Remarks from Auditee:

Full Audit [Audit Id - 128633] Audit Date: 11/07/2018 PA Score: A

Deadline date:13/10/2018

Good practices

None

Areas of improvement

The committee of health and safety was set up by the factory. And it had assigned a manager responsible for the affairs of health and safety. Factory had assessed the risk of workshop accordingly. According risk assessment, the highest risks of health and safety in the factory were fire safety, mechanical safety and chemicals safety. For fire safety, the factory equipped extinguishers in every workshop and emergency lights and fire alarm were available in the factory. All these facilities of fire safety were checked every month and the most emergency lighting and hydrant were effective during the testing on-site, the latest fire drill was held on Jan 9, 2018. For mechanism safety, all processes of operation were set up; workers were well trained to operate it correctly, the factory had provided annual inspection reports for all special equipment, such as elevators and

<p>boilers. For chemical safety, factory installed secondary containment and MSDSs for most chemicals used and relevant training were provided, also factory posted the warning signs onsite, the latest training was held on May 18, 2018. The factory also set up emergency procedure. The first aid box was also available in every workshop. Clean potable water was also provided.</p> <p>工厂创建了员工的健康安全委员会, 指定了负责人负责整体的健康与安全。工厂按照车间情况对工厂内部进行健康安全风险评估。从风险评估来看, 消防安全, 机械安全和化学品安全风险是工厂最大的风险。在消防安全方面, 工厂给所有车间配备了灭火器, 消防警铃, 并且工厂的健康安全负责人每月都会进行检查。审核时经过测试, 大部分的应急灯和消防栓都是有效的, 最近一次消防演习在2018年1月9日。在机械安全方面, 工厂针对有机机械安全风险的岗位都制定了相应的操作规程, 并且给员工提供了培训以防范这方面的风险, 工厂提供了所有特种设备的年检报告, 例如电梯和锅炉。在化学品安全方面, 工厂按法规要求给大部分的化学品设置了二次容器和MSDS, 并且在给员工提供了相关培训且工厂在现场张贴了相关的警示标语, 最近一次培训时间为2018年5月18日。在急救政策方面, 工厂制定了急救政策, 工厂给每个车间配备了药箱, 同时, 工厂也提供了饮用水给员工, 员工可随时喝水。</p>
<p>7.1 - The main auditee partially respected this principle because the factory had established complete management system on health and safety, included identification and awareness of related legal regulation, health and safety check, training etc. But some issue was happened again due to management negligence. 被审核方部分遵守该准则。原因是工厂已建立完整的健康安全管理体系, 包括相关法规的识别与了解, 健康安全检查, 培训等, 但是由于管理疏忽, 导致某些问题再次发生。</p>
<p>7.3 - The main auditee partially respected this principle because sampled find that the factory did not provide occupational health examination reports for five workers, such as workers in the rubber workshop and molding workshop. 主要被审核方部分遵守该原则, 原因是工厂未提供抽样的5名炼胶车间和成型车间的工人的职业病体检报告。</p>
<p>7.6 - The main auditee partially respects this principle because the factory had provided activated carbon masks to rubber brushing workers, but some rubber brushing workers in the molding workshop did not wear activated carbon masks when working. 被审核方(生产商)部分遵循该准则。原因是工厂有提供活性炭口罩给工人, 但成型车间的部分刷胶工人在工作时未穿戴活性炭口罩。</p>
<p>7.7 - The main auditee partially respects this principle because most chemicals used in the factory were not labeled with Chinese labels, such as diluents. 被审核方部分遵守该原则, 原因是工厂使用的大部分化学品均未张贴中文标签, 如稀释剂等。</p>
<p>7.17 - The main auditee partially respected this principle because no safety guard for pulley of 10% sewing machines, 20% of the sewing machines were not installed finger guards. 被审核方(生产商)部分遵守该原则, 原因是10%的缝纫机皮带轮没有保护罩, 20%的缝纫机没有安装护指环。</p>
<p>7.21 - Remarks: Not Applicable and no canteen was provided to the workers. 备注: 不适用且工厂不提供食堂给工人。</p>
<p>7.22 - The main auditee partially respected this principle because the privacy doors of the toilets in the workshop have no privacy effect, and the toilets were not very clean. 被审核方(生产商)部分遵循该准则。被审核方(生产商)的车间的厕所的隐私门起不到隐私作用, 并且厕所不是很干净。</p>
<p>7.23 - N/A, factory did not provide transportation for workers. 不适用, 工厂未提供交通给员工。</p>
<p>7.24 - N/A, factory did not provide dormitory for workers. 不适用, 工厂未提供宿舍给员工。</p>
<p>7.25 - The main auditee partially respected this principle because the main auditee did not conducted tests of occupational disease hazard factors such as air quality in the rubber mixing workshop. 被审核方(生产商)部分遵守原则。工厂未对炼胶车间进行空气质量检测。</p>
<p>Remarks from Auditee</p>
<p>Performance Area 8 : No Child Labour</p>
<p>1- Followup Audit [Audit Id - 155097] Audit Date: 27/06/2019 PA Score: A Deadline date:</p>
<p>GOOD PRACTICES:</p>
<p>AREAS OF IMPROVEMENT:</p>
<p>Remarks from Auditee:</p>
<p>Full Audit [Audit Id - 128633] Audit Date: 11/07/2018 PA Score: A Deadline date:</p>
<p>Good practices</p>
<p>None</p>
<p>Areas of improvement</p>
<p>The policy of recruiting was set up by the factory. And it regulated that the factory would not recruit workers under 16. The factory checked workers' ID during recruiting and HR specialist knew the skills of asking workers' experience and ages when he had any doubt of workers' ID card or age according to interview with HR specialist. Meanwhile, the factory established remediation measure of child labor in order to set up measure of recruiting child labor incidentally. After checking all personnel files of workers, no child labor was identified in the factory. The youngest worker in the plant was born on Jun 4, 2000 who entered in the factory on Jun 29, 2018.</p> <p>工厂制定了合适的招聘政策, 员工入职时工厂均会查看员工的身份证并且当人事专员对员工年龄有怀疑时, 会通过有技巧地面谈以核实员工情况。同时工厂制定了童工补救措施以防万一发现童工的应对措施。在审核过程中, 通过查阅所有员工的人事资料, 未发现有童工存在。工厂最年轻的员工出生于2000年6月4日, 且于2018年6月29日入职于工厂。</p>
<p>Remarks from Auditee</p>

Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 155097] Audit Date: 27/06/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 128633] Audit Date: 11/07/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The auditee established procedure file for young worker refers to Amfori BSCI Code of Conduct and local law. The management knows the worker between 16 years old and 18 years old should be protected legally while working. Such as: provide pre-service health check free of charge and training, registration in local labor department and no poisonous and harmful position arranged etc. No young worker was identified. The youngest worker in the plant was born on Jun 4, 2000 who entered in the factory on Jun 29, 2018.</p> <p>被审核方依据Amfori BSCI行为守则和当地的法律法规建立了针对未成年工人的程序文件。管理知道雇佣年龄在16-18周岁之间的工人在工作中应该依法进行保护，如：提供免费的体检、培训，在当地劳动部门备案以及不能安排有毒有害岗位等。被审核方没有雇佣未成年工人。工厂最年轻的员工出生于2000年6月4日，且于2018年6月29日入职于工厂。</p>	
<p>9.2 - NA. There was no young worker in the factory. 不适用。工厂未使用未成年工。</p> <p>9.3 - NA. There was no young worker in the factory. 不适用。工厂未使用未成年工。</p> <p>9.4 - NA. There was no young worker in the factory. 不适用。工厂未使用未成年工。</p> <p>9.5 - NA. There was no young worker in the factory. 不适用。工厂未使用未成年工。</p> <p>9.6 - NA. There was no young worker in the factory. 不适用。工厂未使用未成年工。</p>	
Remarks from Auditee	
Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 155097] Audit Date: 27/06/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 128633] Audit Date: 11/07/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>Labor contracts were all concluded between the factory and workers, the labor contract was signed every three years. The contracts statement included 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，劳动合同每三年一签，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	

Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 155097] Audit Date: 27/06/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 128633] Audit Date: 11/07/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The factory established the policy on anti-forced labor. The HR management understood well the scope of forced labor. And according to onsite observation and interview statement of workers, workers confirmed that there was no evidence showed in the factory, for example, they could resign according to legal requirement and they could leave the factory freely without being searched. No inhumane or degrading treatment was found during the audit and according to interview with workers. The discipline policy was also in line with legal requirement.</p> <p>工厂制定了反强迫劳动的政策, 工厂人事负责人理解哪些方式是属于强迫劳动的范畴。依据现场观察和员工访谈, 员工也很清晰地表明工厂内无强迫劳动的现象。例如员工可以依照法规要求提出辞工而不会被克扣工资, 并且可以自由离开工厂。员工也未遇到任何被侮辱或非人道的待遇。工厂的惩戒政策也是符合法律法规要求。</p>	
<u>Remarks from Auditee</u>	
Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 155097] Audit Date: 27/06/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 128633] Audit Date: 11/07/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The factory had conducted the environmental impact assessment includes the assessment of water resource nearby the factory and obtained the EIA approval. The main processes were cutting , sewing,rubber mixing, Vulcanization, molding and packing. The mainly waste generated onsite were molding and rubber mixing waste gas and boundary noise. The waste monitor report showed the molding and rubber mixing gas and boundary noise were discharged as per legal law. The factory obtained the environmental treatment facility construction acceptable certificate. The factory provided hazardous waste transfer records and contract shows that solid hazardous waste will be produced to qualified units for processing.The factory also made the policy and detail actions on saving water, and the water use statistical data was provided for review.</p> <p>工厂主要的工序有裁断, 车缝, 炼胶, 硫化, 成型和包装等工序。工厂有进行环境影响评估并获得批复。工厂的环评中已针对附近水资源进行了评估。工厂产生的废弃物主要为成型和炼胶废气及厂界噪声。工厂的监测报告显示成型和炼胶废气及厂界噪声均达标排放。工厂有针对废气处理设施进行环保竣工验收。工厂提供了危废转移记录和合同显示将产生的固体危废交给有资质的单位进行处理。工厂制定了节约用水政策及具体措施, 并且提供了用水统计记录供查看。</p>	
<u>Remarks from Auditee</u>	

Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 155097] Audit Date: 27/06/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 128633] Audit Date: 11/07/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The policy on anti-corruption was established by the factory, the factory had conducted the risk assessment for the corruption. The factory provided training for relevant workers, the latest training was conducted on Apr 17, 2018. During the audit, no misrepresentation was provided by the factory, all information could be cross checked. No information of inconsistencies of attendance and payroll system was identified. Procedure and actions were established to protect workers' private information from out leakage.</p> <p>工厂创建了反腐败的政策, 并进行了反腐败风险评估。工厂为相关人员进行了培训,最近一次培训时间为2018年4月17日。审核过程中,工厂提供的数据也均可通过其它方面进行核实, 工厂未提供任何不实信息。审核中没有发现工资考勤不一致。工厂有建立程序及措施来保护员工隐私信息不外漏。</p>	
<u>Remarks from Auditee</u>	

Summary 

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	27/06/2019	155097	D	B	A	A	B	D	B	A	A	A	A	A	A	C
Full Audit	11/07/2018	128633	D	B	A	B	B	D	A	A	A	A	A	A	A	C

Producer Photos



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



Photo of fire safety equipment
Fire hydrant test.JPG



Photo of the sanitary facilities
Toilet and hand washing facility (2).JPG



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



Photo of fire safety equipment
Fire hydrant.JPG



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



Photo first aid facilities
Eye washing facility.JPG

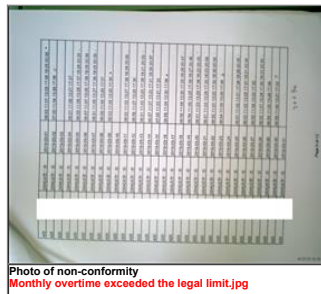


Photo of non-conformity
Monthly overtime exceeded the legal limit.jpg



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



Photo first aid facilities
First aid kit.JPG



Photo of non-conformity
Parts of the chemical without safety labels.JPG



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



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



Photo of non-conformity
Pulley without protective cover.JPG



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



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



Photo of non-conformity Sewing machine without finger guard.JPG



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



Photo of fire safety equipment Emergency lighting.JPG

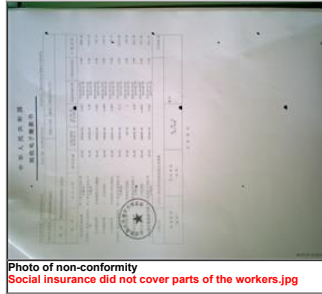


Photo of non-conformity Social insurance did not cover parts of the workers.jpg



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



Photo of fire safety equipment Evacuation map.JPG



Photo of non-conformity Toilet not clean and privacy door not appropriate.JPG



Photo of the inside of the main production hall Silk printing.JPG



Photo of fire safety equipment Exit sign.JPG



Photo of the code of conduct on display COC.JPG



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



Photo of fire safety equipment Fire alarm.JPG



Photo of the personal protection equipments (if applicable) Workers with masks.JPG



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



Photo of fire safety equipment
Fire extinguishers.JPG



Photo of the sanitary facilities
Toilet and hand washing facility (1).JPG



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